

NEWS

AAUP & AFT join forces to address challenges facing higher education professionals

In August 2022, the American Association of University Professors (AAUP) and the American Federation of Teachers, AFL-CIO (AFT) officially joined forces.

Together, the two organizations represent more U.S. higher education workers than any other union.

The AFT higher education division includes more than 270,000 higher ed employees. About 148,000 of them are tenure-line faculty, adjuncts, graduate employees, and academic professionals. Others are professionals in academic support departments or in some cases hold administrative roles.

AAUP's new status as a National Regional Council of AFT culminates a 10-year partnership that has included organizing several jointly-affiliated AAUP-AFT chapters that represent about 20,000 academic professionals.

AAUP has a total of 45,000 members nationwide.

In June 2022, delegates to AAUP's Biennial Association Meeting voted overwhelmingly to ratify the affiliation at the national level, while ensuring

that the AAUP maintains its independence and autonomy.

National AAUP President Irene Mulvey said after the June vote, "This historic decision strengthens both organizations."

"Working together, we will be much better equipped to take on the challenges facing higher education."

AFT national president Randi Weingarten said, "Through this affiliation, we double down on the work to make colleges and universities excellent places to

teach and learn, and join forces to battle the ongoing threats to academic freedom and democracy."

The AAUP will continue to operate as a professional association with its own national governing Council, officers, constitution, and Biennial Association Meeting. AAUP chapters will continue to be governed by chapter constitutions.

The national AAUP continues
see AAUP-AFT affiliation / 2

Save the Date

CState AAUP Chapter Meeting

**Monday, October 3
3 p.m. (Common Time)**

Main Bldg. Conference Center

Open to all full-time faculty

(More info coming via email)

AAUP-AFT affiliation / continued from 1

to maintain sole authority over its budget, programs, and staff.

The AAUP also maintains sole authority over the Redbook (policy statements) and the promulgation of professional standards and investigations that may lead to censure or sanction because of violation of AAUP policies and principles.

All AAUP dues-paying members continue as full members of AAUP, and also become members of the AFT / AFL-CIO, with all the rights and privileges that go with membership in the AFT.

As of Aug. 1, 2022, the Cincinnati State AAUP Chapter is also Local 6789 of AFT, and dues-paying Chapter members can receive an AFT membership card.

The dues structure of AAUP remains essentially the same.

Check your check for across-the-board and longevity raises

The 1% raise to base salary for members of the AAUP bargaining unit, negotiated during bargaining in Summer 2021, appeared on paychecks starting Sep. 2, 2022.

In addition, bargaining unit members who were eligible for a longevity increase saw that change in pay on the Sep. 16 check, and also were notified by the Human Resources Office.

According to AAUP Contract Article 8, Compensation, a longevity increase of 3% of base salary is awarded to faculty members at the beginning of a new academic year after completing one of these milestones during the previous academic year:

- 8 years of full-time service
- 10 years of full-time service
- 15 years of full-time service
- 20 years of full-time service
- 25 years of full-time service

The CState AAUP Chapter will pay a small additional assessment as a member of the Greater Cincinnati AFL-CIO Labor Council.

Other information about the AAUP-AFT affiliation is on the National AAUP website, www.AAUP.org. Some information may require AAUP members to log in.

AFT member benefits include help with student loan forgiveness

AFT member benefits include the “Summer” program, which streamlines the application process for Public Service Loan Forgiveness.

The “Summer” online platform also helps borrowers get tailored advice for their situation from student loan experts (including advice on the

most recent changes in student loan forgiveness).

To start using the “Summer” program, dues-paying AAUP members can go to <https://www.aaup.org/membership/> and then look for the section “How to Set Up Your Summer Account.”

Other AFT member benefits now available to dues-paying AAUP members include:

- various types of insurance, including car insurance and professional liability insurance
- travel and entertainment discounts
- financial and legal assistance
- health and wellness services

Cincinnati State AAUP will provide additional details about AFT benefits to Chapter members as information is provided by the national AAUP and AFT organizations.

For instructional faculty, a year of full-time service is defined as working a full-time load during 2 of 3 semesters in an academic year (or 4 of 5 terms on Cincinnati State’s previous term calendar).

For co-op coordinators and other faculty members whose workload is measured in days,

a year of service is 180 working days during an academic year.

Anyone with questions about this contract language should reach out to AAUP Contract Compliance Officer Greg Klein.

If you believe there’s an error in your compensation, notify the HR Office as well as Greg.

