

FHSU-AAUP MEETING MINUTES

11/19/24 @3:30 in Rarick Hall 307

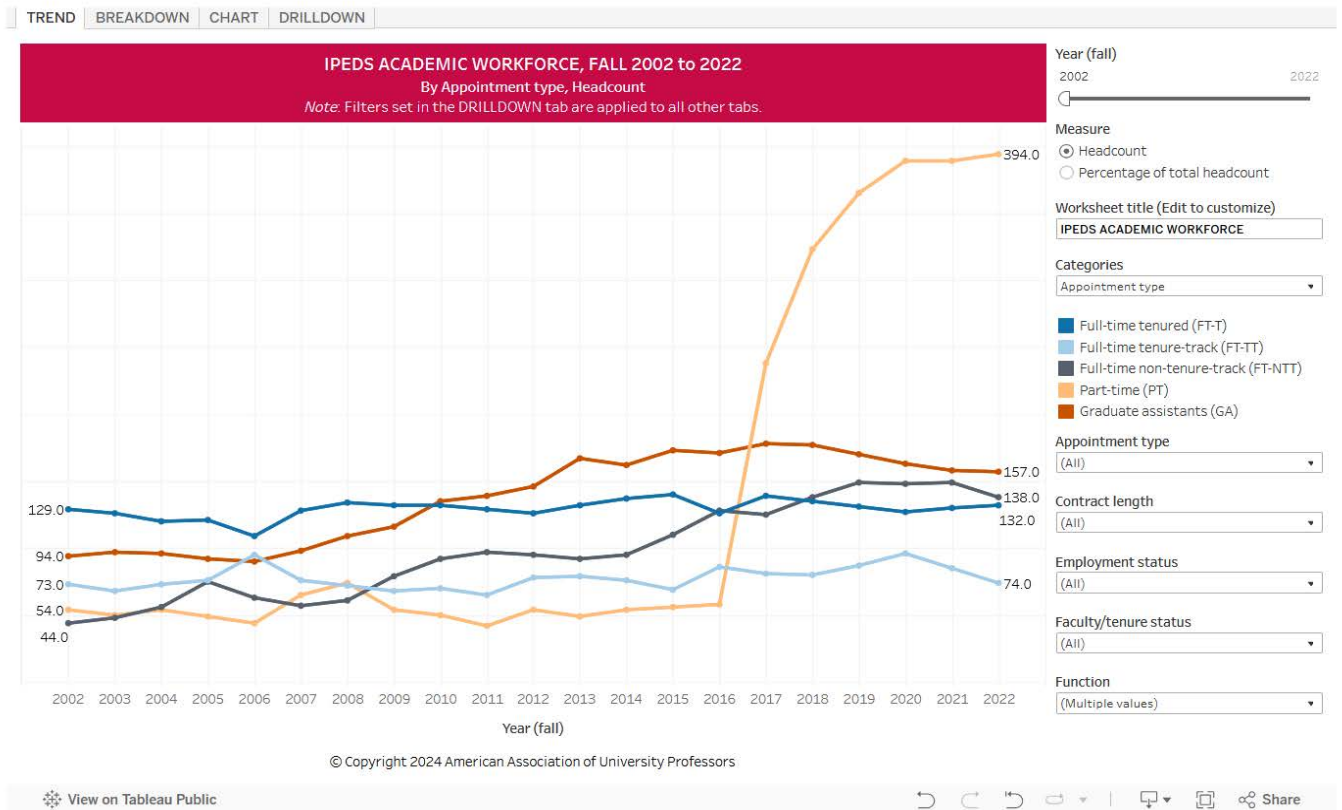
- 1) Call to order
 - a. 3:32 p.m. 21 present quorum met
- 2) Approval last meeting minutes: 10/16/24
 - a. Janett Moves, Denise Seconds, approved
- 3) President's report
 - a. Acknowledgement of Town Hall conflict. The Provost has apologized for the scheduling conflict.
 - b. Met with the President and the Provost and provided the salary handout. President Mason acknowledged the challenge of funding and that they are working with the legislature to see if positive changes can be made.
- 4) Treasurer's report
 - a. No new members to report. All dues have been paid.
 - b. Pre-negotiation meeting/Informal conversations with the Provost and General Counsel to put together a list of discussion topics so that we can use our time effectively. Administration is interested in reforming the tenure process and we have proposed some topics from our listening sessions as well as discussing salary.
 - c. Eric Deyo is going to serve on the bargaining team. Thank you Eric. If you are interested in shadowing the negotiations team, please let someone from executive committee know.
- 5) Membership, new faculty, ideas from AFT Super Saturday
 - a. AFT wants a membership plan in place to help keep the union strong.
- 6) Ongoing preparations for S25 negotiations
 - a. Update from AAUP National on fiscal analysis for S25: Monica Owens
 - i. They are working on it.
 - b. Update on meetings for early scouting of potential bargaining issues
 - i. Also working on it
 - c. Discussion of workforce handout and data set on adjunct numbers, TT lines, etc.
 - i. See handouts
 - ii. Administration disputes the numbers and says that the number this fall is 241 which is still more than all full time tenured and tenure-track faculty.
 - iii. The flat line for full time tenure track over the past twenty-two years is highly concerning
 - iv. Is the lack of growth in full time tenure-track faculty part of the issue with how much work is in the tenure process?
 - v. OSGA has significant concerns about the quality of education they receive from adjuncts. Are online students truly part of the mission?
 1. OSGA is releasing a survey to online students so we may have more data
 - vi. Question: How much of the assessment process involves adjuncts?

