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
  - Minor changes made
  - Minutes accepted with changes made

- Categorization of Issues for IBB Process (underlined items are in more than one category)
  - Climate
    - Civility
    - Collegiality
    - 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)
o **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

o **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