

13 Sept. 2016

FHSU AAUP Chapter Meeting



McCartney Hall 204 3:30-4:30

MINUTES

1. Call to order, Glenn Growe, 3:30 p.m.
 - Announces his resignation
2. Darrell Hamlin, VP, motion to accept resignation; Jennifer Sauer seconds; motion carries; members and guests applaud Dr. Growe for his year of service
3. Approval of minutes, motion by Tony Gabel; second by Linda Smith; motion carries
4. Treasurer's Report, Charles Gnizak
 - Annual report for the fiscal year ended 6/30/16
 - Membership update acknowledges impressive increase in Chapter members, both domestic and international, and Dr. Gnizak notes this meeting is the largest attendance he has seen
 - Removal/addition of authorized signatures for Chapter checking account. Motion to remove Linn Huntington as authorized signature by Bryan Bennett; Lexey Bartlett seconded; motion carries
 - Tony Gabel moves to appoint Darrell Hamlin as second signatory; seconded by Linda Smith; motion carries
 - Select a member to keep a second key for Chapter PO box; Jennifer Sauer agrees to accept the second key
5. Lack of access to All-Faculty email option in Outlook—Linda Smith explains the on-going work to provide an email group to be comprised of only FHSU Unit Members as defined by the MOA. This email group should be available within the next week.
6. Faculty Senate News, Tony Gabel for Janett Naylor-Tincknell, AAUP/Faculty Senate Liaison
 - Darrell Hamlin introduces Tony as Lead Negotiator on the 2016-17 team with himself and Linda Smith
 - Tony refers to Faculty Senate meeting with Provost, who confirmed class size caps to increase. Online classes scheduled to increase Jan 2017; On-campus classes also eligible to increase.
 - As reported by Provost during the FS meeting, overloads to be changed (Overloads for regular academic year; overloads for summer)—overloads will no longer be taught by regular faculty; they will be taught by adjuncts as a cost-savings measure.
 - Also during FS meeting, Dr. Martin was questioned: “What are the strategic reserves for FHSU?” (In the past, FHSU has enjoyed good margins); Dr. Martin said she did not know the balance of strategic reserves.

6. Faculty Senate News--continued

- Members question “What will AAUP do about the cap changes?” Responses note that this topic will likely will be a major part of the negotiations process. Negotiations will begin this month.
- Discussions provoked a continued, active exchange of questions and statements between members. Topics of greatest interest and concern included
 - Provost’s plan to require ASR’s to use use elements of the strategic plan (a workload issue because the MOA clearly places workload responsibilities with the dept. chairs)
 - consistent actions by the Provost to attempt to change workload without the required negotiation process (AAUP will strongly take the position against such actions)
 - the impact of administration’s proposed changes (academic strategic plan) on quality of education
 - the issue of over-loads and increase of 5/5 contracts
 - possible conflict of interest if faculty were promised overloads to supplement income
 - rapid timeline for change (Jan. 2017) does not allow for evidenced-based decisions
 - adjuncts are not just the occasional teacher but full-time, career adjuncts with employment at multiple institutions
 - lack of state revenue cannot be a valid excuse when FHSU has increased administrative positions from 11 to 22 (\$897K in increased admin salaries in one year)
 - mentoring adjuncts currently requires more time from faculty, and to hire more adjuncts will only increase the workload and stress placed on faculty
 - suggestions to propose in writing to delay administrative decisions
 - suggestions to ask for the 2017 budget
 - suggestions to ask for cost-savings data that proves the intended benefits of the strategic plan
 - resounding consensus that AAUP and FS must work together
 - concern that retirement policy for VC contracts has been removed by current administration
 - echoes/rumors from faculty that “to survive, faculty need to leave FHSU”
 - comments about HDN article that quotes Martin as “running FHSU like a business,” accompanied by observations that, with a business, there must be fiscal responsibility
 - questions arose about fiscal misconduct and a vote of no confidence
 - Martin has set FHSU up to look like the “fattened cow,” and when KBOR said to plan for a 5% shortfall, why wasn’t she working toward fiscal management
 - Several millions were banked each year prior to Martin’s presidency

7. Election for new FHSU AAUP President

- Nominations from the floor to elect Darrell Hamlin; elected by acclamation

8. Motion to adjourn 4:45 p.m. by Jennifer Sauer and seconded by Linda Smith