

**NORTHERN MICHIGAN UNIVERSITY
BOARD OF TRUSTEES
Minutes of the Special Formal Session
of
Friday, November 12, 2021**

A special formal session of the Board of Trustees of Northern Michigan University was held on Friday, November 12, 2021, via Zoom Video Conference. The meeting was convened at 10:31 a.m. by Chair Tami M. Seavoy.

Trustees present included:

Ms. Tami M. Seavoy, Chair	Ms. Donna L. Murray-Brown
Ms. Lisa I. Fittante	Mr. Gregory J. Seppanen
Ms. Alexis M. Hart	Mr. Stephen E. Young, Vice Chair
Mr. Robert E. Mahaney	Dr. Kerri D. Schuiling, ex officio

Trustees absent included:

Mr. Jason T. Morgan

Senior Staff and Counsel present included:

Mr. Brad Canale, Chief Executive Officer – NMU Foundation
Dr. Dale Kapla, Associate Provost – Academic Affairs
Mr. R. Gavin Leach, Vice President for Finance and Administration and Treasurer of the Board of Trustees
Dr. Steven VandenAvond, Vice President for Extended Learning and Community Engagement
Ms. Deanna Hemmila, Executive Director – Board/Government Relations
Ms. Cathy A. Andrew, Secretary of the Board of Trustees
Mr. Kurt McCamman, Legal Counsel
Ms. Rhea Dever, Assistant Vice President – Human Resources

The meeting was live-streamed on YouTube at <https://bit.ly/nmuavstreaming>

ROLL CALL

Secretary Andrew took roll call and noted that a quorum was met with seven Trustees present.

Chair Seavoy noted that Trustee Jason Morgan was unable to attend today's meeting as he had a previously schedule medical appointment.

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS (AAUP) – NORTHERN MICHIGAN UNIVERSITY CHAPTER, NEGOTIATED CONTRACT

Dr. Kapla noted the following key points of the contract that was ratified by the AAUP members this past Monday, November 8:

- 5-year agreement expiring June 30, 2026
- Salary increases:
 - Year 1 – 2.5% increase to base pay

- Years 2 and 3 – 2% increase
- Year 4 – 2.5% increase
- Year 5 – 2.5% increase
- Year 1 – Full-time faculty – one-time 2.5% increase (not to base)
- Optional reopener for compensation items in year 4 – either side can request this reopener
- Additional compensation items bringing the members up to the 2019 level:
 - Overload (additional teaching assignment) pay – beginning January 2022
 - Summer pay – beginning summer 2022
 - Individual professional development funds for full-time faculty to engage in scholarship and professional development – up to 2019 levels by year three of the agreement

Dr. Kapla asked the Board of Trustees to approve this agreement.

The following action was taken:

It was moved by Trustee Young and seconded by Trustee Seppanen that the Board of Trustees approve the negotiated agreement between Northern Michigan University and the American Association of University Professors – Northern Michigan University Chapter, which was ratified on November 8, 2021, covering the period July 1, 2021 through June 30, 2026.

Discussion followed:

Vice Chair Young said he is pleased to make this motion and asked for support of the motion, noting the following:

- Board previously discussed not only investing in our buildings, but investing in our faculty
- The agreement represents, among other things, significant increases in salaries over five years, which is a significant investment
- NMU is investing one-time dollars the State has provided as part of its overall plan to maintain and build university infrastructure, which includes buildings and faculty.
- This is a solid plan and is good for the university and the students.
- Common goal is to make NMU an even better place and approving this negotiated agreement is in keeping with that goal.

Being no further discussion, Chair Seavoy called the question:

On a roll-call vote, the Board voted as follows:

Aye

Nay

Lisa I. Fittante
Alexis M. Hart
Robert E. Mahaney
Donna L. Murray-Brown
Tami M. Seavoy
Gregory J. Seppanen
Stephen E. Young

Secretary Andrew announced the vote passed 7 – 0.

Chair Seavoy made the following statement: “First, we offer sincere thanks to the negotiating teams representing both the university and the NMU faculty union. They have tirelessly and sincerely represented the respective parties through a long process requiring tremendous effort by all involved, and we owe them a debt of gratitude. We believe that this agreement signed today serves the collective interests of NMU faculty, the university, and our students, and will allow us to work together on the exciting initiatives that lie ahead.”

AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES’ UNION (AFSCME) (AFL-CIO) LOCAL 1095, LETTER OF AGREEMENT

Vice President Leach provided the following key points regarding the AFSCME Letter of Agreement that was ratified on Monday, November 8:

- Negotiated an agreement last year that included a reopener, which was exercised by the union.
- Ms. Dever led the negotiations for the administration.
- The agreement, which was set to expire in September 2022, has been extended for three years to September 2025.
- Some wage scales were collapsed from a four-step to a two-step wage scale, with a higher starting wage, to align with other AFSCME positions.
 - Dining Services (F1, F2, and F3)
 - Building and Grounds Attendants
 - Building and Ground Ice Attendants Overall on the wage increases:
- Salary increases:
 - 2% increase in 2021-2022
 - 2% one-time payment of base salary – 2022-2023
 - 2% increase to base for 2023-2024 and 2024-2025.

Vice President Leach noted that the administration and AFSCME group worked collaboratively to reach this agreement in a very short time.

Ms. Dever noted the following:

- She was pleased to come to the table with the AFSCME negotiation team and were able to come to agreement that met both interests
- AFSCME group was interested in longer term security for the group in terms of the contract extensions
- The negotiation teams were happy to reach an agreement that aligns with the other staff agreements that are currently in place.

The following action was taken:

It was moved by Trustee Hart and seconded by Trustee Murray-Brown that the Board of Trustees approve the negotiated Letter of Agreement between Northern Michigan University and the American Federation of State, County, and Municipal Employees’ Union (AFSCME) (AFL-CIO) Local 1094, which was ratified on November 8, 2021, covering the period October 1, 2021 through September 30, 2025.

Discussion followed:

Trustee Hart asked for support of her motion and thanked the negotiation teams for their dedication and collaboration that enabled the contract to be lengthened to provide security for both the union and the university.

Being no further discussion, Chair Seavoy called the question:

On a roll-call vote, the Board voted as follows:

Aye

Nay

Lisa I. Fittante
Alexis M. Hart
Robert E. Mahaney
Donna L. Murray-Brown
Tami M. Seavoy
Gregory J. Seppanen
Stephen E. Young

Secretary Andrew announced the vote passed 7 – 0.

Chair Seavoy made the following statement: “We are very pleased that the wage reopener also allowed us to have this contract extension, providing for longer-term stability for the AFSCME employees and the university.”

Chair Seavoy thanked everyone for the accomplishment of reaching these agreements and noted this is a great step forward as we seek to attract excellent candidates to lead Northern into the future.

Being no further business, Chair Seavoy adjourned the meeting at 10:44 a.m.

Respectfully submitted,

Cathy A. Andrew
Secretary of the Board of Trustees