**Faculty Caucus Executive Committee Minutes**

**Monday, April 28, 2025**

**Immediately following the Executive Committee Meeting**

***Call to Order***

Chairperson Horst called the meeting to order and declared quorum.

***Public Comment: All speakers must sign in with the Senate Secretary prior to the start of the meeting.***

None.

***Approval of the minutes of*** [***3-31-2025***](https://illinoisstateuniversity.sharepoint.com/:w:/r/sites/AcademicSenate/Academic%20Senate%20Sharepoint/SUB%20-%20Faculty%20Caucus%20Executive%20Committee/2025.04.28/mch-Minutes%20-%20FC%20EXEC%202025.03.31.docx?d=w7b58b2cf77e34344b0aef626cc43a7e6&csf=1&web=1&e=Xjk4rS)

Motion by Senator Cline.

Second by Senator Bonnell.

***Oral Communications:***

Chairperson Horst: Fusun Akman wishes to be considered for the AFEGC, but she didn’t receive notification about it. We have two vacancies, so we could put her election on the agenda if we so choose. The other thing we could consider doing at the Faculty Caucus is the idea of the ad hoc committee proposals. Last time we discussed this.

Provost Yazedjian: I have a question about it. In concept, all faculty are represented by the union. Why do we need additional people from the union?

Senator Cline: The argument was for people who were in the room during the negotiations, so they have experience in the kind of conversations that happen. The translation from the contract language to the implementation language can sometimes not be direct. If you have been in the room and you know the conversations that happen, you can say, “That is not really in keeping.” It speeds it up in the sense that if a misinterpretation appears by accident, it would get kicked back down by a lawyer or the union. Either the institution or the union might say, “That is not what we really agreed to.” It saves that step.

Provost: Those three individuals are part of identifying what is now part of CBA and what is part of ASPT, or are they also providing feedback about how the ASPT is revised? Is this a committee that goes through the ASPT and says, “This is not part of article X in the CBA?” Or…

Chairperson Horst: They create the Word document as opposed to giving the editing task to the URC specifically. It would create a merged working group to merge the contract language with the ASPT because there is quite a lot of editing that has to be done purely to deal with the contract. I went through it and there were like 20 things in the first 20 pages. It is a working group meant to ensure that whatever was agreed to in the room through the copious amount of hours according to what I understood from Keith Pluymers is that there is some sort of weight behind those verbal agreements. I am no contract lawyer expert, but according to what I understood the verbal agreements that happen during negotiation have some sort of legal weight. Beyond that, I can’t necessarily say what. If they have an agreement, verbally, there is some sort of legitimacy to those statements. Because they were in the room, they idea is that this would facilitate the process, as opposed to having it go back to the union and then going back to the URC.

Provost Yazedjian: Then if there is a legal element, would you want a representative from General Counsel for comment? If we are saying there is a legal part of this, would you have someone who has legal background part of that discussion? I’m not advocating for it; I am just trying to understand the exact role of the ad hoc committee. If the goal is to save time, and then it goes to General Counsel, and they say you can’t do that…

Chairperson Horst: That’s a real question- what is going to be the role of General Counsel in shaping the ASPT? In the past, General Counsel has had a hands-off approach in shaping the ASPT.

Provost Yazedjian: Is this about shaping the ASPT or identifying which parts are now part of the contract, which is a legal document? To me they are slightly different. What parts are more like a 5-year update of ASPT?

Senator Cline: The title of the committee is Ad Hoc Committee to create a merged ASPT document from current ASPT and the 2025-2026 UFISU contract. The title is specifically to take our current ASPT and merge it with the contract language, not to do the URC work which is to improve the ASPT.

Provost Yazedjian: That is how I read it as well. Wouldn’t you want an attorney?

Senator Cline: I think that is probably what the VP for Academic Affairs is meant to be- a representative from the institution. Maybe in this case that is not appropriate.

Chairperson Horst: Are you advocating for two representatives, Ani? One of them could be Russ Morgan, one of them could be Craig Gatto’s position, one of them could be from General Counsel if they could afford that time. Are you advocating for two positions?

