

Present: Kemble Yates, Tim Thompson, Greg Monahan, and Jacqueline Arante

Meeting was called to order at 10:15 by President Tim Thompson.

Minutes from the May 21, 2011 meeting were approved.

Treasurer's report was discussed, and approved. Kemble announced that our web page should be up and running this week. He also passed out our membership list.

President's report. We need to have an annual meeting. Both Tim and Kemble expressed a willingness to serve another year as President and Secretary-Treasurer, respectively.

OIT (TT): President of OIT has announced 7.6 M\$ shortfall between expected costs and "state support". Additional personnel costs raises the shortfall to 12.2 M\$. Tuition should cover approximately half of that. This includes almost 1 M\$ in debt service per year (a large chunk of which is the Martha Ann Dow Center, which was promised to never cost any general fund money). They propose a 20% reduction in compensation for online courses. Also floated a potential 3% *reduction* in salaries in 2012-13.

EOU (GM): EOU seems to be absorbing its financial cuts from spring, and coupled with enrollment increases – especially transfers – are reasonably well poised for the coming year. EOU negotiations continue but they haven't settled yet. Faculty relations with the President and Provost are good; all deans, though, are interim.

WOU (SG):

Steve could not attend, but he mailed in a report. WOU's union has reached a tentative settlement. Here is the text of his e-mailed report:

"I am unable to attend the meeting this Saturday. However, I do have a report to make from Western: we have settled our contract with the Administration! We vote on it next week and I am quite confident the new collective bargaining agreement will pass. The financial highlights:

For tenured or tenure-track faculty:

1. a 2% step increase effective 9/16/11;
2. a 2% increase to base pay effective 6/15/12;
3. a 2% step increase effective 9/16/12;
4. a 2% increase to base pay effective 6/15/2013.

For full-time non-tenure-track faculty:

1. for those faculty with experience different from 4-4.99 years accrued by 7/1/11, a 2.67% salary increase for each of the two academic years in the biennium;
2. for those faculty with experience of 4-4.99 years accrued by 7/1/11, two annual increases of at least 2.67% (the details of this are best explained in person rather than by email and will be covered at the Monday meeting);
3. for those faculty who have worked at 0.5 FTE continuously for five academic years and who are recommended by their respective division chair, a three-year non-binding Letter of Intent, demonstrating the University's commitment to future employment, subject to approval by the respective dean.

For all full-time faculty:

1. an 11% increase in summer pay (now 20% of the faculty member's current salary rate, up from 18%);
2. an increase in the Type I Faculty Development fund of \$100,000, for a total of \$400,000 (plus carryover) available for the biennium;
3. extension of the time permitted for presentation of grievances from 20 days to 30 days.

As for benefits:

PEBB increased its healthcare premium rates by 10% for the biennium, and we agreed to pick up half of the increase, while administration picked up the other half of the increase. This means that full-time faculty will pay 5% of the monthly healthcare premium, and WOU will pay 95% of it.”

PSU (JA): Bargaining continue, and the sides are not close. Administration has offered 2% mid-year and 2% beginning of second year. The PSU administrator who is chief for the management team got a 12.9% salary increase during 2009-10. PSU seems committed to the Provost Council initiative (though the Provost is resigning) of implementing new professional ranks for faculty. This is clearly an assault on tenure-track lines. Similarly, many senior non-tenure track faculty who have historically been operating on 3 year rolling contracts have been cut back to 1 year renewable contracts. Also a new budget allocation process is being developed by a new VP – but details have not been shared with the campus at this time.

SOU (KY):

APSOU's bargaining team will meet next week to have the first serious salary negotiations. All noneconomic issues have tentative agreements. The unhappiness with how tenure and promotion standards has mitigated somewhat as the Senate's Constitution Committee has developed a revision to standards which seems very positive. Enrollments are up at least 5%.

President's Report:

We discussed the ramifications of SB 242. A report is due to the Legislature from OUS regarding intentions on retirement and benefits.

We also discussed lobbyist Kristen Leonard's letter to us. If we were to make a change of lobbyist, we need to decide exactly what the change would entail. We asked Tim to talk to Kristen about continuing the relationship, at least for awhile, but work with an OUS expert.

Kemble volunteered to draft a possible position statement on faculty salaries, in light of the UO salary increases for faculty and administration in 2010-11. He'll send it the board for their comments and suggestions.

We also discussed the PEBB changes. Both SOU and PSU faculty groups are crafting position papers. AOF will read these and either endorse these or craft our own, informed by these.

We also agreed to invite the Chancellor to a future meeting.

Next Meeting

We will meet next Nov. 12, or possibly Nov. 5.