

AAUP

NEWS

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Pres. Wright says Senate is not entitled to appoint Quality Council members

President Wright has informed the Faculty Senate that he believes the Senate is not entitled to appoint faculty members to serve on the President's Quality Council.

In a letter dated Feb. 7, President Wright stated his belief that the Quality Council, which was formed in Late Fall 2001 and which has over 40 members, is "a strictly administrative committee," even though President Wright appointed 11 faculty members

to the Council.

On January 30 the Senate sent a letter to President Wright which appointed 15 faculty members to the Quality Council, in addition to those selected by President Wright.

According to the letter, the Senate took this action "to ensure appropriate, broad-based representation of all faculty, and to complete the Senate's role in the process of appointments to shared governance groups." The Senate's letter also expressed

concerns about "the overall size and mission of the Quality Council."

Senate President George Armstrong said the Senate wanted to fulfill its responsibility to make appointments to College-wide committees, based on its understanding of the purpose of the Quality Council.

"The concensus of the Senate was that we should appoint representatives from all divisions, with a variety of viewpoints," George said. "This is how quality initiatives, consensus-building, and shared governance can best take place."

"The Senate expressed its concerns about the Quality Council more than once," George continued. "We wondered if a group this size would be able to function effectively. The Quality Council has had only a couple of meetings, and the purpose of the Council has not been made completely clear at either of those meetings."

"Although it may seem foolish to appoint even more members

AAUP & administration sign MOU to establish CCS Liaisons in Divisions

On January 16, the Cincinnati State AAUP and the College administration signed a Memorandum of Understanding (MOU) concerning oversight of academic matters related to the Corporate and Community Services (CCS) Division.

The MOU establishes a faculty position called Divisional Liaison to CCS. The Divisional Liaison will meet as needed with representatives of CCS to facilitate discussion,

coordinate activities, and ensure the academic integrity of offerings related to curriculum and college-credit courses or training programs offered through CCS. The faculty Liaison will be assigned four workload units per term for performing these responsibilities.

"This MOU has been under discussion for more than two years," said AAUP President Pam Ecker. "We're pleased to

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to such a large group, the Senate concluded that if this group is going to exist, it is important for it to have a wide range of faculty input," George added.

The Faculty Collective Bargaining Agreement states that College-wide committees and Quality Management Teams established to make recommendations in areas that are not primarily academic, but are areas in which Faculty have "a direct and compelling interest," shall include at least one-third appointments of the Faculty Senate.

According to the contract, these areas of interest may include, but are not limited to, "long- and short-range planning, priorities in the deployment of financial resources, acquisition and use of existing physical and human resources, institutional self-study, and marketing, public relations, and recruiting activities."

President Wright's letter to the Senate said that the Senate

"apparently [has] a fundamental misunderstanding of the role of the [Quality] Council."

The President's Feb. 7 letter said that the Quality Council will not make recommendations on issues, but will "provide oversight to the various Quality Management Teams" and will "determine whether the formation of additional Quality Management Teams are [sic] necessary, resolve conflicts between such teams, or determine whether the teams formed comply with the provisions of the collective bargaining agreement with AAUP."

A previous explanation of the Quality Council, which was distributed to the President's Cabinet on Jan. 14, said that the purpose of the Quality Council is "to ensure integration of quality initiatives in the College." The same document defined a quality initiative as "any multi-unit or multi-functional team that applies a

continuous improvement model and the use of data to solve problems, resolve issues or improve processes that impact the organization and support Cincinnati State's vision, mission and values."

AAUP Chapter President Pam Ecker said, "In the past several weeks, we've seen a variety of explanations and interpretations of the Quality Council. I've been to both meetings of the Quality Council and I've read the changing explanations, and at this point, it's not clear to me what the Quality Council is supposed to do or what organizational purpose it's supposed to serve."

"The Faculty Senate and the AAUP Executive Committee will have to take another look at all of these documents, and then decide whether additional steps and actions are needed," Pam said.

The next meeting of the Quality Council is scheduled for Feb. 19.

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have finally resolved this matter in a way that should help us ensure academic quality and improve communication between CCS and the other academic divisions."

"We appreciate that Human Resources Director Breyer and Academic Vice President Kelz were able to help us complete the lengthy process of establishing this MOU," Pam added.

Pam said that the Faculty bargaining unit used to include four full-time positions called Industry Relations Coordinators. These coordinators reported to the Deans of the academic divisions.

The work of these coordinators included some "sales" of for-credit courses and non-credit training, as well as coordination of the academic components of industry training programs, such as designing curriculum and ensuring appropriate staffing.

Because of reorganization and reassignment, all four of these bargaining unit positions became vacant, but some non-faculty jobs that included "sales" duties and some academic coordination responsibilities were added in the Corporate and Community Services Division

"With this MOU, the administration and the AAUP

are formally acknowledging that the development of high-quality, academically-sound courses and training opportunities is the responsibility of the faculty," Pam said. "We're also establishing a recognized method for ensuring that clear and continuous communication occurs between divisional faculty and CCS staff."

The MOU says that the Council of Chairs of each academic division, in consultation with the Dean, shall recommend faculty members willing to serve as the Divisional Liaison. The Academic Vice President shall select the Liaison from those recommended.

