FACC MEETING
April 15, 2014
MINUTES

PRESENT: Dr. Rolf Groseth, Dr. Mark Pagano, Dr. Keith Edgerton, Dr. Tony Hecimovic, Dr. Susan Gilbertz, Mr. Michael Campbell, Ms. Terrie Iverson

Guest: None

Minutes: Recorded by Connie Nelson, Administrative Associate in the Provost Office

Order of Business:

a. Continued use of the term "Adjunct" was discussed referring to the current CBA 7.130.F Special Appointments and 7.300 Adjunct Special Appointments. It was noted that there is no specific definition of the title in the CBA now. Mark and Tony will continue to look at this issue with the strategy to bring something back to FACC in the Fall.

b. CBA Finalization update: A new signature page with Dr. Tony Hecimovic, President, FA and Mr. Clayton Christian, Commissioner signature lines was created. Tony signed it and then Connie scanned it and sent it to Kevin McRae for review. Kevin will obtain Clay Christian's signature and return it to us to be inserted into the CBA document. At that time, Tony will notify faculty the CBA has been reviewed and is confirmed.

c. Discussion centered on a proposal that David McGinnis created that describes a process for redistribution of grant-generated IDC funds. The faculty do not feel they consistently receive release time when they awarded a grant. Part-time faculty would be paid to teach their load out of department funds. Mark sent the proposal to the College Deans as well. We will collect input and revisited the proposal in the fall.

d. The process to request salaries above the CBA matrix was discussed, i.e. CBA 14.000. Now the member in question has already been through the interview process when the Dean comes to FACC to request the advanced salary. It feels as if the decision has to be made positive because of the work that went into the search. The discussion centered on getting preliminary approval at the beginning of the academic year and then a final approval when the candidate and exact salary have been identified. The FACC would like to be notified at the beginning of the academic year of any potential openings the deans expect through retirements or resignations they may have knowledge about. Further discussion and bargaining would be required to change CBA section 14.000.

e. I discussion was held about the 2014-15 academic year faculty salary compression and inversion initiative was utilized to try and narrow the pay gap for faculty based on a CUPA-Gap spreadsheet prepared by Trudy. This discussion will continue at the next meeting. Beginning in September, the FA should develop initiatives to have proposals ready to be discussed when the academic investment process begins each year. This will help get the union voice into the Budget process for discussion and consideration. FACC needs to meet and address all the issues, set some goals.

f. Regular fall meetings will be scheduled, possibly after Cabinet or Provost Council. Mark will check into this and propose the day/time.

Adjourned: 1:25 p.m.