

NEWS

New contract begins for AAUP Unit 1 after collaborative bargaining with administration

A new three-year collective bargaining Agreement for faculty in AAUP Bargaining Unit 1 was approved unanimously by the members of the AAUP Chapter and by the College Board of Trustees.

AAUP members approved the new contract at a meeting on Aug. 22, attended by about two-thirds of the faculty members in the unit. About 96% of the approximately 200 unit members are voting members of the Chapter.

The Board approved the contract agreement at a special meeting on Sep. 3, which was attended by a large group of faculty members as well as College administrators and staff members.

The Board vote to approve the contract was followed by prolonged applause from those present.

AAUP Chapter Vice President Pam Ecker, who was also a member of the Faculty Bargaining Team, said, "I can't remember any other time in the history of our union when a contract settlement generated such a positive response from

AAUP members and Board members alike."

"The bargaining process at the table was more collaborative than past negotiations, and team members on both sides worked hard to understand interests and concerns expressed by the other side," Pam continued.

"I hope this open and collaborative approach will continue to be used throughout the life of this contract when we need to resolve matters of concern that affect the faculty, the College administration, and the Board," Pam added.

The contract effective date is Aug. 25 (the first day of Fall

Semester), and it continues until the day before Fall Semester begins in August 2017.

AAUP Contract Compliance Officer and Chief Negotiator Geoff Woolf said the contract document is being reviewed for accuracy by both teams before it is published.

"Many portions of the contract were discussed at a conceptual level as we reached agreement on provisions," Geoff said. "Both sides need to be sure the points we agreed on are presented accurately in the new contract language."

Geoff said that as soon as

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Questions about the new contract?

Read the FAQs on page 2.

Still have questions?

Get in touch with AAUP Contract Compliance Officer Geoff Woolf

New contract FAQs

Q: When will I get a copy of the new contract?

A: Members of the Faculty and Administration bargaining teams are completing their review of the final contract document. We hope to distribute copies of the finished contract later this month.

Q: I know the raise for this year and the longevity bumps were added to paychecks starting on Sep. 26, but when will bargaining unit members receive the Annual Appointment Notice that states their current salary?

A: The Human Resources Department is working on preparing Annual Notice documents for bargaining unit members. The AAUP will notify all bargaining unit members by email when we have more information.

Q: Since the workload for this year is 33 units rather than 36, can I make changes to my workload for this year?

A: One of the reasons for a workload of 33 units for this year was to avoid sudden disruption to Fall schedules. However, adjustments to Spring and Summer schedules should be worked out with the Dean and/or other “schedulers” in your division.

If your load for your two teaching semesters remains above 33 units total, you will receive overload compensation (at the end of the year) for units above 33.

Work with your program/department/division schedulers to clarify your load and overload for the year.

If you have specific questions about how to calculate your load

this year, contact Geoff Woolf.

Q: Fall is my non-teaching semester but I'm teaching some overload classes-- do I have to schedule office hours? How do I know how many hours to schedule?

A: Yes, you need to schedule office hours. The new contract says that faculty who are teaching during their non-teaching (“off”) semester should schedule proportional office hours based on 2 office hours for every 3 credit hours.

For example, if you are teaching two 3-credit classes (6 hours) during your non-teaching semester, you should schedule 4 office hours.

Q: I'm teaching online and/or hybrid courses this semester. Can I change my scheduled office hours to include the new virtual office hours allowance?

A: Yes. If you are teaching one or more fully online courses, 4 of your 10 weekly office hours can be virtual. If you are teaching one or more hybrid courses, 2 of your 10 office hours can be virtual.

Q: The contract summary distributed to faculty says the new contract includes language about program chair responsibilities. Does that mean program chairs will have new/additional duties?

A: The contract language describes activities that are typically carried out by program chairs in three areas:

- maintaining the integrity of program curriculum content,
- advising enrolled students in the program,
- participating in community outreach.

The new contract language also says “some chair responsibilities may vary in a particular program and/or academic division.”

The bargaining teams agreed to include the Workforce Development Center on the list of possible “community outreach partners.” For chairs who have not interacted with WDC regularly in the past, this could be a new area of responsibility.

Q: According to the contract summary, the new contract says faculty have “up to 10 service days”—what does that mean? Can I do fewer than 10 service days?

A: Service day activities should be part of a plan created by each faculty member and shared with your Dean (or designee) for input.

The expectation is that each faculty member will identify 10 days of service, using the guidelines that were established 3 years ago for the “value” (in days or half-days) of various service activities.

Service to the College is a professional responsibility for all full-time, tenured (or tenure-track) faculty members.

Using contract language that identifies “up to 10 days” of service is meant to reflect the variety of forms that service activities might take. It is not meant to provide an “excuse” for faculty who are not routinely performing service to the College outside of instructional and/or chair duties.

New contract FAQs, continued

Q: If I have received royalties/course maintenance points for my online courses in the past, do I need to do anything new to keep them in effect?

A: No. Your past agreement that set up the royalties/course maintenance points remains in effect.

Q: When can my department/program start hiring Annually Contracted Faculty?

A: The bargaining teams discussed the possibility that some Annually Contracted Faculty (ACF) might begin their contracts as early as Spring 2015. (If hired in Spring, the annual contract would cover Spring, Summer, and Fall of 2015.)

