

AAUP

NEWS



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AAUP continues bargaining preparations; committee recommendations are reviewed

The Cincinnati State AAUP chapter is continuing to prepare for negotiations, and the Executive Committee has appointed an additional member for the Bargaining Team.

Chapter President Pam Ecker said that Maggie Davis, a Cooperative Education Coordinator in the Engineering Technologies Division, will serve on

the Bargaining Team along with previously-appointed team members John Battistone (chief negotiator), Debbie Bogenschutz, Joyce Rimlinger, and Ken Stoll.

“For a number of reasons, we decided that a five-person Bargaining Team would improve our ability to effectively address the range of concerns

and issues that are important to faculty,” Pam said. “As a recently-tenured faculty member and a co-op coordinator, Maggie adds valuable perspectives and skills to our team.”

AAUP Bargaining Council Chair Bob Eveslage said that faculty committees have been meeting with the Executive Committee to continue discussion of their recommendations for contract proposals.

Compensation Committee reports on need for “fairness adjustments”

The AAUP Compensation Committee has presented to the AAUP Executive Committee a recommendation that this year’s compensation proposal should contain a “fairness adjustment” to deal with inequities among faculty salaries.

According to the Chair of the Compensation Committee, Tom Burns, these inequities are the result of a number of factors that have developed over the past few years.

“There are a number of reasons why some faculty members with similar credentials and years of service to the

College have big differences in their annual salaries,” Tom said. “Two big elements are the differences in starting salaries, and the fact that most raises over the past decade have been applied as percentage increases to base salaries.”

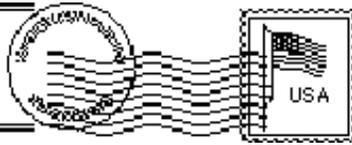
“Those who started at a lower-than-average rate don’t catch up when raises are the same across-the-board percentage for all,” Tom said. “The longevity increase ‘bumps’ that have been negotiated in recent years help, but we still have many faculty members who are ‘behind the curve’ when we look at the data

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“The Executive Committee members have met with representatives of the Compensation Committee (see story elsewhere in this Newsletter), the Governance Committee, the Professional Development Committee, and the Technology Issues Committee,” Bob said. “We expect final recommendations from the Workload Committee and the Selection and Hiring Committee very soon.”

According to Pam, the Executive Committee has been meeting regularly on weekends to review committee proposals. The Executive Committee hopes that within the next week or so, the Bargaining Team will be charged with beginning negotiations with the administration.

Letters



To the Editor:

Many of you were probably shocked when you read the letter in the *AAUP Newsletter* (May 8) from Connie Rose. After the administration had agreed to give Ms. Rose a raise, the AAUP filed an Unfair Labor Practice charge to have the salary increase stopped. If you are like me, you probably didn't understand why the Union would oppose one of its members getting a raise.

After reviewing our AAUP contract, re-reading the *AAUP Newsletter* of January 14 which described the situation in detail, and speaking to several long-standing AAUP members, the action of the AAUP Executive Committee now makes sense to me.

What it boils down to is that the faculty have a contract with the administration of the College. This contract covers all aspects of our workload, benefits, tenure, and compensation. Neither administrators nor faculty members can break this contract.

In terms of salary issues, the administration cannot change the salary of any faculty member unless the change is explained through provisions of the contract. For instance, the current contract describes increases for achieving tenure, for reaching various longevity milestones, and for earning advanced degrees.

If the Union allows the administration to change one person's salary for reasons that are not explained in the contract, then we are allowing them to violate the contract. If the precedent is

set, this opens the door for the administration to raise or lower salaries at their discretion. We cannot wait until they try to lower someone's salary before we complain—then it may be too late. And we should not be so naïve as to think that an administrator would never try to do anything "bad" to a faculty member.

When the AAUP filed its Unfair Labor Practice charge, the administration almost immediately admitted they had violated the contract. The Board of Trustees canceled the raises they had previously assigned to Ms. Rose and to one other faculty member.

The AAUP made a proposal in December that would have allowed those two faculty members to get raises, and would have also put in place a system for examining other possible faculty salary adjustments, within the legal framework of the contract. So far, the administration has ignored the AAUP proposal.

Ms. Rose is one of several faculty members whose salaries are quite a bit lower than other faculty with similar credentials and years of service. Most of us

will probably agree that this is an issue that needs to be resolved. So what is the AAUP doing about it?

