

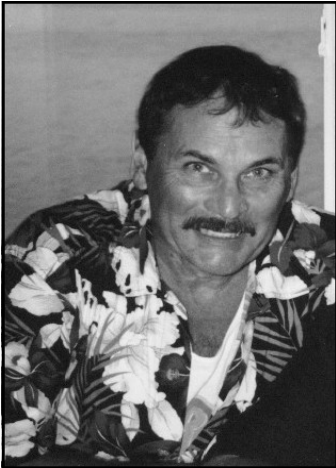
AAUP *Communique*

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

Published by the Cuyahoga Community College Chapter *SPECIAL EDITION*

Newsletter, Spring 2006

President's Message



Thank you, colleagues, for your many well wishes. It has been my honor to serve such a dedicated faculty. Your creative achievement, academic integrity and exceptional devotion to student learning/success are unrivaled. Faculty are truly the heart and soul of this College.

most sincere wish of **success** and my pledge of **support** to incoming Chapter President Ed Foley and the newly elected CCC-AAUP officers. I offer a final salute to all those faculty who served with me over the years. We did make a difference. Semper Fi, carry on.

Patrick Masterson

As my term as president winds down, I feel good about what has been accomplished. One item however, remains "in progress"- a carryover on faculty evaluations; i.e., a review and revision of the instruments (forms) used to collect (1) student evaluations of faculty, (2) supervisor evaluations, (3) counseling faculty evaluation forms and (4) librarian faculty evaluation forms. President Elect Ed Foley will complete this work as a member of the Faculty Evaluation Committee charged with this task. Look for future AAUP communications from him in the fall.

Finally, I leave this chapter in sound financial health with over 98% of our faculty as AAUP members, a vibrant, well established website, another edition of an award-winning newsletter and significant contract accomplishments. I add my

Summer Pay Dates

Full-time Faculty

June 16
June 30
July 14
July 28

Faculty teaching only 5 week sessions

1st five weeks

June 16
June 30

2nd five weeks

July 14
July 28

*3 sick days can be used for summer

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Contract Corner

By Patrick Masterson

ARTICLE 6 CONDITIONS OF EMPLOYMENT AND PROFESSIONAL RESPONSIBILITIES OF FULL-TIME FACULTY Section 6.11, page 10-12.

Flexible Days of Service:

Often overlooked is the last bullet point of this section; that is:

- Up to five (5) days per academic year for “faculty activity days” to be used for the purpose of enhancing the College’s mission. These activities may include, but are not limited to: professional development, technology training, student recruitment/retention, class preparation/evaluation activities, college service, public service or student service including student advising within a faculty member’s academic discipline but that is not in conflict with non-instructional faculty members’ direct or indirect responsibilities.

Commencement shall be considered one of the flexible days of service. Faculty attendance on commencement day shall be on a rotating basis, with half of the faculty required to attend every other year.

With the exception of faculty activity days, which may be completed **either on or off campus** it is expected that the listed activities will be performed primarily on campus (of course with the exception of attending meetings for governance committees). Any flex day time spent off-campus must be explicitly authorized by the appropriate director or Dean.

The eight (8) additional days of service are here defined as “flexible” insofar as faculty will have some option as to the specific days selected, the activities selected and the duties performed, to satisfy this requirement, assuming administrative approval. The potential flexible days of service will be designated after negotiations between the College and the CCC-AAUP.

Faculty are to reach agreement with directors and Dean concerning the specific “flexible days of service” selected and are to submit to their respective supervisors proposed dates of such service on the forms provided.

An additional avenue of accumulating time toward the fulfillment of the eight (8) flex day obligation also exists. Faculty participating in the governance committees (except for chairpersons and committee staff who are receiving ESU reassigned time for their work) may count the time toward the eight (8) flexible day (60.0 hour) commitment. Such time will be credited on a one-half (1/2) day per meeting basis. Faculty participating in the governance committees still should select eight (8) flexible days on the form. If governance committees are held on days not specified as flex days, the hours spent in such meeting will be credited to a portion of one of the flex days selected by the faculty member. The appropriate director and Dean will maintain the records necessary to accurately account for such time.

