

**Cincinnati State Technical and Community College
Strike Planning Team Meeting Minutes
July 14, 2005**

Present: Jeff Augustin, Doug Bolling, Sharon Davis, Michele Imhoff,
Gregory Mason, Bessie Pitts

Absent: Donna Duval, Angela Haensel

The agenda for this meeting focused on identifying the critical steps necessary for the college to implement in preparation for a possible work stoppage by the AAUP.

The academic assistant deans present provided updates as to their progress in staffing courses for the Early Fall term and in securing course documents (syllabi, outlines, etc.).

Unfortunately, only about a third of the documents are available, either electronically or as filed hard copies. The college's ability to retrieve the remaining documents is problematic.

An Adjunct Faculty Recruiting Fair scheduled for July 19th should aid the college in securing additional instructors. The Human Resources Department will develop for Executive Team approval a special rate of pay for adjuncts contracted to teach courses for striking full-time faculty. The normal limit on courses assigned to an adjunct will also be waived. Administrators and staff (depending on their credentials and experience) may also be called upon to cover classes.

Discussions also continued regarding the establishment of security protocols to be enacted in the event of a strike. Protection of personnel crossing picket lines, securing of college information systems and security of college property and equipment were the main concerns. Ray Panko, Mark Cain and Ray Mirizzi will be invited to future meetings for their input.

All public information to students and the general public regarding a potential strike will be disseminated by Michele Imhoff's office. Information to staff, administrators and adjuncts will be communicated from managers through their direct lines of report. The Executive Team will approve all communications to the public. Dr. Wright will provide updates to the Board of Trustees.

The final items discussed were the determination of timelines for implementing various aspects of the strike plan. Recruitment of additional instructors and staffing of Early Fall courses has already commenced with a goal of being completed by the second week in August. The timing of PR releases and the implementation of further protocols will begin if/when the college receives the Intent to Strike notice from the AAUP.

Next Meeting: July 21, 2005 10:00 AM