



McCartney Hall 204 3:30-4:30

MINUTES

1. Call to order, Darrell Hamlin
2. Approval of minutes, motion to approve by J. Tincknell; second by J. Sauer
3. Follow-up on KBOR visit to FHSU, Darrell Hamlin & Tony Gabel
 - As a part of their regular visit, Oct. 20, Regents requested a meeting with Faculty Senate. Originally believed to be a closed meeting, when a member of the press was identified, the Regents declared it an open meeting, and it lasted about 1 hour.
 - Regents did make one announcement at the end of the meeting, a request that faculty contact them directly through their website.
 - During the meeting, Regents questioned what was going on at FHSU and fielded comments from those in attendance. Regents asked if overloads and caps were taken off the table, would there still be a problem, and faculty responded: YES.
 - Following the special Regents meeting with Faculty Senate, some unit members and administrators questioned who had actually called that meeting. Carl Miller reported that Regent Blake Flanders confirmed by phone (Nov. 08) that he had called the special meeting with Faculty Senate.
 - Oct. 24, leadership for Faculty Senate and FHSU-AAUP were asked to participate in a meeting with the President, Provost, FHSU Counsel, and Mike Barnett. Carl Miller, Denise Orth, Fred Brittan, Darrell Hamlin, Tony Gabel, and Linda Smith attended.
 - Administration has reported the Oct. 24 meeting as a gathering to work together. This is not true.
 - At the meeting, both FS and AAUP teams shared honest and painful information, including ethical and legal abuses with criminal consequences. Those stories are going directly to the Regents and they would have to deal with those directly at some point. A growing and significant number of faculty who would never trust her again. There are real problems with trust that may never be reconciled.
 - President asked members of Faculty Senate and AAUP for help, and they replied:
 - ✓ Overloads and caps off the table
 - ✓ Return all faculty email access
 - ✓ More direct communications with departments and colleges by the President
 - ✓ Faculty, through policies and statements, need to be valued.
 - ✓ Encourage civil discourse in all venues
 - President asked for a joint statement—declined by both teams to avoid mixed signals.

- When President and Provost heard that some departments had already started acting to remove overloads, they seemed genuinely surprised.
 - ✓ Administration does not seem to understand that there has been a breach of trust.
 - ✓ President would not admit that she was not truthful.
- Questions were asked as to whether or not any of the stories leading to Regents investigation will ever be made public, but it is unknown how KBOR will manage information in their possession.
4. Update on PTR training meeting held Monday, Oct. 31, Darrell Hamlin
- The AAUP Statement approved by chapter members previously was not provided at the faculty training session, even though Admin had requested the statement.
 - Faculty who attended that meeting noted that it was unprofessional on the part of the University.
5. Negotiations Update, Tony Gabel
- Meetings/scheduled
 - Anyone who has items of concern in the MOA should email any member of the AAUP negotiating team.
 - University House—no records forthcoming.
 - Overloads—evidence of abuse—not provided by Administration, but with data provided by Mike Barnett, overloads are not a major problem for the budget.
 - March 15 is the date, by law, when the budget must be available. This is the deadline in the system, which is a constraint to annual negotiations.
 - University wants faculty to begin using an e-portfolio, but no vendor has been identified, so to make changes in the tenure process before the vendor is identified is also a constraint to negotiations.
 - Tenure Process previously discussed in negotiations included these items:
 1. First year could become a mentor year, but what if a faculty is hired with 2-4 years toward tenure? This scenario also presents a constraint to negotiations. If such a system were approved, variables would require several years in which two systems would run simultaneously.
 2. PTR language is being considered for revisions that would clarify the process.
 3. Salary—Mike Barnett clarified that revenue streams are from very different funds.
 - Workload is on Administration's list of negotiated items, but no taskforce report has been provided.
 - In response to faculty questions, it was confirmed that Faculty Training is not a part of the MOA.
6. Faculty Senate News, Janett Naylor-Tincknell
- Information was shared during item 3, Follow-up on KBOR visit.
7. Sept. 2016 Whistleblower Policy, Linda Smith
- In response to faculty questions and emails, the Whistleblower Policy was provided during the meeting.
8. Other business
- Faculty questioned, "Where do we go from here?" Responses were to encourage public knowledge about issues, including administrative salaries, and illegal hiring practices.

- Comments noted that many university friends and colleagues who support administration would be horrified if they knew the evidence.

9. Next meeting: December 13, MC 204, 3:30-4:30

5:05 p.m. Meeting adjourned (motion by J. Sauer, with second by B. Whitaker)