

**Academy for Academic Personnel Administration  
Fall 2016  
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: 16

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

Bargaining concluded in September. Faculty were the beneficiary of a presidential transition, receiving on average, 2.0, 2.5 and 3.0% salary increases, no significant changes to health care and an additional 450k toward faculty development over the life of the CBA. Also included were 5% increases to overload rates and minimum salaries. The administration got, among other items, fitness for duty language, the ability to place someone on administrative leave pending the outcome of an investigation, and an extended tenure probationary period for the College of Medicine only (probationary period is now 7 years with an option to extend it by 2 years).

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

The trial of the Caucasian campus policeman who fatally shot an unarmed African-American during a traffic stop in July 2015 will be starting during the week of this conference.

**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 made a big pitch to join the Big 12 Conference, which decided not to expand at this time.