

July 8, 2009

Volume 4, Issue 1

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

<http://ncscaaup.org/>

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

*Beth Franz  
President*

*Joe Badamy  
Vice-President*

*Michelle Slattery  
Treasurer*

*Pat Herb  
Secretary*

*The NCSFA-AAUP's  
Labor-Management  
Team Members and  
Building Reps:*

*Jean Jones  
Contract Admin.*

*Brad Hays  
Fallerius Bldg.*

*Jeff Taylor  
Health Sciences*

*Lynn Damberger  
Kehoe Center*

*Pat Herb  
Bromfield &  
Kee Hall*

*Beth Franz  
NCSFA President*

*Contact us with your  
questions, and we  
will try to find  
answers!*

### A Lot Can Happen in a Year ....

One year ago, the NCSFA-AAUP was at the negotiating table. One year later, we have a contract, one that the NCSFA-AAUP has spent the last six months administering. Since the contract was ratified in December 2008, the NCSFA-AAUP has had numerous conversations with the College's Administration, as both parties have made the effort to honor the contract and thereby move the institution forward.

**The NCSFA-AAUP would like to take this opportunity to publicly acknowledge the work of Doug Hanuscin and Brad McCormack over the last six months.** We believe that both of these individuals have demonstrated an honest effort, over these past six months, to honor the spirit of the language which was originally crafted last summer and to arrive at what have sometimes had to be genuinely "creative" ways ways to "wed" the world that used to exist (pre-contract) with the new (post-contract) world that we are all in the process of creating: a world characterized by such qualities as (1) transparency, (2) fairness, and (3) consistency when it comes to the development and application of College policies and procedures. **Thank-you, Doug and Brad!**

We look forward to the opportunity to publicly acknowledge the positive efforts of other administrators as we continue to watch for more evidence of genuine efforts on the part of the administration to truly "partner" with the NCSFA-AAUP and the Faculty Caucus in meaningful ways.

In this issue are updates on the following:

- Some successes to date
- An overview of the challenges we still face
- The May 2009 election of NCSFA-AAUP officers
- A newly-formed Faculty Evaluation Committee
- Intellectual Property Language Team being formed
- The policy on summer meeting pay for 9-month faculty

## Successes Worth Taking a Moment to Celebrate!

The list of issues that have arisen since the Contract was ratified (a list that **Jean Jones, the NCSFA-AAUP Contract Administration Officer**, has maintained in an effort to insure that all issues are resolved in both a timely and consistent way) has grown to over 50 items ... and it will continue to grow until the team negotiates and ratifies a new contract. (Our current contract is in effect through the end of Spring Term, 2011.)

Over 40 of those items that have arisen have been resolved satisfactorily (that is, to the satisfaction of both the specific faculty member(s) involved and the Administration as well). The remaining items continue to be worked through at the monthly Labor-Management meetings, the first of which took place in January 2009. Those monthly meetings took place throughout the Winter and Spring terms, and are scheduled to continue throughout the summer months as well.

At our meeting of the NCSFA-AAUP voting membership (during the Fall 2009 Orientation activities), the NCSFA-AAUP team will give a more specific overview of the issues that have arisen, just as we did at our meeting of the voting membership that took place in the Spring term (April 24<sup>th</sup>, 2009).

Starting in Winter Quarter 2009 and concluding at the end of Spring Quarter 2009, **Jean Jones, the NCSFA-AAUP Contract Administration Officer**, spearheaded an e-mail campaign aimed at helping all of us understand the intent of the language contained in the Collective Bargaining Agreement. Thank-you, Jean.

**That series of messages has been archived and is available at the NCSFA-AAUP website via the link "Know Our Contract."**

We invite ALL readers of this newsletter to visit the NCSFA-AAUP website @ <http://ncscaaup.org/>.



Jeff, Brad, and Jean working as a team in a caucus session (June 2008).

## An Honest Discussion of the Challenges that Lie Ahead of Us Still ...

It is important to acknowledge the progress that has been made, thanks to a tremendous team undertaking, since the Organizing effort began, back in the fall of 2006. Throughout the lifetime of the NCSFA-AAUP, we have tried to make sure that the messages we put out there have been as positive as possible, because we really do believe that we have the power to create the world that we have the courage to envision.

We would be less than totally honest, though, if we did not also acknowledge some of the challenges that we continue to face in creating that new world.

