

The CSEA BEACON

Your Source for Faculty Information and Inspiration



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Columbus State Education Association
Faculty building a better campus community
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Welcome to
The Beacon, CSEA's
newest source of
information about
faculty activities and
accomplishments.

Inside this Issue

<i>Ask the President</i>	2
<i>Faculty Profile</i>	3
<i>Benefits Bulletin</i>	3
<i>New Faculty Introductions</i>	4
<i>Did You Know</i>	4
<i>Service Opportunities</i>	6
<i>Faculty Fanfare</i>	6

Department Spotlight

Health, Dental & Veterinary Faculty Teach in Always-Changing Fields

by Ingrid Emch, Membership Chair, and Mary Morgan, Parliamentarian

Have you ever ventured to the far northwest side of Columbus State's campus to visit buildings such as GR or VT? Have you maneuvered through the winding staircases or the slow, creaky elevators of Union Hall to the 4th or 5th floors? These "far-away" places would reveal a world of dedicated faculty in the Health, Dental & Veterinary Programs.

The Health, Dental & Veterinary Programs department is home to six unique academic programs including the nationally-accredited programs in Dental Hygiene, Nuclear Medicine, Radiography, and Veterinary Technology as well as the certificate programs in Surgical Technology and Dental Technology. This multi-disciplinary department chaired by Dr. Terrence Brown consists of 11 full-time faculty members who have a wealth of experience in their fields of study.

Each of these unique fields requires continued study of advances in the field and changes in the technology. "Nuclear medicine is at the cutting edge of technology, and you will be continually challenged to keep up with the latest advancements," said Mary Morgan, Coordinator of the Nuclear Medicine program and the only full-time faculty for that program. Students in the Nuclear Medicine program learn radiation safety as well as skills in using technical equipment and manipulating computer data to provide doctors with information about body structure and functions. Such skills help physicians identify problems before other methods or symptoms might reveal them. Gamma cameras, Geiger-Mueller survey meters, dose calibrators, well counters – sounds like a sci-fi movie! These are just some of the types of equipment used by nuclear medicine technolo-

gists. Approximately half of nuclear medicine procedures are cardiac exams, and 35 to 40 percent are cancer-related.

Also involved in imaging examinations is the Radiography program. Radiographers are able to perform diagnostic imaging, fluoroscopy, trauma, surgical, and portable radiography. Students learn anatomy, physiology, pathology, and medical terminology and learn various radiographic procedures that will help doctors to make important decisions for a patient's care. "Our students learn to be precise in their imaging. A tenth of an inch can make the difference in catching a fracture or tumor," said Jim Byrne, Program Coordinator for the Radiography program. Jerry Tyree, the other full-time faculty member in Radiography, serves as the Clinical Coordinator.

You can visit the Nuclear Medicine and Radiography program faculty and classrooms in the GR building on Grant Avenue.

After a visit to GR on Grant Avenue, venture over to the VT building next door where you will find the Veterinary Technology program. Full-time faculty members include Program Coordinator Brenda Johnson, Carla Mayers Bletsch, Denise Mills, and Terry Olive, and they prepare the Columbus State Vet Tech students for the clinical, surgical, laboratory, and office procedures related to the health and well-being of animals. The faculty teach skills pertaining to physical examination, administration of anesthesia, client communication, and record keeping

See "Health, Dental, Vet," p. 5.

Ask the President

CSEA President Minor Answers Your Questions

Q. When assembling my promotion portfolio, for how long into the process can I continue to make revisions to the portfolio?

A. Prior to the July 1, 2005 revision to the College Procedure regarding the promotion process (Procedure 3-01(B)), there were inconsistencies between the divisions as to whether faculty were allowed to make changes to their portfolios after submitting them to their department for review. In fact, there were even inconsistencies between departments within a division regarding this. Naturally, faculty who were told that they could not make revisions to their portfolios felt that it was unfair when they learned that faculty in other departments were being allowed to make changes to theirs.



CSEA President Darrell Minor

CSEA then asked the College Excellence in Teaching Committee to address this matter. We asked that a uniform procedure be established to determine how far into the promotion process a faculty member could continue to make revisions to their portfolio. The Excellence in Teaching Committee determined that faculty could make revisions to their portfolios as long as the portfolio remained at the department level. Once the portfolio moves to the Division Review Committee, no further changes would be allowed. This is now stated in College Procedure 3-01(B)(6)(b) – “No changes to the candidate’s portfolio are to be permitted after April 15.” April 15 is the deadline for the Department Review Committee to make its recommendation to the department chairperson.

