

North Central State Faculty Association A Chapter of the AAUP

www.ncscaaup.org

*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.*

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

Defining the Unit: Round One ...

One of the goals of the Association is to clarify areas of Administrative ambiguity that often leave faculty unsure how best to proceed in order to meet the needs of students. Ironically, the mere act of trying to organize is, in itself, serving this goal.

In March, when it filed the petition to hold an election, the Faculty Association defined the faculty "unit" as consisting of those of us who teach full-time and who

share a community of interest. It was our intention to be as inclusive as possible.

And so we worked from a list of faculty members provided to the Caucus by the Administration itself. It was on the basis of that list that a unit consisting of approximately 60 members was arrived at.

The Administration's first response to the filing of the petition in March, however, was to challenge the defined

unit, arguing that those full-time faculty who had taken on responsibilities as Program Directors or Clinical Coordinators (six individuals in all) should automatically be excluded from the unit!

On April 16th, a conference call involving SERB, the Administration's lawyer, and the Association's lawyer was held, and it was determined that all six of these individuals should be in the unit after all.

Defining the Unit: Round Two ...

On April 23rd, a second call was made, involving the same three parties. The purpose of this second conference call was to answer the Administration's next challenge: that still more faculty should be excluded from the unit.

This time, the claim was made to exclude Workforce Development faculty members, as well as a Police Academy Commander. In the course of this phone call, the Administration's counsel made the further challenge that two faculty who hold the title of Lecturer should now

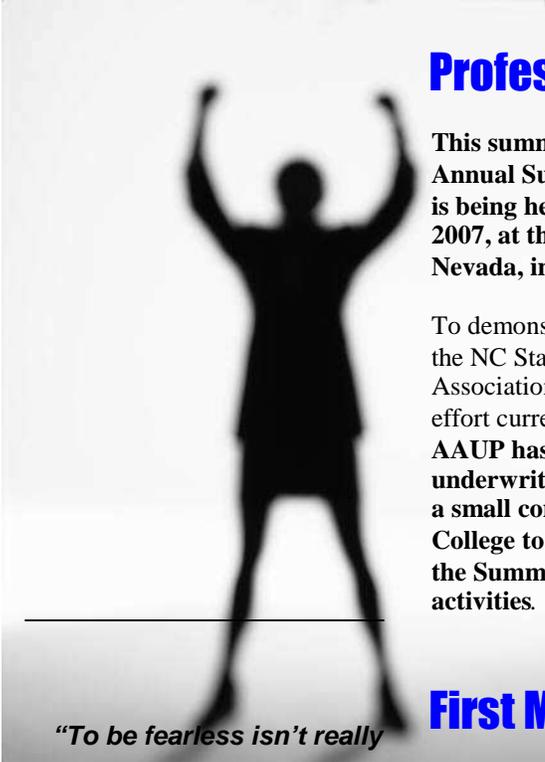
be excluded as well.

Ironically, the Police Academy Commander, whose membership in the unit is being questioned, is a former Faculty Member of the Year. And several other faculty, whose membership in the unit is also being challenged, have also been nominated for that same award.

In anticipation of both phone calls, the Association made every effort to assemble copies of those individuals' contracts, evaluation forms, load sheets, and other

materials to make the case that the challenged individuals do, in fact, belong in the unit. The Administration's legal counsel, however, apparently was not able to locate the necessary materials to make his case, and so the matter will drag on a little longer.

At one point, the fact that there was no clear list of job responsibilities for some of the individuals in question came to light, a fact which only seems to magnify the need for a unit such as ours: one that will demand clarity in areas such as these!



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

Professional Development Opportunity in Reno, NV

This summer, the AAUP’s Annual Summer Institute is being held July 19 – 22, 2007, at the University of Nevada, in Reno.

To demonstrate its support of the NC State Faculty Association’s organizing effort currently underway, **AAUP has offered to underwrite the cost to send a small contingent from the College to participate in the Summer Institute’s activities.**

Some of the sessions offered include, to name just a few:

- “Organizing to Win: Developing a Contract Campaign”
- “Developing Shared Governance”
- “Negotiating Benefits”
- “Costing Out Your Collective Bargaining Agreement”

Attending these sessions will enable members of our own unit to handle -- both with skill and with confidence -- the work that lies ahead.

Currently, several members of the Organizing Committee are arranging their calendars so that they can participate in this important professional development opportunity.

Any other faculty who are interested in such training should let us know, ASAP.

First Meeting of the Group Held on April 20, 2007

On April 20th, the first meeting of the full membership of the group was called. All those who had signed cards authorizing the Association to represent them were invited to a lunch meeting at the Kehoe Center.

Of the 40 individuals who had signed authorization cards, 29 faculty were in attendance for this meeting.

The group was thanked, first of all, for its commitment to

making the College stronger by way of forming this unit.

The group was brought up to date on the status of defining the unit and the possible date for an election.

The website, still under some construction at this point, was presented to the group, and members were encouraged to use the e-mail address available at the website as a convenient way to communicate with

members of the Organizing Committee regarding any questions, concerns, or suggestions as we move forward.

Then the group engaged in a session designed to identify those areas of concern that are most important to faculty at this point. The level of engagement of the group during this exercise was most encouraging, and it is clear that the faculty are ready to move forward.

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

Membership Campaign Coming to You!

The last item discussed at the meeting on April 20th was the matter of membership and dues.

It was shared with the group that members of the Organizing Committee will be coming to faculty before the end of the Spring Quarter

with membership materials. It is our hope that faculty will not wait until the election is held (probably in the fall) to join the local AAUP Chapter.

The sooner faculty join the Chapter and show their support for this effort, the

stronger will be the message sent to the Administration that we, the faculty, are truly committed to change at this institution. We care about our students, and we care about the long-term health and integrity of this College. It is our intention to do what we can to make it better.