

NEWS

AAUP prepares for contract negotiations; new year will begin with Bargaining Open Forum for faculty

Throughout Fall Semester, the Cincinnati State AAUP leadership team has been preparing for upcoming contract negotiations.

The Unit 1 contract expires at the end of Summer Semester 2017, and the Unit 2 contract expires in December of 2017.

Chapter President Pam Ecker said, "We don't expect formal contract negotiations to begin for a while, but being prepared for bargaining means making

sure all of our members have opportunities to express their views and concerns."

Pam said close to 100 faculty members attended the Fall AAUP Chapter meeting, and more than 100 provided initial input for bargaining through a brief survey shared with faculty in October.

"We asked faculty members to identify their top five concerns, and we received feedback on a wide range of issues," Pam said.

"The AAUP Executive Committee has been reviewing the results of the survey throughout Fall Semester, as well as discussing other matters that could have an impact on contract negotiations," Pam said.

"We've also been discussing possible Bargaining Team membership and the committees we'll need this year," Pam added.

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Save the date...

AAUP Bargaining Issues Open Forum

Monday, Jan. 23, 3:00 - 4:30 p.m. ("Common time")

Main Building Conference Center

Open to all full-time faculty members in
AAUP Bargaining Units 1 and 2

An interactive opportunity to speak out and share your views on issues of concern

Plus-- place your order for new (free) AAUP attire!

Bargaining preparations / continued from 1

Pam said the AAUP leadership team will meet during the holiday break for additional bargaining preparation.

"The Executive Committee has appointed Paul Davis and Paula Kirch Smith to serve as the Bargaining Council Chairs for this year," Pam said.

"We expect to complete our discussion of the Bargaining Team members and establish the Bargaining Council committee structure after we hear more from faculty members at our Open Forum in January," Pam continued.

Pam said the Bargaining Open Forum will take place on Jan. 23

during Common Time (3:00 to 4:30 p.m.).

Discussion tables will be set up to cover a variety of key faculty issues and concerns, including issues that affect specific groups of faculty, such as program chairs, co-op coordinators, and annually contracted faculty.

"At the Forum, faculty members will be able to circulate from table to table so they can talk with others who are interested in those same issues. Note takers will make sure that all ideas and views are recorded," Pam said.

"We'll also have tables available for new issues faculty

want to bring up," Pam said.

The Open Forum on Jan. 23 will include collecting contact information needed to ensure that the AAUP Chapter can keep faculty updated about bargaining activities throughout Spring and Summer Semesters.

The Open Forum will also be a time for Chapter members to order new AAUP attire.

"It's a Chapter tradition to provide new 'spiritwear' for our members during bargaining years," Pam said.

"We'll have samples of our planned new shirts so members can place an order for their preferred size," Pam said.

AAUP establishes a new scholarship in honor of John Battistone

The AAUP Executive Committee has established a new AAUP Scholarship named for John Battistone, a past leader of the Cincinnati State AAUP Chapter who died in May 2016.

John served as the Chapter's Chief Negotiator for the first AAUP Unit 1 contract, the first AAUP Unit 2 contract, and several successor contracts for both units. He served as the Chapter Grievance Officer for 10 years.

"John's work for AAUP was essential to forming a faculty union at the College," said Chapter President Pam Ecker. "We're proud to honor his memory by expanding our assistance to students."

Like the Ken Stoll AAUP Scholarship, the Battistone Scholarship will provide financial assistance for a Cincinnati State student who has demonstrated academic excellence while pursuing a degree.

For 2017, each AAUP scholarship will provide \$1,000

to be used for tuition, fees, and books.

Application criteria for both AAUP scholarships include:

- Fully-admitted, degree-seeking status.
- Completed at least 16 credit hours toward the degree in classes taken at Cincinnati State
- Current grade point average of 3.0 or higher
- Not received a Cincinnati State AAUP Scholarship in the past
- Not a dependent of a Cincinnati State employee

Scholarship applicants must submit an essay and letters of recommendation.

For the Battistone Scholarship, preference will be given to a student with a union affiliation (the student or a family member).

The criteria for the Stoll Scholarship do not require a union affiliation.

AAUP Scholarship funds are disbursed using the standard processes managed by the Cincinnati State Foundation.

AAUP Scholarship applications are reviewed by the Chapter Scholarship Committee, chaired by Darlene Gray. Recommended recipients are approved by the AAUP Chapter Executive Committee.

"At this time, the AAUP Stoll scholarship is listed in the choices available to students through the College's new online scholarship application," Pam said.

