

# NEWS

## Chapter meeting to provide forum for workload concerns; FACT to discuss semester-related issues

An AAUP chapter meeting is scheduled for Wednesday, Jan. 27, to begin identifying faculty concerns related to the College's planned transition to a semester schedule.

The meeting will take place in The Point Room (ATLC 108) from 3:00 to 4:30 p.m. All full-time faculty members are welcome to attend the meeting.

AAUP Chapter President Paul Davis said the results of the meeting will assist planning by the AAUP Executive Committee and the AAUP representatives on the Faculty / Administration Communication Team (FACT).

The FACT was established as part of the first AAUP contract in 1990 as a means for ongoing communication and problem solving. The FACT includes six AAUP representatives and six College administration representatives.

Paul said the FACT met on Jan. 7 to identify issues that need to be examined this year. Topics agreed on for the FACT agenda include:

- Determining appropriate faculty release/compensation for the work associated with changing all courses,

curricula and other academic information from terms to semesters.

- Examining possible approaches to measuring faculty workload under a semester calendar.
- Examining how to achieve full implementation of the health and wellness provisions of the current contract (Article XI (F) 2).
- Facilitating improvements in implementation of the contract article on selection and appointment of faculty and academic administrators (Article VII).

Paul said FACT is scheduled to meet again on Jan. 28.

AAUP's representatives on FACT are Bob Eveslage, Joyce Rimlinger, Linda Schaffeld, David Simmermon, Diane Stump, and Geoff Woolf.

"Faculty members have

our assurance that the AAUP Executive Committee will be proactive in addressing faculty issues related to semester transition," Paul said.

"This change will affect every element of our professional lives," Paul continued.

"Before we look at defining faculty responsibilities in a semester calendar, we need to get a sense of how much work is involved in changing every course and every curriculum we offer," Paul said.

"Some faculty members have started that work already, and every faculty member will be involved with that work during the next several months," Paul added.

"We want to begin calibrating that work so our FACT representatives can discuss appropriate release or compensation with the College administration," Paul said.

## Amended Chapter Bylaws approved by members

Amendments to the AAUP Chapter Constitution and Bylaws were approved in voting by Chapter members that concluded Dec. 18.

The Constitution and Bylaws are available, as amended, in the Library section of the Chapter website, [www.cinstataaap.org](http://www.cinstataaap.org).

# SERB mediator to assist discussion of health insurance ULP

A mediator appointed by the State Employment Relations Board (SERB) will meet with representatives of the AAUP and the College administration on Jan. 27 to discuss the Unfair Labor Practice (ULP) charge filed by the AAUP regarding changes to faculty health benefits.

AAUP Contract Compliance Officer Geoff Woolf said the mediator was appointed by SERB to attempt to facilitate a settlement of the issues raised by the ULP.

Geoff said that if a settlement is achieved through mediation, the SERB processes will end. If a settlement is not reached, the next step will be a "probable cause" hearing by the SERB.

The AAUP filed the ULP charge in August. The ULP asks the SERB to order the administration to return health benefits to the provisions and costs negotiated prior to August 2009 for the current contract.

The ULP also seeks an end to the administration's practice of unilaterally imposing

changes that should be topics of bargaining.

Geoff said, "We hope the mediator can assist in bringing this matter to a reasonable conclusion."

He continued, "The administration's changes to health insurance—which were announced after contract negotiations concluded—have resulted in significant cost increases for some of our members."

"The administration says they were simply carrying out insurance changes imposed by Anthem, but we believe these changes should have been discussed through negotiations," Geoff said.

## "Have a Heart" service event coming soon

The AAUP Chapter's annual "Have A Heart" event will take place during the week of Feb. 15.

Additional information will be provided when the date is confirmed.

"Have A Heart" focuses on Chapter service projects,

Geoff said, "Our bargaining team was told at the table that we would be informed of changes proposed by Anthem. Then, faculty representatives could have discussed possible changes before they were implemented."

"Instead of discussion, the changes were simply announced to faculty through *Daily News* messages," Geoff said.

"We believe that the administration violated Ohio labor law by communicating these changes directly to the faculty," Geoff added.

"The administration did not respect the role of AAUP as the faculty representative for matters dealing with wages and benefits," Geoff said.

including seeking contributions to the College Sick Leave Bank.

AAUP Service Committee members said that the annual food drive for the Freestore Foodbank, completed in December, gathered 355 pounds of donated goods and \$100 in cash donations.

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