

## ACADEMIC LEADERSHIP COUNCIL

February 24<sup>th</sup>, 2015  
West Campus Community Center  
8:30 am – 10:00 am

### Agenda

1. Review of Minutes – Andy Karafa (5 min.)
2. FNTFO Agreement – Steve Stratton (45 min.)
3. General Education Data – Cliff Franklund (30 min.)
4. Open Forum
5. Updates from Colleges, Schools, & Departments

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#### Upcoming Agenda Items:

- Time-to-Degree Issues – Panel of ALC Folks (?)
- FFA Agreement (?) – Steve Stratton

## ALC MEETING MINUTES

February 24, 2015

### Membership

Members: Andrea Wirgau, Andy Karafa, Anne Marie Angie Mishler, Anne Marie Gillespie, Benjamin Upham, Brian Bouwman, Brian Craig, Cambria DeHoag, Cecil Queen, Cheryl Cluchey, Christine Conley-Sowels, Clifton Franklund, David Darrow, David Frank, Debbie Dawson, Debbra Curtiss, Deborah Thalner, Debra Courtright-Nash, Debra Cox, Deedee Stakley, Gayle Lopez, Glen Okonoski, Gregory Zimmerman, Janelle Hemingway, Jeff Ek, Jim Powell, Jim Woolen, John Schmidt, Jon Sprague, Joseph Lipar, Julie Coon, Kirk Weller, Leah Monger, Lianne Briggs, Lucian Leone, Meral Topcu, Michael Bouthillier, Peter Bradley, Piram Prakasam, Richard Goosen, Robert Buckingham, Roberta Teahen, Ron McKean, Sharon George, Shelly VandePanne, Susan Owens, Tami Wolverton, Theresa Raglin, Thomas Dowling, Todd Stanislav, Tracy Powers, Trinity Williams

### AGENDA

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#### 1. FNTFO Agreement

- ❖ Steve Stratton briefly reviewed his last session with ALC where Personnel Files were discussed. Be aware that good items as well as bad can be added. Be sure to have employee initial document you are submitting.
- ❖ NFTFO and FFA contracts were discussed. NFTFO contract expires in June. As this was the first contract please pass on anything noted in contract that impedes the administration role. Only one grievance filed regarding 20 wk vs 26 week pay. Clause in contract regarding “in accordance with past payroll practice” was followed with final pay in May when temp contracts expired. Those adjuncts listed in contract were assured they could do payroll deferral.
- ❖ NFTFO contract states Level 3 adjuncts are to be notified by May 1<sup>st</sup> and Level 2 adjuncts by July 1<sup>st</sup> and Level 1 ASAP as to next year reappointments. Language written to be flexible but letters are not getting out in timely manner. All colleges asked to try and improve this year. Adjuncts who routinely return may have signed up for payroll deferral but will need to prove reappointment.
- ❖ Health Care for Adjuncts – FSU makes less of a contribution that for other unions. Level 2 adjuncts must pay full premium.
- ❖ Concern shared that an item not covered pertains to adjuncts covering classes for tenured faculty. FFA contact addresses when the pay can be retroactive to first week covered. Adjuncts do not receive pay until second week of coverage. Which contract is used when adjuncts cover for tenure tract?
- ❖ The negotiating team will consist of Steve, a dean, an ALC member, representative from Provost’s Office, a FNTFO member and a note taker will be present. Process typically begins with both sides trading proposals for changed to current contract. The admin teams receives instructions from the Board of Trustees and the President. If needed a Negotiator can be brought in, then a Fact Finder and finally the Negotiator again. If negotiations are stalled at that

point the Administration has the authority to step in and settle. Goal is to reach an agreement before current contract expires.

- ❖ Since the Right to Work law went into effect that has not been a large exodus of members. If the current contract expires members could opt out at that time. Otherwise they must follow the law's opt out provisions. Those who leave the union are still represented by the union.
- ❖ FNTFO members will be included in yearly appreciation event, even though not in contract.
- ❖ Regarding the FFA, there have been many grievances filed this year. Many concerned departments without up-to-date, signed policies and procedures in place with main issues concerning summer rotation, workload issues. As policies are updated or created be sure to share with respective dean's offices and McKessey House. When there is unclear language in the college/department policy it defaults to the contract language. Be specific. Steve was asked to share common issues that come up often so colleges can address them.
- ❖ ALC will be updated on grievances and negotiations.
- ❖ Question to Steve regarding post tenure review and what can be added to personnel files. Contract required post tenure review is done. If faculty are identified by name it can be used for discipline and can be included in file. Case can be made to include student evaluations.

## 2. General Education Update

- ❖ Cliff Franklund gave update on the Gen Ed Review process. He has met with all stakeholders and will next be bringing forward specific items to colleges. A handout was sent electronically and will be added to Gen Ed website. Please review.
- ❖ Question: Because we agreed to Gen Ed revision, must we change? Do we need to address the trends of cost, convenience and value? We can't compete with CC's for cost and convenience but we can focus on value and must prove that we can deliver. However, data now is not supporting this. MATH and ENGL were not targeted but were used as examples because they have such large numbers of sections offered. DFW trends reviewed.
- ❖ See "SCH Delivery Analysis". For some subjects we accept more in transfer than we offer, while other courses have the reverse. Overall we deliver 40% of Gen Ed courses and transfer in 60%.
- ❖ At future sessions Cliff will be bringing action items to 1) increase participation, 2) address employer expectations, 3) making Gen Ed more convenient.
- ❖ The take away message at this point is that we must decide what we are going to do to address these concerns, keeping in mind our bottom line is to get students as best prepared as we can to function in the workforce.

## 3. Open Forum

- ❖ Due to time constraints no items brought forward.

## 4. Updates from Colleges/Schools/Departments

- ❖ Due to time constraints no items brought forward.

Adjourned: 10:00 a.m.