I am one of the members of the AAUP Compensation Committee. Since February, we have been meeting regularly to work on this and other issues dealing with faculty salaries. We are well aware of salary discrepancies that exist among the faculty. This is a very complex situation that has developed over many years.

The Compensation Committee has been working very hard to develop a consistent and fair plan for compensation for all faculty members. Recently, we presented our ideas and concerns about the "fairness issue" and other compensation issues to the AAUP Executive Committee. There was good discussion, and good questions were raised. We are continuing to help develop a proposal to be brought to the bargaining table.

Every one of us is affected by the issue of fairness, and it is going to take cooperation and solidarity on the part of all AAUP members to deal with it effectively. I think two American patriots—Ben Franklin and Mel Gibson—said it best: "We must all hang together—or we will surely hang separately."

Mike DeVore
Engineering Technologies

Enjoy Froggie Fridays!!

(and wear your Froggie shirt, too)

May 31st, 7:30 to 10 am,

Conference Center lobby

June 7th, 2 to 4 pm,

location TBA



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for all the members of the faculty bargaining unit.”

Tom said the Compensation Committee has developed several mathematical models for analyzing and comparing faculty salaries in a fair and reasonable way.

“The Compensation Committee recognizes that some salary differences are legitimate,” said committee member Mary Frey. “Factors such as level of degree, years of service, previous experience before joining the College, and market factors related to academic disciplines and technology skill sets should play a role in determining someone’s salary.”

“But other factors have affected starting salaries also,” Mary continued. “These include issues such as whether an individual was hired during a budget crisis, whether the individual was provided com-

plete and accurate information during the hiring process, or whether the individual knew Cincinnati State employees who might have given some informal advice for negotiating a starting salary.”

According to the committee members, other factors accounting for large discrepancies in salaries among faculty members with similar credentials and experience include the “professional development pay” system that was in effect before the first AAUP contract, and the large number of former administrators who returned to faculty positions while retaining their administrative salary levels.

“The Compensation Committee gave the Executive Committee several ideas on possible ways to close the inappropriate salary gaps,” said committee member Tom Grogan. “We discussed the pros and cons of

various approaches to implementing a ‘fairness adjustment,’ including both short-term and long-term ways of fixing existing inequity problems.”

“I think it’s fair to say that the Executive Committee and the Compensation Committee are in agreement that our compensation proposals this year should include a way to address this ‘fairness’ issue,” said Tom Burns.

Tom said the members of the Compensation Committee will continue to assist the Executive Committee and the Negotiating Team in developing reasonable proposals that will result in fair and appropriate compensation for all of the members of the faculty bargaining unit.

AAUP Summer Institute to take place in July

Several members of the Cincinnati State AAUP chapter are making plans to attend the AAUP Summer Institute, taking place July 18 to 21 at San Diego State University.

The Institute is a leadership training program for faculty members who wish to assist their collective bargaining chapters or faculty senates in becoming more effective organizations. About 20 Cincinnati State AAUP members have attended the Institute in past years.

More information about the Institute program is available in an online brochure at www.aaup.org/events/CBSI.HTM.

Any member of the Cincinnati State AAUP who is interested in joining the group that will attend the Institute this summer should notify chapter president Pam Ecker by Friday, May 31.

Developing a distance course?

Read your contract!

The Cincinnati State AAUP Executive Committee reminds faculty members who are implementing or revising technology-assisted courses to review the provisions of contract Article IX (contract pages 36-41), on Electronically Purveyed Methods of Instruction (EPMI).

Chapter president Pam Ecker said that several faculty members have asked questions related to anticipated activities needed to convert E-College courses to Blackboard or to begin developing new Blackboard-supported courses.

“Our current contract says that faculty members involved in EPMI courses should begin by meeting with their Dean and

establishing a written agreement that describes the faculty member’s EPMI activities and the special project workload units to be assigned to this work effort,” Pam said.

“It’s in everyone’s best interests to have a clear, shared understanding of planned EPMI activities,” Pam said. “We encourage faculty members who are working on these activities to meet with their Dean to establish written project guidelines.”

Faculty members with questions or concerns about their planned or current EPMI-related efforts should get in touch with Pam or any other member of the AAUP Executive Committee.

