

Stamford Faculty Council Meeting
March 09, 2022 04:00 PM Eastern Time (US and Canada)
Minutes by Stephanie Rugg

GUEST SPEAKERS

Michael Bailey

- After 18 months in negotiation, the contract is getting ready to be ratified.
- Process to Ratify the Contract
 - There are Informational meetings at 4pm on 3/10 and 3/21
 - Voting begins on Tuesday 3/22 at 8 am and ends Monday 3/28
 - 3/29 The contract will be certified by the voting company.
 - 3/30 – The board has a meeting to certify it
 - 3/31 – The contract package will be assembled and sent to legislature
- Summary
 - Reopener – to continue negotiations after the contract is signed, regarding Article 37 on athletics. Coaches are intended to leave the contract, which hurts faculty as it reduces our numbers.
 - Side letter – discussions to be continued regarding class enrollment limitations and extra compensation.
- Questions/Comments
 - Can we view the entire contract? Yes – it is currently being put into a single document.
 - How is salary compression/inversion/equity being handled? \$500,000 has been added to the Provost's to address this issue.
 - Class enrollment varies based on campus.
 - What protections are there for in-residence, adjuncts? Adjuncts cannot "rehired" based on the word seniority so the term is "favorable factor". This favorable factor is actually length of term.
 - Are salary increases applicable to adjuncts? Yes
 - Regarding voting – is it a majority? Yes, a majority of those who vote. (Not a majority of eligible voters)
 - www.uconnaaup.org

Contract Compensation Changes

- Salary Increases
 - 8/23/2021 – 8/22/2022 (Retroactive)
 - 2.5% General Wage Increase (GWI) increase effective 7/1/2021
 - 2.0% Across the board performance-based increase effective 7/1/2021
 - \$2,500 One-time payment (payable as soon as practicable upon general assembly approval)
 - 8/23/2022 – 8/24/2023
 - 2.5% GWI
 - 1.0% Across the board inflation adjustment
 - \$1,000 One-time payment on July 15, 2022
 - 1.0% Merit
 - 8/23/2023 – 8/22/2024
 - 2.5% GWI
 - 2.0% Merit – Inflation adjustment to GWI between 0.1% and .5% if the CPI-U is greater than 2.5%
 - 8/23/2024 – 8/22/2025 – Contract re-opener only for those items below. Other terms stay the same.
 - GWI
 - Merit
 - Adjunct minimum rate
 - Summer and Winter Compensation
- Adjunct Pay
 - Effective 8/23/2022 - \$1,888 per credit
 - Effective 8/23/2023 - \$1,973 per credit
 - One-time payment if employed between Summer 2021 and Spring 2022 (payable as soon as practicable upon general assembly approval)
 - Multi-year appointments - \$1,250
 - At least 6 credits - \$625
 - Between – 6 credits - \$315
 - One time payment effective July 15, 2022
 - Multi-year appointments - \$500
 - At least 6 credits - \$250
 - Between – 6 credits - \$125
 - On-line course development compensation per course credit hour - \$2,750

OPEN COUNCIL DISCUSSION

- I. Approve 2/28 Minutes (attached)
 - a. Minutes will be approved at the next meeting, as there were not enough in attendance to vote.
- II. 3rd Upcoming Meeting with Interim Director Souder
 - A. The meeting set for March 22nd at 3pm will be cancelled.
 - B. The meeting for April 13 (Wednesday) is still scheduled, however there is a lot of teaching conflict. Bill will assess if there are enough able to attend or if the meeting should be rescheduled
 - C. Here is the list of discussion points:
 - a. (Jane) Storrs has workshops for faculty and students, but no way to attend. Solution: would a bus be possible if enough people wish to attend an event? Discussion point: Could UConn/Stamford arrange/pay for a round trip to Storrs to attend faculty/student workshops? Can the students travel using the UConn pass?
 - b. (Jane) No online classes from Stamford for Fall 2022, which will be a problem for students from China (and other countries) because I

don't know if they will be given visas or if their families will allow them to leave. Will overseas students be granted visas? Discussion point: Recommend one online class for each discipline from Stamford, except lab sciences. (This might be a departmental issue.)

c. (Beth) Status of all construction on campus.

III. Future Guest Speaker Plans:

a. March 28 Emily Sears (tentative)

IV. New SFC members

A. Kevin is retiring, and we will have no representative from the School of Business. Beth will reach out to Katherine Pancak to determine new potential representatives.

B. Some of the members' 2-year terms will expire. We need to start working on the Fall 2022/Spring 2023 membership.

V. Continued SFC Awareness/Branding

i. Bios due to Meredith

VI. Stamford Direct search status. Presentations have been recorded but Rachel Wice is the administrator in the Provost office that has access to the recordings.

VII. Next Council meeting, Monday, 3/28, 7pm.

New Business

VIII. The photocopier is often jammed, one is missing the stapler cartridge. Beth will email Dany to see if someone from the Welcome Desk could check on the copiers 3-4 times a day.

Executive Discussion (Closed meeting). None