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## North Central State Faculty Association A Chapter of the AAUP

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

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

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*Joe Badamy  
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*Pat Herb  
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*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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### **More Support from Our Colleagues around the State ....**

January 18, 2008

Dear North Central State College Colleagues,

I understand that in early March, 2008, you will be voting on collective bargaining. This scheduled election means that several of your NCSC colleagues have already been hard at work on your collective behalf. As the current President of the Akron Chapter of AAUP, and associate professor at the UA regional Wayne College Campus, I am writing to encourage your faculty to vote affirmatively, and join eleven of your Ohio sister institutions of higher education who currently enjoy the benefits of collective bargaining.

The struggle for true shared governance, academic freedom, and other matters related to our professions is an on-going process. As you have undoubtedly experienced, without a union, your voices in important decision making for your college are sometimes heard, but often ignored. Their reception is largely dependent on who is sitting in the College President's office. One benefit of belonging to a faculty union is that the processes become more contractual and thus more predictable. With a contract that identifies rights, responsibilities and privileges of key stakeholders, the personality of the College President becomes less important.

At the University of Akron, faculty have been under contract for only two years. Yet, even within those two years there have been substantial improvements, including a grievance procedure with binding arbitration, guaranteed across the board raises with an additional merit component, no threat of post-tenure review, faculty driven RTP guidelines, chair review guidelines, enrollment bonuses, and payments for teaching overload. The implementation of these contractual rights has produced a more positive morale among the faculty, both on the main campus and at Wayne College, who now feel more free to focus on teaching and research.

Because our campus atmosphere has improved so dramatically, I encourage the faculty at North Central State College to vote for collective bargaining. We are always stronger as a group, and working together we can achieve more.

In Solidarity,

Jennifer L. Holz  
President, Akron AAUP  
Associate Professor of Sociology  
University of Akron Wayne College



## Why I'm voting yes

I wish I had some **highfalutin** ideals about why I'm voting yes. I wish I could tell you that I had some noble vision of how the union will enable all of us on campus to hold hands and sing "Kumbayah" together. I wish I could tell you that having a union will make peace, and good communication skills, break out on campus. But I don't have such lofty hopes for the future. I'm voting "yes" for a very simple reason. I'm voting "yes" because I'm tired.

I'm tired of waiting to be told (like a child waiting to be told what his allowance will be) what my salary increase will be for the coming year...instead of having faculty directly involved in that process.

I'm tired of my salary not keeping up with inflation. In fact, some of us had gotten so far behind in pay that we had to receive additional money the past two years because we were so far behind comparable institutions.

I'm tired of not having any communication from the administration. The only way you know what's going on around here is thanks to hall gossip (and that's only 50% reliable).

I'm tired of watching our enrollment grow while the number of full-time faculty remains stagnant.

I'm tired of not having any input into decisions that directly impact me and the students I serve. Nothing quite like completely "reorganizing" the entire campus without any real faculty input.

I'm tired of being expected to respond to the "flavor of the week." One day you're supposed to offer a lot of 5 week "flex" courses, and the next day you're not. One day it was important to have students sitting in the empty classrooms on Friday, the next day it wasn't. One day if you could get six students together in a parking lot in Ashland we'd find someone to teach a course there, and the next day your courses are supposed to be 90% full.

I'm tired of not having a voice on campus. In my 22+ years of working in higher education, I've never seen a campus where the faculty has such little input into what is happening on their campus.

Will the union solve all of these issues? Nope. But it is a start.

— **Phil Martin**

*Associate Professor, Speech*



## Why I'm voting yes

Ever since I joined North Central State College, I have been impressed with the individual talent levels of everyone at the College. I have long felt there is a great opportunity to harness this individual talent to continuously improve the College for the ultimate benefit of the students. Historically, NC State's culture has not focused as much on harnessing the potential synergy of our combined talents as it has on focusing on select initiatives that have been directed from the top. These initiatives have been worthy and legitimate but have also overshadowed the grass-root concerns of the front-line workers (faculty and staff) and thus have not been as successful as they otherwise would have been. During my tenure as a faculty member, I have seen an ever-decreasing focus on unifying our talents and an ever-increasing focus on identifying the talents of a few and then following their initiatives while missing the endless opportunity that could be realized by tapping the talents of the rest.

