

# AAUP News

## *Cleveland State University Chapter*

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*Vol.20, No.9, March 1, 2012*

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### **New Workload Implementation Goes Smoothly**

As CSU-AAUP Chief Negotiator Paul Doerder explained in a newsletter last fall, one of the key goals of this new contract was improved flexibility. Notably, the new workload policy in the contract gives chairs and deans room to assign workload based on a total assessment of faculty member's contributions in the form of teaching, research, and service. While this new language does not raise workload parameters in themselves, it was distinct from previous contracts in articulating a clear expectation that faculty must have significant contributions to both research and service to be assigned the normal teaching load of 8 credit hours per semester. We have received a few questions from faculty about whether or not service counts towards workload, and we would like to clarify and affirm that it is certainly part of the credited workload assignment, as it is mentioned extensively throughout Article 13 in the contract. For clarification see sections 13.1.B. and 13.1.D., the latter of which states clearly that "A faculty member's total workload is 24 hours per academic year, divided among teaching workload hours, research workload hours, and workload hours for documented service or administrative duties." Besides clarifying expectations regarding service and research, provisions in Article 13 provide flexibility to give faculty extra credit to their workload assignment for teaching larger sections, for guiding honors theses, for extraordinary service beyond expected norms, or other factors.

Taken together, these new provisions give chairs and deans the opportunity to assign teaching loads commensurate with the full range of work responsibilities and accomplishments of their faculty members. Because this new language was a change to the status quo, many members expressed concern after ratification that this flexibility might provide tools for a systematic, unilateral workload increase, one that would be very counter both to the spirit of negotiations and to the new language ratified.

We expressed optimism in early fall that this flexibility would be beneficial for faculty, administrators, and students alike, and we are glad to report that the workload implementation for next Academic Year has gone quite smoothly, by all reports. Overall, it appears that the administration has used these provisions in an equitable and fair manner, and the CSU-AAUP has received very few complaints after teaching assignments were issued on January 31. There have been some adjustments to faculty teaching load from previous years, whether up or down, but there have been few disputes that have come to the attention to the CSU-AAUP. It is our hope that this relative calm reflects the fact that workload assignments proceeded from fruitful dialogue and consultation, and we expect this to be the case for future assignments as well.

As the end of term approaches, please remember to document your work carefully on your FAAR in order to showcase your work and in order to give your chair a strong sense of what you have accomplished when workload discussions arise next year. As you prepare for your teaching assignment next year and as you document your work as the semester moves forward, please feel free to contact the CSU-AAUP if you have any questions or need assistance with the new contractual provisions.

## **A Capital Plan to Benefit the CSU Community: Rebuild the Faculty Infrastructure**

At the request of Faculty Senate President Joanne Goodell, the Provost's Office has compiled an extensive report on staffing trends at CSU over the past ten years. The results are available at the website for Institutional Research and Analysis (<http://www.csuohio.edu/offices/iraa/index.html>; you'll need to log in, click on the Daily Enrollment Reports link in the right column, and scroll to the bottom of the page). The AAUP is heartened by the Provost's responsiveness in conducting this study of faculty trends at CSU by the Vice Provost for Academic Planning, however disheartening the results of the survey itself.

Between fall 2002 and fall 2010, the percentage of full-time faculty at Cleveland State declined from 58% to just above 50%, even as student credit hours grew. 49.6% of teachers at Cleveland State are now part-time. In all but two colleges, part-timers constitute more than 40% of the faculty, and they constitute more than half the faculty of two colleges. The highest percentage for a single college is 63%.

While the number of tenure-track and other full-time faculty has been shrinking, enrollment has been expanding. Over the period of the study, student credit hours across the university have grown by 15% (and by 22% in the last five years alone). The result is an increasingly unsettling change in the ratio of student credit hours to full-time faculty. Over the last five years, the ratio of student credit hours per full-time faculty member has grown nearly 30%, an unsustainable change which inevitably erodes the quality of instruction and the odds of student success, which is of utmost concern to the AAUP, the Administration, and the University as a whole.

