

## UUP CORTLAND CHAPTER -- EXECUTIVE BOARD

### Meeting Minutes September 6, 2007

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

**Attending:** Ashley, Borden, Brush, Driscoll, Galutz, Gebhard, Kattau, Kreh, Lin, Nagel, Owens, Ritchie, Schaffer, Shedd, Steck, Storch, Wiegard, McGinnis

#### A. REPORT AND DISCUSSION HIGHLIGHTS

##### 1. President's Report (Ashley)

- **New Board Members** -- Ashley introduced and welcomed new board members Lin, Gebhard, Kattau, and Shedd.
- **Run-Off Election** -- John Driscoll was elected Chapter Secretary in run-off election. Thanks extended to Gordon Valentine for also running.
- **Delegate Assembly** -- List of chapter attendees for the Sept. 28-29 Delegate Assembly in Buffalo was distributed. The board approved expenditure to reimburse Lin Lin for travel expenses associated with her participation as observer at this meeting.
- **New Faculty Orientation** -- Ashley, Dangler, Ruoff, and Storch represented UUP at new faculty orientation on August 21. Invitation was extended to new faculty to attend chapter board meeting(s) to learn more about the union. Board members were urged to invite new faculty in their departments to attend future board meetings.
- **Budget Meeting** -- Ashley will meet with Pres. Bitterbaum on September 12 to discuss UUP's budget priorities (for example, part-time salaries, digital library project, and others).
- **Phased Retirement** -- Cortland's recently announced Phased Retirement program progressive when compared to other SUNY Campuses. UUP is not party to retirement negotiations, but campus HR staff have kept UUP informed. Professionals and Librarians are covered in the phased retirement program even though the program is structured more toward teaching faculty.
- **Parking and Carpooling Committee** -- As a result of labor-management discussions last year, a new campus Parking and Carpooling Joint Labor-Management Committee has been established. Steve Patrick (Athletics) and Norma Helsper (ICC) have been appointed as UUP representatives. Names of other UUP members who expressed interest in parking will be shared with Helsper and Patrick to facilitate idea-sharing.
- **Vote-Cope** -- UUP chapters have been asked to conduct campus efforts to increase Vote-Cope contributions by 10% over the coming year. Ritchie has previously served campus Vote-Cope chair but wishes to step down. A volunteer to take over this role is needed.
- **Student NEA Chapter** -- UUP is urging chapters to facilitate the establishment of student NEA chapters. McGinnis will investigate whether or not we have an existing student chapter on campus. Volunteer(s) to work on this are needed; campuswide representation is desired.
- **Picnic** -- Plans for the September 7 picnic are set and attendance of 260-270 is expected. Wiegard suggested that nametags have some way of identifying new faculty; McGinnis said that new faculty name tags will have blue dots in the upper left corner.
- **LRS Workshops** -- UUP's Labor Relations Specialists are eager to conduct campus workshops on topics of interest (for example, workload, promotion and tenure, etc.) We will consider planning such workshops as part of our membership-building activities.
- **Retiree Brunch** -- The fall semester retiree brunch has been set for Sunday, October 14. Speaker will be Marty Mack.

##### 2. VP for Professionals Report (Ruoff)

- **Professional Issues Committee** -- Ruoff and Galutz met with the Professional Issues Committee over the summer. Plans are underway to hold meetings at least twice per semester or more frequently if needed during the coming year.
- **Governance Review Committee** -- Ruoff and Galutz have both been invited to meet with the Faculty Senate's Governance Review Committee next week.

##### 3. Part-Time Concerns Report

- **List of Essentials** -- At the last Part-Time Labor Management meeting, UUP proposed a list of basic essentials to be provided to all part-time faculty (such as name signs, phones and computers, secretarial support, etc. The administration has agreed to this list and it has been distributed to all deans. Owens will provide a copy of the list for the chapter files. Office space was not discussed as part of this list due to the campus's overall space problem. UUP does not currently know how many part-timers are in need of office space.
- **Substitute Faculty** -- Steck discussed the need for a replacement system for adjunct faculty who must be out sick or otherwise absent for an extended period of time. Borden asked if there is a sick leave bank to help faculty in these situations. Ashley explained that the current leave donation program allows 12-month employees (including UUP, CSEA, MC, PEF, and Council 82) to donate vacation time to individuals in need of leave time, but that the state in past negotiations has refused to accept a program of sick leave sharing.
- **Handbook for Part-Timers** -- Gary Evans will spearhead effort to update the campus's Part-Time Employee Handbook.
- **Student Supervisor Remuneration** -- Efforts to achieve fair and equitable compensation for part-time student teacher supervisors will be a priority for the Part-Time Labor-Management agenda this semester.

4. **Items for Labor-Management** -- next meeting is Monday, September 17, 2007.

- Ashley will identify any "hanging" items from the past year. For example:
  - compensation for independent studies during the academic year
  - establishment of a loan fund for faculty, including part-timers, who are financially stressed due to the lag in pay at the start of the academic year

**B. NEW BUSINESS**

1. **Campus Equity Week** -- Borden explained that Campus Equity Week, scheduled for October 29-November 4 this year, is an initiative sponsored by AFT and AAUP to bring attention to the plight of part-timers nationwide. Borden received a "starter kit" from AAUP that is essentially literature and buttons, but further explained that other campuses have conducted some very meaningful events during past equity weeks. Specifically, Rutgers U. in 2005 conducted a very successful activity that was a mock hearing. Borden shared copies of the outline of the Rutgers program, and suggested that Cortland conduct something similar this year. Other ideas, such as a rally, were also shared. It was agreed that we need high profile individuals involved, press coverage, and involvement of both part-timer and full-timers; it is especially important that any event reflect that full-timers demonstrate their support for part-timers. Borden agreed to spearhead organization of plans for our campus, and the following board members agreed by signup sheet to participate in a planning committee: Wiegard, Gebhard, Owens, Kattau, Storch, Steck, Brush.

**C. OLD BUSINESS**

1. **Membership Recruitment** – Membership Chair Ritchie reported that he had met earlier in the day with Ruoff, Ashley, and McGinnis, with written input from Dangler, to discuss ideas for membership-building. Potential member recruitment efforts were discussed, including individual phone calls and letters to fee-payers, as well as events such as chapter meetings, education program(s) by LRS, full-time fee-payer luncheon and presentation, part-time fee-payer event(s), and luncheon presentations similar to the Oneonta "Food for Thought" program. It was noted that we received supplemental budgetary allocation this year specifically for membership recruitment, and that we must use the allocated funds or else lose them. Discussion ensued about ideas presented. Wiegard and Gebhard expressed objection to separate events for part-timers, whereas Ritchie and Owens suggested separate events for practicality's sake in terms of schedule availability. Wiegard volunteered to assist with future membership recruitment. Discussion of membership recruitment will continue at the next board meeting.

**D. Motions/Action**

1. Motion to approve minutes from Executive Board Advance held June 6, 2007 – passed without dissent.
2. Motion to approve reimbursement to Lin Lin, from chapter budget, for travel expenses associated with attendance at Fall Delegate Assembly as an observer – passed without dissent.

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