

January 25, 2010

Dear Colleague,

In an earlier email, I shared with you the negotiations preparation team structure to plan for upcoming negotiations. I now want to share the names of those that will be serving on the teams (please see attached). In addition to those that are serving in this capacity, we have a number of others that have offered to provide focused support.

Your AAUP Executive team has a full plate of agenda items as we do every semester. The difference this semester is that we cannot be distracted from investing the needed time to plan for successful negotiations. We will be entering negotiations in less than 5-months, so planning and preparation needs to be our focus.

This leads me to my next comment, and I want to make it as sincerely as I possibly can. **This is a time for visible faculty unity.** We want to make sure that faculty issues of any type are resolved within the faculty body. Your AAUP Executive team is available as always to assist with issues; we need to process our issues to a professional conclusion. I am doing my best to prepare for negotiations, including interfacing with the District office. We have many examples that demonstrate our unity and the value we offer and I want to make sure that that is the focus and not issues that the administration would need to “help” us resolve.

The second part of our AAUP mission is “as we advance our profession and share in the success of our institution.” Remember the collective “we” and remember that this is “our institution” and we want that to be strongly on display.

December 11, 2009

As we wind down the fall 2009 semester, I needed to share with you the important strategic planning that we will launch at the beginning of next semester. As we did three years ago, we will have a team structure helping to prepare for negotiations. This is a critical time for your union. We are one semester away from being at the negotiating table. We must keep that in mind with everything that goes on next semester. Teams have been structured as follows:

- 1) Compensation/Benefits, Terms & Conditions of Employment
- 2) Academic
- 3) Strategic Developments
- 4) Financials
- 5) Member Relations and Communications

The AAUP Executive Committee has defined initial areas of interest in each of these categories we will be getting these teams together early next year with great seriousness as we work the timeline for negotiations.

Please feel free to speak with any member of the AAUP Executive Committee with comments related to negotiations preparation.

December 9, 2009

AAUP is still under discussion with our Administration concerning an equitable College-wide procedure in granting ESUs to program coordinators. We had hoped to put out a finalized role of the Program Coordinator along with the ESU allocation system, but we now know that will go into next semester. Dr. Silverstein has agreed to keep the current ESU allocation system in place next semester with the goal of generating a new system for the next academic year. At this point, given the nature of questions we are having, we feel it is best to distribute the tentative role of the Program Coordinator document. The attached document has been carefully reviewed in a joint AAUP/Administration meeting and changes were made to reflect the clear understanding that Program Coordinators are not Supervisors. Even in this tentative state, the attached document can provide direction and guidance in this important role faculty play as Program Coordinators.

December 9, 2009

We have had a number of questions come through AAUP and the Senate regarding the maximum amount of time an adjunct faculty member can work in direct instruction or other non-instructional assignments. It is in all of our interests that a clear distinction between adjunct and full-time exists. The standard is contained in the College's "Adjunct faculty hiring and employment procedure" I want to quote the relevant portion of this procedure that answers the questions we have been receiving. We should live by the standard college-wide.

"An individual not employed full-time (defined as employment for thirty seven and one-half hours a week) at the College or elsewhere may be appointed to perform direct instruction or other non-instructional assignments or services as a counselor or librarian equivalent to the dollars earned by rendering professional services for a maximum of **12.6** Equated Semester Units, in a standard semester, or the dollar equivalent, or 25.2 Equated Semester Units, or the dollar equivalent, within any one standard academic year (fall, spring) through a combination of instructional sections or non-instructional assignments."

The procedure is clear and I cannot speak to the origin of the 12.6, but I do know we should make sure we are living within this limit college-wide.

December 7, 2009

Dear Colleague,

In last negotiations, a side letter of agreement was reached concerning exploring changes to our Academic Calendar (page 104-105). An ad-hoc Scheduling Committee was formed and over the last eighteen months worked on the charge contained in the side letter. The charge included developing an academic calendar addressing the measurable items contained in the twenty four interests expressed in the side letter. The ad-hoc Scheduling Committee reached a recommendation and has processed that recommendation through AAUP and the administration. The following points represent key tangible changes contained in the side letter:

- Consistency between parts of term
- Begin on Mondays where possible (exceptions MLK; Memorial Day)
- Identified Final Assessment period for all parts of term
- Finals Assessment minutes now count as instructional minutes throughout system
- Finals Assessment week runs Monday-Sunday
- Elimination of Reading Days
- Elimination of multiple types of days during a calendar week (class on Monday; Reading days T-W; Finals R-F)
- No additional mandatory days (per faculty feedback)
- Creation of 5 faculty service days under the control of faculty
- Faculty Service Days will be at end of Convocation week to allow faculty time to work in office
- 2 year commitment easily rolled over if it works as well as expected
- Consistent with objectives/tasks detailed during last negotiations

The AAUP Executive Committee has carefully considered the recommendation and has approved it unanimously. We thank all of those involved for their diligence and hard work in exploring this challenging area of change. Attached for your review is a summary of our calendar for the next 2 years and also a copy of the faculty service day form.

CCC-AAUP Executive Committee

December 7, 2009

Our current labor contract calls for the administration to identify a contact point on each campus to answer questions related to the use of our travel funds. In the last Labor Management Committee meeting we asked for the college to indicate who the contact person is officially on each campus. The college has approached us with a potential replacement for the current CONCUR travel system, but we need to make sure the existing system is working for us at this time. Below are the contacts for each campus. Feel free to go to them with any of your questions. If any concerns develop, please contact your AAUP representative.

WEST:

Julia Simonetta, Academic Affairs

METRO:

Barb Bell, Adm. Asst. to Campus President

EAST:

Fran (Mary) Dittrich, Adm. Coordinator

Please remember that you have until the end of the academic year to use any remaining balance in your account.

November 24, 2009

This being Thanksgiving week, I do want you to know that I am thankful for the fine faculty of Cuyahoga Community College. I also want to share with you a distinguished faculty award that was created by the AAUP Executive Committee.

The attached letter outlines the award and the process for nomination. This was an objective of the AAUP Executive Committee and we will select the first recipient next semester and announce the winner at our Spring Chapter Meeting. Please take a moment and read the letter and respond to the CCC-AAUP with any recommendations as outlined in the letter. This award provides faculty the opportunity of selecting one of our own for a high honor.

November 18, 2009

Dear Colleagues,

In reflecting back on our recent levy success, we thought it would be appropriate to highlight the incredible collective team efforts of faculty in raising money for an effective levy campaign.

Listed below you will find the amount donated through special events sponsored by faculty that supported the TRI-C levy...

Net Donated	Events
\$ 6,649.00	AAUP Bowling for Dollars:
\$ 4,000.00	Faculty Senate fundraiser:
\$ 1,615.00	Rudy's Sky Dive:
\$ 870.40	Athena Merisko's run:
\$ 13,134.40	Total Group Levy Donations

In addition to this outstanding group effort, we had an overwhelming number of individual contributions that reflect on the excellence and involvement of our faculty.

Edward M. Foley, President
American Association of University Professors

Mary Hovanec, Chairperson
Joint Faculty Senate

November 9, 2009

I would like to provide you with an update on some of the AAUP “Keys to Success” objectives for this academic year. Your AAUP Executive Committee is working diligently to “represent the interests of our members with distinction as we advance our profession and share in the success of our institution.”

1. We have agreed on a document that clarifies the role of a Program Coordinator. The next phase has been scheduled as we discuss a college-wide system of fair allocation of ESU's to support this role.
2. Our next Labor Management Committee meeting will occur on November 17.
3. The Intellectual Property Board has reached closure on the IP process which includes under what parameters we would partner with the College and share royalties. We have also clarified the freedom that we have to create intellectual property without this College partnership. Our next step that is scheduled is to understand how the bookstore now operates in relation to material that we create and they distribute.
4. The Faculty Evaluation process continues. Our goal is to finalize a training module this semester and then have one tenured and one tenure-track faculty member receive an evaluation next semester using our new process. AAUP will select those that will be involved with the first real-time use of our new system.
5. A mid-term contract modification was agreed to and is now in place for our counselors.
6. Our Calendar Committee recommendation has been approved, the committee will be sharing more about the new calendar shortly.
7. The Distance Learning Language created by our Distance Learning Committee was approved by AAUP, Faculty Senate, and the Administration as required in our Labor Contract. We now have new language to add to Article 38 of our Labor Contract in the areas of definitions, course caps, and virtual office hours.
8. We have begun addressing concerns from our Librarians, and we are advancing their academic role.
9. We are working closely with Faculty Senate on a number of objectives including pandemic planning. Faculty Senate is taking-up significant issues and we will continue to strengthen our partnership.
10. I will round-out the top ten with preparation for negotiations. At last Friday's Executive Committee meeting we reviewed a team structure to facilitate preparation and some initial names for each team. We will work to be organized by the beginning of next semester. Teams will be focused in the areas of terms and conditions of employment, academics, strategic developments, financials, and member relations/communications.

I am proud of the strength and teamwork displayed by the AAUP Executive Committee. My challenge to all of us is to remain strong and united together in a contract year.

October 21, 2009

Senate & AAUP Announcement

A Permanent College-Wide Committee on Distance Learning was formed in our last labor contract to provide guidelines on distance learning matters. This committee was staffed with representatives from Faculty Senate and the Faculty Union (AAUP) and has been working diligently over the last two years to advance an agenda with the Administration. The agenda has included distance learning definitions, virtual office hours, and college-wide course caps for distance learning courses.

We are pleased to announce that we have reached a tentative agreement on all three proposals developed by the committee. These proposals have been tentatively approved by the Senate, the AAUP and the Administration. We will be working to sign off on these proposals with the Administration in the very near future. A copy of the proposals is attached for your information.

We would like to thank the hard working, professional faculty that worked to create and process these proposals.

Thanks go to:

Andrew Pegman-Co-chair
Dr. Valerie Brown
Nancy Connor
George Kanieski
Sam LiPuma
John Panza (served in year one)
Dr. Dorothy Salem

Senate and the union worked together to process this important language in this critical strategic area of our labor contract. When you see one of the individuals listed above, please thank them for their leadership on behalf of faculty.

