

September 20, 2023

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. Called to order 3:32 p.m. 22 present. Quorum met.
2. Approval of Minutes: August minutes sent via email
  - a. Rob Byer moves
  - b. Claire Nickerson seconds
  - c. Minutes approved
3. President's Report
  - a. Negotiations data collection plan (see poll language attached to the minutes)
    - i. Think big as far as what needs to be changed that affect the majority of our members
    - ii. Avoid getting into the weeds e.g. how many of what needed for notebooks
    - iii. What are we missing from the MOA?
      1. Solid definitions for workload?
      2. Intellectual property?
      3. Remote work policies for faculty?
      4. Definition of what is a "supervisory activity"
      5. Clarification of titles like "program specialist"
    - iv. Poll will go to the entire bargaining unit hopefully soon
      1. Will put in a reminder that only dues paying members get a vote on the MOA
      2. Claire Nickerson will put the poll together to come out by the end of the month.
  - b. Shared Governance Update
    - i. Attended the first round table shared governance meeting. We are now officially included in shared governance.
      1. Student Senate, Staff Senate, Faculty Senate, AAUP, and Tisa are working on a shared governance statement to help shape the culture of shared governance.
  - c. Program Review Update
    - i. Administration is saying that if a program meets two of the four benchmarks, that program will not be reviewed through this process.
      1. See [https://www.kansasregents.org/resources/PDF/About/Board\\_Meeti](https://www.kansasregents.org/resources/PDF/About/Board_Meeti)

[ngs/FY 2023/Program Review Framework 3.pdf](#) for more information.

4. By-Law Change Vote: Proposed Language to change timing of voting for President (see wording below)
  - a. Proposed changes were sent out on 9/12
  - b. Discussion
    - i. None
  - c. Motion to accept changes
    - i. Janet Stramel moves
    - ii. Rob Byer seconds
    - iii. 22 in favor, 0 opposed
5. Nominations for President
  - a. Nominations due October 2. Email nominations to Jennifer Sauer, chair of the nominations committee.
  - b. Secretary will send out the call on behalf of the nominating committee
6. Committee Updates:
  - a. Listen Tour Volunteers and Dates
    - i. Need a list of active members who would go to their college to at least be with members of the executive team
    - ii. AFT Kansas has provided a Starbucks gift card to buy coffee
    - iii. Collect themes and ideas
    - iv. Will get something on the calendar in October
      1. Find a way to include a zoom session for foreign faculty
      2. Mary Elizabeth Turner and Rob Byer will take the lead
7. Other Business?
  - a. Library collection review update
    - i. Print general collection. Messaging has gone out from the library Dean's office. Please engage in that. Will put the link in the minutes. November 17 is the deadline for feedback.
    - ii. See <https://fhsuguides.fhsu.edu/GenColRevProj> for more information
  - b. Update the associate member application
    - i. Cole will update it
  - c. Membership update
    - i. Change to the unit due to the CAHSS reorganization
      1. It has been determined that program coordinators are now in the unit because they do not have unit supervisory duties. This increases the size of the unit by 3. One associate member will be transferred to regular member states. There are now a total of 5 associate members and 89 total members. Quorum is now 14.
      2. Email lists will need to be updated.
      3. It is suggested that AAUP leadership have the provost reach out to program coordinators and communicate what their new status means in terms of supervisory duties. May want to communicate their new status to them. Will suggest to Jill that she reach out and

let them know that they are no longer to engage in supervisory duties

4. The line of demarcation for unit inclusion is whether or not they engage in supervisory activities for other members of the unit.
5. Question
  - a. What is considered “supervisory”
  - b. Answer: Merit, reappointment, serving as a chair or dean role, hiring manager. Cannot serve as a hiring manager for a faculty position.

ii. Adjourned 4:27 p.m.

8. Next Meeting Tuesday, October 17<sup>th</sup> at 3:30—FL 217 and Zoom ID: 505 539 0067

Poll instructions: The MOA is negotiated in three year cycles. This is currently year 2 of the 3 year cycle. FHSU-AAUP uses this year to gather data from multiple sources (Bargaining Unit is one source) on potential negotiation topics for year 3. All topics for negotiations must be agreed upon by both FHSU-AAUP and Administration, therefore, not all topics can be addressed next year.

FHSUAAUP is most interested in large to medium sized issues at this point that would impact a large portion of our bargaining unit. For example, during the last cycle, we negotiated equitable and fair promotion pathways for all bargaining members. When considering the articles in the MOA, please **think about big umbrella issues rather than small details**. The third year is our year to really get things accomplished. Smaller items can be corrected in other years. So, let's get creative and explore large concerns.

- What areas of the current MOA ([link to MOA](#)) do you feel need revised? Please list your top five (5).
  - What solutions would be most effective?
  - Why are these areas concerns?
- What areas of concern that are not included in the MOA do you think should be included in the MOA? Please list your top five (5).
  - What solutions would be most effective?
  - Why are these areas concerns?
- If you would like to speak directly to a member of the Executive Team, how can the team best reach you?

## **Red Lined Proposed Language**

### **I. ANNUAL MEETING AND ELECTIONS**

The Annual Meeting for the election for the offices of ~~of officers~~ Vice-President, Secretary, and Treasurer, as well as ~~and~~ members of the various committees, ~~(see By-laws, item XI)~~ shall be held at least two weeks before the scheduled date of the last classes in the Spring Semester prior to the beginning of the term office ~~(see By-laws, item XI)~~.

Election for the office of President ~~will~~shall be held at least two weeks before the scheduled date of the last classes in the Fall Semester prior to the beginning of term of office.

Elections shall be by a plurality. Fifteen working days written notice in advance of any election shall be sent to members. The vote will be by secret ballot conducted for all members eligible to vote under Article II. Provision shall be made to ensure the anonymity of the voter.

### **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~~ begin their terms in even numbered years and the Vice President and Treasurer ~~elected~~ in odd numbered years.

## **“Clean” Proposed Language**

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