

# NEWS

## Contract negotiations for 2023 to begin on May 22

Negotiations for a new AAUP contract are scheduled to begin Monday, May 22.

AAUP President Abbey Yee said both the Faculty and administration bargaining teams have indicated they are available for potential bargaining sessions on May 22-25 and May 30-31.

"We are hopeful that negotiations can get off to a good start and that a lot of important conversation and collaboration can take place this month," Abbey said.

The Faculty Bargaining Team members are Pam Ecker, Greg Klein, Betsy LaSorella, and Julie McLaughlin.

Abbey said the Administration Bargaining Team includes Robbin Hoopes (Provost), Steve Morris (Vice President for Administration), Chris Calvert (Chief Financial Officer), Soni Hill (Senior Director of Student Success & Development), and Yvonne Baker (Dean, Business Technologies Division).

"The AAUP officers and the Faculty Bargaining Team members have been preparing for the start of bargaining by reviewing the results of the surveys we conducted and the meetings we held with faculty during the past two semesters," Abbey said.

"Also, our Bargaining Council Chairs, Heather Hatchett and Jackie Turner, have been coordinating additional meetings with faculty members who are working on possible solutions to some ongoing workload concerns," Abbey said.

"Those workgroups will wrap up their activities soon so the officers and Faculty Bargaining Team members can integrate their recommendations into possible proposals to take to negotiations," Abbey said.

The current AAUP contract expires at midnight on August 27, 2023.

## May 11 meeting with Board members promoted understanding of faculty workload & other concerns

During the May 11 meeting between faculty leaders and representatives of the College's Board of Trustees, faculty presented information to help the Board members gain understanding of the varieties of faculty work.

This was the sixth meeting of faculty leaders and Board members since June 2022.

Cincinnati State AAUP Chapter President Abbey Yee said, "We presented an overview of the many roles and responsibilities Cincinnati State faculty take on, which are a lot more than just

classroom and lab instruction, preparation, and grading."

Other faculty representatives attending the meeting were AAUP Contract Compliance Officer Greg Klein and Faculty Senate President Milene Donlin.

The Trustees attending were Board Vice-Chairperson Justin Howe and Board Secretary Cynthia Booth. Both have attended the prior meetings with faculty leaders.

Also attending were President Monica Posey and Provost Robbin Hoopes.

Milene said, "In our presentation about faculty work, we explained that faculty have many academic responsibilities, and also participate in shared governance committees and projects, advise student organizations, assist with marketing and recruiting, and much more."

Greg added, "In addition, almost half of our faculty serve as program or department chairs, with year-round responsibilities that may include advising; assisting with recruiting,

**see Faculty & BOT discussion / 2**

## **Faculty & BOT discussion / continued from 1**

orienting, and monitoring adjunct faculty; and keeping up with required reporting for institutional and programmatic accreditation.”

Abbey said the presentation also described challenges faculty have faced in recent years, such as the need to be constantly “on call” for students who may be underprepared and may be dealing with outside pressures and concerns.

“It’s becoming more difficult to provide all of the support students need when faculty already feel stretched to their limits,” Abbey said.

“It’s also increasingly hard to recruit and retain the best faculty,” Abbey said.

The faculty representatives said the May 11 meeting continued the positive tone of the previous meetings.

“Mr. Howe and Mrs. Booth told us that as a result of the discussions we’ve had during the past 11 months, they have better understanding of faculty work and the factors that affect faculty work,” Greg said.

“The Board members said they gained knowledge from our series

of meetings, as well as gaining deeper awareness of the passion that Cincinnati State faculty have for our work,” Greg added.

Abbey said, “As we get ready to start contract negotiations, we hope these meetings with Board members, the President, and the Provost have helped to provide a foundation for productive and collaborative bargaining sessions.”

“The goal for all of these meetings was to help the Board members understand the reasons behind proposals the Faculty may bring to the bargaining table,” Greg said.

“The key topics we take to the bargaining table should not be a surprise to the Board or the College’s senior administration, because we’ve discussed them in detail in these meetings,” Greg added.

Abbey said, “While we can’t predict exactly what will happen in bargaining, we’re hopeful that our conversations have helped the Board members and administrators recognize why it’s crucial for Cincinnati State to invest in and assist faculty in meaningful ways.”

Abbey said meetings with Board members will not take place while negotiations are in progress, but could possibly continue in the future.



---

**CINCINNATI STATE CHAPTER  
AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS  
3520 CENTRAL PARKWAY  
CINCINNATI, OHIO 45223-2690**

**CHAPTER WEBSITE: [WWW.CINSTATAAUP.ORG](http://WWW.CINSTATAAUP.ORG)**

**EMAIL: [EXEC@CINSTATAAUP.ORG](mailto:EXEC@CINSTATAAUP.ORG)**

**OFFICE: 147 MAIN BLDG., CLIFTON CAMPUS**

**PRESIDENT**

ABBAY YEE

PHONE: 513.569.1741

**CONTRACT COMPLIANCE**

GREG KLEIN

PHONE: 513.569.5785

**VICE PRESIDENT**

PAULA KIRCH SMITH

**MEMBERSHIP CHAIR**

JESSICA LOOMIS

**SECRETARY**

MEREDITH EFFLER

**MEMBER-AT-LARGE**

RYAN SCHMIDT

**TREASURER**

TRACEY STIVERS

**PAST PRESIDENT**

PAM ECKER