Mary Hovanec-JFSC Chair

Ed Foley-AAUP President

October 19, 2009

Dear Colleagues,

It's hard to believe that it has been almost three years since we began preparing for our current contract which expires at the end of this coming summer. At last Friday's AAUP Executive Committee meeting, we reviewed a team structure to begin preparations for negotiations. The structure will be similar to our last preparation process. This is an important time as begin the process of preparing for negotiations and understanding our priorities. I will be sharing more with you in the weeks to come as we refine our planning process.

October 12, 2009

AAUP and Faculty Senate engaged the administration concerning our preparedness at a classroom and campus level to deal with the H1N1 potential. **Mary Hovanec, Joint Faculty Senate Chair**, and I selected three faculty to join us in meeting with a team of administrators chosen by Dr. Silverstein and Dr. Foltin. We had an initial meeting last week and two meetings scheduled for this week. Mary and I believe there is urgency required to support faculty, students and the learning environment in this critical area. We believe that practical plans must be developed in the event that the H1N1 flu would become a significant issue for a classroom and campus. We are developing practical questions that require answers in advance in an area such as this. The faculty involved is:

John Kerezy, Journalism
Linda Strong, Nursing
and Jules Tryk, Paralegal

The college has selected Pete Ross and Tom Somerville in addition to several deans. We will keep you posted and share with you the results of our meetings as soon as we have agreed on a action plan. If you have any feedback for us, please contact any faculty member of our task force.

October 12, 2009

Dear Eastern Campus Faculty:

Recently, your AAUP President, Ed Foley, met with the administration to explore the best ways that faculty can help in the closing phase of our levy campaign. The following three key areas were identified:

- 1) Make a monetary donation to the levy campaign
- 2) Help distribute Issue 4 literature
- 3) Send support messages by email from your personal computer

Attached is a levy involvement form with our AAUP logo on the top that allows you to volunteer and be involved in one of these three ways. Please use our form as you make the decision to further support our levy campaign in the specific areas where we are needed most. Although I realize that many of you may have already volunteered time or contributed money to the levy campaign, as your AAUP Vice President, I would encourage you to consider helping with one of the activities listed on the form.

The faculty at TRI-C is a remarkable group of people who have always shaped the development of both our college and our students. With this in mind, I bring your attention to the AAUP mission statement below:

“Representing the interests of
our members with distinction
as we advance our profession
and share in the success of
our institution”

Cuyahoga Community College is **OUR** institution and right now it needs our help. Please consider helping out. Thank you for your professionalism and involvement.

Sincerely,

Your Eastern Campus AAUP Team

Dr. Steven Leidich
Vice-President

Dr. Christopher Hawkins
Representative

Andrew Pegman
Representative

Robert Jaskulski
Representative

October 12, 2009

Dear Colleagues:

As you are aware, the upcoming November election will be critical for Cuyahoga Community College as we are seeking approval of a levy to assist with our on-going operations. As owners of this institution, I believe that faculty plays an important role in assisting the levy to pass. It is often difficult to understand the impact an individual faculty member can have on such a large process so we have requested that the levy committee put together three specific roles for faculty with respect to this campaign.

AAUP President Ed Foley met with District to identify three areas where the support and involvement of faculty is needed in the closing phase of our levy campaign. Attached is a levy involvement form, with our AAUP logo on the top that allows you to volunteer and be involved in one of three specific ways. Please fill out the form indicating your choice and send it to District as indicated.

I would like you to consider volunteering to do one of the things listed in the attached levy form. I understand that some of you may have already volunteered time and money to the levy campaign. I believe faculty will continue to respond when the call is clear. This extra push by the AAUP will demonstrate to ourselves and our administration that we are committed to our College and its financial future.

Please consider helping out. Thank you for your professionalism and involvement.

Your Western Campus AAUP Team

Michael Boyko
Vice-President

Richard Ceci
Representative

Dr. Terri Pope
Representative

Jules Tryk
Representative

October 8, 2009
Dear Colleagues:

During meetings with faculty, I have mentioned the AAUP Mission Statement which is posted on my door. It is also posted on the door of all your Representatives. It states:

“Representing the interests of
our members with distinction
as we advance our profession
and share in the success of
our institution”

I often look at the mission before meetings I have with the administration. The mission charges me to view the role of faculty as rightful partners and owners of CCC.

With this in mind, I had a conversation with our administration about the level of faculty participation in our levy campaign. I realize we have responded, but believe we will continue to respond if we know specifically what is needed.

President Ed Foley met with District to identify three areas where the support and involvement of faculty is needed in the closing phase of our levy campaign. Attached is a levy involvement form, with our AAUP logo on the top that allows you to volunteer and be involved in one of three specific ways. Please fill out the form indicating your choice and send it to District as indicated.

I would like you to consider volunteering to do one of the things listed in the attached levy form. I understand that some of you may have already volunteered time and money to the levy campaign. I believe faculty will continue to respond when the call is clear. This extra push by the faculty union will demonstrate to ourselves and our administration that we are committed to our College and its financial future.

Please consider helping out. Thank you for your professionalism and involvement.

Your Metropolitan Campus AAUP Team

David Bernatowicz
Vice-President

Dr. Gary Carrington
Representative

Nancy Connor
Representative

Dr. Phyllis Dukes
Representative

October 1, 2009

Dear Eastern Campus Faculty,

As your AAUP representative, I feel that an update on some key issues is necessary.

Over the past few weeks I have had discussions with several faculty members about the issue of faculty program coordination. I am very concerned about the inaccurate information that continues to be circulated.

Currently, there is no language in our AAUP contract that addresses the specifics of faculty program coordination.

Your union began faculty program coordination discussions with the administration late last spring and continued them over the summer with the hope of reaching an agreement on the following two fronts:

- 1) Reach agreement upon the role and responsibilities of the faculty/program coordinator.**
- 2) Reach agreement on a fair and consistent college-wide standard for distributing ESUs to faculty/program coordinators.**

Your AAUP President Ed Foley sent out a communication that updated the status of these discussions last week. I would like to provide some further clarification to Ed's e-mail.

The Dean's Council met and generated a document describing the role and responsibilities of a faculty/program coordinator. This was presented to the union at the end of the spring 2009 semester. After a review of the document (including a review by our AAUP chapter attorney), significant problems were uncovered and it was considered unacceptable. A meeting has been scheduled with the administration to address these concerns. Ed Foley, Bob Jaskulski, Dave Bernatowicz, Mike Boyko, and I

will be representing faculty at this meeting. If no agreement is reached, then we will not approve the document.

Regarding ESU compensation for faculty/program coordination, an older document indicating how ESUs would be calculated was initially circulated approximately 1 year ago. This document is no longer valid – it was a preliminary draft. The newer version of the document and method of ESU load calculation, to my knowledge, have neither been circulated nor formally approved. However, there was one instance that I know of where an Associate Dean mistakenly used this newer version to determine ESU amounts. This issue was immediately resolved by your union. Recently, an AAUP review of the newer version proved it to be unacceptable. The issue of ESU distribution will also be addressed at the scheduled meeting. Until an acceptable document is produced, faculty/program coordinators will receive their current (normal) ESU load. **No reduction in ESUs will occur.**

AAUP Member minutes were sent out to faculty yesterday (9/30). I encourage all members to read these communications as they highlight the topics that the Executive Committee discusses. Further, if any faculty member has questions or concerns about any issue, please do not hesitate to contact me (steven.leidich@tri-c.edu x2394) or your outstanding AAUP representatives directly. This will greatly prevent inaccurate information, anxiety, and rumors from circulating throughout the campus.

Andy Pegman (x2360)
Chris Hawkins (x2548)
Bob Jaskulski (x2357)

Sincerely,
Steven Leidich, Ph.D.
AAUP Vice President – Eastern Campus

September 24, 2009

One of the objectives AAUP would like to achieve this semester is agreement on a clarified role for Program Coordinators. I wanted to provide you an update on where we are with this objective.

Last spring semester we provided comments to the administration. The Dean's Council has developed a draft document that AAUP has and is reviewing. We have a number of questions and concerns pertaining to several parts of this draft document. The administration has agreed that a team of administrators and AAUP will sit down and address the specific questions and concerns. This is a process that we cannot rush, because getting this one clear is extremely important.

AAUP will be involving (in addition to me) David Bernatowicz, Michael Boyko, Dr. Steven Leidich, and Robert Jaskulski. This team has the experiential knowledge and benefit of AAUP discussions and will represent this important topic well. We also have agreement that the system of awarding ESU's for Program Coordinator contributions will not be changed at this time. We are working to understand the

administration's thoughts and proposal as to how to develop a system that fairly compensates Program Coordinators college-wide. We will also continue to be involved with these conversations.

September 21, 2009

"Academic faculty have had concerns regarding the process of non-credit offerings being connected to or having an impact on credit courses. At the end of last academic year and over the summer, AAUP worked with Pete Ross to develop a draft non-credit to credit process. The heart of this process requires faculty involvement, not as minor players but as major stakeholders and decision makers in the credit offerings that we lead for our students.

With great alarm, we have received examples of how far off this draft process we really are. Purchasing and International Business were the last examples. In the case of Purchasing, articulation agreements were presented to our faculty expert through the Dean without the faculty member's involvement. The information concerning International Business is of great concern to AAUP for a number of reasons.

Our Faculty Senate, under the leadership of Mary Hovanec, will be reviewing the draft process at their next meeting. I want to be clear in stating that faculty will not be signing articulation agreements or participating at the end of a review where they were not involved at the beginning. Any articulation agreements that have been signed by faculty, from my perspective, are not valid until AAUP knows that they were processed appropriately. This topic was discussed at the last AAUP Executive Committee meeting, and I will tell you that the universal concern for the lack of faculty involvement concerning credit implications was as strong as any agenda item we have had in recent history. I have reviewed this concern with Dr. Silverstein and I believe that she is exploring further. In any case, I will be communicating with faculty and will not proceed until the process is clear and the rightful role of academic faculty is assured".

