



McCartney Hall 230 3:30-4:30

AGENDA

1. Call to order, Janett Naylor-Tincknell – called to order at 3:30pm by pres jnt
2. Approval of minutes - Robert Moody moved to approve Cole Engle seconded. Passed
3. Spring 2018 Elections – Report from Nominating Committee Tony moved to accept slate of nominees. Charlie 2nd – Motion passed
 - President: Nominee Janett Naylor-Tincknell
 - Vice President: Nominee Linda Smith (1 year appt. to fill Tony's vacancy)
 - Secretary: Nominee Mary Radnor
 - Bargaining Committee: Nominee Amy Schmierbach (CAHSS)
 - Nominee Cole Engel (COBE)
 - Nominee Robert Moody (Education)
 - Nominating Committee: Nominee Rob Byers
 - Executive Committee: Nominee Lexey Bartlett
4. Negotiations—Tony Gabel
 - ❖ Negotiations Team: Tony Gabel, Chief Negotiator, Janett Naylor-Tincknell, Cole Engel, and Carl Miller
 - Notes:**
 - *Met today. Hope for last mtg next week
 - *Now have CUPA database access which allows us to confirm data
 - Will send out message asking to confirm faculty rank, discipline, and position, CIP codes set by US Dept of Education- these describe what area you teach in – FHSU admin info has some discrepancies. They admit they have ?s Our comparative data includes 666 institutions. We want to figure out who are actually our peers. KBOR peers – we don't have data – some don't report to CUPA. May be able to make some salary adjustments based upon the data
 - *If a vote is need
 - *salary – proposed (got 3.2 last year) 4% again – 2.5% across the board 1.5% merit
 - *2nd article. Promotion stipend. Program Specialists, librarians 1 2 & 3 from \$1500 to \$2000
 - Instructor to Asst. Prof. \$3,000 Asst to Assoc \$5,000 Assoc to Full \$8000
 - Hope this can address compression, address inflation and cost of living
 - *Proposed language to adjust greater of stipend or get us to 100% mean of CUPA – whichever is greater

*Post Tenure Review – include salary decompression language. Successful completion will compare to CUPA and adjust if you're below.

*NTT proposed language no more than 30 credit hours per year. Why? 5/5 contracts violate the MOA. Some faculty like the 5/5, total number of 5/5 limited so as not to exceed 5% of the faculty. (current % of 5/5 is 6%) Admin would like to get rid of the MOA prohibition on requiring virtual teaching by full-time. They want more of a blended faculty.

*Tenure process reviewed. Timing continues to be a challenge. One appeal moved to the College Tenure Committee with unclear language about the College Committee's duty. Keep the College Tenure committee, but limit the review process so that all they do to see if anything has gone wrong in committee below. Only in review during years 1 and 2. Not do another complete review of the file while hearing the appeal. Define the standard of review. What is the scope of the committee's duty? Tisa recognizes that AAUP holding on to the regulation also protects the university.

*Trying to get Janett reassigned time for AAUP duties

*Lock up the MOA so salary article is only negotiation point –always negotiated every year. If both parties agree to open an individual article that can be done.

*execute side agreement to continue to look at CUPA data and operationalize it.

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

6. Other Business:

*Kansas Conf of AAUP – Janett attended April 27-28. Met several representatives.

Enlightening. Left feeling optimistic about our position. We have a real collective bargaining unit. Only one in a 3 state region. We need to watch some things: corporations trying to take over strong virtual programs e.g. Pearson . Likewise –Purdue bought Kaplan.

Turning Point USA – watchlist. Student organization that looks to challenge supposed liberal indoctrination of students by faculty. Some targeted faculty have received death threats

Summer institute in Durham New Hampshire July 19-22. Kansas AAUP will match 50% if we pay half..

*Jennifer Sauer reported that in alignment with MOA the operating budgets will now be received by December 15. Kerry Wasinger is tasked with delivering them to Forsyth Library.

7. Old Business

- ❖ Final Chapter Meeting--Social Event
- ❖ Lexey moved Thirsty's on Wednesday at 4:00 Whitney second
- ❖ Whitney moved to adjourn. Robert Moody seconded. Adjourned 4:36

