

NEWS

Contract negotiation sessions in May led to agreements for some Articles; Faculty proposals for Workload & Compensation changes will get more discussion

Negotiations for a new AAUP contract started in May, with bargaining sessions held on May 22, 23, 24, 30, and 31.

Bargaining will resume again on June 26, after a planned break to accommodate vacations and other obligations that affect both bargaining teams.

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

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

Greg and Julie are serving as Co-Leaders of the Faculty Team.

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).

Provost Hoopes and VP Morris are Co-Leaders of the Administration Team.

"The bargaining sessions in May were collaborative for the most part, and we made progress in

resolving a lot of smaller contract changes," Julie said.

"At the first bargaining session, the Faculty Team explained how AAUP has gained information about faculty concerns through surveys, forums, workgroups, and other activities," Pam said.

"We also talked about the history of the AAUP 'Days/Dollars/Dignity' slogan, and we explained how those words sum up key elements of every AAUP contract we have negotiated since the first contract in 1990," Pam added.

"When we presented our proposals for Workload and Compensation on May 30 and 31, we again shared with the Administration Team the reasons that some significant changes are needed," Pam said.

Before sharing the Compensation proposal with the Administration Team, the Faculty Team members presented several data comparisons, including:

- Cincinnati State faculty raises compared to cost-of-living data (the U.S. Consumer Price Index) from the past 5 years.

- Cincinnati State faculty raises compared to the raises received by faculty at comparable Ohio

community colleges during the past five years.

- Cincinnati State faculty overload rate compared to overload compensation at comparable Ohio community colleges.

The Faculty Team also described some of the thoughts and feelings of faculty members who responded to AAUP surveys and shared their concerns in forums, work groups, and other AAUP meetings.

AAUP President Abbey Yee said, "We hope the administration is giving serious consideration to the Faculty proposals that aren't yet resolved."

"Faculty workgroups and the AAUP officers spent a lot of time working on reasonable solutions to existing problems, and those potential solutions are the basis for proposals presented by the Faculty Bargaining Team," Abbey added.

Faculty Bargaining Team members said during the first two weeks of bargaining, the teams reached agreements on relatively small changes to several contract articles.

The people who work here make Cincinnati State great

-- Jen Martin, Program Chair, Associate of Arts & Associate of Science

I try not to talk about it much, but I'm third generation at Cincinnati State.

My grandfather was a faculty member at the start of the College, my uncle was a founding member of the union, and even my mother was an adjunct here for a while.

I sold Girl Scout cookies to the faculty when I was in elementary school. I listened to the shouts of union leaders during their weekend gatherings when I was in junior high.

Some of my earliest debates were with members of this faculty who, though I didn't know it at the time, were incredibly influential in shaping this institution from the ground up.

Those people made me want to make a difference, and believe that working here would allow me to do so.

And after nearly 20 years working here, more than anything, I know this to be true: Cincinnati State is great because of the people who choose to work here.

But now, good people are leaving, or thinking about leaving, or have already left. People who I associate with this place as much as the sign at Central Parkway and College Drive. People who possibly would have spent their careers here, doing great things, and creating the future of the College, are leaving.

And those of us who are still here feel like we don't have the

support we need to meet the high level of quality that our students need.

In all the years that I've been surrounded by the people of Cincinnati State, I've never heard more talk of being unable to do the work well.

The list of faculty duties has expanded tremendously – not just teaching, but also course keeping, committee work, accreditation work, chair duties, scheduling, adjunct and CCP oversight, student advising, and tutoring and mentoring.

"People aren't leaving because they don't love the work. They are leaving because they can't keep doing all the work on their own, without support."

Meanwhile, the number of faculty and staff has dwindled, leaving us operating in survival mode, just to try to keep things going and maintain accreditation standards.

Some faculty are taking on overload as high as double digits every semester, to ensure that students can get the classes they need in order to graduate.

The departments with the most sections rely heavily on adjuncts, of which there are not enough to go around.

Smaller departments with more specialized needs simply can't find adjuncts with the right qualifications or expertise (or the willingness to work for our pay scale).

So full-time faculty take overload to make sure students meet the learning outcomes of their programs.

Full-time faculty go above

and beyond to serve our students, but this method is not sustainable.

So choices are made.

- We choose between serving the students we have or expanding our ability to serve more students in the future.