September 15, 2009

At the last AAUP Executive Committee meeting, the Memorandum of Understanding was approved regarding the ability of full-time tenured and tenure-track faculty to request a transfer to Corporate College West/Westshore.

I just came back from the District office where both the administration and I have signed-off on the MOU. This is timely information given the fact that you have received an email with all open positions for the 2010/2011 academic year. This list includes 3 Corporate College West positions (English, Math, and Counseling). Our agreement allows for the Western campus to continue to be the home campus but open-up for transfer request to our entire faculty body college-wide. The MOU also speaks to the Westshore site becoming a home campus in the future. This is a significant development in that transfer request opportunities now include CCW/Westshore as our College continues to grow and develop.

The email that you received from HR on September 14 indicates that if you are interested in applying for a transfer, you must do so by September 25, 2009. The Western Campus President will be considered the Transfer Campus President for purposes of our transfer procedure. Faculty from any campus must follow the transfer procedure to be considered for the positions at CCW/Westshore. This is an important development in making sure that faculty is involved with the growth and development of our institution wherever it goes.

August 31, 2009

The first meeting of the AAUP Executive Committee is this Friday. We have an unusually long agenda which also includes items that we have been advancing over summer. When the minutes for our meeting come out, I hope that you will take the time to look them over. I do want to give you several of the agenda items for your information.

1. We will be reviewing a memorandum of understanding related to the staffing of the new Westshore campus in the making.
2. We have refined the role of the Program Coordinator and have a role document that we will be reviewing and eventually sharing with everyone.
3. We will be seeking final approval on three distance learning recommendations from the Distance Learning Committee. These are solid proposals and we hope to send them to the Faculty Senate for their review.
4. The new calendar option that the Calendar Committee developed was tentatively approved by the Executive Committee pending clarification on several items. The clarifications have been made and we will be reviewing this option one final time.
5. The administration has applied the procedure that results in non-reappointment of tenure-track faculty prior to their having an opportunity to apply for tenure. This was done on a very limited basis. We are professionally processing this and will be sharing what we have learned with tenure-track faculty in meetings next week. AAUP believes that by sharing this information and what we should be mindful of, we can be in the best position moving forward.

I once again must thank the AAUP Executive Committee for their diligence and in helping to prepare for this very important first meeting of the academic year. I hope that your year is off to a good start and please feel free to talk with any AAUP representative at any time.

July 31, 2009

Dear Colleague,

It has been an action packed summer with much more happening than we anticipated. Your AAUP Executive Committee has been actively advancing objectives throughout the summer. We held a special AAUP Executive Committee meeting in early July to formally address a variety of pressing issues. I wanted to take the time to give you an update on the major areas of impact.

- 1) We gave tentative approval to the three distance learning recommendations from the last academic year. These include definitions, office hours, and course caps. Faculty Senate will be considering these recommendations in the near future.
- 2) The Intellectual Property Policy has been approved in a draft form. We are hopeful that some minor remaining language adjustments will allow for final approval early next semester.
- 3) We have 2 significant grievances from the Metropolitan and the Western campuses. These grievances concern non-reappointment of tenure-track faculty. We will need to share with all tenure-track faculty what is being learned through these grievances.

- 4) We had a strategic staffing meeting with the administration as it relates to long term staffing and Westshore. We have a conceptual agreement that tenure-track positions will be added at Westshore. We are scheduling a Labor Management Committee meeting to further discuss overall staffing with the administration.
- 5) Calendar options for the future include elimination of "Reading Days" and several items from the side letter of our labor contract being achieved. The Executive Committee will be working to see if final details can be agreed to in the very near future.
- 6) The appropriate role of a Program Coordinator continues to surface. We ended our last academic year with a draft role document from the administration. It is imperative that we refine this document and communicate with everyone as soon as possible.
- 7) A meeting at District concerning the Librarian function was fruitful. A follow-up meeting to discuss concerns and opportunities has also been scheduled.
- 8) Our Counselors have been engaged in potential changes to the counseling appointment duration. We are working with the administration to explore if potential positive changes could be brought to an upcoming Meet and Confer.
- 9) We met to review a policy and flowchart concerning decisions made for non-credit offerings transitioning to credit. We will be working with Faculty Senate to ensure that the voice of faculty is strong in determining when and under what standards these decisions are made.
- 10) Changes to our Constitution/Bylaws that were approved in our Chapter meeting are now contained in our newly printed Constitution/Bylaws. We will be distributing the revised booklet in the near future.

I want to personally thank the AAUP Campus Vice Presidents for their leadership this summer and the entire AAUP Executive Committee for seamlessly addressing issues. What I am learning is that we are becoming a year-round union and being active in summer is essential to our representation of faculty.

Sincerely,

Edward M. Foley
President

May 8, 2009

I wanted to provide you with an end of the year update of some of the significant objectives that your AAUP Executive Committee worked diligently on this academic year. Most of these items were contained in our "Keys for Success" for the 2008-2009 academic year. Before I list the objectives, I want to say what a pleasure it is to work with such a dedicated and professional executive team.

- 1) Intellectual Property - We have reached agreement on an intellectual property process and guidelines; we will be sharing this at the beginning of the next academic year.

- 2) Faculty Evaluation - We have further built our new evaluation system and learned from the pilots that were conducted this year. Next year we have agreed to build a training system and to use the new evaluation system to a limited degree the second half of next year.
- 3) Distance Learning - The Distance Learning Committee has developed three (3) proposals covering definitions, virtual office hours, and cap sizes. These proposals are complete and available for us to approve at the beginning of the next academic year.
- 4) Labor Management Committee - We have successfully implemented this strategic tool. The administration has provided us with 60/40 ratio (FT/PT) on each program, by campus, as a college, etc... As we agreed in a side letter, this information will be discussed in a LMC committee meeting this summer to understand the staffing plans for next year.
- 5) Title III Distance Learning Grant - A core group of faculty from the eight (8) committees has been meeting, and we have developed a list of questions and concerns. We are scheduled to meet with the administration to understand if and how our concerns can be adequately addressed.
- 6) Role of the Program Coordinator - The administration provided us with a new refined draft of this role incorporating our initial feedback. We will be further refining this document and plan to have it in place at the beginning of the next academic year.
- 7) We are working to better understand organizational development issues and opportunities for our counselors and librarians. Action plans are being developed.
- 8) We had a significant number of individual and group items that required AAUP intervention. We are pleased that we were able to work through these issues in a productive way.
- 9) As a general miscellaneous, we had a successful chapter meeting, gave out awards and created a new high honor award for faculty, updated our chapter constitution, worked with our tenure track faculty to provide assistance towards tenure, and worked to advance our effectiveness in communications.
- 10) Successful involvement in our Levy Campaign - AAUP has played a lead role in creating the bowling event that has become highly successful and is directly consistent with our mission.

As we wrap-up this academic year, I want to thank the Executive Committee and the growing number of faculty that continue to be involved throughout the year. Our mission is to “represent the interests of our members with distinction as we advance our profession and share in the success of our institution.” Although times are difficult, we look into next year with hope given the quality and professionalism of our faculty and the determination and dedication of your AAUP Executive Committee.

April 14, 2009

Near the end of the semester I will provide another update on significant objectives that AAUP has been involved with this semester.

I did want to comment on information contained in our recent ACADEME magazine concerning the percentage of faculty nationwide that are classified as full-time tenured, full-time tenure-track, and part-time. I want to highlight this information for you and share with you how your AAUP chapter continues to work at reversing this trend.

From 1975 to 2007 the following trend line data is highlighted on page 24 of your March-April 2009 edition of ACADEME. The data comes from the U.S. Department of Education covering faculty from all degree-granting institutions nationwide.

- 1) The percentage of full-time tenured faculty has trended downward from 36.5% in 1975 to 21.3% in 2007; most alarming is the drop from 30.6% in 1995 to 21.3% in 2007.
- 2) The full-time tenure-track percentage has trended downward from 20.3% in 1975 to 9.9% in 2007.
- 3) The combination of 1 and 2 above indicates that in 1975 56.8% of faculty were classified as tenured or tenure-track. In 2007 this figure has dropped to 31.2%.
- 4) As you would suspect, the percentage of faculty classified as part-time has grown from 30.2% in 1975 to 50.3% in 2007.

In the last negotiations the administration agreed to develop the internal data on the 60/40 FT/PT ratio within Tri-C. This is an important reference point from a state perspective. The administration has developed and provided us that data. We also agreed in negotiations that this data would be discussed in light of the staffing process. The administration has agreed to meet this summer in an Labor Management Committee to review the staffing plans for the upcoming year. Our administration has been attempting to replace retirements, and even that is positive in light of national trends, but it is still not addressing strategic hiring of faculty in preparation for current and anticipated growth.

April 3, 2009
Eastern Campus AAUP Update

Dear Eastern campus faculty,

I wanted to bring to your attention the following situation that recently occurred on the Eastern Campus.

Recently, two disruptive students were removed by the Office of Student Affairs from a class without prior consultation with the faculty member. One of these students had been previously withdrawn from the class by the instructor and was due to receive a "W" grade. However, all records of the students ever being in the faculty member's class had been wiped-out after the Office of Student Affairs removed the students. One of the students received an EO status, which means they received a full refund with no class record. The other student received an EI, which means that they were given a full refund, allowed to receive an intradepartmental transfer, and any previous class record was deleted. Additionally, one of these students was given extensive advising by non-counseling personnel on a new course schedule. No involvement of a faculty counselor was initiated.

Your AAUP immediately responded by meeting with Dr. Mel May, Dean of Student Affairs to address the following contractual violations arising from the situations described above:

- 1) Altering a student's roster without prior consultation with the faculty member.
- 2) Changing a student's grade without prior consultation with the faculty member.
- 3) Allowing non-counseling personnel to recommend courses and develop class schedules.

