
AAUP Meeting Minutes for 9/28/18

Call to order

A meeting of the Indian River State College chapter of The American Association of College Professors was held on September 28th, 2018 at 1:34pm, in the Treasure Coast Pubic Safety Training Complex (PS1 218). At the meeting, 44 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, 4/13/18 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 \$17,839.17. Membership increased to 150 members of AAUP at the college out of 258 full-time faculty (58.14%). Since April, 13th, 2018 the chapter has gained 18 new members while losing 10 members to retirement. Since August or 2017 the IRSC AAUP chapter has gained 36 new members.

Continuing Business: Updates for Promotion and Negotiations Committees

It was announced that Bruce Fraser was selected to be the lead negotiator for next year's negotiations committee. In addition, faculty members will select two additional negotiations committee members. Candidates for the negotiations committee introduced themselves to the faculty members present. Following the introductions, a list of prospective Promotions Committee members were presented. It was announced that the ballots will come in email form from the "Election Buddy" system. If the ballot invitation does not immediately appear in a faculty member's inbox, they are to check their "spam" or "junk" folders.

Continuing Business: Possible Negotiations Items

Possible negotiations items included: more retirement plan options, overload pay, safety on campus, and changes in the faculty evaluation process. It was announced that no universal changes to the Business Department policy of teaching more than 21 credit hours have been made. It was noted in the discussion that AAUP can represent full-time temporary employees. A discussion took place concerning new retirement investment plan options. It was noted that there are quite a few retirement plans that are available contain lower participant fees than those currently offered. It was also restated that faculty members no longer were expected to meet or exceed department success rates due to this past year's negotiation process.

During an opportunity for questions, a faculty member asked about the current evaluation process. In response it was noted that the previous recertification system was no longer in place. Instead, the new system involves the current 5-year review.

Continuing Business: Faculty Evaluation Workgroup

It was announced that the Faculty Evaluation Workgroup was made up of 4 administrators, Kathy Davis, and faculty members. The AAUP President detailed positive informal monthly meetings with V.P. Heather Belmont. The meetings were mutually set up in order to build a dialogue and improve our partnership for the good of our institution. The meetings involved a process of open discussions. A discussion about faculty meetings took place. It was noted that the current 3pm timeslot was established prior to her arrival at IRSC. Dr. Belmont asked what faculty members would like to gain from future faculty meetings. It was expressed that faculty best practices could be showcased and used to motivate faculty during the semester. The meetings were productive and served as a conduit of ideas from the faculty and administration.

Additional items were solicited from the floor. Scheduling within the Education Department has recently based the number of teaching credits on the number of enrolled students. The inequities of such a sliding scale were duly noted. The practice of “hiding” some classes from student view until a designated time, or once other classes were capped was also noted.

The idea that extra class should not be mandated, but requested was presented to the faculty members present. It was announced that out of the negotiations process that there will be increased training for administrators. Additionally, a discussion that Virtual Campus is dictating quite a few of the teaching practices for online classes. A suggestion was made for a meeting with members of Virtual Campus to discuss proposed changes before they were presented to instructors as a “faculty driven” initiative.

The overall mood of AAUP officers and Negotiations Committee was positive and encouraged by progress from the previous round of negotiations. Members present were encouraged to seek out assistance on issues that raised questions among faculty members. It was also noted that some of these issues must be resolved through negotiations if they cannot be solved by simple dialogue.

Adjournment

A motion to adjourn was proposed, seconded, and carried. The meeting was adjourned at 2:40pm.

Secretary

Date of approval