

AAUP

NEWS



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Bargaining begins with short session

Contract negotiations for the Faculty AAUP Bargaining Unit 1 began on June 13 with agreement on guidelines for conducting bargaining, and establishment of a calendar for future bargaining sessions.

According to the members of the Faculty Bargaining Team, the opening negotiation meeting on June 13 lasted about an hour and included introductions of team members.

Faculty team members present were John Battistone (Chief Negotiator), Maggie Davis, Joyce Rimlinger, and Ken Stoll. Faculty team member Debbie Bogenschutz was attending an out-of-town professional conference.

The administration's negotiation team includes Human Resources Director Gene Breyer (Co-Chief Negotiator), attorney Brenda Thompson of the firm Graydon Head & Ritchey (Co-Chief Negotiator), Executive Vice President Myrtle Dorsey (who did not attend the June 13 session because of an emergency), Academic Vice President Shelle Kelz, Director of Institutional Research and Planning Monica Posey, and Chief Fiscal Officer Bill Rollins.

Mr. Breyer, Mr. Rollins, and Ms. Thompson were part of the administration negotiation team for the previous Faculty Unit 1 contract negotiations in 1999.

According to John Battistone, the teams agreed to use essentially the same groundrules that were in effect for the 1999 Faculty contract bargaining. In 1999, the contract was settled without a fact-finding procedure for the first time in the history of AAUP negotiations at Cincinnati State. (For more about fact-finding procedures, see the article about SEIU negotiations, on page 3.)

"We were pleased to get agreement again to try to finish negotiations without the need for an outside fact-finder and to have a goal of getting tentative agreement on a contract by the first week in August," John said.

"The Faculty team will be working hard to present and explain to the administration's team reasonable proposals for dealing with the concerns expressed by our members," John added. "We hope we can again reach agreement with the administration at the bargaining table, and establish a new contract that both sides think is fair and effective."

John said the teams established a calendar for future meetings. The next bargaining session is scheduled for Wednesday, June 26, at 11 a.m.

Chapter meeting attendees discuss bargaining preparations

About 50 members of Cincinnati State AAUP attended the chapter meeting on June 12 to learn about preparations for this summer's contract negotiations.

Chapter President Pam Ecker recognized the large number of faculty members who have been involved in various aspects of preparing for bargaining. Pam noted that along with the AAUP Executive Committee and Bargaining Team members, a

large number of chapter members have been actively involved in Bargaining Council committees, as well as taking part in divisional and college-wide focus groups and surveys.

Pam said that over 100 chapter members completed the issues survey that AAUP conducted earlier this year.

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“We need to celebrate our past success, and control the direction of our future”

**Remarks by Diane Stump,
2002 House-Bruckmann Award Recipient**

I'd like to thank you for this award. As I was thinking about what I wanted to say and who I wanted to thank today, I realized that I am looking at the source of much of my inspiration and my support.

I came to CTC in 1984 from NKU where I was the Director of the Educational Talent Search program, which is one of the TRIO grant programs. My plan was to spend five years in a “hard money” job and then move on to a comparable position in a four-year college or university. I had been here nine years before I realized that I had missed my deadline.

I found that my position here as a counselor and a member of the faculty allowed me to have so much flexibility and freedom to try all kinds of new and different things. I never got bored. I was encouraged to “think outside the box” long before the phrase was coined. I have had the opportunity to work in collaboration with dedicated faculty, administrators, and staff members from all over this institution, long before “team work” became the buzzword.

One of the things that made this institution grow and thrive is the dedication and sense of personal responsibility for the success of our programs that so many of our faculty members exhibit. It never ceases to amaze me how I can be on this campus

at all different hours, day and night, and I almost always see at least one other faculty member doing some kind of work-related activity.

And finally, I have had the opportunity to work with students and parents who have had a profound effect on me as a counselor, as a teacher, and as a person. There were “teaching and learning” relationships taking place in my office as well as my classroom long before that phrase was introduced to this campus community.

In the last few years I have

known our history to understand our future.”

So when we reminisce about the “good old days” at Cincinnati State, don't see our history as an impediment that stands in the way of progress. Try to view it as a lot of trial and error; valuable experiences and information and, most importantly, a solid foundation of success on which to build for the future.

When I first came to CTC our admissions slogan was “High Touch, High Tech.” As faculty members we still have the high touch with our students through

individual contact as well as through many of the support programs that we have developed over the years to serve our students.

A few years later we developed a new slogan, “The College That Works,” and I think that the spirit of this slogan is still alive and well today.

We all work very hard to maintain quality programs and services despite budget cuts, dwindling resources, an ever-increasing number of students, and vacancies in key positions.

“The College of Choice” was the next slogan that we adopted, and once again the faculty played a key role in developing programs and touching students' lives so that this was the kind of “student friendly” college community that people

“We are a formidable group when we put our collective minds to something and move in the same direction.”

heard more and more people make comments about how the faculty here resists change and is mired in the past. And as I listen to these comments, I worry that rather than building on our past experiences we are losing sight of some of the important things that have helped us to come this far and affect so many students in so many positive ways.

I think that Paul Davis said it best in a speech that he gave to faculty members not long ago when he said, “We have to

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House-Bruckmann remarks/ continued from 2

wanted to attend—and not just because we were the “cheapest” college in the Greater Cincinnati area.

