

NEWS

I'm leaving Cincinnati State, but AAUP's work goes on

-- **Marianne Niese,**
President,
Cincinnati State AAUP

My final day as a Cincinnati State faculty member and as President of the Cincinnati State AAUP Chapter will be February 6, 2023.

I've accepted a position at Onondaga Community College in Syracuse, New York, and will be joining them as Assistant Dean of Health and Community Services.

My husband and I have been thinking for a while about moving to New York state, to be closer to family. This opportunity to continue serving at a community college, in a different role, was something we decided gave motivation to make a change.

When I started at CState, I never imagined I would leave before retirement, so in certain respects the decision was incredibly hard.

I have enjoyed working with my students and colleagues and I will miss the family I've created at Cincinnati State.

I'll be incredibly sad to leave some of the amazing people I was fortunate to learn from and

be mentored by when I was a junior faculty member.

I'll miss, and I'll try to emulate in my new role, the Divisional leadership that encourages faculty to try new things... even if the new things don't always work out.

I'll miss the resolve of our faculty to prioritize shared governance.

However, some of my concerns about Cincinnati State also factored into my reasons for leaving.

- As many faculty leaders have shared in many meetings, morale is awful. And despite our sharing of that problem and the reasons behind it with numerous senior administrators, I've yet to see any meaningful changes that will help improve morale.

- And it's not just big changes that matter; it's little things too. When I visited my new college, I was pleased to notice the great condition of the facilities where I'll be expected to spend a lot of my time. None of the walls had holes in them, I didn't see stains

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Save the Date

CState AAUP Chapter Meeting

Monday, February 27
3 p.m. (Common Time)

Main Bldg. Conference Center

Open to all full-time faculty

(More info coming via email)

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on the ceiling tiles in any of the rooms, and all of the restroom soap dispensers were full. It might seem odd to pay attention to such little things-- but when an organization pays attention to all of the little things, it makes a big difference.

- In discussions with my future supervisor, I got excited in realizing there would be support for carrying out new ideas, including providing both personnel and funding. My new institution assumes that when faculty responsibilities grow, assistance and support should

be provided, and not just added to current work-- which leads to burnout and dissatisfaction, even for the most dedicated employees.

I know the timing of my departure is not ideal as we enter a contract bargaining year, but the work of Cincinnati State AAUP is more than any one individual's efforts. Our successes as a union come from the solidarity and resolve of all of the faculty members who are represented by AAUP.

As this bargaining year

continues, I have confidence that the elected leaders of AAUP will-- as we always do-- listen carefully to faculty concerns using a variety of methods (surveys, focus groups, forums, and more).

Then, the elected officers will charge the Faculty Bargaining Team with achieving an agreement with the College Administration that provides what is needed to ensure success for students and faculty in the years ahead.

I firmly believe that Abbey Yee will be an amazing AAUP President as she steps into that role in February, prior to the special election that AAUP will conduct to fill the remainder of the President's term. (Dues-paying AAUP Chapter members will receive more information soon, via email.)

Although I'm leaving, I'll continue to think about Cincinnati State faculty as this year continues. Thank you for the work you do every day-- despite challenges and frustrations-- that has made it a privilege to represent you as an officer of Cincinnati State AAUP.



Join your AAUP Colleagues for Third Thursday Happy Hours

January 26 (4-6 pm) - Rhinegeist Brewery - 1910 Elm St., Cinti 45202

February 16 (4-6 pm) - MadTree Brewing - 3301 Madison Rd, Cinti, 45209

March 23 (4-6 pm) - Arlin's Bar & Restaurant - 307 Ludlow Ave., Cinti, 45220

Sunday, May 7 (after Commencement) - Taft's Brewporium -
4831 Spring Grove Ave. #1, Cinti, 45232

*The AAUP is happy to facilitate camaradery & conversation,
but please plan on purchasing your own food & drinks*

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