In attendance: Morgan T. Paine, Maddy Isaacs, Hudson Rogers, Beth Elliott, Lois Christensen, Debbie Giambo, Lucero Carvajal, Jim Wohlpart

• Review of Meeting Minutes for 2.22.2011
  o Minor changes made
  o Minutes accepted with changes made

• Categorization of Issues for IBB Process (underlined items are in more than one category)
  o Climate
    Civility
  o Collegiality
  o Create better working environment

Benefits (Domestic Partner, Parental Leave)

Productivity

Retention of quality faculty

Process of Feedback/Communication with Supervisors

Shared Governance vs. Collective Bargaining

Workforce Reduction procedures/process

Workload (e.g., expectations for teaching in advanced degrees)

Sabbaticals

Salaries

Compression and Inversion

Incentives for Scholarship, Authorship, Grants and Contracts

Incentives for Senior Faculty

Evaluation

Career Advancement (Promotion)

Productivity

Process of Feedback/Communication with Supervisors

Annual Evaluation

Promotion

Teaching (Assessment and Evaluation)

Performance Evaluation (PIP relation to PDP)
Financial

Benefits (Domestic Partner, Parental Leave)
Productivity
Retention of quality faculty
Shared Governance vs. Collective Bargaining
Workforce Reduction procedures/process
Financial Sustainability and Viability
Promotion
Workload (e.g., expectations for teaching in advanced degrees)
Sabbaticals
Leave
Salaries
Compression and Inversion
Incentives for Scholarship, Authorship, Grants and Contracts
Incentives for Senior Faculty

Contract Administration and Policy

Consistent Application of the CBA
Inconsistent and unclear language in CBA
Contract Implementation and Enforcement
What constitutes precedent and past practice
Workforce Reduction procedures/process
Effectiveness of Grievance Process in Informal Resolution
Barriers to Substantive Due Process
Reserved Management Rights
Making process of non-full book bargaining more efficient
Clarification of what a “day” means
Identification/Clarification of expressed or implied waivers of rights
Clarifying process for arbitration notice
Status of current contract language (will the current CBA be the foundation for bargaining)
Acceptance of contract language after ratification
Equity for non-teaching faculty (librarians, advisors, research associates)
Clarification of Recommendation vs. Decision
Names of the Parties
Efficiency in Appointment Letters
Access to Information

- BOG/BOT
  - Matching CBA Language with BOT/BOG Devolution
  - Language consistent with BOG/BOT

- Group break out to select issues
  - UFF: (1) CBA Language and BOT/BOG; (2) Name of Parties; (3) Access to Information
  - Management (in no ranked order):
    - Civility/Collegiality (Climate)
    - Shared Governance vs. Collective Bargaining (Climate)
    - Career Advancement (Evaluation)
    - Annual and Promotion Evaluation (Evaluation)
    - Teaching Assessment (Evaluation)
    - Performance Evaluation (Evaluation)
    - Promotion (Financial)
    - Reserved Management Rights (Contract Administration and Policy)

- Selection of “Access to Information” as first issue for IBB process
  - Listing of interests generated at previous meeting on the board
  - Note common interests
  - Add three management interests:
    - follow appropriate process for getting information
    - make distinction between information and records
    - desire to follow established law—faculty have access to records

- Agenda for next meeting:
  - Continue to work on same issue
  - develop options for current issue
  - note which articles this issue affects
  - select next issues to address: CBA language and BOT; Name of Parties