



## **HARRIS-STOWE STATE UNIVERSITY**

### **FACULTY SENATE**

Minutes of the special meeting May 2, 2013

A special meeting was called under the provisions of Section II, subparagraph (ii) of the Harris-Stowe State University By-Laws pursuant to a petition signed by a majority of the membership of the Faculty Senate. [See below petition signatories]

Entertaining the resolution, the Senators aired their concerns about unresolved matters from the April 12<sup>th</sup> meeting and discussion was re-opened to consider a motion made by Senator Anderson and seconded by Senator Carr:

The Faculty Senate goes on record and hereby notifies the Administration and the Board of Regents that the Harris-Stowe State University Faculty Senate is not the elected body to collectively bargain for the terms and conditions of employment for the regular full-time faculty.

The proposal was passed by the quorum [see below attendance list] present at the meeting and whose passage resolved the concern stemming from the April 12 meeting.

The discussion continued as Senator Anderson asked for clarification about the relationship of the Harris-Stowe NEA chapter in its ability to become a bargaining agent for the faculty. He stated that the NEA had a recorded vote from the majority of the HSSU faculty, and he called for a vote that the Faculty Senate formally recognizes the NEA as the collective bargaining agent.

At this point, President Kerr said that there were fundamental and critical matters that needed to be discussed off record, because of the divisive nature of recent communications by the NEA in its attempt to co-opt the Faculty Senate. Everyone went off record.

Back on record, President Kerr asked if the NEA had a certified letter from the federal mediation counsel, who have counseled and advised the HSSU chapter for approximately a year on all matters concerning the chapter's collective bargaining effort and campaign at HSSU, which letter would verify the vote and the terms of the vote. Dr. Abbott, the President of the NEA

chapter, said that there was a letter but that he did not have it with him at this meeting. He said he would provide the Faculty Senate with a copy of the letter, protecting the faculty signatories listed on the petition.

Senator Bowman asked Dr. Abbott if the faculty had ever voted to ask the Faculty Senate to represent them for collective bargaining. The answer was negative.

President Kerr asked that the letter of April 26 from Dr. Walker be read into the minutes:

HARRIS-STOWE  STATE UNIVERSITY  
OFFICE OF THE PRESIDENT

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April 26, 2013

Members of the Harris-Stowe State University Full-Time Faculty, Department Chairs and Deans:

After several discussions with members of the Board of Regents, this letter is to reaffirm the University's position that the Harris-Stowe State University has no intention of negotiating with the MNEA on matters already assumed by the work of the Faculty Senate.

The University fully intends to honor the purpose of the Senate by working with it towards the best interest of the University and the community as a whole, which includes any discussions regarding the terms and conditions of the faculty's employment.

Thank you for your continued support!

Sincerely,



Albert Walker, Ed.D.  
President

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Discussion about collective bargaining agents continued. Senator Bowman asked that the senate inform Dr. Walker about today's resolution. Secretary Pier pointed out that the faculty has never in recent memory had a collective bargaining agent recognized by the Board of Regents. Senator Ogar, to clarify the motion and record, mentioned that the NEA wants to become the collective bargaining agent.

President Kerr stated that the Faculty Senate has no power to create any agency with regard to collective bargaining. However, he pointed to Dr. Walker's letter that affirmed his willingness to discuss finances and working conditions and terms of employment with the Faculty Senate,

stating that the senate may perhaps achieve the desired outcomes at issue to the satisfaction of all internal and external stakeholders.

President Kerr said that the MNEA is potentially a candidate for status as a bargaining agent, but that the Faculty Senate is not the “handmaiden” of the NEA or of the administration. Further, President Kerr explained that the MNEA-HSSU chapter allegedly has the majority vote of faculty for collective bargaining only, not for shared governance. Citing the refusal of the Board of Regents or Dr. Walker to recognize the NEA or its efforts to collectively bargain, President Kerr stressed the critical difference between collective bargaining and shared governance and the fact the Board of Regents and Dr. Walker have acknowledged the Faculty Senate as the authorized body to represent the majority of faculty on shared governance matters, including salaries and terms of employment.

After more discussion on bargaining agents and representation, the Faculty Senate agreed to clear up any misunderstanding with either the NEA or the university by sending a letter to Dr. Walker. It was also agreed to establish a Faculty Senate Finance Committee to discuss faculty benefits, salaries and expenses approaching these issues with concern and transparency.

The meeting was adjourned at 3:50 p.m. on May 3, 2013.

This copy of the minutes has not yet been review and accepted by the Faculty Senate.

Respectfully submitted:

Mary Pier, Faculty Senate Secretary

The following letter was sent to Dr. Walker on May 13, 2013.



## HARRIS-STOWE STATE UNIVERSITY

### FACULTY SENATE

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May 13, 2013

Dear Dr. Albert Walker:

By a special session held on May 3, 2013, to consider a motion raised by a petition signed by a majority of the senators of the Faculty Senate, the Senate considered, discussed, and approved said motion, as follows:

*The Faculty Senate goes on record and hereby notifies the Administration and the Board of Regents that the Harris-Stowe State University Faculty Senate is not the elected body to collectively bargain for the terms and conditions of employment for the regular full-time faculty.*  
(Fac. Senate, May 3, 2013 M.1)

To clarify, the Faculty Senate is the elected representative body of regular full-time faculty of Harris-Stowe State University to represent the entire full-time faculty on shared governance matters, including but not limited to, terms and conditions of employment. This statement is consistent with your recent formal correspondence to the entire administration, deans, and faculty, and comports with the approved By-Laws of the Faculty Senate, as recognized by and voted upon by the Board of Regents at its March 26, 2013 meeting.

In a spirit of participatory governance on behalf of the regular full-time faculty of Harris-Stowe State University, I submit this letter of clarification regarding the May 3 formal vote by the Faculty Senate on this pressing matter that required attention.

Respectfully Submitted,  
Dr. Johndavid Kerr,  
Faculty Senate President

Dr. Walker responded:

HARRIS-STOWE STATE UNIVERSITY



OFFICE OF THE PRESIDENT

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May 7, 2013

Members of the Harris-Stowe State University Full-Time Faculty, Department Chairs,  
and Deans:

I have been in contact with the Harris-Stowe State University Faculty Senate Chair, Dr. JohnDavid Kerr, to begin our discussions related to faculty benefits. He has indicated that he will assemble the Faculty's Finance Committee to start their review process.

As stated earlier, "The faculty have already chosen their representative body for discussing the terms and conditions of their employment". The University fully intends to honor the purpose of the Faculty Senate by working with it towards the best interest of the University and its community.

Sincerely,

A handwritten signature in black ink, appearing to read "Albert Walker".

Albert Walker, Ed.D.  
President

## **Appendix A**

### **Attachment A**

#### **Signatories of the Petition for a special meeting of the Harris-Stowe Faculty Senate April 25, 2013**

Reynaldo Anderson

Money Guiden

Gregory S. Carr

Betty Porter Walls

Remiguis Onwumere

Mary Pier

Peter Ndoma-Ogar

Kenneth C. Bowman

### **Attachment B**

#### **ATTENDANCE LIST, May 2, 2013**

##### **SENATORS**

REYNALDO ANDERSON

KENNETH BOWMAN

GREG CARR

JOHNDAVID KERR

PETER NDOMA-OGAR

REMIGIUS ONWUMERE

MARY PIER

##### **FACULTY**

MARK ABBOTT

BEVERLY BRENNAN

BRIAN ELSESSER

SUDARSIN KANT

**ABSENT**

BETTY PORTER WALLS

ODESA WEATHERFORD-JACOBS