

# NEWS

## Contract negotiations 2026 will begin June 4

Negotiations for the next AAUP Collective Bargaining Agreement will begin June 4, 2026.

Faculty Bargaining Team members for 2026 are Julie McLaughlin and Pam Ecker (co-leaders), Scott Horn, Caleb Ochs-Naderer, and Mark Tiemeier.

The Administration Bargaining Team leaders are Provost Robbin Hoopes and CFO/VP of Administration Steve Morris. Other members of the Administration team are Yvonne Baker (Dean, Business Division), Soni Hill (Senior Director of Student Success & Development), and Falonda Rodgers (Director, Human Resources).

Julie said the first bargaining session is likely to include discussion of ground rules and procedures for bargaining, as well as identifying some possible bargaining topics.

The co-leaders of the Faculty and Administration teams had a preliminary meeting on May 29 to discuss how new policies required by Senate Bill 1, the "Advance Ohio Higher Education Act," might affect contract negotiations.

"We agreed that we will probably need to add some contract language that refers to the new policies adopted by the Board of Trustees in order to comply with Senate Bill 1. However, we don't anticipate needing to remove any articles from the contract because of SB1," Pam said.

The new language will apply to contract provisions related to workload, post-tenure review, and program retrenchment.

Julie noted that AAUP was involved with creating the language for the proposed Board policies.

"Abbey Yee and I, as President and Vice President of AAUP, worked closely with Provost Hoopes during Fall Semester to help prepare the policy language that was adopted by our Board of Trustees in December 2025," Julie said.

"In several instances, the new Board policies incorporate language that was already in the AAUP contract," Julie added.

The AAUP Bargaining Council Chairs--Heather Hatchett, Kelly Hubbard, and Greg Klein--are supporting the Faculty

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## Faculty leaders had meetings with College Trustees in April & May

The Board of Trustees' "Academic Affairs" committee met twice in Spring Semester 2026, in April and May, to discuss faculty perspectives and concerns.

Faculty representatives in the meetings included AAUP President Abbey Yee, AAUP Contract Compliance Officer Greg Klein, and Faculty Senate President Milene Donlin.

The Trustees on the committee are Cynthia Booth,

the Vice Chair of the Board, and Justin Howe, who is serving as chair of the presidential search process. Board of Trustees Chairperson Jane Garvey also attended the Spring meetings, along with President Monica Posey and Provost Robbin Hoopes.

The Board's Academic Affairs Committee was formed several years ago to facilitate Board understanding of faculty

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concerns through face-to-face conversation between faculty members and Trustees. The group typically meets multiple times each year.

Abbey said, "We greatly appreciate that our Board members want to meet directly with faculty so they can better understand the kinds of issues we encounter in our day-to-day work."

"The relationship between Board members and faculty at Cincinnati State is unique. At most higher education institutions, trustees don't have these kinds of personal interactions with faculty representatives," Abbey added.

Abbey said much of the discussion at the April and May meetings included describing the challenges that faculty encounter while trying to help students succeed.

"Nearly all faculty members are saying that it's more difficult to support students who may be less prepared for college-level work and are also coping with

a wide range of responsibilities and other matters outside of school," Milene said.

Abbey said the May meeting focused on the role of program chairs at Cincinnati State and helping Board members understand why chair responsibilities are a demanding job for a large number of faculty who serve as chairs, in addition to their teaching.

"We also talked about AI initiatives at the College, and about faculty professional development activities," Abbey said.

"The Trustees always listen carefully and ask questions when they need us to clarify,"

## **Bargaining / continued from 1**

Bargaining Team by sharing concerns and recommendations from faculty committees and listening groups, and preparing research reports on some bargaining topics.

The Faculty and Administration teams have identified several dates during

Greg noted. "It's gratifying to know that our Board members value the conversations we have."

"Because of aspects of this College such as our small class sizes, our commitment to experiential learning, and our legacy of great academic programs, Cincinnati State faculty are invested in the success of the College and our students in ways that are different from faculty at other colleges and universities," Greg added.

"As a result of our meetings, we believe our Board members have a better understanding of the passion our faculty have for helping students succeed," Greg said.

June and early July when the teams can meet for negotiations.

AAUP President Abbey Yee said, "Faculty will get updates about the negotiation sessions as they continue throughout the summer, but anyone with questions should get in touch with me."

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**CINCINNATI STATE CHAPTER  
AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS  
AMERICAN FEDERATION OF TEACHERS LOCAL 06789  
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

<b>PRESIDENT</b> ABBIE YEE PHONE: 513.569.1741	<b>CONTRACT COMPLIANCE</b> GREG KLEIN PHONE: 513.569.5785
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