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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

Update on the Upcoming Election

At this point, the case that went before SERB in August 2007 has been closed. The lawyers, both for the Administration and for the Faculty Association, closed the case earlier this month and both now have 30 days in which to file their briefs.

Assuming there are no further delays by the Administration, that means that the SERB hearing officer who presided over the hearing should make her recommendation to the SERB board as early as next month.

Once we have the official ruling from SERB (RE: who is in the unit and therefore eligible to vote in the upcoming election), the Faculty Association will be working with SERB to set a date for and make other necessary preparations for a vote to happen here on campus, either in the Winter or the Spring Quarter.

When exactly the election will take place will depend on a couple of factors: namely, SERB's schedule and the Administration's cooperation.

If there are no further delays offered by the Administration, we hope to hold the election before the end of Winter quarter. But if SERB rules in the Association's favor, we are fully aware that the Administration will likely appeal SERB's ruling, if only to delay the inevitable: a free and open election in which all eligible faculty can vote.

If that is the case, we will do everything we can to ensure an election before the end of the current academic year.

AAUP's Campus Equity Week Events Planned

Oct. 29th – Nov. 2nd, 2007.

Co-sponsored by AAUP, **Campus Equity Week** is supported by "faculty organizers & organizations throughout higher education," all of whom are "joined by a common focus on [such issues as] policy, fiscal support, working conditions, benefits, or pay equity issues, and exploitative contingent employment practices in our colleges and universities, and the problems deriving there from."

Different groups celebrate this week in different ways. For more information on this

event at a national level, we invite you to visit AAUP's website at www.aaup.org.

Across the nation, events in the past have included activities "designed to put contingent faculty in touch with one another, support statewide legislation, inform campus communities about the exploitation of contingent faculty, or achieve specific change on campus."

We, the members of your local AAUP chapter, see this week as an opportunity to give to our adjunct faculty a small measure of the recognition and gratitude, on behalf of us all, that they are due.

We are in the process of planning some specific activities to take place throughout the week of October 29 – November 2, activities that will enable us all to express the recognition we all feel that our adjunct faculty deserve.

And we invite you to share with us your ideas as well. Or if you would rather, we invite you to plan and carry out your own activities at the department and divisional levels. Our adjunct faculty do a great deal to serve the needs of our students. This is a great opportunity to take the time to say to them, "Thanks," and "Well done."

A Letter from the President of the Local Chapter:

Greetings to you all!

This month marks the one-year anniversary for those of us serving on the Faculty Association's Organizing Committee. It was one year ago that a group of us first met and decided to explore the possibility of forming a collective bargaining unit. It has been a good year for us all, an educational year, to be sure, and a year that has brought us, as a committee, a great deal of clarity about the job that still lies ahead for us.

Over the past year, we have had several conversations with faculty who have already gone through the process we are currently engaged in, and those conversations have confirmed for us that we, as a faculty, have much to gain – for our students, for ourselves, and ultimately for our college – by continuing to move forward in the direction we have set for ourselves.

We have learned over the past year that we are not alone in facing some of the challenges that we face at this institution. Increasingly, administrators in higher education seem to be taking a corporate view of their job, insisting that the “bottom line” is all that matters. And increasingly, the culture that is being fostered by such administrations is one that encourages a proliferation of “yes-men,” who are afraid to voice any opposition even when such opposition needs to be voiced, for the sake of the students we serve and for the long-term health of the institution itself.

Faculty, however, who work with students every day and whose everyday concerns are those that have to do with our students, cannot forget that ours is a business that involves the growth, nurturing, and development of individuals. As faculty, we really do value intellectual honesty and academic integrity. And those values must make their way to the decision-making table.

In a recent issue of Ohio Academe, James McNelis of Wilmington College, the president of the Ohio conference of the AAUP, describes the bad management practices evident at some institutions, using terms that draw from both business and aircraft jargon. He says that “in the management of American colleges and universities today, [there is] too much of the ‘me-too’ pseudo-corporate follies that lead so many of them towards the fate most commonly pronounced in postmortem verdicts on crashed aircraft: ‘Controlled Flight Into Terrain.’” Or to put it bluntly, by acting in selfish and short-sighted ways, bad management can end up running an institution “into the ground.” McNelis goes on to say, “Administrations seem to think they are themselves beset by terrorists when we [faculty] demand the co-pilot's seat. But ... planes have two seats up front for a reason....”

Those of us on the Organizing Committee are committed to this course of action because we believe that, as a faculty, we have a responsibility to assume our position in the co-pilot's seat, a responsibility to find a way to work WITH our Administration, in ways that the Administration has not allowed us to for far too long now. We are committed to bringing academic concerns and intellectual honesty and integrity back to the table when decisions are being made that affect not only the students we serve today but also the long-term health of the institution itself.

-Beth Franz, President, NC State Faculty Association, A Chapter of the AAUP

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