

# AAUP News

## *Cleveland State University Chapter*

*Vol.21, No.10, May 15, 2013*

---

---

### **The CSU-AAUP and Your Grievance Officers Work Overtime to Protect Your Workload**

This academic year has been one of the most turbulent in the history of CSU. From conflicts over curriculum change, to fights to defend shared governance, to struggles to secure hires to provide our students with high quality, full-time instruction, CSU faculty have faced serious challenges. Beyond these burdens, faculty faced an unprecedented change in workload policy when, on the eve of workload conferences (November 2012), the Administration asked each college to develop and implement new workload standards, to be applied retroactively and without advance notice. The haste of this process meant that genuine faculty input could not occur, and that faculty could not proactively align their work choices to suit their colleges new standards. To make matters worse, some Deans reported that the goal of the policy was to develop standards such that 50% of the faculty would see their workloads increase.

Since the start of this plan, the CSU-AAUP has led the charge to protect a fair workload. While the contract does not guarantee a fixed workload, it does guarantee fair standards and procedures. After swift response from the union, the 50% quota for the mandated increase disappeared; ultimately, 20% of faculty saw an increase in their workloads. In early versions of guidelines, service was neglected as a serious component of faculty workload. Confronted by the prospect of chapter grievances against their guidelines, several colleges sat down with the CSU-AAUP and revised their workload guidelines to conform to the contract. In the wake of filing two chapter grievances, the CSU-AAUP has been working to achieve settlements on behalf of faculty to resolve the problems arising from inappropriate workload standards. We appreciate the fruitful dialogue that emerged once the AAUP and College Deans sat down to discuss workload guidelines, and we strongly encourage the administration to be proactive, rather than reactive, in working with us in the future.

Throughout this process, no one has worked harder on behalf of faculty than our three grievance officers: Jeremy Genovese (Curriculum and Foundations), Gary Pettey (Communications), and Rob Whitbred (Communications). **Together, they have responded to more than 36 grievance inquiries this year, almost all pertaining to workload.** By comparison, last year there was only **one workload grievance**. In the vast majority of cases, the grievance officers were able to secure resolutions for faculty without filing a formal grievance, which shows their acumen in negotiating fair solutions to workplace problems. Several grievances will be proceeding to Level III panels, and the CSU-AAUP will need faculty volunteers to serve on those panels to hear grievances and ensure a strong faculty voice in the

process. As the CSU-AAUP prepares for next year, we will need some new grievance officers to give our veterans some relief. The CSU-AAUP provides opportunities for training as well as course-release time for those who serve as officers.

If you are willing to serve on a hearing panel or join us as a grievance officer, please contact chapter president, Jeff Karem, at 216-687-6872; [f.karem@csuohio.edu](mailto:f.karem@csuohio.edu).

We extend our gratitude to Jeremy, Gary, and Rob for their dedication and service, and we wish them a restful summer break.

### Alarming News: CSU Leads Ohio Universities in Increasing Construction Debt!

**Campus debt**

Over the past decade, the total debt level among Ohio's 13 four-year public universities has more than tripled — and in many individual cases it's risen by much more.

UNIVERSITY	FISCAL 2002	DEBT 2012	CHANGE
Cleveland State	\$10.2 million	\$142.7 million	1,299%
Miami	\$53.2 million	\$444.2 million	735%
Wright State	\$11.6 million	\$84.4 million	628%
Youngstown State	\$14.9 million	\$76.4 million	413%
Shawnee State	\$3.2 million	\$15.9 million	397%
<b>Ohio State</b>	<b>\$558 million</b>	<b>\$2.5 billion</b>	<b>344%</b>
Toledo	\$125.7 million	\$331 million	163%
Cincinnati	\$567 million	\$1.2 billion	112%
Akron	\$192 million	\$383 million	99%
Kent State	\$285.2 million	\$498.7 million	75%
Bowling Green State	\$79.3 million	\$124.4 million	57%
Ohio	\$170 million	\$229 million	35%
Central State	\$3.2 million	\$1.9 million	-42%
<b>TOTAL</b>	<b>\$2.1 billion</b>	<b>\$6 billion</b>	<b>190%</b>
<b>OTHER LOCAL SCHOOL</b>			
Columbus State Community College	\$1.4 million	\$1.7 million	22%

