

FHSU-AAUP Meeting Minutes

01/28/25 at 3:30PM in Rarick Hall 307

- 1) Call to order 19 present. Quorum Met
- 2) Approval last meeting minutes: 11/19/24
 - a. Eric moves
 - b. Chris Seconds
 - c. Approved
- 3) Treasurer's Report
 - a. Financially stable. Paid some bills at the end of the year and paid for the website. One member dropped due to job change. Two new members to report. 92 dues paying members. Quorum stays at 14.
- 4) President's report
 - a. Attended 1 AFT executive board meetings, 1 AFT national zoom meeting, and two national AAUP meetings.
 - b. Immigration and DEI concerns were forefront at those meetings.
 - i. BSU and GSA are planning a collaboration to have a trans man as a guest speaker and are hoping that they can still move forward.
 - ii. Will need to check funding for the event and see if state funds are being used for it.
 - iii. Check with Joe Bain.
 - c. Missed training about grievances but will make that up
 - d. AFT has a legislative assistant that tracks legislation in Kansas and Gene has asked to be in on those calls
 - e. President Mason is going to appeal to the legislature to change the formula for funding.
 - f. We will be working on building membership density
 - g. Questions and discussion
 - i. Will the campus police cooperate with ICE?
 1. Will ask at cabinet.
 - ii. Do we know if there are any faculty in the bargaining unit who could be affected?
 1. Unknown
 - iii. What about faculty in China?
 1. Also unknown at this time.
 - iv. What about the funding freeze for grants?
 1. Faculty who are working in grant funded positions may find their money paused.
- 5) AAUP Financial Analysis report
 - a. Report has been distributed to the executive committee and will distill it before disseminating the report amongst the membership. The analyst will provide a presentation
 - b. 60 pages that covers the past five years

- c. Report will roll out through the executive committee, the bargaining committee, and then membership.
- 6) Ad hoc working group reports
 - a. Bargaining committee
 - i. Good to go
 - b. Membership committee
 - i. Need someone to volunteer to lead it. We will have trainings available for the team. We need to get membership up to 50%. 70-100 new members. It can be done
 - c. Communications
 - i. Website training happens tomorrow. As soon as we can get the domain switched over it can go live. Have a writing intern to help with the content.
 - d. S25 negotiations
 - i. Went to annual training, it was a refresher training from the mediator and have tentatively agreed to a potential list of topics. The list must be presented to KBOR before approval.
 - ii. Tentative list
 - 1. Salary
 - a. Includes formula for supplemental contracts
 - b. Promotion stipends
 - 2. Advising and mentoring definitions
 - 3. Tenure cycle
 - a. Administration is interested in looking at adjustments to the cycle by reducing the number of reviews over the six year period while still retaining the process as “developmental.”
 - 4. Librarians still are required to teach a course (hope to remove)
 - 5. Professional development funds report to be reviewed
 - 6. Tuition assistance program language
 - 7. Program discontinuance
 - 8. Grievance process
 - 9. Defining remote work in the MOA where appropriate
 - iii. How often are you meeting?
 - 1. None of the meetings are scheduled. Since the inauguration General Counsel has been busy. We were meeting every two weeks but none of the meetings are set yet.
 - iv. If someone wants to shadow a meeting, let us know.
 - v. Questions:
 - 1. When does the new MOA come out?
 - a. Usually June mainly because of the legislature
 - 2. Can faculty senate check with council of faculty senate presidents on promotion stipends?
 - a. Sure
 - 3. What is the rationale for the administration being focused on “layers of review” for the tenure process?

- a. Administration feels it is overly burdensome on administrative stakeholders
- b. The goal of the unit is to preserve the protections for faculty
- c. Many things about the process could be improved by more support for tenure track faculty

7) Informational items:

- a. Next month will come with lots of updates.
- 8) New business for the good of the order
- a. AFT online security trainings
 - i. How to take control of your online information
 - b. Working on making sure we are following all regulations
 - c. Items for Gene to take to cabinet?
 - i. Will ask about DEI and ICE
- 9) Adjourn: next meeting Wednesday February 19th @ 3:30