

NEWS

Lengthy bargaining session with mediator produces no progress; more sessions scheduled for this week

Bargaining teams for the Faculty and administration met for about five hours on July 25, but Faculty team members said no changes were evident in administration positions regarding unresolved contract issues.

According to the Faculty team, much of the time in the July 25 session was spent with both teams explaining their positions to the mediator, Earl Leonhardt.

Faculty Chief Negotiator Geoff Woolf said, "Even with the mediator present, the administration team offered no changes to their proposals."

The unresolved contract issues include workload, compensation and benefits, distance education, and tenure, as well as a number of other contract provisions.

Geoff said, "The current administration proposals increase workload for almost all faculty, while eliminating the opportunity to earn tenure for any faculty member hired for

a new faculty position created in the future. In addition, the administration proposes to erase the current contract article about distance education."

"Along with those proposals, they are offering a raise of 1.5 percent and a 1 percent

It appears that the administration "won't discuss anything with a dollar value attached until after fact-finding."

increase in health insurance contributions--with no cap on future increases to the contribution," Geoff said.

At this point, the Faculty team believes that the administration is once again depending on the contentious legal process of fact finding as the best way to resolve problems of concern to both faculty and administration.

"It seems increasingly clear that the administration is not going to discuss any proposal that has a dollar value attached until after fact-finding," Faculty Team Member John Battistone said.

"We hope the administration team will demonstrate some different approaches to bargaining this week, but realistically, we will be preparing for the possibility of a fact-finding hearing," John said.

Additional bargaining sessions are scheduled for July 28 and July 30. The mediator is expected to attend both sessions.

AAUP Chapter President Paul Davis said a Chapter meeting is scheduled for August 13 and that if necessary, a strike authorization vote will be taken at the meeting.

"I still hope there's a way to turn this around," Paul said. "But Cincinnati State faculty are not going to let 20 years of progress be erased."

Faculty Team describes unresolved issues to Chapter members

Members of the Cincinnati State AAUP Chapter received an update from the Faculty Bargaining Team at the Chapter meeting on July 23. About 70 Chapter members attended the meeting.

Faculty Chief Negotiator Geoff Woolf said the team was optimistic when bargaining sessions with the administration team began in May.

"I really had hope that this year, we would be able to talk in new ways and genuinely collaborate, rather than repeating our history as two intractable parties," Geoff said.

"Instead, we are seeing the same behavior from the administration that we saw in 2005--or maybe even a little

worse," Geoff said.

"We stated at the table that we are interested in collaborating with the administration to help solve shared problems."

"However, it seems that the administration's interpretation of 'collaboration' means that we listen to their problems and give them what they want--and we get nothing in return," Geoff said.

The Faculty team discussed key differences in some Faculty and administration proposals (see chart below).

Faculty Workload proposals are intended to bring needed changes for those whose workload was not affected by the changes bargained in 2005.

"We're asking for relief for those who did not get it last time," said Faculty Team Member Joyce Rimlinger. "The administration's response is that they don't think faculty members are working hard; in fact, they think most faculty should be doing even more work."

Geoff said the Faculty compensation proposal is comparable to raises received by faculty at other urban community colleges in Ohio.

"At many other colleges, faculty receive scheduled 'step' raises of three percent or more, as well as additional annual raises," Geoff said. "A salary

see Chapter Meeting / 3

Major Unresolved Contract Issues as of July 25, 2008

Workload:

- Administration - raise maximum workload to 18 units per term; keep annual maximum at 64 units; eliminate 3 coordination units for HPS faculty and replace with formula based on "working hours."
- Faculty - change term maximum to 15 units and annual maximum to 60 units; raise base unit for chairs to 6 units per term.

Distance Education:

- Administration - eliminate all language on distance education and intellectual property.
- Faculty - provide faculty with right of first refusal on distance course development; award minimum of course units + 1 for distance course delivery; ensure that programs/areas decide which courses should use distance delivery methods.

Selection & Appointment of Faculty and Academic Administrators

- Administration - keep status quo language (within Article VI).
- Faculty - create new contract article with streamlined and improved process for hiring.

