

1 **IBB Meeting – February 23, 2011 in AB7 402 (FINAL)**

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

- 4 • Review of Meeting Minutes for 2.22.2011
- 5 ○ Minor changes made
- 6 ○ Minutes accepted with changes made
- 7 • Categorization of Issues for IBB Process (underlined items are in more than one category)

- 8 ○ **Climate**

- 9 Civility

- 10 Collegiality

- 11 Create better working environment

- 12 Benefits (Domestic Partner, Parental Leave)

- 13 Productivity

- 14 Retention of quality faculty

- 15 Process of Feedback/Communication with Supervisors

- 16 Shared Governance vs. Collective Bargaining

- 17 Workforce Reduction procedures/process

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

- 19 Sabbaticals

- 20 Salaries

- 21 Compression and Inversion

- 22 Incentives for Scholarship, Authorship, Grants and Contracts

- 23 Incentives for Senior Faculty

- 25 ○ **Evaluation**

- 26 Career Advancement (Promotion)

- 27 Productivity

- 28 Process of Feedback/Communication with Supervisors

- 29 Annual Evaluation

- 30 Promotion

- 31 Teaching (Assessment and Evaluation)

- 32 Performance Evaluation (PIP relation to PDP)

33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51
52
53
54
55
56
57
58
59
60
61
62
63
64

- **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

- 65 Equity for non-teaching faculty (librarians, advisors, research associates)
- 66 Clarification of Recommendation vs. Decision
- 67 Names of the Parties
- 68 Efficiency in Appointment Letters
- 69 Access to Information
- 70
- 71 ○ **BOG/BOT**
- 72 Matching CBA Language with BOT/BOG Devolution
- 73 Language consistent with BOG/BOT
- 74 • Group break out to select issues
- 75 ○ UFF: (1) CBA Language and BOT/BOG; (2) Name of Parties; (3) Access to Information
- 76 ○ Management (in no ranked order):
- 77 ▪ Civility/Collegiality (Climate)
- 78 ▪ Shared Governance vs. Collective Bargaining (Climate)
- 79 ▪ Career Advancement (Evaluation)
- 80 ▪ Annual and Promotion Evaluation (Evaluation)
- 81 ▪ Teaching Assessment (Evaluation)
- 82 ▪ Performance Evaluation (Evaluation)
- 83 ▪ Promotion (Financial)
- 84 ▪ Reserved Management Rights (Contract Administration and Policy)
- 85 • Selection of “Access to Information” as first issue for IBB process
- 86 ○ Listing of interests generated at previous meeting on the board
- 87 ○ Note common interests
- 88 ○ Add three management interests:
- 89 ▪ follow appropriate process for getting information
- 90 ▪ make distinction between information and records
- 91 ▪ desire to follow established law—faculty have access to records
- 92 • Agenda for next meeting:
- 93 ○ Continue to work on same issue
- 94 ○ develop options for current issue
- 95 ○ note which articles this issue affects
- 96 ○ select next issues to address: CBA language and BOT; Name of Parties