

**Academy for Academic Personnel Administration
Fall 2014
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.):

Bargaining lasted a year;
The finish line seemed so unclear.
But we ratified in early spring;
And the faculty got their bling.

2.0, 2.5, and 2.75 were the raises;
A system of ATB, compression and merit that amazes.
With a new plan of healthcare;
More gray became my hair.

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

Terminations, we've had a few;
Suspensions, we've had them too.
Two fitness-for-duty reviews;
Fortunately, none that made the news.

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.):