

UUP CORTLAND CHAPTER -- EXECUTIVE BOARD

Meeting Minutes April 3, 2008

Location: Corey Union Rm. 305-306

Attending: Ashley, Atkins, Borden, Brush, Dangler, Driscoll, Galutz, Gebhard, Kattau, Owens, Pasquarello, Pittsley, Ritchie, Ruoff, Schaffer, Selzner, Steck, Storch, VanHall, Wiegard, McGinnis

A. Report and Discussion Highlights

1. Presidents Report (Ashley)

- **Delegate Assembly Reminder** – Spring DA is May 2-3 at the Desmond in Albany. Rooming request responses are due to McGinnis by April 4.
- **Newsletter Reminder** – Deadline published is April 4 but articles will be accepted through the following week.
- **Labor-Management Update** – Notes from the 3/18/08 Labor-Management meeting were distributed and will be published on the chapter website. The administration did commit at this meeting to increasing the part-time minimum academic salary by 2% as of Fall 2008, bringing the minimum to \$2,550. UUP will continue to push for further increases.
- **VP for Professionals** – Ashley regretfully reported that Ruoff has submitted resignation from her position as VP for Professionals, effective 6/1/08. At this point, Ashley hopes to be able to appoint someone to fill out the second year of her term; if that does not prove to be feasible, we will need to hold a special election. Ruoff has scheduled a meeting of the Professional Issues Committee on 4/10/08 to solicit their recommendations on how to proceed.
- **UUP Awards** – Following up on decisions at the March board meeting, the chapter will be nominating Dianne Galutz for the Nina Mitchell Award and Jo Schaffer for the Retiree Award. Steck recommended starting the nomination process much earlier next year, perhaps in the fall, to allow more adequate time for solicitation and preparation of nominations.
- **Lecturers Review Committee (LRC)** – The LRC has reactivated a proposal from last spring about changing the system of promotion and review for full-time lecturers. Ashley is meeting with Joanne Barry later today and will probably mention this proposal during their discussion. (See below under VP for Academics Report for more on this issue.)
- **Ithaca Workers Rights Board** – The board sent someone to our Campus Equity Week event last fall and has published an article about the event. They would appreciate a contribution from the chapter. Pasquarello explained that this would be an agency-fee-refundable expenditure, and we are already above the recommended 2% for expenses of this nature this year. Schaffer suggested asking the NYSUT Solidarity Committee to make a donation on our behalf; Ashley will investigate.

2. Vice-President for Professionals Report (Ruoff)

- **Professionals Recognition Luncheon** – Luncheon is scheduled for Wednesday, May 21, Caleion Room and planning is underway. Recognition items for honorees and attendees will be the same as last year (professionals red mug with fair trade coffee or cocoa; fair trade chocolate bars for all attendees). Statewide VP for Professionals Marino has been notified of the date but has another invitation for that day so we are not sure if he will be able to attend this year.
- **Professional Mentoring** – Ruoff commended efforts described in the 3/18/08 Labor-Management meeting notes to establish an “on-boarding” program. She will share notes from the recent leadership program about what other campuses are doing.
- **Statewide VP Marino** – Ruoff reminded the board that Marino is potentially available to come to campus to meet with professionals and discuss issues of concern.

3. Vice-President for Academics Report (Dangler)

- **LRC Proposal** – Following up on Ashley’s statement about the LRC proposal to revisit the promotion and review process for part-time lecturers, Dangler explained that the proposal came to UUP last year. Borden reviewed the history briefly, stating that the initiative began about two years ago when the Peer Group Committee, now the LRC, proposed a rank system for part-time lecturers parallel to full-time lecturers. The administration told the PGC at that time that part-time issues were outside of their purview. The PGC had hoped that senior lecturers could get 5-year terms instead of 3-year terms as now; they had hoped to get this in the 2007-20011 UUP-NYS agreement. Dangler explained that the state is not interested in increasing job

security for non-tenure track people at this point and said it is highly unlikely that the state would ever agree to this. She further noted that it is complicated because lecturer titles are used differently from one campus to another. Also, a 5-year term is not feasible under the current Policies of the Board of Trustees (BOT). Ashley explained that the BOT Policies are an administrative tool, not union policies, and that it is difficult to impossible for us to think we can change them, thus he recommends thinking carefully about what we can do at the campus level. Discussion ensued about various terms that might be desirable, for example 3-year term with automatic 2-year renewal or an automatically renewed second 3-year term. It was agreed that we need to think this through very carefully, giving consideration to all the potential implications of any final proposal.

- **Course Requirement for Graduate Exam/Final Project** – Storch raised concern that the college will be requiring departments that do not now have a credit-bearing course or activity for the final graduate activity (comprehensive exam, etc) will be required to set up such a course by next fall, with students now required to pay for it. She expressed puzzlement over this requirement and questioned the fact that the college will receive more money but the faculty involved will not receive any additional compensation. Discussion ensued about the heavy work involved with shepherding graduate students and the lack of any additional compensation for the faculty involved. Atkins said the key point is that this is uncompensated labor. Steck said he thought that some departments make it part of the faculty members' workloads; Kattau noted that there are many departmental differences and this makes it very complicated. Dangler agreed to investigate this further and to do some research to find out what other SUNY schools with graduate programs are doing. First she will gather as much information and then she'll convene a meeting with interested parties to decide how to proceed.

