

NEWS

Faculty should review term & annual workload for compliance with new contract standards

The AAUP Executive Committee encourages all faculty members whose work is primarily instructional to examine their term and annual workload and make sure the new contract provisions are being applied correctly.

AAUP Chapter President Paul Davis said that copies of the contract should be available in January. The final text is being reviewed by Faculty and Administration bargaining team members to be sure the document is accurate before copies are printed.

Key elements of the new workload provisions include:

- The term maximum for faculty whose work is measured in units is 16, and the annual maximum is 62.
- The Dean may assign over 16 units per term, but only with your consent.
- If you earn more than 16 units in a term, you may choose to be paid for those units in the term they are earned. "Banking" units over 16 may be done only with the expressed consent of the faculty member.

- You may not be forced to "bank" units from one term to the next. If you do choose to bank units, you should receive a commensurate release for those units in another term where you choose to apply the banked units.
- "Banking" units can allow you to plan for a lighter term later in the year, but you may work a "light" term at any point in the year, under the promise of a load that will exceed 16 units later in the year. Remember, though, that the faculty member must consent to this sort of "banking."
- If you are an "18 course" instructor it means your load typically--but not necessarily exclusively-- consists of 3-unit courses. Your term maximum is five courses and

your annual maximum load is 18 courses. You must be given overload compensation for classes over the term maximum of five, and you must be given overload for additional duties you take on, such as advising or special projects.

- Any faculty member who is planning to develop an online course must prepare a written agreement, in collaboration with your Dean, that clearly outlines your compensation for course development (minimally, the course units plus one) and your future royalties, if applicable.

Any faculty member with questions or in need of assistance on workload matters should get in touch with Paul or any other member of the Chapter Executive Committee.

Chapter officers elected

Elections for Chapter officers concluded Dec. 16. The results are:

Vice President: Joyce Rimlinger

Secretary: Peggy Rolfsen

Member at Large: Diane Stump

These officers' terms begin

immediately and end Oct. 31, 2010.

Chapter President Paul Davis said the AAUP Executive Committee will hold a retreat in January to review 2008 negotiations and develop plans for future Chapter activities.

New Health & Wellness Program begins in January

A new contractual benefit for AAUP bargaining unit members--a Health and Wellness Program--goes into effect Jan. 1.

The first offering available under the new benefit program is reimbursement for those who participate in the on-campus Weight Watchers series that starts in January.

The new contract language, which is part of Article XI, Benefits, says that the Health and Wellness Program "...will provide at no charge to the employees services including, but not limited to, physical assessments, stress management programs, nutrition counseling, smoking cessation services, biometric measurements, and access to the College's fitness facilities."

The contract language also says that faculty members will be "encouraged, but not required to participate in Health and Wellness programming."

According to Faculty Chief Negotiator Geoff Woolf, the implementation of the new

contract provision is being carried out in collaboration with the College Human Resources Office.

"Setting up a new program like this is a complex task," Geoff said. "We'll be working with the HR Office to be sure a wide range of wellness programs are available to faculty."

The first specific offering is reimbursement for faculty who participate in the Weight Watchers series scheduled to begin in January.

At least 15 participants must be confirmed and paid by Jan. 8 for the Weight Watchers leader to begin the on-campus program on Jan. 15.

- If at least 15 people join, the Weight Watchers program will run at Cincinnati State for 12 weeks, at a cost of \$156 per person.
- If 20 people join, the program will run for 17 weeks, for \$186. Under a 17-week program, participants will get free Weight Watchers e-tools for 19 weeks.

Anyone interested should plan to attend an informational meeting on Thursday, Jan. 8, at 2:45 p.m. in Main 180.

You can pay with credit card or check, and then submit your receipt to be reimbursed.

To reserve a spot, contact Jon McKamey by January 8.



**AAUP wishes to all members
of the College community
a refreshing holiday break
and a productive & prosperous
new year**

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