

LUC-AAUP MEETING MINUTES

EC meeting

11/24/2020

3:00 PM – 4:30 PM

Meeting called by Dr James Gallagher, President LU-AAUP

Invitees:

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

Location:

Zoom

Meeting started at 3:05

1. Action Items – Dr Safford

- i. \$1000 honorarium for speaker to support Misericordia
 - i Misericordia has an advocacy chapter of AAUP (they do not have a union because they are private). The faculty is battling their University administration because the admin has halted tenure and dismissed some non-tenured faculty, which violates their faculty handbook. Misericordia ended the prior academic year with a 2.2 million dollar surplus.
 - ii In order to support the Misericordia chapter with legal fees, LU-AAUP proposes to invite a Misericordia chapter member representative to present to LU-AAUP Members. LU-AAUP will provide an honorarium.
 - iii Discussions with Misericordia have revealed that the University has had 10 positions eliminated, but 40 more have been threatened. Faculty have also lost funding to support research.
 - iv The motion to approve the \$1000 honorarium for a Misericordia representative presentation to LU-AAUP was approved.

2. Discussion Items – Dr Gallagher

- i. Lincoln Finances
 - i Fall 2020, we will have a small deficit, but this can be made up with the President's discretionary fund.
 - ii If students return to campus as planned on March 1, LU will have a small financial deficit, but this can be absorbed by University. There is also other revenue from state and federal sources that can support the

deficit, if approved. Dr Allen is hopeful that we will receive some of this funding.

- iii Face to Face instruction will not be mandatory for faculty in Spring 2021.
 - iv Although it does not seem likely that all students will be able to return on March 1, Dr. Allen may be reluctant to make more changes to the schedule because it will require negotiations between various facets of the institution.
- ii. Pass/ Fail Recommendation from AAUP
 - i Administration sent out Pass Fail as an option for all students in Fall 2020 on 11/23. EC discussion regarding P/F was largely opposed
 - iii. Teaching face to face in March/ Students return to campus in March
 - i Students fully returning to campus in March is still the plan, but this is seeming less and less likely. The Union will be monitoring this over the holiday break to keep up with any changes. Faculty cannot be pressured to teach online.
 - iv. Recommendation for stop the clock policy
 - i A one year covid-related *Stop the clock* policy is becoming more universally available at many institutions, if requested by individual faculty. EC is researching other institutions and drafting a proposal to submit to LU Administration. EC hopes to have everything in place before returning in mid Jan.
 - ii Current CBA *Stop The Clock* Policy: PTS cpmmittee, Faculty Affairs and Dept Chair must approve the faculty's request to postpone. The EC would like to have a form that would automatically give someone an extra year, if they request it.
 - v. Challenges with remote teaching
 - i Technology – Faculty asked whether any student can get an iPad. IT has stated yes, but not all software will work on it.
 - ii Communication – Students didn't know they had access to Microsoft office or an iPad. Student success and or LU Admin should follow up with students over the break to see what students need for success.
 - iii Problems with students is very individual and different with each grade level. Instructors should check in with students during class sessions. It is recommended that faucly create a checklist to make sure students have internet access, technology and a syllabus for class.

- iv Does admin have a plan to get student's on board with Canvas? EC will propose some trainings.
- v Question about students' needs for technology – survey was sent to students summer 2020.

- vi. Audit Updates
 - i In order to facilitate transparency, we will set up a 5 year forensic audit for Union records. Dr Ihejerika is looking for external auditor to work with LU-AAUP. EC hopes to have this set up by the end of the year (2020).

3. Announcements

1. Early retirement package will be coming out soon. A declaration needs to be signed by Dec 15 for a faculty who would like to participate. There is a limited amount of \$ in each year and it does not roll over.

Meeting Adjourned 4:00