Ohio Conference AAUP Annual Meeting Oct. 28-29 - In-person (Columbus) & virtual

Speakers include:

Will Bunch: Author, *After the Ivory Tower Falls*
Cynthia Peoples: Co-founder, “Honesty for Ohio Education” Coalition

Free “Team Ohio AAUP” shirt for all attendees

For more information talk to a CState AAUP Officer or visit <http://ocaaup.org/annual-meeting>

Faculty leaders begin meetings with College Trustees

Leaders of Cincinnati State AAUP and Faculty Senate have met twice in the past few months with members of the Cincinnati State Board of Trustees, and additional meetings are expected.

On June 14, 2022, AAUP President Marianne Niese, AAUP Contract Compliance Officer Greg Klein, and Faculty Senate President Lesli Rice met with Board members Justin Howe and Cynthia Booth, along with College President Dr. Monica Posey.

A second meeting with Ms. Booth and Mr. Howe took place Sep. 13, 2022. Faculty representatives were Marianne and Greg, along with newly-elected Faculty Senate President Milene Donlin.

Dr. Posey and Provost Robbin Hoopes also attended the September meeting.

The Board initiated the request for meetings with faculty representatives.

The recent meetings are the first time since 2011 that Trustees have met directly with faculty representatives for a series of discussions.

The meetings in 2011-2012 followed AAUP contract negotiations that were completed after a 1-week strike by Cincinnati State faculty.

Marianne said that at the initial meeting in June, Mr. Howe and Ms. Booth shared that Trustees hope these meetings will help them learn about faculty concerns and develop strategies to resolve problems.

"The Board members were enthusiastic about gaining better understanding of faculty work,"

Marianne said.

Greg said some of the initial conversation focused on feelings of burnout among faculty members resulting from the stresses of the pandemic and trying to "do more with less" for an extended time.

"The Board members said they are dealing with some of these same struggles in their businesses, and have experience trying to resolve similar concerns," Greg said.

Marianne said some of the June discussion focused on College approaches to strategic planning.

"Ms. Booth said the College needs to become comfortable with giving faculty 'bad news' when necessary, so effective planning can take place," Marianne said.

The faculty representatives said the September meeting reaffirmed the initial goals and focused on how to help Trustees gain better understanding of faculty concerns.

One of the points touched on in the discussion was how student expectations for faculty support have changed.

"Before the pandemic, much of our focus was on face-to-face teaching," Greg said. "During the early months of the pandemic, all faculty and all students had to adjust to a fully online or mostly online approach."

"Now, as we try to shift back to more in-person student experiences, many students still expect to have all of the options and resources that were provided during all-remote operations."

"That means faculty who are in the classroom are expected to provide a 'hybrid' type of class--even though that's not how the class is officially defined."

"Obviously, that puts a heavier load on faculty who are trying to meet student expectations," Greg said.

The next meeting date has not yet been set, but Milene said she thinks future meetings with Trustees will be useful.

"We agreed to take a holistic look at College processes so we can work toward possible changes that benefit faculty and the overall success of the institution," Milene said.

Marianne said, "At future meetings, we want to look at data such as the PACE survey of the college climate, and other data that could help build understanding of the College's processes and culture, outside of strictly financial measures."

"At the next meeting, we will use the data as a starting point for talking about improvements that could make a significant difference in boosting faculty morale," Marianne added.

Greg said, "We're looking forward to continuing to work with the Board members and senior College administrators."

Greg added, "As we start to prepare for contract negotiations in 2023, it's important for everyone involved to have full understanding of faculty concerns that have emerged during the challenges of the past several years."



AAUP Contract Compliance work includes many concerns

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

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

Compliance Officer Greg Klein reported that recent activities (end of Spring Semester, Summer Semester, and start of Fall Semester) included:

- Addressing and resolving several concerns related to faculty use of FMLA leave.
- Addressing and resolving concerns related to tuition reimbursement.
- Helping to resolve issues related to course capacities in some online courses.
- Helping to ensure that screening committees for academic positions follow contractual process steps.
- Assisting faculty in

situations involving possible disciplinary actions by administrators.

- Mediating disputes between faculty and administrators to reach reasonable resolution.
- Meeting with new faculty members to explain contract language, particularly provisions related to workload and tenure.
- Helping faculty members and administrators understand use of sick and personal leave days.
- Helping administrators understand and correctly apply contract language related to Program Chair responsibilities and Co-op Coordinator workload.
- Enforcing contract language related to:
 - new provisions including across-the-board raises, COVID safety, office hours, and program chair workload units.
 - raises for longevity

and for obtaining an advanced degree.

- workload units for faculty teaching multiple sections of the same course.
- processes and workload units for development of online courses.
- Negotiating an agreement with administration related to tenure and longevity for a faculty member rehired in a position held previously.
- Assisting administrator understanding of contract language related to the College-wide Safety Committee.
- Continuing work to set up meetings of the Faculty / Administration Communication Committee (FACT) to discuss AAUP involvement in communication about FMLA procedures, and AAUP involvement in establishing a Health & Wellness program/services for College employees.

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