

NEWS

Contract language complete for AAUP Units 1 & 2

Most Unit 1 contract details resolved; discussion continues on MOUs for service days & semester online courses

Representatives of the AAUP and the administration have reached agreement on the portions of the Unit 1 contract language that were not finished during formal negotiations.

Additional discussion that is not yet complete will result in two Memorandums of Understanding (MOUs).

The MOUs will describe the processes for implementing the Unit 1 contractual Service Days for instructional faculty, and for compensating Unit 1 members who are preparing semester online courses.

AAUP Contract Compliance Officer Geoff Woolf said, "The last pieces of unfinished contract language described details of semester workload for co-op coordinators."

"We proposed a way to resolve this language at a FACT meeting on Apr. 25, and the administration accepted our the proposal," Geoff said.

Geoff said the new contract language establishes parameters for co-op coordinator overload

during the two semesters with the highest number of placements.

The new language also establishes the workload value for overload days co-op coordinators might work in addition to their 180-day annual load.

"With all parts of the main contract language now resolved, the document can be signed by the members of both bargaining

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Unit 2 accepts admin contract offer

The members of AAUP Unit 2 voted on April 25 to accept a contract offer from the administration that includes the same compensation and benefits as the Unit 1 contract:

- No raise in year 1 of the contract.
- A 2.75 percent increase to base salary in years 2 and 3 of the contract.
- Maintain the current 6 percent health care contribution until January 2013, when the

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Board of Trustees and President Owens say achieving workload parity for Unit 1 faculty is "very important"

At the Board of Trustees meeting on April 24, Board Chair Cathy Crain said that achieving workload parity (by reducing instructional load on semesters to less than 36 contact hours annually) is "still very important" to the members of the Board.

Dr. Monica Posey told the Board members that members of the Faculty and Administration bargaining teams were working effectively to finalize the Unit 1 contract.

Dr. Posey also said that completing discussion of how faculty service days will be carried out, along with completing projections of course sections for semesters, will "set the framework" for additional discussion of parity concerns.

In response to Dr. Posey's report, Mrs. Crain said, "We need this work to continue."

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teams, and published in its final format,” Geoff said.

“An MOU is like an appendix to the main contract,” Geoff said. “The two MOUs must be completed efficiently, but they can be published separately from the main contract.”

AAUP Chapter President David Simmermon, who was a member of the Faculty Bargaining Team for Unit 1, said, “It took more than six months from the time bargaining ended to reach the point where we can sign a contract--and we still aren’t done with all of the details that should have been discussed in full at the table.”

“We hope that in the future, the administration will be willing to take a more productive approach to completing negotiations,” Dave added.

FACT subcommittees work to complete two MOUs

Two sub-committees of FACT (the Faculty / Administration Communication Team) have been working for several months on issues that will become Memorandums of Understanding (MOUs) for the Unit 1 contract.

Both MOUs affect implementation of contract provisions on the semester academic calendar, which goes into effect on Aug. 29.

FACT is a contractually-recognized method for problem-solving and communication on matters of concern to faculty and administrators. The FACT group was created during negotiations for the first AAUP contract, in 1990.

MOU 1: definitions for service days and in-service days

A meeting is scheduled for May 22 for the FACT sub-committee that is working on defining service days and in-service days.

Beginning with the semester calendar, instructional faculty workload includes 10 service days per year and 7 in-service days per year.

AAUP representatives on this subcommittee are Geoff Woolf, Joyce Rimlinger, Linda Schaffeld, and Pam Ecker.

The administration representatives are Dr. Monica Posey, Gene Breyer, Lisa Evans, Donna DuVall, and Jean Wisuri.

AAUP Contract Compliance Officer Geoff Woolf said the group has been constructing a “menu” of projects and activities that would qualify as service day duties.

Geoff said, “As we work toward agreement on a list of possible service day activities, all of us are aware of the need to be flexible and open to additions for the list.”

According to the faculty representatives, all the items on the list of possible service day activities have two shared qualities: they are extensions of a faculty member’s professional skills, and they contribute to achieving the mission of the College.

Joyce said, “We are discussing categories of service that include areas such as work that supports student recruitment and retention, community outreach, grant writing, and assisting with workforce development efforts.”

“Within each category, there are numerous specific tasks faculty might take on as service day activities,” Joyce added.

Geoff said that in addition to reaching agreement on the menu of service options, the FACT members must develop a method for counting the time spent on service day tasks.

“The AAUP and administration agree that in some cases, clock-hours may not be the most appropriate measure for service work,” Geoff said.

Geoff said that discussion of in-service days is still in its early stages, but the group has agreed that in-service activities should focus on professional development.

Geoff also said there has been only brief discussion of how service day and in-service day requirements affect the non-instructional faculty members in Unit 1.

“Technically, the service day and in-service day requirements apply only to instructional faculty, and not to advisors, counselors, and co-op coordinators,” Geoff said.

“However, we know that some of the most important activities taking place now that support retention, recruitment, and other service functions are being carried out by the non-instructional faculty,” Geoff said.

MOU 2: compensation plan for online versions of semester courses

The FACT subcommittee for online versions of semester courses will be collecting information through a survey of full-time faculty members who are developing or planning to develop these courses.

The online survey is nearing completion, and will be distributed soon to Unit 1 faculty members who have been identified as having responsibility for developing online semester courses.