The intent was to allow a faculty member to make “cosmetic” changes to his/her portfolio (e.g., correct typos & grammatical errors, ensure that the Table of Contents matches the contents of the portfolio, etc.) based upon the feedback of the Department

Review Committee. These are typically changes that would not alter the final recommendation made by the Department Review Committee, but would simply improve the presentation of the portfolio as it makes its way through to the Division and College Review Committees.

It is recognized that the timelines do not allow for more substantive changes (e.g., addition of items in a promotion category that would require documentation, complete rewrites of narratives, etc.) at the department level. For this reason, *it is essential that faculty who are going up for promotion start early and get feedback from their colleagues prior to the deadline for submitting the portfolio for official review by the Department Review Committee.* Any substantive changes to the portfolio should be made based upon feedback from colleagues prior to the submission of the portfolio for official review.

Unlike Procedure 3-01(B), the College Procedure addressing the tenure process (Procedure 5-02(E)) does not clearly state a last date that faculty can make changes to their portfolios. It is CSEA’s belief that the same principle applies to the tenure process as applies to the promotion process – that faculty should be able to make (cosmetic) changes to their tenure portfolio as long as that portfolio remains at the department level. CSEA hopes to clarify this with the college during the next round of negotiations.

Q. Why is it important for faculty to have a grievance procedure that ends in binding arbitration?

A. Prior to the negotiation of the first contract between the CSEA and the college, the college had a written complaint procedure as part of the College Policy and Procedures document. That procedure included the formation of complaint panels to hear all sides of a matter and to make recommendations to the college

administration, but it did not include binding arbitration as a final step to resolve issues.

There were instances during that time when faculty would utilize the college’s complaint procedure, including the hearings and recommendations made by the complaint panels as part of the process, only to find that the administration would ignore those recommendations and either take some action to the detriment of the faculty member or refuse to correct an action that had already occurred.

One example involved a case in which a faculty member believed that the college had violated the terms of her employment contract with the college (prior to organizing with CSEA, all faculty received one-year employment contracts. These employment contracts outlined all the duties and the responsibilities of the faculty member – including the clause that the faculty member would abide by the College Policy and Procedures). The complaint procedure failed to resolve the situation, and the faculty member filed a lawsuit against the college. The college’s position during the judicial hearing was that the College Policy and Procedures document was not binding on the college’s part, since the contract terms required faculty to agree to follow the College Policy and Procedures but contained no such requirement for administrators. In effect, the college argued that employees had to abide by the Policy and Procedures but that the College itself, through its administrators, did not.

Since organizing with the CSEA, faculty now have the right to grieve any violation, misinterpretation, or misapplication of the faculty contract or of College Policy and Procedures. The Grievance Procedure, which is addressed in Article 19 of the terms imposed by the College, includes steps to address grievances at the lowest level possible, but does end in arbitration which is “final and binding upon the College, the Association and the employee(s) involved.”

Faculty Profile

Meet Lisa Cerrato, Health Information Management Technology

By Susan Moran, Association Secretary

At Columbus State, the words Health Information Management Technology (HIMT) are synonymous with Lisa Cerrato. Indeed, Lisa's educational background and work experience made her the ideal candidate to lead the HIMT program at Columbus State when she was hired as the Program Coordinator in August 1991.

Ohio born and raised, Lisa earned a B.S. in Health Information Management Administration from The Ohio State University. Following her graduation, Lisa became the Director of the Medical Records Department at Meridia Huron Hospital, part of the Cleveland Clinic Health System in Cleveland. A desire to further her

education led Lisa back to Columbus and a second degree from OSU, this time an M.S. in Allied Health Education. While working at The OSU Hospitals, Lisa began teaching as an adjunct in the program from which she had recently graduated. One day



Lisa Cerrato

while sitting in the office of the program director, Lisa was introduced to Jay Benedict, and soon after, she was coordinating HIMT at Columbus State.

