

AAUP

NEWS



Volume XIII No. 11 July 5, 2002

Faculty and administration governance proposals are “far apart;” Administration proposes significant health benefits changes

Faculty Bargaining Team members said they were “disappointed” by proposals offered by the administration at the bargaining session on July 1.

According to the Faculty Team, the administration’s governance proposals would essentially eliminate all of the current contractual language that ensures faculty representation in institutional decision making.

Faculty Team members said the administration also proposed changes in health benefits that would have a significant impact on faculty members in costs and in how coverage is provided.

The administration also proposed changes to the articles on professional enrichment and tenure that Faculty Team members said seemed to limit the kinds of activities supported.

Governance

Faculty Bargaining Team member Joyce Rimlinger, who is a past president of the Faculty Senate, said that the proposals made related to Article VI

(Faculty Involvement in Governance of the College) are “very far apart.”

“The Faculty offered proposals for improving the efficiency and effectiveness of the current governance system, while maintaining the traditional faculty role in decision-making and also taking into account what we are learning about institutional quality improvement processes,” Joyce said.

“In contrast, the administration’s proposal erased almost all of the current contract language that ensures faculty participation in decision making, and replaced it with a vague ‘guarantee’ of participation in what they call ‘appropriate regular channels,’” Joyce said.

Joyce said the Faculty proposed creating a new College Alignment and Integration Council (CAIC). The purpose of CAIC would be to monitor decision-making processes and to serve as a “hub” for communication between and among quality teams and other committees and work groups. The CAIC would attempt to elimi-

nate duplication and to streamline current processes for College-wide decision making.

The CAIC would include eight administrators (the College President; the Executive, Academic, and Institutional Development Vice Presidents; the Chief Financial Officer; the Directors of Institutional Effectiveness and Institutional Research; and one academic Dean) and four non-administrators (the Presidents or designees of the Faculty Senate, AAUP, SEIU, and IUOE).

Joyce said the administration’s governance proposal removed almost all contractual references to the Faculty Senate and to the Senate’s role in appointing designated representatives to committees and quality teams. The section of the contract that describes the Senate’s participation in the development of the College budget was also removed.

“The Senate would still be allowed to make recommendations if the College President

Proposals/ continued from 1

wanted to eliminate an instructional program,” Joyce said. “But the time allowed for the Senate to discuss these matters would be reduced, and the contract language that says the College President must consider the Senate’s views and forward them to the Board of Trustees would also be erased.”

Selection and Hiring

Faculty Team member Debbie Bogenschutz said the Faculty proposed changes to Article VI-E (Selection and Appointment Procedures) that would clarify and streamline hiring of faculty members and academic administrators.

“The survey we did this year showed that most faculty members think the hiring processes need a lot of improvements,” Debbie said. “The administration proposed no changes to this portion of the contract.”

Debbie said Faculty proposals include adding contractual statements to ensure that requests for new faculty positions become part of the annual budget process, and that requests for replacement faculty be approved or denied within 20 days of the request.

The Faculty Team also proposed adding contract language that gives the faculty a role in hiring administrators whose responsibilities are related to the areas of Student Life and Student Development.

Debbie said another Faculty proposal states that no “interim” administrator shall serve for more than a year, and that no “interim” position will become permanent without first conducting a search process.

Health benefits

Faculty Team members said the administration’s proposed

changes to Article X (Benefits) would maintain a cafeteria-style benefits plan, but all faculty members currently using Choice Care for health insurance would move to a similar program offered by Anthem, called “Anthem Blue Preferred.”

Also, faculty members would contribute \$6 per paycheck for single coverage or \$15 per paycheck for family coverage.

For those currently using Choice Care, the costs of co-payments would increase for some prescription drugs and for some other areas of current coverage.

Those faculty currently using non-Choice Care health insurance would be offered a comparable program, but at a significantly increased cost.

The College’s insurance broker, Chuck Hais, is scheduled to attend the next bargaining session on July 8 to provide details about the proposed health benefits changes.

“We should get more information at the next meeting about the administration’s health benefits proposal,” said Faculty Team member Maggie Davis. “When we have those details, we’ll be able to discuss the full impact to faculty of the administration’s proposed changes.”

Other proposals

The administration proposed changes to Article XIII (Professional Enrichment) that Faculty Team members said they did not fully understand. Additional clarification of these proposals is expected to occur at future bargaining sessions.

Faculty Team member Ken Stoll said, “What seems to be a theme of the administration’s proposals is that the only form

of professional development they want to support is faculty members going for advanced degrees.”

“The administration proposed that sabbatical applications, as well as requests for reimbursement for classes, should be prioritized based on giving preference to those who are seeking advanced degrees needed to meet accreditation standards for their field,” Ken said.

“Deans would be able to turn down requests for reimbursement based on ‘insufficient relevance,’ and if a faculty member was awarded a sabbatical leave that was not for the purpose of pursuing an advanced degree, he or she would be required to submit a progress report every 30 days,” Ken added.

Ken said that in the administration’s proposal, the elected Faculty Sabbatical Committee would be replaced by a Sabbatical Board consisting of the Academic Vice President, two academic Deans, and three faculty members appointed by the Faculty Senate. This Board would determine the format for future sabbatical applications.

Ken said the Faculty Team proposed adding language to the Professional Enrichment article stating that the College financially supports a variety of forms of professional development, including attending professional conferences and participating in specialized training program, as well as pursuing advanced academic credentials.

The administration also proposed a change to one portion of Article XII (Tenure).

