

March 11, 2020

FHSU AAUP Chapter Meeting



Forsyth Library 217 3:30-4:30

MINUTES

1. Meeting called to order at 3:32pm by Janett Naylor-Tincknell; 17 people present.
2. Approval of minutes from February 11, 2020 meeting, motion by Hendratta Ali; second by Rob Byer. Minutes approved.
3. President's Announcements/Updates- Janett Naylor-Tincknell
 - Negotiations- The negotiations teams have met for the first time. They set ground rules, roles, and meeting times. The only issue open for negotiation this year is salary. Mike Barnett will be doing a presentation at their second meeting.
 - Coronavirus and policy updates- Janett's been getting a lot of questions about what the University is doing in response to the developing crisis. She has been in contact with Jill and has compiled a list of questions below that she will send to Jill. Joe Bain and Ed Howell are working on a decision making flow chart that should be out this week. The first step would be to go online and allow faculty to work from home if they choose to do so. The first step would not be to close the University but to pivot online. Some of the colleges are working on plans for how to handle field experiences and practicums. They're looking a week or two to pivot courses online. They have contacted Andrew Feldstein and he has contacted Blackboard to assure us they have the capacity to handle the larger traffic load.
 - Coronavirus Policy Faculty Questions/Concerns:
 - Is administration generating a policy for movement online, closure, containment, prevention?
 - How is administration communicating the policies and actions taken to faculty, staff, and students?
 - If people are going to be able to work from home, how does this impact hourly employees and student assistants?
 - Will the dorms remain open or do students have to pack and leave? How will we feed them?
 - What about sport events and practices? If the university goes online, do practices stop?
 - When will the decision be made? For example, tentatively announce that classes would go online after spring break, thus giving faculty the break to prepare, and next week to talk to students about how the class will be conducted online
 - What announcements to students and teachers are given about precautions to take to prevent spread?

- What to do if symptoms develop? Do they go to Student Health, HaysMed? Should they call ahead like the CDC recommends? Where can they get tested?
- Is administration making sure that departments have disinfectant supplies and hand sanitizer?
- Have cleaning schedules been increased (such as bathroom, door knobs, desk surfaces, etc.)?
- Can other measures be taken like keeping doors to hallways and bathrooms open so people don't have to touch them?
- How will rigor be maintained in classes? Or will this be a triage type of situation (just get the minimum info and worry about bigger issues later)?
- What about financial aid decisions?
- What about needing to advise students for fall enrollment?
- Are we encouraging people to stay home when sick without penalty?
- Should faculty consider a flexible attendance policy to encourage students to stay home when sick?
- How will travel be reimbursed?
- How will we deal with students who don't have the resources to take courses online? Some students choose to have a phone over a laptop.
- If the residence halls close, can we find families in Hays to host international students?
- Are we getting any guidance from KBOR?
- International students who are no longer in class must leave the country immediately. How would this work for our students?
- Would it be possible for those who are more vulnerable and at risk to have more resources?
- What if a faculty member decides they're too much at risk and decide to switch it online for the rest of the semester without the University directing it?
- There seems to be a lack of transparency right now regarding this and the students seem even less informed.
- If your conference is cancelled, email Janet Kohl and accounts payable so they are aware.

4. Concerns from the faculty in China- Jason Harper

- Concerns about their stipend for housing being taxed.
- They are under pressure to have more and more videos and communications with students.
- There are still 2 faculty that are in China that chose to stay. There are other faculty in other countries in Asia as well.

5. Methods to be inclusive for China and Online faculty- Janett Naylor-Tincknell

- Do we need to update representation as prescribed in the Bylaws to the Executive Committee that represents China and online faculty?

- We've accommodated our meeting time for Tuesday/Wednesday to include more faculty? Would a 7:30am meeting work to include faculty in China? If we did, we might not get quorum for such a meeting.

6. Upcoming Spring Elections – Rob Byer

- Positions up for election include the President, Secretary, & Collective Bargaining Committee members for CASS, COBE, COE, member at large, and member of the executive committee.
- Elections will be held online in May.

7. Faculty Senate News- Janett Naylor-Tincknell

- They are doing elections.
- They are soliciting CORE courses for review.

8. Other Business:

- Hendratta Ali- NTT criteria for promotion. Should it be the same for TT and NTT? A NTT faculty is not getting credit for grant work they have done. Janett referenced page 50 of the MOA, Article 12.7.c. talks about what NTT expectations are and the modes of inquiry they are held to. Your department can define what the criteria are in the departmental criteria. Departments normally have separate criteria for TT and NTT.
- Phillip Olt- There was a problem with COE with NTT 5-5 last year. Was that resolved? No, but we are monitoring the number of 5-5 NTT to ensure it does not increase. If it increases, we can still follow up with a prohibitive practice complaint. Administration is aware that 5-5 NTT need to do service.
- Janett Naylor-Tincknell- Open comment window for the Internationalization report goes until March 27, 2020.

9. Next Meeting is Tuesday, April 14th at 3:30pm in Forsyth 217

Meeting adjourned at 4:30pm. Motion by Charles Gnizak, second by Tony Gabel.

Minutes respectfully submitted by Mary (Radnor) Rudman.