

# NEWS

## Faculty meet for negotiations update; next bargaining session July 20

At the AAUP Chapter Meeting on July 7, faculty members received a report from the Faculty Bargaining Team and discussed possible next steps in the negotiations process.

Faculty Chief Negotiator Geoff Woolf said that a mediator appointed by the State Employment Relations Board (SERB) will attend the next scheduled bargaining session on July 20.

At the Chapter meeting, Geoff and other members of the Faculty Bargaining Team discussed in detail the proposals where faculty and administrator positions are far apart (see *AAUP News*, July 5, for details).

"The faculty team has all of our proposals on the table, and we would like to bring negotiations to a prompt and reasonable conclusion, through discussion between the parties," Geoff said.

"So far, the administration has refused to bring proposals for compensation and benefits," Geoff said.

"Many of the other administration proposals roll

back the clock several decades," Geoff added.

"They have proposed unprecedented increases to workload, and extreme cuts to the faculty role in College-wide decision making and selection and hiring of faculty and academic administrators."

"Perhaps with the help of a mediator, we will be able to make some progress toward a settlement," Geoff said. "Otherwise, we will be preparing for fact-finding."

Geoff also noted that the administration has taken steps to slow down the process of reaching a contract agreement.

"During the last week of June, our Chapter attorney sent a

letter to SERB asking them to appoint a mediator and then to provide a list of possible fact-finders," Geoff said.

"The administration's attorney wrote a letter to SERB that objected to our attorney's request to implement the steps in the Ohio collective bargaining law."

"Instead, their attorney tried to slow down the process of carrying out fact-finding and getting these negotiations completed," Geoff added.

Chapter President Paul Davis urged newer faculty members to seek information and ask questions.

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## New President; old proposals. Why?

--Debbie Bogenschutz, AAUP Bargaining Council Co-Chair

I was excited when Dr. O'dell Owens was selected as President of Cincinnati State.

Finally, we had a President dedicated to the Cincinnati area, who also had a personal relationship with Cincinnati

State, since one of his children is a graduate of the College.

During the interview process, I attended Dr. Owens' open meeting with the faculty, and he convinced me that his background and experiences

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would serve Cincinnati State well. I was hoping for great things, and expecting a President who isn't just giving lip service when he proclaims what a great faculty we have.

Also, I thought that with Dr. Owens as President, contract negotiations would be different this year.

Dr. Owens was on record, in the *Cincinnati Enquirer*, regarding negotiations for the Cincinnati Public School teachers—and he said that unions and administrations should work out their own problems, and not rely on outsiders to find solutions to their problems.

I thought this year the administration might end the old patterns of wasting time, paying lawyer's fees, and escalating tensions. I thought Dr. Owens would get things done.

So imagine my dismay, listening to our Faculty Bargaining Team describe negotiations so far.

On salaries and benefits, the administration isn't even willing to reveal their proposals.

Regarding shared governance (an American value in higher education that's almost the equivalent of baseball, hotdogs, and apple pie) the administration's proposals convey that I should just do my job (and a lot more of it) and shut up.

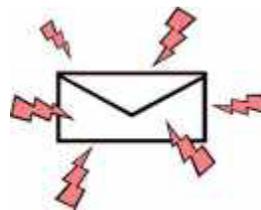
The administration's proposals this year limit faculty involvement in College governance more severely than any administration I can remember, and my tenure at Cincinnati State goes back to the presidency of Fred Schlimm, before we had a faculty union.

I have seen our contractual governance system in action for many years. I have seen the way the Faculty Senate deliberates when making faculty appointments to College-wide committees.

The Senate is careful in selecting faculty members who represent varied views and perspectives, but share the desire to do what's best for the College as a whole and not serve a narrow self-interest.

Now, it seems that the Owens administration is echoing past administrations.

The administration's governance proposals seem to be devising a system that ensures committees are staffed with administration-selected representatives, who can be controlled.



## Letters

My friends,

As a retired faculty member, please know I'm with you during these challenging negotiations. I'm thinking of you and of the students who are attending the College.

I started at Cincinnati State (then CTC) in 1976. I taught 49 weeks a year, and I remember one stretch where there were no pay increases for five consecutive years. OK, that's history... but from what I read about current bargaining, it sound like history rolls around.

Please know this. The interaction between faculty and

The administration's proposals also limit the faculty role in the hiring of faculty and administrators. The result of these proposals would be less faculty participation than at any other time in Cincinnati State's history.

We might be a great faculty, but the governance proposals from the Owens administration seem to say that faculty simply can't be trusted to make great decisions.

It's been less than a year since Dr. Owens joined Cincinnati State.

What happened to the idealist who said he was so proud to be part of this College?

What happened to the President who said (and continues to say) that he had great respect for our faculty?