In addition to becoming the Program Coordinator for HIMT, Lisa was the

only full-time faculty member in the program. Like many Program Coordinators at CS who are also the only full-time faculty members in their programs, Lisa did it all – curriculum management, course development, professional outreach, scheduling, hiring, advising, and – oh yes – teaching. It's no wonder that in the early weeks at CS as she became accustomed to switching hats at a moment's notice, Lisa was "pleasantly surprised" to discover faculty had breaks between quarters – at least from teaching!

Lisa's interest in technology has made her a leader at Columbus State in the development of online courses.

See "Cerrato," p. 5.

Benefits Bulletin

Healthy Resolutions

2008 is quickly approaching, and many of us will probably be making those annual New Year's resolutions such as lose weight, eat right, and get fit! Employment at Columbus State comes with a few benefits that might help you in succeeding with these resolutions.

Wellness Seminars and Programs

Each quarter, faculty, staff and outside instructors offer seminars and programs geared toward achieving and maintaining wellness. Sample past topics have included "Family Fun and Fitness" by Humanities faculty member Tim Davis and "Healthy Cooking for Diabetes" by Hospitality Management faculty members Deane Cobler and Jan Van Horn. Announcements about such wellness programs are made periodically via email and the *Update* publication.

The Human Performance Center

Rent a pedometer for free. Get a wellness profile or a personal fitness assessment. Schedule a session with a physical activity consultant or an

exercise specialist. Maybe even get brave enough to have a body-age profile! You have no excuse for avoiding your fitness resolutions! For more information about the specific services offered, go to: <http://www.cscs.edu/hpc/services.htm>. Call the Human Performance Center, located in Delaware Hall 029, at 287-3843 to receive more information and to schedule appointments.

Fitness Center

Columbus State's Fitness Center is also in Delaware Hall and is open from 8:00am to 8:00pm Monday through Thursday, and 8:00am to 6:00pm Fridays. There are lockers you can rent for \$5 a quarter or \$15 a year (pay in Cashier's Office).

Open Recreation and Intramurals

Activities such as basketball, volleyball, floor hockey, indoor soccer, and flag football are available for open recreation most mornings from 9-12. Check the Wellness Activity Calendar for new scheduled hours each quarter: <http://cscs.edu/Wellness/ac.htm>. There are also intramural activities that allow faculty and students to compete in various athletic events. To sign up, call 287-5348.

Wellness Classes

Have an interest in yoga, belly dancing, Pilates, or personal defense? Most of these classes are offered free, or for a very nominal fee. For more information, contact Heather Borland at hborland@cscs.edu or go to DE 134.

Active Living Every Day and Healthy Eating Every Day Courses

Take a comprehensive behavior change course to help sedentary adults adopt and maintain a physically active lifestyle. Determine the root causes of inactivity and overcome those challenges! Or, take a course that presents sensible and realistic ways to establish balanced and healthy eating habits that correspond with the new USDA Nutrition Guidelines. Choose to work on goals such as lowering fat intake, increasing consumption of fruits and vegetables or whole grains, increasing low-fat dairy products, or achieving calorie balance. For more information regarding these courses, contact Dave Litt at 287-3681 or Don Laubenthal at 287-3627.

Did You Know?

One of the big issues for this primary election season is healthcare. Do you know the meaning of the terms *universal health care*, *single-payer*, and *mandated health care coverage*? Do you know the differences among the presidential candidates' plans, or who even has a plan? To help you understand their plans better, here are some definitions and facts.

Universal healthcare: government-mandated programs that provide access to most types of health care for all citizens regardless of income level or employment status. Most countries use legislation, regulation and taxation to implement universal health care. Costs are subsidized by direct taxation, and patients may pay some portion of their care directly.

Single-payer: funding of medical care from a single fund, usually publicly administered. It is undetermined whether a future U.S. single-payer universal health care system would be funded from taxation, from compulsory insurance, or from a mixture of both. Interestingly, some people and presidential candidates equate universal healthcare with single-payer while others believe universal healthcare allows for coverage options.

Mandated health care coverage: within the plans proposed by proponents of universal healthcare, health care coverage is mandated, meaning all individuals must opt in and contribute their share. Interestingly, not all of the "universal health care" plans being touted as "universal" include mandates.

Did you also know . . .