Letters



meaningful participation in the development of the budget.

The February 6 edition of the *Daily News* included an outline for this year's budget process. I do not believe that this published process incorporates any of the suggestions that the Faculty Senate proposed last year, which President Wright and the Board of Trustees allegedly endorsed.

In the *Daily News* outline, the administration's three contractually-obligatory meetings with the Senate each have a parenthetical qualifier which says "Report on...." This makes me think that the administration's intention is to use the mandatory meetings with the Senate as "briefings," where administrators will simply tell the Senators where the process stands.

This is the same approach that was called unsatisfactory last spring by both the Faculty Senate and the administration. It is not an approach that is in keeping with either the spirit or the letter of the Faculty Contract.

The pertinent Contract provision is Article VI(C)(2)(c). I've underlined key concepts:

The administration shall meet with the Senate at least three (3) times during the annual budget-development process to seek the opinion of the Faculty Senate with respect to the following:

(i) To discuss enrollment projections and tuition levels

(ii) To discuss new initiatives, faculty and administration personnel needs, facilities usage, capital equipment needs; and

(iii) To discuss the entire budget before presentation to the Board of Trustees.

The intent of this provision when we negotiated it at the table was to **recognize the Faculty Senate as the means through which all faculty could have**

The contractual provision is intended to reflect the belief (presumably a shared belief when we signed the contract two and half years ago) that faculty should have a significant role in helping to shape the priorities in allocation of all resources. The meetings described in the contract language were not intended to be mere "briefings" wherein the administration simply would inform the Senate of what the "senior leadership" had already decided to do.

During the past three years, I have served on two separate College-wide "Quality Teams" regarding finance at the College. Both times the consensus of the Team was that there should be more widespread participation in the development of the annual College budget by a wider array of constituencies.

In the most recent Finance Team iteration, Quality guru Stan Jensen—who apparently has disappeared from the Cinstat scene as mysteriously as he first appeared—assured us that the President was committed to the Team process.

That Finance team disbanded after it came to realize that its responsibilities only extended as far as improving the forms used to submit budget information. The Team had no authorization to participate in any meaningful way in establishing financial priorities at the College.

Last Spring, the Faculty Senate prepared several recommendations for improving the College budgeting process. The Senate shared these ideas with President Wright, Chief Fiscal Officer Bill Rollins, and the Board of Trustees. Last July 24, President Wright told the Board that he endorsed most of the Senate's ideas. Several Board members also said publicly

that they agreed with the Senate's recommendations.

What were those good ideas? They included these key points:

1. Ensure that the College's strategic planning process and budgeting process are congruent.

2. Publish the timeline and the relevant information needed for responsible participation in the budget-building process, including data needed for projections and planning, detailed line-item copies of current and past budgets for comparison, and notes on adjustments made to the annual College budget after it is approved.

3. Develop guidelines for faculty and staff involvement in building and presenting budgets, to ensure consistency.

And what is the process this year? A timeline was published in February, with nearly half the listed milestones already out of date. Programs chairs have been told to hurry and make projections that must be submitted to Deans in a couple of weeks, so Deans can get ready for "budget hearings" that will begin and end in March. The data is whatever you happen to have and the process is whatever you think you're supposed to do.

So this is how we implement "quality improvement" of the budgeting process.

Teams come and go, but our contract spells out a role for the Faculty Senate in the development of the annual College budget.

I urge all faculty to contact their Senators. Urge the Senate this year to continue its proactive efforts of last spring in seeking College budget data and in preparing to present a meaningful point of view at the upcoming meetings with administrators. Faculty have the right to participate. We should exercise that right, as effectively as we can.

John Battistone, Humanities

Divisional meetings & Bargaining Council committees continue planning for negotiations

Cincinnati State AAUP is continuing to sponsor a variety of events to give faculty members opportunities to identify and clarify their concerns related to contract negotiations.

The current Faculty Collective Bargaining Agreement expires at the end of the Summer Term.

According to Bargaining Council Chair Bob Eveslage, divisional meetings will be held during the week of Feb. 25. These meetings will provide a forum for wide-ranging discussion of contractual concerns.

The schedule for the Divisional meetings is:

- Health Tech - Feb. 25
- Business Tech - Feb. 26
- Humanities & Sciences and Library & Counseling - Feb. 27
- Engineering & Information Tech - Feb. 28

All four meetings will take place in Room 255, Main Bldg., from 3 to 4 p.m. Those who cannot attend the meeting designated for their division are welcome to attend any other session.

Bob said Bargaining Council committees have been holding meetings, but new members are still welcome to join these work groups.

The Bargaining Council committees are:

- Compensation and Benefits
- Governance, Accreditation, and Academics
- Selection and Appointment Processes
- Professional Development
- Professional Responsibilities (Workload) [This committee includes a subcommittee on co-op coordinator concerns]
- Technology Issues
- Communication and Information

Bob said that committees are currently conducting research and clarifying faculty areas of concern.

Future activities of the Bargaining Council will include a survey to gain additional faculty input on specific issues.

Any faculty bargaining unit member who is interested in joining a committee or who has other questions or concerns about negotiations should get in touch with Bob at extension 1666.

Have you ordered



your Froggie sports shirt?

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