

November 13, 2018 FHSU AAUP Chapter Meeting



McCartney Hall 230 3:30-4:30

MINUTES

1. Called to order at 3:30pm by Janett Naylor-Tincknell; 14 Chapter Members present
2. Approval of minutes: No quorum so no minutes from last meeting to approve
3. Move-to-Market Adjustment Plan- Janett Naylor-Tincknell
 - At the end of November, 2018 letters will be sent to faculty informing them about the results of their move-to-market salary analysis. The goal of this is to move all benefits eligible positions to 90% of CUPA average for masters level institutions as provided in the most recent CUPA data. To be eligible for this salary increase, your last evaluation must have at least a 'Meets Expectations' rating. If you are eligible and the move-to-market analysis recommends a salary increase, it will be implemented over the next 4 years starting with the January 25th, 2019 pay date.
4. Volunteers Needed:
 - Chapter Historian- Janett Naylor-Tincknell requested volunteers for a chapter historian. Nathan Elwood volunteered to do this.
5. Items of Interest
 - Teaching Evaluations-Janett Naylor-Tincknell
 - The Faculty Senate University Affairs Committee met with Andrew Feldstein, the Assistant Provost for Teaching Innovation and Learning Technologies, last week about implementing a new teaching evaluation software. They plan to do a RFP for vendors of a teaching evaluation software, evaluate the software submitted through this process, and bring their recommendations to Faculty Senate. They are looking for a system that is more flexible, that will allow additional questions, that has a mechanism for increasing student response rate, and uses questions that are based on research. The earliest a new system would be implemented would be the Fall of 2019.
 - Faculty Morale Survey-Janett Naylor-Tincknell
 - Janett has received the faculty morale survey data from the Docking Institute. She is in the process of comparing the 2012 data to the 2018 data. Once she has finished analyzing it, she will report back regarding themes from the data.
 - Workday Implementation-Janett Naylor-Tincknell
 - Janett has been brought serious concerns about the decisions currently being made with the ongoing Workday implementation and its impact on Academic Affairs policies. The potential issues identified were:

- Workday is unable to list a 600 level course as both a graduate and undergraduate course. It can only list it as one or the other. This would require a course previously taught as 1 section of 20 students to be opened to 2 sections of 20 students.
- Workday cannot double book a room so you cannot have 2 classes that meet in the same room at the same time.
- Over the summer, Workday data for around 1,000 graduate school applications was lost and staff had to hand enter all the applications in Workday.
- Workday is not able to make 1 transcript for students who have a dual major or a minor. They will now get 2 transcripts one for each major or minor.
- Advisors will do a plan of study in Workday, but the advisor will not be able to approve or deny class changes for it a student makes.
- If a student adds/drops a class in Workday, the instructor is not notified.
- The cap for student course loads is one number for all semesters. Instead of being able to customize each semester a student who has an 18 our course load cap would be able to enroll in 18 hours for the fall, intersession, spring, and summer semesters.
- The biggest concern is that because these issues are not being fixed by Workday, they are just changing the policy, so this is effecting Academic Affairs policies.
- Emily Breit moved that we start a joint fact finding initiative with Faculty Senate and the Student Government Association regarding concerns about the ongoing Workday implementation; Nathan Elwood seconded. Motion passed.

6. Faculty Senate News-Toney Gabel

- The final revision of the General Education Goals, Objectives, and Outcomes document has been received and will be distributed to faculty to review and gather feedback before being voted on by Faculty Senate.
- Faculty Senate Standing Rule #4 was repealed as it was a duplicate.
- The Consenting Relations Policy was sent back to the Faculty Senate Executive Committee to gather additional information.
- Andrew Feldstein provided an overview of proctoring options. They are looking for a proctoring solution that is consistent, accessible, and scalable.
- Dennis King, the Assistant Vice President for Student Affairs, talked about the process of looking into renaming the Virtual College they are undertaking.
- If anyone is having problems with DUO security, let Jason Harper know. He is gathering feedback about any problems we are having.

7. Other Business

- Nathan Elwood, a member of the Adjunct Faculty Advisory Committee, was wondering why adjunct faculty are not currently included in the FHSU-AAUP bargaining unit and would like to see them included in the future. Nathan was advised to speak with someone who was here when the FHSU-AAUP was organized who would have a historical perspective on the process of organizing the union such as Keith Campbell. Also, he was told a major change like this one would require

redefining our bargaining unit and voting again to unionize which has inherent risk. It was also discussed that adjuncts have organized under their own union at other universities. Nathan was also asked to provide more data on how many adjuncts are teaching a full-time loads as moving them to full-time faculty is something that could be advocated for.

8. Old Business

- None

Meeting adjourned at 5:12pm, motion by Cole Engel; second by Tony Gabel.

Minutes respectfully submitted by Mary Radnor.