

## AAUP IRSC Chapter Meeting Minutes December 14, 2020

### Call to Order

Meeting called to order by President Bruce Fraser at 12 p.m. via Zoom

### Approval of the Minutes

Motion to waive reading of the minutes of the September 25, 2020 meeting.

Motion to approve the minutes, seconded, passed.

### Reports

Treasurer's report presented. Balance of \$19,977.10. Transactions included normal dues collections and payouts and payments for Election Buddy, Zoom, attorney consult.

Current membership count is at 161 which represents 68.22% of 236 full-time faculty and a net increase of 1 member (lost 1).

### Business

#### **Changes to the Executive Committee**

We welcome Heather Adams and Marvin Hobson to Advisory Committee:

#### Advisory Committee

- Heather Adams
- Jen Capers
- Marvin Hobson
- Paul Horton
- Teena-Louise White

#### Officers

- Bruce Fraser (President)
- Kate Bradford (Vice President)
- Zuly Pascual (Secretary)
- Michelle Carrigan (Treasurer)

Executive Committee



#### **Anticipated Negotiation Panel for 2020-2021**

Dr. Jen Capers (Chief Negotiator, Appointed)

Dr. John Donohue (Elected)

Dr. Nikia Robinson (Elected)

#### **Jobs and Enrollment**

- Currently, the administration has committed to the awarding of Continuing Contract to the 25 eligible full-time faculty.
- All those on a continuing contract track have been renewed for next year.
- 13 “temporary full-time” faculty have received non-renewal notices for next year.
- 5 full-time, continuing contract-eligible positions have been posted.

#### **Safety and Returning to Campus**

- Currently, the IRSC Administration is considering each teleworking/telecommuting application on a case-by-case basis, erring on the side of safety.
  - IRSC Policy and Administrative Procedure do not specify that supporting documentation must be “medical,” however the administration is interpreting the language in that way.
  - If you believe you have extenuating circumstances that should be considered, submit your application with whatever supporting documentation you believe is appropriate;
    - Documentation citing co-morbidities make for the strongest applications;
    - Fear of COVID-19 is not sufficient grounds for approval.
    - Keep in mind that CDC guidelines must be followed on campus, and masks are mandatory. Your return to campus should not jeopardize your health.
- [The Pensacola State](#) faculty union has filed a grievance on behalf of the faculty about being required to teach live classes.
  - The *Faculty Handbook*, which is an extension of the *AAUP Agreement*, has language about safety that can be the basis for a formal grievance, if safety standards are not maintained.
- Please let the Chapter Officers know if your applications for teleworking/telecommuting have been denied, on what grounds, and whether your working conditions are unsafe.

### **Virtual Office Hours**

- Holding virtual office hours for all 10 contractually required hours is approved automatically with the approval of the Teleworking/Telecommuting Agreement.
  - You may hold virtual office hours in Blackboard Collaborate, but you are not required to do so. The *AAUP Agreement* still requires logging into Blackboard, but the administration is granting latitude to use Zoom, Skype, and other platforms, so long as the method you are using is specified in your syllabus.
  - If your application for Teleworking/Telecommuting is not approved and you still want to hold all office hours virtually, please make this request in writing to your direct supervisor with whatever documentation is appropriate.

### **Faculty Senate Constitution Committee**

- The work of the FSCC was disrupted last month because of a disagreement over the relative independence of that Committee from the AAUP Chapter.
  - The Chapter leadership sees the FSCC as an ad hoc union committee, not an independent body. As such, the work of that Committee must be:
    - Maximally transparent and open to input from the faculty at large;
    - In alignment with the interests of the AAUP Chapter;
    - Reflect collaborative, good-faith leadership consistent with the principles of shared governance;
    - Consistent with the goal of unifying the faculty and working reciprocally with the AAUP Chapter.
- On December 4, the remaining members of the FSCC voted to continue the work of the Committee and is currently considering several procedural steps to assure alignment with the faculty’s interests and continue the good work already accomplished.

### **Current Issues**

- The Executive Committee has established the Contracts and Procedures Committee (CPC) to review relevant documents and issues related to Chapter business.
  - The Committee will support the negotiations process, but it will also review

documents and proposals considered by the Officers and the Executive Committee.

- Proposed changes to the Chapter's Constitution: Based on developments this semester, the CPC would like to review the recommended changes to the Constitution and propose additional, necessary adjustments.
- The revised proposal will be presented and discussed next semester.

### **Questions & Comments**

- Alexis Carlson: Non-instructional faculty have questions concerning non-duty days.
- Course assignment: some faculty still did not know what there course assignments are for Spring semester.
- Selection process for non-renewal in biology.

### **Adjournment**

Meeting adjourned at 12:25 p.m.

Respectfully submitted,

Zulihana Pascual  
Secretary