

**December 5, 2018 FHSU AAUP Chapter Meeting**



**McCartney Hall 230 3:30-4:30**

MINUTES

1. Called to order at 3:38pm by Janett Naylor-Tincknell; 23 Chapter Members present.
2. Approval of minutes, motion by Janet Stramel; second by Jennifer Sauer; minutes approved.
3. Thank you to Linda for putting together a nice end of semester social.
4. Move-to-Market Adjustment Plan Update- Janett Naylor-Tincknell
  - You should have received a move-to-market email with your current salary and how it compares to the 90% of CUPA data for your position.
  - Eligible market adjustments will begin with the January 25, 2019, paycheck. The annual adjustment will be 25% of the total necessary to adjust salaries to market (90% of CUPA data) over a four-year period, providing the availability of funding.
  - If you have concerns with how the move-to-market initiative is affecting your salary, please review the information with your direct supervisor. Conversations should flow through the chain of command as necessary through to the VP level by December 15, 2018.
  - There was a question about what percentage of employees were above or below the 90% of CUPA, but we did not have that information at this time.
  - It was also discussed that this calculation does not include data about years of service.
  - Issues of compression, inversion, and equity are still handled by the position control policy where your dean would need to advocate for funds to adjust salaries every year.
  - Faculty in China did not receive clear communication about the move-to-market plan and are unhappy with the plan not seeming equitable for them. We do not know how they calculated move-to-market for faculty in China because there is not CUPA data for them. We are also not sure how room and board and what percentage of CUPA was used for them.
5. Items of Interest
  - Workday Implementation- Janett Naylor-Tincknell
    - The presidents of the Student, Faculty, and Staff Senates and the AAUP president met to discuss the ongoing Workday implementation. When Workday is unable to do something, policies are being changed instead of Workday changing. At the President's Cabinet meeting, Dr. Mason said she would be more involved in the ongoing Workday implementation. The presidents of the Student, Faculty, and Staff senates brought up these concerns with Dr. Mason at their roundtable

meeting with her. Please let Janett know if there are other issues that need discussed.

- NTT Focus Group Meeting with Negotiations Team- Janett Naylor-Tincknell
  - We plan to hold a NTT focus group meeting to get feedback from NTT faculty as the 5-5 NTT issue is still being negotiated this year. We have a one-year agreement for administration to cease hiring 5-5 NTTs while we try to resolve this issue and bring it back into compliance with the MOA. We would like to hear from all types of NTT faculty as the bargaining team really needs this feedback so we can come to the best resolution of this issue.

#### 6. Other Business

- Tony Gabel's mother passed away. The FHSU-AAUP Chapter donated \$100 to TMP in his mother's name. We received a thank you note from having done this.

#### 7. Old Business

- None

Meeting adjourned at 4:30pm, motion by Linda Smith; second by Ron Rolf.

Minutes respectfully submitted by Mary Radnor.