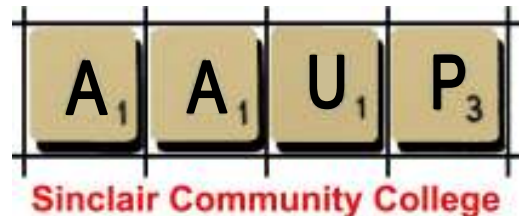


# Sinclair AAUP News

Issue 9  
Fall 2010



## **T**rust Me on This One

This is my 16<sup>th</sup> year teaching at Sinclair. When I was first hired, it really felt as though the administration and faculty worked together in good faith for the betterment of the college. The administration trusted us to do what was best for our students, our department, and our college. Somewhere along the way this has changed.

Case in point: the hiring process for full-time faculty. At the time when I was hired, faculty met with the provost only as a matter of formality, and signed their contracts at that meeting. Now a candidate must interview with the provost and be given the green light by the provost before we can offer that person a position. This can add several weeks to an already long process by which time our best candidates may already have found other employment. Furthermore, the provost can reject any or all candidates recommended thus sending the search committee back to square one. The decision to hire a candidate should be left to the faculty in the department along with the dean. Who better knows what skills and knowledge will be needed to perform the duties of a faculty member than faculty in the same department?

Distance Learning is another area, but not the only area, where faculty have been told to do things that they thought were ill-advised. In the DEV department, for example, faculty were told that they were not allowed to have their students use a particular online homework and tutorial site that faculty believed would increase success. Should not anything having to do with how the course is conducted be left to the experts in their fields, the faculty? *(Continued on page 2)*

## **\$** What Administrators Make

As you may know, the SCCAAUP Chapter requested information from Sinclair through the Public Records Act. This is information that is open to all for the asking, and as taxpayers we all have the right know how our public institutions are being run.

We requested information on faculty work-load to be able to establish the full-time to part-time ratio for the last five years, and on salary information for faculty and anyone being paid more than \$100,000 per year. We also requested information on money paid to consultants for anything having to do with academics during the same time period, and on any money paid to other consultants in excess of \$100,000. We believe that a more transparent environment will only benefit Sinclair.

Our data analysis committee is presently concentrating on analysis of workload during these years in order to determine the full-time to part-time ratio. We will be sharing this information with the Faculty Senate and with all faculty when we have organized and summarized the data.

Meanwhile, we would like to share the salary data for our president and vice presidents, and chief of staff. We requested salary data from the years 2005 through 2009. What follows on the next page is the total compensation for each administrator from the first full year that they held their present position through 2009.

*(Continued on page 2)*

Trust Me on This One *continued*

There are many examples where decisions having to do with instruction were made with very little or no input from faculty, or in spite of protests from faculty.

Administration decided to reduce the percentage of classes taught by full-time faculty to 50%, overriding faculty concerns about quality and ignoring the Ohio Board of Regent's mandate that "A minimum of sixty percent of the curriculum generally should be taught by faculty members who devote full time to the teaching and administrative responsibilities of the two-year campus." The SCCAAUP Chapter asks that Sinclair reverse this decision and show long-term commitment for excellence by obeying the mandate from the Ohio Board of Regents.

With no consultation or input from faculty, reassigned time for Faculty Senate officers was reduced by more than 20%, weakening the faculty voice through faculty senate. The SCCAAUP Chapter requests that Sinclair reinstate the lost reassigned time for Senate officers. This would show confidence in faculty and in shared governance at Sinclair.

One of the biggest strengths that Sinclair has always had is its committed, caring, and able faculty. Trust us to do what is best for our students, our department, and our college. Trust us on this one.

- Susan Harris

## AAUP Speaker Series

Experts will discuss Sinclair's financial health and the importance of full-time faculty.

Thursday, October 21, 2010

Dr. Howard Bunsis, Ph.D.  
University of Chicago  
**Can Sinclair Afford Full-time Faculty?**

12 p.m. Room 7006

Dr. Gary Rhoades,  
General Secretary of AAUP  
**Engaging Full-time Faculty to Enhance Student Success**

4 p.m. Room 7006

A Question and Answer session will follow each of the presentations. Faculty, students, administrators, staff and the general public are all welcome to attend.

What Administrators Make *continued*

Total compensation from the first full year that the present position was held through 2009:

Steve Johnson, President	\$199,325.04 (2005) – \$298,268.81 (2009)*
Helen Grove, Provost and Senior VP	\$132,063.56 (2006) – \$158,892.12 (2009)
Robert Johnson, Senior VP	\$158,758.04 (2007) – \$158,892.12 (2009)
Madeline Iseli, Chief of Staff	\$116,863.08 (2008) – \$120,200.08 (2009)
William J. Boudouris, VP	\$137,687.96 (2007) – \$136,249.04 (2009)
Mary Gaier, VP	\$135,908.96 (2007) – \$135,332.04 (2009)
Ken Moore, VP	\$147,005.52 (2005) – \$158,892.12 (2009)
Deborah Norris, VP	\$135,517.96 (2007) – \$138,160.04 (2009)
Tom Raga, VP	\$122,593.60 (2008) – \$135,200.08 (2009)

\* This is an average increase of 12.41% per year

To view all data for these Sinclair administrators and many other non-faculty earning six digit figures during this time period, go to [SCCAAUP.org](http://SCCAAUP.org). To be clear, we wish to state that the SCCAAUP will not publish salary data on individual faculty members, but we will share aggregate data for faculty.