

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

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*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!*

# HAPPY NEW YEAR!

As we make our way out of the holiday season and into Winter Quarter, let us bring with us a sense of gratitude for all that we have and all that we are able to give to others in our respective roles here at the College.

The NCSFA-AAUP team has continued to work over the break. There is much on the horizon, and we want to do all that we can to help the membership be prepared to deal with it responsibly. Inside you will find updates on the following:

- **Labor-Management Relations**
- **Our Winter Quarter Membership Drive**
- **Our NCSFA-AAUP Service Project (at the CDC)**
- **Our collaboration with the Faculty Caucus on two issues of major importance to faculty:** (1) a proposal to the administration concerning a more effective way to deal with academic matters when the faculty and the administration in a given department cannot come to agreement, and (2) a long-overdue commitment from the administration (finally!) to “hear” from faculty on the challenges they are still dealing with since the elimination of program directors in many areas of the College.

We are encouraged by much of the news that we have to share. At the same time, however, we would be less than honest if we did not share our continued disappointment in key members of the administration's team. You can find more on that disappointment in this issue as well. **Happy reading ... and Happy New Year!**

## *Welcome, first of all, to two new full-time faculty members:*

We understand that **Anne Bradley** (Physical Therapist Assistant program) and **Jack Starkey** (Respiratory Care program) are joining the ranks of the full-time faculty this winter. **On behalf of all full-time faculty members, we welcome Anne and Jack to the College.** We also congratulate **Seaneen Sullinger** (Practical Nursing faculty member), who joined the ranks of the full-time faculty in the fall quarter, on successfully completing her first quarter as a full-time faculty member. **Well done, Seaneen!**

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## *Update on our Winter Quarter Membership Drive:*

In her role as Winter Quarter Membership Drive Coordinator, **Carolyn Kaple** will be visiting these new full-time faculty members as well as any other full-time faculty members who have not yet made the decision to become dues-paying members of the North Central State Faculty Association.

Since negotiating our first contract, which was ratified by the membership last December (2008), the NCSFA-AAUP team has aggressively represented the interests of dues-paying members and non-dues-paying members alike. **Our goal is to see that ALL full-time faculty are dealt with fairly by the administration and that faculty concerns are heard by the administration and responded to appropriately, something that many of us believe was NOT happening prior to the organizing effort.**

While the NCSFA-AAUP team works on behalf of **all** full-time faculty, currently only about 75% of the full-time faculty members choose to pay dues. (The majority of the dues are being “banked” right now in order to cover legal expenses, should arbitration be needed in the course of future negotiations, and/or should any grievances get to the point where legal intervention is needed.)

As we prepare to negotiate our next contract, it is important that we make every effort to raise the dues-paying membership from the present 75% to a full 100%. **If you are a dues-paying member, we thank you and encourage you to talk to any of your colleagues who are not. And if you have not yet chosen to become a dues-paying member, we ask you to consider doing so now ... well before negotiations begin early in 2011.**

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## *Update on NCSFA-AAUP Officer Appointments:*

Per the NCSFA-AAUP Constitution, the Executive Team evaluated the performance of our current (2009) **Contract Administrator and Grievance Officer** this past year. The team determined that **Jean Jones** exceeded the team’s expectations for that role and happily re-appointed her to the position for the 2010 calendar year. The Executive Team also appointed **Brad Hays** to the role of **Chief Negotiator** (based on his solid performance in the same role during the 2008 negotiations) as we begin now to prepare for the 2011 negotiations. Neither individual receives any compensation or release time for the tremendous investment of time and energy they both continue to make on behalf of their colleagues. We thank Jean and Brad for their continued commitment to the cause of representing the interests of all full-time faculty!

## *Update on our NCSFA-AAUP Chapter Service Project:*

In her role as NCSFA-AAUP 2009-2010 Service Project Coordinator, **Denise Hendershott** has been instrumental in being the liaison between the Child Development Center (CDC) staff and the NCSFA-AAUP, as the full-time faculty look for ways to be of service to such an important part of the campus.

Thanks to Denise and her team, several boxes containing much-needed containers of hand sanitizer and boxes of tissues were delivered to the CDC throughout the Fall Quarter. Denise was also able to get around to the various buildings on campus to collect some generous faculty donations to help make the CDC's important Winter Celebration event a successful evening for the families served. **Thanks to those of you who generously contributed in some way, and thanks to you and your team, Denise, for giving your time to coordinating this project.**

We have received a couple of very thoughtful thank-you notes from the CDC staff throughout the Fall Quarter. **It is clear that the CDC staff appreciate the donations made on behalf of the NCSFA-AAUP.** At the December NCSFA-AAUP Executive Team meeting, Denise reported that she will continue to work with the staff at the CDC throughout the Winter and Spring Quarters to make sure we are all aware of the opportunities remaining to those of us who want to give in some way to the Child Development Center.