AAUP representatives on this subcommittee are Geoff Woolf,

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Pam Ecker, Jon McKamey, and Peggy Rolfsen.

The administration representatives are Dr. Monica Posey, Donna DuVall, and Jean Wisuri.

This subcommittee reached agreement on process guidelines that apply to faculty members who are developing semester online courses, which include participating in a Quality Matters workshop, and submitting courses for internal review using the Quality Matters rubric.

The guidelines were distributed to all faculty via email on Apr. 3 and are posted in the AAUP Chapter website, www.cinstataaup.org, in the Library section.

Geoff said, "Article 10 of the contract states that compensation for development of new online courses is, at minimum, the unit value of the course plus one additional unit."

"However, in our FACT subcommittee the AAUP has told the administration we are willing to discuss alternate approaches to compensation that acknowledge differences in the amount of work associated with various online semester classes," Geoff said.

Geoff said the group has established criteria for assessing components of the work associated with developing semester online classes. These criteria include:

- the amount of new course material that must be developed,
- the sources of course material,
- whether source material from previous online courses was developed by multiple course developers.

In the survey, faculty members will indicate the criteria that apply to the semester courses they are responsible for.

The FACT subcommittee has

not yet determined workload values associated with each set of development criteria.

Geoff said, "Using this approach means that many faculty members will receive 'token payments' for their course development."

"However, that was also the case more than a year ago, when the AAUP and administration agreed on compensation for other semester transition tasks," Geoff said.

"A faculty member may not receive the full value of his or her online course development work, but that faculty member will retain the first right to teach the course, and will be able to earn royalty payments if others teach the course," Geoff said.

"We believe the administrators on this FACT subcommittee want to reach a fair resolution to our shared concerns about the work of developing these semester classes," Geoff said.

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contribution will increase to 8 percent.

New language in the workload section of the Unit 2 contract will improve the ability of Unit 2 members to schedule their assignments and utilize their vacation days in a fair and equitable manner.

The new three-year agreement will incorporate all other language from the Unit 1 contract that is applicable to Unit 2 faculty members.

Faculty Chief Negotiator Geoff Woolf said, "It's disappointing that the administration was unwilling to provide additional recognition of the workload of our Unit 2 faculty."

"Unit 2 faculty work 220 days a year even though their duties and responsibilities are identical to Unit 1 faculty advisors who work 180 days a year."

Geoff continued, "While the tone was significantly more cordial and collegial than during Unit 1 negotiations, the hardline bargaining and lack of willingness to address legitimate faculty interests was identical."

AAUP Unit 2 includes 12 faculty members who are academic advisors and whose positions are funded in part by grants.

The contract year for Unit 2 faculty begins on Dec. 23 each year.

In addition to Geoff, the Faculty Bargaining Team members for Unit 2 included Darlene Gray, Julie McLaughlin, and Pam Ecker.

The administration bargaining team included Gene Breyer, Lisa Evans, Tony Cruz, Sharon Davis, and Temesha Corbin Christian.

Although the AAUP asked the administration to start bargaining a new contract long before the Unit 2 contract expired, the first negotiation session took place on Dec. 20, 2011. Additional bargaining sessions were held on Jan. 12 and Apr. 4, 2012.

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President O'Dell Owens told the Faculty Senate on April 25 that he wants movement toward a 30-unit annual instructional load "before two years are up."

Dr. Owens said that a 36-unit instructional load at Cincinnati State hurts the College's ability to recruit the best faculty members since they could find work at other colleges with lighter loads.

According to members of the Senate, Dr. Owens said that he would like to see faculty members performing additional service duties in lieu of some classroom hours.

AAUP Chief Negotiator Geoff Woolf said, "It's disappointing that the President and the members of the Board weren't willing to empower their bargaining team to work on this problem last fall."

"If the administration's negotiating team had been given the authority to take steps toward 30-unit parity last fall, we could have avoided the strike and all of its painful aftermath," Geoff said.

AAUP President David Simmermon said, "The AAUP certainly is willing to discuss with

the administration possible ways to reduce the 36-unit annual load to a more appropriate level."

"It's important to recognize that simply shifting faculty load from instructional units to service days doesn't put Cincinnati State in line with institutions that recognize the 30-unit annual load as a standard," Dave continued.

"However, we are always willing to explore options that will move us toward more appropriate measures of faculty responsibilities," Dave said.

AAUP Scholarship Award applications due May 31

The application deadline for the Kenneth V. Stoll AAUP Scholarship for 2012 is May 31.

The Scholarship will be awarded June 15, and funds can be used starting with Fall Semester classes.

The Cincinnati State AAUP Chapter awards a \$2,000 scholarship each year to a current Cincinnati State student who has demonstrated excellence while pursuing an associate's degree.

Applicants must have completed at least 16 credit hours toward their degree and must have a GPA of at least 3.0.

Applicants also must submit an application form that includes a statement about their academic and career goals, and three letters of recommendation (two from Cincinnati State instructors).

Preference in awarding the scholarship is given to a qualified applicant who also has a labor

union affiliation.

The scholarship is named for Ken Stoll, a graduate of the College who served as a faculty member, academic administrator, and AAUP officer prior to his retirement.

Application materials are available from the Library section of the AAUP Chapter website (www.cinstataaap.org) and from the AAUP Scholarship Committee Chair, Heather Hatchett.

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