

NEWS

Faculty reps believe FACT agreement near on release for semester transition work

Faculty representatives said they are “cautiously optimistic” about reaching agreement with the administration on a process for assigning faculty release time for work related to the transition to a semester calendar.

According to AAUP Contract Compliance Officer Geoff Woolf, progress was made last week during meetings of the Faculty / Administration Communication Team (FACT).

“In our last proposal to the administration, we came up

with a new way of calculating the units needed for transition work, based on several quantifiable factors,” Geoff said.

Factors used for the calculation include:

- the total number of courses (and the credit hours of these courses) offered by the program or department.
- the number of degrees and /or majors offered.
- the number of Transfer Module and TAG (Transfer

Assurance Guide) courses.

- whether the degrees offered include co-op/ clinical education.

Linda Schaffeld, a faculty representative on FACT, said, “We worked very hard to come up with a way of calculating and distributing release units that would be fair to all faculty.”

Geoff said he hopes additional details will be available for discussion at the AAUP chapter meeting scheduled for June 15 at 3 p.m. in The Point.

Joint Benefits Committee to be established

Future negotiations of health benefits for Cincinnati State unionized employees could be accomplished through a Joint Benefits Committee with members from all the employee unions.

According to AAUP Contract Compliance Officer Geoff Woolf, the AAUP and the administration are preparing a formal Memorandum of Understanding that establishes the Joint Benefits Committee (JBC).

The draft goal statement for the JBC says the committee

purpose is:

“To research and evaluate all facets of health care benefits in order to build consensus and make collaborative decisions and recommendations regarding the College’s health care benefit offerings.”

Geoff said that along with AAUP, all of Cincinnati State’s employee unions will be invited to participate in the JBC.

Geoff said that establishing the JBC will resolve the Unfair Labor Practice charge filed by the AAUP in August 2009,

by providing assurance of communication and input for AAUP in all future modifications of health benefits.

The Unfair Labor Practice charge that was submitted to the State Employment Relations Board (SERB) said that the administration had imposed changes to faculty health benefits without negotiations.

Geoff said that AAUP and administration representatives met with a SERB-appointed mediator in January and began

Faculty to provide input for admin evals

A new evaluation form for faculty input in the evaluation of division-level academic administrators will be distributed before the end of Spring term.

A task force has been working on the new form for several weeks. AAUP representatives on the task force are Yvonne Baker and Jason Caudill.

Others members of the task force are Interim Dean Peggy Harrier and Library Director Kathy O’Gorman.

Yvonne said the evaluation form provides numerical ratings for several elements of administrators’ responsibilities, and also has room for open-ended feedback about administrator strengths and weaknesses.

Yvonne said the forms will

be provided online, and all faculty members in AAUP Units 1 and 2 will have the opportunity to evaluate all of their administrative supervisors in the division or department.

AAUP Chapter President Paul Davis said discussion of an improved process for faculty input to administrator evaluation began in April, when Academic Vice President Monica Posey met with the AAUP Executive Committee.

“Dr. Posey said she wanted to increase faculty participation in providing input for the evaluation of deans and associate deans,” Paul said.

“We told Dr. Posey that faculty members are more likely to complete evaluation forms if they believe their feedback is valued,” Paul added.

Benefits Committee / continued from 1

the discussions that led to establishment of the JBC.

“The JBC will put an end to future administration ‘surprises’ in our health benefits,” Geoff said. “All of the employee unions will have the opportunity to be fully involved in discussions with the College’s insurance agents.”

“This is a win-win solution to health benefits problems,” said AAUP Chapter President Paul Davis.

“By working together, we should be able to streamline future tasks related to providing health insurance for all employees, while effectively addressing health care costs,” Paul said.

AAUP Chapter Meeting

Tuesday, June 15, 3 to 4 p.m.

ATLC Point Room

Open to all full-time faculty members

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