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9 February 2025

**Subject: Strong Opposition to Senate Bill 1 – Protect Faculty Rights and Collective Bargaining**

Dear Committee

I am writing as a concerned faculty member at Columbus State Community College and a member of the Columbus State Education Association to strongly oppose **Senate Bill 1 (SB1)**. This bill **undermines collective bargaining rights, limits academic freedom, and imposes rigid faculty workload and evaluation policies** without regard for the needs of students, faculty, or institutions of higher education.

By **removing faculty workload, tenure protections, and retrenchment policies from collective bargaining**, SB1 strips educators of the ability to advocate for fair working conditions and quality education for our students. Additionally, the bill's **one-size-fits-all workload mandates** fail to recognize the diverse responsibilities of faculty, including research, advising, and community service.

While serving in the United States Air Force from 1987 to 1992, I retained my Ohio residency and paid state income taxes – knowing full well I could have chosen a state that did not have a state income tax. I did this with the expectation I would someday return to Ohio and further my educational aspirations.

And as fortune would have it, I was able to return to Ohio and pursue and complete both a Master's and Doctorate degree from The Ohio State University. Later, this education allowed me to pursue my desire to become a professor at a degree-awarding institution of higher education – hence my employment at Columbus State Community College since 1999.

Voting for SB1 would **restrict colleges and universities in their recruitment and retention of veterans as faculty members and diminish the voice of veteran's in their ability to collectively bargain for work conditions, to pursue truth without fear of retribution, and to substantially serve the needs of their students and wider community**. Is this the type of "thank you for your service" that is to be expected for veterans from Ohio lawmakers?

Ohio's higher education system thrives when **faculty have a voice in shaping policies that impact our students' success**. I urge you to **vote against SB1** and instead support policies that respect faculty expertise, uphold academic freedom, and protect collective bargaining rights.

Thank you for your time and consideration. I would be happy to discuss this further with you, if necessary, and hope you will stand with faculty and students – especially those of us who served our country - by opposing this harmful legislation.

Sincerely,

A handwritten signature in cursive script that reads "Eric C. Neubauer". The signature is written in black ink on a light-colored background.

**Eric C. Neubauer, Ph.D.**

Columbus State Community College

Columbus State Education Association