

# NEWS

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## Administration proposals go backwards; faculty prepare for possible strike while bargaining continues

Bargaining for a new faculty contract is scheduled to continue at 3:00 p.m. on Monday, Sep. 19, with the faculty and administration still far apart on some key issues, including faculty workload on semesters.

In voting conducted Sep. 14 and 15, members of the Cincinnati State AAUP voted 169 to 11 to reject the fact-finder's recommendations, and return to the bargaining table.

AAUP Chapter President Paul Davis said, "The fact-finder's recommendation for a 36-unit workload on semesters, with no guarantee of time comparable to the current term off, is not reasonable, and not acceptable to our faculty."

"All over the state, two-year colleges already on semesters, or planning for semesters, have established loads of 30 units annually," Paul said.

"Whether the schools are big or small, urban or rural, they all recognize that 30 units of annual load is a standard. Our Board and administration need to respect that standard, too."

"Cincinnati State faculty

are not asking to do less work overall, and we are not asking for a settlement that is fiscally unsound," Paul added.

"Our bargaining team has tried to give the administration's team creative ideas for resolving a contract while recognizing important interests on both sides, but the administration's team doesn't seem to be listening to those ideas."

Faculty Chief Negotiator Geoff Woolf described the administration team's action at bargaining on Sep. 16 as "disappointing and disrespectful."

Geoff said the Faculty team offered a new good-faith proposal, using the fact-finder's recommendations as a starting point, but also addressing the problems that caused faculty to resoundingly reject the report.

"For a while, we thought the administration team shared our desire to make good progress toward an agreement on Friday," Geoff said.

"That perception changed when they would not leave their caucus room to receive

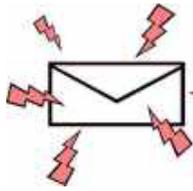
our proposal. Instead, they had the mediator bring them our proposal--and they sent back via the mediator a pre-written proposal that went backwards from positions the fact-finder had recommended--like 37 units for annual load on semesters."

The AAUP has filed a notice stating that if a settlement is not reached, a strike would begin at 7:00 a.m. on Friday, Sep. 23.

AAUP Chapter President Paul Davis said, "It would be a terrible shame to have to be picketing on Friday rather than celebrating a great new era for the College."

"We don't know why the Board and the administration want to conduct negotiations in the way they have chosen to," Paul said.

"We hope that ultimately they will share our desire to reach an agreement both sides can live with, and get it done in the next few days, so there is no need to disrupt College events or our students' education."



# Letters

To the Editor:

I would like to think that Dr. O'dell Owens is true to his word.

To paraphrase what I've heard about this good man, Dr. Owens "likes the quality faculty at this institution" and "wants to work with us to improve the College."

In one meeting I attended, he was very open and honest about finding ways to continue improving our standing in the community.

Yet, despite having Dr. Owens as President, in bargaining this year the administration has taken an extremely hard-line stance against faculty.

How may we resolve this apparent contradiction?

Consider the probability that Dr. Owens is indeed a man of his word, who accepted this position of leadership in order to

encourage student success. But his hands are tied!

I believe the Board of Trustees (BOT) is the real culprit here.

For whatever reason, Dr. Owens finds himself "between a rock and a hard place."

The hard place is the BOT, with their display of abject disrespect for faculty and a total unwillingness, *since the beginning of this year*, to negotiate in good faith.

A lack of good faith: that says it all.

On a more positive note, WE ARE THE "ROCK." We, the faculty, are as solid as we have ever been.

As an old song says, "*This rock shall not be moved.*" Need I say more about faculty resolve?

The BOT represents a wall against which we must fight and over which we must climb,

in order to continue providing the quality education that our students have come to expect.

I like our new leader! President Owens can help us!

Sir, stand up for what you believe in! Stand up for students! Stand up for faculty! Stand up for quality education at affordable prices! Stand up for the interests of our beloved community!

My advice: Mr. President, TEAR DOWN THIS WALL!

Ron Craig  
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