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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!*

Important Meeting of All Full-time Faculty Noon – 1:30 on September 17, 2009 Room 92-A, B, and C – Fallerius

All full-time faculty are invited to a lunch meeting, on Thursday, Sept. 17th, the first day of Fall Convocation. As always at these meetings, lunch will be provided, courtesy of the NCSFA-AAUP Officers. (Donations from members are very much appreciated, though!)

2009-2010 NCSFA-AAUP Chapter Service Project

For some time now, the NCSFA-AAUP Leadership Team has been talking with dues-paying members of the NCSFA Chapter about taking on a service project, a vehicle that would provide, for those members who choose to participate, the opportunity to help, in a meaningful way, the community we are here to serve.

We have decided to focus on a project aimed at supporting the families served by the CDC, especially in light of the profound impact that the state budget cuts have had on child development efforts throughout the state. You will hear more about this Service Project (and who among us has volunteered to lead this effort) at the lunch meeting on the 17th.

To help us kick off the event, especially in light of the concerns we all share about the upcoming flu season, we ask all full-time faculty (and anyone reading this newsletter, as well!) to bring with them to the events on Sept. 17th just one item from the list below. These items will then be passed on to the teachers at the Child Development Center.

- A regular-sized box of tissues for use in the CDC classrooms
- A package of travel-sized packs of tissues for families to use
- A big bottle of hand sanitizer for use in the CDC classrooms
- A trio of travel-sized mini-bottles of hand sanitizer for the CDC staff to share with families while talking about what they can do at home to cut down on the likelihood of flu-bug transmissions

As we approach the 3-year anniversary of the forming of the NCSFA, we think it is important that we ALL revisit the mission and goal statements to which we committed ourselves to 3 years ago ... and to reaffirm our commitment to them:

The North Central State Faculty Association

Mission Statement:

We, the North Central State Faculty Association, 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 expertise and knowledge are valued.

Goals:

- *To offer a strong and independent collective faculty voice, one that will be heard.*
- *To put academic concerns back at the center of any dialogue that concerns the direction of the college.*
- *To transform what has become an adversarial relationship between faculty and the administration into a collaborative relationship built on mutual respect.*
- *To address inequalities in the way the college develops and implements policies and procedures so that all faculty can be equal partners in support of the college's mission.*
- *To demand clarity and accountability from the administration whenever policies and practices are being developed, implemented, and enforced.*
- *To ensure that faculty approval is sought whenever faculty positions are being created and filled.*
- *To ensure that faculty input is sought whenever management positions are being created and filled, particularly when the position is that of Chief Academic Officer at the institution.*

***Authored by the North Central State Faculty Association Organizing Committee
(November 2006)***

Local News and Updates

NCSFA-AAUP's 2009-2010 Service Project:

The idea for this year's service project came out of months of conversation about how we, as an AAUP chapter, might better serve the community of which we are a part. We appreciate those of you who helped us brainstorm ideas at the Spring Membership meeting. In the end, we decided to focus on a project close to home: the campus's own Child Development Center.

Teachers in settings like the CDC often give of their own money to make sure that the children and the families they serve have what they need. In these tough economic times, we believe that a little generosity on our part can go a long way if we simply work together. Come to the lunch meeting on Sept. 17th to find out why we have chosen to undertake this project, who it will serve, and how NCSFA members can contribute to – and benefit from – such a project.

NCSFA-AAUP's Contract Administration Team Update:

The NCSFA Leadership Team has continued to meet throughout the summer months in a couple different venues: The **Executive Team** has continued to meet on a monthly basis, as it does throughout the academic year. And the **Contract Administration Team** has also continued to meet numerous times throughout the summer in an effort to grapple with the issues raised in the course of the Administration's attempt to abide by the Collective Bargaining Agreement (CBA) ratified by the membership in December of 2008. The discussion at those meetings has then informed the monthly **Labor-Management meetings**, which have also continued throughout the summer, meetings at which we try to reach resolve with the Administration any issues raised by the membership. (As has been the case since the Organizing Effort began almost three years ago, none of your representatives has received any release time or compensation in return for the time given to these efforts.)

You will be receiving, in the morning of the September 17th activities, a list of issues that the team has been working to resolve since the ratification of the CBA in December of 2008. That list will also be the focus of part of the lunch meeting scheduled for September 17th.

NCSFA-AAUP's Bulletin Boards:

Be sure to look for the NCSFA-AAUP Bulletins now located in Fallerius, Bromfield, Kee, Kehoe, and the Health Sciences Building, for AAUP updates and information about what is happening here on our campus, around the state, and also at the national level!

News from Around the State and Around the Nation

Summit on Academic Staffing in Higher Education for Ohio:

Phil Martin has offered to represent the NCSFA-AAUP at the upcoming Summit on Academic Staffing in Higher Education for Ohio, scheduled to take place in Columbus on October 2nd. We understand that other NC State faculty might be attending this event as well. We thank Phil for taking the time to attend this event in order to keep the NCSFA Leadership Team aware of the important issues being discussed at this Summit.

