

FHSU-AAUP MEETING Minutes

10/16/24 @3:30 in Rarick Hall 307

- 1) Call to order
 - a. 3:34 p.m. 18 present. Quorum met
- 2) Approval last meeting minutes: 9/17/24
 - a. Cole moves
 - b. Linda seconds
 - c. Clarifications for minutes
 - i. President's mason's raise
 1. Some of the president's salary comes from the foundation but the majority of the money comes from the same pool of money as our salaries
 - ii. We were on a list of unions who had not filed their 990 informational return (we do not pay tax) but Cole is clarifying with them that we have
 - d. Approved with clarifications
- 3) President's report
 - a. Plan to assess the strategic plans for how it will affect faculty work load
 - b. Town Hall
 - i. There were only two faculty members in attendance.
 - ii. No calendar invite went out to faculty.
 - iii. Question: Isn't the strategic plan already done?
 - iv. Answer: That has been the impression.
 - c. Clarification from the Provost's presentation at convocation: It was not a strategic plan. It was a list of priorities
 - d. Faculty senate has a task force looking at the digital master plan
 - i. Faculty senate has asked the provost to be more intentional about involving faculty senate in task forces and committees
 - e. Question: Can the union send out emails when there are opportunities?
 - i. Answer: Sure
 - ii. Comment: The cascade of communication is not as effective as perhaps administration hopes
 - iii. Comment: Let's be more intentional about sharing opportunities to tap into information that comes out like committee notes etc.
 - f. Merit Vs. Inflation
 - i. Works out to roughly a 12% pay cut since 2018 due to inflation
 1. See attachment
 - ii. Question: Why is it 90% of CUPA
 - iii. Answer: CUPA is national metric which looks at 666 institution. 90% is what the government says the cost of living in Hays is. The data we use is outdated and another move to market may be necessary at this point
 - g. ERP revisit
 - i. They're going to make more of an effort to involve faculty

- 4) Treasurer's report
 - a. \$74,152 account balance. As usual our 990 informational return will be filed by December 31
 - b. Dues have been paid
- 5) Ongoing preparations for S25 negotiations
 - a. Update from AAUP National on fiscal analysis for S25: Monica Owens
 - i. Need to choose peers
 1. Consider using peers where faculty go when they leave
 - b. Two (prebargaining) meetings scheduled for early scouting of potential bargaining issues
 - i. Friday 11/15 @ 11
 - ii. Tuesday 12/10 @ 2:30
 - c. Discussion of data set on adjunct numbers, TT lines, etc.
 - i. Tabled for next month
 - d. OSGA is working on a resolution regarding how many students are served by adjuncts vs. full time faculty
 - i. Some programs have no full-time faculty
- 6) Ad hoc working group reports
 - a. Communications; website update proposals
 - i. See attachment
 - ii. Motion: Get a five year cost estimate from both vendors and confirm ability to make minor edits ourselves then subcommittee can make a decision and can then spend the money
 - iii. Rob seconds
 - iv. Motion passes
 - b. Grievance; Jessica Smith AFT national resources
 - i. AFT is providing training and Janett needs help
 - c. NEW: Strategic plan analysis group for President and Provost's plans
 - i. Jeanne Sumrall
- 7) Informational items: AFT & AAUP State/National
 - a. Offers of help from AFT to FHSU AAUP: Program for faculty loan forgiveness, K-12 free books, membership drive around October fest? Send interest to Gene
 - b. Ron Hobert visit in fall for administration meet
- 8) New business for the good of the order
 - a. Items for Gene to take to cabinet?
 - i. Can we put someone out there to help departments with tenure file format from the union?
 1. Interfolio does not keep files from year to year and so faculty have to add in EVERYTHING from year to year
 2. This is a point where we need education
 3. Could be included in the FAQ
- 9) Adjourn: next meeting Tuesday November 19th at 3:30
- 10) Adjourned 4:31 p.m.

ATTACHMENT A

Thursday, September 26, 1–3 p.m.

Building a Bargaining Survey, Platform, and Narrative

In this workshop, we'll discuss how to gather priorities from members and develop a narrative for your bargaining campaign. Participants will look at bargaining platforms and narratives from other campaigns and leave the session with an outline of their own narrative.

Wednesday, October 2, 1–3 p.m.

Fundamentals of Bargaining for Member-Led Teams

In this workshop, participants will focus on the legal framework of bargaining, the mechanics of contract negotiations, how to organize a bargaining team, and other skills needed for member-led bargaining teams to stay on top of the process.

Thursday, October 10, 1–3 p.m.

Proposal Presentation and Packaging

Join this workshop to discuss elements of a strong proposal presentation, navigating questions at the table, packaging proposals, and strategies for avoiding impasse.