1. There's no data on that and it varies from department to department
 2. Assessment plans are often done as service appointments that adjuncts do not participate in
- vii. How does all of this play out in workload?
1. As time goes on more is asked from faculty as part of their 60% of teaching and 20% of service.
 2. We need more people who can do more service like serving on tenure and promotion committees.
 3. Finding service opportunities for online faculty is difficult so there may need to be a cultural shift about how campus service is done.
- 7) Ad hoc working group reports
- a. Communications; website update proposals
 - i. Web designer is currently working on the first iteration and the communications team is working on getting content together.
 - b. Grievance
 - i. Working on putting together information.
 - c. Report on Strategic plan analysis group for President and Provost's plans
 - i. Plan was light on specifics and seemed to have little in it for workforce development.
 - d. Update on Tenure and Promotion checklists Denise, Brittany
 - i. See attachment
- 8) *Informational items: AFT & AAUP State/National*
- a. *Offers of help from AFT to FHSU AAUP: Program for faculty loan forgiveness, K-12 free books, membership drive around October fest? Send interest to Gene*
 - b. *Other AFT Super Saturday notes, AAUP post election national leaders meeting*
- 9) New business for the good of the order
- a. Items for Gene to take to cabinet?
 - b. Please send in any ideas for cleaning up the MOA.
 - i. Clarifications etc.
- 10) Adjourn: next meeting Tuesday December 10th... social location and time TBD

FHSU AAUP Executive Committee Handout for 11/19/24 Meeting

Below is a graph pulled from 20 years worth of FHSU's self-reported IPEDS data on workforce composition by appointment types and headcounts.