Source: schools

THE COLUMBUS DISPATCH

**“Ohio Colleges: A Decade-Long Building Boom Erected on a Mountain of Debt”**  
*(Columbus Dispatch, 3 February 2013)*

## **PUT THE STUDENTS' MONEY BACK IN THE CLASSROOM**

Last year President Berkman committed to adding one million dollars to the hiring pool to help rebuild the faculty, and we call upon him to continue that commitment, as the rebuilding is nowhere near complete, and CSU continues to lose full-time faculty at an alarming rate. Another million dollars will not be enough to make the faculty larger. It will not even be enough to keep the full-time faculty from shrinking. But another million dollars, added to the three million dollars of vacancy savings currently budgeted for hiring, would slow down the rate at which Cleveland State's faculty continues to shrink.

If the Cleveland State Administration wishes to spend its money on improving student success, it should spend it on teaching the students. Teaching is the best way to help students learn. Money spent on other student-success initiatives is never spent as efficiently as money spent on teaching, and money taken from the teaching budget in order to improve student success is wasted.

Cleveland State's permanent faculty has declined to record lows even as the number of its students soars. This is the greatest challenge facing Cleveland State and its mission. Bureaucratic juggling of credit hours and scheduling blocks does nothing to address the underlying problem. Failure rates are too high and graduation rates too low because the students do not have enough full-time faculty members to teach them. Every year, the number of full-time faculty at Cleveland State shrinks. Next year, even with another million dollars from the President's office, the number of faculty will be even smaller.

Cleveland State's shrinking faculty has worked harder and harder in an attempt to maintain educational quality, but faculty members' increasing efforts cannot keep pace with the ongoing reduction in their numbers. Students are deprived of needed attention because the remaining faculty members are spread too thin. Students have trouble scheduling needed courses because not enough faculty members are available to staff sections of those courses. This is why many students graduate late, or not at all. Rather than rebuilding the faculty, or even halting the decline, the administration has allocated more and more of the university's budget to administrative salaries and construction debt. According to the *Columbus Dispatch*, Cleveland State now leads Ohio in increasing construction debt (3 February 2013; see chart excerpted in this newsletter). Over the past 9 years, Cleveland State has expanded its high-salary administrative positions extensively, including a 78% increase (9 to 16) in the number of Vice Presidents and a 38% increase (45 to 62) in the number of non-faculty Directors. Those salaries and debts are ultimately funded by student tuition and taxpayer appropriations, money intended to pay for teaching students.

The Cleveland State AAUP calls upon the administration of Cleveland State to put the students' money back in the classroom. Another million dollars from the President's office will not by itself be enough. But it is a necessary start.

## **And Now for Some Good News: CSU Has a New Provost**

With three different chief academic officers in the past five years, the Provost's Office has long needed steady leadership. We are thus especially eager to welcome Professor Deirdre Mageean as the new Provost at CSU. Professor Mageean brings impressive academic and administrative experience to the position and has served with distinction at universities with unionized and non-unionized faculty. Moreover, she carries a record of achievement as a rebuildier of dialogue and collaboration on campuses with troubled governance, which makes her especially well prepared to help lead CSU. Professor Mageean has already reached out to the AAUP to prepare for next year, and we look forward to a productive working relationship ahead.

### ***AAUP News*** ***Cleveland State University***

Chapter of the American Association  
of University Professors  
1836 Euclid Ave. Union Bldg. #244  
Cleveland, OH 44115  
(216) 687-4694 (Voice)  
(216) 687-9311 (FAX)

Email [AAUP@CSUOHIO.EDU](mailto:AAUP@CSUOHIO.EDU)  
Web: <http://www.csu-aaup.com>

Jeff Karem, President  
Bob Krebs, Vice President  
Susan Slotnick, Treasurer  
Sonya Charles, Secretary  
Jeremy Genovese, Grievance Officer  
Rob Whitbred, Grievance Officer  
Allyson Robichaud, At Large  
Andrew Slifkin, At Large  
James Marino, Communications Officer  
Debra Golubski, Office Secretary

VISIT US ON FACEBOOK:

Cleveland State University American  
Association of University Professors