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| AAUP Meeting Minutes for 12/01/17 |

# Call to order

A meeting of the Indian River State College **chapter of The American Association of College Professors** was held on December 1st, 2017 at 12:45pm, in the Treasure Coast Pubic Safety Training Complex (PS1 218). At the meeting, 52 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, 9/29/17 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 $17,521.09. There are currently 147 members of AAUP at the college out of 257 full-time faculty. Since our last meeting there has been a net gain of 3 members.

# New Business

The results from the October AAUP elections for the Advisory and Negotiations Committees were announced. Members of the Advisory Committee include Jen Capers, Bruce Fraser, Jared Kinggard, Meghan Probstfield, and Bill Tyler. Members of the Negotiations Committee are Jen Capers, Bruce Fraser, and Teena-Louise White.

# Past Business

An announcement was made that the AAUP website was recently updated to include new information. It is intended to provide easy access to information that directly affects the union’s members. The vice president discussed the proposed changes to our constitution. Outdated language was excised or changed to meet State and Federal laws. In addition, it was proposed that the five appointed advisory board member positions would be eliminated, so only elected members will serve on this board. Another proposed change included the specific start date of August 1st for new officers to assume their duties. A vote is to follow in order to approve these updates.

# New Business: Cancelation of the Great Expectations Workgroup and

Meeting with President Massey

The AAUP president provided an explanation of the proposed Great Expectations Workgroup that was to address the role of success rates. The workgroup was to be 7 “faculty chosen” instructors with continuing contract. Two separate dates were proposed, but there was an issue with the number of instructors included. In addition, some of the faculty chosen by administration were on annual contracts. Eventually the meeting was canceled by administration with the explanation that the deadline for the group to meet had passed.

Now the dialogue will move to negations since this has a direct impact on faculty working conditions. A primary focus will be to address how success rates affect, or are detrimental to college departments as a whole. It was suggested from the floor that AAUP could form our own success rate committee in order to offer suggestions relating to this topic. The group would be comprised of as many different departments with close to equal representation from the AA and AS divisions. It was also noted that improved communications between faculty and administration was needed, and that the success rate negotiations could be started earlier than other negotiation items since this item is not contingent on budget constraints.

The AAUP vice president informed members that a grievance had been filed by our AAUP chapter on behalf of Math Department members who were presented with Individual Success Plans (ISP). Roughly half of the department were to receive ISPs. They included 9 continuing contract instructors and 2 annual contract instructors. It was noted that the college has retained a national law firm that specializes in labor law. A meeting with Dr. Massey and AAUP officers took place on November 13th to discuss the filed grievance. During the meeting Dr. Massey said there will be no more ISPs distributed and the recently proposed ISPs would not be part of any instructor’s personnel files. It was noted that the new math department ISPs would be shredded. These items were confirmed in an email to our vice president.

It was announced to faculty that by the end of this meeting the grievance was successfully resolved. Comments from the floor focused on how the focus on performance based funding is directly affecting the attitudes and college culture for instructors and administrators alike at the college.

The faculty present at our December 1st meeting were welcomed to report faculty issues or concerns to AAUP officers so that there can be awareness of the situation. A system of openness was encouraged. It was noted that instructors have a right to ask what a proposed meeting is about if an administrator has proposed an individual meeting. It was also mentioned that if presented with a document, like a success plan, you are not required to sign it immediately. A comment from the floor acknowledged that a cursory look at a success rate number makes no distinction between different departments, the types of classes, and/or course time and delivery methods. In addition, there is nothing in place to address the issue of standard deviation within and among departments at our college

# New Business: Post-Award Review and Initial Contract

The issue of post award contracts and the award of the initial continuing contracts was the subject of several questions and comments. Instructors wanted to know if there are working precedents for the new post-award review process, including the new detailed instructor portfolio. They also wanted to know what procedures were in place to guarantee transparency throughout the process. There was a suggestion from the floor that Towson University has pertinent information on their university website. Example questions and comments included:

* How will the faculty excellences be used in relation to success rates?
* How can instructors be assessed on many of the “aspirational goals” of the Faculty Excellences Portfolio?
* How can all of the subsections of the excellences be addressed within the portfolio?
* Are the portfolios to be presented as part of the proposed summer meetings with the instructional dean?

In short, instructors wanted to know what was expected of them in order to make progress on the 5-year post award review, since the current re-certification process of academic classes, clock hours, publications, and conference attendance components are no longer the primary baseline. It was expressed that there was confusion on how this measure was introduced and addressed in negotiations. There was also concern that the basis and language concerning Model for Assessing Faculty Excellences was absent from the Summer 2017 AAUP faculty ballot and emails about the ballot. Part of the introduction states “faculty will be required to document their levels of expertise on a set of indicators of practices of exceptional educators. This document will occur yearly through an e-platform”. Faculty members were encouraged to read the language in the AAUP Agreement (pg.29-31) and the IRSC Faculty Handbook (pg.32-33), which are both linked on the IRSC AAUP weekly site.

# Adjournment

A motion to adjourn was proposed, seconded, and carried. The meeting was adjourned at 1:53pm.

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| Secretary |  | Date of approval |