

AAUP IRSC Chapter Meeting

Minutes January 31, 2020

Call to Order

Meeting called to order by Vice President Clark at 1:33 p.m. 68 present.

Approval of the Minutes

Motion to waive reading of the minutes of the November 22, 2019 and December 17, 2019 meetings, seconded, passed.

Motion to approve the minutes, seconded, passed.

Reports

Treasurer's report presented. Balance of \$22,965.15. Transactions included normal dues collections and payouts and payments for a negotiations scribe and attorney consult.

Current membership count is at 167 which represents 66.01% of 254 full-time faculty and a net increase of 6 members (added 8, lost 2) since the November meeting (3.7% increase).

Business

Enrollment & Finances

Chapter president Fraser met with IRSC VP Keim to get an update on the status of enrollment and budget. Total FTE is up, but in low fee-paying areas. AA and Bachelor's are our key fee-revenue areas (other areas generate very little revenue) so we will have a fee revenue deficit for spring if we don't make up the lost 71.5 FTE. Currently expect an approximate \$1 million shortfall against projected revenue.

Presidential Search

The timeline for the search was reviewed—

22 October: Dr. Massey's Retirement is announced at the Board Meeting.

5 November: Certified letter sent to the Board from the Chapter thanking the Board for its support, praising Dr. Massey's leadership, and requesting that the Chapter be involved in the selection of faculty to participate in the presidential search.

15 November: Confirmation that the Chapter's letter had been received.

20 November: Conversation with Dr. Massey regarding the search. Perceived agreement on the terms of the search which were presented at the November 22 AAUP meeting.

22 November: Different expectations emerge over the terms of the search regarding faculty involvement followed up with a phone call with Dr. Massey.

26 November: Letter to Dr. Massey clarifying the AAUP position again and requesting to meet with the Board.

2 December: Meeting with Dr. Massey on Main Campus in which he explained the Board's position.

6 December: Chapter reiterates its request to meet with the DBOT.

12 December: Chapter officers meet with Chairman Conrado, Vicki Davis, Sandra Krischke, Richard Neill (attorney), and Dr. Massey.

16 December: Special Meeting of the Board to select Search Committee members attended by Chapter President Fraser.

26 December: Contacted Greg Scholtz, Director of the Department of Academic Freedom, Tenure, and Governance, National AAUP.

6 January: Blog updated. Letter sent to Dr. Massey asking for clarification of the Confidentiality Clause in the AGB Search Contract.

9 January: Phone conversation with Dr. Massey to discuss the issue.

14 January: Email to Dr. Massey summarizing the key points of the 9 January phone conversation and asking for confirmation.

16 January: Dr. Massey responds and the Board agrees with the following points—

- The State's Sunshine Laws supersede the Confidentiality Clause in the contract with AGB Search.
- The Search Committee can determine the level of confidentiality it believes is appropriate to assure the integrity of the search process and the effectiveness of communication with outside parties.
- All Search Committee meetings are public and therefore open to scrutiny.
- The Board is committed to a presidential search process that is open, accountable and in line with the State's Sunshine Laws.

27 January: Feedback from Greg Scholtz/National AAUP. He reviewed the 6 January blog post and all written and email communications between the Chapter and the DBOT

to date. Believes the Chapter has done an outstanding job of managing the communication and issues. Emphasizes the importance of monitoring the process, keeping National advised, and having the faculty weigh-in publicly when final candidates are announced.

28 January 2020: First Search Committee Meeting attended by AAUP President and Vice President. Richard Neill (attorney) explained the Sunshine Laws and the need for any conversation about the search to be noticed and public. AGB Search (Melissa Trotta and Fred Moore) gave an overview of the company and its role in the process. Discussion of the Leadership Profile (what we want in a president) and a tentative timeline for the search. Not discussed was how the voting on applicants will be conducted (i.e., secret ballot, simple majority, etc.).

Clark asked the AGB Search team whether they work for both the school and applicants. AGB stated they work exclusively for the college; however, if they know of high candidates from other searches that weren't selected and didn't apply, they will reach out to see if there is any interest. They are involved in other searches currently but can handle the workload.

Some concern that there was some discussion by the Search Committee Chair regarding conducting some business by email. That will be difficult to monitor. AGB effectively put a stop to that but Chapter will monitor.

Regarding initial discussion on qualifications, faculty committee members requested that the candidates needed to be academics, but the Board opposed that and wanted to be open to any applicant. A terminal degree was then listed as "desired."

Community committee member asked what happens if they don't come up with a candidate in time, and they were advised that Dr. Massey has agreed to remain on for a period, if needed. When asked what happens if a candidate isn't found before Dr. Massey no longer wants to continue, and they were advised there is a succession plan in place.

All committee meetings are public meetings and have been posted. Chapter will work to attend all of them. Others are encouraged to attend. All members were strongly encouraged to attend the listening session for faculty on the main campus on Tuesday at 1:00 p.m. in V125, or if not able to, to attend the sessions on the other campuses. Chapter is committed to be at all of those faculty listening sessions.

