UF President Becky Hawbaker

Fall Faculty Meeting 2018

-Ironically, an article in the AAUP’s Academe Magazine that came out just today describes the disappearance and disappointment of the general faculty meeting. Disappearance because just 26% of public institutions surveyed still requiring an annual faculty meeting like this one. Disappointing, the author argues, because few serve a deliberative function of shared governance and are instead an hour of powerpoints and speeches followed by cookies. I’m happy to see that today’s faculty meeting will be a notable exception on both counts. We are here and we are here to talk about real issues and discuss change.

I am Becky Hawbaker from the Department of Teaching, and this is my first year as President of United Faculty, stepping into the very large shoes left behind by Joe Gorton. I learned a lot as Joe’s vice president, but I could not even begin to do this job without an outstanding team of union leaders serving with me, starting first and foremost with our Vice President extraordinaire, Carissa Forum.

UF is currently your certified collective bargaining agent, responsible for negotiating salaries and other important topics into your contract, and need your votes to remain so, more on that in a minute. First, I’d like to tell you more about some of the things UF does for your outside of the contract.

Whether you have chosen to formally join the union or not, regardless of your rank or appointment, UF advocates on your behalf, helps to create good policies, assists individual faculty in need.

Carissa and I chose to serve as UF leaders to make UNI a better place for our faculty and their families. Our philosophy is to be problem-solvers. We will be partners and collaborators with our administration whenever possible but also will be fierce advocates for faculty when we must. Our job is to ensure that all remember that faculty working conditions are student learning conditions and that the core mission of this university is rooted in faculty labor.

We appreciate the strong relationship we have built with UNI administration and with other faculty leaders like Barbara and Amy and those who serve with us on important working teams such as Faculty Handbook Committee, Faculty Evaluation Committee, University Benefits Committee, University Senate, and other bodies.

Through this work, together we (and when I say we, I mean with these others) have:

-preserved many years of hard-won contract protections into a new Faculty Handbook, especially third-party arbitration

-increased job security and for adjunct faculty and secured compensation for additional service

-increased clarity and equity regarding faculty workload across campus including creation of a definition of faculty workload with differentiated portfolio options based on appointment type, rank, and faculty choice and creation of a modified duties policy for flexible work assignments for faculty when returning from FMLA leave.

-provided consultation on benefits such as insurance and retirement, budget, and key hires

In the coming year, we continue this work and will create a comprehensive, clear, and equitable faculty evaluation process that includes mechanisms to celebrate and reward outstanding performance of adjunct, temporary, probationary, and tenured faculty; develop Department Head and Dean assessment by faculty;

**Faculty Assistance and Support**

UF stands ready to help individual faculty in need, helping to navigate university procedures and policies, resolving issues and barriers, and to providing access to legal advice and representation. Last year, UF assisted more than sixty faculty members with individual issues including salary equity, reasonable accommodations for disabilities, discipline and alleged misconduct, personal safety, discrimination, workload, overload compensation, non-standard teaching, sick leave, family medical leave, tenure and promotion, student assessments, travel funding, special compensation, and many more.

**We’ve worked hard to make sure that UF has had your back, now we need to ask you to have our back when it comes to the recertification** election October 15th-29th to remain your sole collective bargaining agent.

•we will fight for fair, equitable salary increases and to return key sections of the Faculty Handbook to the contract, among other issues.

•there is no way to abstain in this vote. Not voting will count as a no, and UF needs more than 50% Yes to continue bargaining. If we fail to win that support, faculty will have no legal contract at all and the BOR will determine your salary and matters.

•Vote by email between October 15th and 29th. Click the link, enter your DOB and last 4SSN, Click YES, hit submit, you are done.

•Vote-in party October 15th 11AM-4PM, Rod Library 218, snacks, t-shirts, solidarity

**VOTING RIGHTS**

The United Faculty Executive Board includes eleven members elected by the membership as a whole or by specific colleges. I am proud to report that at our last board meeting, we unanimously passed a motion to support the expansion of voting rights to contingent faculty. For UF, the status quo on voting rights is not an option, the only question is how far to expand and with what possible limits. I have brought some copies of the 2012 AAUP statement to inform our discussion and look forward to hearing more viewpoints soon.

**I’ll end** by adding a few United Faculty Award Recipients to the list to honor today.

-Recognize those honored at the April UF Faculty Appreciation Dinner:

UF Members of the Year: Jim Mattingly (Management, )CBA and Francis Degnin (PWR, CHAS)

UF Emerging Leader Award: Amandajean Nolte (Communication Studies)

UF Department Liaison of the Year: Elizabeth Sutton (Art, CHAS)

UF Administrator of the Year: Paul Shand (Physics, CHAS)Thank you also to all those who serve on the UF EB and our dedicated department liaisons across campus.

I’m thrilled to see that we have an important question for Faculty to consider action on, not just speeches and cookies. This is an issue that is important for all of us. The Constitution of the UNI Faculty currently grants voting rights only to probationary and tenured faculty but all others are non-voting, regardless of how how long one has been at UNI or how many classes one teaches in a semester. In my work for UF, I’ve met dedicated “temporary” faculty members who have been teaching a full load for classes for 10, 15, even 20 years. In some departments and colleges, such faculty are not only denied a vote, they are denied the opportunity to serve in faculty governance, are not invited to attend department meetings, are not consulted on curricular changes, even for courses taught almost exclusively by the non-voting faculty.

Several things have changed that make this position unacceptable
-growth of contingent faculty

-definition of workload and service by temporary, term, and renewable term faculty

-Academic Freedom policy, and a strong union to back it.

In 2012, the American Association of University Professors issued a report on the Inclusion in Governance of Faculty Members Holding Contingent Appointments. The report examined the history of contingent positions, intersection with other issues such as academic freedom, shared governance, and recommended that faculty should be defined inclusively, that faculty who are contingent should be afforded responsibilities and opportunities in shared governance and that do participate in governance, they must have the vote and their academic freedom must be protected.

Our new definition of faculty workload explicity assigns 20% of workload for term, renewable term, or clinical faculty to service. If these faculty are expected to be responsible for departmental, college, or university service, we must grant them them voting status to do so effectively.