The outcome of this informal meeting was very positive with Dean May confirming and agreeing to the following:

- 1) No student attending TRI-C will be removed (or have their status changed) from any class or have their grade altered without consulting with the faculty member first.**
- 2) All students requiring class schedule development, adjustment, or advising will be directed to the appropriate counseling faculty members.**

Steven Leidich, Ph.D.
AAUP VP, East Campus
X2394

March 24, 2009

AAUP Communication and Levy

At our recent Chapter meeting, we had an opportunity to update faculty on a variety of AAUP objectives. We discussed Faculty Evaluation, Intellectual Property, Labor Management Committee output, Distance Learning, and recognition. Your AAUP Executive Committee will be scheduling a follow-up communications opportunity on each campus in hopes that we can share with those that were unable to attend the Chapter meeting. We will communicate the date, time and location on each campus in the near future.

We also discussed our faculty union driven Levy bowling fund raising event. In fact, this event is now also being jointly sponsored by SEIU and AFSCME. Please take a moment and review the attached flier. A growing group of faculty and the other unions are meeting weekly to drive the details of this event. What we really need to do is to support it with our involvement. We will be asking for bowling teams to form throughout the College. The other attachment is the sign-up sheet as you form teams and mail your roster to the AAUP office as indicated. We have all of the lanes available as we make this our event to help towards the passage of a levy for our institution.

March 3, 2009

AAUP Pre-Spring Update

With spring break approaching, I thought this would be a good time to provide another update on some of the key objectives that your AAUP is advancing. Before I cover the items, I do want to say that there are tremendously gifted and talented people working on each and every one of these items. The dedication and professionalism of our faculty is a key ingredient in advancing our profession and our

union. I also want to acknowledge the outstanding leadership of the AAUP Executive Committee in advancing these objectives.

1. Our Chapter meeting is scheduled for March 19. More details are being provided and I hope you will make every effort to attend.
2. The Intellectual Property recommendation has been completed and is being presented to AAUP and the administration for approval.
3. The topic of non credit courses being offered and then converted to credit is up for discussion. We have gathered an example and have meetings scheduled with the administration to discuss our concerns and principles in this area.
4. The role of the Coordinator is a source of continuing discussion. The administration has agreed to review and discuss what should and should not be in the role of a Coordinator. We have had several recent issues that required our intervention in this area and we would like to address this systemically.
5. The Distance Learning Committee is making great progress and is developing recommendations concerning course caps and office hours.
6. The tenure portfolios have left the union office and are in the hands of Dr. Silverstein.
7. The professional improvement leave proposals have left the union office and are also under consideration by Dr. Silverstein.
8. AAUP has formed a Title III Grant Distance Learning Core Committee. In our first meeting, we were able to identify areas of concern across the committees. Another meeting has been scheduled and the administration knows that we will be sharing concerns early rather than late.
9. Our event to support the Levy Campaign has been scheduled for May 8. A team is working on promotion and communication. You will be hearing more in the near future.
10. Our third Labor Management Committee meeting was held this past Friday on February 27. We discussed advancing behavioral intervention teams to improve campus safety, and plans that the College has that were of interest to the AAUP.
11. A special LMC meeting is being scheduled for this summer to discuss faculty staffing, including incorporating the 60/40 ratio data into the plans.
12. The team that reviewed the AAUP Constitution has recommended a logical change and this will be presented to faculty in the future for their vote.

I hope that I will have a chance to see you at the Chapter meeting where we will be sharing more about what your AAUP is involved with and as we recognize the accomplishments of our faculty. As I look into the second half of our semester, I once again do so with hope based on the excellence and involvement of faculty "as we advance our profession and share in the success of our institution" mindful of our 7 C's.

February 17, 2009

AAUP Update

On Friday, February 13th, members of the AAUP Executive Committee and our Advisory Budget Committee (Dr. John Thomas, Dr. Jared LeMaster, and Marty Walsh) met with members of the Administration, including Dr. Craig Foltin, to discuss answers to the questions we had regarding the upcoming Levy. I thought I would share with you the list of questions that we discussed. We will have

an opportunity to review our discussion of each question at our upcoming Chapter meeting. I will say that the discussions were very open and candid. I look forward to sharing what we learned with you.

What is Tri-C's marketing strategy for the levy?

- What are the marketing strategies for the successful passage of the levy?
- What is the response to questions being raised about spending on "brick and mortar" during tough economic times?
- Impression that the College already has enough money in reserve.
- The impact of Corporate College on the entire Tri-C entity.

What will happen to services if the levy is unsuccessful?

- Programmatic impact and timeline.
- Impact to employees.
- Impact on service to the community.

Explain the specifics of the ballot issues including:

- The number of levies that will be on the November ballot.
- Expiration dates of levies that are on the ballot.
- Types of levy being sought (replace or renewals) the millage.
- What other countywide issues will be on the ballot during the November election?
- What is the impact of the projected home foreclosures and home reevaluations?
- What is the impact of other revenue sources, i.e., the state budget on Tri-C?

February 13, 2009

Article 15 – Travel

We have had some questions come up recently concerning the use of our travel money. We are in the second year of our 3-year contract. All travel funds accumulated during our 3-year contract are available for us to use. We have a cap of 50% for this year. Questions are coming up concerning a cap for next year. There is no cap next year; we are free to schedule and spend all of the remaining balances in our accounts.

February 9, 2009

AAUP Update

I want to share a recent development with you and also give you a quick update.

- The maximum hours that an adjunct can teach at CCC has come up. We have a strong and agreed upon practice for many years that has now been re-clarified. For an adjunct who teaches as a secondary occupation the limit is 7.65. For an adjunct who teaches as a primary occupation the limit is 12.6. An adjunct was scheduled to teach above 12.6 and we brought this forward to the administration. The outcome is that the adjunct is being converted to an emergency lecturer and our standard will be upheld. It is important for us to recognize the appropriate role that adjuncts play in our institution, but at the same time we must also reinforce the vital role that full time faculty play in our institution.

- The Tenure and PIL committees are active in doing their review. The tenure portfolios and PIL proposals will be sent to district later this month.
- We have a meeting set with the administration to review our questions related to the levy campaign. We will communicate what we learn and prepare a strategy for our involvement. Our advisory budget committee is helping to coordinate this important discussion.
- The Mentorship day is being scheduled on each campus. We put the call out for mentor volunteers but can still use more help.
- A number of our committees are producing results. As an example, the Intellectual Property committee has a recommendation that is moving forward and the Distance Learning committee is working on several key objectives. We are also forming a DL core group that can identify concepts and concerns in our involvement with the DL grant.

These are a few items of update that come to mind. Please feel free to contact any member of your AAUP Executive Committee. Together we can make the right things happen.

January 27, 2009

AAUP Executive Committee Sharing

At the beginning of the semester, we shared with you a summary list of objectives that your AAUP is seeking to accomplish or advance this semester. This was an appropriate place to start, reviewing the list of things that we would like to accomplish.

Over the last week, we have been thinking not just about what we need to accomplish, but what as a union we would like to be known for. What would we like to become more like as we advance and accomplish objectives? In addition to our mission statement, we have a list of 7 C's that the Executive Committee established a couple of years ago. The Executive Committee would like to share our 7 C's with you along with a quick comment on each one:

- 1) Character - Saying what we mean and meaning what we say; delivering on our commitments mindful of confidentiality.
- 2) Competency - Taking advantage of our competency and ability to deliver results.
- 3) Commitment - Knowing what to say "yes" or "no" to and seeing it through to the end.
- 4) Courage - Pick the large important and critical items regardless of how difficult.
- 5) Conviction - Never quitting and remaining diligent as we advance.
- 6) Compassion - Demonstrating concern for those around us and being sensitive to when we need to help each other.
- 7) Cohesiveness/Camaraderie - Sticking together for the good of the cause and the opportunity to take care of each other and our profession.

Your AAUP Executive Committee, wants to share what we are striving to become more like over time. We will focus on accomplishing the objectives, and that is what the majority of our updates and communications will center on. As time goes on, we should also be mindful of what we want to become more like over time.

January 26, 2009

AAUP Feedback Needed

The AAUP mission calls for us to advance our profession and share in the success of our institution. One area of success includes financial health. We know that 2009 is a Levy vote for our institution. As a faculty union, we believe it is important for us to develop a faculty strategy for supporting the Levy Campaign. This will include funding for the Levy Campaign itself.

Before the AAUP Executive Committee thinks about a strategy to raise money for the Levy Campaign, we want to stop and think about questions that you may have in this area. It would be our intent to sit with the administration and develop answers to questions that we might have. The end goal would be to develop a faculty strategy for the Levy based on a firm awareness of reality.

Please respond to this email with any questions concerning the Levy that you would like addressed.

The Advisory Budget Committee is an avenue to address many of these questions and your AAUP Executive Committee will coordinate with them.

We will report back answers to your questions and our strategy as the semester unfolds.

January 13, 2009

Key AAUP Update

I want to take this opportunity at the beginning of our new semester to give you an overview of some of the major objectives of your AAUP. This will just be an overview and more details will be provided in a particular area as the objective is advanced. Right up front, I want to say how thankful I am for the AAUP Executive Committee and the tremendous numbers of faculty that have chosen to get involved in so many ways.

- 1) The Intellectual Property Committee has made great progress and is in a position to have a final recommendation to AAUP and the Administration at the end of January.
- 2) The Faculty Evaluation Committee has made great strides in designing our new evaluation process. We have learned from the multiple pilots and are working toward a live recommendation at the end of this semester to be implemented next academic year.
- 3) The Calendar Committee has wrestled with options and standards and is looking at what our calendar could look like in the years ahead. Your feedback provided through our survey was most helpful.
- 4) The Distance Learning Committee is advancing multiple objectives. This is a critical strategic committee and their recommendations will be reviewed throughout this semester.
- 5) An AAUP Constitution Committee was formed and they will recommend any proposed changes to our Constitution. Any changes will be voted on as called for in our constitution.
- 6) The Tenure Committee is scheduling and planning its kick-off. We will be reviewing all portfolios before they are transferred to District.
- 7) The mentor process for tenure-track faculty has been redesigned and we are in the process of scheduling for this semester.
- 8) The Professional Improvement Leave Committee is getting ready to review proposals before being sent to the District office.

