



NEWSLETTER

American Association of University Professors-Cuyahoga Community College Chapter

Fall 2024, Volume III

OCAAUP and SB 83 Updates

As many of you know, the Ohio Conference of the American Association of University Professors (OCAAUP) plays a crucial role in supporting faculty across institutions in the state of Ohio. Their advocacy efforts are vital in protecting our rights and interests, especially in the face of legislative challenges. If it wasn't for the work the OCAAUP did, Senate Bill 83 would have become law by now.

Speaking of SB 83- No, it is not dead yet. The Ohio General Assembly is expected to be back in session after the November elections, roughly from November 13 through December 18. This is referred to as "lame duck session," and is when a flurry of legislative activity occurs, and bills are passed within a condensed period of time.

The OCAAUP expects that there will be another push to get SB 83 across the finish line. We will need you to be on alert once again and push back on this deeply flawed bill that seeks to undermine academic freedom, job security for faculty, student success, and higher education in general.

During their recent biennial meeting, collective bargaining chapters voted for a proposed increase to OCAAUP dues. However, I want to reassure you that this change will not result in an increase in our local chapter's dues. Our commitment to serving you and advocating for our collective interests remains steadfast.

A Message from the Chapter President

The Fruits of Our Unity

Our new contract has been ratified and approved by the Board of Trustees—a significant achievement resulting from the strength of our unity and shared commitment to advancing our profession. The CCC-AAUP bargained a solid contract protecting our strong benefits and provisions. In addition, the new contract includes clarifying language on faculty evaluation, added language to empower faculty coordinators to make recommendations regarding the need to fill a full-time faculty vacancy, and increased funds for professional development and travel—each a valuable step forward in safeguarding faculty interests while promoting professional growth.

The 2025-2028 Collective Bargaining Agreement also secures wage increases and an additional benefit that recognizes the critical work we do - the establishment of a new technology fund.

Our success was a result of thoughtful preparation, strategic planning, and valuable input across our faculty through pre-negotiation surveys. Our negotiating team analyzed peer collective bargaining agreements, reviewed historical data on past contracts, and prepared robust arguments to address anticipated challenges at the table- all of which laid the groundwork for these important gains.

AAUP Campus Leadership

Anna Lauer, East
David Bernatowicz, Metro
Lemuel Stewart, West
Bridget Kriner, Westshore

But securing a new contract extends beyond the negotiating team. Membership involvement through the participation in campus-based AAUP forums, completing the pre-negotiation survey, and our ongoing commitment to making Tri-C a better institution that is more than just a workplace for all of us were all imperative to our collective success.

Benjamin Franklin said: *"By failing to prepare, you are preparing to fail."* While it may seem premature, our preparation for the next contract begins now. Staying united, organized, and engaged is key to maintaining our momentum and protecting our future. So, talk to your colleagues, share union updates, and encourage them to attend AAUP forums and meetings. Discuss issues, ask questions, and bring feedback to your campus representatives. Our strength is in our unity.

In that spirit, I urge each of you to turn to your union representatives first whenever issues or concerns arise. We are here to advocate for you and approaching us before the administration ensures we maintain a strong, united voice.

Haidy Kamel, Ph.D.
Associate Professor, Chemistry



Negotiating Team: Haidy Kamel, Lem Stewart, Anne Distler, Justin Miller, and Michael Flatt

Member Highlight

Meet our Faculty!



Hello fellow AAUP Tri-C Members. I'm Dr. Adam Betts, a new tenure-track philosophy professor currently teaching at the Westshore campus. When I say I'm "new," I mean that I am new to Tri-C, new to Cleveland, and even new to Ohio. However, I'm not new to teaching philosophy, which I've been doing in some form or another since 2013. Of all the philosophy courses I've taught, I've most enjoyed teaching courses that provide students with lifelong skills that improve their critical thinking and moral reasoning capabilities.

When I'm not devising ways to inspire and challenge my students, I'm usually tinkering with pinball machines or computers, playing board games or card games, or taking a stroll through the awesome Metroparks trails with my partner.

I'm looking forward to developing public-facing philosophy projects and serving the Cleveland area's communities' educational and cultural needs and desires. Thanks to the AAUP chapter for providing me with this opportunity to introduce myself to other members.

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Contract Column Faculty Evaluation

Our new contract contains some revisions to the language in Article 26: Faculty Evaluation Procedure. While there are no changes to the frequency of faculty evaluation or to the general process, Article 26 now ensures consistency across instructional and non-instructional faculty and empowers all faculty through self-evaluation.

In addition, our current contract states, "In this semester, the Dean/Director will review the previous semester's student evaluations for the faculty member." Our new contract clarifies the language to ensure that the Dean reviews the student feedback for only the section observed by the Dean.

It's important for us as faculty to reflect on our teaching practices to determine how we can best engage our students, both in the classroom and online. In addition to peer evaluation and attending conferences and professional development workshops to hone our skills, one of the best ways to discover if our practices are working is to actually ask our students.

The College's new student feedback software, Explorance Blue, is debuting this semester. This new system allows students to provide real-time responses to Tri-C's standard evaluation questions as well as personalized questions chosen by the faculty themselves. In the fall and spring semesters, Explorance Blue automatically sends notifications and reminders to the students in all of our courses to encourage them to submit their feedback by using any web-enabled device. Only we can see our personalized results for all of our sections. When the Dean evaluates one of our classes, they will review this specific class's student feedback.

Please visit <https://www.tri-c.edu/faculty-central/explorance-blue.html> for more information.

The Workplace Core Curricula

As part of the current CCC-AAUP contract, faculty have agreed to participate in the Workplace Core Curricula (SI-8 of the current CBA). The Workplace Core Curricula consists of the following seminars: Legal Issues/Harassment and Discrimination, Student Affairs Code of Conduct, Civility, Workplace Safety and Violence, and Student Success.

If you have NOT already completed the Refresher Course, you have until the end of the current contract cycle (August 15, 2025) to complete it. Faculty who already completed the Refresher course between Spring 2022 and Summer 2023 have met the requirements and do not need to complete the refresher again until the new contract cycle. Please refer to your COMPASS transcript to determine if you have already completed it. Faculty will earn five (5) service credits for completing the Course.

Instructions to Complete the Refresher Course:

1. Launch the course in Compass by [clicking here](#) or searching FDEV6624.
2. The Refresher course will automatically launch in your browser.
3. You may complete the course in one sitting or leave/return as often as you like. Successful completion is defined by completing each video quiz with a score of at least 80%.
4. Attendance will automatically be updated in Compass after your completion.

Fall Commencement

This year, our Fall Commencement will take place on Thursday, Dec. 12th at 6:00 pm, which may overlap with some final exam schedules. If you are scheduled to administer a Final Exam on Thursday evening of Dec. 12th, you are advised to proceed with the Final Exam. Your administration of the exam will substitute for your contractual obligation to participate in one of our two commencement ceremonies.

Non-Instructional faculty scheduled for a regular shift during Fall Commencement are also exempt from the contractual obligation to participate in either graduation ceremony. If you are administering a Final Exam on Thursday evening and you have a student in that course who is graduating, you are encouraged to make arrangements so that the student may complete the Final Exam and participate in the Commencement ceremony.

Our **professional development and travel** is a valuable resource that supports our professional growth and helps us stay current in our fields. If you haven't already, we encourage you to take advantage of these funds. They can be used for various professional development expenditures such as membership dues, certifications, continuing education credits, research, academic journal subscriptions, and commencement regalia. If you have other professional opportunities in mind, we encourage you to discuss them with your dean. Please follow the guidelines outlined [here](#) (also available in the Faculty Travel Card on Tri-C Space). The last day to spend your funds for this contract cycle is June 30th, 2025. As a reminder, the new contract cycle (2025-2028) has increased the total travel fund to \$4,200.