I truly believe in "us" and have always challenged the College to include "us" in a shared approach to leading NC State into the future. Unfortunately, I have observed this inclusion to be limited and at times intentionally divisive while the majority is ignored for the inclusion of a few. I believe every member of the NC State College agrees on the vast majority of issues, but we have been unable to find ways to get this agreement into action items. I believe our culture has allowed us to become divided when in reality we are unified. A union will allow us to build on our individual strengths as we capture a unifying synergy to improve our College's learning environment. To this end, I believe a union will limit the opportunity for the Administration to selectively ignore the interests of the faculty as a whole.

A remaining question may be how a union can truly do what I have claimed. I believe that codifying our operating policies and procedures to insure they cannot be changed without consultation is a major step in the right direction. A union contract will codify our policies and procedures. I believe that demonstrating our unity in asking for shared decision-making will also improve our College. A successful unionization campaign demonstrates our unity and will open the door to an ever-improving environment where shared governance becomes the norm.

Beyond the above-mentioned opportunities, I believe there is a state-wide/national trend that necessitates our supporting unionization. As Facilitator of the Faculty Caucus, I have had the opportunity to get involved with other faculty at the state level. This involvement has made me aware of a shift away from collegiality and shared governance in higher education to the idea of a corporate model. This corporate model is exemplified by the operating policy of our own College's Board of Trustees. Our Board has chosen to manage the "ends" while being reluctant to oversee the "means." This is the trend **throughout** higher education. As a faculty member teaching business, I believe this corporate model has failed. The well-documented events at Enron serve as example of this failure. A union will give us additional strength in working with our own Board to insure that our means to the ends never violate what we truly value as an institution.

I believe in our combined potential. All we need is the momentum to move our entire college culture toward collaboration, collegiality, and a respect of our combined talents. I will vote in support of the union as one step toward this vision.

— **Brad Hays**

*Associate Professor, Business*



## Why I'm voting yes

My journey to this point has been one of discovery. When I joined the College in the fall of 1990 as a full-time faculty member, the Faculty Assembly was just coming into being. I chose to get involved with it because I believed it was the vehicle that would allow the faculty to have a voice in the affairs of the College. And I stayed involved with the Assembly as we saw the College's second president retire and a new (third) president begin his tenure here.

After 8 years as a full-time faculty member, I was asked by the current president to serve as an administrator, which I then did for the next 6 years. And it was sometime during those 6 years that the faculty chose to disband the Faculty Assembly. It was also during those 6 years that a number of other things occurred here at the College that made it painfully clear to so many of us that under the current Administration, neither a Faculty Assembly nor a Faculty Caucus was ever going to be allowed by the Administration to become the effective voice of the faculty that so many of us wanted to believe it could be ... and tried to enable it to become.

I was one of many individuals who looked forward to the visit, the study, and the subsequent report put out by Gardner Shaw, a report that showed what so many of us had felt for so long: that the gap between the way we "thought things could and should be" here at the College and the reality of how they really are ... had grown too huge to ignore. Surely once that report was read by not only the Administration but also the Board, the long-standing problems at the institution would be addressed. Wouldn't they? But they were not.

I was also one of the faculty who welcomed the vote of no confidence in the current Administration in the fall of 2005. Again, I thought that surely once the vote was taken, the Administration and the Board would have to "see" the seriousness of the problems here at the institution, wouldn't they? But once again, the opportunity was lost. By the time the vote was taken, I had left the ranks of the Administration and rejoined the ranks of the faculty. And I was one of a representative group of faculty who went directly to the Board in the wake of the vote to help the Board understand why no more than 4 (out of a group of, at the time, 73!) full-time faculty cast a vote of confidence in the leadership at this institution! But once again, the opportunity to address long-standing problems was missed, this time by the Board itself.

And so I was one of the faculty who, back in the fall of 2006, started trying to learn about the world of collective bargaining: what it might have to offer us as a faculty, as well as what it would cost us to realize those gains. And in the year and a half since then, what I have learned has convinced me that forming a collective bargaining unit here at NC State College is an important step in what will still be a long process of re-injecting a "strong and independent collective faculty voice" (to quote from our Association's own collection of goal statements) into the public dialogue at this institution. I am ready to take that step, and I believe a significant number of my colleagues here at NC State College are ready to do the same.

Let us do it together!

— **Beth Franz**

*Associate Professor, English, and current president of the NCSFA-AAUP Chapter*