

**Academy for Academic Personnel Administration  
Fall 2015  
Round Table Report**

**1. Institution Information**

Name of Institution/System: University of Cincinnati

Name of Individual Responding: Matt Serra, Vice Provost for Academic Personnel

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

~1650 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: 15

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

We are preparing to begin bargaining in spring 2015. For the first time in collective memory, the parties have identified issues of mutual concern (e.g., fitness for duty, revamping the sick leave article, phased retirement, health insurance) and formed working groups this past summer to conduct joint fact-finding in hopes of making things a bit easier once we get to the table.

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

Though not directly related to the academic side, the fatal shooting of an unarmed African-American citizen by a Caucasian campus policeman made national news and has caused significant reflection and discussion on campus across employee groups and with students.

**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.):**

Continued investment in athletics (a just-completed renovation of the football stadium and a just-announced renovation of the basketball arena) continues to be a sore spot for the faculty. Additionally, there is likely to be a significant settlement in the civil case related to the shooting incident. Combined with a university wide campaign touting "investment in faculty", bargaining economic issues next spring should prove to be very interesting.