

LUC-AAUP MEETING MINUTES

EC Transition meeting

11/17/2020

400 PM – 5:00 PM

Meeting called by Dr James Gallagher, President LU-AAUP

Attendees: Dr. James Gallagher, Dr. Moses Haimbodi, Prof. Emmanuel Ihejirika, Prof. Christina Kerns, Dr. Robert Langley, Dr. Zizwe Poe, Dr. Susan Safford,

Location: Zoom

Meeting began at 4:05 PM

Discussion

1) Discussion of contract admin

- a) Poe is contract administrator, Langley is merely assisting

2) Plan a meeting for full Union Membership

- a) **Topics:**
 - i) Technology
 - ii) Finances of institution
 - iii) Pass/ Fail Recommendation from AAUP
 - iv) Teaching face to face in March, bringing students back to campus in March
 - (1) Issues of face to face teaching often requires faculty to work virtually and in person. This is complicated based on the technology of the classroom.
 - v) Recommendation to admin for stop the clock policy. Dr. Gallagher is working on researching other institution policies.
 - vi) Challenges with teaching “online” however the terms used to define the courses may limit our ability to correct many issues. (Remote Synch, Face to Face, Hybrid)
 - vii) Union has initiated the process of the audit
 - viii) \$1000 honorarium for speaker to support Misericordia - voting item
- b) Proposed for next week on Tuesday afternoon at 3PM
- c) Newsletter can also be sent out to those who can't attend

3) External financial audit status

- a) Dr. Ihejirika requested compliance audit proposals from CPA firms, but only one is able to take it on so far based on regulations. Dr. Ihejirika will reach out the firm that does our 990 forms to inquire on their ability to perform audits. Dr. Safford recommended reaching out to our attorney for auditor recommendations.
- b) Dr. Ihejirika plans we will have the audit report completed when we return to class in Spring.
- c) The audit is going back 4-5 years. This will cover the period since the last forensic audit in 2015. The firm was chosen by Dr. Dadson at that time. There were no errors found, but recommendations were made to how the Union handles finances. Dr. Ihejirika asked whether the company who did the audit is still in existence. Dr. Poe and Dr. Ihejirika will look through old records to find the name of the company.

4) Roberts Rule of order

- a) Dr. Safford suggested the Union purchasing Robert's Rules of Order for the Union President, Contract Admin and the Secretary.

5) Misericordia support from LUC-AAUP

- a) Catholic Universities in the state have formed an AAUP alliance in NE. About a month ago the Admin at Misericordia decided to disband tenure for 20 months. It is unclear how this will affect the faculty applying and coming up for application of tenure. Misericordia laid off 5 non-tenured track faculty. Finished with a \$2 million surplus from 2019-2020. All faculty are teaching face to face and students are on campus. This violates the Misericordia faculty handbook, as confirmed by a lawyer.
- b) Dr. Safford is asking whether LUC-AAUP can offer a donation to support the legal fees of the faculty, because Misericordia doesn't have a union with dues and the faculty salaries are low. Money would go into a non-profit defense fund. The state AAUP will likely offer a donation as well. LUC_AAUP could also offer an honorarium for someone from their alliance to speak to LU, rather than a donation. The speaker could discuss the history of their alliance and the obstacles they have faced.
- c) Dr Safford will ask the leader of the chapter to speak to our union members.
- d) If a faculty member is an AAUP member, but the institution doesn't have a Union chapter, the individual joins as a national member. Some dues will go into a local group account, but it is much less than a union would collect.
- e) At Misericordia, roughly 70% of faculty members pay national and local dues. They have roughly the same size faculty as Lincoln. Misericordia came to the state AAUP for support.
- f) The 1971 supreme court decision states that private institution faculty can't unionize unless given permission by administration.
- g) There were questions about whether LU faculty will feel comfortable giving our reserves to another institution. LU faculty may also not be aware of these issues and the complications of institutions who are not able to unionize.

Voting Items

- 1) \$1000 honorarium for Misericordia speaker
 - a) This vote was counted and approved by the EC.

Meeting adjourned 5:35

LUC-AAUP Secretary, Christina Kerns