

Despite overwhelming and irrefutable evidence to the contrary, certain myths persist about academic unions in general and AAUP in particular that must be addressed in the interests of truth and to enable the fair-minded to distinguish



Fact from Fiction.

Myth: AAUP is a third-party organization, which has a political and economic agenda unrelated to the real interests and concerns of dedicated college faculty.

Fact: AAUP is our organization, a distinguished faculty organization, and as such, we determine the agenda and decide the issues that are important to us. As a grassroots organization, we are supported by national and state organizations, but not dictated to by them.

Myth: If faculty unionize at Sinclair, the Faculty Handbook will be discarded, and all of its policies and provisions will have to be recreated and renegotiated.

Fact: When faculty unionize at any institution, all the terms and conditions of their employment remain in place, and any changes to those terms and conditions must be negotiated by both parties, and all policies and provisions then become part of a legally enforceable contract.

Myth: AAUP will destroy the Faculty Senate and its cooperative, collaborative working relationship with the college administration.

Fact: Our AAUP chapter will strengthen the Faculty Senate by enabling it to participate in shared governance of the college, instead of functioning merely as an advisory body. Facilitated by AAUP, the relationship between the Senate and the administration will become a genuine partnership between peers of equal influence and impact.

Myth: If faculty unionize, an adversarial relationship will be created between them and the administration of the college, and all communication will have to take place between lawyers representing each side.

Fact: Unionization creates a legal mechanism by which the rights of both parties are protected, but both parties determine their method of communication and interaction based upon their

shared commitment to the best interests of the institution. An adversarial relationship is neither inevitable nor unavoidable. Unionization merely creates a platform for a meaningful, mutual, and reciprocal relationship.

Myth: Unions and faculty are incompatible and undesirable; they just don't go together.

Fact: The faculty at the distinguished community colleges in Ohio to which we compare ourselves in terms of equity and quality, efficiency and productivity, and salary and security are unionized. In fact, faculty at 13 of Ohio's 23 community colleges have unionized, and faculty at ten of the fourteen public universities in Ohio are unionized. These institutions establish the standards and benchmarks to which their peers aspire.

Facts vs. Myths about SCCAAUP

As members of the SCC Chapter of AAUP, we choose to organize ourselves into a union as a matter of integrity and dignity, responsibility and accountability. We recognize the benefits of AAUP unionism to be as follows:

Unions enable faculty and other members of the academic community, who would be powerless alone, to safeguard their teaching and working conditions by pooling their strengths.

Unions make it possible for different sectors of the academic community to secure contractual, legally enforceable claims on college administrations, at a time when reliance on traditional advice and consent has proved inadequate.

Unions provide members with critical institutional analyses—of budget figures, enrollment trends, and policy formulations—that would be unavailable without the resources provided by member dues and national experts.

Unions increase the legislative influence and political impact of the academic community as a whole by maintaining regular relations with state and federal governments and collaborating with affiliated labor organizations.

Unions reinforce the collegiality necessary to preserve the vitality of academic life under such threats as deprofessionalization and fractionalization of the faculty, privatization of public services, and the expanding claims of managerial primacy in governance.

In addition to the benefits cited above, the principles and goals of AAUP unionism include academic freedom and shared governance as well as local autonomy and organizational democracy.

The mission of the AAUP chapter at Sinclair Community College is to promote the highest quality of education, to promote and protect the professional status and interests of all Sinclair faculty, and to facilitate respect, integrity, and open/honest communication among the faculty, administration, and board of trustees.

We propose the establishment of a “NEW NORMAL” here at Sinclair, which would be reflected by a **N**ew strong voice for faculty, **E**arnest and candid discourse, **W**orking for students, as well as **N**otable news affecting faculty, **O**utstanding academics, **R**eal shared governance, **M**utual respect, **A**cademic freedom, and **L**ove of teaching.

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