And finally we have the slogan “College with Connections;” we have developed a reputation as a college that can get things done, with a qualified faculty who can help students achieve their educational and career goals. We have other schools who want to partner with us because of our history and our success.

We, the faculty, are responsible for so many of the good things about Cincinnati State. We need to celebrate the solid foundation that faculty started in 1966 and continue to build today. I believe that by learning from our past success and

failures that we can control the direction of our future, and that of our students.

As I look out at this group it only reinforces what I already know, which is that we are a formidable group when we put our collective minds to something and move in the same direction.

In closing, I would like to take this opportunity to recognize some of the people who have been very important in my 18 years here and without whose support I don’t think that I would have had such success and so much fun.

I would like to thank my co-workers Sharon Davis, Linda Meador, David Cover, and John Wagner. I would like to also

thank all of the faculty and academic administrators who have helped to develop and support the College Success Strategies course.

And I know that this celebration is aimed at faculty, but I would also like to recognize and thank all of the hard working staff members in the Student Development area as well as the support staff in the academic areas. They are some of the “unsung heroes” who affect our students’ lives and support the faculty’s efforts both in and out of the classroom.

Once again, thank you for this award, and thank you for 18 great years.

SEIU contract negotiations continue; fact-finding scheduled

District 1199, SEIU, the union that represents technical, clerical, and some of the professional personnel at the College, is continuing their negotiations for a new contract. The current SEIU contract expires July 1.

According to SEIU representatives, a fact-finding hearing is scheduled for June 19. SEIU spokespersons said a major unresolved issue is the cost of maintaining current health benefits.

Fact-finding is one of the steps described in Ohio’s collective bargaining law, which applies to the SEIU and AAUP bargaining units at Cincinnati State.

The law states that when the sides are at impasse in negotiations, a neutral fact-finder, who is mutually selected by both sides from a list provided by the State Employment Relations Board, conducts a hearing. Both sides submit to the fact-finder written contract proposals for

unresolved issues.

After the fact-finder’s recommendations for resolving the contract are received, both sides (the union members and the College Board of Trustees) must vote on the proposed settlement. To turn down the proposed settlement, three-fifths of the total union membership, or three-fifths of the Board, must vote “no.”

Chapter meeting/ continued from 1

Chief Negotiator John Battistone discussed the bargaining team’s preparations, and answered some questions raised by chapter members about issues that might be dealt with at the table this year.

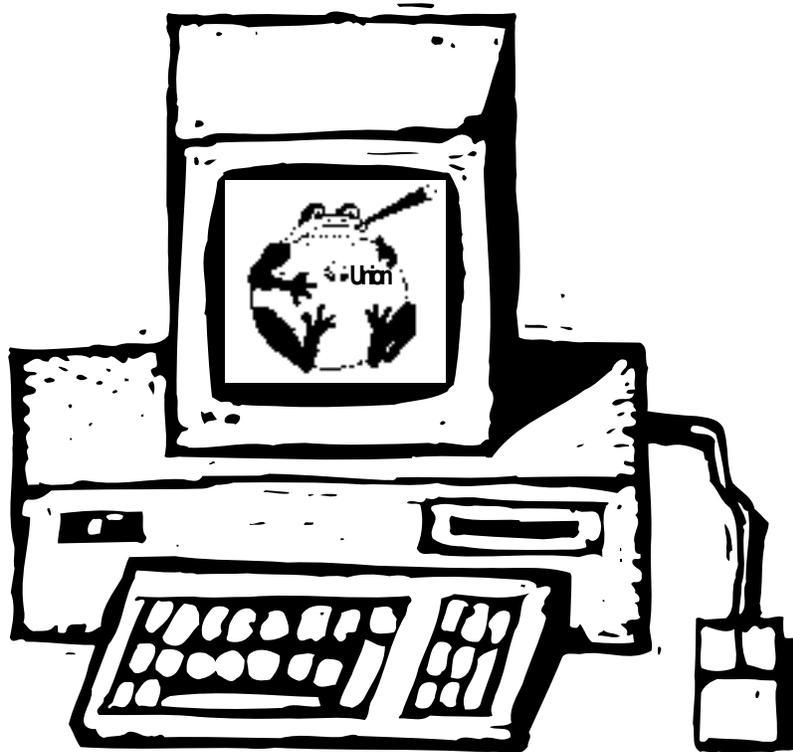
Communication Committee coordinator Marcha Hunley said members of that committee will soon be implementing various means of keeping chapter members informed about the

SEIU members have conducted several activities recently to call attention to their concerns. The actions include distributing informational flyers to other employers and to students, conducting a lunch-hour rally in front of the main entrance to the College, and wearing arm slings to represent how employees are “crippled” by lack of fair benefits.

progress of negotiations, including a telephone Hotline and a phone message “calling tree,” as well as use of the Chapter website.

To close the meeting, Diane Stump encouraged Faculty members to work together in support of shared values. (See page 2.) Then chapter members and guests adjourned to a social event at the Northside Tavern.

Look for the *AAUP News* on the Web this summer



www.cinstateaaup.org

**CINCINNATI STATE CHAPTER
AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS
3520 CENTRAL PARKWAY
CINCINNATI, OHIO 45223-2690**

EXECUTIVE COMMITTEE

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PAM ECKER
PHONE: 513/569-1722

VICE PRESIDENT

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GRIEVANCE OFFICER

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