"We hope to add the Battistone scholarship to the online list in January," Pam said. "We'll also provide more information early in Spring Semester so faculty members can let qualified students know about these scholarship opportunities."

The deadline for AAUP scholarship applications is the same as the deadline for other institutional scholarships-- March 1, 2017.

Why faculty should not agree to teach “under-enrolled” courses for reduced pay

--Paul Davis, Cincinnati State AAUP Past President

We’ve reached the decision time that happens before each new semester, when course sections are cancelled because enrollment in some sections is too low.

It’s also the time when some faculty members may start to think about whether they are willing to take a pay cut in order to run the small section, by agreeing to reduce the number of instructional units assigned to the section.

Some faculty may even start this conversation in order to “save” a small class from cancellation—especially when the class in jeopardy is a second-year class that keeps students moving toward graduation.

I’ve also heard that in at least one division of the College, faculty are sometimes offered some “bonus” workload units if they agree to add a certain number of students to an already-full class—but not add another full course section.

The AAUP contract doesn’t include any language for dealing with a “reduced units” or “bonus units” situation.

Article 9-G-1 in the Unit 1 contract states simply that units shall be awarded as follows: one unit for each contact hour.

It’s clear why some faculty may agree to take the non-contractual “deal” that means a pay cut-- the great traditions of Cincinnati State faculty include caring about our students and worrying about how to help them complete their degrees.

Now that completion of courses and programs is part of how the Ohio Department

of Higher Education measures success, some faculty may feel even more pressure to take the pay cut in order to keep students moving on the path to completion.

I believe strongly that our fine traditions should not be taken advantage of, and faculty should not make individual deals in order to run low enrollment classes.

If a small group of students needs a class to stay on track for graduation, the dean should run the class—with all of the contractual workload units intact.

Course instructional units are based on the time required to deliver lecture and/or lab content—not on the number of people in the class.

(An exception is in workload for specific Health and Public Safety clinical courses that have unique needs and requirements.)

Good teaching doesn’t change based on the number of students present.

Faculty compensation, student success, and completion plan measures should not be held hostage because of enrollment issues at Cincinnati State.

Our AAUP Chapter worked very hard to achieve a 30-unit annual workload for instructional faculty.

We went on strike over this issue in 2011. In 2014 we finally achieved the 30-unit annual load that is the standard for community college faculty nationwide.

We should not whittle away pieces of that standard through

individual negotiations between faculty members and deans.

If there’s a need to adjust the language of the Workload article, adjustments should be made through a formal process that ensures consistent, fair practices across all academic divisions.

We should make adjustments at the bargaining table, not in individual cubicles.

If you talk to the “old timers” who helped to start our Chapter, you’ll learn that one of the compelling motivations to form a union was the large number of inconsistent and arbitrary ways that individual faculty members’ workloads were determined.

Depending on the division, and on the faculty member’s relationship with a dean or assistant dean, workload could be great, OK, or miserable.

The faculty of Cincinnati State decided decades ago to support each other in achieving a contract that would promote fairness for all.

Future workload decisions need to be bargained collectively, too.



Some contract provisions begin now for Units 1 and 2

A few provisions of the current contracts for AAUP Unit 1 and Unit 2 take effect in December 2016 and January 2017.

For **faculty in Unit 1 and in Unit 2**, an adjustment to the employee contribution to health insurance coverage goes into effect Jan. 1, 2017, when the faculty contribution will increase by 2%.

This increase was established during the previous contract negotiations for both faculty bargaining units, and is not related to the administration's recent decision to move health insurance from Anthem to United Healthcare.

For **faculty in Unit 2**, the final year of the current contract begins Dec. 23, 2016. A 2% increase to base salaries goes into effect on that date.

President-to-President meetings resume

Dr. Posey has re-established the practice of holding periodic meetings between the College President and the AAUP Chapter President to discuss matters of concern.

Chapter President Pam Ecker said she met twice with Dr. Posey during Fall Semester.

"Dr. Posey has always been proactive in reaching out to faculty leaders, as well as other members of the College community, to get feedback and insights," Pam said.

"I appreciate that Dr. Posey is interested in meeting regularly

to talk about matters from an AAUP perspective as well."

Pam said the president-to-president meetings don't have a set schedule.

"I know that if a unique concern or problem comes up, I can request a meeting at any time," Pam said.

"We've agreed that we should get together once or twice in a typical semester just to 'touch base,' even if there are no pressing or emergency concerns to deal with," Pam said.

Cincinnati State AAUP

wishes to all

a peaceful and refreshing holiday break

and a happy and productive new year

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