Greet Your Colleague

By **Laurie Judge, Associate Professor,
Metro**

*Connection, Communication and Compassion –
Ed Foley's Presidential Agenda*



Ed Foley, the incoming president of AAUP said, “I have a profound sense of history on my shoulders. I want to be worthy of that history as we write the next chapter.” He acknowledges the tremendous contribution of Pat Masterson, AAUP’s president for twenty years, and Jean Allen

Jenkins, Jackie Jefferson, and John Rose, among others.

AAUP will have a new president, secretary, treasurer, vice presidents and representatives as we move into the 2006-2007 academic year. Ed believes this new team is worthy of the challenges ahead because he and the other members of the Executive Committee are passionate about the union and dedicated to excellence at all levels of the college.

Ed’s strategy for advancement is threefold. He believes there needs to be a feeling of connectedness between union members and union officials. He said, “The AAUP Executive Committee will become a strong team. Reps and Vice Presidents should be visible and available to union members, making sure union members know who they are and how they can be of assistance.” He plans to spend time on each campus so that union members can have personal contact with him, if they so choose. He believes administrators need to be made aware of the unity between union members and executive officers. This awareness will demonstrate the relevance of AAUP

to our members, the administration, and our college.

Timely, clear communication among union members and between union officials and the administration is Ed’s second strategy. He plans to do so through written and verbal communiqués, using all means of communication available.

Thirdly, and most importantly, Ed sees compassion as the key ingredient to make the union more dynamic, viable and successful in serving the needs of faculty. “We need to demonstrate to faculty that we care about them.”

He plans to do so by formally and informally recognizing the excellence of faculty. He said, “We need to thank faculty for their excellence in and out of the classroom. We (faculty) are the heart of this institution. It is our home.” Ed recalled that the late Robert Lewis understood the importance of faculty when the college was in its formative stage. Mr. Lewis projected the vital role of faculty in our mission moving forward.

Ed comes to the position of President of AAUP with a rich background in union experience. Prior to joining the Tri-C faculty, Ed worked as a plant manager and vice president of human resources for two companies where he was involved in negotiating contracts with the United Auto Workers. He has served as AAUP treasurer for five years and was a Western Campus Representative for one year. He has been a member of two AAUP contract negotiation teams and a member of the College Wide Health Care Committee, Faculty Evaluation Committee and the Tenure Committee. He serves as the Western Campus Crusade for Christ Faculty Advisor. Ed teaches business classes at the Western Campus and created the Associate of Applied Business degree with a concentration in Human Resources. He is Chairman of the Planning Commission in his home community and helped write a master plan for his city.

(Continued on page 7)

Thank You...

A **BIG** Thank You goes to all the participants of the Committees of Governance and the AAUP Contract/Constitution Committees:

CADRE

AAUP

Shirin Dixon
Barbara Cicerchi
Anna Lauer
Kira Seaton
Michael Silk
Jason Tasch

JFSC

Marla Colvin
Marianne Buccini
Iris Bishop

ENROLLMENT MANAGEMENT

AAUP

Jacob Register
Raymond Salco

JFSC

Roman Boldyreff

GOVERNANCE MONITORING

AAUP

Barbara Taylor
Patrick Masterson

JFSC

Debra Motley

HUMAN RESOURCES & POLICY

AAUP

Judy Barker
Michael Boyko

JFSC

Christopher Hawkins

PLANNING & INSTITUTIONAL EFFECTIVENESS

AAUP

Erin Austin
Robin Kelly

JFSC

Gary Carrington

TECHNOLOGY

AAUP

Alex Carlino
David Long

JFSC

Don Gabriel

CCC-AAUP CONTRACT/CONSTITUTION COMMITTEES

ADVISORY BUDGET

Phyllis Dukes
Larry Roman
John Thomas
Martin Walsh

SALARY GRADE ADVANCEMENT

Wei Huang
Steven Leidich
Daniel Levin

ESU REASSIGNMENT

David Bernatowicz
Colleen Lloyd
Dennis Shafer

HEALTH CARE

Ed Foley
Patrick Masterson

SUMMER SESSION STAFFING

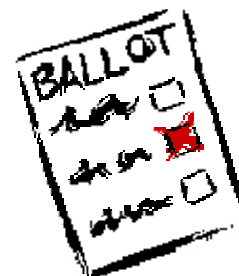
Valerie Brown
Ed Foley
Isolda Levina
Patrick Masterson
Henry Young