Ohio's Own "Akron Boys" Give Voice to Common Faculty Concerns at the National AAUP's Summer Institute:

Every summer, the AAUP invites members from around the nation to come together and share best practices and engage in conversation about issues of importance to us all. Two summers ago, four members of the NCSFA – **Margaret Puckett, Teresa Van Dorn, Brad Hays, and Beth Franz** – received scholarships from the State and National AAUP organizations that allowed them to participate in the 2007 AAUP Summer Institute. And last summer, **Pat Herb** was one of the presenters at the 2008 AAUP Summer institute.

This summer, some of the members of the AAUP-Akron team (some of whom we've gotten to know well over the last few years), performed ... much to the enjoyment of the participants in the 2009 AAUP Summer Institute. We invite you to use the following link to go and hear the folk-style musical musings of the good ol' Akron Boys, singing such delightful lyrics as "I got the top-down management, corporate structured, disingenuous blues," among others. Enjoy!

<http://www.aaup.org/AAUP/newsroom/Highlights/AkronBoys.htm>

Chapters Activating Around the State!

This summer, members of the NCSFA-AAUP Leadership Team drove down to Dayton talk with **Sinclair Community College** faculty about the benefits of forming a collective bargaining unit. And **Bowling Green State University** faculty are also in the midst of an organizing effort. It appears that around the state, with all the economic challenges facing colleges and universities, more and more faculty are exploring the benefits of organizing as a way of ensuring that faculty have a say in the governance of the institutions about which they care so strongly!

Our Webmaster Needs Your Input!

A couple years ago, **Joe Badamy** stepped forward to take on the challenge of creating a website for the NCSFA-AAUP, thereby becoming the Association's first webmaster!

He even enhanced the website he created @ <http://ncscaaup.org> to enable members to quickly and easily send e-mails to the leadership team without having to use the College's e-mail system. The link he created -- info@ncscaaup.org -- remains active today.

The NCSFA was still in its organizing stage back when Joe originally created the website, and Joe's efforts created the kind of electronic vehicle needed at the time to help the leadership team communicate more effectively with the membership.

Last summer, Joe enhanced the website to make it an effective vehicle to keep the membership updated on how negotiations were going throughout the summer and fall months.

And this past December, once our first contract was ratified by the membership, Joe quickly got the contract itself out on the NCSFA's website. He also created **an electronically indexed version of the contract**, to make it more easily searchable, and made that version available to the administration in case it chose to make that same version available on the College's website.

At this point, Joe is looking for suggestions from the membership as to how he can make the website even more useful to our members. [By the way, I've also heard some talk along the lines of retirement plans ... (Say *it ain't so, Joe!*). Needless to say, the leadership team has let Joe know that any possible retirement on his part simply means that he will have even MORE TIME to donate to his work as NCSFA's webmaster!]

If you have any suggestions at all RE: the website, please pass those ideas along to Joe. He really is very open to the ideas of others. And while you're talking to him, feel free to ask him about those retirement plans he's contemplating! (And feel free, too, to reinforce the idea that he cannot retire from his job as webmaster!)

Semester Conversion Update

As you attend the Fall Quarter Kick-off, you will hear more details about the large and complex task of converting to semesters.

This conversion is going to require everyone at the institution to have to take on more work. **Faculty are likely to see some additional workload in the form of course conversion and committee participation.**

The NCSFA team has already begun preliminary discussions with the administration to determine how these additional faculty requirements can be fairly and equitably addressed.

Be assured that it is the intent of your NCSFA representatives to make certain that our CBA is honored in all matters of faculty workload and compensation.

Evaluation Committee Update

The committee charged with reviewing the faculty evaluation process, as stipulated in **Section 9.07 of the CBA**, has continued to meet throughout the summer.

Once again, the faculty representatives on this team are **Ellen Johnson, Carmen Morrison, Margaret Puckett, and Michelle Slattery.**

This committee has continued to meet throughout the summer and is committed to making the Faculty Evaluation System a more meaningful vehicle for interaction between full-time faculty members and the deans to whom they report.

We thank these faculty members for their time, and we encourage you all to share your ideas and suggestions with this team.

Intellectual Property Update

In accordance with language that was negotiated in the CBA last summer, a team will be meeting this fall to begin working out language to go into the next contract to govern the issue of Intellectual Property, especially as it relates to EMI (Electronic Methods of Instruction). **(See Article 4 of the CBA.)**

Lynn Damberger, is in the process of setting up the first meeting of this group, which will take place sometime in late September.

That meeting will involve faculty members **Doug Kranch** and **Deb Hysell**. We thank them again for their willingness to serve on this important team. The two individuals identified by the Administration to be involved in this effort are Ken McCreight and Gina Kamwithi.

CB Unit Membership Updates

On behalf of all full-time faculty, we extend a warm welcome to **Seaneen Sullinger**, who has been hired as the new Practical Nursing faculty member in the Health Sciences Division.

In addition to welcoming Seaneen, we also welcome **Teri Brannum**, in Early Childhood Education, back to the ranks of full-time faculty. By resigning from her role as Chair and recommitting herself to her role as a full-time faculty member, Teri now becomes a member of the Collective Bargaining Unit. Welcome, Teri.

And we also bid a fond farewell (from the Collective Bargaining Unit) to **John Falls**, who has accepted the role of Mathematics Chair, and as such, now becomes a member of the Administration.