

NEWS

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New administration proposal makes no effort to address faculty concerns

The bargaining session held August 17 lasted less than 30 minutes, and Faculty Team Members said they were "outraged" by the administration's proposals, which failed to address the important concerns discussed in previous bargaining sessions.

Faculty Chief Negotiator John Battistone said, "Although the administration team said last week they would give serious consideration to our most recent proposals, what they brought in today wasn't even worth discussing."

"There was nothing in their package that we could bring back to the faculty for possible consideration," John said.

"In a time of sustained enrollment growth, the administration is still asking faculty to do more work, for less in real dollar earnings, and with no relief to the many challenges that increasingly affect faculty members' ability to continue to serve our students with excellence," John said.

"It's clear that the administration does not wish to share the success of the College with the faculty who made it successful," John said.

Faculty Team Member Geoff Woolf said, "The administration team made it official today that they no longer care about the quality of education provided at this institution. They walked

away from any consideration of any of our concerns."

Faculty Team members said the administration's proposal included:

- Across the board raises of 2.75 percent each year of a three-year contract, while freezing overload pay at the current rate for the next three years.
- Increased costs for health benefits, including paying 5 percent of the cost of premiums, with no limits on these costs over the life of the contract, and with higher co-payments for office visits and prescription medications
- No changes to the workload article of the contract, except for increasing the load for co-op coordinators to an unlimited number of programs, options, and majors, and restricting the use of "virtual" office hours to only those faculty teaching courses that are 100 percent online.
- Stating that all new full-time faculty positions hired during the next three years will be non-tenure track jobs.

"If we signed on to this proposal, tenure would come to

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Cincinnati State AAUP Chapter Meeting Tuesday, Aug. 23

4:00 p.m., Lindner Auditorium

Agenda: Briefing on fact-finding and discussion of next steps in the bargaining process. The AAUP Executive Committee may be asking the members for authorization to file legal paperwork with the SERB, stating that a strike could occur beginning on Sept. 6 if contract negotiations have not been resolved.

Pizza and soft drinks will be provided.

Please plan to stay for the Board of Trustees meeting starting at 5:30 p.m. in the Conference Center. Wear Red!

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an end at this College," Faculty Team Member Joyce Rimlinger said.

"They accuse tenured faculty of being 'coasters' who don't contribute to excellence, but at the same time, their proposal says that tenure-track faculty who are non-renewed could then be placed in non-tenure-track positions," Joyce continued.

"It seems pretty clear that their proposal is a threat to those who are currently in the tenure pipeline, as well being entirely cynical when it comes to any attempt to acknowledge the contributions of those who make a career commitment to this institution," Joyce said.

Faculty Team Member Ken Stoll noted that the administration did make one concession in their new proposal. "The administration offered to increase the life insurance for faculty members to two times your base salary," Ken said.

"So apparently the only time this administration is willing to give faculty more money is if you die," Ken said.

According to Faculty Team Members, the administration

team said they would be bringing their new proposal to the fact-finding hearing scheduled for Aug. 23.

Geoff said, "This is my first time at the bargaining table, but what I'm seeing here is cowardly bargaining."

Geoff continued, "The administration team appears to be unable—or they don't have permission—to negotiate honestly. They are simply going to let the fact-finder do their bargaining for them, and then wait and see what the faculty will do next."

Geoff added, "The morale problems at the College are deepening, and these proposals just makes things worse. The proposals seem to be coming from people who have no understanding of our students and the challenges that faculty members face every day. No one in the administration is stepping in to solve problems."

Faculty Team Member Jason Caudill said, "It's discouraging to put in all the time and energy that our bargaining team has, only to find out that the administration

team apparently never really intended to bring meaningful proposals to the negotiation table."

"Our team has been working hard, but it now looks like their team has been coasting through the whole summer," Jason said.

AAUP Chapter President Pam Ecker said, "It's disheartening that the administration bargaining team is taking the approach we're seeing this year."

"We haven't seen anything like this since 1996, when we were just 12 hours away from a strike before a contract was finally settled," Pam added.

"I don't know if it's the President or his Executive Team or the Board that is insisting on this approach to bargaining," Pam said. "But I really don't understand why the administration thinks it's a good idea to make proposals that insult and enrage faculty."

"Clearly, those who are controlling the administration's approach to bargaining don't understand, or don't care about, the long-term ramifications of their choices," Pam said.

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