

October 19, 2021

FHSU AAUP Chapter Meeting



Forsyth Library 217

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

## AGENDA

### **1. Call to order, Janett Naylor-Tincknell**

- a. Called to order 3:31 p.m. 19 Present. Quorum reached.

### **2. Approval of September minutes (attached to email)**

- a. Cole Engel moves.
- b. Brittany Howell seconds.
- c. Minutes approved.

### **3. President's Report**

- a. Enrollment & Budget Update
  - i. Headcount is down about 6% or about 9 % FTE
    1. Across all modalities (On Campus, Online, and International)
  - ii. SCH is down about 8%
  - iii. Budget is projected to be down \$3.8 M for FY 22
  - iv. Actions:
    1. Decrease OOE by 10% immediately
      - a. From meeting with Provost and President on 10/22/2021: This will not impact professional development funding.
    2. Continue "frost" on positions
    3. Incentivize retirement plan (all employees)
      - a. From meeting with Provost and President on 10/22/2021: There will be more information coming in early November. There will be an application process and the incentive is slated to begin next calendar year.
    4. Suspension of currently funded projects
      - a. From Coffee with Provost on 10/21/22: Library is still on schedule. This refers to the computer replacement plan. Budgeted items are being moved to a different funding source. Computer replacements will be coming out of fees and not budget. Server upgrades will be funded the same way.
    5. Energy Efficiency
    6. NOT considering furlough/salary reduction (at this time)

7. Monitor enrollment trends across semester to act on under-enrolled courses and waitlists
- b. Rarick Hall Concerns
    - i. Identified concerns have been anonymously sent to Admin to be addressed.
    - ii. Issues with construction workers having inappropriate conversations in the hallways and have been addressed with the contractor.
    - iii. Concerns with fire alarms being covered.
    - iv. Issues are being sent up the chain so keep sending concerns and they will be sent on anonymously.
    - v. Contractors are obviously not working after hours and construction noise is a problem for faculty and students
      1. From meeting with Provost and President on 10/22/2021: Issues seem to be settling but future concerns should be sent to the building supervisor, Dr. Adams.
    - vi. Concerns with cleanliness of the union and the Fischli-Wills. The Union bathrooms are being cleaned only twice per week. This is an issue.
      1. From meeting with Provost and President on 10/22/2021: New custodial staff is being hired to help with this issue.
  - c. Questions and Discussion
    - i. Question: Is there a custodial shortage?
      1. Answer: There appears to be. The Union and Fischli-Wills are mostly staffed by students. It is an auxiliary enterprise and so it is funded differently. Staffing issues are indicative of larger employment trends.
    - ii. Question: Has it been considered that the move to workday and centralized advising has affected enrollment?
      1. Answer: So far the answer seems to be the opposite. Administration accelerated the move in an effort to retain and recruit students. There seems to be a disconnect between what administration is seeing and what faculty are experiencing on the ground.
    - iii. Question: What about departments who have mostly graduate students like AEP and who are seeing an increased workload due to the implementation of Workday?
      1. From Coffee with Provost on 10/21/22: Centralized advising is only for undergraduates at this time. Discussions about moving graduate advising have not happened yet. All new professional advisors have been hired and are starting on-boarding. Full deployment will take a few years.
    - iv. Question: Is there anything AAUP can do about Workday?
      1. Answer: It is a faculty and student issue and so we could provide a voice of support to them if it were to come up through Faculty Senate or SGA.

- v. Question: Is there a difference between freeze and frost?
  - 1. From meeting with Provost and President on 10/22/2021:  
There really wasn't a freeze on hiring, just a review process which will continue.
- vi. Will discuss concerns at meeting with Drs. Mason and Arensdorf and will pass on any concerns that are sent to AAUP.
  - 1. Having a student view of Workday would be helpful.
    - a. From meeting with Provost and President on 10/22/2021: It is not possible and will never be an option. The Student Resources have lots of screenshots that will show you some of the what the student sees.
  - 2. Degree summaries are problematic. There is currently a backlog.
  - 3. Students are missing requirements because systems are not talking to one another
  - 4. Workday is having issues with computing GPAs within the major
    - a. From meeting with Provost and President on 10/22/2021: This was not a known issue. If you have examples and concerns, you can take those to Craig Karlin as he would be the person to help solve this issue.