Makeup of the Academic Workforce, by Appointment Type

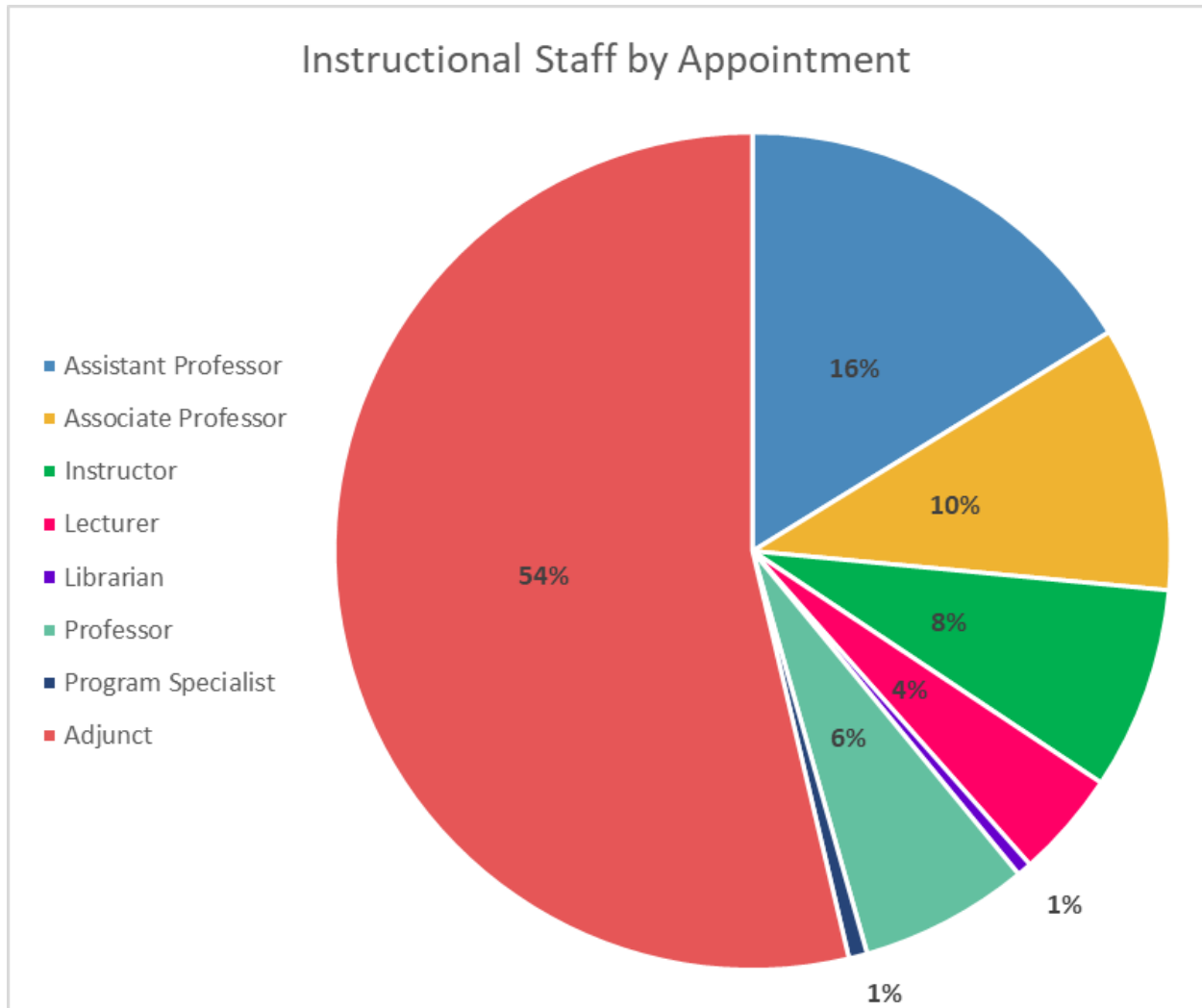


Enrollment reported to KBOR in 2002 was 4,904 FTE & reported enrollment in 2022-23 to IPEDs was 9,228 FTE or 16,986 headcount

- (https://data.kansasregents.org/published_reports/databook/2007_Databook.pdf).
- (<https://nces.ed.gov/ipeds/institution-profile/155061#enrollment>).

See the graph on the back page for more information on the 2024 breakdown of instructional workforce by type.

FHSU 2024 Instructional Staff by Appointment



Data was compiled using AAUP bargaining unit membership, Workday organizational chart information and IPEDS data provided by the administration. While there were small differences in the data sources, they generally agreed with one another. Numbers for AY 24-25 are as follows:

Assistant Professor	114
Associate Professor	72
Instructor	55
Lecturer	29
Librarian	4
Professor	46
Program Specialist	5
Adjunct	377

**Academic Affairs
Committee Checklist for
Evaluation of Promotion Files***

Name of Candidate: _____

Department: _____

P=Present NP=Not Present MD=Missing/Incomplete Documentation NA=Not Applicable

	P	NP	MD	NA
1. Promotion Statement				
2. Department/Unit Criteria				
3. Department Committee Recommendations (initial & final)				
4. Chair's Recommendations (initial & final)				
5. College Committee Recommendations (initial & final)				
6. Dean's Recommendations (initial & final)				
7. University Committee Recommendations (initial & final)				
8. Provost's Recommendations				
9. Annual Statement of Responsibility (all yrs under consid)				
10. Vita				
• Personal Information				
• Education				
• Areas of expertise within a discipline				
• Courses taught since last promotion				
• Other				
• Date of appointment to faculty and last promotion				
• Prior employment				
• Since last promotion:				
• Departmental and institutional service				
• Scholarly submissions, publications, presentations				
• Summary of grants received				
• Honors and distinctions and certifications				
• National, regional and community service				
• Professional service and affiliations, consulting				
11. Evidence of teaching activities and excellence				
• Charts summarizing course grade information since last promotion or at least last 3 yrs				
a. Syllabi for 2 courses, most recent semester (Spr)				
• Evidence of teaching excellence				
a. Student rating summaries (short form, last 3 yrs)				
b. Systematic/peer review statements				
c. Description of improvement efforts				
d. Alumni statement (optional)				
12. Scholarly Writing/Creative Activity/Research samples				
13. Service documentation – only last year				
14. Colleague Letters – 3 to 5, older letters moved to Other				
15. Other Materials				

*See Memorandum of Agreement under the promotion section for complete explanation of each item.

Comments:

**Academic Affairs
Committee Checklist for
Evaluation of Tenure Files***

Name of Candidate: _____

Department: _____

P=Present NP=Not Present MD=Missing/Incomplete Documentation NA=Not Applicable

	P	NP	MD	NA
1. Candidate's Tenure Statement				
2. Department/Unit Criteria				
3. Department Committee Recommendations (all init & final)				
4. Chair's Recommendations (all init & final)				
5. College Committee Recommendations (all init & final)				
6. Dean's Recommendations (all init & final)				
7. University Committee Recommendations (all init & final)				
8. Provost's Recommendations (init & final)				
9. Annual Statement of Responsibility (all yrs under consid)				
10. Vita				
• Personal Information				
• Education				
• Areas of expertise within a discipline				
• Courses taught				
• Other				
• Date of appointment to faculty				
• Prior employment				
• Departmental and institutional service				
• Scholarly submissions, publications and papers presented				
• Grants received				
• Honors and distinctions				
• National, regional and community service				
• Professional service and affiliations, consulting				
11. Evidence of Teaching Activities and Excellence				
• Charts summarizing course grade information-all yrs				
a. Syllabi for 2 courses, most recent semester (Spr)				
• Evidence of teaching excellence				
a. Student rating summaries (short form) – 3 years				
b. Systematic review statements				
c. Description of improvement efforts				
12. Scholarly Writing/Creative Activity/Research				
13. Service documentation – only last year				
14. Colleague Letters 3 to 5, older letters moved to Other				
15. Other Materials				

*See Memorandum of Agreement under the tenure section for complete explanation of each item.

Comments: