

1 **IBB Meeting – February 22, 2011 in AB7 402**

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

- 5 • Review of Meeting Minutes for 2.18.2011
 - 6 ○ Minor changes made
 - 7 ○ Minutes accepted with changes made
- 8 • Morgan requests a review of Ground Rules—raises two issues
 - 9 ○ IBB Team Value #1 – regarding commitment to Interest Based Bargaining; discussion of
 - 10 possible discrepancy with Management Opening Statement
 - 11 ○ IBB Team Value #8 – concern with the phrase “quality and effectiveness of education” as
 - 12 vague and unclear; desire to understand why we have not included vision, mission, guiding
 - 13 principles to define quality
 - 14 ○ Agreement to leave the language as it is with correction of typo in #8 – “or” to “our”
- 15 • Hudson distributes handout “University Board of Trustees Powers and Duties”
 - 16 ○ See 3(j) – BOT promulgates “regulations,” not rules
 - 17 ○ Will lead to changes in Article 7
- 18 • Brainstorming Issues for IBB Process
 - 19 1. Civility
 - 20 2. Collegiality
 - 21 3. Create better working environment
 - 22 4. Career Advancement (Promotion)
 - 23 5. Productivity
 - 24 6. Benefits (e.g., Domestic Partner, Parental Leave)
 - 25 7. Retention of quality faculty
 - 26 8. Process of Feedback/Communication with Supervisors
 - 27 9. Shared Governance vs. Collective Bargaining
 - 28 10. Consistent Application of the CBA
 - 29 11. Inconsistent and unclear language in CBA
 - 30 12. Contract Implementation and Enforcement
 - 31 13. What constitutes precedent and past practice
 - 32 14. Workforce Reduction procedures/process

- 33 15. Effectiveness of Grievance Process in Informal Resolution
- 34 16. Barriers to Substantive Due Process
- 35 17. Financial Sustainability and Viability
- 36 18. Reserved Management Rights
- 37 19. Matching CBA Language with BOT/BOG Devolution
- 38 20. Language consistent with BOG/BOT
- 39 21. Annual Evaluation
- 40 22. Promotion
- 41 23. Teaching (e.g., Assessment and Evaluation)
- 42 24. Making process of non-full book bargaining more efficient
- 43 25. Clarification of what a “day” means
- 44 26. Identification/Clarification of expressed or implied waivers of rights
- 45 27. Clarifying process for arbitration notice
- 46 28. Status of current contract language (will the current CBA be the foundation for bargaining)
- 47 29. Workload (e.g., expectations for teaching in advanced degrees)
- 48 30. Acceptance of contract language after ratification
- 49 31. Equity for non-teaching faculty (librarians, advisors, research associates)
- 50 32. Performance Evaluation (e.g., PIP relation to PDP)
- 51 33. Sabbaticals
- 52 34. Leave
- 53 35. Salaries
- 54 36. Compression and Inversion
- 55 37. Clarification of Recommendation vs. Decision
- 56 38. Names of the Parties
- 57 39. Efficiency in Appointment Letters
- 58 40. Incentives for Scholarship, Authorship, Grants and Contracts
- 59 41. Incentives for Senior Faculty
- 60 • Agenda for 2-23-11
 - 61 ○ Collapse Issues into Groupings
 - 62 ○ Break out by Teams to Rank Issues/Groupings
 - 63 ○ Come back together and select first issues to begin bargaining
 - 64 ○ UFF to facilitate next meeting