#### **4. Committee Work**

- a. Know your MOA
  - i. Suggestions for upcoming installments:
    - 1. What is the role of the chairs/committees in the tenure process?
    - 2. Can you do tenure and promotion using the same notebook?
    - 3. What can AAUP address?
      - a. Special issue with faculty senate?
        - i. Compare and contrast chart
- b. MOA Update Committee
  - i. Have sent a draft of the final installment up the chain for the negotiation committee to prioritize.
- c. Electronic Portfolio Work
  - i. No additional movement as of yet. RFP has gone out.
- d. Membership Committee
  - i. Will be sending an email to chairs to offer information sessions for departmental meetings.

#### **5. Negotiations Update**

- a. Formal meet and confer sessions don't start until the spring. Currently meeting monthly on an informal basis. Several common issues have been identified but haven't yet set upon the list of items.

- b. Met last week with the negotiations team. Advising piece in the MOA has been changed by administration without negotiation. Administration doesn't see it as an MOA issue. Faculty senate student affairs is working on a definition. University advising committee has a subcommittee that is also working on a definition.
- c. Negotiation teams consist of General Counsel, Paul Adams, Dean, Chair, Karmen Porter, and Heather Kaiser (note taker) representing the administration. Janette, Tony, Cole, and Rob represent the bargaining unit.
- d. Central advising is only for undergraduates so graduate advising creates a disparity. Advising was not on the list of things to be negotiated but the sense is that it should be. Mentoring versus advising is a complex topic.
- e. Questions and Discussion:
  - i. Question: When will we have a list from the negotiations committee regarding what will be discussed in negotiations?
    - 1. Answer: Hopefully soon. Definitely by February.

**6. Other Business and Questions for President's Cabinet (Wednesday, October 27)**

- a. Question: What can we do about college administration when they do not comply with the tenure process?
  - i. Answer: We can use the grievance process and send a letter. It could be brought up as a serious concern before we send a letter.
- b. Question: Does anyone anticipate a problem when the new GenEd program is put into Workday?
  - i. Answer: There still are several GenEd programs not in Workday. Courses are still backed up in the GenEd committee for a variety of reasons. Workday has also contributed to this problem. There are some departments that have yet to propose courses.
  - ii. From meeting with Provost and President on 10/22/2021: The new classes are continuously loaded into Workday as they are approved. The new CORE will still take effect Fall 2022. Courses can still be added to CORE over years. The CORE is seen as evolving and flowing and may be ever changing.
- c. The Board of Regents has decided they will create a GenEd program that is transferrable across all Regents institutions. It will be a 60-hour program that must be accepted by all Regents universities.
  - i. From Coffee with Provost on 10/21/22: KBOR wanted to examine a common gen ed program across all their schools. The draft we last saw will fit fine with our CORE program that is rolling out. Our CORE should align with the KBOR framework.
- d. Question: Are any departments who are now required to teach in the GenEd program receiving additional funding for new faculty?
  - i. Answer: No information at this time.

- ii. From meeting with Provost and President on 10/22/2021: Staffing issues will be assessed as usual based on need.
- e. Question: Are both graduate and undergraduate faculty included in the bargaining unit?
  - i. Yes.
- f. Question: How should advising/mentoring be handled?
  - i. Answer: Without agreed upon definitions that can't be answered as of yet.
  - ii. From Coffee with Provost on 10/21/22: Two committees are helping to define what "mentoring" is
  - iii. From meeting with Provost and President on 10/22/2021: Two faculty-based committees are using information from other institutions with successful, long-running Centralized Advising programs to help conceptualize this process.

**7. Next Meeting Wednesday, November 17<sup>th</sup> at 3:30 pm FL 217 and on Zoom (ID 505 539 0067)**

- a. Tony Gabel moves
- b. Helen Miles seconds
- c. Adjourned 4:35 p.m.