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## *Update on the NCSFA-AAUP's Collaboration with the Faculty Caucus on Two Issues of Importance to ALL Faculty:*

Since the ratification of our first contract (December 2008), the leadership teams of the Faculty Caucus and the NCSFA-AAUP have worked hard to coordinate their efforts so that the full-time faculty have available to them the tools necessary to have their voice heard. Two important actions taken by the Caucus in recent months serve to illustrate how effective these two teams can be when working in concert with one another.

1. On October 29, 2009, all dues-paying NCSFA-AAUP Chapter members were invited to a meeting immediately following the President's Open Forum. All full-time faculty were encouraged to attend the Open Forum, and dues-paying Chapter members were invited to the meeting afterward, at which faculty discussed some pretty strongly voiced concerns about academic issues not always being addressed satisfactorily by the administration. Out of this meeting came a recommendation to the Faculty Caucus leadership to move forward, through the Faculty Caucus, a proposal on how to deal with such matters of disagreement between the faculty and the administration when academic matters are the issue. **That proposal is currently under development at the Faculty Caucus level and will soon be passed along to the administration for consideration and response. We applaud that action, taken by the Faculty Caucus, and we see this as a good example of how the dues-paying members of the NCSFA-AAUP can use their collective voice and the Caucus to initiate change at the College that will ultimately help us all better meet the needs of the students we are here to serve.**

- 2. The Faculty Caucus also took action this Fall Quarter on another issue that has received serious and regular discussion at the many monthly Labor-Management meetings that have been held since the ratification of the Contract.** We fully support the action taken by the Faculty Caucus on that issue as well, which concerns the amount of work – previously compensated – that has fallen on the shoulders of so many faculty since the elimination of so many (although not all!) program director positions throughout the College. Ever since the NCSFA-AAUP negotiating team began meeting regularly with the administration, we have voiced the concerns that we have heard about the problems created by the last major reorganization of the academic side of the house (which also saw the creation of the Chair position). And until recently, the administration has not responded to those concerns in any way that the NCSFA-AAUP would term “satisfactory.”

Recently, however, the Faculty Caucus passed a formal motion requesting that the administration undertake a serious examination of the problems that faculty are still dealing with, years after that reorganization. The NCSFA-AAUP and the Faculty Caucus also jointly facilitated a session at which a small group of faculty shared directly with the College president the kinds of matters NOT being taken care of by their Chair and the problems that the current organizational structure has created for their respective programs.

Following (1) that meeting with the College president and (2) the passing of the formal motion by the Faculty Caucus, the Academic Vice President was charged with carrying out an examination of the challenges created by our current organizational structure on the academic side of the house. **In our opinion, that examination of long-standing problems is long-overdue. Is the upcoming examination welcome? Absolutely.**

While the Academic VP’s first plan for that examination consisted of merely creating a committee (consisting of both faculty and administrators) to look at this problem, the NCSFA-AAUP and the Faculty Caucus were able to convince Karen Reed to attempt to demonstrate a willingness to really “own” this problem that is, in fact, the administration’s problem to fix – something the administration has not, in our opinion, demonstrated a willingness to do until now. (We applaud the Faculty Caucus’s action in this area.)

Consequently, Karen Reed has asked Roberta Moore to work with faculty to set up a series of discipline-specific meetings (i.e., ACC, HUM, PSY, RAD, RES, CIS, DMT, ENR, etc.) at which both **Karen Reed (on behalf of the administration) and Margaret Puckett (on behalf of the Faculty Caucus) will be on hand to hear what faculty themselves have to say about how well (or not) the current organizational structure is helping them serve the students in their specific programs.** We cannot emphasize strongly enough how important it is for faculty to take advantage of this opportunity to speak honestly about the challenges they have been dealing with, in some cases, for far too long in our opinion.

**We cannot encourage faculty strongly enough to take advantage of this long-overdue opportunity for honest and open dialogue about what the administration can do to better structure the organization so that faculty can better meet students’ needs.**

## *Update on Labor-Management (L-M) Relations:*

As we near our one-year anniversary of working with our first contract in place and trying to engage the administration in the collaborative process we had hoped would be the result of our organizing effort, here is our impression of where relations stand ....

**Doug Hanuscin** continues to work with us in a fair and open way. On numerous occasions, Doug has demonstrated that we can go to him ... any time, on any issue, and get the information we need to be able to deal with issues in a timely and fair way – in a way that honors the process we are engaged in. We enjoy working with Doug and look forward to continuing our relationship with him.