Tenure:

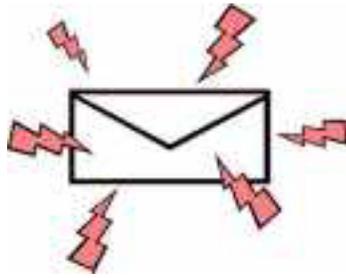
- Administration - make all new positions in life of contract non-tenure track; those not awarded tenure can be offered non-tenure track jobs.
- Faculty - keep status quo language (Article XII).

Benefits:

- Administration - increase faculty share of health insurance contribution from 5% to 6%; no cap on future increases to contribution.
- Faculty - maintain current contribution; implement a health and wellness program.

Compensation:

- Administration - 1.5% raise to base pay; no raise to overload pay.
- Faculty - 8.5% raise to base pay and overload; add 3% longevity raises at 12 years and 17 years; change tenure raise from 2% to 4% increase.



Letters

To the Editor:

Here we go again. Another hot summer, and after several bargaining sessions, nothing significant is happening in the way of contract negotiations.

I really had high hopes for this year's negotiations. The climate on campus is much improved with the presence of Dr. Henderson, and I assumed we would have an early resolution to the concerns faculty brought to the bargaining table. But I guess things haven't changed for the administration.

I understand why some administrators don't see faculty as overworked. In our division, administrators are very busy teaching classes for overload. Since they all seem to have

time during the workday to teach as well as complete their administrative responsibilities, it makes sense that they can't see what we do.

While some full-time faculty are told they cannot have overload assignments (presumably because of the "high cost of faculty overload"), administrators teach multiple overloads and are compensated at the highest rate for adjunct faculty.

It's hard to understand how administrators can have so much "open time" for teaching, but we're also told it's alright for administrators to teach during the day because many of their assignments are online courses. The administration

now thinks distance education is so "routine" that no contract language is needed to address this kind of instruction, even though our college currently has no system in place for reviewing the content or overseeing the integrity of these classes. However, some administrators get extra help with their courses (like grading assistants) that faculty members aren't entitled to.

Administrators are responsible for addressing student concerns and problems related to their classes, so I guess we just have to hope that no student ever has a problem in a class where an administrator is their teacher.

I know the faculty bargaining team is working hard to try to establish a new contract that includes fair guidelines for workload and distance education.

I hope we will see some progress this week.

Sandy Speller,
Health & Public Safety

Chapter Meeting / continued from 2

increase of 8.5 percent is not at all out of line when you examine the real raises earned by our faculty colleagues around the state."

"Also, when the College was experiencing financial problems in the past, the faculty agreed to accept smaller raises," Geoff said. "Now, faculty should be recognized for our contributions to the College's success."

AAUP Chapter President Paul Davis spoke to the members about his hopes and concerns for the College and the faculty.

Paul said he believes the College has many opportunities to become great.

"We have an important place in the Governor's plan for higher education, and the College has a good President in Dr. Henderson," Paul said.

"The only thing standing in the way now is getting through these negotiations," Paul continued.

"The administration team is refusing to be collaborative, and I don't know why. But you can be sure this faculty is not going to give up the values we have worked hard to put into our contract."

"If we all work together and show our support for our team, we will bring these negotiations to a good ending," Paul said.

For current bargaining information:

**AAUP Office Hotline
513-569-1888**

**or read updates online
www.cinstataaup.org**

**New message posted
after each
bargaining session**

Cincinnati State AAUP Chapter Meeting

Wednesday, August 13
2:00 p.m.

Location to be Announced

Agenda:
Report on the Status of Negotiations

**CINCINNATI STATE CHAPTER
AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS
3520 CENTRAL PARKWAY
CINCINNATI, OHIO 45223-2690**

EXECUTIVE COMMITTEE

PRESIDENT

PAUL DAVIS
PHONE: 513.569.1642

VICE PRESIDENT

JOYCE RIMLINGER

GRIEVANCE OFFICERS

JOHN BATTISTONE, GEOFFREY WOOLF

SECRETARY

DIANE STUMP

MEMBERSHIP CHAIR

JANICE LOCKETT

TREASURER

YVONNE BAKER

MEMBER-AT-LARGE

JASON CAUDILL

PAST PRESIDENT

PAM ECKER

CHAPTER WEBSITE

WWW.CINSTATEAAUP.ORG