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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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Dates Set for the Upcoming Election

As was reported in the November issue of this newsletter, SERB has been working with legal representation on the part of both the Faculty Association and the Administration to set the actual dates of the election. So mark your calendars now.

The SERB-held election to allow full-time faculty to decide whether or not we will form a collective bargaining unit will be held on March 4th and 5th.

Specific times and locations for you to cast your ballot are still being determined as this newsletter goes to print.

This is an important election, and we encourage ALL faculty to make the effort to participate in it.

Over the coming weeks, we will be making an effort to touch base with those who have been supportive of this effort over the past months.

We are also interested in

hearing from those of you who have questions that we can answer or concerns that you feel need to be brought to our attention before the election takes place.

We also invite all of you who feel that it is time to take this important next step to tell your colleagues why you are ready to vote FOR a collective bargaining unit. **See the first of our "Why I'm Voting Yes" series inside this issue of the newsletter.**

A New Q & A Column on the Upcoming Election

In anticipation of the upcoming election, we invite all of you to submit to any one of us any questions you might have about the matter you are being asked to vote on in the ninth week of this Winter Quarter. Here are the questions you can already find answers to at our website:

[I'm currently satisfied; why do I need collective bargaining?](#)

[What is the process that brings collective bargaining to our campus?](#)

[Will collective bargaining mean an end to collegiality?](#)

[Has collective bargaining been good for other two-year colleges?](#)

[If the College has "a tight budget," what good is collective bargaining?](#)

[If NCSFA-AAUP wins an election, will I have to join or contribute to it?](#)

[What is meant by "Fair Share"?](#)

Please visit our website at www.ncscaaup.org today to find answers to these questions and other information about our chapter and the effort currently underway. Use the easy link info@ncscaaup.org if you want to submit a question that we can then address, either on the website or in a future issue of this newsletter ... or in person with you, if you prefer!



Why I'm voting yes



union/yoonyan/n. **1. Act of Joining** Together the act of joining together people or things to form a whole **2. Result of Bringing People** Together a result of bringing or joining together people or things **3. Agreement** agreement or unity of interests or opinions.

These definitions of the word union are taken from the Encarta Dictionary and offer a foundation of what I envision a union at NC State providing. There is no suggestion of “we” versus “they,” no hostility, no “winner” or “loser.” It is my hope that a union will allow for solidarity and a common voice for faculty to communicate more efficiently and effectively our interests, needs and opinions – not only for ourselves, but also for our students.

— **Denise Hendershott**

Associate Professor, Human Services



Why I'm voting yes



Over the course of my academic career at NCSC, I have seen our environment change dramatically, moving away from collegiality. I have witnessed an erosion of the cooperation that was commonplace among departments, faculty, staff, and administration. I believe we must take steps to return the culture to one of real collegiality. This includes all members of the college: staff, faculty, and administration. We exist as an entity for one reason: to provide services for the students, our “customers.”

With the departure of our third President, some have said that we should “wait and see” what happens before considering the organizing of faculty. I disagree. This is an ideal time to forge the framework needed to restore collegiality to our community. We already have some tools in place that are useful for establishing shared governance: the Caucuses, Faculty Policies and Procedures [a.k.a. the Handbook], the committee structure, to name a few. However, we need to codify these tools so that it is incumbent upon all parties to utilize them. We must restore dialogue, and rebuild respect for one another, thus enabling us to better nurture our students as they strive to improve their lives.

In my view, the NC State Faculty Association and the AAUP are effective vehicles for moving us in that direction. I urge my colleagues to support the efforts of the Organizing Committee and vote for collective bargaining.

— **Joe Badamy**

Associate Professor, Computer Information Systems



Why I'm voting yes

Over the last six months, I've become more actively involved with the Faculty Association that formed last year, and I believe that it presents us the opportunity for a new voice concerning issues that affect our faculty... and our students. Those who know me will attest to the fact that I'm not a "workers of the world unite" kind of guy, nor am I some disgruntled employee. North Central State has provided me the opportunity for the last seventeen years to do what I enjoy—teach—and I'm grateful for that. But when I see the enthusiasm and commitment the faculty behind our organizing effort show, I see that they are thinking beyond the current status quo to possibilities of what could be, thinking a lot bigger than I had thought in a long time as I got "lost" in my daily routine. And I must admit it's been kind of exciting (and I'm not easily excited) working with a group that shares a common purpose and values all opinions.

As a faculty, our service and experiences at North Central have made us an important part of its "institutional memory," as I once heard it described. What a huge resource that experience can be, especially now, in this time of change, as we turn the page and get a new start. As we can see, Administration members will come and go through the years, yet we faculty members tend to stay. Many of us began our teaching careers here, and many of us will likely complete our careers here. With an effective Faculty Association, our faculty, with its collective "institutional memory" of hundreds of years, should be well-equipped to play a key role in the decision-making, especially on issues that directly concern us.

We have a choice to make soon. When I think about who can best represent my "perspective" on things like my responsibilities as a teacher, how I can best serve my students, the policies that I must live by, and even the pay that I earn, I know my choice. I support the Faculty Association's efforts to establish a collective bargaining unit.

— **Jeff Taylor**

Associate Professor, Biology

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

Greetings,

These are indeed exciting times. The dates for the election have been set, and the details regarding the times during which you can vote on March 4th and 5th and the locations of the actual voting sites are being finalized.

While on the one hand, the election itself will bring a certain measure of closure to our work as a committee, we are also very aware that the election is really just the beginning of a whole new effort ... and a whole new way of doing business in the workplace. Those of us who have been meeting regularly around the table to do what we can to make this election happen, choose to believe that the election will bring about significant change at this institution. And we are ready for that change. It is time now for us all to begin to look beyond the election.

What will happen after the election? That, of course, depends on the outcome of the election. Those of us involved in the organizing effort choose to believe that the vote will be in favor of our forming a collective bargaining unit. It is our understanding that the votes will be counted here, on site, immediately after the window in which to vote closes on the 5th. So we will know on that date the outcome of the election. SERB will then have to officially "certify" our collective bargaining unit.

After SERB certification of our union, all full-time faculty who would like to join the Faculty Association will have the opportunity to do so. Only dues-paying members of the union will be eligible to take the next step: to vote on the constitution and the executive officers of the union, and only full-time union members will have the right to vote on the collective bargaining agreement.

The newly elected executive committee will then work with the membership to determine the direction and agenda for our union. Those of us on the Organizing Committee are trying to do as much work as possible prior to the election so that this transition, after the election, can be as seamless as possible. Certainly the main item on the agenda for the executive committee at that point will be to appoint the members of the negotiating team and to work with that team as it prepares to enter into negotiations with the Administration in order to arrive at a first contract, which will eventually be brought back to the full membership for approval.

Clearly, there is much to think about and prepare for. Working within the structure of a collective bargaining unit is different from what many of us (who have tried in the past to work with the Administration via either the old Faculty Assembly or the newer Faculty Caucus) are used to. We welcome the opportunity to hold information sessions, if those would be helpful to you, over the next several weeks, to help all of us to begin to really "see" as clearly as possible what lies ahead for all of us, after the election is held.

The feedback that we got on the meeting that we held back in April of 2007 and then again on the meeting in September of 2007, both of which were open to supporters of the organizing effort, was very positive. I believe both meetings helped to answer a lot of questions that people had, and we welcome the opportunity to meet with you again. Just let any member of the Organizing Committee know when and where!

In the meantime, please know that we will be sending out regular updates, via both this newsletter and our website, to keep you as informed as possible about the details of the election as it approaches.

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