**Brad McCormack** has demonstrated a willingness to try to insure that the CBA (Collective Bargaining Agreement), from his perspective, is administered fairly and equitably, and for that we thank him.

We recognize the responsibilities that have fallen to **Jim Hull** over the last few years. What with the turn-over that the administration has experienced in the last few years, particularly in the academic side of the house, Jim has inherited the role of the academic administrator with the most seniority, and in that role, Jim has willingly taken on tasks that would normally fall to an academic VP. We want to offer our thanks to Jim for the job he has taken on ... even as we acknowledge that we don't always see "eye to eye" with Jim on faculty-related issues.

We continue to struggle to find clear evidence of the current **Academic VP's** ability to grasp the complexity of the issues that are hers to deal with. Moreover, her inability to effectively communicate any real vision (especially when it comes to her ideas on how to address these issues) continues to complicate our efforts to collaborate effectively with her.

From the beginning of the organizing effort, our intent has been to work collaboratively with the administration in order (1) to seek creative solutions to the problems that stand in the way of the College's providing the best service possible to our students and (2) to insure fair treatment when it comes to the terms of employment of the full-time faculty. The current **President**, with all of his K-12 experience, continues to leap to wrong assumptions at critical times, assumptions that seem to be based on his thorough understanding of how adversarial unions typically work, assumptions that then stand in the way of clear communication about the issues at hand, let alone any real collaboration on how to creatively face the challenges we all know the College currently faces.

We are committed to continuing to try to find ways to work effectively with both the President and the Academic VP. The issues at hand are too important NOT to! And we have already worked for too long to try to create a truly collaborative, respectful, and collegial environment in which we can all do our best work for the sake of the students we are here to serve. We will not stop now.

But we need you to understand where matters currently stand ... from our point of view. And we need you to stay committed to the cause that we began this organizing effort with. We believe that, with your support, we can co-create the kind of workplace in which we all want to work, a workplace in which the collective faculty voice is heard, a workplace which enables all of us to bring what we have to offer to the table when it comes to figuring out how we can serve students better than we currently are.

## *Some Closing Thoughts ....*

These, then, are the issues that lie before us:

- **We have a dues-paying membership hovering around 75% that we believe we can increase to 100%.** What is more, we believe we **MUST** increase this percentage, and we must do it now, a full year before we return to the negotiating table, to send a strong message to the administration that we stand united in support of (1) fair and equitable treatment of ALL faculty, (2) an administrative structure that positions us all to serve students better than we are currently serving students, and (3) a College that is ready to respond in positive ways – ways that we might not even have imagined yet – to the community that we are here to serve. Please contact **Carolyn Kaple** if you are not already a dues-paying member and want to become one!
- **We have an upcoming opportunity in Winter Quarter to speak as candidly and frankly as possible to both the Faculty Caucus Facilitator and the Academic VP about the challenges facing faculty, particularly in those areas where program director positions were eliminated or never even existed!** As soon as that schedule of Winter Quarter meetings is known, we will be e-mailing it to all faculty and posting the schedule on the NCSFA-AAUP bulletin boards in each of the buildings. Please make it to the meeting in your area, and/or if you choose to put your thoughts down on paper, make sure that you send your thoughts to BOTH Karen Reed, the academic VP, and **Margaret Puckett, the Faculty Caucus Facilitator**. We ask you to encourage the adjunct faculty in your areas to make it to these meetings as well. By law, we cannot represent adjunct faculty, but we know that adjunct faculty have also been impacted in a major way by the last reorganization, and we believe it is important that they too take advantage of the opportunity to share their concerns and their suggestions for ways that the College can better serve the needs of students.
- **We have a Faculty Caucus that is finding its voice and that is speaking for faculty on academic issues of importance that the union is not necessarily positioned to speak on.** We ask that you support the Faculty Caucus by finding out who your representatives are, if you do not already know, and by making sure you are (1) finding out what the Caucus is doing on your behalf as well as (2) sharing with your representatives any and all concerns and suggestions you have about what the College could be doing better than it is right now.
- **We have an NCSFA-AAUP Service Project that you can support, especially if you have not already done so already.** Please contact **Denise Hendershott** if you want to contribute and are not sure how to do so!
- **And finally, we have NCSFA-AAUP Elections coming up in the Spring Quarter.** If you are happy with what your representatives are doing on your behalf, please let us know that. We need to hear from you. **We represent YOU!!!!!!** And if you are not happy with what we are doing on your behalf, please know now that the following offices are up for election in the Spring: the office of NCSFA-AAUP president, vice-president, and member-at-large.