

April 9, 2019 FHSU AAUP Chapter Meeting



McCartney Hall 230 3:30-4:30

MINUTES

1. Call to order at 3:31pm by Janett Naylor-Tincknell; 20 people present. Current quorum is 12 people.

2. Approval of minutes from two previous meetings, motion by Andy Tincknell; second by Rob Byer. Minutes approved.

3. Spring 2019 Elections – Report from Nominating Committee-Janett Naylor-Tincknell

Nominees are needed for the following positions:

- Vice President
- Treasurer
- Lead Negotiator
- CHBS Bargaining Committee Representative
- STeM Bargaining Committee Representative
- At Large from Library Bargaining Committee Representative

Please send nominations to Janett Naylor-Tincknell.

4. Negotiations Update—Carl Miller, Janett Naylor-Tincknell, and Cole Engel

They have moved to an interest based bargaining method. They generate possible solutions and then they are supposed to come to a consensus. The solution is usually not something either side is going to block, but not everyone will walk away happy. They have generated some solutions to the two issues they have been negotiating.

❖ 5/5 NTT Issue

- FHSU has been hiring 5-5 NTT faculty. The MOA says the course load for faculty is “normally” a 4-4 course load. FHSU-AAUP sees the hiring practice of hiring 5-5 NTT as a violation of “normally”. FHSU Administration looks at the total of our unit and says that only 8.5% of our unit is 5-5 so that is within “normally”. We also see from FHSU-AAUP that this puts students in a position where they are not receiving the best service from a 5-5 NTT, that this load is putting a bigger work load on the 4-4 faculty in their department, and their utilization is disparate in that some do not do service, research, or advising. FHSU Administration wants 5-5 NTTs because it gives them flexibility for programs that are expanding quickly. Some people like the 5-5 NTT because they don’t want to do scholarship or service, they just want to teach. Some see this as rewarding adjuncts with a full-time position. 5-5 NTTs can also have more than the “normal” class size.

- They have considered what solutions they could come to a consensus on and have it ratifiable. The FHSU Administration will not approve moving forward with eliminating 5-5 NTT. FHSU-AAUP would ideally not have any 5-5 NTT. FHSU Administration thinks “normally” could expand to double the number of 5-5 NTT. They discussed how they could determine the percentage based on the 342 unit members. To keep the percentage balanced, they would have to add to both kinds of faculty. Using the unit, it would allow them to deploy them across the unit. Right now, there are 29 people on 5-5 NTT appointments or are in process of being hired. That makes it 8.48% of our bargaining unit.
 - What we need to figure out is what time during the year do we determine the percentage is calculated? FHSU Administration has to give us a list of unit members 2 times year, so we could have this percentage delivered at the same time.
 - We need to know what percentage would you vote for? FHSU Administration wants to double it to about 17% and we think it should be 0%.
 - Not every 4-4 course teaching load is the same either. They can have differing class sizes. Also the number of hours to teach 4 courses varies as well.
 - Members in attendance provided feedback to the negotiations team on the percentage and number of faculty options.
- ❖ Salary
 - They have not discussed salary yet. They are waiting on the legislature and for some other information that impacts the money available for salary increases. Chairs have been told to plan for a 1% merit pool. Do we want an across the board, merit based, or a combination of the two approaches? Send any feedback you have to the negotiations team.

5. Other Business:

- ❖ None

6. Old Business

- ❖ Final Chapter Meeting--Social Event and Elections information will be forthcoming from Linda Smith

Meeting adjourned at 5:05pm. Motion by Rob Byer; second by Jason Harper.

Minutes respectfully submitted by Mary Radnor.