

## UUP CORTLAND CHAPTER -- EXECUTIVE BOARD

### Meeting Minutes March 6, 2008

**Location:** Corey Union Rm. 305-306

**Attending:** Ashley, Atkins, Borden, Brush, Buxton, Dangler, Galutz, Hull (guest), Jones (guest), Kreh, Owens, Pittsley, Ritchie, Steck, Storch, VanHall, Wiegard, McGinnis

#### A. Report and Discussion Highlights

##### 1. Presidents Report (Ashley)

- **Welcome Guests** – Ashley welcomed guests Valerie Jones (Field Placement) and Adrian Hull (Political Science).
- **Negotiations Team Campus Visit Recap** – Copies of the evaluation summary from the 2/26/08 Negotiations Campus Visit were distributed. The program was well-attended and generally well-received.
- **Provost Search** – The candidates' official schedule does not include time with UUP representatives, so Ashley has been attending open sessions in effort to get a sense of how each prospective candidate might function in a union environment.
- **Spellings Report** – Ashley raised concern about the potential impact of the Spellings Report on our campus. The final draft of this report contains a number of recommendations on such topics as the value of higher education, student access to college, cost and affordability, financial aid, and institutional accountability. The report is, according to Ashley, laden with "business model assessment." Buxton said that the report, and potential related campus initiatives, were discussed at a recent Joint Chairs meeting but that the information shared by administrators there was vague. Ashley advised that UUP should follow this issue closely.
- **Legislative Rumor** – While participating in lobbying recently in Albany, Ritchie encountered a legislator who shared the impression that funds allocated to SUNY for new faculty lines had been used for other purposes. Ashley shared this with UUP President Smith, who has consequently committed to ask the Chancellor for data on whether or not funds for faculty lines were in fact used for that purpose. In the meantime, Ashley received assurance from campus president Bitterbaum that funds for tenure-track lines were used specifically for that purpose on our campus.
- **Endowment PowerPoint** – Phil Smith recently shared with Ashley a PowerPoint presentation showing how an endowment for SUNY can be built; Ashley has shared the presentation with Bitterbaum.

##### 2. Special Report – UUP Labor-Religion Coalition Project (Adrian Hull)

- Steck introduced Adrian Hull, Political Science, who participated recently in the New York State Labor Religion Coalition "border watch" project. Hull shared perspectives on his experience, during which he spent 6 days/nights on the Mexican border observing the impact of NAFTA on the life of people in the border towns.
- Hull encouraged board members to spread the word among colleagues and students about the potential opportunity to participate in this program in the future. Of the 18-20 people in his group, he was the only college faculty member this time, but he hopes that others from Cortland will be interested in going in the future. Steck urged Hull to contact others on campus who might be interested, such as Howard Botwinick (anti-sweatshop movement), Debbie Miller (Migrant Outreach Program), and NYPIRG.

##### 3. Vice-President for Professionals Report (Galutz for Ruoff)

- **Professionals Recognition Luncheon** – Scheduled for Wednesday, May 21, Caleion Room. The board approved expenditure of up to \$3,000 to cover the cost of the luncheon and gifts for honorees. Per-person lunch cost is expected to be \$14.45 per person based on ASC estimate.
- **Astron Survey** – Galutz and Dangler briefly reported on the survey results presentations that they recently attended. The report is available on the Human Resources website <<http://www.cortland.edu/hr/Policies/CompManual.pdf>>. The study focused on jobs, not individuals, and so far has only been done for full-time professionals. Work will be ongoing. Dangler complemented the process used by our campus, predicting that it will be replicable for other campuses without hiring Astron again. Dangler complemented our campus for making effort to get both academic and professional salaries on track in relation to national norms.
- **D.A. Panel** – Galutz has been invited by statewide VP for Professionals Marino to serve on a panel to discuss professional performance programs and evaluation at the spring Delegate Assembly.

##### 4. Part-Time Concerns (Owens)

- **Part-Time Labor-Management Committee** – Owens reported briefly on meeting held February 27:
  - Astron Survey will be replicated for part-time professionals in the future.