AAUP files to arbitrate “interim program chair” issue

On May 23, the Cincinnati State AAUP filed with the American Arbitration Association a demand for binding arbitration regarding the administration’s unilaterally hiring a program chair and excluding her from the AAUP-1 bargaining unit.

According to Chapter Grievance Officer John Battistone, at issue is the appointment of Ms. Tina Cisle to the position of “Interim Program Chair, Diagnostic Medical Sonography,” in the Health Technologies Division.

John said the AAUP notified the administration of its concerns when it first became known that a full-time “interim” faculty member was to be hired without going through the contractual selection and appointment process. John said the administration agreed to follow the contractual hiring process, but then posted the position as an AAUP Unit 2 “soft money” position.

The AAUP filed a grievance regarding this issue on April 30, along with an offer to proceed directly to arbitration.

According to John, the administration did not hold a grievance hearing, as is contractually required, and did not sign the waiver to arbitrate.

Instead, on May 10, Human Resources Director Gene Breyer submitted to the AAUP a memo agreeing that the position in question is not properly an AAUP -2 position, but also proposing that it is “...clearly excluded from the AAUP-1 unit...”

The memo from Mr. Breyer concludes, “We do not feel that, under these circumstances, the question of whether or not this

position is part of a bargaining unit is grievable or arbitrable.”

“We’re disappointed to have to arbitrate this issue,” John said. “The administration seems to be saying that this is definitely a full-time faculty position, but it is somehow excluded from both full-time faculty bargaining units. It doesn’t make sense.”

“This new program is analogous to all other academic programs the College offers,” John continued. “Students in the program will earn associate’s degrees and certificates. The program is now or soon will be OBR approved. The courses and curriculums have been approved through the standard APCC process. The College will earn subsidy for the FTEs generated.”

“The Dean’s original personnel requisition was for a standard AAUP-1 Program Chair position,” John added. “Everything about this program chair job suggests that it is, and was always intended to be, a regular AAUP-1 faculty position.”

According to John, a complicating factor is that the Health Alliance of Greater Cincinnati donated some money to help establish a Diagnostic Medical Sonography program at Cincinnati State.

“It’s our understanding that the intent of the Alliance’s gift was to guarantee a certain percentage of student slots in the program to Alliance employees,” John said. “However, the language of the grant says that the donated money helps to offset some of the cost of hiring a Program Chair.”

“The administration is saying that because there is at least some grant money attached to

the position, it is excluded from AAUP Unit 1 under Article I of our contract,” John said.

“An arbitrator will look at the language of the collective bargaining contract, but he or she will also look at the intent of the parties when they wrote the contract language,” John said.

“The intent of the ‘exclusion language’ in Article I is to exclude positions whose existence is dependent on continued soft money,” John said. “This is not the case for the Diagnostic Medical Sonography program.”

“The College administration has given every indication that they believe this program is viable, and do not intend to eliminate it if the Alliance stops giving us \$40,000 a year to guarantee its employees places in the program,” John said.

“What makes matters worse,” John added, “is that the College administration offered Ms. Cisle this job as a standard AAUP-1 faculty position, including a term off. Ms. Cisle quit another job and accepted this one believing that it was a full-time faculty Unit 1 position.”

“The AAUP Executive Committee intends to ask our chapter attorney to investigate whether Ms. Cisle has a valid claim of fraudulent misrepresentation in this matter,” John said.

John said for the next step in the arbitration of this issue, the American Arbitration Association will submit a list of seven possible arbitrators. The AAUP and the administration will select an arbitrator from the list, through the process of alternately striking names from the list. Then an arbitration hearing will be scheduled.

Faculty Senate presents recommendations for 2003 budget priorities to College Board of Trustees

Editor's note: The following is the text of the letter prepared by the Faculty Senate concerning recommendations for the College budget for Fiscal Year 2003. The letter was presented to the Board of Trustees on May 28 by Senate President George Armstrong.

As part of the College-wide budget-building process, the Faculty Senate is making recommendations that we believe support the work of all of the academic Divisions.

Our main emphasis is improving the quality of the academic programs of the College. We believe this is best achieved when budgeting decisions recognize that the "core business" of the College is teaching and learning.

Of course, the Senate recognizes that the budget must provide financial backing for a range of activities that support teaching and learning, and we recognize that the College budget must support a variety of short-term and long-term goals. We believe all budget decisions must be centered on our Mission, Vision, and Values.

