

14 March 2018

FHSU AAUP Chapter Meeting



McCartney Hall 230 3:30-4:30

MINUTES

1. Call to order, 3:32 p.m. by Janett Naylor-Tincknell; 17 Chapter Members present
2. Approval of minutes, motion by Ron Rolf; second by Robert Moody
3. Chapter membership update – Charlie Gnizak—deferred to April meeting
4. FHSU-AAUP News, Janett Naylor-Tincknell
 - First meeting with AAUP at President’s Cabinet
 - Return to best practices of past administrations, including policy reviews by multiple levels
 - Some policy documents have been approved and are available upon request (e.g. residential life issues with 1st year residency requirements; support pet policy; cell phone policy changes; revising existing policies to be consistent with newer standards and practices); gen ed program to roll out by Fall 2019; summer hours will be reaffirmed as Monday—Thursday, with some divisions, such as grounds, having latitude in schedules
 - AAUP, executive board will meet every two weeks with President Mason
 - Update on appeals
 - One appeal has withdrawn and waived rights to further appeal
 - One appeal may yet come forward
 - One appeal remains active with approved extensions
 - University Counsel and FHSU AAUP, collaborative plan for increased efforts to offer faculty training in tenure and promotion, with focus on tenure and promotion committee chairs and members at all levels of review
 - Plans underway to provide AAUP-University led training sessions for Candidates and Review Committees
 - Revisions to the MOA will ease many problems, confusions, and appeals by clarifying the language
5. Spring 2018 Elections –
 - Nominating Committee will need to meet and prepare nominations for spring elections
 - Committee Members: David Bovee, Janett-Naylor-Tincknell and Jennifer Sauer

6. Negotiations—Cole Engel

➤ Current issues

- Collective Bargaining Committee always encouraged to bring issues to the negotiations team
- Plan to return 3-year cycle of negotiations
- University Team
- First meeting is the first Wednesday after spring break
- Salary, compression/decompression & ensuring incoming salaries at 90% of CUPA; searches/hiring of faculty outside for positions not recognized by the MOA
- Regarding 5/5 NTTs, general discussion acknowledge problems with teaching faculty who have reduced or no service or scholarship requirements.
- Many concerns were voiced by members about the “unfairness” of the 60-20-20 formula.
- Faculty in several colleges have workloads charged with uncompensated tasks (program review, extensive advising, internships, and supervision of graduate students)

➤ Plan to return to the traditional 3-year cycle for negotiations

➤ Collective Bargaining Committee Members: Jeff Solheim, Robert Moody, Amy Schmierbach, Jennifer Sauer, Whitney Jeter, and Cole Engel

- Need A & S, Business, and Education
- Also need a new member on the Collective Bargaining Committee

7. Faculty Senate News—Jennifer Sauer, Faculty Senate Liaison

- President Mason visited the meeting and was well received
- Problems continue with WorkDay, with little evidence of resolution anytime soon.
- In the search processes, rules are not equally applied, and the separation of the search committee from the candidate to allow HR to continue negotiations is a major problem.
- Mike Barnett will attend a Faculty Senate meeting in the future, and he is to provide line-item breakdown of Virtual College tuition monies (related question for similar details on China monies and the percentage calculated for reserve funds).

8. Other Business

- Mary Radnor will be acting Chapter Secretary through the remainder of the spring semester and will be a candidate for the 2-year position in the May elections.

9. Old Business

- Chapter meetings are on a rotating schedule this semester, with the final two meetings Tues, April 10, when President Mason will attend, and Wed, May 02, when spring elections will be held.

Meeting adjourned at 4:50 p.m., motion by Linda Smith; second by Helen Miles