Meet the new boss, same as the old boss.

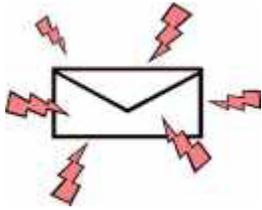
students is the only thing that matters. What happens between faculty and students makes a difference, and makes a College. The rest is peripheral.

It is the administration's job to support faculty and the work we do. It is not our job to pay for the cost of administration. If something has to go, layers of administration should go, so teachers can keep teaching students, with excellence.

Stay together, be strong.

Marc Baskind

Emeritus Professor  
Business Technologies



# Letters

To the Editor,

I am writing to share my thoughts about the administration's proposal to make all non-instructional faculty work 220 days a year, starting in Early Fall 2011, as reported in the *AAUP News* on July 5.

Currently, librarians, counselors, and advisors in AAUP Unit 1 work 180 days a year. The proposed increase is a full 8 weeks or more than a 22 percent increase in work.

The Faculty Bargaining Team told us that the administration has refused to provide any information about compensation or benefits. However, I have a feeling that the administration will expect us to work these additional 40 days with little, or even no, additional compensation.

Essentially, the administration's proposal is like getting a HUGE pay cut.

Just like the teaching faculty, the non-instructional faculty are educated professionals, and many of us hold advanced degrees.

We go through the same tenure process, and feel the same need to participate in professional associations, seek continuing education, and share our expertise through professional writing and presentations.

Much of our "time off" is spent on being involved in our professions and our communities.

Under the administration's proposal, we'd be losing 50 percent of the time that is currently available for community and professional activities.

Yet I've heard Dr. Owens say on many occasions that he would like the members of the College community to be more involved in the larger community.

When I left my corporate job to take a position at Cincinnati State, I took a huge cut in my salary.

I was able to justify this change based on the 180-day work contract. In fact, the flexible work schedule was one of the major reasons I accepted this position.

Even on my days off from Cincinnati State, I am constantly checking email, voicemail, and monitoring the Library's social networking sites.

My co-workers know that I am available at any time and they will email or call me if problems arise—even on my "time off."

I have been working at Cincinnati State for over ten years, building what I always expected to be a lifelong career.

For the administration to even consider making such enormous changes to my working hours and conditions is a huge betrayal of the employee-employer relationship.

Tracey Stivers  
Library

## ***Bargaining / continued from 1***

"If the administration won't reach a negotiated agreement with us at the table, and we head into fact-finding, it's possible that we'll see attempts to frighten or intimidate faculty, particularly those who are untenured," Paul said.

"Any faculty member with questions or concerns should talk to members of the AAUP Executive Committee," Paul said.

"Faculty who have been through these bargaining scenarios in the past should take

time to discuss the situation with newer colleagues," Paul added.

"As long as we are united, we will reach a successful conclusion," Paul said.

**AAUP Office Hours**  
**Mondays and Thursdays**  
**10 a.m. to noon**  
**beginning August 1**  
**Join AAUP Officers for coffee and conversation**  
**Main Building Room 124**

## Deadline for Inauguration attire is today!

Faculty members are reminded to place their orders for academic caps and gowns to be worn at the Inauguration of President Owens on Sep. 23.

To order attire, use the eform at [https://swebapps.cincinnati.edu/eforms/eform.aspx?form\\_id=459](https://swebapps.cincinnati.edu/eforms/eform.aspx?form_id=459)

AAUP Chapter President Paul Davis said, "We hope contract negotiations will be completed prior to Inauguration, and we encourage faculty member to make plans to participate in this important College event."

The deadline for orders is July 20.

## Senate Bill 5 referendum should be officially certified next week

According to a July 19 story in the *Columbus Dispatch*, more than 800,000 valid signatures on petitions seeking a referendum to repeal Senate Bill 5 have been certified by the Boards of Elections in counties throughout the state.

About 232,000 valid signatures are required to place the referendum on the November ballot.

In addition, valid signatures are required from at least 3 percent of the number of voters in the last gubernatorial election, in at least 44 Ohio counties. The *Dispatch* article states that this signature percentage has been met or surpassed in 63 counties so far.

Signatures must be validated by the Boards of Elections in each Ohio county and reported to the Ohio Secretary of State by July 26.

## AAUP Communication Committee seeks volunteers

The AAUP Communication Committee is looking for faculty members who can help this summer when time-sensitive messages need to be distributed to other faculty members in their academic division.

Peggy Rolfsen, Co-Chair of the Communication Committee, said that typically these messages will be distributed through a phone call, and that each member of the committee will call about 10 faculty members in their division.

Any faculty member who wants to assist should get in touch with Peggy at extension 1225, or by email.

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