

COHE Newsletter

Issue Number 7, April 23, 2003

Membership Drive

The SDSU-COHE Executive Committee has been conducting an active membership drive at SDSU aimed primarily at new and junior faculty. Many new faculty have joined our cause. Along the way even some senior faculty are re-joining us in defense of faculty rights at SDSU.

We encourage former members and sympathizers to consider joining us in our efforts. (Administrators are also welcome to pay dues and become informed about faculty issues.) You may not agree with every single position that COHE, SDEA, or the NEA takes, but we remain the legal bargaining representative and have direct communication with the BOR staff during contract negotiations.

COHE members have reached out to recent hires in their respective department with some success. We gratefully thank COHE members for discussing these issues with new faculty.

Why Join?

Some faculty may balk at paying \$440 per year in membership dues. We submit that if you are

involved in a single legal action that requires the assistance of an attorney, the payment of these dues will be well worth every dime. Legal expertise in a typical case in higher education easily exceeds \$10,000. As a COHE member, you receive legal assistance at no charge under qualifying circumstances. If you are not a member of COHE, we are required to inform you of the process, but nothing more.

Catch 22

We understand that we exist in a perfect Catch-22 situation: we have limited power, because we have few members. And we have few members, because we have limited power. If you agree with our views, if any of the newsletters have struck a chord in your thinking, or if you are tired of being powerless, JOIN US TODAY!

Recent membership drives at USD and DSU have also netted COHE significant gains. We anticipate membership drives to commence at the other three Regental institutions in the coming months. A breath of fresh air is coming out of Pierre and three new

open-minded regents have been appointed. We encourage faculty to explore the value of a professional organization that articulates our views.

The Administration Denies COHE Access to New Hires

As a part of our membership drive, COHE demands the right to address new faculty at the Orientation Session organized by the Office of Academic Affairs. We formally requested a few minutes to educate new faculty about the existence of their legal bargaining representative and the administration refused our request.

Many new faculty get incomplete and inaccurate information about COHE. For example, several new hires report they were informed that faculty do not have a union and that collective bargaining does not exist on campus. This obfuscation of the situation must be confronted with cold, hard facts. The faculty union is alive and growing!

The administration argued that it is inappropriate for COHE to communicate with new faculty in their orientation session and that we should conduct our own session. In fact, we usually conduct a "welcome to campus" event each fall. Of course, it is poorly attended by new faculty who are busy acclimating to their environment.

However, new faculty's attendance at the Academic Affairs orientation is mandated. We urge the administration to reconsider this

decision which restricts our right to organize new faculty. Clearly, a university that encourages the free flow of information should support all faculty organizations and not throw up unnecessary obstacles in our path.

Friday Faculty Discussion: "Should Faculty at SDSU Organize a Local Chapter of the AAUP?"

**April 25, 3:30 p.m.
Tompkins Alumni Center**

"The key to being a good manager is keeping the people who hate me away from those who are still undecided."
--- Casey Stengal

"Power can be taken, but not given. The process of the taking is empowerment in itself."
-- Gloria Steinem

"Our own success, to be real, must contribute to the success of others."
-- Eleanor Roosevelt

"Leaders aren't born, they are made. And they are made just like anything else, through hard work. And that's the price we'll have to pay to achieve that goal, or any goal."
---Vince Lombardi.

"If you are never scared, embarrassed, or hurt, it means you never take chances."
-- Julia Soul

**NEXT COHE MEETING:
Friday, May 2, 3:15 p.m.
Tompkins Alumni Center.**

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