

## **AOF Board Minutes, April 27, 2013**

Present: Kemble Yates, Jacqueline Arante, Greg Monahan, and Tim Thompson. Kristen Leonard and Chris Parta from C&E Systems were also present.

Meeting was called to order at 10:05 by President Tim Thompson.

Minutes from the February 16, 2013 meeting were approved as amended.

The Treasurer's report was reviewed and accepted

### **President's Report**

Tim reported that OIT has released a strategic plan which includes the goal of maintaining and improving faculty compensation. The Faculty Compensation Committee has released a plan to get to 87.5% of the average of their comparator group. (The comparator group was proposed by the Committee and approved by OUS). Most disciplines' faculty are already there, but not some high market disciplines like Engineering. OIT only got approximately 4% increase in this biennium, and everyone agrees that more must be done in this session.

Also the new OAR's relevant to new definitions of faculty ranks are now officially engaged.

### **Campus Reports**

OIT (TT): Tim -- OIT will not replace their HAS dean. They are also discussing a new way to budget for director and chair salaries. OIT's Athletic Dept. backed a proposal requiring (!) all OIT students take at least 3 credits of physical education for graduation as a way to help with its funding.

OSU (AB): The "decompression" adjustments have been made to associate and full professors' salaries, retroactive to the beginning of the calendar year. The plan was based on making associate professors' salaries 10% average more than the assistants' – and 30% more than assistants' for full professors. OSU Senate recently wrestled with implementation of new faculty ranks. Alan is trying to recruit a replacement for himself on the AOF board.

SOU (KY): Bargaining will begin next month. Our chief will once again be Sherry Ettlich, Math. Also on the team will be Kemble Yates, Math; Kevin Sahr, Computer Science; Katie Pittman, Business; and David Carter, Criminology. The APSOU bargaining unit just completed its biannual bargaining poll, and not surprisingly there is much angst about the administration, salary levels, benefit threats, and working conditions. The two main campus initiatives this year are 1) making SOU 'distinctive' through our new 'house model', and 2) a major prioritization review of all programs. On the first, the vision is to have interdisciplinary clusters which provide a novel cohort based delivery of general education which then also partner with several related majors. On the second, two committees are active, one for academic programs and one for academic support programs (i.e. "all else"). Each program wrote a 10-15 page report, and the committees are busy reading the reports. The final goal is to put each program into a 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup>, or 5<sup>th</sup> quintile in terms of excellence and priority for future resources. There is much fear that a 5<sup>th</sup> quintile designation will lead to elimination of the program. The administration has been timid and noncommittal when asked what they will do with the reports.

EOU (GM): The fund balance has dropped below 5%, and the Finance Administrator has resigned. A lot of finger pointing is going on. EOU's AFT tried reopening the salary article to gain the additional 2%, but there seems little likelihood this will happen now. Compensation for distance education continues to be contentious. Negotiations for the next contract will be opened in May, and the heavy lifting won't occur until fall.

PSU (JA): PSU Senate very engaged on how the new faculty rank system is playing out at PSU. The administration has just started hiring in these ranks. PSU is already at more than 50% non-tenure track lines. Professor of Practice definitions have been approved by the Senate. PSU bargaining has now had one session of bargaining. Their chief is Ron Narode.

### **Lobbyist Report (KL and CP):**

There is general agreement that the pace now is frenetic. Many bills did die on April 18, including some of the worst PERS bills. Some are alive in the Senate in the Rules Committee. There's always the danger of "gut and stuff"...

Chris and Kristen gave us a scorecard on bills of interest to us which are still alive and which have died.

We discussed the current version of SB 270. This version does talk about a special committee to make recommendations viz-a-viz the small schools. At this point, HB 2149 is alive as a "backup" if SB 270 falters. No official estimates yet on the costs of these changes.

The HECC bill (HB 3120) does mandate 2 faculty, 2 students, and 1 staff person on the board. Kristen urged AOF to take the lead on building a solid list of faculty names who could be nominees for various board positions.

PERS, etc. The House just passed SB 822 (PERS lite), but failed to pass the revenue/loophole package (HB 2456). This latter was a plan to get \$275 M of tax increases and loophole closing. Negotiations are now underway in both houses to get a deal including revenue, or live with the loss of this amount. More PERS "reform" is still on the table, realistically.

When the Governor signs SB 822, there is a 60 day filing period for the legal challenge. We should courting members who would be willing to sign on as plaintiffs for the inevitable legal challenges.

The May revenue forecast (May 20) will once again play a key role in how all of this is resolved.

### **Next Meeting**

We agreed to meet next on June 1, 2013 at the C&E office at 3321 SE 20<sup>th</sup> & Powell, 97202.

The meeting adjourned at 1:10 PM.