



Forsyth Library 217 3:30-4:30

MINUTES

1. Call to order at 3:32pm by Janett Naylor-Tincknell; 16 people present.
2. Approval of minutes from May 8, 2019 meeting, motion by Hendratta Ali; second by Elizabeth Downing. Minutes approved.
3. Membership Update-Report from Charlie Gnizak presented by Janett Naylor-Tincknell
  - ❖ As of 9/4/2019 our membership is: Entrants (41), Members (37), Associates (4)
  - ❖ Total voting members 78
  - ❖ Quorum is 12 members
4. President's Announcements/Updates-Janett Naylor-Tincknell
  - ❖ Janett is meeting regularly with Tisa Mason and Jill Arensdorf.
  - ❖ Janett is putting together a three year plan on what we need to work on in the coming negotiation cycles. Please send suggestions to her or the negotiation team.
  - ❖ The Tenure and Promotion Taskforce has created a do's and don'ts list, a committee letters checklist, and template letters. These have been forwarded to Jill to review and General Counsel will also be reviewing them before they are put in place. There will be faculty training workshops for tenure and promotion coming up. The first one will be Thursday, September 19<sup>th</sup>, 2019 from 7:00-9:00am in the Pioneer Room of the Memorial Union. An additional Tenure and Promotion Workshop will be held Tuesday, October 15 3-4:30 in the Stouffer Lounge. They plan to have the recommendations and documents put forward by the Tenure and Promotion Taskforce in place by the next tenure cycle.
  - ❖ Jill is having departments review their tenure and promotion, non-tenure track promotion, and merit standards documents. Administration would like more consistency with these documents across the colleges and to also include a policy on early tenure. Right now it is on departments to come up with their own standards documents and some are very outdated.
  - ❖ The MOA has been signed by Tisa and Janett. It will be at KBOR at the September 18-19, 2019 meeting where we expect them to sign off on it as well.
  - ❖ This academic year, the MOA will be printed and costs will be shared between administration and our chapter as described in Article XXX, Section 5 of the MOA. It costs around \$1,500 to print the MOA each year. Janett recommended not printing the entire MOA in the future if the only changes over 3 years is the salary article and to provide supplemental pages for the few pages that are changed. Copies will continue to be printed for new faculty. This year the MOA will be printed because there are some incorrect dates in the current MOA.

- ❖ The only issue open for bargaining this year is salary. They will start negotiating the full contract in academic year 2021. Some issues they will be working on in the MOA:
  - a. Out of date language for online/virtual work. A lot of the language still references on campus only. For example, office hours.
  - b. Librarian tenure. Jill is working with Deb to put forth a proposal for librarian tenure. There is a line in the MOA that says librarians can be tenure or non-tenure track. They are working on how tenure can be obtained and will do a phased process.
  - c. We need to think about what data we will need for the 5/5 NTT discussion. Please let Janett or another person on the negotiating team know if you have suggestions.
- ❖ Jill is working with General Counsel to revise the letters sent to NTT faculty about their temporary status. They were initially drafted and sent out twice a year to a remedy to a complaint. However, these revised letters will be sent only once in January going forward.
- ❖ Janett is exploring the possibility of traveling to China to visit with our faculty there. She has discussed this possibility with Tisa and Tisa has approved as long as AAUP would cover the cost. She would travel with Jason Harper and other international coordinators to visit the faculty in China. She estimates it will cost \$2,500 for the flight, visa, and hotel. All other costs would be out of her pocket. This would allow her to see what they do day-to-day and help to understand what AAUP can help them with.
  - a. Tony Gabel moved that we pay for Janett to go to China to meet with FHSU faculty there, Rob Byer seconded. Motion passed.

#### 5. Negotiations Update—Cole Engel (Lead Negotiator) and Janett Naylor-Tincknell

- ❖ Rob Byer will shadow negotiations this year.
- ❖ Tony Gabel will be on the negotiating team this year.
- ❖ Members of the negotiating team will attend an interest based bargaining training on Friday, January 17, 2020.
- ❖ They have established the timeline for negotiations. They will start in late February and plan to have it wrapped up in April.
- ❖ We need to think about the data we need for the next cycle of negotiations. Please let a member of the negotiating team know if you have ideas.
- ❖ National AAUP does contract reviews of MOAs. Janett has reached out to see what this entails and if there is a cost. This could be useful for when the 3 year contract negotiation is underway.

#### 6. Faculty Senate News

- ❖ Brad DeMers, the President of the Student Government Association brought forward a policy for a 2 day dead week. There was a lot of discussion about this topic, so it was sent to the Faculty Senate Student Affairs Standing Committee and they will work with the SGA on it before bringing it back to the Faculty Senate again.
- ❖ Tony is the chair of University Affairs committee. They are looking at the morale survey and what could be acted on to be recommended to Jill. University Affairs is also working on the question pool for the new student teaching evaluation system through exploranceBlue.
- ❖ Lotus Notes is discontinuing support.

- ❖ August, 2021 has been identified for the Core Curriculum to be ready. When General Education was previously rolled out, everyone in Faculty Senate reviewed course changes.
- ❖ The full roll out of Workday has been delayed to August, 2021. This delay has been noticed by state level people and cannot be delayed again.

7. Other Business:

- ❖ None

8. Old Business:

- ❖ None

9. Next Meeting is Wednesday, October 9<sup>th</sup>, 2019 at 3:30pm in Forsyth 217.

Meeting adjourned at 4:29pm. Motion by Hendratta Ali; second by Tony Gabel.

Minutes respectfully submitted by Mary Radnor.