- 9) Our Labor Management Committee meetings are proving to be very valuable. AAUP leadership meeting with the top leadership of our institution is building a foundation and presenting some interesting opportunities. We have another meeting scheduled in February.
- 10) The Advisory Budget Committee is meeting regularly with the Administration to review financials and we have a conduit to ask financial questions.
- 11) A Chapter meeting is being scheduled, you will hear more about this in the near future. I hope for a great turnout.

This is not a complete list; it does represent some of the more important items your Executive Committee and our faculty body are involved with. I have a great sense of hope for the future based on the quality of "us" and our increasing capacity to become involved and make a difference in our institution.

December 1, 2008

AAUP LMC Update

I want to provide you with an update on our November 21st Labor Management Committee Meeting held in the conference room of the Federal Mediator's Office in Independence.

AAUP Metro Campus VP David Bernatowicz, AAUP West Campus VP Mike Boyko, AAUP East Campus VP Dr. Steven Leidich, AAUP Secretary Dr. Valerie S. Brown and I met with Dr. Jacquelyn Silverstein, Dr. Craig Foltin, Dr. Belinda Miles, and Dr. Patricia Rowell, at our 2nd college-wide LMC Committee meeting.

The agenda of the meeting included:

1. A review of the status of college-wide safety initiatives including shoots fired workshops, Tri-C alert, and the rewritten emergency closing protocol. Tom Somerville provided an update and members from each campus discussed their progress.
2. We did receive an initial evaluation of the OBOR 60/40 full-time staffing guideline. Dr. Jennifer Spielvogel and Dr. Silverstein did an excellent job in compiling this data and helping us all understand it. This data was presented in a variety of ways and represents the commitment of the administration to follow through on the side letter of agreement found on page 110 of our labor agreement. We will be discussing this data and its impact on faculty hiring in the future.
3. We reviewed the Capital Plan and details of a 100 million dollar bond offering. Dr. Craig Foltin gave an overview and answered our questions. This bond money will be used for buildings and capital at all 3 campuses and expansion into new areas such as the new Westlake site. Dr. Belinda Miles also provided an update on Phase I of the Eastern Campus Master Plan.

This was a very productive meeting. It was AAUP's turn to chair this meeting and we are laying the foundation of an important avenue to improve communications, raise issues, and identify solutions. If you have any questions, please see your AAUP Vice President or Secretary. A more detailed update will be provided at our Spring Chapter Meeting.

November 24, 2008

Reading Days

We put out an email similar to the one below concerning Reading Days last year. I thought it might be good to resend it again this year. The Calendar Committee is actively exploring options for upcoming years, but we need to have a working understanding of a Reading Day for the near term.

The upcoming "Reading Days" (December 9 & 10) have been described by the Administration as contract days where we are to be available for students. This is being interpreted as being on campus as we would our normal day (not evening). This would include office hours and class time.

Should you be receiving an interpretation that differs from this, please let a member of the Executive Committee know as soon as possible.

November 21, 2008

Distance Learning Grant/AAUP

On November 10th, I sent you an email indicating that AAUP would be meeting with the administration to review the lack of faculty involvement concerning a Title III Grant for Distance Learning. I asked anyone that might be approached concerning this grant to hold back pending clarification by AAUP.

The discussions with the administration have been productive. There is agreement that the output and recommendations of all 8 (eight) sub-committees involved in the Distance Learning Grant will flow through our contractual Distance Learning Committee. In addition, none of the work of this committee is meant to bypass any of our existing processes (e.g. CADRE). We also agreed that AAUP and the Senate should be involved with recommending faculty to fulfill the roles indicated in the grant.

We are now comfortable with moving forward with the grant, given the principles that have been agreed to. Andy Pegman the Distance Learning Co-chair, has confirmed AAUP and Senate faculty recommendations and those involved will be contacted in a letter from Dr. Silverstein.

November 10, 2008

Urgent AAUP Update

I had intended to give you an update this week on our progress in key strategic areas including intellectual property, faculty evaluation, distance learning, and our calendar. Unfortunately an urgent item has come up that I need to share with you.

On Thursday, October 30th, I received an email from the administration giving me the details of a grant that the College applied for and received. The grant is a \$2 million dollar, five-year grant funded by the Department of Education focused on Distance Learning. The grant contains four primary goals and the College established eight sub-committees in line with these goals, including online tutoring, online student orientation, quality and course design and teaching for online learning. A member of the administration was selected to chair each of the eight sub-committees, and each chair has developed a list of faculty as potential members. AAUP was being asked by the administration to provide feedback on the faculty chosen.

At the AAUP Executive Committee meeting, on October 31st, we reviewed this information. The bottom line is that this course of action is totally unacceptable to the AAUP. The Co-chair of the Distance Learning Committee was unaware of this grant. From our perspective, meaningful faculty involvement is a requirement and the Distance Learning Committee is the vehicle for that involvement in addressing all “pertinent distance learning matters.”

Rather than summarize what we shared with the administration, **I am attaching the response for you to review.** AAUP has meetings scheduled this week and next to address the lack of faculty involvement and the role of the Distance Learning Committee.

In the meantime, if you are asked to be involved, please indicate that the AAUP is seeking clarification and a review of the process before moving forward.

October 30, 2008

Distance Learning Degree Programs

Some faculty have expressed concerns to AAUP concerning why certain degree programs were chosen to go fully on-line. Questions included: did this decision need to be processed through CADRE, and, is this in compliance with Article 38, Distance Learning, of our contract agreement. In this article, general principles are stated, including “the mode of delivery does not change the meaning of ‘course’ for purposes of the collective bargaining agreement.” The concerns included the lack of faculty involvement in making the decisions, and why certain programs were selected, and others were not.

I have discussed these concerns directly with Dr. Jacquelyn Joseph-Silverstein, also involving Dr. Tina Royal. The principle of faculty involvement in matters of curriculum is an essential interest of faculty. Dr. Silverstein assured me that it remains the intent of the administration to continue this involvement regardless of the mode of delivery. She offered an explanation that I want to share with you.

The administration submitted a proposal to The Higher Learning Commission (HLC) for approval to offer fully on-line degree programs. They requested a blanket approval which would have allowed the administration to work with faculty on how best to move forward and with what programs. CCC did not receive a blanket approval, but received approval to offer 3 on-line degree programs. HLC chose the 3 programs based on an analysis of courses we already offer on-line that were provided in the appendix of the submittal. HLC chose to grant approval for an Associate of Applied Science in Accounting, the Associate of Applied Business in Court Reporting and the Associate of Business in Purchasing and Supply Management.

My discussions were open and honest and the commitment to continue faculty involvement in all modes of delivery remains.

October 29, 2008

Salary Grade Advancement

I have been working with HR to confirm a timeline for this year's salary grade advancement process. The application should go out from HR to all faculty by the end of this week. The submission deadline for materials will be November 14. This will allow a 2-week window as we had last year. The Joint Faculty-Administration Committee (Dr. Christopher Hawkins, Chair for AAUP) will meet in early December to review the submissions.

The communication from HR should also include instructions for those wishing to begin taking courses that apply towards salary advancement consistent with the Doctoral Criteria Report referenced in our contract (Article 16, Section 16.04, page 27). Your proposed plan of study can also be turned in by November 14 for review by your Dean and consideration by the Joint Faculty-Administration Committee. With a proposed plan of study approved and in place you can move forward with confidence knowing the courses you take will apply towards salary advancement.

October 22, 2008

Faculty Travel Balances

I want to provide you with an update as to where we stand in the use of our travel money for this academic year. Fifty percent (50%) of the balance is available for faculty to use this year with the remaining amount available next year with no cap.

We have encumbered, and actual spending for the year that is approximately one-third (1/3) of what is available. The bottom line is that there is considerable money remaining for faculty travel this academic year. Although we are not in danger of losing money this year, I do not want us to hold back travel because of a perceived constraint.

If you have ideas for your travel and development that might work for this year, please realize that funds are available.

October 9, 2008

AAUP Update

I thought this would be an appropriate time to provide you with an update on some of the strategic objectives of the AAUP. This is a critical time for your union as we advance in areas vital to our future. Behind each of these strategic initiatives is a team of dedicated faculty committed to advancing our profession.

- 1) The Faculty Evaluation Committee is aggressively working to build an operating recommendation by the end of this academic year. As our Contract Agreement calls for (page 107), if we are in agreement, then the new evaluation system will be implemented next year. A pilot evaluation experience using the new grid has been scheduled. A faculty member and their respective dean or director from every area of the College will be going through the pilot on

either October 10th or October 21st. Coming out of this pilot we hope to be able to develop the complete evaluation system.

- 2) The Distance Learning Committee (as created in Article 38, Section 38.02) is very active and has established objectives to achieve this academic year. A recent survey went out concerning cap sizes. I encourage all of you with experience in this area to provide your perspective. In addition to cap sizes, the committee is working on definitions and office hours. These recommendations, if agreed to by AAUP, Senate, and the Administration, can be implemented.
- 3) The new Intellectual Property Board is formed and is active in accomplishing what is outlined in Article 24, Section 24.06 of our Contract Agreement. We are working on process and also definition of terms. We granted the administration an extension of the timeline until January of 2009, which means our work needs to be completed by the end of this semester. At our last meeting, we had a Faculty member share past experiences, and at our next meeting, the College's Attorney and our Attorney will join us to make sure the legal opinion is factored in early.
- 4) The Scheduling Committee has met and has establishing a consistent meeting time to develop options and recommendations consistent with the mutual interests identified on page 104/105 of our Contract Agreement.
- 5) We are preparing for our next College-wide Labor Management Committee meeting in November. Coming out of our last meeting was the objective for the administration to develop a system to "analyze full-time AAUP faculty levels in each credit program to assist in prioritizing College-wide staffing decisions." The OBOR 60/40 guideline is part of this analysis. This information should be ready for our discussion as called for on page 110 of our Contract Agreement. We also will be placing on the agenda clarification of the role of Program Coordinators.

