

MINUTES

Management / APSCUF **Faculty** Meet and Discuss
Session 357

Tuesday, October 17, 2006
12:30 p.m. – Sullivan Board Room

APSCUF representatives were: Mark Cloud, Fay Cook, Howie Congdon, Steve Hicks, Rey Junco, Cindy Allen, Matt Girton, and Cheryl Orndorf as recording secretary

Management representatives were: Roger Johnson, Karen Harvey, Sue Malin, Bob Little, Alan Anderson, Deana Hill, Tara Fulton, and Denise Shoemaker

Additional item added: Sabbatical Announcements

I. Approval of Meeting Minutes for August 31, and September 21, 2006

The approval of the August 31, and September 21, 2006, meeting minutes was postponed.

II. Grievance Update

M. Cloud and S. Hicks are scheduled to meet with R. Johnson and D. Hill to discuss the grievance issues. APSCUF is preparing to file a grievance on sabbaticals.

III. SAT Data and Class Rank Data for this Year's New Freshman

There was a discussion about a discrepancy in the data on the SAT score document management provided to APSCUF. More research is needed to verify the numbers. APSCUF expressed concern with the quality of students LHU is admitting. Management is looking to cope with the situation by providing remedial courses and more profound long term ways to cope with unprepared students. There is some improvement in the SAT scores from last year, but it is still quite a bit below 2004 in both verbal and math. APSCUF would like to have a voice through Strategic Planning on the issue of enrollment planning, but the committee never meets.

IV. Article 27.C.1. Update on Continuing Education and Compliance with CBA and Local Agreements

APSCUF expressed continued concern with the Gatlin Continuing Education Program and whether this complies with the language in the CBA. Management reported there is now a task force appointed by UCC to inspect the content of the courses. The task force was instructed to stick to the content of the courses and not get bogged down with other issues concerning continuing education. The local continuing education agreement needs to be updated. APSCUF reported the information distributed about the Gatlin courses did not include enough information. The memo has no detail about the courses or payment for the courses and those are things that we need to resolve. Management explained if a faculty member wants to teach one of the courses, he/she would have to produce the course. Gatlin has intellectual property of its courses.

V. Reaffirmation of Prior 10 Year Anniversary Local M & D Agreements

APSCUF was prepared to reaffirm all of the agreements up for reaffirmation/review with the exception of the promotion policy, which has already been approved. Management took the position that none of the agreements needs to be reaffirmed.

There was a discussion about the nature of agreements and how they should be put into affect. Management does not believe agreements that are only in the minutes are proper. Management would like agreements to be put on a separate document and signed off by both parties. APSCUF agrees it would be fine to go forward with new agreements in this manner. However, it has been a past practice that was acceptable for both parties to have agreements included in the minutes and thus should still be recognized as agreements. APSCUF will bring this issue back to a future meeting.

VI. Justification for Second Year of Record Low Number of Sabbaticals

APSCUF expressed concern with the steadily declining number of sabbaticals awarded. This year we have the lowest number ever of sabbaticals awarded in 22 years. APSCUF asked what can explain this pattern? Management responded over half of our TT faculty members this last year were not eligible for sabbaticals. The age of the faculty has gone down due to heavy hiring. The President makes the decision on the number of and who receives sabbaticals. He looked for and found significant breaks in the recommendations, with a two point spread between the 5th and 6th candidates last year, and over a three point spread between the 4th and 5th this year, which is where the President decided to cut-off.

VII. Ad-hoc Committee to Review of Sabbatical Leave Policy

There was a discussion about the need to review the current local Sabbatical Leave Policy. APSCUF will raise this issue with its membership. APSCUF does not want this to be viewed in any way as a solution to addressing the issues in #VI above. The document is 10 years old so it makes sense to review it at this point. Management believes merit is to be unambiguously the deciding factor for sabbaticals.

VIII. Commonalities Document (campus implementation team)

APSCUF asked management to explain the Commonalities Document. Management explained it has to do with small variances with SAP among the 14 system universities. Most of the issues have been resolved, but there are still some unresolved. The commonalities document was developed to help instigate resolutions. Mostly it's just an annoyance, but there's a bit of a dispute on how to handle some things. If it is decided to do those things a different way than we currently do, then we'll have a problem.

IX. Update on Enrollment Management Plan 2006-2008

APSCUF asked if we met our 2006 goals and what the plans are for meeting the 2007 and 2008 goals. Management responded there hasn't been a lot of action as it was only created last spring. Some are already underway, but some things have not begun. The goal to increase the SAT scores by 5% was met. Management doesn't have information on first year class rank. The information will be gathered as soon as possible. The goal to increase by 100 is what the budget was based on, which is why everyone had budget cuts. We lost ground at Clearfield, increased graduate level, but overall did not increase. When this was written we did not have the annual reports from programs, but now we do. Anyone who wants to go through annual reports is welcome to help.

X. Professional Development Travel

APSCUF expressed concern with the shift of Faculty Professional Development (FPD) travel funds to the departments. APSCUF understands about giving flexibility, but would like to see a system that is fair and equitable. M. Cloud is meeting with S. Malin to find out

how the College of Education and Human Services handles FPD. Faculty are asked to do more scholarship and need to be supported in that regard. R. Johnson responded he actually believes that faculty within their departments can make good decisions about FPD. It's a reallocation of structure. We found some faculty were unable to travel for PD because they used all their money for instructional travel. What we're trying to do now is the first step toward equity and fairness. We were unable to separate travel for PD, so we have instructed departments not to use instructional travel out of their own budgets for that purpose, we increased PD budgets, and are asking departments not to exceed their budgets. Spending budgets have been almost meaningless and it is hard to get a handle on how the budgets are being spent. Don't overspend, but come back and let's try to make a reallocation. The University expects a 2.5% reduction in all monies and in operating expenses. We allocated 3% less. Some departments had big plans for going to conferences, and they were able to talk about that in their long range plans, and we were able to anticipate that in distribution. The most any department got was \$1000, but it is up to the department to determine how to spend that money. If a department wants to put more or less into travel, it can be recommended to the dean and the dean will sign off or not.

XI. Planned Elimination of Dial-up Access Server

The dial-up access server will be eliminated most likely in January. There is a low number of users and the cost to upgrade that system would be \$25, 000. It currently costs about 38,000 per year to maintain. KCNet has a special that costs \$7 and all they would do is provide a way to connect. APSCUF asked that sufficient notification be made to faculty and staff so they can make alternate arrangements prior to dial-up being eliminated.

XII. Main Campus Electrical Shutdown

APSCUF expressed concern about how this was transmitted to the campus community and would have appreciated having input prior to the notice going out. Management reported the electricity will be shut off May 13-20, 2007, on main campus, which is the first opportunity with no classes and when heat is not needed. All of our electricity comes through one service and it is 40 years old. Equipment has to be ordered and everything has to be mobilized to get it done in a week. Daily updates will be given, so if it is done earlier the campus will open earlier. There will be a computer lab located at East Campus. There are also rooms available at East Campus if needed. If faculty and coaches inform management of specific issues, alternative arrangements can be made.

XIII. Management Response to APSCUF Policy Draft for Temporary Step Increases

Management is not prepared to agree to a policy at this time. The issue was tabled.

XIV. Next Meeting

The next meeting will be November 14, 12:30-2:00 p.m. in Bentley Private Dining Room (if possible) at each individual's expense if they wish to eat.

The meeting adjourned 1:58 p.m.

Roger Johnson
Interim Provost and VP of Academic Affairs

Mark Cloud
APSCUF Chapter President