According to the Faculty Team, the administration’s

see Proposals/ 3

Blackwell consultants recommend changes in IT environment; President Wright says “significant issues” will be addressed

The final report from Blackwell Consulting Services, the organization hired to evaluate the “information technology environment” at Cincinnati State, states that improvements are needed in the planning, leadership, and management of information technology services. The final report also says that improvements are needed in communication about IT issues and in access to IT resources for employees and students.

The final report also recommends that an Instructional Technology Center should be established for faculty, that the College website should be “re-engineered” and that “significant” computer security concerns need to be addressed.

The final report also states that the governance role of the Academic Technology Committee (ATC) in formulating and recommending technology policies, standards, and training is “sound” and should be maintained.

Prior to the end of Spring Term, the Blackwell consultants discussed the planned final

report topics with faculty, staff members, and administrators who served on the Project Team for the consulting project. This advisory group included the members of the ATC.

It had been announced previously that the Blackwell consultants would give a final report to the College Board of Trustees in June. However, there was no such report given during the public portion of the June Board meeting.

Two versions of the Blackwell final report were posted on the College intranet “teams” site <http://teams.cinstatc.cc.oh.us/Blackwell>. A 73-page document titled “Final Report” includes the same information as the 48-page document titled “Final Report Presentation,” but the longer version includes additional details about areas where improvements are needed and about recommended “initiatives” for accomplishing changes.

At the July 1 meeting of the President’s Cabinet, President Wright said that he had met with Blackwell representatives

at the organization’s headquarters in Chicago. President Wright said he was very impressed with the work done by the consultants, and said that he discussed with the Blackwell personnel “significant issues” that are “important to the well-being of the College.”

President Wright said he is convinced that changes are needed to improve planning and to establish heightened accountability, especially in relation to computer security issues. He said the College needs to “stop moving forward by spontaneous combustion.”

President Wright said it is a general principle of Quality that “if the organization is screwed up, it’s because management is screwed up.”

President Wright said he is continuing to assess costs and other factors related to setting priorities for implementing the various Blackwell recommendations.

President Wright said, “When I get comfortable that we’ve covered all the avenues, we’ll act.”

Proposals/ continued from 3

proposal said that an applicant for tenure would be required to demonstrate that he or she has obtained, or is in process of obtaining, academic credentials required by the accrediting organization relevant to his or her field.

If there is no such accrediting agency, the faculty member applying for tenure would have to have “at least one degree or credential higher than the students in the program are trying to obtain.”

“We didn’t understand why

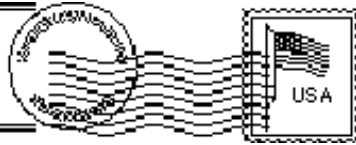
the administration made this proposal, since it seems to lower some of the current standards for faculty credentials,” said Joyce Rimlinger.

“For instance, in Humanities and Sciences, where there are no official accrediting bodies, we generally try to recruit new faculty members who have at least a master’s degree in their field,” Joyce said. “This has been an important issue when we’ve tried to establish articulation agreements with four-year institutions.”

“Under the administration’s proposal, it seems that we could award tenure to faculty members who might still be in the process of obtaining their bachelor’s degree,” Joyce said. “We didn’t understand why they wanted this change.”

The next bargaining session is scheduled for Monday, July 8. Along with clarification of the administration’s health benefits proposals, topics expected to be discussed include compensation, workload, and the article on Electronically Purveyed Methods of Instruction.

Letters



To the editor:

Recent *AAUP News* articles have addressed the issue that our faculty salary system is out of whack. Faculty members with similar academic credentials and years of service make very different salaries.

Some individuals recognized that their salaries were unusually low and attempted to bargain with the administration for redress. This approach might have solved the problem in the short run for these individuals, but it is not an appropriate approach for a bargaining unit.

More importantly, it does not address the underlying issue, namely, the inequities of the current system.

We need a long term solution that sets up a salary system that is fair and equitable, where pay is based on academic credentials and years of service, and where adjustments to starting salary can be made in response to the marketplace.

The solution is the implementation of a salary schedule. Virtually all other educational institutions that do not use rank (professor, associate professor, etc.) to establish pay levels use salary schedules. This includes other two-year colleges in Ohio as well as secondary school districts.

With a salary schedule, faculty could get 7 to 10 percent annual increases, comprised of about 3 percent across the board and 4 to 7 percent annual step "bumps." At Cincinnati State, recent salary increases have included 4.5 percent across-the-board increases and step increases averaging less than 1 percent per year.

Under our current salary system, the longer you are here, the less well off you are compared to your colleagues at other educational institutions.

The problem is especially pronounced among faculty with 7 to 15 years of service.

These faculty members have been at Cincinnati State long enough to be hurt considerably by our current pay system.

Prior to AAUP certification as bargaining agent 12 years ago, Cincinnati State faculty had a salary schedule. Many faculty members who were hired over 15 years ago had advanced to the higher levels of this system, and have therefore buffered themselves against the disadvantages of the current system.

The need for a fair and equitable salary system should not be seen as a union issue or an administration issue. It is simply in the best interests of the entire College that its employees be paid fairly and equitably.

I urge all faculty members and administrators to encourage those involved in negotiating the next contract to work to ensure that a salary schedule is part of this contract.

Tom Grogan
Developmental Education
(Math)

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

EXECUTIVE COMMITTEE

PRESIDENT

PAM ECKER
PHONE: 513/569-1722

VICE PRESIDENT

JOYCE RIMLINGER

GRIEVANCE OFFICER

JOHN BATTISTONE

SECRETARY

GEOFFREY WOOLF

MEMBERSHIP CHAIR

KEN STOLL

TREASURER

PAUL DAVIS

MEMBER-AT-LARGE

CINDY KIEF

BARGAINING COUNCIL

CHAIR AND PAST PRESIDENT

BOB EVESLAGE