

ALC MEETING MINUTES

October 18, 2011

Membership

Members: Sandra Balkema, Paul Blake, Michael Bouthillier, Robert Buckingham, Cheryl Cluchey, Michael Cooper, Debra Cox, Brian Craig, Debbra Curtiss, Deborah Dawson, Cambria DeHoag, Gayle Driggers, Stephen Durst, Van Edgerton, David Frank, Sharon Hamel, Kim Hancock, Susan Hastings-Bishop, Joseph Karafa (chair), Gregory Key, Joe Lipar, Glen Okonoski, Matt Pinter, Tracy Powers, Piram Prakasam, Theresa Raglin, Nancy Reddy, Steven Reifert, Randall Schroeder, Larry Schult, Todd Stanislav, David Steenstra, Karen Strasser, Deborah Thalner, Matthew Wagenheim, Kirk Weller, Greg Wellman, Trinity Williams, Helen Woodman, Jim Woolen, Fred Wyman, Gregory Zimmerman

AGENDA

1. Approval of Minutes from 10/04/2011
2. FSU-FNTFO Bargaining Update – Don Flickinger
3. Discussion: Under-Performing Faculty Members
4. Updates from Colleges/Schools/Departments
5. Open Forum

Handouts: None

1. Approval of Minutes from 10/04/2011
 - Correction: remove ? from Cobit, last page. Add 'd' to suggested, last page.
 - Remove Klarecki and Snyder from membership list
2. FSU-FNTFO Bargaining Update
 - Mediator recommended spokesperson for FNTFO to negotiate
 - Compensation negotiations remain
 - Scheduling negotiations with key negotiators and mediator is difficult
 - Tentative Agreements since last session: harassment policy, student complaints, discipline, discharge, scheduling of classes, recognition clause, postings, designation, appointment and reappointment language
 - "Adjunct" and "just cause" wording remains in debate
3. Discussion: Under-Performing Faculty Members
 - Online courses: not getting back to students is top of the list
 - Online courses: technology standards for student's personal computer, access is an issue
 - Resolutions may sometime take semesters or years; the process needs to be started
 - Sitting the professor down one-on-one is usually more beneficial than trying to get the message through when they are in a group situation

- Structure discussion constructively first, before formal grievance is launched, to avoid difficulties and contention
 - Faculty vs. Faculty – how do you get them to play nice together?; morale killers
 - Post-tenure review is a step of documenting an issue
 - Perspective: very, very few faculty present underperformance problems
 - Departmental retreats have been effective in team-building and productivity, peer pressure
 - Older, established professors may have difficulty adapting to changing expectations
 - Non-official files kept in departments are not useable after administrative turnover; issues older than six months are not able to be placed in official personnel (Human Resources) files.
4. Updates from Colleges/Schools/Departments
- *Up From the Bottom* documentary tonight, 7:00 p.m.; Pizza 6:30
5. Open Forum
- Future topic suggestion: positive culture building – next month
 - Best to have closed-captioning when showing a film, try resources out ahead of time
 - Nov 11, academic advising seminar

Adjourned: 9:41 a.m.