

NEWS

AAUP asks CState faculty to “give back” in March

Cincinnati State AAUP has a long history of “giving back” in support of our students and to assist peers who are experiencing difficulties.

Traditionally, AAUP service activities have focused on an event in February each year.

Projects conducted over the 33-year history of the Chapter have included awarding scholarships, assembling and distributing packages of school supplies for students, and organizing donation drives to support a variety of needs.

During the pandemic, AAUP members recorded and the Chapter has shared a series of “Finish Strong” video messages to provide encouragement for students near the end of the semester.

For 2022, AAUP asks faculty members to consider supporting one or more “AAUP Gives Back” opportunities from now through Mar. 28.

The “AAUP Gives Back” options include:

- Support the **Surge Cupboard Food Pantry**

with donations of food and/or toiletries, to assist CState students experiencing food insecurities.

For those who prefer to make a monetary donation, **online contributions to the Surge Cupboard can be made via the “Donate Now” section of the College website.** Select “Surge Cupboard” from the drop down menu.

- Support the **Cincinnati State Career Closet** with donations of new or very gently used

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CS AAUP receives \$20K grant from National AAUP

In Spring of 2021, Cincinnati State AAUP applied for and received a grant for \$19,998 from the National AAUP Chapter Mobilization Fund.

The maximum amount that can be awarded to a Chapter from this fund is \$20,000.

The grant funds supported several bargaining related expenses during Spring and Summer, including newsletter printing, the Chapter Zoom account used for forums and meetings, and release units for officers and bargaining team members.

Grant funds also covered the cost of AAUP coolers and refreshments for the summer “Beverages and Bargaining” event.

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AAUP Gives Back

Surge Cupboard Food Pantry
Personal care/cleaning supplies: shampoo, conditioner, soap, body wash, lotion, toothpaste, small packs of laundry detergent, dish soap, small packs of toilet paper.
Pantry items: non-perishable meats, soup, pasta, sauce, mac & cheese, etc.
*Drop off bins located in divisional offices

Give Online
Giving opportunities include: AAUP Scholarships to support completion, monetary donations to the Surge Cupboard, donations to the AAUP Sick Leave Bank

Career Closet
Clothing needed: Business Attire, Shoes
*Drop off clothing donations in the Career Closet (Main Bldg Lower Level, near the Fitness Center) Tues/Wed/Thur 11 a.m. – 3 p.m. or email paula.kirchsmith@cincinnati-state.edu and she will come to your office to pick up..

now through Mar 28, 2022

AAUP Unit 2 merged with Unit 1 via bargaining agreement

The ratification of the current AAUP Collective Bargaining Agreement put an end to the 25-year history of AAUP Unit 2 as a separate faculty bargaining unit.

The State Employment Relations Board affirmed the change in December 2021.

Unit 2 was formed in 1996-97, and included faculty members whose positions were funded by external grants.

Over the years, the size of Unit 2 varied from a dozen or more at times to only a few faculty members.

In recent years, most Unit 2 members served as full-time academic advisors.

AAUP Contract Compliance Officer Greg Klein said, "Because Units 1 and 2 had separate contracts, separate negotiation processes were

required for each unit."

"The number of faculty in Unit 2 began to diminish as full-time academic advisors left the College or took other positions, and were not replaced," Greg continued.

"In 2018, Unit 2 was reduced even more when the administration conducted a Reduction in Force (RIF) and removed even more members of Unit 2 from full-time employment."

"It's been clear since then that it was unlikely the administration would ever hire any more Unit 2 full-time advisors."

When bargaining started in Summer 2021, Unit 2 had only one remaining member.

During bargaining, the AAUP and the administration agreed

to accrete this member into the primary AAUP bargaining unit, and dissolve Unit 2.

"The new contract language removes full-time academic advisors from the AAUP bargaining unit going forward," Greg said.

"Current full-time faculty advisors retain their positions, but under the new language, any new full-time academic advisors who are hired will not be faculty members," Greg said.

Greg noted that new contract language guarantees faculty participation in the hiring of new full-time advisors, which is expected to begin during Spring Semester.



AAUP Gives Back / *continued from 1*

business attire, to be provided to students who are preparing for job interviews or need to assemble an initial "career wardrobe."

- Donate funds to support continuation of **AAUP Scholarships**.

AAUP awards two scholarships each year to students who have demonstrated success in their studies and are seeking funding to complete their degree.

A committee led by the AAUP Scholarship Chair recommends the students who will receive the *John Battistone AAUP Scholarship* and the *Ken Stoll AAUP Scholarship*.

The scholarships are named in honor of past Chapter leaders.

- John Battistone was a Chapter founder who served for

many years as Chief Negotiator and Compliance Officer for the Chapter.

- Ken Stoll was valedictorian of the College's first graduating class, and retired from the College after many years of service as a faculty member and as an academic administrator.

To contribute to AAUP Scholarship funds, go to the "[Donate Now](#)" section of the College website, select "Other" from the drop down menu, and enter "AAUP Scholarship" in the Gift Designation section of the donation form

- **Donate days to the AAUP Sick Leave Bank**, which provides leave days for faculty members who have exhausted their sick and personal leave but need additional leave to deal with difficult circumstances.

