

05 May 2016

FHSU AAUP Chapter Meeting



McCartney Hall 204 3:00-4:00.

MINUTES

1. Call to order, Glenn Growe – 3:05 p.m.
2. Approval of minutes, Jennifer Sauer, acting secretary for L. Smith – Motion, Kathy Sanders, Second, Rachel Newbury. Motion passed
3. Treasurer's Report (cash balance and membership count), Charles Gnizak
\$18,758.45 as of end of April – up from end of year 2015
2 associate members
18 entrants – up to 4 years
26 members

Guest Theresa Woods asked what happens with treasury – Charlie identified costs that can include national dues, collective bargaining, assistance with legal fees and PO Box rental

4. Negotiations Update, Tony Gabel and Darrell Hamlin

Tony: Overview

FHSU AAUP Team: Tony Gabel, Darrell, Linda Smith

University Team: Kerry Wasinger, Chris Crawford, (Tim Crowley, to replace Crawford in future negotiations, attended two sessions)

- Team encountered reluctance from admin to provide budgetary information. Made task a bit more difficult.
- Darrell added that a full printed budget was to be provided. Budget for 2016 is still missing, and 2015 has not yet been received.
- In lieu of provide budgets, University has offered only to provide answers to specific questions, which is not acceptable.
- Concern over a range of expenditures may impact arguments about why University cannot provide raises, but without full access to 2015 and 2016 budgets, expenditures cannot be accurately tracked.
- Tony noted, the FHSU AAUP Team has been firm about receiving this information, to the point of asking the University to change the date it is required in the future, with full budget access by October 15. Salary lines 2015 have been provided, but the Team wants the entire budget as required by the MOA.
- This is a transparency issue, but process has still been productive on other important matters.

Jennifer inquired about our remedies to the issue of non-compliance on budget, and the Chapter could file a complaint with PERB, but the FHSU AAUP Team has not filed an initial complaint about non-compliance at this time.

Other Items of Negotiation

- Librarian Faculty Proposal status (NTT Librarian Faculty Article to be added to the MOA; Article XXX, Continuing Commitment to include bi-weekly work during the next academic year to complete work on MOA language for the Tenure Track Librarian Faculty section)

Tony notes this is a good example of efforts to work with admin to get the changes; University team has been receptive

- New language to clarify office hours and to acknowledge physical and electronic availability, consistent with modalities of teaching load.
 - Clarification needed to address the new modalities. A baseline that everyone will be held to – can help in departments where there may be widely varying requirements for office hours.

Jeff Solheim questioned, “Does the language dig us into a deeper hole i.e. being available 24/7.– Does this dictate when we MUST be available.”

Tony replied, “No, this change is trying to provide recognition that the modalities create a new need among students.”

Houssain Kettani expressed concern over detail-related issue that faculty need to make efforts to respond to inquiries within a certain time.

Darrell responded by asking “What is a reasonable amount of availability?”

Tony suggests that faculty approach this in good faith – the understanding is that we are doing our job in good faith. “In good faith we shall do these things.”

- Salary and other items
- Number of reps to increase in faculty tenure and promotion committees the university level from colleges now that we have 5 colleges instead of 4 colleges
- FHSU AAUP Team declined changes to simplify tenure and promotion processes
- No Salary update – due to state budget issues – but that brings up again the lack of transparency with the university budget
- University countered AAUP’s request for course release to AAUP leadership and/or chief negotiator with a request for 2 extra days to faculty contracts, to be used for faculty development but without additional pay. AAUP rejected. University countered with a suggestion of additional pay but offered no concrete salary increases. Negotiators are far from agreement thus far.

Theresa Woods shared that, as new faculty they were told they had to be present without pay 1 week ahead of the start of academic term for new faculty orientation. New Faculty Orientation should be paid. Payment would support prof development but also recognize that new faculty are burdened with onerous expectations.

- Promotion stipend – movement from Instructor to Lecturer; Lecturer to Senior Lecturer; Librarian I to Librarian II; Librarian II to Librarian III.
5. Executive Council to establish FHSU AAUP subcommittee for international faculty in China, Tony Gabel (This item was agreed at the April meeting but requires formal approval at this meeting.) Exec Comm can deal with it. Last meeting there were not enough members present.
- Tony moved that exec committee take steps to establish committee and to handle matters of faculty who are located overseas. Rich Packauskas seconded.

Discussion – should make distinction that is for more than just faculty in China as we sign new agreements. Lexey requested to amend the vote to change from China to International. Motion passed.

6. Faculty Senate News, Janett Naylor-Tincknell
Not present - FS special meeting Monday at 3:30 to address University Strategic Plan. Called by Dr. Martin.
7. Meeting Schedule for Fall 2016—Glenn Growe (First Thursday of each month, 3:00-4:00)
8. Other business
- Re-elect officers. Existing slate will serve for another year. Jeff Solheim moved. Tony Gabel seconded. Motion Passed
 - Houssain idea – for new faculty or interested parties, we need a web-page
 - Darrell – talked about the efforts last fall – TimesTalk session on shared governance
 - Glenn – AAUP National has summer training workshop in July. If interested follow up with Pres. Growe

Tony moved to adjourn

Rich seconded

Motion passed

Meeting adjourned 4:16