However, only 18 Annually Contracted Instructors can

be hired College-wide in the life of the contract—so most programs/departments probably will not be adding ACF positions, and most current adjunct instructors will not have opportunities to apply for ACF positions.

The contract also allows hiring up to 10 Annually Contracted Advisors and 2 Annually Contracted Instructional Designers.

The contract language includes criteria for initiating an ACF position, but it's likely the administration will establish some processes a program or department should use to request a specific ACF position.

Also, the hiring processes for these employees needs to be determined.

The contract language says that administrators who want to employ Annually Contracted Faculty must collaborate with appropriate faculty members in establishing hiring processes for programs/departments that will be affected.

Annually Contracted Instructors will be able to work up to 45 annual units, over 3 semesters of teaching. They will be paid at the current adjunct rate-per-unit (\$600) for all teaching. They will also receive benefits such as health insurance.

All Annually Contracted Faculty will be members of AAUP Bargaining Unit 1.

Chapter officer elections underway

Members of Cincinnati State AAUP will choose a Vice President, Secretary, and Member-at-Large in Chapter officer elections that will take place during October.

A call for nominations ended Sep. 26. In accordance with the Chapter Bylaws, the Executive Committee will determine if each nominee wishes to have their name placed on the ballot.

An election ballot will be distributed to all Chapter members. Statements from each candidate on why they wish to serve as an officer will also be available during the election period.

Each officer is elected to a two-year term that will end Oct. 31, 2016.

Unit 2 prepares for contract negotiations

Members of the AAUP Chapter Executive Committee are meeting this week with faculty members in AAUP Bargaining Unit 2, to discuss faculty concerns as part of preparation for contract negotiations.

The current contract for Unit 2 expires on Dec. 23, 2014.

AAUP Bargaining Unit 2 is composed of full-time faculty members whose positions were created as a result of (and may be partially or fully funded by) grants awarded to the College.

Members of Unit 2 include faculty Advisors in Enrollment and Student Development and in the Health and Public Safety Division. Some Unit 2 faculty members are part of the Pathway to Employment Center (PTEC).

Chapter President David Simmermon said the bargaining team for Unit 2 negotiations will be appointed after the Chapter Executive Committee members meet with the Unit 2 faculty members.

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the contract document has been reviewed by both teams, a copy will be posted on the AAUP Chapter website (www.cinstataaap.org).

"We hope to be able to distribute a copy of the new contract to each bargaining unit

member later this month," Geoff said.

Faculty members with questions about contract provisions should get in touch with Geoff.

College BOT members ask questions about faculty role in possible Pearson agreements

At the Board of Trustees meeting on Sep. 23, several Board members asked questions about the role of faculty in possible agreements between Cincinnati State and Pearson Embanet, a for-profit company that provides a variety of online services to colleges and universities.

The Board members' questions followed a presentation by David Daniels, President of Integrated Solutions at Pearson Embanet. Mr. Daniels discussed ways that Pearson could assist Cincinnati State with marketing, recruiting, and admissions services.

Mr. Daniels said that some of these services have been discussed with College executives during the past year, but now the Pearson team will meet with various College personnel to discuss details of current marketing and admissions processes. After investigating College processes, Pearson will prepare a report on how their services could assist the College.

Mr. Daniels said that Pearson has successfully provided services for many graduate-level online

degree programs, but would be taking a "big risk" by trying to provide similar services at a community college.

President Owens said that Pearson is interested in working with Cincinnati State "because of the quality of our faculty, and the strength of our brand."

When Board member Mark Walton asked what the faculty role would be, Mr. Daniels responded, "Nothing, initially," since the activities under discussion are operations, not academics. President Owens added that faculty members typically "are not engaged" in College operations like marketing.

Several Board members continued to ask questions about faculty involvement in Pearson activities at other institutions and at Cincinnati State.

Mr. Daniels said that all Pearson interactions with the College are "100 percent transparent" and President Owens said the Faculty Senate would have the opportunity to review the report on Pearson's possible role in

marketing, admissions, and other College services.

AAUP Vice President Pam Ecker, an audience member at the Board meeting, was asked to comment on faculty involvement with Pearson. Pam said that Pearson representatives have made several presentations to Cincinnati State faculty in the past, including at the recent Convocation, but none of the topics discussed related to delivery of marketing and admissions services.

Pam also said that College faculty members are interested in all College activities that support increasing enrollment and improving student success. Pam added that faculty would want detailed information about possible retention services provided by Pearson, since retention is an academic matter as well as a support function.

Faculty Senate President Ryan Shadle said the Senate looks forward to gaining additional information about the Pearson study of Cincinnati State services.

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

CHAPTER WEBSITE: WWW.CINSTATEAAUP.ORG
EMAIL: EXEC@CINSTATEAAUP.ORG
OFFICE: 124 MAIN BLDG., CLIFTON CAMPUS

PRESIDENT
DAVID SIMMERMON
PHONE: 513.569.1797

VICE PRESIDENT
PAM ECKER

CONTRACT COMPLIANCE
GEOFFREY WOOLF

SECRETARY
HEATHER HATCHETT

MEMBERSHIP CHAIR
JOEL KNUEVEN

TREASURER
SCOTT FREEMAN

MEMBER-AT-LARGE
PEGGY ROLFSEN

PAST PRESIDENT
PAUL DAVIS