

LUC-AAUP MEETING MINUTES

Full Member Meeting

4/22/2021

12:30 PM – 1:45 PM

Meeting called by Dr James Gallagher, President LUC-AAUP

Location: <https://zoom.us/j/99837299434?pwd=c1h1dkY5VXdXbmZoOGl0SGZBR0xBdz09>

The meeting began at 12:35 PM

1. Welcome by Dr James Gallagher

2. Discussion Items

i. Finances of institution

a. Dr. Allen has been upfront with conversations about the finances. She has brought most of this information to the full faculty meetings. She feels that the finances are sound, mostly attributed to stimulus packages from federal and state level.

b. There have been no lost positions during the past year and there has been some limited hiring.

c. If Lincoln does not receive a larger sum from the second cares act there may be some financial shortfalls in the future. There is some pressure to be face to face in the Fall in order to support financial and educational challenges.

d. The Union will support face to face instruction as long as this is backed by CDC guidelines.

e. Drs. Poe and Haimbodi are compiling data on part time/ adjunct numbers by department. The Union will be taking this information to Admin so that the Institution will become in line with the requirements of the CBA. We are currently not in alignment with the CBA by having too many part time faculty.

ii. Fall 2021 plans

a. The University has not solidified plans for reopening for the Fall, except that we plan to be face to face.

- b. There will be a representative from LUC-AAUP on committees working on the reopening plan.
- c. Unclear whether vaccines will be required for students in Fall. Many other institutions are requiring vaccines for students.
- d. If some faculty are uncomfortable being face to face, the Union is designing a plan for how to proceed. The Union does not foresee this being a large number of faculty.

iii. Graduation for 2020 & 2021

- a. Dr. Allen would like to have as “normal” of a graduation for students as possible. Social distancing guidelines will be followed, and faculty will be seated separately from students.
- b. Faculty attending graduation are all voluntary.
- c. There was a survey sent to faculty by Faculty Affairs to gauge how many will be in person.
- d. There will be some satellite streaming to watch graduation.
- e. The Admin is still working out details of how to distribute the diplomas.
- f. Students walking in graduation and participating in senior week will not be allowed to leave campus during this week. It is unclear how this will be strictly enforced.
- g. Dr. Allen has indicated that she is willing to take the risk of contracting Covid by conferring degrees and shaking hands.
- h. The Covid task force and graduation committees are working together to follow CDC guidelines for guests coming on campus.

iv. Direction of Union & Negotiating team, Summer 2021

- a. By August 14 the Union needs a negotiating team in place for the next CBA negotiations. The current EC will choose the team. Negotiations usually take about a year.
- b. This will be a tough negotiation because of societal, state and federal forces.
- c. Other institutions (esp PA related) are trying to lower expenses, which often involves lowering the number of faculty.
- d. Topics to be negotiated: Faculty Emeritus/Emerita Status; Part time faculty percentage violation; raises; 3/3 teaching load
- e. The Union has to be a part of any negotiation with Emeritus/a status because of any compensation or non-compensation required.
- f. For the negotiation team, the Union is looking for faculty who have experience, time and passion.
- g. The current contract was completed by August, but BOT took seven months to approve.

h. Dr. Allen announced that she would have the finalized the 2020-2021 budget by mid-June. She will also have a projected 2021-2022 budget.

3. Questions & Announcements

- i. Misericordia Presentation – May 6, 12:30
 - a. Rep from Misericordia will discuss experiences battling with administration over faculty position losses and other challenges.
- ii. Updates on the process of the audit
 - a. Covid has affected the ability to obtain an external auditor. Dr Ihejirika (treasurer) has gathered all the financial records from 2016 to date.
 - b. Dr. Haimbodi discussed his passion for the financial transparency of the Union (as discussed in his platform when he ran for Vice chair). He reiterated the challenges that Covid has created in finalizing the audit.
- iii. LUC-AAUP Website
 - a. Prof Kerns introduced the redesigned website:
<https://www.lincolnaaup.org/>
- iv. Question was raised whether we would offer any awards for Dr Langley? It was recommended to create a commemorative plaque. This will be discussed in the next EC meeting.
- v. Dr. Gardner brought up the prospect of utilizing remote synchronous teaching to support faculty research and maternity/ paternity leave. This would still involve an application and acceptance process.
 - a. For research: This seems mostly impactful for pre-tenure faculty as they can't take sabbatical.
 - b. The Union will be sending out a survey about negotiation topics for our next CBA negotiations.
 - c. Dr. Haimbodi (VC) requested a more specific proposal for how this idea could be implemented and how it differs from Sabbatical.
 - d. The institution must evaluate the cost benefit of allowing faculty to do research abroad. The Union should gather data to propose this to Admin.
 - e. Faculty can also apply for a faculty development grant which could offer course releases. However, there is a limit on how much funding is available for this.

Meeting adjourned at 1:37