4. Treasurer's Report (Pasquarello)

- **Supplemental Budget Request** – Pasquarello reviewed the supplementary budget request and proposed budget documents distributed in the meeting packet. He explained that the supplementary request is needed to be able to continue to continue our chapter activities, especially membership activities, in the future. The UUP standard allocation has not increased in many years and is not adequate to support our active efforts. Wiegard approved (Schaffer seconded) to approve the budget proposal and supplementary budget request of \$15,000. The motion was passed without dissent.
- Schaffer expressed frustration that some chapters are very inactive and still continue to receive their standard allocations.

5. Part-Time Concerns (Owens)

- **Part-Time Labor-Management Committee** – Notes from the 2/27/08 were distributed in the meeting packet. The March meeting was cancelled due to lack of substantive business.
- **PT Concerns Committee** – Three people attended the March 20 meeting at which discussion was begun of ways to promote retention of part-timers. Ashley clarified the previous request from the board for the PTCC to come up with a proposal for automated increase for part-timers, along the lines of a service award for longevity. Owens protested the request, stating that she believes the longevity award in the contract is insulting. Ashley said that the principle is that the state, through the contract provision, has acknowledged that length of service matters, so we should capitalize on this at the campus level. Ashley believes an increase to the base is needed, not just a one-time lump sum. Owens will revisit this issue with the PTCC at the next meeting, April 10.
- **Courseload Cap** – Pittsley asked for clarification of UUP's position on the perceived courseload cap, and Borden said he thinks chairs should have the authority to assign three courses without going through the dean and provost. Ashley explained that this is an administrative policy, not a UUP policy, and noted that the Arts & Sciences dean prefers to give more people fewer courses than to give fewer people more courses, and Pasquarello explained that from a chair's perspective it is desirable to have the maximum number of adjuncts to draw from when needed because it is easier to add a third course when needed than to find a new person. Wiegard asked what UUP's position is about four courses, and Ashley responded that we don't generally fight for people to be put on FTL status in the rare instance they are assigned four courses because it is usually very short term and based on special need. Owens said she had four courses one term and wasn't paid until the next term.

6. Membership Report (Ritchie)

- **Voting Delegates** -- Ritchie discussed highlights of written membership report included in the meeting packet. We now have enough academic members to have an 8th voting delegate at the Spring Delegate Assembly, in addition to the 4th voting professional delegate added for the Winter D.A. Ritchie plans an aggressive membership campaign again next fall.
- **Union Matters** – Summary of evaluations from the March 26 Union Matters Program (Benefits and ORP) was included in the meeting packet. As the summary indicated, the program was very successful and well-attended

by over 50 members. Based on feedback from this meeting and the February meeting, we will in the future alternate pizza lunch with sandwich/salad makings. Pittsley and Steck volunteered to be “greeters” at the April 17 meeting.

7. Retiree Report (Schaffer)

- **Budget Concern** – Schaffer expressed concern about a report from a colleague at Stony Brook (main campus) that 400 part-timers there were not being renewed due to budget.
- **Retiree Luncheon** – Schaffer invited board members to attend the Retiree Luncheon on April 27 in the Caleion Room. Speaker will be Bill Hopkins on “Life After Retirement.”
- **Pre-Retirement Workshop** – Schaffer asked Ritchie to consider Pre-Retirement Planning a future Union Matters topic.
- **Retiree Chapter** – The issue of a separate retiree chapter will be raised again at the Spring Delegate Assembly.

B. New Business

1. Delegate Assembly Observers (Ashley)

- Irene Maffetore and Jackie Pittsley have requested funding to attend the Spring Delegate Assembly as observers. Maffetore was formerly active at the state level but is not currently on a committee; she would like to re-connect at the statewide level. Pittsley wishes to attend so as to learn more about UUP statewide and network with UUP colleagues from other campuses; as a new board member this year, she wishes to become more actively involved at all levels. Ritchie moved (Wiegard seconded) to approve chapter expenditure to fund the attendance of both Pittsley and Maffetore at the Spring DA; motion was passed without dissent.

2. Spring Dinner

- Tentative date set for Tuesday, May 8, at Fabio’s, depending on availability. McGinnis will follow up.

3. Chapter Advance

- Dangler volunteered her home for the advance. Potential dates were discussed; date will be finalized via e-mail.

C. Items for Labor-Management

- Due to time constraints, discussion of Labor-Management items was postponed until the April 24 meeting. The next Labor-Management Meeting is May 8.

D. Motions/Actions

1. Motion to approve minutes from the 3/6/08 meeting as submitted -- Approved without dissent.
2. Motion to approve the budget proposal and supplementary budget request of \$15,000 -- Approved without dissent.
3. Motion to approve expenditure of chapter funds to support attendance of Maffetore and Pittsley at the Spring Delegate Assembly -- Approved without dissent.

Respectfully submitted,
John Driscoll, Chapter Secretary
Boodie McGinnis, Chapter Assistant