The Sick Leave Bank was established in 2002 and is described in the "Benefits" section of the AAUP contract.

Any member of the AAUP Faculty Bargaining Unit who has accumulated more than 35 days (280 hours) of sick leave may donate time to the Sick Leave Bank, in increments of from 1 to 10 days.

Additional information about donating to and using the Sick Leave Bank is available in the ["Sick Leave Bank" section of the Chapter website](#).

To donate days to the Sick Leave Bank, faculty members should use the Sick Leave Bank Donor e-form available on the College intranet. (You must log in to "MyCState" to access the form.)

Ohio Conference of AAUP works for all members

by Mark Tiemeier
Cincinnati State AAUP Chapter
Representative, OCAAUP

The Ohio Conference of the American Association of University Professors (OCAAUP) is the state arm of our faculty organization.

The state AAUP has one full-time staff member, and a 19-member Board of volunteer leaders who represent AAUP chapters at 2-year and 4-year institutions, public and private, throughout the state.

The state organization includes 25 AAUP chapters, 12 of which are also the faculty union at their institution.

Services provided by the State Conference to member institutions include:

- **Government Advocacy**

The Ohio House and Senate regularly consider and pass legislation that affects higher education, labor rights and pension issues.

The OCAAUP serves as a voice for faculty on these issues.

The staff and Board members of OCAAUP talk to representatives, provide testimony to the legislature, and track bills that affect academic freedom, job security, and shared governance in Ohio colleges and universities.

In 2011, when collective bargaining rights were under attack, OCAAUP partnered with other labor institutions around the state to organize rallies at the State Capitol and to get the issue on the ballot as a state referendum.

The potential legislative action was soundly defeated by the voters of the state.

- **Information sharing among member institutions**

The OCAAUP Board, which includes representatives of all chapters, meets 4 times a year to share updates on struggles, successes, and strategies.

The network provided by OCAAUP allows our Chapter to gather data from other institutions when it's needed during bargaining or other situations.

- **Organizing**

The OCAAUP provides resources and know-how for union chapters that are engaged in difficult negotiations, and helps faculty to organize new chapters at non-unionized colleges.

In early February the AAUP chapter at Miami University, launched a campaign to establish a faculty union.

- **Solidarity**

Through the OCAAUP, faculty can keep informed and rally to assist one another in difficult times.

In 2018 when Wright State went on strike during protracted

contract negotiations, several of us from Cincinnati State joined Wright State faculty on the picket line along with faculty and members of other labor unions from around the state.

During the 2011 strike at Cincinnati State, colleagues from many other institutions stood shoulder to shoulder with our faculty and provided support.

The strength and collaboration possible because of the state AAUP is an invaluable support system for all faculty in Ohio.

- **Annual Meeting**

OCAAUP holds a meeting every November, open to all AAUP members in the state, to bring faculty together for discussion of issues and concerns facing higher education in Ohio.

Meetings of the past couple of years were held via Zoom.

An invited guest speaker brings a unique perspective to the event.

If you want more information about the Ohio Conference of AAUP, **visit the OCAAUP website: <http://ocaup.org>**.

CS AAUP receives grant / *continued from 1*

Chapter Treasurer Tracey Stivers said, "We appreciate that National AAUP supported our request for funding."

"Because of declining numbers of full-time faculty members and increased costs, the Chapter budget has been running a deficit for several years."

"The National grant helped offset some bargaining expenses that otherwise would have increased this deficit," Tracey said.

Chapter President Marianne Niese said the Chapter officers will continue to seek applicable grants and scholarships offered by the National AAUP.

Funding possibilities include support for a Chapter representative to attend the 2022 National AAUP Conference in June in Washington, DC.

National AAUP also provides scholarship funding for the AAUP Summer Institute leadership training program in July.

AAUP Contract Compliance work covers a variety of concerns

The AAUP Chapter Compliance Officer spends a significant amount of time throughout the year addressing and attempting to resolve concerns raised by faculty members.

Over the years, the Chapter has successfully resolved most problems without needing to invoke the Grievance process steps described in contract Article 4.

Compliance Officer Greg Klein said compliance activities during this academic year have included:

- Helping to establish parameters for temporary remote work arrangements.
- Addressing and resolving concerns related to faculty use of FMLA leave.
- Mediating disputes between faculty members and administrators to achieve reasonable resolution.
- Enforcing contract language related to 180-day calendars and work responsibilities for faculty

members who are co-op and clinical coordinators.

- Enforcing contract language related to Program and Department Chair responsibilities.
- Monitoring and resolving problems with incorrect pay for faculty who received longevity raises or other adjustments.
- Monitoring and encouraging administration action to resolve problems with dental insurance.

• Assisting faculty members with issues potentially leading to disciplinary action by administrators.

• Monitoring enforcement of new contract provisions including implementation of across-the-board raises and changes to overload pay rates, and implementation of language related to office hours and COVID safety protocols.

**** Save the Date ****

Cincinnati State AAUP Chapter Meeting

**March 28, 2022 - 3 to 4:30 p.m.
(Common Time)**

**Open to all Chapter Members
Join us on Zoom
(A link will be sent to your CState email address)**

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