Provost Yazedjian: If faculty are working on things that have legal implications and the goal is to speed up the process, it would seem like you want someone who has a legal background. Neither Craig nor Russ would be in that position. I’m just throwing that out there for consideration. From our perspective, we are going to put Russ or Craig in as the VP designee. If the goal is to ensure that people are not spending time working on things that may not be within their expertise…

Senator Cline: I am not sure that there are legal implications, but rather accuracy implications. Does the vision reflect what the bargaining resulted in?

Provost Yazedjian: It resulted in a legal contract.

Senator Cline: Sure. We don’t usually involve Legal in the ASPT. I think it should be whoever was in the room from the employer side and the union side.

Provost Yazedjian: There is only one person from the employer side then, maybe we can add just a couple more people. Then you rely on one person’s perspective from the university and 3 people from the union and then faculty who may or may not have been in the room.

Senator Cline: What is Russ’s official title?

Provost Yazedjian: He is the director of Academic Labor and Employee Relations.

Senator McHale: What about the head of HR?

Senator Cline: Or we just reduce the number of union members down to one to match. You would have somebody from the union and somebody from the administration. If the union doesn’t like what comes out of it, they can stop it.

Chairperson Horst: Is it the numbers, or the fact that you think the union should have 2 representatives?

Provost Yazedjian: I think it depends on the purpose of the committee. If it is the perspective of the people at the table, there is one person who provides the perspective of the employer and 3 people that provide the perspective of the faculty. Why? If the idea is to expedite the process and this is going to go to General Counsel review, why not have General Counsel in the room just hearing? If people are going to go down a path that is not correct, why not get that insight in that process rather than complete a whole document? I would be fine with one representative from the union and one from our office.

Senator Cline: We could do the AVP for Academic Affairs and Provost and then the labor relations person, and then two from the union. That means it is not any one person’s perspective.

Provost Yazedjian: Then I would ask Craig Gatto who is one the URC and Russ.

Chairperson Horst: Really all we are doing is putting this on the floor. This is going to come from the Faculty Caucus Exec.

Senator Nikolaou: Is the idea that this ad hoc committee will do the alignment and then it will go to URC and then to the Faculty Caucus?

Chairperson Horst: Correct.

Senator Nikolaou: Do we need to have all the URC members? It seems that it is going to be pretty much the same committee who is talking is also making the decisions, so it is duplicating. If it is an ad hoc committee, I am thinking, “Do they need to be the URC?”

Chairperson Horst: This is what the URC proposed. If you have everybody from the URC, then you are not having another meeting with the URC. This is the URC’s proposal, is to have the URC plus some representatives in the room.

Senator Cline: They would make a choice as an ad hoc committee, then gavel out and gavel in as URC when they are all in the room already, I think is the idea.

Senator Nikolaou: This might also be a bit problematic. If you want this ad hoc committee to review for alignment and make recommendations, and then URC which is the one who can also review other aspects of the ASPT, they might make some recommendations about the alignment but then the URC itself could also look into other aspects of the ASPT that might need to change to better reflect what the alignment resulted in. If it is one big committee…

Chairperson Horst: The URC can still do additional work.

Senator Nikolaou: If these two things are happening at the same time, you have added members who are not responsible for proposing changes to the ASPT proposing changes to the ASPT. That goes with what Ani was saying about what the purpose of the committee is. I see it as two different things. If it is about alignment- ad hoc committee. If it is making changes to the ASPT- that is the URC. If we are putting exactly the same members from the URC plus some others into one committee, during the discussions we might be talking with Lea and saying, “this aligns with this document but, it seems that probably we want to make this change to the ASPT document.” At that point, we are moving away from the purpose of the ad hoc committee. That is explicitly the URC’s goal. It is not Russ and the two union members. They are not in charge of proposing revisions to the ASPT document.

Chairperson Horst: All faculty are in charge of proposing changes to the ASPT document.

Senator Nikolaou: Directly to the URC.

Chairperson Horst: Directly to the URC and certainly the URC will have the voting power.

Senator Cline: You are suggesting maybe to reduce the number of seated URC members down? I think the problem with that is that some area of the campus would lose a person and would not be represented in the conversation. I personally wasn’t there, I’m not on URC. I don’t know what they selected or why they selected it, but I think we have to trust that when you and I are having mock conversation we would put a little note on the side that our job as this committee right now is making alignment. When we are done with alignment, here are some things as URC we might want to talk about. I think I can trust my colleagues to separate the two processes, is what I mean to say.