Discussion on the Chapter's recommendation on qualities and qualifications for the new president. Initially proposed statement as follows:

A College President is the academic leader of the institution as well as a political and community liaison. From an AAUP perspective, such a person would have, at a minimum, the following qualities and qualifications:

- *Superior communication skills and respect for subordinates;*

- *A willingness to work with faculty on governance issues;*
- *Integrity, authenticity, a high level of emotional intelligence, and a democratic leadership style;*
- *Experience in a full-time teaching faculty position (college level) and a record of innovation and scholarship;*
- *An understanding of the political realities (local, state and national), and of the impact of legislative trends on higher education;*
- *An academic Ph.D.*

Members discussion in the meeting suggested the following:

- Add collaboration skills to the first point;
- Given the intent of the second point is shared governance, the term “shared governance” needs to be used as administration could claim they already work with faculty on governance issues even though it is not close to what we intend;
- Add financial realities to the fifth point;
- Change sixth point to terminal doctoral degree without specifying the specific degree so as to be more inclusive.

Summary of where we are currently with the search:

- The Chapter supports the current process but will attend Search Committee meetings (observers are not bound by any confidentiality agreement established by the Committee);
- The Officers will keep National apprised and will update the blog regularly (which is disseminated to other chapters and organizations through Facebook, Twitter and personal email);
- If the Chapter determines that the process is likely to culminate in the selection of a president the faculty can't support, steps will be taken to rectify the process.

We will need to watch the process. When we get to finalists level the faculty voice needs to be heard. The goal is to setup the new president for success as it would be difficult if the candidate is someone that the faculty won't support. Administration knows we're monitoring the process and will be posting updates online.

Massey Visit to Math Department Meeting

Math faculty discussed Dr. Massey attending their department meeting earlier in the day. He reportedly plans to meet with all departments. Discussed the legislative session in progress and stated optimism on funding. There is no timeline on promotions, but he stated that there would be no promotions if there wasn't an increase in funding. Discussed that there were no raises, noting that the Aspen money was shared, but also expressed positively that we are in the top tier of faculty salaries. Regarding Workday, he discussed how the system is good at this point and that payments to the staff were for work done on weekends and holidays when faculty would be off. Briefly discussed the presidential search process and that he shouldn't and will not be involved in the

process or provide any recommendations. Discussed the history of the college and his legacy. Main hope is that we would continue to be innovative in our teaching and to strive to make everyone around us better.

Faculty Non-Renewal

Grievance was filed on behalf of non-renewed faculty (10 January). Timeline on the grievance: rejected by dean 1/15, appealed to VP 1/16, rejected by VP 1/21, appealed to Dr. Massey 1/23, rejected by Dr. Massey 1/30. Have consulted with EC and faculty member involved regarding moving forward to arbitration. We will be consulting with attorney prior to moving forward; however, will be sending a letter to Dr. Massey that we have the intent of sending the issue to arbitration (which we can rescind later if needed).

Of note, in prior recent grievances, Dr. Massey did ask to meet with the AAUP officers in an attempt to resolve. That was not done this time so it was a departure from the prior practice.

To a member question, administration has not disclosed the why regarding non-renewal, though we have determined some details through other conversations with administration that this was not financial or performance related. It should be noted that administration does not have to disclose reasons for non-renewal and never have.

Investigation into Branch Campus Faculty Treatment Issue

Chapter has been involved in investigating an incident an incident that happened to a faculty member on a branch campus on 26 November. Investigation and discussion continues. Issue may end in grievance or a Title IX complaint, though it is the Chapter's goal to resolve issues without having to go to those ends.

New Legislative Committee

John Donahue has been asked to head up a new legislative committee to monitor bills that may affect the college and the faculty.

SB744 progressing through committee would make many parts of a college presidential search exempt from Sunshine laws and closing meetings until the search reaches a finalist level. If passed and signed, law would be effective on signing so it would be possible that it could affect our current search. Governor has not discussed this bill, but regarding a different bill exempting from Sunshine, DeSantis has been opposed to such exemptions.

HB1 would require all union members to rejoin the union annually and sign off on acknowledging that this is a right-to-work state and there is no requirement that they belong to a union as a condition of their employment.

Social Media

Nikia Robinson reported that she is progressing with our social media accounts. Anyone interested in assisting should contact her.

Negotiations

Chief negotiators Capers stated that we are reverting back to a traditional collective bargaining arrangement as we have been unable to get training scheduled and held for the collaborative bargaining process. We will continue to pursue that training for possible future introduction. Information requests will be sent soon to administration. Poll will be sent out to membership regarding recommendations for top negotiation agenda items.

Fraser Meeting with Massey

Chapter president Fraser had a lunch meeting with President Massey. It was a frank and open discussion, and they committed to working together.

National AAUP Training

Scheduling training with national AAUP staff for February 21. Focus of training will be on negotiations and possibly also on organization building.

Questions & Comments

Regarding any timeline on the presidential search regarding candidate selection, initial discussion was candidate selection in April/May with interview and open session with finalists in June/July.

Adjournment

Meeting adjourned at 2:45 p.m. with dismissal to the faculty meeting.

Respectfully submitted,

James Dinsch
Secretary