The Faculty Senate has examined the College budget data of past years and has discussed several times ideas leading to these recommendations. We held an open forum with the Faculty to discuss and debate these recommendations. We have met with Dr. Wright and Mr. Rollins to discuss the budget recommendations made last year by the Senate, and to identify the changes made in the budgeting process as a result of the Senate's recommendations.

The Faculty Senate expects the College Administration and Board of Trustees to give our

recommendations serious consideration.

The Senate offers this as a guiding idea for the 2003 College budget: We recommend that the College budget reflect that our institution's primary focus is Academics. Support for the fundamental mission of Teaching and Learning should be the primary reason for any budget decision.

Our specific recommendations are:

- *We recommend that the Corporate and Community Services department (CCS) be held accountable for achieving at a minimum a 10% profit.*

The need to provide high-quality training programs in the Tri-state is growing. In the past, the College has gained significant revenues through programs to re-train displaced workers, to provide work skills for the chronically unemployed, and to offer skills improvement and continuing education to citizens of the region.

Currently, CCS operates at a loss and appears to be a drain on College resources. In this economy and within the context of current needs of our community, CCS ought to be profitable to the point where revenue exceeds total operating expenses, including personnel, by 10 percent or more.

- *We recommend that the College decrease the disproportionate amount of resources spent on athletic programs that benefit only a few students. To help achieve this goal, the College should step down from Division 1 status in the National Junior College Athletic Association (NJCAA).*

We believe the College should support student activities, including sports, that can benefit

more students at a lower cost.

The data indicates that Cincinnati State sports events are poorly attended, and it is unclear if the goal of recruiting more students as a direct result of NJCAA Division 1 athletic programs is being realized. These resources could be used more effectively for a range of student activities, including student activities anticipated for the new Advanced Technology and Learning Center such as an improved cafeteria, a cyber-cafe, more meeting spaces for student organizations, more student lounge and study spaces, and more open computer labs.

- *We recommend that the College decrease the ratio of adjunct-to-full-time faculty, particularly in departments and programs where the use of adjunct faculty is extreme and the proportion of courses delivered by adjuncts exceeds national averages or professional organization standards.*

The Senate recognizes the valuable contributions of our adjunct faculty, but we believe the full-time faculty are better able to support an outstanding teaching and learning process.

Full-time faculty make a long-term commitment to the College and, while working in partnership with their full-time faculty peers and with dedicated academic administrators, are better able to define and meet the highest standards of excellence. Departments that are staffed entirely by adjunct faculty cannot achieve the highest standards. We should not permit any of our programs to be less than the best.

- *We recommend that the College increase its support of evening and weekend students.*

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Students who attend Cincinnati State in the evening and on weekends comprise a significant portion of the total student population. These students should have access to services that are comparable to services available to students who attend the College during traditional "daytime" hours.

Services that should be improved for evening and weekend students include access to qualified and informed advisors, access to open computer labs, and access to services such as the cafeteria and bookstore.

We believe that improving the ratio of full-time faculty will also assist students who attend the College primarily in the "non-traditional" times by providing access to excellent teaching and learning at all times.

- *We recommend that the College continue its investment in improved hardware and software to support teaching and learning.*

The Senate recommends continuing the Tech Refresh program and other technology improvements included in the AQIP Action Project goals.

- *We recommend that the College support improvements in use of technology-assisted teaching and increase distributive education opportunities by filling the previously-approved faculty position of Instructional Designer as soon as possible.*

The absence of a qualified Instructional Designer, combined with inconsistent access to technological support information and materials, is impeding the efforts of many faculty members who would otherwise be contributing to the development of an improved set of technology-enhanced courses.

- *We recommend that the College immediately fill the position of Registrar.*

An Assistant Dean of Enrollment Services is not the same as

a true Registrar. Management and supervision of the College's processes concerning academic recordkeeping should be entrusted to a qualified professional with appropriate training and experience in that field.

- *We recommend that the College support an appropriate variety of professional development activities for all faculty.*

Professional development for faculty includes a range of activities. Such activities may include participation in conferences and seminars of professional organizations, participation in specialized training programs to add to skills and knowledge in the faculty member's field, and participation in on-campus skills and knowledge enrichment programs.

Funding for professional development must recognize the range of necessary and appropriate activities, and should be managed at the Division level.

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