- We choose which courses to resubmit for OT36 or TAG or CTAG approval, because time is a finite resource, and there isn't enough of it, or subject matter experts on faculty, to submit all of the courses with high-quality submission packets that would allow us to renew our full complement of approved courses-- and give more students the additional benefits that come with those "guaranteed to transfer" courses.

- We choose to maintain what we can with high quality, burning ourselves out in the process.

And any capacity we had for creative problem solving or innovation is eroded away in service of simply getting to the end of the semester before turning around and doing it all again.

People aren't leaving because they don't love the work we do. They are leaving because they can't keep doing all the work on their own, without support or even a thank you, and continue to be asked to do more.

Faculty are leaving because they can find the same satisfaction for the work in another environment, where they feel valued and supported.

The people who work here make Cincinnati State great. We can't afford to keep losing them.

Negotiations / continued from 1

"A lot of the discussions in our bargaining sessions so far have focused on making adjustments to contract language that is out of date or needed clarifications," Greg said.

Articles with agreed-on small changes include:

- Article 1 - Description of the Bargaining Unit
- Article 3 - Relationship Between the Parties
- Article 7 - Selection & Hiring
- Article 12 - Benefits
- Article 13 - Employee Relationship & Severance (the change corrects a typing error)

- Article 14 - Tenure
- Article 15 - Professional Enrichment

Articles that are unresolved and will be discussed when bargaining resumes include:

- changes proposed by the Administration for Article 11 (Electronic Courses).
- changes proposed by the Faculty Team for Article 6 (Governance), Article 8 (Compensation), and Article 9 (Workload).

"We're looking forward to additional productive discussions when the teams get together again at the end of June," Julie said.

Faculty Team members also expressed appreciation for the food supplied by faculty volunteers on bargaining days, with organizing help from the AAUP Bargaining Council Chairs, Heather Hatchett and Jackie Turner.

"The supply of food and drinks for breakfast, lunch, and mid-day snacks has helped the team a lot on long days of bargaining and meetings!" Betsy said.



SB83 language is likely to be part of Ohio budget bill; messages to legislators and the Governor needed now

According to reports from the *Columbus Dispatch* and the Ohio Conference of AAUP, the provisions of Senate Bill 83 are likely to be incorporated into the Ohio Senate's version of the state operating budget bill, which could be voted on this week.

Senate Bill 83 (SB83) would ban most mandatory diversity training, ban higher education employees from striking during contract negotiations, and require evaluation of professors on whether they create "classrooms free from bias."

In addition, SB83 provisions would impose numerous other requirements and limitations on Ohio public colleges and universities, driving up costs for students.

For more about the provisions of SB83, visit <https://www.honestyforohioeducation.org/sb-83.html>.

The Ohio Senate approved a revised version of SB83 despite widespread opposition,

including statements from Ohio State's Board of Trustees and from the Inter-University Council of Ohio, which represents the presidents of Ohio's 14 public four-year institutions.

Also, a large coalition of labor unions sent a letter to the Ohio House of Representatives stating that "all of labor is watching and will not tolerate anti-union legislation."

The Ohio Conference of AAUP reported that the Ohio House seems less likely to approve their own version of SB83, and that the language of

the bill probably will be dealt with when representatives of the House and Senate meet to resolve differences in their versions of the state budget bill.

Faculty members and all others who oppose SB83's provisions are urged to contact House Republicans and Governor Mike DeWine this week by phone or by email to express your concerns.

For details on how to contact House members and the Governor, and sample messages, visit the Cincinnati State AAUP website at <https://cinstateaaup.org>.

Miami U. faculty union vote is successful

The Miami Faculty Alliance (FAM) was certified as the union for Miami University faculty on May 16, 2023.

The new union, part of the AAUP and American Federation of Teachers (AFT), includes more than 800 tenured and tenure track faculty as well as teaching professors, clinical

faculty, and lecturers.

FAM is organizing a separate bargaining unit for librarians. The results of that union vote will be announced June 14.

FAM planning for bargaining a first contract is underway.

Learn more about FAM at their website, www.famiami.org.

aaup



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

CHAPTER WEBSITE: WWW.CINSTATEAAUP.ORG
EMAIL: EXEC@CINSTATEAAUP.ORG
OFFICE: 147 MAIN BLDG., CLIFTON CAMPUS

PRESIDENT
ABBEY 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