

September 15, 2021

FHSU AAUP Chapter Meeting



Forsyth Library 217

Zoom Meeting ID: 505 539 0067 3:30-4:30

MINUTES

1. Call to order, Janett Naylor-Tincknell
 - a. 13 present, quorum met. Called to order at 3:34 pm
2. Approval of April minutes (attached to email)
 - a. Denise moves, Tony seconds, Minutes approved
3. Treasurer Report
 - a. Account balance \$60,690.78 (double check)
 - b. Membership: 4 associate members, 30 entrants, 34 full members for a total of 64 active members. We had two members stop their dues, four retire, and eight leave the university which puts us down 14 members from last year.
4. Committee Work:
 - Know Your MOA
 - An archive of the Know Your MOA emails from last year will be placed on the website. A call for new questions to answer to be incorporated for fall 2021 and beyond. Some ideas include:
 - MOA is open this year so “Why be a dues paying member?” discuss what is on the table for negotiations and talk about why it’s important to participate in the process.
 - MOA Update Committee
 - We are picking up where we left off in the spring. We would appreciate help from anyone interested.
 - Electronic Portfolio Work
 - Major work has been finished. We looked at a couple of systems (AEFIS & Interfolio). The committee preferred Interfolio for multiple reasons. It has been decided to move to an RFP. A smaller committee has been formed for the RFP. Janett is on that committee. Hoping to have something in place by Fall ’22.
 - Questions and discussion
 - Can current TT faculty members be grandfathered in?
 - Answer: The current feeling is that it should be up to the faculty member.
 - Since tenure and promotion are separate here, how will the review process work with the EPT?
 - Answer: There would be separate workflows.

- What assurances do we have that we won't have to change to MOA to align with the system?
 - Answer: We will not be changing the MOA. That's part of why we recommended Interfolio. They are used to working with universities with bargaining units and so they could tailor the system to our process.
- Membership Committee
 - Would like to consider a membership push. A net decline from last year indicates we may need to do more "door to door" recruiting.
 - Suggestions?
 - AAUP could attend department meetings. A script would be helpful there.
 - Get recruiting materials from National
 - Present at professional development day
 - Hold a bargaining unit social for new members
 - Attend new faculty orientation for next year
 - We may need to audit membership once the list comes out from HR to ensure that everything matches.

4. Negotiations Update

- a. The timeline for moving negotiations forward has been approved. There are no major changes from years past. There will be no formal discussions until the spring. There has been some talk about some information discussions to get data and preliminary issues out of the way but those have not been scheduled. We have reached out to general counsel but no answer yet as this is a busy time of year.
- b. Questions and discussion
 - i. Will Topeka be sitting in on the "meet and confer" meetings?
 1. Answer: The assumption is yes.
 - ii. Some faculty have heard talk about requiring professional development and putting it in the MOA
 1. Answer: The MOA is negotiated and anything of that nature would have to be negotiated and agreed upon
 - iii. When will we have our big update on what is being negotiated?
 1. Answer: No answer yet, but soon

5. Other Business and Questions for President's Cabinet (Wednesday, September 22)

- a. Coffee with Jill:
 - i. She was asked "what are our vaccination rates for faculty, staff, and students?" and answered that about 1,000 students were vaccinated and roughly 50% of staff and faculty according to numbers from the incentive program
 - ii. Another question was "What was the rationale behind no mask mandate?" She said that there were a number of "factions" who had different opinions about whether or not we should have a mask mandate and other mitigation strategies. She also said there were benchmarks but declined to indicate what those were. There was a question regarding early career

professionals who felt pressure because of how students would respond to mask mandates on evaluations. Some faculty report issues with masking in the classroom while others don't.

- b. Questions and discussion
 - i. Faculty have heard that campus police will not respond to classroom incidents of mask violations. It is not clear if that means campus police will not remove students for violations or will not intervene if the situation escalates.
 - 1. Answer from the Provost and General Counsel: University police will not respond to incidents of face covering violations unless a situation escalates. If faculty are having trouble with classroom incidents of face covering violations, they should be reporting first through the COVID 19 reporting form.
 - ii. TT and NTTs are worried about negative student ratings impact their performance evaluations through the tenure and merit processes. Additionally, TT and NTT faculty feel pressure to not have masks for fear of damaging their evaluations from chairs.
 - 1. Answer from the Provost and General Counsel: Face covering decisions should not have any impact on evaluations, but we do understand this concern. For TT faculty, it might be wise to explain comments in their tenure binder, which was advice given at the tenure panel on Monday afternoon. In no way, should decisions about face coverings be used negatively for any type of evaluation. If faculty are struggling with this, please use the COVID 19 report form and the appropriate people can get involved, depending on the situation (HR, Student Affairs, and/or Compliance Office).
 - iii. Do faculty have the right to remove a student from their class for repeated violations? As with other class policies, faculty can ask the student to comply or leave. Can they do this with the mask requirement?
 - 1. Answer from the Provost and General Counsel: Yes, if repeated violations have occurred. The student would go through the Student code of conduct process like they would for other policy violations
 - iv. With repeated violations, to whom do faculty report the student and will action be taken?
 - 1. Answer from the Provost and General Counsel: Please report this through the COVID 19 reporting form with appropriate information.
- 6. Next Meeting Tuesday, October 19th at 3:30 pm FL 217 and on Zoom (ID 505 539 0067)
 - a. Cole moved, Linda seconds, adjourned 4:28 p.m.