

NEWS

Bargaining session scheduled for Oct. 11

Bargaining between the Faculty and administration teams is scheduled to resume on Tuesday, Oct. 11, at 4:30 p.m.

Faculty Chief Negotiator Geoff Woolf said that mediator Earl Leonhardt asked both teams to return to the table for the first time since Sep. 22.

"We hope the administration team is willing to engage in good faith bargaining so we can reach a fair contract agreement," Geoff said.

"Our strike was a clear demonstration that the administration's final offer on Sep. 22 was not acceptable to over 90 percent of the full-time faculty."

"There's still plenty of opportunity to work out a reasonable settlement—but it can't be only the faculty team that offers meaningful compromises," Geoff said.

Chapter President Paul Davis said, "During and after the

strike, we heard College Board members and Dr. Owens say they are interested in resolving our contract negotiations. We certainly hope their statements were sincere."

"There's nothing the faculty want more than to finish this bargaining, and get on with all of the other important work that faculty members do every day, on campus and in the community," Paul said.

We Are Ohio seeks volunteers to get out the vote for "No on Issue 2"

The local office of We Are Ohio, the coalition that is working to repeal Senate Bill 5, is still seeking volunteers as Ohio's Nov. 8 election approaches.

"Election Day is less than a month away, and early voting in Ohio has started, so it's a critical time to turn out voters to cast their vote against Issue 2," said AAUP Chapter President Paul Davis.

The local We Are Ohio office is seeking volunteers to make phone calls and visits to voters, as well as help with other tasks.

Paul said several Chapter members have been assisting the campaign, and additional campaign materials should be available on campus this week.

The local office of We Are Ohio is located at 1213 Tennessee Ave. in Cincinnati.

The phone number is 513-374-2193, or you can send email to region1@weareohio.com.

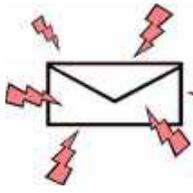
It's also possible to volunteer and/or make campaign contributions through the website at WeAreOhio.com.

Unfair Labor Practice charge under investigation by SERB

The Unfair Labor Practice (ULP) filed by the AAUP Chapter attorney on Sep. 21 is being investigated by the State Employment Relations Board.

Faculty Chief Negotiator Geoff Woolf said the SERB has been sent additional information to support the charge, which stems from a letter signed by Dr. Monica Posey that was emailed to all bargaining unit faculty.

"The letter purported to describe administration bargaining proposals," Geoff said. "However, the letter misrepresented those proposals, and encouraged bargaining unit faculty to discuss their concerns with administrators."



Letters

[Editor's note: this letter to the past Chair of Cincinnati State's Board of Trustees was shared with the AAUP on Sep. 22.]

Dear Mr. Oestriecher:

I listened with astonishment to your September 15 interview with Channel 12. You and I agree on something! This is NOT UC!

However, labeling this institution as a jobs factory was an insult to a fine institution and its faculty.

We're not UC. We treat students as individuals and teach them in small groups rather than packing them into giant lecture halls.

We carefully study how students learn and spend hours structuring lessons to help as many as possible understand difficult concepts rather than just rattling off what we know.

We care about our students enough to advise them ourselves, teach our own labs and find them meaningful internships and coop jobs.

No, we're not UC, Mr. Oestriecher. In many ways, we're better than that.

I have a number of transfer students in my program as well as many with baccalaureate degrees already, who come here to get what UC and universities like UC failed to provide. Other students come here to finally complete what they started because they could not survive at UC.

My clinical supervisors and co-op employers tell me that

our students are better prepared than UC graduates, so you are correct, we're NOT UC.

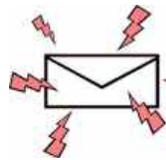
Perhaps if you had accepted various invitations from faculty that were offered, you'd know more about what we really are and would know better than to make these statements on camera.

Perhaps you would realize that the Cincinnati State faculty deserves better treatment than to offer us an increase in workload and a large pay cut for health care expenses and overload.

Our students are successful because we go the extra mile for them, working extra to assure the quality of the education, and the reward is ridicule, disrespect and disdain.

We are not making widgets here, we are shaping the minds, attitudes and bodies of human beings seeking a better future.

We, the faculty, are responsible



Letters

[Editor's note: this letter was received during the strike.]

I have to publicly apologize to our Board of Trustees and to our stalwart administrators.

I was feeling sorry for myself that, under the BOT workload proposal, I might have to teach SEVEN writing courses for TWENTY-ONE contact hours (when the National Council of Teachers of English recommends a maximum of four courses or 12 hours).

I felt that it was unfair, since this would be a bigger workload than that of any other faculty member in any other accredited institution of higher education in the entire of the State of Ohio (and probably the nation).

for the students from the minute they step into our offices until they graduate. We help them with career choices, class selection, locating resources, developing skills, acquiring and applying knowledge. We are role models for work ethic, professionalism and character.

Please don't assume that our only worthwhile time is in the classroom, until you walk a mile in our shoes.

