

# North Central State Faculty Association A Chapter of the AAUP

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

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*Ross Justice  
Treasurer*

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Secretary*

[www.ncscaaup.org](http://www.ncscaaup.org)

*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.*

## Update on a Special Meeting of the Board

On Wednesday evening, December 12<sup>th</sup>, a group of faculty including members of both the NC State Faculty Association and the Faculty Caucus showed up at a meeting of the Board of Trustees that had been announced earlier that day in the local newspaper.

This was not a regularly scheduled Board meeting; rather, as we found out when we showed up that evening, it was a special Board meeting called to interview at least one of the two

individuals nominated by Dr. Abrams to fill the Interim President position upon his departure.

Even though the group of faculty was told by Dr. Abrams prior to the meeting that it was his understanding that the Board would move immediately to executive session and would probably not be taking any action that evening, the group said that it would wait outside the Board meeting room, just in case the Board chose to move into an open session

following its interview with Don Plotts, which took place in a closed executive session.

The group's 2-hour wait, from approximately 7:00 pm (when the meeting began) to approximately 8:50 pm, when the executive session ended, paid off, as the faculty group was invited to join the Board members, following their interview with Don Plotts, for a brief discussion about the Board of Trustees' process of naming an Interim President (see below).

## The Process of Naming an Interim President

According to Board Chair Matt Smith, the Board plans to meet again, prior to the start of Winter Quarter. That meeting is tentatively planned for the evening of January 3<sup>rd</sup>.

It is apparently the Board's intention to interview the other of the two candidates who have been nominated by Dr. Abrams to serve as Interim President when Dr. Abrams leaves. That other candidate was identified this evening as being Bill Miller.

Matt Smith asked Brad Hays, in his role as Facilitator of the Faculty Caucus, to solicit faculty input on the two candidates that the Board is apparently considering for the Interim position. In his role as Facilitator of the

Faculty Caucus, Brad was also asked to communicate to the leadership of the Staff Caucus the Board's desire for staff input as well.

Matt Smith indicated that at the January 3<sup>rd</sup> Board meeting, input from both the faculty and staff on the two candidates being considered would be heard by the Board.

The Board left it to the leadership of the two groups (the Faculty Caucus and the Staff Caucus) to arrange for representatives from their respective groups to be on hand to give the input that the Board has indicated it is interested in hearing and considering before making its final decision on who will serve as Interim President when Dr. Abrams leaves.

The Organizing Committee is certainly happy to be able to report that the Board has now officially requested input from both faculty and staff as it prepares to make its final decision in this important matter, perhaps as early as at the next meeting of the Board, tentatively planned for January 3<sup>rd</sup>.

And the Board was very gracious to the five faculty members who waited until the end of the executive session of the Board meeting, to be able to meet with the Board and to hear the Board's request for input.

And again, to be clear, those five faculty members were on hand to represent both the Caucus and the NC State Faculty Association.

*A Letter from the President of the Local Chapter, on behalf of the members of the Organizing Committee:*

*Greetings,*

*Nine members of the Organizing Committee met on Wednesday morning, Dec. 12<sup>th</sup>, to discuss – among other things – (1) the campaign leading up to the election, (2) the still relatively recent news of the President’s announced departure, and (3) a brief announcement in the Mansfield News-Journal regarding a specially called meeting of the NC State College Board of Trustees meeting, scheduled to take place that very evening.*

*First of all, as for the election, we anticipate the date being set by SERB as early as next week. A conference call involving the Faculty Association’s lawyer, the Administration’s lawyer, and a representative from SERB is scheduled to take place on Monday, December 17<sup>th</sup>, and we hope to be able to share with you soon after that an actual date on which the election will take place.*

*Second, in light of the news that the President is leaving, we want to express our firm belief that it is more important than ever before to continue down the path that we began one year ago: to form a collective bargaining unit. We believe that to NOT do so would be to miss a tremendous opportunity to put in place a mechanism that will insure our involvement, as a faculty, in the decision-making process at this institution, especially at this critical time. We believe that it is imperative that we have a formal mechanism in place at this time, when the institution will be engaged for the foreseeable future in a search for real leadership at the level of both president and vice-president of academic affairs, a mechanism that will allow us to have a real voice at this institution during this time of opportunity. We believe that a good leader, one who has true vision, one who is sure enough of himself or herself to embrace constructive criticism, will actually welcome the opportunity to work in the kind of environment we believe we can create following the election. And finally, we believe that the culture, values, and mindset that have settled in over the past ten years at this institution, under the current leadership, will not magically transform themselves with the departure of one individual. That transformation will take time and effort, and neither the Board, nor the senior management team, nor the mid-level management team has shown any willingness to acknowledge the real problems that many of us have seen for some time now. Those of us who started the effort to organize, and those of you who have joined us and supported this effort over the past 12 months, know that one man’s decision to leave the institution will not bring about the transformation that we are committed to trying to make happen at this institution. We ask you all to stay committed with us in this effort. We believe we can make a difference, and we ask you to continue to believe as well.*

*And finally, regarding the matter of the Board meeting, we decided when we met in the morning that a group of us had to be on hand to at least witness any action that the Board might decide to take at the specially called meeting scheduled for that same evening. We are glad that we did. We believe our presence is what created the ... opportunity ... for the Board to formally ask for the input from faculty and staff on the matter of the Interim President that some of us believe might never have been asked for, had the group not happened to be on hand that evening.*

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