

UUP CORTLAND CHAPTER – EXECUTIVE BOARD

Meeting Minutes November 3, 2005

Present: Ashley, Wiegard, Leloup, Janik, Ritchie, Brush, Owens, Borden, VanHall, Selzner, Schaffer, Pasquarello, Galutz, Dangler, Driscoll, Storch
Guests: Mary Kennedy, Karla Alwes, Bruce Atkins

Minutes of October 6, 2005 executive board meeting were approved without dissent.

President's report (Ashley):

- Ashley announced he and Owens had attended a state-wide get-together for part-time concerns chairs.
- Sandwich Seminar: Ashley reported that this event hosted jointly by Faculty Senate chair Joseph Rayle and Ashley was not well-attended, and he observed that it's mostly older faculty who are upset about the state of faculty purview and governance responsibilities on campus. On the other hand, he noted that relations between Faculty Senate and UUP are very affable; Rayle is sharing FS Steering Committee minutes with Ashley, and Ashley has included Rayle on the UUP "darkstar" listserv which includes chapter Executive Board discussions
- Provost's initiatives of external reviewers and scholarship productivity requirements: with objections in the Faculty Senate, Chairs Council, and Labor/Management forums, Provost Davis-Russell has requested that the Faculty Senate Faculty Affairs Committee review the scholarship productivity requirements
- MOU group: after a recent good meeting on unresolved issues, there is the cap issue to address [see below].

Vice-President for Professionals report (Galutz):

- final step of the professionals' issues survey has been mailed out, due back Nov. 11, and then will compile
- DSI Committee for Professionals: the group has met twice, and the President has made it clear that he wants DSI to be for more than just excellent job performance
- Alternate Work Schedule (or Flex Schedule): Galutz indicates that it has not been widely implemented; Schaffer opined that the administration doesn't realize that the between-semesters period is when professionals get ready for the next semester.

Vice-President for Academics report (Dangler):

- DSI Committee for Academics: the Provost is interested in standardization and she is unhappy with the objections she hears from DSI decisions; the committee has embraced the message that DSI is really for extraordinary work. Storch asked what is meant by "extraordinary" when it's not clear what "ordinary" work is?
- Academics Advisory Committee: still in process of setting up committee
- "Labor Against the War: Dangler made motion that the chapter contribute \$100 toward promoting this video project by Mike Zweig's group; seconded; approved without dissent.

Treasurer's report (Pasquarello): audit was sent out on time, thanks to Boodie McGinnis.

Part-Time Concerns Committee report (Owens):

- October 6 campus meeting was poorly attended
- Lack of part-time representation on Faculty Senate: Joanne Barry has said that we could have an election for a representative, but we need candidate(s) able to attend Faculty Senate meetings and Part-Time Concerns meetings

- October 27 meeting in Albany: UUP state-wide is continuing to look for pay equity data; state-wide is willing to run needs assessment survey for academic and professional part-timers through their phone bank, but campuses need to get the phone number records for part-timers up to date; as soon as Owens gets the survey draft, she will send that out for comments. Wiegard asked Owens that she also find out the confidentiality and privacy safeguards for the survey. Borden commented that (UUP President) Bill Scheuerman doesn't seem to understand all the implications and intentions of the resolution that was passed at the October Delegate Assembly.
- Training Nov 18-19: Owens will attend this training on conducting part-time labor/management meetings.

Retiree report (Schaffer):

- Emeritus luncheon: to be held Nov 5, Caleion Room, Bob Spitzer speaking, +70 people reserved
- Retiree chapter constitutional amendment: will defer to December's Exec Board meeting.

Items for Labor/Management:

- Follow-up: Part-timers who have been serving the college for several years were left out of president's increases, which only raised the initial per-course compensation (Owens)
- Follow-ups from last two agendas (Storch) – Ashley will review the last ones: two issues noted were the “lean administration” data, and data and policy on acceptance by faculty and compensation to them for independent studies
- That the administration keep UUP apprised when discussions will be held relating to energy conservation that might have terms & conditions impact (e.g., schedule changes for energy conservation purposes, do temperature reductions qualify?) (Dangler)
- Temperature in work environment: that the administration designate an individual to receive employee complaints of temperature issues, and that there be a process and protocol for notifying that designee that the temp in one's work area is below a certain level, verifying that, getting a heater or other ameliorating methods, etc. (Driscoll)
- Consider asking for an update of the number and percentage of professionals who have performance programs (and timely evaluations?) completed (Ashley)

