IBB Meeting – February 22, 2011 in AB7 402

In attendance: Morgan Paine, Maddy Isaacs, Hudson Rogers, Beth Elliott, Lois Christensen, Debbie Giambo, Lucero Carvajal, Jim Wohlpart, David Steckler, Sue Putnam, Jeff Kleeger, Madeline Holzem, Kathy Miller, David Vazquez

- Review of Meeting Minutes for 2.18.2011
  - Minor changes made
  - Minutes accepted with changes made
- Morgan requests a review of Ground Rules—raises two issues
  - IBB Team Value #1 – regarding commitment to Interest Based Bargaining; discussion of possible discrepancy with Management Opening Statement
  - IBB Team Value #8 – concern with the phrase “quality and effectiveness of education” as vague and unclear; desire to understand why we have not included vision, mission, guiding principles to define quality
  - Agreement to leave the language as it is with correction of typo in #8 – “or” to “our”
- Hudson distributes handout “University Board of Trustees Powers and Duties”
  - See 3(j) – BOT promulgates “regulations,” not rules
  - Will lead to changes in Article 7
- Brainstorming Issues for IBB Process
  1. Civility
  2. Collegiality
  3. Create better working environment
  4. Career Advancement (Promotion)
  5. Productivity
  6. Benefits (e.g., Domestic Partner, Parental Leave)
  7. Retention of quality faculty
  8. Process of Feedback/Communication with Supervisors
  10. Consistent Application of the CBA
  11. Inconsistent and unclear language in CBA
  12. Contract Implementation and Enforcement
  13. What constitutes precedent and past practice
  14. Workforce Reduction procedures/process
15. Effectiveness of Grievance Process in Informal Resolution
16. Barriers to Substantive Due Process
17. Financial Sustainability and Viability
18. Reserved Management Rights
19. Matching CBA Language with BOT/BOG Devolution
20. Language consistent with BOG/BOT
21. Annual Evaluation
22. Promotion
23. Teaching (e.g., Assessment and Evaluation)
24. Making process of non-full book bargaining more efficient
25. Clarification of what a “day” means
26. Identification/Clarification of expressed or implied waivers of rights
27. Clarifying process for arbitration notice
28. Status of current contract language (will the current CBA be the foundation for bargaining)
29. Workload (e.g., expectations for teaching in advanced degrees)
30. Acceptance of contract language after ratification
31. Equity for non-teaching faculty (librarians, advisors, research associates)
32. Performance Evaluation (e.g., PIP relation to PDP)
33. Sabbaticals
34. Leave
35. Salaries
36. Compression and Inversion
37. Clarification of Recommendation vs. Decision
38. Names of the Parties
39. Efficiency in Appointment Letters
40. Incentives for Scholarship, Authorship, Grants and Contracts
41. Incentives for Senior Faculty

* Agenda for 2-23-11

- Collapse Issues into Groupings
- Break out by Teams to Rank Issues/Groupings
- Come back together and select first issues to begin bargaining
- UFF to facilitate next meeting