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# AAUP Meeting Minutes for 02/08/19

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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 February 8<sup>th</sup>, 2019 at 1:32pm, in the Kight Center for Emerging Technologies. At the meeting, 51 people signed the attendance sheet. The current president (Leslie Sterrett), vice-president (Carl Clark), secretary (Brian Siegle), and treasurer (Taylor Kilman) 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, 11/30/18, 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 \$23,609.11. Our AAUP Chapter membership remained at 154 members out of 259 full-time faculty (59.46%). Since the last meeting the Chapter has gained 2 new members while losing 2 members for a zero sum gain.

## New Business: Reworking of Fall 2019 Academic Schedule

An announcement was made that not all IRSC faculty members know what the AAUP local Chapter does on their behalf. As a follow up, it was stated that AAUP officers could make time to address concerns and answer questions at department meetings throughout the semester. The Chapter's Vice President stated that Dr. Heather Belmont, Vice President of Academic affairs, asked him to make an announcement concerning the Fall 2019 academic schedule. Faculty were informed that this schedule is now "under construction" and that administration is "starting from scratch" concerning course scheduling. Currently student enrollment is down significantly after the adoption of the Student Workday registration process. More than 750 classes were canceled at the start of the current Spring semester. Over 1,100 students were affected by these class cancelations. Faculty were asked to exhibit patience. It was noted that "the schedule needs to be fixed". As an example, one branch campus contained 4 sections of the same course during the same time slot that each contained 10 to 12 students. With this model, the college would not be able to function on a financial basis. In addition, large numbers of class cancelations cause an issue with full time faculty attaining the contractual 15-credit teaching load per semester.

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

It was announced to faculty that the college's AAUP Chapter filed 2 grievances with IRSC administration. Administration's response was to be due on today's date, 2/08/2019, but an extension was requested and approved. Those in attendance were informed that legal representation specializing in education contract law has been contacted. He agreed that both grievances have merit. With both grievances administration countered that the processes have been handled this way for many years. Deans of various departments have been negotiating sliding rates of pay with faculty members on the issue of small class sizes. In previous semesters this has primarily affected yearly contract faculty

members, but now the process is impacting continuing contract faculty members as well. The issue of sliding scale remuneration was raised by continuing contract faculty members during the Fall 2018 semester. It was also noted that the 1% of the yearly salary payment at the beginning of the academic year began in 1989. It was mentioned that faculty members are “here to work together but we need to stick to the language of the contract”. It is the sincere hope of the faculty that administration is carefully considering our requests. Attending faculty were informed that if the issues go to arbitration then there will be additional costs of legal representation. It is hoped that administration will provide answers concerning payment guidance for classes above and below the established 15 student minimum per class requirement. At this point, they have not provided guidance on these issues. The Chapter is seeking clarification for smaller class pay: some instructors received full payment, some received a partial payment, and some failed to receive any payment for courses taught. Faculty were reminded that the breach of contract concerns the negotiation of class remuneration by department heads and deans of the college. The purpose of the Chapter is to make sure that faculty and administrators adhere to the contract. It was noted by one of the faculty member that, “We are looking for a consistent policy that works, and hoping there is communication for the best effect on the college. We want a productive dialog to help increase enrollment. We are trying to get to the point of agreement”.

Faculty members were informed that if the grievance is lost or dismissed that it can definitely be a future negotiation item. A faculty member asked how jobs could be affected at the college by low enrollment numbers. The response was that it can be an issue concerning the contractual teaching load, but it is at the discretion of the individual instructor to teach a low enrollment class for fewer credits or take an “alternate assignment”. If enrollment is declining so much across the board then this could cause a workforce reduction. It was noted that Dr. Massey is, and should be proud of the direction that he has taken the college. He has stated in faculty meetings that he is proud of not having to lay off faculty during years of lean state budgets.

In previous years, provosts were put in a competitive positions for classes and student numbers between campuses. A Chapter officer was informed by a college vice president that that system is no longer in place. The challenge of classes appearing on department schedules at the start of the semester was used an example of this previous process. According the current system, the Chief Academic Officer is in charge of the process and they will pass the class control to the deans. It was noted by a longtime faculty member that many years ago deans had much more control of campus numbers and classes than they have had in recent years. More recently provosts could submit their schedules, but deans were not allowed to make changes to them. A faculty member suggested that there should be a “wait list” for full classes rather than immediately raise the class cap. Our Chapter president was advised that members of administration have noted the issue of multiple low enrollment classes of the same section on some campuses. It was offered that the unofficial class cap for online math classes is 35. A faculty member inquired about the established cap for live classes. The response noted that in the past the number of seats in a given classroom often was often a determining factor in the class’s cap. Additionally, there are some standards set on certain courses and programs.

A question from the floor wondered if an instructor could teach 4 courses during one semester and 6 courses in the alternate semester. The stated answer was that this scenario would have to be a negotiation item since there is specific language in the contract to this point. It was noted that at Miami Dade State College 40 students equates to a payment of 3 credits, 48 students equates to 4 credits, and 54 equates to 5 credits. It was mentioned that there is at least one department where this takes place at IRSC. Faculty were informed that for many of the previous issues there are no written policies since they have been implemented over the years as an “ad hoc” basis. There are different class cap levels within different departments. We are finding this out at this time because not every department has

been affected by small enrollment classes. Additional information has come to light as the discussion widened.

The final focus of the meeting was on the role of the AAUP Chapter within the college. Faculty acknowledged improving participation and conditions concerning the Chapter. One key indicator has been the vast increase in meeting attendance and participation. The conversation addressed pay scales among Florida colleges and the upcoming climate for negotiations this year. It was noted that instructors at the higher end of the seniority list saw pay increases rise at the lowest level among the faculty. Despite the fact that low enrollment class remuneration directly affects approximately 20% of the faculty, it was voted as the top negotiation issue. A reference was made to the lower enrollment figures outlined by U.S. News and World Report (17,598). Questions were raised if these numbers included FTE numbers, part-time status, or full-time status, and dual enrollment numbers. A concern was voiced that some faculty still feel pressured to increase success rates. In reference to success rate numbers, faculty were assured that the contractual language is much improved this year concerning success rates. Faculty wondered if deans took into account variables like dual enrollment percentages, time of day, “mini-mester” classes, online classes, “gateway” classes, etc. A reminder was made concerning due dates for the new Faculty Self Evaluation forms. Annual contract evaluations are due April 30<sup>th</sup> and continuing contract evaluations are due on March 1<sup>st</sup>. Information sessions about the forms and the process were set for February 13<sup>th</sup> at 3pm and February 15<sup>th</sup> at 10am and will be provided by AAUP officers. These are to serve as informal question and answer sessions for attending faculty.

## Adjournment

A motion to adjourn was proposed, seconded, and carried. The meeting was adjourned at 2:47pm.

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Secretary

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Date of approval