

UUP CORTLAND CHAPTER – EXECUTIVE BOARD

MEETING MINUTES

December 1, 2005

Attending: Ashley, Benton, Borden, Brush, Dangler, Driscoll, Galutz, Janik, LeLoup, Nagel, Owens, Pasquarello, Peluso, Ritchie, Ruoff, Selzner, Steck, Storch, Wiegard, McGinnis

A. REPORT AND DISCUSSION HIGHLIGHTS

1. President (Ashley)

- Full-Time Lecturer Memorandum of Understanding (FTL-MOU) – Officers met and prepared a “UUP objectives” document for presentation to management. Ashley and J. Barry are currently engaged in dialogue, with the following emerging as issues to be discussed further: hiring “off the street” vs. reserving FTL positions for long-serving part-timers; workload quantification (especially concerned about proposal that 40 advisees is equivalent to 1 credit hour); and the issue of a “cap.”
- Delegate Assembly Reminder – The next DA will be January 20-21 at the Desmond in Albany. Room requests are due to McGinnis by December 9.
- Cortland Tire Update – Thanks to Michael Toglia for working with Cortland Tire and Auto to reinstate the former policy of 10% discount on all services for UUP members.
- Individual Development Awards – The campus Professional Development Committee has announced 2/27/06 deadline for IDA applications (activities and projects taking place between 7/1/05 and 6/30/06). McGinnis is assisting the committee; applications are being submitted to the UUP office. As usual 15% is initially set aside for part-timers; in effort to generate more part-time applications, a letter was sent to all part-timers encouraging them to apply.
- Holiday Party – Plans are being finalized for 12/14/05 annual holiday party which will again feature music by The Four Profs and an original play written by Tom Hischak.
- Labor-Management Follow-up
 - Data on “Lean Administration” – To follow up on questions raised by the board about whether or not Cortland still has “lean administration”, McGinnis will “count heads” from past and present campus organization charts and prepare a summary of the findings. Storch stressed the importance to show ratios, not just numbers.
 - Temperature Concerns – Driscoll proposed ombudsmen to whom people can express concerns about workspace temperature. J. Barry will follow up on this recommendation.
 - Professional Performance Programs – Campus compliance is reportedly very high. Consideration is being given to adding compliance with performance program requirements to formal supervisory responsibilities so that those who don’t comply will not, for example, be eligible for DSI.
 - Part-Time Salary Compression – UUP wants to continue discussion on this issue in the future. Steck suggested that we ask the administration to hire an outside consultant to study the issue. Dangler noted that there are econometricians on campus who would be qualified to perform such evaluation.

2. Vice-President for Professionals (Galutz)

- Professional Issues Committee (PIC) – PIC has been meeting weekly to review and evaluate results of the recent survey, and will meet with J. Barry and G. Evans of Human Resources in the near future to make specific recommendations. Significant issues include workload and compensatory time. PIC plans to hold a workshop on professional workload during spring semester.
- Question about Holiday Closing – A professional recently reported being told by G. Levine that the reason the campus cannot close between Christmas and New Year is “because the union won’t let us.” Galutz expressed concern about the misperception that this is an official UUP position, since it is not. Most likely this is a case of misunderstanding exacerbated by “the campus grapevine”; Ashley will contact Levine to clarify.
- Energy Matters – Peluso expressed frustration with the condescending tone of the “save energy” e-mails recently distributed.

3. Vice-President for Academics (Dangler)
 - External Review for Promotion/Tenure – Fred Floss did a statewide survey and found out that 15 of 33 campuses already utilize external review, and 9 more campuses are currently discussing. Fred recommended working through the Faculty Senate to address the issue rather than through UUP. Benton noted that she had asked the Academic Affairs Committee for information about departmental procedures across campus, but hasn't yet received response.
 - Academic Advisory Committee – The few who responded to Dangler's newsletter article said that they were too busy for another committee. One person suggested setting up an online chat room for discussion of academic concerns; Dangler will discuss the feasibility with Peluso.
 - Statewide Part-Time Survey – Dangler has received a copy of the revised survey instrument, to be given to a statewide sample of part-time academics and professionals (excluding health science centers). In response to input, the questions about age and family income were included; some board members expressed concern about these questions, but Dangler said that privacy protection will be ensured. A new section with questions specific to academic librarians has been added. Dangler's understanding is that chapters will receive their campus data, to use as they see fit.
4. Treasurer (Pasquarello)
 - Refer to written report for treasury status. We plan to submit a request to Albany for supplementary funds this spring.
 - Board members were reminded that voluntary contributions are being accepted for the Good and Welfare Fund..
5. Benefits & Wellness (Nagel)
 - Alternative Health Resources Brochure – Nagel received response from Albany that wording is appropriate in the brochure. We will next work to get it on the chapter website.
6. Part-Time Concerns (Owens)
 - Statewide Training – Owens attended the statewide training session Part-Time Concerns representatives in Albany on October 27. Plans are now underway for unofficial regional networking session in the future, to help facilitate communication between chapter part-time reps.
 - Statewide President's Commission -- Owens and Ashley have been appointed to the President's Commission on Part-Time Issues/Concerns.
 - Part-Time Professionals – Owens expressed concern that "workload creep" for part-time professionals is a significant issue that needs more attention from the Part-Time Concerns Committee.
 - Temporary Appointments – Borden expressed concern that some part-timers who have been on campus more than three years (six consecutive semesters) are still on temporary appointments when they should be on term appointments. Ashley stressed the importance of gathering accurate data first to find out if this is truly an issue on our campus. McGinnis will follow-up by reviewing available UUP data and checking with both Albany UUP and campus Human Resources.
7. Retiree Issues (Brush for Schaffer)
 - Proposal for Retiree Chapter – Copies of the resolution to establish a separate chapter for statewide retirees were distributed. Brush spoke in favor of the proposal and urged those attending the January Delegate Assembly to vote in favor of the resolution.
8. Labor Management Agenda Items – Due to time constraints, agenda items were not discussed. Ashley requested that items be submitted by e-mail. Items mentioned briefly for potential discussion included (1) temperature during winter break, and (2) recommendation to find consultant (internal or external) to conduct study of salary compression.
9. Other Business
 - MOU on Full-Time Lecturers – Due to time constraints, this was not discussed as planned. Wiegard expressed great frustration with the fact that time was not available for this discussion and recommended that important business items such as this be placed at the front of the agenda at future meetings. Discussion ensued and a motion was presented to meet more frequently (see below) in order to allow more adequate time for discussion of important matters.

B. MOTIONS/ACTIONS

- Motion to approve minutes of October 2005 meeting; passed without dissent.
- Motion to accept treasurers report as submitted; passed without dissent.
- Motion to schedule meetings twice monthly for the next semester, one designated for regular business/reports and one for special discussion as needed; passed with three abstentions.

Respectfully submitted,

David Ritchie, UUP Cortland Chapter Secretary

Boodie McGinnis, UUP Cortland Chapter Assistant