

LUC-AAUP MEETING MINUTES

Union EC meeting

2/12/2021

4:15 PM – 5:00 PM

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

Location: Zoom

The meeting began at 4:00 PM

1. Welcome

2. Discussion Items:

- A. Excessive overloads by faculty members, some of which involve faculty with release time.
 - 1. Data shows that we have an excessive number of adjuncts. We should be at 15% of total credits taught.
 - 2. The number of lecturers is under the limit imposed by our contract.
 - 3. The teaching credits provided by 'visiting' faculty is under the limit imposed by our contract.
 - 4. The part-time faculty, however, for Spring 2021 semester is 2.44 times higher than is allowed by our contract (see the attached file).
 - 5. The EC discussed the "distinguished professor" category, as this isn't a part of the contract, but it is being discussed by Admin. Professors have received course releases for this category.
 - 6. In the CBA there are some departments that are exempted from the count for adjunct vs. full time cap because they have special circumstances. (Nursing clinical adjuncts, SACE: 50%, sabbatical) Part 20.7 of CBA.
 - a) In some cases (Nursing) this is to comply with accreditation and because the instructors are likely full-time nurses and can't be full time faculty
 - 7. Dr. Allen has discussed bringing in more full-time faculty.
 - 8. In the past there was a violation of the agreement and the lawyer left it up to the admin to remedy it after arbitration.
 - 9. Admin can pause hiring retirement replacements for at least a as per the CBA. Union should bring this up to Dr. Allen.

10. The EC will create a committee to assess data for adjuncts over the past three years. They will also collect data on how many students take courses each department through gen ed and other courses (not just majors). EC will then formulate a plan to bring to the admin.
11. University is giving students an education on the cheap because adjuncts cannot commit time and energy as much as full time.
12. The faculty member has to get approval to teach over 12 credits and is only able to go up to 16 – CBA Exhibit 1 undergraduate request form.
13. The EC will discuss the data request with Admin, OIERP and registrar.

B. Admin Violating addendum C of the CBA

1. Admin cannot teach more than 6 credits per year.
2. In order to not be considered faculty (if someone is full time employee/ staff) they can only teach 6 credits per semester (otherwise they are considered faculty automatically).

C. Admin requesting a blanket cap for extending Visiting Professor length of time

1. There is a request to extend one professor's visiting contract for one year beyond the contractual agreement. It was discussed that the Union prefers to handle these instances individually, rather than changing the CBA.
2. Visiting professors: 8% of total teaching credits
3. We could discuss the idea of having faculty lines that are not tenure track and focus more on teaching rather than research.

D. Miseroncordia Date

1. Dates were discussed. Dr Safford will confirm the dates with Miseroncordia.

E. Meeting with Pres on Friday

1. Vaccines for faculty and on campus
2. Investigation on adjunct cap violation.
3. Student success and participation with our current online teaching. Plan for the future and create more online courses for specific classes.