

LUC-AAUP MEETING MINUTES

Union EC meeting

5/13/2021

2:30 PM – 3:30 PM

Attendees: Dr. James Gallagher, Dr. Moses Haimbodi, Prof. Christina Kerns, Dr. Susan Safford

Location: Zoom

1. Full time vs adjunct ratio

- A. Dr. Gallagher proposes that the Union present the adjunct ratio in August for the new CBA negotiation.
- B. Rough estimates are that 25% of classes (excluding SACE and Nursing) are taught by Adjuncts.
- C. In Spring 2021, 409 adjunct credits were taught overall (removing Nursing)
- D. Adjuncts do not receive benefits if they teach under 12 credits/ semester.
- E. Dr. Haimbodi will have the full numbers calculated by the first week of June.
- F. Dr. Haimbodi proposes that LUC-AAUP create a set credit cap for adjuncts to keep it from sliding up to 11 credits.
- G. The CBA has a limit of 15% FTE credits, which can be taught by adjuncts.
- H. Overloads also challenge the number of credits taught per semester.
- I. It is important for LUC-AAUP to discuss the reason with Admin why the adjunct cap is critical.

II. Discussion items for the President's meeting tomorrow, May 14, 2021

- A. Graduation
 1. Recommend setting up a new RSVP system for faculty.
 2. Include specificity of the safety protocols in the RSVP email. Faculty do not know the plan so they cannot make an informed decision.
 3. Some faculty may not have seen the RSVP email that went out from Faculty Affairs.
 4. Union will send out an email reminding the faculty of the side letter.

- B. Distance/ Remote Learning in the Fall
 - 1. Synchronous Remote equated to Distance Learning with our accreditation body.
 - 2. Will there be a remote option for faculty in the fall? Most information from Admin supports a full in person reopening in Fall.
- C. Fall Reopening
 - 1. How will we adjust for social distancing in classrooms? If everyone is required to be vaccinated this may not be an issue. Will this be required of students and faculty?
- D. Summer Classes
 - 1. According to CBA Faculty affairs can cancel the class on the first day of class. You need at least 6 in the class.
 - 2. They should have announced cancellation of classes by May 7, 2021.
 - 3. 14.4B CBA – The University can offer to guarantee of some summer courses regardless of enrollment. Do they reserve the right to cancel anything because they want to save money?
- E. Will there ever be an official VPAA or Provost position?
 - 1. LUC-AAUP wants to have this clarified for our new CBA negotiation
- F. Chair term limits
 - 1. Chairs should only have two consecutive terms of four years each. There are four departments in which Chairs are over the limit. The University can request an extension if there is specific reasoning, however that has not been provided yet. Departments affected:
 - a) *Human Services & Psychology*
 - b) *Mathematics*
 - c) *Health Sciences*
 - d) *Criminal Justice & Sociology*
 - 2. Fresh ideas and new perspectives will support department growth.
 - 3. Are the faculty aware of their input for faculty chair? In the past, The Union would send out an evaluation of the chair and dean yearly to faculty.
 - 4. CBA 6.01: The Chairperson of each department shall be appointed by the President at the time contracts are issued, based on the recommendations of the Vice-President for Academic Affairs, The Dean of his or her college, as well as all other faculty in his or her department.
 - 5. CBA 6.04: The performance of each chairperson shall be reviewed annually by the Dean of his or her college in consultation with the other Faculty members in the Chairperson's Department. The Dean shall submit a written annual report to the Vice President for Academic Affairs.

Adjourned by 3:36

Christina Kerns – LUC-AAUP Secretary