. . . the United States is the only wealthy, industrialized nation that does not have a universal health care system – yet they spend the most on healthcare (approximately 15% of the gross domestic product).

. . . the U.S. government currently covers over one-quarter of the population through health care programs for the elderly, disabled, military service families and veterans, children, and the poor.

. . . federal law requires public access to emergency services regardless of ability to pay.

. . . in 2003, approximately 35 percent of the U.S. adult population ages 19 to 64 (61 million people) had either no insurance, sporadic coverage, or insurance coverage that exposed them to high health care costs.

. . . according to a study by the Kaiser Family Foundation, since 2001, premiums for family coverage have increased 78%, while inflation has risen 17% and wages have risen 19%. Of this, employers that provide insurance spend, on average, between 4.6 and 8.7 percent of their payroll in health insurance premiums.

. . . citizens in universal health care systems have more doctor visits and more hospital days than in the US. The United States ranks between 50th and 100th in immunizations depending on the immunization (overall at 67%, right behind Botswana). Outcome studies on diseases such as coronary artery disease and renal failure show the United States to rank below Canada and a wide variety of industrialized nations.

New Faculty Introductions

In addition to the faculty mentioned in our last issue of *The Beacon*, CSEA welcomed the following new full-time faculty members beginning summer and/or autumn quarters:

Melinda Cooksey,
Biological & Physical Sciences

Julie Cronk,
Biological & Physical Sciences

Katherine Fernandez,
Social & Behavioral Sciences

Sue Hargrove,
Developmental Education – Math

Adam Keller,
Biological & Physical Sciences

Mark Koerner,
Biological & Physical Sciences

W. Daniel McDonald,
Human Services

Carolyn Novak,
LPN Programs

Margaret Owens,
Construction Management

Dan Schmidt,
CIT

Fauna Stout,
Medical Assisting

Gene Strickland,
Integrated Media

Prescriptions Benefit

Did you know...members of our employee health plans may order maintenance prescriptions through the mail and get three months of the prescription for the price of two.

Cerrato continued from page 3

Lisa recognized that online course offerings proved popular with existing students and were successful in attracting new students who appreciated the flexibility online courses offered. This recognition led to the development of online certificate programs in Medical Coding and Medical Transcription that have also proven successful and helped meet the challenge of competing programs and the needs of the healthcare field as more and more hospitals move toward electronic health records. The faculty in HIMT has grown, too. Jane Roberts, a former OSU classmate of Lisa's, has been a welcome addition to this dynamic program.

The HIMT program has kept Lisa busy, but she has also found time to serve the college and her profession. She has served on numerous division and college committees includ-

Like many Program Coordinators at CS who are also the only full-time faculty members in their programs, Lisa did it all – curriculum management, course development, professional outreach, scheduling, hiring, advising, and – oh yes – teaching.

ing, for several years, Assessment and Instructional Council. She is a charter member of the CSEA and is active in professional organizations, frequently attending national conferences and meetings. She has worked statewide with Ohio educa-

tors and assisted in the development of transfer agreements for Health Information Management students with The Ohio State University, the University of Cincinnati, and the University of Toledo.

Columbus State has played a major role in Lisa's professional life, but away from CS, Lisa is a busy person, too. She and her husband Mike, a Captain for Continental Airlines, have three children – Brienna, 15; Jordan, 12; and Kameran, 9. In addition to school and community events, this active family enjoys spending time together sailing in the British Virgin Islands, wind surfing in Oregon, and visiting Mike's father in the Dominican Republic.

Health, Dental, Vet continued from page 1

for working under the supervision of licensed veterinarians. Columbus State's facilities include a clinical laboratory, examination room, and surgical, radiology, and treatment suites. Students may also enroll in a joint program between CSCC and Otterbein for a Bachelor of Arts degree in Equine Health technology and an Associate of Applied Science degree in Veterinary Technology. Similarly, students can combine Columbus State's associate degree program with study at OSU for a Bachelor of Science degree in Agriculture.

Take a quick walk from Grant Avenue across Cleveland Avenue to Union Hall's fourth floor, and you'll find Dennis Murphy, the coordinator of the Surgical Technology program. This field of study prepares students to become members of surgical teams, where they will set up surgical instruments and equipment, sterile drapes, sterile solutions, and assemble both sterile and non-sterile equipment and ensure it's working properly. This field, like the others in the Health, Dental and Veterinary Sciences, is constantly changing and

requiring preparation for new surgical procedures including fiber optics, laser, and robotic technology. "Technologists advance by specializing in a particular area of surgery, such as neurosurgery or open heart surgery," said Dennis Murphy, the only full-time faculty member for the program. Columbus State offers a four-quarter Certificate Surgical Technology program concurrent with a six-quarter Associate of Applied Science Degree program.

The other two programs offered within the Health, Dental and Veterinary Technology Department, and also on the fourth floor of Union Hall, are Dental Hygiene and Dental Lab Technology. Columbus State is the only school in Ohio offering a Dental Lab program. Rob Duffey, coordinator for Dental Lab Technology, offers students specialized instruction in making dental prostheses including dentures and crowns. Students may opt for a one-year program to learn to create complete dentures, partial dentures, gold crowns, and ceramics and then select a specialty. With the addition of business courses, students can earn a two-year degree of Associate of Technical Studies for preparation as

an owner and/or operator of a dental laboratory.

The Dental Hygiene program has two dedicated full-time faculty members including Program Coordinator Cindy Evans and Clinic Coordinator Connie Clark. Coursework for the Dental Hygiene students includes anatomy, tooth morphology, community dental health, periodontology, dental radiography, oral pathology, and clinical training completed at The Ohio State University College of Dentistry facilities. This expert instruction by the faculty results in students prepared to evaluate and chart oral disease and conditions, remove deposits from teeth, expose and process dental radiographs, and apply preventive agents to the tooth surfaces of patients. "The really exciting thing that has happened in our profession in the last year is that a law passed that Dental Hygienists are now allowed to administer local anesthesia in Ohio," said Cindy Evans.

Regardless of the program, the faculty in Health, Dental and Veterinary Technology are all in continuously changing fields that require steadfast attention to new technologies and processes.

Faculty Fanfare

CSEA salutes the following faculty achievements:

The Mathematics Department hosted the Ohio Mathematical Association of Two-Year Colleges (OhioMATYC) Fall meeting on Friday, October 5. **T.J. Duda**, Assistant Professor in Mathematics, coordinated the effort with many volunteers from the department.

Dean Bortz, Instructor and co-coordinator in Construction Management, completed his AAS Mechanical Engineering Technology degree summer quarter. He also completed the OSHA 500 Train the Trainer course in July and is authorized to instruct and issue OSHA 10- and 30-hour Construction Safety courses and cards.

Do you have news about faculty awards, presentations, publications, and other accomplishments? Email the info to iemch@csc.edu for inclusion in future issues of *The Beacon*.

Service Opportunities

AQIP, the College's accreditation process involving continuous quality improvement, is seeking faculty volunteers for Winter Quarter. One of the project teams is starting a new phase of their project and is gearing up for some important work related to faculty. The project team entitled "Improve Effectiveness of Employee Recruitment and Hiring Process" will divide into four sub-teams for Winter Quarter. The four sub-teams will focus on different pathways to answering the question: How are the numbers of full-time and adjunct faculty and full-time and part-time staff developed, defined and reported? The four sub-teams attempting to answer that question will look at 1) where and how the ratios were determined and what the suggested ratios are, 2) how ratios are determined and reported in various departments and divisions, 3) what and how data is collected and who reports it, and 4) what the potential impacts of the Delaware campus might be on hiring faculty and staff.

Anyone interested in joining the team should complete the Action Project Implementation Team Application, which can be found at <http://intranet.csc.edu/aqip/projects.htm> on our intranet, and submit the form to Sunday Zidonis as soon as possible. When people join the teams, they can say which of the four sub-teams they are interested in joining. We need faculty representation on each of these teams —faculty who are willing to go to all the meetings, help in data collection, and ask serious questions.

The Charitable Giving Campaign is ongoing and seeking your donations (payroll deduction or one-time contributions) by December 14th. Each employee received information in mid-October regarding the choices, including United Way of Central Ohio, Earth Share of Ohio, Community Shares of Mid-Ohio, and Community Health Charities of Ohio. Please direct any questions or forms to Institutional Advancement, Franklin Hall, Room 132, or to Barbara Smith-Allen at 287-5433 or ballen02@csc.edu.

Columbus State Education Association

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