If you have any questions or comments, please contact any AAUP Representative.

September 26, 2008

Health Care Premiums

Our 2 members of the College-wide Health Care Committee - Richard Ceci, and Dr. Steven Leidich, have been active in keeping us posted on our health care experiences and we appreciate their diligence. They reported at the last AAUP Executive Committee meeting of positive health care cost experience within Tri-C. This translated into some preliminary positive premium pricing for the new year.

At the Thursday, September 25, Board meeting, the board, did in fact, vote to accept the premiums that were reviewed in the College-wide Health Care Committee. For the majority of faculty in Medical Mutual the increase to our premium beginning January 1st will actually be a slight decrease and in one area will be a very modest increase. For those in Kaiser, the increase will be competitive with what we are reading in the newspaper. The fully insured dental Plan will rise a modest amount.

I thought I would share this bit of good news and thank our representatives on the Health Care Committee for their involvement.

September 25, 2008

Combined Regular/Honors Courses

I just confirmed through Dr. Silverstein that we agree on how to handle compensation related to a faculty member teaching a regular course with an honors course combined. We both agreed that honors courses should be split and run separately even with lower numbers as a matter of principle. In reality there may be cases, as we have right now, where providing an honors experience to a handful might require flexibility.

If you are teaching one of these combined courses, and the honors students have additional assignments, projects ... in addition to the regular coursework, this needs to be valued. You will receive .06 ESU's/per semester hour/per student. As an example, if you had 5 honor students doing this additional work and had a 3 credit course, you would receive .9 ESU's and if you had a 4 credit class you would receive 1.2 ESU's. Again, Dr. Silverstein is committed to running honors courses below 10, but this is an option that could help grow programs while acknowledging the additional work done by faculty.

September 24, 2008

AAUP Communication

Your AAUP Executive Committee has developed "Keys for Success 2008-2009." Please click on the attachment and look them over, they represent some of our key priorities for the year. If you have any questions or comments, please feel free to pass them along to anyone on the Executive Committee. You will also be able to track our progress on these keys through your member minutes (you received your first set of member minutes earlier this week).

KEYS FOR SUCCESS 2008-2009

- ✚ Live Our Mission and Make it Satisfying
- ✚ Mold Our Culture vs. Letting it Mold Us
- ✚ AAUP Organizational Development
 - Campus Roles Strengthened
 - Everyone on the Executive Committee Team Makes a Difference
 - President/Vice Presidents Strategic Coordination
- ✚ Successful Chapter Meeting
 - Repeating High Honor Award
- ✚ Hold Successful Elections
- ✚ Tenure Class – 100% Successful
 - New Mentor/Mentee Setup
- ✚ Faculty Evaluation Piloted College-wide

- ✚ Distance Learning Committee Output
- ✚ Intellectual Property Resolution
 - IP Board Formed and Principles Established
- ✚ Calendar Committee to Reach Closure on Options
- ✚ Constitution Review – Appropriate Changes Recommended
- ✚ Chancellor Eric Fingerhut Meeting Follow-up
- ✚ Continue/Improve Communications
 - Recognition Announcements, Surveys, Involvement, ...
- ✚ College-wide Labor Management Committee Output
 - i.e.: 60/40 Ratio, to Support Full-Time Hiring
 - Role of Coordinator - Clarified
 - Safety - Advanced
- ✚ Labor Management Committees – Working on Each Campus
- ✚ Lead in Building and Maintaining Key Campus and District Relationships
- ✚ Update to Our Chapter History to Include this Negotiated Contract Timeframe
- ✚ Advance Intervention and Seek Improvement in Specific Areas of Our College where we have Concerns.
- ✚ “Student Success Specialist” position,
 - when filled, will not be in Conflict with the Role of Our Counselors.

Technology

- ✚ Website Enhancement
- ✚ Survey Monkey
- ✚ Evaluation of Administration – Technology Operational

September 15, 2008

Parking Policy Grievance Follow-up

On Thursday, September 11th, the 3 AAUP Vice Presidents: David Bernatowicz-Metro, Mike Boyko-West, Dr. Steven Leidich – East and I, had a Policy Grievance follow-up meeting at the District Office concerning parking. In attendance for the administration were EVP Dr. Craig Foltin, Executive Director Chris Moir, Chief Clayton Harris, and VP Mark Polatajko. AAUP presented a series of questions based on

unresolved items and feedback we had received from faculty. I want to provide you with a list of relevant information that came out of our discussions surrounding these items:

1. Enforcement begins this Wednesday, 9/17.
2. There will be no loss of faculty parking spots. We have a commitment that by mid October the lots will be reconfigured and marked clearly where the faculty spots are.
3. Although the website indicates a ticketing fee to open a locked car, after discussion, it was agreed that this fee will be eliminated.
4. If you ride a motorcycle, you will receive a decal for \$37.50 or a motorcycle and a car will be \$56.25.
5. A special event or group should be planned through the events office. Special arrangements can be made to cover parking without ticketing.
6. The supplemental faculty tag should be placed on the driver's side dash.
7. You should register every car to your faculty pass that you will be driving.
8. Faculty who find it more convenient to park outside of a faculty lot will not be ticketed.
9. The administration believes that they are up-to-date in sending out passes and allowing faculty to make corrections. They have instructed the business office to be the point to make changes.
10. At a minimum the same number of handicapped spots will be maintained.
11. If your pass is stolen, and a police report was generated, there will be a \$5.00 replacement fee.
12. When pay stations are installed in visitor locations, 2-hour blocks of time can be purchased right at the station.

The College is updating parking information on the web. There were many items that were already changed based on initial questions that we sought answers for. I did make it clear, once again, that this is not the way for a professional union and the administration to work through a change process. The administration has clearly indicated that this is not the way they intend to process changes in the future as they value a strong relationship with the faculty union.

September 10, 2008

AAUP Update

I trust you are off to a good semester. I thought this would be an appropriate time to provide an update on some of the significant action items that your union is working on.

1. Last academic year we pre-piloted a new faculty evaluation process using our agreed upon "grid." We will be piloting the new evaluation system college-wide this semester. One faculty member from each area will participate in the pilot with their respective dean or director. We will also be proposing updates to ancillary materials used in evaluation. This is a critical time for our involvement and we are advancing a side letter in our contract (page 107).
2. The Intellectual Property Board did not meet the May 15th deadline as per our contract due to the administration not resourcing the committee in a timely fashion. We asked the administration to propose an extension of the timeline that they could commit to and we have agreed, based on their commitment, to follow-through on the critical decisions this committee must make by January of 2009. This committee will be starting their work soon.

3. The Distance Learning Committee is chaired by Andrew Pegman from the Eastern campus and is composed of members from the Administration, AAUP and Senate as per our contract. The group is formed, and more importantly, we have agreed on priority objectives for this academic year. The expectation from both the District office and AAUP is that we will have output from this committee this academic year. Definitions and cap sizes will be addressed by this committee in addition to other distance learning items of importance.
4. The College Wide Labor Management Committee is scheduling its first meeting of this academic year in November. One significant agenda item at this meeting will be a review by program of where we stand on the 60/40 OBOR ratio of full-time to part-time faculty. Our contract calls for the LMC to review this information and seek to understand its application at Tri-C. We know that even Chancellor Eric Fingerhut said that you can debate how you calculate the ratio but the ratio needs to be relevant in guiding/staffing our institution. We will also be addressing safety, the role of a coordinator, and other college-wide items. The Labor Management Committees will also begin on each campus, in fact, at the Western campus, Vice President Mike Boyko has already conducted an LMC to help resolve a campus issue.

These are some of the most critical objectives for this semester. We are also going to continue with all of our other committees and activities on campus. I will give you another update in the near future.

In closing, I want to thank and compliment all of the faculty that have gotten involved in so many ways. You will be hearing more about the work of the AAUP Executive Committee through upcoming minutes. I am thankful for the campus leadership coming from the AAUP Campus VP's and the AAUP Reps. We have a strengthening AAUP mission and organization that should serve faculty well. The leadership of the AAUP has a draft of success criteria for this academic year, and I will also share that with you in an upcoming communication.

September 2, 2008

Faculty Data Reporting

At the start of this academic year, a request was made at one of our campuses for faculty to provide detailed information concerning all aspects of their schedule. I thought it would be appropriate to share the outcome of our AAUP intervention for the benefit of all.

It is our practice to provide our schedule and office hours. We also reconcile our release time through the PARR report that is generated by the administration and verified by faculty.

This is the extent of information that should be provided concerning our schedule. We are professionals and are available for scheduled meetings and should not have to account for our time beyond what is our practice.

The administration has agreed to pull-back the request that was made at one of our campuses and proceed as we have in the past. If you have any questions, please pass them along to your AAUP VP or Representative.

August 28, 2008

Semester Parking Pass

Any faculty member that has purchased an annual pass, and intended to purchase a semester pass can now make a change. If you return your annual pass to the business office, you may repurchase either with cash or equivalent or payroll deduction, a semester pass. The semester pass will also include a method to identify you as a faculty member with a separate tag.

I have been assured that they will make the appropriate adjustments to make this transaction financially seamless for you. We will be answering all remaining questions in our policy grievance.

If you have any more questions please pass them along by responding to this email.

August 14, 2008

Parking Changes-Policy Grievance

This morning, August 14, 2008, I met with Craig Foltin, EVP Administration, and presented an AAUP Policy Grievance concerning parking. Based on the nature of the conversation, we agreed to put the grievance in abeyance until no later than September 19, 2008. This gives us a window of time to identify issues and concerns and work toward an outcome without losing our protection under the grievance procedure.

I also let him know that with all the confusion, several points needed to be clarified immediately and I have communicated some points with faculty.