Senator Nikolaou: If that is the case, I don’t think that is ready to go to the floor yet. We should put specifically what the responsibilities of this ad hoc committee are.

Senator Cline: Isn’t it under the notes?

Senator Nikolaou: If it is clear that the purpose of the ad hoc committee is to align and not make any other changes to the actual ASPT document, then that is a bit more clear. Otherwise, it seems that it is a bit muddled. What is the goal of the ad hoc committee?

Chairperson Horst: The purpose of the ad hoc committee is to create a new version of the ASPT that incorporates necessary changes due to the 25-28 UFISU contract.

Senator Cline: Make sure it says, “the current ASPT.”

Senator Nikolaou: We also need to add a terminal date for the ad hoc committee.

Chairperson Horst: What would you like the terminal date to be? The committees work will be complete by April 15, and then you have time to renew it?

Senator Nikolaou: Yeah. Our bylaws say that we need to specify a terminal date. If we want to extend it, we can. We just need to say by when.

Senator Cline: April 15, 2026?

Senator McHale: I heard Ani mention the lawyer on the side of the employer. It would be really good we were checking with the union or if we had a representative on the other side legality as they are working on a contract. I think the point was who knows contract law?

Chairperson Horst: Let’s go back to the second idea that Ani had that the union number would go down to 2, and then you would like 2 representatives from the Provost’s Office?

Provost Yazedjian: Sure.

Chairperson Horst: Then we don’t have to necessarily get into lawyers on every side. Any other thoughts? We are adding the purpose of the ad hoc committee is to create a new version of the ASPT that incorporates necessary changes due to the 25-28 UFISU contract. The committee’s work will be complete by April15, 2026. We are changing the number of union representatives to 2 and we are increasing the number of Provost designees to 2.

Senator Nikolaou: One more thing- do we want to keep the parenthesis where it says “up to 8 members?” That implies that you could have 3 of them only.

Chairperson Horst: The reason I did that was because they are not all seated.

Senator Cline: There is a vacancy on the URC you mean?

Chairperson Horst: If you are going to have nobody from College of Business, nobody from College of Engineering, that’s two. The number is not 8, it is up to 8 seated members.

Senator Cline: The language as you have described it then is, if there isn’t a person from Engineering, that is not going to kill the committee.

Chairperson Horst: It is not going to kill quorum is what I was thinking. Quorum is based on the seated members.

Senator Nikolaou: If there is no quorum here then there wouldn’t be quorum in the URC. It would be able to move forward.

Chairperson Horst: Quorum is based on the seated members for URC.

***\*\*Approval of proposed Faculty Caucus Agendas- See below\*\****

Motion by Senator Nikolaou.

Second by Senator Edwards.

Unanimous approval.

***Adjournment***

Motion by Senator McHale.

Second by Senator Edwards.

Unanimous approval.

**Faculty Caucus Meeting Agenda**

**Wednesday, May 07, 2025**

**Immediately Following the Academic Senate Meeting**

***Call to Order***

***Roll call***

***Public Comment: All speakers must sign in with the Senate Secretary prior to the start of the meeting.***

***Elections:***

***Campus Communication Committee Faculty Caucus Rep 2025-2027***

*Replacing: John McHale 2023-2025*

***Academic Freedom Ethics and Grievance Committee***

*Fusun Akman, Professor, CAS 2025-2028 (second term)*

*Ui-Jeen Yu, Professor, CAST 2025-2028*

***Information/Action Item:***

***From the Faculty Caucus Executive Committee***

[***Ad Hoc Committee Proposal***](https://illinoisstateuniversity.sharepoint.com/:w:/r/sites/AcademicSenate/Academic%20Senate%20Sharepoint/SUB%20-%20Faculty%20Caucus/Faculty%20Caucus%20Packets%2024-25/2025.05.07/merged%20committee.docx?d=w17343f5aab20405ab64d764de3e990d2&csf=1&web=1&e=Wbw58M)

***Communication:***

***Adjournment***