

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.

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Admin. Forces SERB to Decide Who's Faculty

The matter of who will be recognized as "full-time faculty" (and who will thereby be included in the collective bargaining unit) will now be decided at a SERB hearing.

The Administration was unwilling to work with us in order to resolve the matter in a way that would have saved the College both time and money, and brought this matter to a prompt resolution. And so the

matter will be put before SERB to decide in a hearing, the date of which has yet to be set.

The Administration still contends that Lecturers, a Police Academy Commander, and Workforce Development faculty members do not share a "community of interest" with other full-time faculty, apparently in some cases for the simple reason that the individuals are on one-year contracts.

The Faculty Association continues to hold to its position, established at the outset, that the unit should include all individuals (originally put forth on a list of full-time faculty, provided to the Caucus by the Admin.) who (a) first of all, hold a full-time faculty contract; (b) teach more than half-time; and (c) do NOT have any duties that would categorize them as being part of the Administration (as do the Dept. Chairs).

Campus-wide Interest in Collective Bargaining

The publication of the Faculty Association's first two newsletters has sparked some healthy interest in what the full-time faculty are currently engaging in: establishing a collective bargaining unit in the interest of clarifying and codifying the policies and procedures that govern how we go about best serving the needs of our students.

Just to clarify: a collective bargaining unit is defined as being made up of those individuals who share a "community of interest."

Even though full-time faculty and adjunct faculty are both committed to meeting the academic needs of our students, our responsibilities – as spelled out by our full-time and part-time contracts, respectively – are different enough in nature that the unit can be made up of only those faculty whose responsibilities are "full-time" in nature. (See details in the story above.)

Our understanding is that, by law, the Administration is not required to recognize a collective

bargaining unit made up solely of adjunct faculty, although it certainly can choose to recognize such a group.

The staff, should it so choose, can also organize a collective bargaining unit of its own, but it would be a separate unit from that of the full-time faculty, based on the shared "community of interest" definition. Such a unit, if certified by a SERB-held election, would then have to be recognized by the Administration, as will the full-time faculty's unit.

Letter published May 2, 2007, in the *Mansfield News-Journal*:

Faculty Union about Academic Freedom

Your paper reported April 7 that the faculty at North Central State College are going to vote on whether to form a collective bargaining unit with the American Association of University Professors. This move to form a faculty union is not undertaken lightly, but it is actually very common in Ohio colleges and universities (10 are currently unionized with the AAUP). The University of Akron faculty unionized with the AAUP several years ago, so we speak from our personal experience and a vast amount of experience reported to us from colleagues at schools all across the state.

The primary goal of the AAUP is to support professors in their effort to ensure their role in campus decision-making, and that is exactly what the faculty at NCSC are working to do. Because the core relationship on any campus is between the faculty and the students, good campus decisions need guaranteed faculty input.

Faculty union representatives are unpaid volunteers who are contributing their time to protect things like academic freedom and shared governance. The public often thinks that unionization is only about the money. On campuses, it is almost never just about that. Faculty want a guaranteed voice in the academic matters that they should have a say in. If they have a voice, reflected in the contract, other matters will take care of themselves.

Unionizing with the AAUP has been beneficial not only for the faculty affected at our school, but also for the university as a whole. Before we had a contract, rules changed constantly (partly because administrators change jobs so frequently). Now that we do have a contract, all rules governing faculty employment, governance, academic freedom, etc., are agreed upon by both sides and binding on both sides. This provided stability that is mutually beneficial, and makes a good environment for student learning.

The faculty here are much happier now, which means we can fully devote ourselves to our work teaching instead of wasting our time fighting to protect our role on campus. We have a contract specifying the rules, and both sides respect that.

Priscilla Sakezles, Vice President, Akron-AAUP

Steve Aby, Past-President, Akron-AAUP

Committee Begins Follow-Up on Issues Identified by Full-time Faculty

Following up on one of the important issues identified in the meeting of full-time faculty that took place at the Kehoe Center on April 20, 2007, the Organizing Committee discussed the issue of Shared Governance at its May 3, 2007, meeting.

One of the questions that the Committee is researching further concerns how many other collective bargaining units, particularly at two-year colleges, utilize both a union structure and a faculty senate (or, as it has been called at our institution, an “assembly” or, most recently, a “caucus.”) Many institutions clearly see a benefit in maintaining both vehicles for faculty input into the institution’s decision-making process – but not all choose to do so.

We are a relatively small unit, consisting of somewhere between 50 and 60 members, depending on the outcome of the SERB hearing. As such, one of the concerns is that we not over-extend ourselves by having too many formal structures within which to work in order to have timely input into the decision-making process at the College.

