

**Academy for Academic Personnel Administration  
Fall 2013  
Round Table Report**

**1. Institution Information**

Name of Institution/System: University of Cincinnati

Name of Individuals Responding: Matt Serra (Vice Provost for Academic Personnel) and Bill Johnson (Sr. Director, Labor Relations & Policy Development)

**2a. Description of Faculty Bargaining Unit(s) – Size and Composition**

1700 Members

Professor, Associate Professor, Assistant Professor, Instructor, Beginning Librarian, Assistant librarian, Associate Librarian, Associate Senior Librarian, Senior Librarian

Bargaining Agent: AAUP

Date of First Contract: 1975 - 1976

Number of Succeeding Contracts: Fourteen

**3. Activity Report (e.g., status of current agreement or negotiations, details of last contract settlement, etc.):**

We are in negotiations, having begun March 1, 2013. The current CBA expired June 30, 2013. At issue are salary increases, health insurance, faculty development and discipline and grievance procedures. The university made an initial proposal of 1.1% per year (the agreements are three-years) divided between merit, compression and across-the-board. The union's initial proposal was for increases of 4%, 5% and 6%. The university made an initial proposal regarding health insurance to bring the union into the same plan design and premium sharing structure as the unrepresented employees. The union's initial proposal was for no changes to health insurance.

The discipline and grievance procedure proposals from the administration were intended to streamline the processes, but they have met with resistance from the AAUP. The union proposed significant changes to the procedure by which faculty are awarded developmental funds, and it proposed significant increases to the fund itself.

**4. Special or noteworthy happenings (e.g., relevant arbitration or court decisions, organizing campaigns, labor agency decisions, etc.)**

**5. Special happenings related to fiscal issues (e.g., salary reductions, health and dental insurance costs, reductions in force, early retirement programs, program consolidation or elimination, etc.):**

The university executive staff has changed significantly in the last year, with the selections of a new president, provost and general counsel.