Full-time lecturer MOU discussion (re: draft 7a):

- Ashley indicated his desire to present a proposed MOU on FTL's to the administration by November 16th, when he has been apprised the administration will be addressing the issue, for which he would hope UUP's version would be the basis. Then he outlined the arguments for having a cap on the number of full-time lecturer positions, citing (a) consistency with the UUP statewide position that 70% of faculty should be on full-time lines, which means 70% tenure-track lines from an email memo from Bill Scheuerman dated 11/3/2005, leaving an ideal 30% goal to include both part-time faculty and full-time lecturer lines, and (b) limiting the undesirable result of a two-tiered full-time faculty, which he called full-time queen bees and full-time worker bees.
- Atkins contended with Ashley's assertion that the number of FTL positions now attained by the English department should cover the number of composition courses taught, also presenting what he called a corrected history of the establishment of the first FTL positions; Alwes also contended with Ashley's assertion, noting that the writing mandates haven't stopped with the addition of service courses, and while it is true that most FTL's in English also do teach 200-level courses, 200-level courses are not upper-division courses.
- Kennedy called a cap myopic, and indicated that FTL's are an attempt to give full-time work in departments that have had to employ many part-timers in positions that full-time tenure-track faculty do not cover; she noted that the University of Denver just hired 19 new full-time non-tenure-track faculty; she wondered why the chapter was handicapping the very people it says it is trying to help. –
- Ashley asked if the English department was willing to ask the administration for tenure-track lines for composition faculty where the required qualifications included appropriate masters-level degrees, not the Ph.D?

- Borden said that, in his eyes, the chapter has taken a position where it will tolerate an endless stream of part-timers but not full-time-lecturers, and it doesn't make sense to withhold work from current employees.
- Dangler opined that a simple one-size-fits-all solution doesn't seem to allow reconciling the English and ICC issues.
- Wiegard suggested that the MOU already has the safeguard that the chapter president has the right of refusal over new FTL positions, and she understands that under the old MOU the chapter president has exercised that right three times, so a cap is not needed. She went on to characterize the anticipated Executive Board vote on whether the MOU should have a cap as a test for Executive Board members, and if a majority vote to include a cap then there will be serious morale problems likely as a result among the part-time faculty of the college.
- Selzner noted that this issue is really about resources, and it is inappropriate to label UUP with the responsibility for SUNY under-funding the full-time tenure-track faculty needed for the university's programs.
- Pasquarello indicated that he was disturbed that UUP has become the villain in this issue, when this major university-wide conflict has arisen as a result of campus administrations replacing full-time faculty by hiring multiple part-timers.
- Borden noted that those part-timers who have gotten FTL's are very grateful for the opportunity, and reiterated that the draft without a cap includes lots of conditions which can safeguard abuse.
- In response to several previous statements, Ashley recalled that he had on one occasion suggested that an application for an FTL seemed most appropriate as a tenure-track full-time position, and the dean agreed. He noted that a local MOU is not grievable under the UUP contract, and also that he did not want to put the chapter president in the position of having to assess a department's business or motives in applying for an FTL, that that was not anything that UUP should be involved in. With the shift in philosophy to department-based justification versus long-serving-person-based justification, he sees that there needs to be some limit which will guarantee that tenure-track positions remain the basis of faculty appointments.
- --Dangler observed that divisiveness would weaken the union's ability to maintain rights and make gains for its members.
- Galutz indicated that she, as a professional, was uncomfortable voting on what is essentially an academic issue. Schaffer stated that she was not prepared to vote at this time. Storch indicated that she didn't understand all the implications.
- Atkins suggested that removing the cap statements from the MOU – condition 7 and criteria item 5c – would solve the issue as far as allowing the chapter to go to the administration with a proposed MOU.
- With no motion on the floor, members agreed to take up discussion of the MOU at a later meeting.

Ritchie's funding request: Ashley moved that the chapter support Ritchie's request for funding to defray costs for him to attend the Teachers' Retirement System annual meeting as the college's elected representative; seconded; approved without dissent.

Adjourned.

Respectfully submitted,
Dave Ritchie, Chapter Secretary