In a recent presentation to Faculty Senate, the Provost presented these findings and expressed his concerns about the decline in full-time faculty at Cleveland State over the last decade. We applaud the administration's candor in sharing the results of the survey publicly. We agree with the Provost that this decline in full-time faculty relative to student credit hours represents a serious obstacle to student retention and student success. Reversing this trend, and placing Cleveland State and its students back on the road to excellence, will require both the tenure-track faculty and the full-time non-tenure-track faculty to grow. The AAUP looks forward to a constructive collaboration with the Administration to rebuild what the Provost has recently called "the faculty infrastructure."

### **Come to the Undergraduate Student Success Open Forums!**

We all know that undergraduate student success is vital for the future of the Cleveland State community, but not all of us have had a chance to participate in an open discussion of these issues. It is time to ask questions, speak up, and brainstorm together. Do you have ideas about how we can improve retention and completion? Do you have questions about how the new state budget model (which is based on undergraduate success) will affect Cleveland State? Come to the upcoming Undergraduate Student Success Committee Open Forums to share your thoughts and learn about the challenges ahead. These sessions, hosted jointly by the Faculty Senate and the Provost's Office, are designed to promote dialogue and share information about this critical issue. We hope to see you there!

**The Undergraduate Student Success Open Forums are scheduled for the following dates and times:**

**Monday, March 5**  
12:00 p.m. - 1:30 p.m.  
MC 134

**Thursday, March 22**  
12:00 p.m. - 1:30 p.m.  
BU 118

## **Constitution Revision: Spring Semester 2012**

The Executive Committee has revised the CSU-AAUP constitution, and members will be voting on it later this semester. A link to the revised version is posted on the CSU-AAUP website: on the home page and on the “Contract” page.

The first CSU-AAUP constitution was a product of the establishment of collective bargaining at Cleveland State in the early 1990’s. Since then, it has been amended a number of times, but this is the first thorough revision. Most of the changes are “housekeeping”, that is, changing obsolete wording (such as references to quarters rather than semesters), and incorporating amendments into the body of the text.

The one substantive revision is a change in dues structure in response to a change by the national AAUP. Untenured faculty, who pay five-tenths (5/10) of one (1) percent of base salary in their first four years, will shift to the rate of eight-tenths (8/10) of one (1) percent of base salary in their fifth year of service. Until now, untenured faculty paid the lower rate until receiving tenure. Note that this is not an increase in dues per se, but a change in timing for the increase to the full percentage.

### **REMINDER: Merit Applications are Due Wednesday, March 7**

By now, you should have received a notification about the merit award process from your Dean’s office.

There has been some confusion about the deadline, so the Contract Implementation Committee has issued a clarification. The deadline listed on the application/nomination, Wednesday, March 5, 2012 is incorrect; the correct deadline is 4:30 PM on Wednesday, March 7, 2012.

This contract marks a significant development in terms of merit pay, as a much larger merit pool has been allotted than ever before. There will be 205 awards this year, distributed in the following amounts:

35 “Exceptional” awards at \$4,000 each  
65 “Outstanding” awards at \$2,000 each  
105 “Excellent” awards at \$1,000 each

These awards are not one-time, but are added into your salary base, so they have long-term value for your career at Cleveland State University.

The categories for meritorious achievement are as follows, and faculty can apply on the basis of their achievements in a single category or in a combination:

Achievement in Teaching  
Achievement in Contributions to the Profession  
Achievement in Research  
Achievement in Student Engagement  
Achievement in Creative Activity

All bargaining unit members are eligible for merit awards, except for those who have received an individual salary adjustment in the form of a matching offer or retention offer during Academic Year 2011-2012.

Merit applications require a cover sheet (which you can find in link below), a four-page narrative of your accomplishments, and a curriculum vitae of no more than four pages. Please plan to give yourself time to photocopy your application, as you will need to provide two copies to your Dean's office, and eight copies to the Provost's office. All materials are due in those offices by 4:30 PM on March 7.

If you need an application packet, you can find a copy at [merit notice.pdf](#)

We encourage all bargaining unit members to apply for merit awards: show your colleagues your accomplishments, and be rewarded for your contributions to Cleveland State University.

If you have further questions about the merit application process, please feel free to contact the CSU-AAUP President, Jeff Karem, at [f.karem@csuohio.edu](mailto:f.karem@csuohio.edu) or 687-6872

**MARK YOUR CALENDARS!!**

Spring Chapter Meeting will be Thursday, April 5<sup>th</sup>, 2012  
Student Center Room 315 at 12:00pm.

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**Cleveland State University**

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