These points are:

1. The AAUP has advised faculty to fill out the form and obtain a parking pass, knowing that the policy grievance will be working to address issues and concerns.
2. Faculty may purchase a semester pass with cash or payroll deduction.
3. An annual pass is not required to park in the faculty lot.
4. Faculty are filling out the form provided, checking the opt out other box if they wish to purchase a semester pass. If faculty have filled this form out incorrectly, they will need to have an adjustment period in the near future.

We have identified some issues and we know that many more are coming. Conversations on campus already indicate a lack of clarity concerning this process. We know that more questions will come up as the semester starts. Please pass along your questions and concerns by responding to this email or talking with an AAUP representative over the next couple of weeks.

I emphasized to Craig Foltin that the AAUP does not like being in this position, and in fact has led the development of Labor Management Committees and required meetings at District to avoid the very situation we now find ourselves in.

August 13, 2008

Summer Program Coordination

We had a number of questions concerning program coordination this summer. In gaining an agreement that flex time would be granted for this work over summer, we have documented a point which we will keep in mind for next summer.

The administration has shared with us, in an email, that the need to work on schedule development will not be required next summer. The movement to an annual calendar allows for this change.

Going into next summer, our expectation is that scheduled development work will not be required or expected of program coordinators. If things come up next summer, like they did this summer, we will have a stronger position to explore answers.

August 12, 2008

Parking Rate Changes

On July 25th the administration notified the AAUP of a change in parking rates. This notification was required by our contract. To announce this change late in summer was a big disappointment and inconsistent with respectful relationships (to say the least).

The AAUP asked the administration to verify that this parking increase for students was allowed under our tuition freeze committed to with the State. We received verification that this increase to students was allowed. I circulated this in an email to the Executive Committee, and the fact that an increase affects our students was a key principle in beginning to digest this change. The AAUP Executive Committee had many questions related to implementation and fairness as to how this change would be adopted. When we asked about details, none could be provided at that time.

The details associated with this change are now being provided by way of internet and have raised concerns and many other questions. It is unfortunate that we are in a position of having questions and no time to discuss acceptable answers. Given this, the AAUP is filing a policy grievance with the administration to open up this issue and all the related details associated with it. For this to be a major item at the start of a new academic year we find deplorable, but we must work through the process.

In relation to the packet dated August 5th that was mailed to your home and is due August 18th, the AAUP offers the following guidance:

1. If you do not wish to purchase an annual card, just check the other box under the opt out option.
2. In the initial Q and A's provided by the administration, they indicate that you can only park in the faculty lot if you have an annual permit. This is not true, you can purchase by semester and it will not impact your parking.
3. We do advise filling out the form, realizing that many questions and answers will be part of the policy grievance process.

It is extremely disappointing that we did not have an opportunity to discuss this item and address questions well before the start of a new academic year. Be that as it may, we will move forward professionally and aggressively through the policy grievance process.

July 31, 2008

Flex Time for Program Coordinators

Faculty serving as program coordinators performed work over the summer which was not officially valued. In discussions with the administration, I did confirm that it is their expectation that coordinator work will not be performed over summer beginning next year.

As far as this summer goes, AAUP gained agreement that coordinator work will count as flex time for the upcoming year. The amount of flex time is based on the number of sections that you coordinated as follows:

1-40 sections 0.5 flex day
41-99 sections 1.0 flex day
100 and above 1.5 flex days

If you are a coordinator, please inform your administrative point of the flex time you have earned.

June 24, 2008

AAUP and Lecturing Capturing/Tegrity

In the 2007/2008 academic year, several faculty were involved with the use of technology that we labeled "Lecture Capturing" as a pilot. The pilot for the 2008/2009 academic year has expanded college-wide and continues to raise a number of questions. The upcoming pilot now comes with a company name called "Tegrity."

Attached for your review is a memorandum dated December 6, 2007 that the AAUP sent to the administration concerning these and related pilots. About a week ago, I re-sent this document and again clarified that these are pilots and questions regarding them need to be answered. In particular, we clarified that material captured with this technology does not change our intellectual property rights and remains with the faculty member. The fully developed list of questions will be answered through our Distance Learning Committee, this upcoming year. This mechanism allows for us to officially raise and answer questions such as intellectual property and privacy.

I spoke with Dr. Silverstein on the phone just the other day, and she acknowledged the appropriateness of our memorandum and the process of resolving open issues concerning these pilots this next academic year. She also met with Tina Royal to confirm that the Tegrity contract is written in a way where Tegrity does not retain any materials or have rights to them. I received an email from Dr. Silverstein confirming this.

The Distance Learning Committee has a very important year coming up. Dr. Silverstein and I have discussed the need for output from this committee, including Lecture Capturing, this upcoming year. Faculty should be in the forefront leading in all educational areas including exploring new concepts, approaches, and technology. We will work together to explore and apply what we believe makes sense while being mindful of maintaining contractual rights and principles vital to all faculty and our profession.

May 8, 2008

AAUP End of Semester Update

Earlier this semester, we shared “Keys for Success” for spring 2008. I thought that this would be an appropriate time to share where we are and what has been accomplished in a variety of areas:

1. The travel lump sum final proposal was presented to the administration for a decision next week.
2. The administration evaluation process has been developed, piloted, and is ready for full implementation.
3. Faculty evaluation side letter has been advanced with an initial recommendation approved for pilot next year.
4. Federal Mediator training occurred and a District/Labor Management Committee is a reality and has met.
5. The Mentor/Mentee for tenure track faculty is up and running.
6. The resolution of our policy grievance for counselors is in the approval stages.
7. Vital committees are advancing the work reflected in our labor contract i.e., Distance Learning, Salary Grade Advancement, ...
8. We have represented faculty individually and collectively in a variety of areas.
9. We have approved the updating of technology at the union office this summer.
10. We have had 4 respectful Meet & Confers with the administration.

I appreciate the dedication and professionalism of the AAUP Executive Committee and look into the future with hope founded in the excellence and perseverance of the CCC faculty.

May 1, 2008

Reading Day

There still remains confusion and questions surrounding the scheduled “Reading Day.”

The upcoming reading day has been described by the administration as a contract day where we are to be available for students. This is being interpreted as us being on campus as we would our normal day (not evening). This would include office hours and class time. I think we should let the concept of a contract day and being available for students, guide us.

If you are receiving an interpretation that differs from this, please let a member of the Executive Committee know as soon as possible.

April 29, 2008

AAUP LMC Feedback

I want to report back to you concerning our first College-wide Labor Management Committee (LMC) meeting. The meeting was attended by Jacquelyn Joseph-Silverstein, Eric Radtke, Belinda Miles, Michael Schoop, and Patricia Rowell for the administration. Attending for the faculty were Mike Boyko, Laurie Judge, Heather Snell Masterson, Andrew Pegman and myself.

We agreed on ground rules and meeting dates for the upcoming year. We also discussed the relationship between the College-wide LMC and the Campus LMC's. We had 3 primary agenda items of significance to faculty:

1. The College provided an update on safety and security. An action item was identified and we openly discussed the need to advance aggressively in this area.
2. College-wide staffing side letter of agreement: the College has begun assembling the data as per the side letter including where we stand program by program on the 60/40 OBOR recommendation. This will be an agenda item at our next meeting and I would recommend reading page 110 of your labor contract to understand the importance of this agenda item.
3. We reviewed information surrounding the parcel of land that the College is seeking to purchase in Westlake. The plans for this parcel of land will require continued discussion. We want the faculty voice to be strong as our organization develops.

This was an excellent first meeting and provides us a real opportunity for both the College and faculty to advance significant items of interest.

April 15, 2008

AAUP Evaluation Process

As mentioned in a prior email, AAUP is proceeding with the implementation of the administration evaluation process. An evaluation instrument for faculty to provide anonymous and secure evaluations of their dean or director is now fully operational and will be initially piloted in one department on each campus.

Your department at the Eastern campus will have an opportunity to participate in this process. Anna Lauer, our technology consultant will be emailing to you Thursday, April 17, the instructions and the actual evaluation instrument for you to complete online before the end of the day on Thursday, April 24. This will be coming from an off-campus secured site. The feedback that you provide will be

encrypted and collected on a secured off-campus site. AAUP will be professionally processing this feedback with our administration.

I encourage you to be involved in this vital process.

March 19, 2008

AAUP Update

There are many objectives advancing through your AAUP. I hope that you will want to receive an in depth update at our upcoming chapter meeting, which will be announced in the very near future.

I want to give you a quick update on one key objective we have been working on this semester. The evaluation instrument for us to evaluate the administration at a campus level has been developed, tested, piloted, and now has been successfully administered in a department. It is our intention to administer this instrument throughout our College. We will share more about the instrument at our chapter meeting, but if you do receive the email to participate in the evaluation of your Dean/Director, I encourage you to participate. The data is confidentially collected and administered in an encrypted fashion outside the college's system.

Defining leadership competencies and developing a fully operational instrument has been a key accomplishment through the dedicated efforts of many faculty. This is a strategic tool that should allow us to have a voice in providing feedback on leadership effectiveness. Our view and feedback surrounding leadership effectiveness at the campus level is a vital component of organizational and leadership development. We are now better positioned to provide this feedback.

March 4, 2008

Q's & A's Regarding Dual Enrollment

Please read the following concerning "Dual Enrollment." The referenced questions and answers are attached.

A key objective in recent negotiations was to establish the principle that "we have the right to go where our courses go."

The decision by the administration to offer credit courses through "dual enrollment" puts this principle to the test. The bottom line is that this concept is not a Tri-C initiative; it is being driven by the state, and we must be actively involved in shaping this concept.

The AAUP does not in principle support the idea of dual enrollment, and we have made that clear to our administration. At the same time, we recognize that Lorain County Community College is already establishing high school sites within Cuyahoga County. Dual enrollment is a competitive reality, and we must be involved in protecting and advancing the mission of our institution in our county.

