

FHSU-AAUP Meeting Minutes

08/28/24 @3:30 in Rarick Hall 307

- 1) Call to order & welcome back!
 - a. Called to order 3:32 p.m.
 - i. 15 present, quorum met
- 2) Approval last meeting minutes: May 7, 2024
 - a. No minutes from end of semester social
- 3) President's report
 - a. Thank you to the AAUP executive team for all the work over the summer
 - b. Summer institute
 - i. Program review process that we are going through is happening at various places across the nation. At some level it appears to be a coordinated and persistent push to shape academia. Unions need to be ready to advocate for faculty who are affected by program review changes.
 - ii. Question: Is there any information on the required reporting requirements for the new program review process?
 1. Not yet. Will find out.
 - c. Focus for this fall is to get data and negotiating priorities in order for the spring negotiations season.
 - d. To do: Send out report on faculty survey from last spring to dues paying members
- 4) Treasurer's report
 - a. 7 associate members, 51 entrants, 36 full members, total of 87 voting members, quorum is 14. 94 total paid members
 - b. \$69,826.43 balance in the account. Paid dues and we also now pay dues to AFT.
 - i. Question: How are dues paid to AFT?
 1. We pay dues to the state union but not national. Because we're a legacy chapter our dues are lower than non-legacy chapters.
- 5) Reaching out to new faculty
 - a. Orientation, other events we should be at?
 - i. Faculty mentoring – September 25th 3 p.m. in Stouffer put on by TILT. Get in touch with Nicole Frank. They happen monthly.
 - ii. Tiger Leaders
 - iii. Three inquiries from new faculty over the summer. Provide standardized language for HR to provide to new faculty?
 - b. Dinner at President Mason's house: Denise, Provost's Tenure panel: Cole
- 6) Ongoing preparations for S25 negotiations
 - a. Report on exec committee work this summer on salary, TT hiring, admin growth
 - i. Salary and workload are the main concerns so far
 - b. Plan for prioritizing and communicating survey summary from S24 work
 - c. Thoughts on dividing up work with Faculty Senate

- i. Work off of faculty survey and listening sessions
 - d. Help from national office(s) on FHSU fiscal analysis for S25: AFT Lisa Lavery acting deputy director higher education and/or AAUP national office person Monica
 - i. Would be a new ask from the union to the administration for data
 - ii. There may be a small cost.
 - iii. Question: Would it be better to have AAUP do the financial analysis given their experience with higher ed?
 - 1. Good point.
 - iv. Q: What data would they be asking from who?
 - 1. Unsure right now.
 - v. Consensus is that Gene should explore our options with AAUP and/or AFT on what their financial analysis would entail and report back.
- 7) Discussion: possible new working groups
 - a. Communications: improvement plan/press release/MOA education/rework website
 - i. MOA education
 - ii. UAKU has great resources on their union
 - iii. Website
 - 1. Ron retired. Gene will check with him
 - b. Grievance: identify and train officer(s) or group with help from national
 - i. How often do they come up?
 - 1. Rare but our process prioritizes working things out at the lowest level possible.
 - 2. 4 informal grievances (ish) over the past 7 years
 - a. Not T&P appeals
 - b. Not prohibited practices
 - ii. Questions and discussion
 - 1. Is arbitration training available at the university?
 - a. Will check
 - 2. Suggest having a more detailed grievance procedure as part of the MOA
 - 3. What is an example of a grievance?
 - a. Unfair workload assignment
 - iii. Suggestion: Check with ESU, KS Conference of AAUP, as well as National for process resources
 - c. Other high need areas in the union?
- 8) *Informational items: AFT & AAUP State/National*
 - a. Statewide exec council training from national office, September 13-15 in Topeka
 - b. 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
 - c. Building bonds with K-12, possibly KNEA local
 - d. Promotional materials available
 - e. If you wish to be put on list to receive AFT emails, political items, let Gene know
 - f. National AAUP under new leadership, Advocacy Chapters @ Wichita State and KSU
 - g. UAKU; chance to observe negotiations, other support? Send ideas to Mary Elizabeth or Gene

- 9) New business for the good of the order
 - a. Items for Gene to take to cabinet?
 - i. None right now
 - b. Informational: AAUP national will look over articles in our MOA for us.
 - c. To do for next time: Send out the survey summary. Gene will attend faculty senate on September 4 and provide an update.
- 10) Adjourn: next meeting Tuesday September 17th at 3:30 p.m.
 - a. Jennifer S. moves, Brittany H. seconds, adjourned 4:27 p.m.