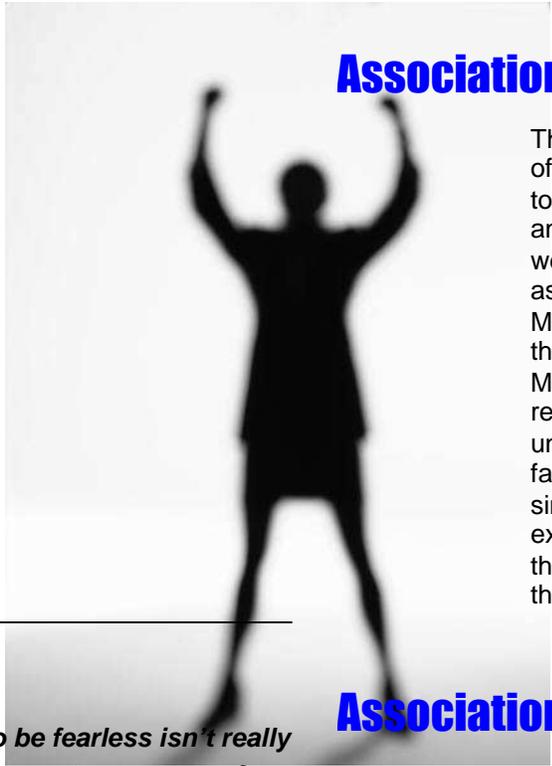
At the same time, however, some see a benefit to having both a collective bargaining unit (focusing primarily on those issues surrounding the terms and conditions of employment) and a faculty senate (able to focus on other issues of importance to faculty). As long as the two bodies work in consort with one another, and work toward the same goal of serving the students in the best way that we can, some see a benefit to maintaining both mechanisms.

One of the priorities of the Faculty Association, as it continues to work for stronger shared governance at the College, is to maintain strong ties with its colleagues among the staff and adjunct faculty. It is only by working together – full-time faculty along with staff and adjunct faculty – that true shared governance will be achieved. To this end, the Association will make every effort to come up with a plan that will maximize the full-time faculty’s ability to continue to work with the Staff Caucus as well as the Adjunct Faculty Advisory Committee.

As the spring quarter begins to wind down, and the summer quarter gets underway, the Committee plans to continue its regular meetings, as well as its research into this and other matters that the faculty identified as important at its April 20th meeting.

If you have any ideas/suggestions/concerns/questions to contribute to this discussion, either now before the end of Spring Quarter, or over the summer, we hope that you will convey your ideas to one of the members of the Organizing Committee.

The more input we have to work with, the better/stronger/souder will be the proposals we put forth to the Faculty to consider when Fall Quarter gets underway.



Association Congratulates Faculty of the Year

The Faculty Association offers its congratulations to both Carmen Morrison and Eric Williams, who were recently announced as the Full-time Faculty Member of the Year and the Adjunct Faculty Member of the Year, respectively. It is our understanding that these faculty members were singled out for their excellent work in meeting the needs of the students they have worked with.

We know that Carmen has played an important role in spearheading the distance learning component of the College for some years now. We are happy to see her recognized for all of her hard work.

And Eric has well earned the respect of not only his students but also his peers for the tremendous enthusiasm and passion that he continues to bring to the classroom.

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

Association’s Position on New Adjunct Restriction

As so many other people across the campus are doing right now, the Faculty Association is struggling to understand the Administration’s new policy(?) regarding the restriction on the number of hours that our trained and qualified adjunct faculty will be allowed to teach, beginning this next academic year.

rely on our adjunct faculty to help us achieve our goal of providing a quality education to our students.

and also standing firm in the decision that was apparently made sometime ago NOT to increase the number of full-time faculty.

Many of us are struggling to understand the Administration’s plan that will enable us as an institution to reach out to the community and increase our enrollment while at the same time restricting the number of hours that our trained adjunct faculty can teach

While on the one hand we recognize that the higher education challenges facing the Administration are huge, we fail to understand this latest development in the ongoing saga of our hard-working adjunct faculty.

All of us here on campus know just how much we

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 Ahead

We hope to learn of the date of the SERB hearing sometime later this month. With matters having to go to a hearing, it is clear that we are looking at a fall quarter election. We, the Organizing Committee, are not at all discouraged by this development. We

are in this for the long haul. Never should the matter of forming a collective bargaining unit be undertaken or seen as any kind of “quick fix” to the problems that we are facing as an institution. In the matter of clarifying just who are “full-time”

faculty at this institution, we are happy to make our case to an objective third party. For us, this is just the tip of the iceberg when it comes to unraveling the knot of Administrative Ambiguity in which we have been tied up for far too long now!