

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

Contract Administration

Since the contract was ratified in late December, the NCSFA-AAUP has dealt with over two dozen separate issues related to the CBA (collective bargaining agreement).

In some cases, these were questions raised by a member of the CB (collective bargaining) unit that required minimal follow-up; however, in many cases, questions were raised by a member of the CB unit that required extensive follow-up (meetings with the administration, etc.); and in some cases, the questions were raised by members of the administration themselves, in an effort to adhere to the terms specified in the CBA.

The fact that the administration itself is seeking out clarity regarding these issues is a very positive sign, as seen by the NCSFA-AAUP. It is evidence that the Organizing Effort is having the desired effect: making all of us (faculty and administrators alike) strive for fairness and equity when it comes to how decisions are made that affect the compensation, benefits, and working conditions of all full-time faculty members.

The issues that have been raised have fallen into these 10 categories:

- Pay equity issues related to Schedule B corrections and/or adjustments
- Pay equity issues related to lab coverage
- Clinical setting student-to-instructor ratios
- Release time
- Banking of load hours
- Overload restrictions
- Questions related to compensation for extra prep
- Leave calculation
- New faculty salary calculation
- Health benefits

[Continued on Page 2]

The NCSFA-AAUP is keeping a chronological list of those issues that arise and how they have been resolved so that, as we move forward, we have an accurate record of those issues and also so that we can assure our members that every effort is being made to deal with related issues in a fair and equitable way . . . for ALL full-time faculty.

Of those issues raised by CB unit members (that is, by full-time faculty), the majority have been raised by dues-paying members, but a number of issues have been raised by non-dues-paying members as well. The NCSFA-AAUP remains committed to representing ALL full-time faculty in issues related to compensation, benefits, and working conditions. We appreciate those dues-paying members who support the NCSFA-AAUP not only monetarily but also by actively voting on those issues that affect ALL full-time faculty.

Membership Meeting

There will be a meeting of the voting membership of the NCSFA-AAUP on the Professional Development Day being planned for **Friday, April 24th**. This meeting will take place *over the lunch hour*. We will bring the voting membership up to date, more specifically, on the issues that we believe are being clarified as a result of having a CBA.

If you are a dues-paying member of the NCSFA-AAUP, we ask that you put this lunch meeting on your personal calendar now. We believe that by coming together and officially organizing, we have been able to bring about effective changes at the institution. We want to take the opportunity of this lunchtime meeting to share with you the progress we have seen, but we also want to take this opportunity to discuss the challenges that we still face and to share with you what we feel you can do, as voting members of the NCSFA-AAUP, to build on the success that we have seen.

If you are not yet a dues-paying member of the NCSFA-AAUP, we ask that you consider becoming a voting, dues-paying member. If you are interested in doing so, please visit the NCSFA-AAUP website (www.ncscaaup.org) or contact any of the following individuals for more information on how to become a member in time to join us at the meeting for voting and *dues-paying members only* ... scheduled for April 24th.

The NCSFA-AAUP is made up of your colleagues, full-time NC State College faculty members who are committed to working on behalf of their fellow full-time faculty. We invite all full-time faculty members to actively participate in this collective activity.

Both the membership form and the authorization form to initiate automatic payroll deduction are available online at www.ncscaaup.org - click "Membership Info" link at left.