

October 19, 2022

FHSU AAUP Chapter Meeting



Forsyth 217 3:30-4:30

Zoom Meeting ID: 505 539 0067

AGENDA

1. Call to order, Janett Naylor-Tincknell
 - a. 4:32 p.m. 19 present. Quorum met.
2. Approval of Minutes
 - a. Cole Engel moves, Helen Miles seconds, minutes approved.
3. President's Report
 - a. ESU Update
 - i. National has launched an investigation and is in communication with the president ESU. The President's reply to National was unsatisfactory. National has taken over any action for the state chapter. Several faculty have launched an appeal with KBOR. The main issue is that ESU has not followed established process for declaring financial exigency
 - b. Shared Governance Meeting
 - i. Faculty senate, Staff Senate, and SGA have all met with AAUP in the spirit of being more collaborative. Staff Senate has been invited to all AAUP meetings as well as SGA representatives. Faculty Senate and AAUP are working together with the President to delineate what each group does as part of shared governance. The goal is to clarify who plays what roles within shared governance. AAUP currently engages in shared governance at various levels
 - c. Update on CAHSS
 - i. Informational meeting was held on the 10th with an open forum. Letter to KBOR has been sent and was attached to the minutes. Changes were approved by the Council of Chief Academic Officers and now goes to Council of Presidents in November. Work will continue on program leader scope of work and titles, utilization of strategy groups in the units, administrative assistant assignments, WD securities for roles, etc.
 - d. Graduate Advisors
 - i. The issue of graduate advising was brought to Grad Council. Provost has said that once the undergraduate system is running well then central advising for graduate students will be considered. This does not address the current situation as it stands with overloaded faculty who currently must advise large numbers of students. The current practice is unsustainable but all informal channels need to be exhausted before

moving to more formal paths of redress. It is important to document the interactions with the informal channels so that a timeline can be established as the process moves forward

ii. Questions and Discussion

1. Do departmental guidelines address advising loads?

- a. Answer: They do not. AEP tried to add it to their guidelines but they were told that would not be approved. Advising is part of T&P but there is no codification of load. There is no consistency across colleges right now. There is growing recognition that this is a growing issue across departments.

4. Committee Updates:

a. By-Laws and Constitution Update

- i. See notes attached to the minutes for full details.
ii. Substantially changing the constitution or bylaws is unadvisable due to the possibility of needing to recharter through PERB. A system to help with succession could be achieved by changing what year the president is elected. The president could be elected in an odd numbered year but still not take office until an even numbered year to give the president-elect time to shadow the sitting president before taking office. Updated language will be presented at the next meeting

b. Membership Drive Update

- i. We have contacted National and have yet to hear back as there has been a leadership change in that department. We would like to run something through the spring. We will be asking members to talk to their departments and encourage them to use the payroll deduction for dues. We can provide contacts for local AFT for recruiting purposes.

5. Volunteers

a. Negotiations Team-Update

- i. We are hopeful that the team can be diversified to help with succession. If you know NTT members, Librarians, or Program Specialists who may be interested, please talk to them. We need someone to shadow. The shadow member participates but does not vote. The negotiating team needs to be solidified by November.

b. Staff Senate & Student Senate Representatives

- i. Still would like an AAUP member to attend Staff Senate and possibly Student Senate. Staff Senate meets on 2nd Tuesday of each month and people can attend by zoom. The goal is to have someone to sit in and listen and bring the information back to AAUP or provide input where necessary. Student Senate meets weekly in the evening. We may opt to get minutes from Student Senate in lieu of having someone go sit in those meetings.

6. Other Business

- a. AFT membership cards have gone out. The local number is 6753. You can download the membership cards from the website if you accidentally threw it away.
- b. AFT is a traditional union. They do back political candidates. They have asked their local groups to share the roster. As a legacy chapter we are not obligated to share the list. AAUP has not participated in the political endorsement process and does not intend to start, however if members are interested in the AFT list they can find the list here: <http://ks.aft.org/news/2022-aft-kansas-candidate-endorsements>
- c. Treasurer's update
 - d. Full members 38, Entrants 40, Associate members 3. Quorum remains at 12
 - e. Current bank balance is \$64,201.97 is current bank balance. Next quarter dues will be \$3950. National dues have been increasing but we have not increased chapter dues. There is no need to at this juncture as we are financially healthy.
- 7. Next Meeting Tuesday, November 15th at 3:30 in FL 217
 - a. Adjourned 4:36 p.m

AAUP Bylaw Update – Recommendations

Goal: Return recommendations for a bylaw update that provides for a “feeder system” into the AAUP chapter presidency.

Current Practice:

The AAUP president is elected in even-numbered years and serves a term of two years. The vice president is elected in odd-numbered years and serves a term of two years. There is no natural succession from one office to the other at the end of an elected term.

Applicable articles:

II. TERMS OF OFFICE The terms of officers and members of all elected committees shall begin on July 1 and shall continue until June 30 of the appropriate year. The President and Secretary shall be elected in even numbered years and the Vice President and Treasurer elected in odd numbered years.

VIII. NOMINATING COMMITTEE There shall be a nominating committee composed of five members: the immediate past Chapter president, two elected members and two appointed (as soon as possible following the election) by the Executive Committee. The past Chapter president shall serve as Chair pro-tem to call and conduct the meeting of the committee at which the chair is to be elected. The elected members shall serve for two years. The Nominating Committee shall solicit suggestions for nominees from all members of the Chapter. It shall obtain the consent of the nominees before publicizing their names. The Nominating Committee shall attempt to have at least two persons nominated for each position that needs to be filled. It shall complete and submit its report to the Secretary at least 10 working days prior to the scheduled Spring meeting at which the election is to be held. At the Annual Meeting at the end of the Spring Semester the committee shall present a list of nominees for the vacant positions. Additional nominations may be made from the floor of the meeting provided the consent of the nominee is obtained. Below is a chart that depicts the positions to be filled in Chapter elections each year.

	<u>Even-numbered years</u>	<u>Odd-numbered years</u>
Officers	President & Secretary (2)	Vice President & Treasurer (2)
Collective Bargaining Committee	Arts, Humanities, & Social Sciences Business and Education (3)	STeM, Health & Life Sciences, and Librarians or At-large (3)
Nominating Committee	one (1)	one (1)
Executive Committee	one (1)	one (1)

Additional Information:

FHSU Faculty senate uses a “president elect” system whereby the body elects a vice president who serves one year as vice president prior to succeeding to the presidency for a one-year term. Staff senate also uses this model.

Considerations:

- In order to establish a system of succession, the bylaws would need to be re-written to remove election of a president in even-numbered years and replace that with the succession of the vice president.
- Officers currently serving have committed to a two-year term. Serving two years as vice president and then two years as president would double the time commitment for that office.
- Moving to a president elect system would effectively remove the possibility of successive terms for president.

Recommendations:

- Remove the election of president from the bylaws and rewrite it to allow for the election of a vice president who will succeed to the presidency after one year. Persons elected as vice president will be committing to a two-year term: One as vice president and one as president.
- Rewrite article II to accommodate the president-elect system and determine how and when the transition will be made.
- Rewrite article VIII to reflect the changes in the office of president and vice president. Consider if the make-up of the nominating committee makes sense in light of the new officer structure.

Questions before moving forward:

- When would we implement these changes?
- Does the two-year model like what faculty senate and staff senate use make sense for us?

Further recommendations

- Check to see that the dues schedule is up-to-date
- Consider whether the membership committee needs to be written into the bylaws or if it can be rolled into article XI. STANDING COMMITTEES.