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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.*

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Election Plans Get Underway At Long Last !

Earlier this month, as the deadline by which both sides had to file briefs approached, the College proposed a settlement offer.

That settlement, which is still currently in the process of being finalized, essentially leaves the definition of the unit as the Association initially proposed it, back in March of this year and will allow us all to finally move forward to an election.

At this point, we anticipate the election taking place in Winter Quarter, barring any further delays and pending the availability of SERB staff to facilitate the on-campus election.

As the arrangements for the election become finalized, we will keep faculty informed of the details regarding when and where on campus to vote.

We believe that even the Administration would agree with us that it is important for every full-time faculty member to vote in this important election.

We will also need volunteers on the day (or days) of the election to monitor the process to see that it is carried out fairly.

We ask for your participation in this important activity.

How the Process of Defining the Unit Progressed ...

The Association originally filed its petition with SERB to form a collective bargaining unit in March 2007. At that point, no specific mention was made of any of the following positions: Program Director, Curriculum Coordinator, Police Academy Commander, Lecturer, or Workforce Development.

It was the Association's understanding at that time that all of these positions were held by individuals who held full-time contracts that stipulated that their full-time workload was that of a faculty member. Therefore, the Association saw no need to further stipulate that these individuals belonged in the unit.

To the Association, the individuals in those positions clearly shared a community

of interest with other full-time faculty members and clearly had a right to vote in the upcoming election. Over the past eight months, however, the Administration has challenged the right of over 15 individuals to be included in the unit; that's one-quarter of the entire membership of the 60-some member unit.

In the first round of discussions, it was established by both sides that the 4 program directors and 3 clinical coordinators -- originally challenged by the Administration -- were in, after all. In the next round, it was decided that the 2 Police Academy Commanders were in, after all. And in the final round, it was decided that the 2 lecturers (one of whom left the College while all of this was going on) are in, and some of the workforce

development positions originally challenged by the Administration are in and some are not at this point.

While the inclusion of some workforce faculty positions was never challenged by the Administration at all, 6 workforce development positions were. To date, 3 of the individuals whose membership in the unit was originally challenged have been awarded faculty contracts and are now in the unit.

We will continue to monitor the responsibilities of any individual that we believe is doing the work of a full-time faculty member as we move forward from here. And we remain committed to our goal of insuring that all full-time faculty members be included in the unit.

A Letter from the President of the Local Chapter:

Greetings,

Good things come to those who wait – and who make the case that apparently needs to be made!

The Organizing Committee is indeed happy to see things moving forward at last. But to be honest, the eight-month delay has served us well. The past eight months have allowed us to do some important work, as a committee, that we would not have had the time to do until after the election, had the Administration simply allowed the election to occur back in the spring, when we all first thought it might occur.

Increasingly, in the past several weeks and months, we have begun to focus our collective energy on laying the necessary foundation for the negotiating process that will follow the election. The Contract Development team has done some important work, in terms of taking (1) the input from last April's meeting of those faculty who had signed authorization cards and who had expressed an interest in being a part of the collective bargaining process, and beginning to coordinate that input with (2) items from other units' contracts, and (3) policies and procedures from our current Faculty Handbook (as well as past handbooks, which contain certain items that have somehow "disappeared" from our current handbook!), in an effort to lay a foundation on which the Contract Negotiation team can build, once an election is held and additional individuals choose to become more actively involved in the process.

Jean Jones and Jeff Taylor deserve a lot of credit for the work they have already done in this area and the work they are willing to continue to do, so that once the election is held and officers are elected and teams officially put in place, those teams will have a good foundation on which to build. Laying the foundation for a "first contract" is a massive undertaking, and Jeff and Jean have our thanks for starting the work that others will become increasingly involved in once the election takes place.

The other important thing that has occurred in the past eight months is that the Administration has been forced to clarify how it views the roles and responsibilities of several faculty members, and that is an extremely important accomplishment of the Faculty Association. We acknowledge that we live in a world that requires us all to be flexible and open to change when it comes to how we do our work. But increasingly over the years, the Administration has taken the idea of "being flexible and open to change" to a degree that has neither served the institution nor honored the needs of certain individuals in the workplace. At one point in the discussions regarding the roles and responsibilities of some of those individuals whose right to be in the unit was being challenged by the Administration, it came to light that a basic job description for those individuals did not even exist! The fact that the Administration finally issued faculty contracts to 3 individuals who had been doing the work of faculty and the fact that the Administration finally acknowledged that a lecturer does indeed have the same roles and responsibilities as any other faculty member ... are major accomplishments of the Faculty Association ... and at this point, the election hasn't even taken place!

To all of you who signed authorization cards back in the winter and to all of you who continue to show your support for this major undertaking, the members of the Organizing Committee say "thanks." We genuinely have enjoyed and appreciate the opportunity to be engaged in the work you have allowed us to do up to this point! And we look forward to staying engaged in the work that remains to be done.

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