COLLEGEWIDE PROFESSIONAL IMPROVEMENT LEAVE

Shahrokh Afshar
Chengavalli Balsa
Linda Edwards
Michelle Florencki
Margaret Hnat
Johnny Horton
Jacquelyn Jefferson
Shirley Kangas
Kirsten Yates-Konzen

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Spring Elections!



Listed below are the newly elected members
of the
CCC-AAUP Executive Committee
for
July 2006 – June 2008

President: Ed Foley, West

Secretary: Dr. Valerie S. Brown, Metro

Treasurer: Ed Durkin, West

East:

Vice President: Dr. Heather Snell Masterson

Representatives: Andrew Pegman

Metro:

Vice President: Dr. Laurie Judge

Representatives: David Bernatowicz

West:

Vice President: Michael Boyko

Representatives: Ken Washington

Congratulations to All!

Retirements

Best wishes to all colleagues who are retiring this year.

To our retiring faculty: in the words of Star Trek's Mr. Spock, **"Live long and prosper."**

AAUP Annual Meeting

will be held at the Omni Shoreham Hotel in Washington, D.C.

June 8-11, 2006

The theme for AAUP's 2006 Annual Meeting is "The Public Image and Private Reality of Faculty" - explores the public's perception of college and university faculty. There will be two panel presentations, one on "The Faculty, the Press and the Public" and the other on "Faculty Life, Private, and Professional."

AAUP Summer Institute

(July 27-30)

This year's Summer Institute host is Portland State University. The goal of the 2006 Summer Institute is to provide opportunities to strengthen strategic planning skills, enhance expertise, and intensify knowledge.

In Memoriam...

Steven Blazina, Mathematics, Metro campus

Professor Lillian Dailey, English, Metro campus

Nancy Kiley, Nursing, West campus.

Greet Your Colleague

(Continued from page 3)

Ed is motivated to serve faculty as AAUP's President because, "I have a degree from Tri-C and I chose to work here because I wanted to give to others what I received as a Western campus student. I am the first one in my family to earn a college degree. I am an extension of the mission of Tri-C."

Wayside

By Professor Sat Ire

After more than a decade and a half of service to the chapter, Professor Sat Ire has been granted a sabbatical. He plans to think deep thoughts, read/research and enjoy the beauty of sunrises and sunsets. He leaves us with these thoughts:

In this world of words we hold ourselves captive, filling our heads with all we have learned to say, we become deaf to that which we have yet to hear-listen well to the sounds around you-listen well to your dreams.



Thank You...

(Continued from page 4)

COLLEGEWIDE TENURE

Gary Carrington
Nancy Connor
Ed Foley
Donna Homenko
Mary Hovanec
Heather Snell Masterson
Patrick Masterson

NOMINATIONS

Jean Allen-Jenkins, Chair
Paula DuPerow
David Long
Charles Reichheld III
David Sebold
Adam Zambetti



AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS
Cuyahoga Community College Chapter

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Quality Through Unity

CCC-AAUP Executive Committee

President: Patrick Masterson (x2298, Pager 216.590.6750)
Vice President—Metro: Eleonore Adams (x4279)
Vice President—West: Deborah Abbott (x5395)
Vice President—East: Jacquelyn Jefferson (x2387)
Treasurer: Edward Foley (x5297)
Secretary: Jean Allen-Jenkins (x4276)

Eastern Representatives:
David Long (x2297)
Steven Leidich (x2394)
Heather Snell Masterson (x2286)

Western Representatives:
Michael Boyko (x5037)
Mary Hovanec (x5489)
Samuel LiPuma (x5651)

Metro Representatives:
David Bernatowicz (4524)
Valerie Brown (x4521)
Barbara Ringle (x4408)

Web Site: <http://ccc-aup.org>

Office Manager: Ann Stutz (216.524.7440)