

North Central State Faculty Association A Chapter of the AAUP

Mailing Address: 1421 Lexington Ave. # 140; Mansfield, Ohio 44907

Officers of the
North Central
State Faculty
Association ~
A Chapter of
the AAUP:

Beth Franz
President

Joe Badamy
Vice-President

Ross Justice
Treasurer

Pat Herb
Secretary

*The North Central
State Faculty Assn.
Mission Statement:*

*We, the members of
the North Central
State Faculty Assn.,
have organized in
order to support the
college's values,
vision, and mission
statement. We offer
a strong,
independent,
unifying voice in an
effort to create an
environment of
mutual respect in
which faculty
knowledge and
expertise are valued.*

Petition Submitted, March 14, 2007

The Organizing Committee's goal of submitting signed cards and the petition to SERB by the end of Winter Quarter was successfully met. On the basis of collective bargaining authorization cards signed by 65% of the proposed unit, the petition to hold a vote conducted by the Ohio State Employee Relations Board (SERB) was hand-delivered to the SERB office in Columbus on Wednesday, March 14, 2007.

Later in the week, the President of the College as well as the Chair of the Board of Trustees were both notified of this news by the legal counsel secured by AAUP.

This is a major step forward in the process of forming a collective bargaining unit, the main purpose of which is twofold: to advance the principles and standards of the profession of teaching in higher education, and to ensure the practice of shared

governance within the College and throughout academia. The decision to align our collective bargaining unit with the AAUP was a carefully thought out decision made by the members of the Organizing Committee of the North Central State Faculty Association in February 2007. Since that decision was made, several important meetings have been held in an effort to move the process forward as efficiently as possible.

Strategy Session Held, March 15, 2007

Following the submission to SERB of the signed collective bargaining authorization cards and the petition to hold a vote, the members of the North Central State Faculty Association (a chapter of the AAUP) met with faculty from the Univ. of Akron AAUP. The purpose of this meeting was to discuss the group's strategy as it moves into the next phase of the process of forming a collective bargaining unit.

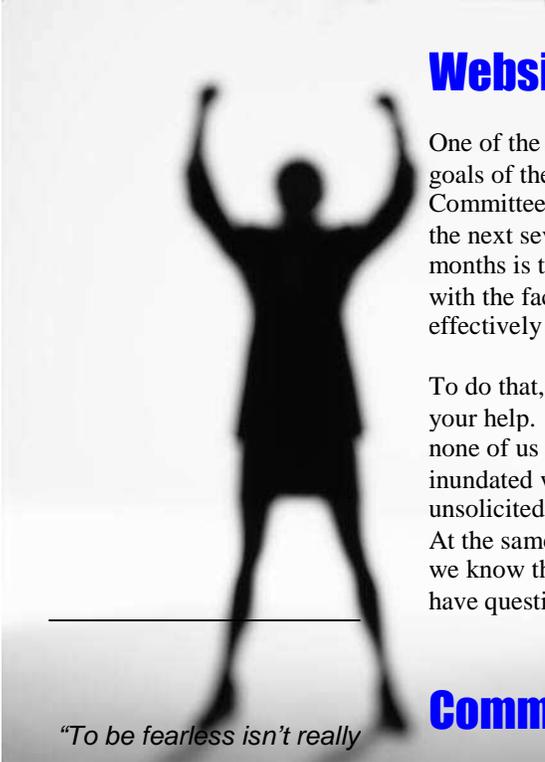
This meeting was held on campus, on Thursday, March 15, 2007. Many good ideas

were shared at this meeting. The University of Akron faculty, who have been through not only the organizing phase but also the collective bargaining phase of the process, encouraged faculty at North Central State College to rest assured that many universities and colleges have formed collective bargaining units and have benefited greatly from that process.

Not only do the faculty at those institutions that have collective bargaining units tend to have higher salaries, but more importantly, those

institutions that have formed collective bargaining units normally find that morale increases and that relations between faculty and administration actually improve!

The reason? Once clearer lines of responsibility are drawn and once people can trust that consistent policies and practices will be followed, both parties often find it easier to focus on **the real business of the College: serving the needs of the students and the larger community that the College is here to serve.**



“To be fearless isn’t really to overcome fear. It’s to come to know its nature.”

Website Under Development

One of the most important goals of the Organizing Committee members over the next several weeks and months is to communicate with the faculty as often and effectively as possible.

To do that, we will need your help. We know that none of us wants to be inundated with mountains of unsolicited pieces of mail. At the same time, however, we know that many of you have questions about how

the process of collective bargaining will work. After all, it is a very new (and refreshingly healthy!) way of interacting with the Administration.

To help us strike that balance between keeping you involved and informed and yet not overwhelming you with unsolicited mail, we are currently in the process of putting together a website that will allow two-way communication to occur.

We want to let you know what is happening, and we also want you to let us know what kinds of questions, concerns, and suggestions you have to make a good process even better. We’ll let you know as soon as the website is ready.

In the meantime, if you have any ideas or suggestions concerning the website and what you would like to see available on it, we hope you will let us know.

Commitment to Remain Positive

As we hope our previous communications have already made clear, it is our intention, as members of the organizing committee, to remain as positive as possible throughout this campaign.

We appreciate the fact that many of our colleagues have expressed a very real fear that unionizing efforts can and sometimes do consist of a lot of fear-mongering on at least one side and negative

accusations on both sides. It has been and will continue to be the goal of this committee to keep the process of forming a collective bargaining unit as positive and forward-looking a process as possible.

We recognize that in order to move forward, it is necessary to be willing to look to the past in an honest effort to learn from past mistakes. To the extent that we can do this without focusing on the

negative and without focusing on the act of placing blame, we are willing to engage in this looking to the past.

But our goal throughout this campaign is really to look to the future and to create what 65% of the faculty clearly believe we can create: that is, a new way of interacting with the Administration so that we can all better focus on the students that we are here to serve.

Organizing Committee Members:

Representing Health and Public Service:

- Cindy Freeman
- Jean Jones
- Sam Wade

Representing Business and Education:

- Beth Franz
- Brad Hays
- Pat Herb
- Ross Justice

Representing Technology and Workforce Development:

- Joe Badamy

Looking Forward to the Next Six Months . . .

We are, in all likelihood, looking at a fall election, given all that SERB has to do to prepare for a certified election to be held on our campus.

Given that timeframe, we have a couple main goals for Spring Quarter:

One of our goals is to get those faculty who want to become more involved in the work of the union involved so that the union can be as effective as possible in being a voice for ALL faculty.

Another of our goals is to get as much input as possible

from faculty on the various proposals that will go to the collective bargaining table next year, once a successful election has been held.

If you are interested in helping in any capacity, we hope you will step forward and let us know.