

Labor-Management Council

Meeting Agenda

April 18, 2018, 3-4pm

Barge 302

LMC membership (UFC): Matthew Altman, Gary Bartlett, Janet Finke, Paul James

LMC membership (administration): Charlene Andrews, Katherine Frank, Martha Kurtz, Kathryn Martell

- Approval of agenda

- Summary of accomplishments last meeting (2/7/18)
 - Approved phased retirement application.
 - Discussed joint emails from Provost and UFC President regarding phased retirement and the survey from the Joint Evaluation Taskforce.
 - Agreed to maintain the status quo regarding workload for interdisciplinary program directors while we assess and try to establish university-wide standards for service workload.
 - Began discussion of graduate assistants as instructors of record, in violation of the CBA.

- Class meeting policy and Deans acting in good faith
 - The official schedule must reflect actual meeting times. If the class is not meeting for the full contact hours – for example, if it is an approved hybrid class with 50 minutes/week online, or if there are regular deviations from the official schedule (regular field trips, etc.) – then that must be indicated in the notes on the schedule spreadsheet.
 - The chair and the dean must get justification from the faculty member for the deviation from the normal contact hours and/or modality. The dean must approve any deviation from normal contact hours and/or modality prior to the change being initiated. A chair may, with their dean's approval, establish standing policies for specific courses.

- Graduate instructors as instructors of record
 - Graduate student instructors are vetted by the department, and department proposal is vetted by the Dean (and/or Provost?).
 - Graduate student instructors are overseen by a faculty member (e.g., Supervisor of Graduate Instructors), who receives appropriate teaching workload (not equivalent to the total course credits), negotiated with the Chair and Dean.
 - Faculty are instructors of record (in accordance with CBA 2.2); graduate students actually teach the courses.

- Problem: How to manage workload with classes being listed under the faculty member in Faculty180?
 - Problem: Students will think they're registering for a class with the faculty member rather than the graduate student.
 - Problem: SEOIs would be linked to faculty, not graduate instructors.
- Next meeting: Not yet scheduled
 - Adjournment

Future topics:

- Administrators teaching classes
- Standardize service workload