One of those challenges for us right now, to be honest, is our Chief Academic Officer, who has not yet demonstrated a real ability to “partner” with faculty in ways that we had dared to hope our new Academic VP would. In response, Margaret Puckett (as Faculty Caucus Facilitator) and I (as NCSFA-AAUP President) have extended the offer to work with Karen throughout the summer months to change this important dynamic. To her credit, Karen has demonstrated a willingness to work on this. We will see where we are by the fall.

And we are aware that – while the discontent is not necessarily unanimous – many faculty do remain frustrated by certain mid-level management ... “challenges” that exist in the academic side of the house. This set of challenges, of course, requires that we work out some better ways to partner with Karen Reed, in order to transform these challenges into opportunities. Don Plotts, in an admirable effort to remain positive in the face of adversity, continues to maintain that he believes that the Administrative Retreat he took his staff on (June 25-26) will lay a foundation for changes that will be evidenced as we move forward.

Given these challenges, we have suggested that Don allow the faculty the opportunity to formally evaluate the effectiveness of the administrative team. It is our belief that such an evaluation (performed sooner, rather than later) could offer Don and his team extremely valuable information about the very real opportunities for improvement that exist. As is his management right, Don has so far elected NOT to offer faculty the opportunity to evaluate their administrators, believing that such an evaluation would be premature. He has also refused – as is his right – to commit to his team’s readiness to submit to such an evaluation even one year from now.

As Don has made clear to the NCSFA-AAUP on more than one occasion, it has taken time for us (as an institution) to get to the point that we are at, and it will take us time to get out of this. He has asked the NCSFA-AAUP to give him the time he needs to work with his administrative team and to address the challenges he acknowledges are there.

To date, we feel we have given Don the time and the patience he has asked for, but we continue to “hear the clock ticking” in a way that we are not sure he does. In fact, we have been asked by various members of his academic administration team ... again and again and again ... to “be patient” with them while they learn what it is that they were brought in to do. We will see, when we meet in the fall, just how patient our membership wants us to be!

### New NCSFA-AAUP Officer

At this point, the NCSFA-AAUP would like to thank **Ross Justice** for his past service as NCSFA-AAUP's first treasurer. We would also like to welcome **Michelle Slattery** into her new role as current treasurer of the NCSFA-AAUP. Michelle took over this role as of the May 2009 NCSFA-AAUP election.

In her role as treasurer, Michelle will also be serving as the NCSFA-AAUP's new Membership Officer. We want to take this opportunity to thank **Cindy Freeman** for her work as Membership Officer the last few years.

**Pat Herb**, who served as secretary of the NCSFA-AAUP for the past year and more, retains her position. Thank-you, Pat, for your years of service and also for your willingness to serve for another term!

### New Evaluation Committee

**Michelle Slattery** recently sent out an e-mail to all Collective Bargaining Unit members, updating all of us about the newly formed committee charged with reviewing and proposing possible changes to the Faculty Evaluation process.

As Michelle reported in her e-mail, "Once the Evaluation Committee has proposed changes, such revisions will then be reviewed by the Faculty Caucus for its approval."

In addition to Michelle, **Ellen Johnson** is serving on the committee to represent faculty interests. Please contact Michelle, Ellen, or **Margaret Puckett** (the Faculty Caucus Facilitator) if you are interested in participating in the work of this important committee or if you have ideas to share.

### Intellectual Property Policy

In accordance with language that was negotiated in the CBA last summer, a team of faculty and administrators will be meeting sometime before October 2009 to begin working out the language that will go into the next contract to govern the issue of Intellectual Property, especially as it relates to EMI (Electronic Methods of Instruction).

**Lynn Damberger**, a member of the NCSFA-AAUP's Labor-Management team, has been assembling the faculty portion of that team, so that it will be ready to meet with the Administration's team in the fall. **Doug Kranch** and **Deb Hysell** have both expressed an interest in this topic and a willingness to serve on this team. We thank all three faculty members for their willingness to work as a team on this important topic on behalf of their colleagues.

### Please remember . . .

According to language in the CBA, faculty who are requested to -- and who then choose to -- attend committee meetings or who carry out other assignments during their off quarter shall be paid at half the highest overload teaching rate (per Administration approval) for their time.

**This is a new policy, and as such, there seems to be a fair amount of confusion about it.**

We ask, therefore, that you simply **ASK** if you are not sure whether this policy applies to some activity you are involved in this summer. We will try to use the website to offer updated information that might be of help to you in finding answers to any questions you have. If you have not done so already, please visit our website.