Wednesday, October 16, 1–3 p.m.

Bargaining the Redbook

This workshop is about gaining or strengthening AAUP Redbook policy in your collective bargaining agreement. We'll talk about different approaches to writing and negotiating contract language and look at specific examples.

Thursday, October 24, 1–3 p.m.

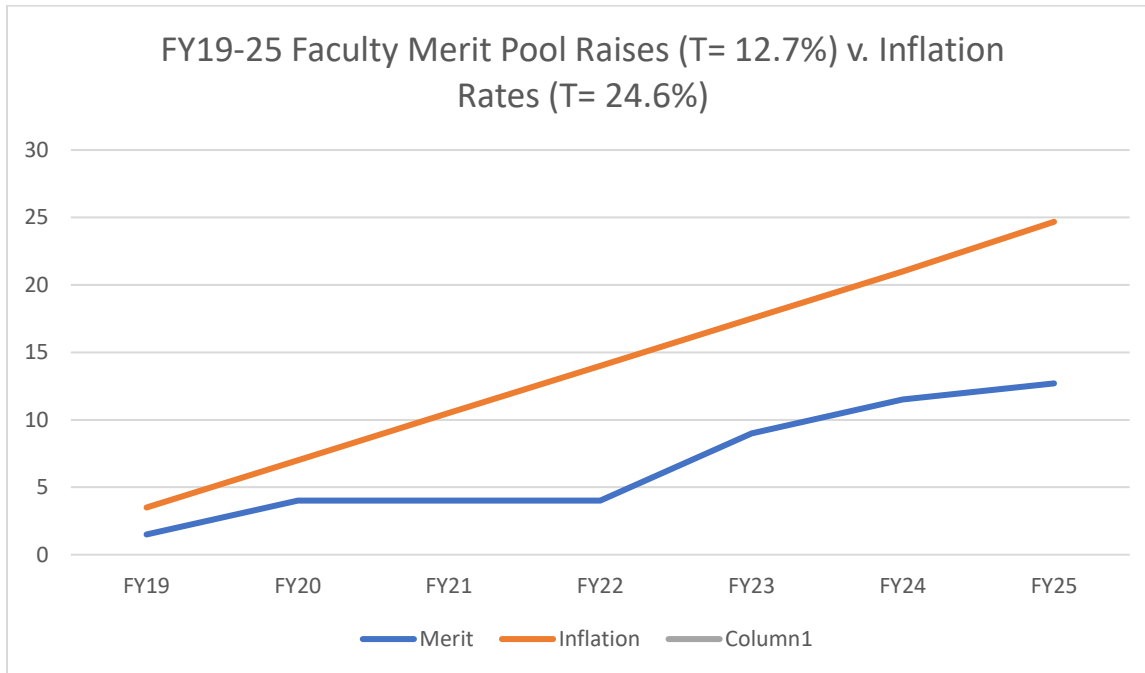
Building a Contract Campaign

In this workshop, we'll explore how to map out an organizing strategy during bargaining. We'll discuss how to bring members into the bargaining process as active participants through the use of an escalation of tactics. Bargaining team members, contract action team members, union officers, and rank-and-file members are all welcome.

Wednesday, October 30, 1–3 p.m.

Using Your Financial Analysis Report in Contract Negotiations

Join this workshop to learn how to use the institutional financial analysis report provided to you by the AAUP. We'll look at core data points and use them to develop a narrative for your communications and support your proposals.



FY 2019 -- 1.5% merit pool
FY 2020 -- 2.5% merit pool
FY 2021 -- zero -
FY 2022 -- zero -
FY 2023 -- 5% merit pool -
FY 2024 -- 2.5% merit pool
FY 2025 -- 1.2% merit pool

Using the CPI inflation calculator provided by the Bureau of Labor Statistics, the buying power of \$100.00 in June 2018 has the same buying power as \$124.68 in June 2024 ... this is a 24.68% inflation rate ... The chart above shows the annual AVERAGE inflation for the timespan. Our merit pools over this same time period add up to only 12.7%, or 1.8% as an annual average. Of course, not everyone receives the full merit award because it is based on performance, as evaluated by each unit manager.

Another way to conceptualize this gap is to say faculty have taken on average a roughly 12% pay cut since 2018. The University has funded a couple of 'move-to-market' plans, which we appreciate and for which we are thankful, but it would be quite difficult to factor that into all of this. Of course, move-to-market really means 'move to what the University has set as the market benchmark' ... which for faculty is 90% of CUPA. Unfortunately, 90% of CUPA may not be cutting it anymore, especially for recruiting and retaining qualified faculty.