

# FHSU-AAUP MEETING AGENDA

04/16/25 at 3:30PM in Rarick Hall 307

- 1) Call to order. 3:35 pm 13 present. No quorum
- 2) Approval last meeting minutes: 03/25/25
- 3) Treasurer's Report
  - a. No change to membership.
  - b. 77074.18 in the checking account
  - c. Paid quarterly dues to national and AFT per cap
- 4) President's report
  - a. Legislature: HB 2348 Tenure bill, (stalled out in committee, it will come back next year) SB Blue Ribbon Committee bill also stalled out but likely it too will come back SB Remote Work bill was clarified so as to not include regents institutions. Will include legislative update in the minutes
  - b. 2.5% merit pool passed for regents universities
  - c. Elections for our exec committee
    - i. Need to elect a VP and Treasurer to serve 2025-2027
    - ii. Need to elect a replacement secretary to serve 2025-2026.
    - iii. Need nominations. So far we have one nomination for treasurer (Cole) and one nomination for VP (Denise)
  - d. Financial report is up on the website
  - e. Question: Can you tell us more about the Blue Ribbon Committee?
    - i. Answer: Given a broad charge that likely will result in the merger or dissolution of smaller institutions and community colleges. Some opponents are concerned that it could infringe on KBORs authority. It however did not pass this semester.
  - f. Miscellaneous political: There have been reports of ICE agents in the area. There are as many as 10 KU grad students who have had their visas pulled. Some faculty have reported that some students are not attending class for fear of being out in public. Plan to bring it up at cabinet.
    - i. International student services is monitoring the situation
    - ii. AAUP will send out information to the unit about what to do if you are a faculty member who is affected
- 5) AAUP Financial Analysis:
  - a. BFG follow up. (add answer from BFG about China to the minutes)
  - b. trends, questions, discussions
    - i. The report will be helpful for pay only negotiations next year
- 6) Ad hoc working group reports
  - a. S25 negotiations
    - i. Two meet and confer meetings left. Legislative session has ended so negotiations may be wrapped up by the end of the semester. Funding to FHSU is cautiously positive this year. There was a 2.5% merit pool which covers about

40% of the faculty. The university has to cover the remaining 60%. This year they are hoping to “match” the state’s funds. Regional stabilization dollars have been added to the base for the institution which will be ongoing. The administration has budgeted for an allocation above the 2.5% but that is currently part of the negotiations. A percentage increase helps higher earners while a flat dollar amount would help the lower earners. Input would be appreciated from the unit on this topic. Any situation where the faculty gets more where staff is a non-starter

- ii. Cost of promotion stipends?
  - 1. It has been discussed but nothing has been decided yet. They were last updated in 2018 but we’re looking at what other KBOR institutions do.
- iii. Faculty retention?
  - 1. Understaffing is a problem for faculty retention because fewer people are being hired in and it has affected the ability to keep faculty even when we have program growth. Can we negotiate for more positions?
  - 2. Some departments are losing tenure track positions due to the ability to hire PhD’s is difficult and many are now being transitioned to NTT
  - 3. Concerns about this need to be directed to Gene so he can take it to upper administration. Spread the word!
- b. Faculty Senate, PCE
  - i. Denise went through the documents. PCE itself is something that faculty were not involved in from the start. It was the senior leadership team and they are who made the decision to move forward. There are questions about whether or not faculty are the “content experts” or if it is the administration. Outside faculty and independent contractors are monitoring the courses. There is no control of faculty over the academic reputation of the institution. Faculty’s priority is the student. The goal of PCE is to help businesses educate their employees. Are there other faculty on campus who work with this platform and does it affect their contract here? How is it determined which departments get to participate? Encourage everyone to go to (URL) and search your area and see what is offered. They can take certificates they earn and then they can carry that credit through CPL which then goes on a FHSU transcript but there are significant questions about rigor. Its damaging to faculty, enrollments, and takes resources away from students.
  - ii. From Shane: There is a resolution on the table to get FHSU away from Ed2Go. They keep saying that chairs and deans can be content experts in their areas which is administration even though that’s not realistic.

7) *Informational items:*

- a. *AAUP Day of Action*
- b. *AFT resources*

8) New business for the good of the order

- a. Items for Gene to take to cabinet?
- b. Cabinet replacement
- c. Next meeting will be at TBD (LasHefas) and will be our semester social

- i.
  - d. On membership: Make it well known how to sign up through the website. Check the materials that are being given out at faculty orientation and get in touch with HR about contacting the union if someone mistakenly sends them a form.
  - e.
- 9) Adjourn: next meeting May 8 (Thursday) @ 3:30; confirm date and place for spring social