In three Meet & Confer sessions with Dr. Thornton and the campus Presidents, the CCC-AAUP Executive Team presented specific faculty questions and concerns regarding dual enrollment. We have attached

the questions and the agreed upon answers to this email. This attachment is the official outcome of these Meet & Confers. We agreed upon several key points including:

- Full-time faculty have the first-call right to teach these courses.
- Full-time faculty have the right to decline any assignment to teach these courses.
- Full-time faculty determine course content and textbooks, according to official course outlines, and these cannot be modified by the high schools.
- An adjunct teaching in the high school setting must meet our standards.
- Courses may not be offered in any high school that cannot provide necessary lab facilities and equipment.

The agreement reached over dual enrollment represents a contractual understanding of how the dual enrollment concept can take shape within our institution and with our involvement. We want all faculty to have the Meet & Confer results. If you have any questions or comments, please contact your AAUP Representative.

Edward Foley, AAUP President

Michael Boyko, AAUP Western Campus Vice President

Dr. Laurie Judge, AAUP Metropolitan Campus Vice President

Dr. Heather Snell Masterson, AAUP Eastern Campus Vice President

Dr. Valerie S. Brown, AAUP Secretary

February 26, 2008

AAUP Evaluation of our Administration

Documenting the components of effective leadership at a campus level that are important to faculty was a critical objective of the AAUP coming out of negotiations. We also established a priority objective to develop and administer an evaluation tool for faculty to comment on the effectiveness of their leadership. I have mentioned in prior emails that the administration is fully aware of our objective. Through the hard work of a significant group of faculty, we developed leadership data through focus groups, developed a test leadership model, and developed a professional evaluation tool.

This work was tested among a group of faculty and has been refined. We are now in a position of having an official pilot to capture collective faculty views of their particular leader on a campus.

A discipline on each campus has been chosen by the committee helping to move this objective forward. Beginning next week we will be sending out a live instrument for a group of faculty to anonymously provide evaluative feedback collected outside of the College's system. Our technology consultant has been part of the process to make sure this tool will allow us to gather the information in an anonymous and efficient way.

If your discipline is chosen, I would ask that you seriously consider filling out the electronic assessment. It is important for as many as possible to provide honest feedback so that the results speak credibly, and loudly.

If your group is not chosen, I want you to be aware that this process is underway. We plan on reviewing this process at our upcoming chapter meeting. We also intend for all faculty to have the opportunity to participate in this evaluation system before the end of the semester.

This was an ambitious undertaking, and I am very proud of the collective team work of the committee, the focus groups, and the test group, in developing what I believe is an outstanding and professional leadership evaluation tool.

February 19, 2008

Block Scheduling Resolution

Yesterday, Monday, February 18, I met with Dr. Jacquelyn Silverstein as a scheduled follow-up to our previous step 1 grievance discussion concerning what is now called by almost everyone as “block scheduling.”

It is important for AAUP to document the satisfactory closing of any official contractually based discussion.

The following points were confirmed and are in process:

- Fall schedule is back to the original.
- The contractually formed ad-hoc committee on scheduling will move forward to provide future recommendations as per our side letter.
- The use of the summer time blocks is optional. **You have the opportunity to make changes back to the original summer schedule.** Program managers and coordinators have been communicated with concerning this opportunity. Paper edits are due in the scheduling office by **noon on Friday, the 22nd.**
- **NOTE:** Please make sure changes are processed with your program manager/coordinator by this date and time.

Jackie also confirmed acceptance of the additional remedy proposed by AAUP. If summer '08 enrollment is impacted negatively as a result of these changes, the College has agreed that the **pro-rata ESU's available for summer '09 will not be negatively impacted.**

As the representative for the College, Jackie Silverstein conducted herself and represented the administration with integrity and professionalism.

We can now move forward with this resolution in place.

February 14, 2008

Block Scheduling Information

The recent reversal of “block scheduling” implementation by the administration is a very significant event for faculty and our students. It also represents effective team work between AAUP and Senate.

While Senate was gathering and analyzing faculty academic concerns, AAUP issued a notice to bargain over this topic. We also had a first-step grievance meeting to layout why the process that led to this decision was in violation of a side letter in our contract (page 104-105). Substantial movement toward a solution occurred during this first step grievance meeting. This side letter represents agreement between the union and our administration as to how schedule/calendar changes should be explored together and how potential changes are processed.

I also want to commend the AAUP executive team for giving official unanimous support for our course of action.

When AAUP contractual intervention was combined with the Senate academic intervention, a change of course by the administration was the only reasonable option. Had this not happened, AAUP would have proceeded to a policy grievance and if our remedy of reversal was not accepted, we have arbitration as our final remedy.

I have a meeting scheduled next Monday afternoon with Dr. Silverstein as a follow-up to our step 1 grievance to make sure that the remedy we have arrived at is truly in place. Although I am deeply concerned at how we got to this point, I give our administration credit for making the right decision; this was the right decision for our students, our programs, and our faculty.

We as faculty, union and senate came together to speak as one voice for our students and our professional rights.

The formula for success that brought us to this outcome is important to take note of. When the faculty voice is strong, we can find our way to confront any relevant issue.

February 7, 2008

AAUP Info on "Block Scheduling"

Yesterday I notified Dr. Eric Radtke and Dr. Jacquelyn Silverstein of the AAUP's intent to "meet as quickly as possible to bargain over potential changes in terms and conditions of employment" concerning what we are calling "Block Scheduling" changes.

The Chair of JFSC - Pat Masterson is leading the Faculty Senate effort to confront the administration's rationale for this change. The AAUP will bargain from a terms and conditions of employment perspective.

Faculty involvement, be it AAUP or Senate, was absent in this proposed change. It is unfortunate that we must be heard at this stage; nevertheless, we will be heard and our input will make a difference. This will be a topic of future communications.

The AAUP mission includes "advancing our profession and sharing in the success of our institution.."

We do not understand how this change advances our profession, and more troubling, why our institution would not require our involvement in such a critical area such as scheduling.

February 4, 2008
AAUP Priorities

At our first AAUP Executive Committee meeting of the New Year we reviewed “Keys for Success/Spring 2008” for this semester. In addition to all of our committee work and detailed follow-up of our new labor contract, we wanted to identify some specific priorities.

I want to share a summary of these priorities with you.

Please take a moment and look over the attached. If you have any comments or questions, please contact one of your AAUP representatives.

KEYS FOR SUCCESS / SPRING 2008

- ✚ Travel Side Letter Implemented
- ✚ New Calendar Options Developed consistent with Side Letter
- ✚ Additional Distance Learning Language Consistent with Side Letter
- ✚ Administration Evaluation Fully Developed, Piloted, and Implemented
- ✚ Faculty Evaluation Advanced as per Contract and Side Letter
- ✚ FMCS Training Conducted and Labor/Management Committee a Reality
- ✚ Safety Communication Working and District Plan Implemented
- ✚ Tenure Class 100% Successful
- ✚ Mentor/Mentee Setup
- ✚ Dual Enrollment Principles in Place (right to, don't have to)
- ✚ Advance Contract in all areas, i.e., Advisory Budget, Health Care, etc.
- ✚ Continue/Improve Communications
- ✚ Organization/Union Development (Succession Plan)
- ✚ Successful Elections
- ✚ Chapter Meeting Scheduled and Held (constitution integrity)
- ✚ Advance Respectful Relationships as Equals
- ✚ Confront Relevant Issues
- ✚ Counselors – Contract Integrity, Defend Arbitration
- ✚ Live our Mission, Representing the Interests our Members with Distinction as we Advance our Profession and Share in the Success or **our** Institution.

Technology

- ✚ Website Enhancement

- ✚ Increase Survey Monkey Usage
- ✚ Evaluation of Administration Using our Technology
- ✚ New Computer for AAUP Office – Summer '08

January 31, 2008

Key AAUP Communication

I want to share a principle that I consider critical to our current and future success.

We as faculty should strive to identify and work to resolve any issue that impacts us professionally and personally. This might be between individuals or at a program, department, campus, or college-wide level. We do not need members of the administration stepping in to help us resolve issues that we should be resolving amongst ourselves. We may need input and support from the administration, but the process of seeking and finding a solution is for us to own. Please realize that you have a union and a faculty senate that stands ready to assist you and your colleagues at any time you need us.

Whatever it takes, faculty will wrestle with the relevant issues and find our way to a solution together. This is a simple but powerful principle that I believe is an important ingredient to us flourishing and moving forward together.

January 28, 2008

Academic Freedom – Text Books

The issue of who makes the decision regarding the selection of text books has been coming up. This was also an agenda item at our AAUP Executive Committee meeting last Friday. I have had conversations at the District office and members of the Executive Committee have had conversations with some members of the administration on campus.

Our position is clear, and our conversations with the administration to this point have been consistent with our position. The selection of text books is a faculty right covered by Article 27 (Academic Freedom and Responsibility). We as faculty are uniquely positioned to make the best decision for our students and programs. Where we choose to make a collective decision across campuses, we will do so as faculty.

Please keep this right in mind as you and your colleagues evaluate and make decisions regarding text books. You also should have access to any text book publisher that you need to speak with to help in your evaluation and decision making.

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Please keep this right in mind as you and your colleagues evaluate and make decisions regarding text books. You also should have access to any text book publisher that you need to speak with to help in your evaluation and decision making.

January 16, 2008

AAUP Update

This is my first communication in our new semester and I wanted to share an update with you.

This is an active season including processing PIL's, and our role in the Tenure process. In addition we are actively advancing our interests in Distance Learning, the Calendar, and other critical committees coming out of our labor contract.

I do want to single out the work of one committee and recognize the members. The committee developing an evaluation instrument for faculty to evaluate the administration has developed a draft instrument. This was done through the efforts of **Dr. Dorothy Lemmey, Dr. Isolda Levina, Dr. Theresa Offenberger and Angela Ugran**. This team has taken the work from the focus groups and has developed an initial draft that will be refined into an instrument that we will be piloting this semester. **Anna Lauer**, our technology consultant will assist us with how best to process and collect this important information. The dedication of this team is inspiring in that they have continued to meet even over the holiday break. What a great inspirational tone to start our new semester!