

**ACADEMIC AFFAIRS COUNCIL**

**AGENDA ITEM: 5.S**

**DATE: June 10, 2015**

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**SUBJECT: Future COHE Negotiations**

During the May 2015 AAC meeting, the council discussed the current COHE agreement which is set to expire on July 30, 2016. Consistent with previous negotiations, councils are being asked to bring forward issues/topics that should be included in the next round of proposals so they can be discussed with the Board of Regents during either the August or October meetings. During the May meeting, AAC identified five areas of focus that should be considered along with the set of issues outlined by human resources (see table 1). These include:

1. Establishing greater consistency in the expectations between BOR policy and COHE contract;
2. Providing greater clarity in tenure and workload sections of the agreement;
3. Increased clarity for the evaluation timeline of Lecturer and Librarian ranks;
4. Composition of the tenure and promotion committee;
5. Clarity regarding the implications for being hired without a completed degree as an assistant professor.

Since this discussion brought about general areas of reference, AAC members should be prepared to add specific reference to sections in the COHE agreement and add additional issues to the list as Dr. Shekleton begins the process of developing topics for Board review and discussion this fall.

*Table 1  
Human Resource Issues/Concerns for Discussion at Future COHE Negotiations*

<b>COHE</b>	<b>BOR Policy</b>	<b>Notes</b>
		New policy for ACA compliance
COHE		Time frame for notifying "tenure" faculty of a non-renewal and eligibility for rank while on a constructive plan.
	4:08	4-8 NFE Grievance Process needs to be revised
	3:04	Next of kin
		Leave time
COHE		1% for the salary competitiveness pool as it relates to the lecturer series and the COHE agreement

(Continued)

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**RECOMMENDED ACTION**

Discussion and Recommendation.

<i>Table 1 (continued)</i>		
<i>Human Resource Issues/Concerns for Discussion at Future COHE Negotiations</i>		
<b>COHE</b>	<b>BOR Policy</b>	<b>Notes</b>
COHE 21.3		Personal leave (see revisions sent by Dave Hanson)
COHE 13.C.4		This section is not listed in the table of contents
COHE		Dealing with Title IX
COHE 15.2		Alternative Measures
		BOR Policies regarding layoffs
	4:03	Personnel Records
	4:15	Same gender spouses & FMLA
		New protected classes
COHE 13A.1	4:11	Specifically paragraph 3 in Policy 4:11 does not match the requirements in COHE 13A.1 when describing the minimum requirement for the specific ranks. We were looking at Assistant Professor but the whole policy needs updating from the split between professorial and lecturer series
COHE	BOR????	Impact of Affordable Care Act