If Cincinnati State were UC, I would not have dedicated 27 years of my life to it.

Unfortunately, working here becomes more difficult every year because the Board and administration think of us as factory workers. Maybe it's time to treat us as the professionals we are.

Sincerely,

A. Janelle Gohn, Ph.D.,

MT(ASCP)SM

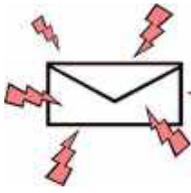
Chair, Clinical Laboratory Tech.

Health & Public Safety Div.

But when I saw the heroic efforts made by our academic administrators, some of whom "taught" as many as FIFTY sections this week, an incredible feat of positively Gargantuan proportions (and all in the Cincinnati State tradition of quality and excellence that the BOT guaranteed the students during this strike week) I was humbled and ashamed.

I guess I'm just old and all used up, but I doubt I'd have the stamina (or is it chutzpah?) to maintain that level of excellence for that much work. My hat's off to you all, and my fervent hope is that you at least got the "benefit" of some overload compensation at the old rate.

John Battistone,
Underworked, overpaid
faculty member



Letters

[Editor's note: this letter was received during the strike.]

To Dr. O'dell Owens and the Cincinnati State Board of Trustees:

Like all other faculty members at Cincinnati State, the last place I wanted or expected to be during the fourth week of our term is on strike fighting for my career and a fair contract for all faculty.

This week I have several important meetings with organizations and employers critical to the continued success of my co-op program in Humanities and the greater exposure of our college in the Cincinnati community.

This Tuesday, The Literacy Network of Greater Cincinnati is coming to campus to train 32 of our faculty, staff and

students who have signed up to be volunteers in a new initiative called "Surge Into Reading," where we are pairing a Cincinnati State volunteer with every 3rd grade student at Evanston Academy, our partner school.

Dr. Owens, this is an organization that you've supported a great deal in the past and a message that we've heard repeatedly in your addresses to the community-- that we need to do our best to improve educational outcomes for children in this city.

Taking Cincinnati State "off the hill" and gaining visibility in the community is a directive you've given and one that faculty, staff and students have gladly accepted, evidenced by the overwhelmingly positive response to the training opportunity scheduled to take place this Tuesday.

The faculty, staff and students who signed up to be reading tutors are doing this on their own time, out of their own

desire to represent our College and be positive role models to children who are our future students at Cincinnati State.

I am so proud to be part of a College that wants to go the extra mile and get involved in the community. You should be proud, too.

I never imagined when I scheduled this training and gathered the support and excitement of staff at Evanston Academy that I would be in the position of having to explain to them why so many faculty members will not be on campus to take part in the start of this exciting opportunity.

How do we explain that to the children at Evanston who are looking forward to this opportunity to be connected to our College?

Among other employer meetings and student site visits I have scheduled this week, one very important session

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Comparison of Cincinnati State Faculty and Administrative positions filled June 2010 to August 2011

Source: Cincinnati State Board of Trustees meeting agendas

	Faculty	Administrative
Total number of positions filled	11	21
Total, starting salaries for all positions filled	\$649,464	\$1,653,033
Median starting salary for positions filled	\$56,433	\$75,000
Total no. of starting salaries \$60K/yr or higher	3	15

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is with representatives from Procter & Gamble's Successway Co-op Program, an amazing opportunity for students to work and learn at P&G while earning academic credit and expanding their skill set.

For the first time in our school's history we have six students in P&G's fall co-op program, by far the largest representation of Cincinnati State students we've ever had.

Of the 10 Successway co-op students this fall, 6 are from Cincinnati State.

This happened because of the tremendous effort that faculty made to develop co-op programs that prepare students to be successful in such a highly competitive market.

Our students beat out students from 4-year schools for these co-op positions.

Again, I never imagined that I would not be there to help prepare the next round of

students that we know will be heading to P&G for spring co-op.

I have worked hard with other co-op coordinators on campus to build this relationship with P&G so that our students have the chance to change their lives and the lives of their children and families through their educational opportunities.

I do not want to miss these meetings. I want to be back at work making connections in the community for my students and for our College. I want to end this strike so that I can do what I love, help students succeed.

But I know how hard that I work, and I know how hard my colleagues work to prepare students who are qualified to represent our school as 3rd grade tutors and P&G co-op students.

Missing these meetings damages our reputation as a legitimate and competitive institution is damaged. Missing these meetings means our

students and faculty will miss out on opportunities to represent our College in the community, to impact the lives of children, and to influence the educational choices those children will make.

It is my sincere desire to be at work making it to these meetings and doing the job I love, but that can only happen if we have a contract that is fair, equitable, and addresses workload issues appropriately.

I never imagined that I would be wondering how I am going to continue the momentum that we've built around these two programs and repair the damage caused by breakdown in communication occurring as a result of the strike.

Please do the right thing and let us get back to our jobs.

Sincerely,

Jayne Martin Dressing
Cooperative Education
Coordinator
Humanities & Sciences Div.

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