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# AAUP Meeting Minutes for 04/12/19

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## Call to order

A meeting of the Indian River State College chapter of The American Association of College Professors was held on April 12<sup>th</sup>, 2019 at 1:35pm, in the Kight Center for Emerging Technologies. At the meeting, 37 people signed the attendance sheet. The current president (Leslie Sterrett), vice-president (Carl Clark), treasurer (Taylor Kilman), and secretary (Brian Siegle) were in attendance. The meeting was called to order and the meeting's agenda was introduced.

## Approval of the Minutes

The minutes from the last AAUP meeting, 02/08/19, were posted on the chapter website (<https://irsc-aaup.weebly.com/>). A motion to approve the minutes without a reading was made, the motion was seconded, and the motion carried with no dissenting votes.

## Reports

The treasurer provided a current account balance of \$18,912.25. The treasurer explained the drawdown of funds owing to the payment of AAUP national 1<sup>st</sup> quarter dues and the payment to CBC (College Bargaining Congress) dues. Our AAUP chapter grew to 155 members out of 258 full-time faculty (60.08%). Since the last meeting the chapter has gained 2 new members while losing 1 member.

## Continuing Business: Faculty Evaluation Workgroup

Members were informed that there is an ongoing discussion with the Vice President of Academic Affairs, Dr. Heather Belmont concerning the current evaluation process for both continuing contract and annual contract faculty members at Indian River State College. It was noted in the meeting that in at least one instance a faculty self-evaluation was rejected by a dean, and the faculty member was told to rewrite it several times. Our chapter AAUP representatives requested that faculty members would receive a printed form from their dean noting if they were "recommended", or "not recommended". After meeting with their perspective dean, faculty members should receive a form that the dean will sign. It was pointed out that these are not binding recommendations. That is the decision of the IRSC board members.

Annual faculty contract members were reminded that their faculty self-evaluations were due on April 30<sup>th</sup>, 2019. Information sessions for questions about the evaluation form and the process were scheduled for Monday, April 15<sup>th</sup> and Wednesday, April 17<sup>th</sup> at 2pm. Faculty members present were encouraged to inform other faculty members that these information sessions were open to all faculty members. As the discussion closed, it was announced that the goals and observations made by a faculty member on the self-evaluation were to be accepted by deans and administration, "since it is your self-evaluation". For the recommendation, faculty were encouraged to note highlights of the year and offer ways of improvement for the future.

## Continuing Business: Filing of Grievances (Sliding Scale Pay & Initial 1% Payment)

It was announced that IRSC chapter representatives signed a memorandum not to continue the current grievance on the sliding pay scale and the initial 1% payment at the start of the Fall semester. Even

though the non-payment of the 1% non-reoccurring payment affected fewer than 10 new instructors, the union executive team pursued the issue since faculty members brought it to our attention. Faculty members were reminded that workplace conditions and requirements must be addressed in negotiations, meaning that the College Board cannot instruct faculty what they want in the contract. It was noted that our chapter union is unable to grieve issues from previous semesters, but a grievance can be filed for the current semester if faculty members bring it to the union's attention. In this way, both parties can come to the negotiating table "in good faith".

The deadline for administration's response to the filed grievance was this past Monday, April 8<sup>th</sup>. Dr. Bruce Fraser, lead chapter negotiator, and Dr. Carl Clark, chapter vice-president have been in communication with administration concerning the issue of the sliding pay scale for low enrollment classes. It was requested that this issue must be addressed in the current negotiation process. Dr. Fraser is currently drafting a platform for this topic.

A faculty member asked if our union chapter has hired legal representation to assist in the grievance process. Faculty were informed that our union has reached out to FMCS (Federal Mediation & Conciliation Service), a free service that seeks to limit strikes and work slowdowns. The individuals involved are trained mediators and do not pick sides between the negotiating parties. A faculty member asked about this group's "track record" in previous rounds of negotiations. It was noted that having an outside voice with an independent view should greatly help in the process of our negotiations. Faculty members were informed that chapter officers have made repeated requests that audio recordings, or a note taker be involved in meetings and negotiations with IRSC administration. These requests have been refused.

### New Business: Transition Period for AAUP Officers

The chapter president, Mrs. Leslie Sterrett, thanked the current negotiation team. She also thanked faculty members for all their support over the last two years and was happy to "bridge the gap" between the AAUP officer teams. For the current transition period, discussions took place and the field for each office whittled down to one each. The officers were pleased that everyone pitched in and exhibited a true willingness to do what was best for the chapter. Mr. James Dinsch was introduced as the candidate for the chapter secretary. He spoke to the faculty and communicated his desired to continue the chapter's progress. Dr. Taylor Kilman has agreed to serve as the chapter's treasurer for another term. He was complemented on his skills of thoroughness and organization. Dr. Carl Clark informed the group that he would serve one more term as the chapter's vice-president to maintain a cohesive transition period for the new officers. In closing, he noted that other AAUP members were sincerely encouraged to run for office next year. The current chapter secretary, Mr. Brian Siegle, was thanked for his past service and he voiced a willingness to assist in the transition for the new officers.

Due to a scheduling conflict, the prospective chapter president, Dr. Bruce Fraser was unable to attend the day's meeting. A written statement was read by the current chapter president. Dr. Fraser noted his passion for helping students succeed and furthered that his role in the union "is an extension of this work". As the chapter president he solicited open input from faculty and seeks "genuine cooperation" from all sides of the college. Dr. Fraser mentioned that the last two years there have been genuine conflicts and struggles between faculty members and administration. In an effort to foster greater cooperation and improved communication he hoped to:

- Develop longer term plans to address the goals of the college.
- Work for more leadership training.

- Increase faculty participation in our chapter union.
- Improve workforce conditions.
- Open conversations and improve communications related to the Virtual Campus.
- Provide outreach and coordination to network with other colleges.

In closing his appeal, Dr. Fraser informed faculty that he is both an idealist and a realist. In addition, he has displayed true “grit” in his years as an educator and administrator in his service to IRSC.

Faculty were informed that they can either vote to confirm each officer, or there is an option not to vote. Faculty members were sincerely encouraged to vote and remind members not present since a simple majority would be needed to carry the vote. A call was made for additional nominations. No additional nominations were offered. The vote was to run from Monday, April 15<sup>th</sup> through Thursday, April 18<sup>th</sup>. Faculty members would receive the ballot through their college email accounts. Faculty were informed that any dues paying AAUP member could run for office. Once elected, they would serve for two year terms and assume office on August 1<sup>st</sup>, 2019.

With no other questions or discussion items, the meeting drew to a close. It was hoped that faculty members would enjoy the faculty meeting and the upcoming summer break. Any issues or concerns from the meeting were to be brought to the chapter president since she still was having monthly communication meetings with Dr. Heather Belmont.

## Adjournment

A motion to adjourn was proposed, seconded, and carried. The meeting was adjourned at 2:12pm.

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Secretary

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Date of approval