

Good Morning and welcome back! It is great to see all of you excited to start another academic year. I am Janett Naylor-Tincknell, President of the FHSU chapter of the American Association of University Professors. It has been an honor to serve as your president for the last six years. As this is my final year, I have been reflecting back on all the work we have done as a unit. We have educated, mentored, encouraged, researched, and supported thousands of students. We have united as a faculty and a university to face challenges from both within and outside of FHSU. We are remarkably strong. The model of shared governance, transparency, and respect we have at FHSU is the envy of other institutions. Faculty voices are sought, heard, and valued.

The mutual respect between governing bodies and administration has not always been a part of the FHSU culture. As president of FHSU-AAUP, I have worked with 2 presidents, 2 provosts, 2 financial officers, and 2 general councils. The inclusive dynamic the we have now does not just exist. It is fostered, nurtured, and shaped by all members of the FHSU culture. Like any healthy relationship, it takes

work to overcome challenges and conflicts. But it also takes commitment and acceptance. I have truly enjoyed working with the faculty, staff, and administration as the leader of the bargaining unit.

We have had successes and failures but overall, we are championing the causes of academic freedom, shared governance, professional standards, and economic security. We will continue to work with our partners in Faculty, Staff, and Student Senate on matters of importance to the FHSU community.

The chapter and the Administration will continue to review of the MOA and to ensure clear and appropriate policies on matters of terms of employment for members of the bargaining unit.

Negotiations this year will again focus on salary, as the MOA is in year 2 of the 3 year cycle. This year is our data collection year to better position ourselves for negotiations in year 3 of the MOA. We will reach out to the bargaining unit for information on areas of the MOA that may need addressed and to collect data to better understand perspectives and needs across campus.

We will also be monitoring any changes coming from outside the FHSU campus. In previous years, changes from KBOR and legislators have threatened the work we do. As changes are made, FHSU-AAUP will advocate for our principles and our contract. We need your help with this, as well. The more voices we have alerting us to challenges, the more effective our unit can be.

With your help our chapter can continue to work diligently for the principles of academia. If you would like to become more active in shaping FHSU policies and processes, I encourage you to join FHSU-AAUP to be aware of emerging issues, to engage in the discussion, and to vote on proposed policies. If you want to join AAUP or have questions, please feel free to contact any member of the executive team or go to our chapter website at fhsu-aaup.org

Thank you for all you do for the university and our students. We hope you have a productive, supportive, and fun-filled year.