

April 19, 2022

FHSU AAUP Chapter Meeting



Forsyth Library 217 3:30-4:30

Zoom Meeting ID: 505 539 0067

AGENDA

1. Call to order, Janett Naylor-Tincknell
 - a. 3:30 p.m. 41 present. Quorum met.
2. No Minutes to approve as we did not have quorum in February or March
 - a. Posted on the website for informational purposes
3. President's Report
 - a. Electronic Portfolio
 - i. First process is finished and now they are "training the trainers." No changes to who will be using the system during the pilot phase.
 - b. Elections will be held on 5/11 for President and Secretary
 - i. Elizabeth has expressed interest in running for a second term for secretary
 - ii. We are accepting other nominations
 - c. Update from meeting with National AAUP
 - i. AAUP and AFT have proposed a formal affiliation. If approved this chapter would be a legacy AAUP chapter and nothing would change about how it is organized or led. Members would automatically become members of the AFT-AFL/CIO and would enjoy the benefits of that membership which includes discounts on union made products as well as a larger network of union support. The purpose of this affiliation is to 1) provide AFT expertise in the Higher Education market and 2) provide AAUP with a broader base of support. It will cost the chapter about \$71 per year for the entire chapter in dues. The membership of this chapter will be polled on the topic. If the chapter approves of the affiliation, a delegate will need to attend the Biennial Meeting in Washington D.C. this June to cast the vote.
 - ii. AFT's academic freedom statement:
<https://www.aft.org/position/academic-freedom>
 - d. Summer Institute
 - i. Persons interested in a future in AAUP leadership should send interest to Janett regarding attending the Summer Institute in Reno this July.
 - e. End of Year Celebration?
 - i. We will go to Cancun for our final meeting of the academic year.
4. **CAHSS Reorganization (discussion held until 4 p.m. to accommodate college faculty)**
 - a. Summary: On April 13, 2022, at a short-notice meeting, Provost Jill Arensdorf announced to faculty in the College of Arts, Humanities, and Social Sciences that

she and the Interim Dean, Daniel Blankenship, had made a unilateral decision to collapse 11 departments into 5. No faculty input was included in the decision. According to the Provost's office, they will be calling the new combined departments "Schools." Each school will have one chair, with other current chairs becoming "program directors." There are no specific details regarding the changes to workload for new program directors or the impact on administrative staff in affected departments. The issue of faculty losing positions has not been directly addressed. When questions have been asked of the Provost the response has been, "We don't know. We're still working on it." When asked if this approach will be considered in other colleges the response has been, "No, *not yet.*" [emphasis added].

- b. Major concerns:
 - i. Decisions like these do not demonstrate a commitment to transparency and shared governance.
- c. What we know:
 - i. It was said that the decision was not based on budgetary concerns but rather low enrollment.
 - ii. The MOA speaks about "departments" and "chairs." The terminology regarding "schools" and "program directors" is contractually murky.
 - iii. Administration does not have the right to unilaterally set aside the MOA.
- d. What we don't know:
 - i. Will open lines and lines open in new departments continue to be filled?
 - ii. If the program directors are going to continue the same duties they did as department chair, then what will the newly created chairs do?
 - iii. Does this effectively create another level of administrative oversight that exists outside of the MOA?
 - iv. How will this affect faculty on the tenure track who will now have a chair outside of their discipline?
 - v. What other solutions were considered?
 - vi. What data drove this decision?
 - vii. Who all was involved in the decision-making process?
- e. Proposed Approach: 4 point plan
 - i. Faculty senate is holding a special meeting next Tuesday, April 26, 2022 at 4 p.m. in Albertson 169. AAUP membership will attend that meeting and wear red as a sign of solidarity with Faculty Senate. The meeting will consist of a 15-minute presentation followed by a Q&A with the Provost.
 - ii. Draft a statement based upon AAUP based upon our principles of shared governance.
 - iii. The AAUP President will give specific remarks at Spring Convocation calling attention to missed opportunities regarding transparency and shared governance and issue a call to action.
 - iv. Draft a press release to be sent to appropriate outlets that highlights the secrecy surrounding the action and the issues involving an outside interim dean being heavily involved in the process.
- f. Other suggestions

- i. File a FOIA request for documentation surrounding the decision-making process.
- ii. Hold a special meeting of the AAUP and ask the Provost to come to answer questions. This would be an opportunity to follow up after the Faculty Senate Meeting.

5. Negotiations Update—Cole Engel

- a. Negotiations are ongoing. There has been some progress, but it is slower than we might hope. There are two negotiations meetings left on the calendar. It is unlikely we will finish with negotiations during those meetings. Salary discussions have been delayed due to the legislature. We are currently working on summer session, virtual college, and supplemental contracts. We are looking to rewriting those articles to reflect current practice and negotiating changing the compensation formula for supplemental contracts. The current formula is out of date. Fewer and fewer faculty each year are on 60/20/20. We are looking at a flat percentage of a base salary versus a complex formula. The state is still sitting at a 5% pool for employees and it will be based on merit. Only 1/3 of employees are state employees and so the university has to fund the difference. Historically what AAUP negotiates, the rest of the university gets as well. There is still a large document of grammatical updates to be addressed. It is likely that we will continue negotiating into May and June. We are also looking at NTT promotion pathway clarity. Advising language also has not yet been addressed.

6. Other Business?

- a. None

7. Next Meeting Wednesday, May 11th at 3:30 pm

- a. Adjourned 4:35 p.m.