## DRAFT – DO NOT QUOTE

- Working conditions survey was revisited and several specific concerns were addressed.
- Good discussion about the cost of living and impact of increased gas prices on part-timers.
- Issue of course load cap was clarified. Chairs can hire part-timers to teach up to two courses per semester. To go above two courses, approval from the dean and provost is required. Uniform procedure is followed campuswide.
- **PT Concerns Committee** – Meeting scheduled for March 20, 11:30-1:00, Corey 305-306. Agenda will focus on discussion of proposal to encourage retention and promotion of part-timers.

### C. Old Business

#### 1. Blog Update (Borden)

- Thanks to volunteer efforts, a blog has been set up, utilizing no SUNY or resources, to help facilitate campus UUP member communication – [www.speakuup.wordpress.com](http://www.speakuup.wordpress.com)
- The board agreed by consensus that the blog may be publicized in the newsletter and via the chapter e-mail distribution list.

### D. New Business

#### 1. Holiday Party (Van Hall)

- VanHall reported that Tom Hischak is working on a new play for the 2008 UUP Holiday Party, *The Wonderful Wizard of Albany*. To prepare for the play, Hischak needed to purchase the musical score from *The Wizard of Oz*, cost approximately \$30. The board approved reimbursement of this expense to Hischak.

#### 2. UUP Awards (Ashley)

- **Retiree Award** – It was agreed by consensus to submit nomination for Jo Schaffer for the UUP Retiree Award. Ashley will coordinate preparation of required paperwork.
- **Nina Mitchell Award** – It was agreed by consensus to submit nomination for Dianne Galutz for the Nina Mitchell Award. Van Hall will coordinate preparation of required paperwork.
- **Fayez Samuel Award** – Wiegard asked if we can nominate someone from another campus. McGinnis said UUP Secretary Landy advised her that nominations must be submitted by the home chapter or by the statewide executive board. Kreh recommended asking either the home chapter or a member of the statewide board to shepherd the nomination, and, if a change to the nomination policy is needed for the future, bringing forth proposal at state level.

### E. Items for Labor-Management

- **Part-Time Salaries** – Ashley distributed a chart showing Cortland part-time salaries adjusted for inflation over the years from 1992-2007. As the chart shows clearly, the real value of part-time salaries has declined significantly over that time period. Improving part-time salaries will continue to be a UUP priority for future Labor-Management agendas.
- **More on Part-Time Salaries** -- Borden suggested asking Bitterbaum to write a letter asking other campus presidents to push for statewide minimum for part-timers. Discussion ensued about various campus and statewide priorities, with concern raised that some campus presidents do not want a statewide minimum. Atkins recommended talking to our state legislators, not our campus administration, about this issue, noting that Lifton and Seward were greatly energized after the Campus Equity Week forum. Atkins suggested further that special legislation is needed to deal with the “endless problem” of part-time salaries. Dangler agreed that strategically approaching legislators is very important, but stressed also that we must continue to push at the campus level at the same time. Ashley noted that he hopes to speak with Assemblywoman Lifton in the near future; McGinnis is in the process of trying to schedule a meeting between him and Lifton.
- **Mohawk Valley Part-Timers** – Buxton raised special concern about part-time salaries for those who teach at Mohawk Valley, since our part-timers there are responsible for delivering the entire program (including not only teaching but also advising, administering the program, etc.). Owens asked Buxton to frame a question about this issue for at the next Part-Time Labor-Management meeting.
- **Health and Safety Issues** – Steck recommended requesting following up on previously expressed concerns about people working in buildings where construction is underway.

### F. Motions/Actions

1. Motion to approve minutes from the 2/14/08 meeting -- Approved without dissent.
2. Motion to approve expenditure of up to \$3,000 total to cover cost (lunch and gifts for honorees) associated Professionals Recognition Luncheon -- Approved without dissent.
3. Motion to approve reimbursement to Tom Hischak for cost of acquiring musical score from *The Wizard of Oz* for use in writing another original play for the 2008 UUP Holiday Party – Approved without dissent.

Respectfully submitted,  
Boodie McGinnis, Chapter Assistant