

UUP CORTLAND CHAPTER – EXECUTIVE BOARD

MEETING MINUTES

October 6, 2005

Attending: Ashley, Benton, Borden, Brush, Dangler, Driscoll, Janik, Kreh, LeLoup, Nagel, Owens, Pasquarello, Peluso, Ritchie, Schaffer, Selzner, Storch, Van Hall, Wiegard, McGinnis

A. REPORT AND DISCUSSION HIGHLIGHTS

1. President (Ashley)

- Fall UUP Delegate Assembly (Sept. 23-24) Update
 - Technology Grants – Chapter Presidents were reminded that \$2 million is potentially available through Joint Labor-Management grant funds to support campus grants, including technology initiatives. This is a negotiated benefit that should be utilized to the fullest. We've contacted Sponsored Programs and the Associate VP for Information Resources to encourage solicitation of campus grant proposals, and it is our understanding that proposal(s) from the campus will be submitted before the end of the year.
 - Part-Time Resolution – Kudos to Borden and Wiegard for their efforts in drafting and then getting passed at the DA an important resolution furthering the concerns of part-timers.
 - Academic Bill of Rights – UUP passed a resolution condemning AAUP's support for the Academic Bill of Rights. The Delegate Assembly would probably disaffiliate from AAUP on this issue if we were in fact affiliated, but there is a weaker bond between UUP and AAUP than full affiliation, so the DA encouraged Scheuerman to convey in the strongest way possible our displeasure with their action.
 - General Comments – Kudos to President Scheuerman and the statewide leadership for the evolution of meetings so that they now include more discussion among the members and less "top down" reporting than in the past.
- Picnic Follow-up – The recent Welcome/Welcome Back picnic, held 9/9/05 at Yaman Park, was a "smashing success" with over 300 attendees, the highest ever. Due to the high attendance, the cost to the chapter budget was significantly higher than in the past (see Treasurers Report below). All agreed this is an important membership initiative and priority for expenditure of chapter funds. The Board encouraged the Treasurer to seek supplemental funding from UUP if needed to continue support of the picnic and other chapter initiatives.
- ASC – As requested by the Board, Ashley sent a letter of thanks to ASC Executive Director Dana Wavle for the \$100 donation made in support of the September board meeting expenses as well as for ASC's subsequent efforts to bring catering prices back down to more reasonable levels.
- Grievance Chair change – Storch has agreed to take on the role of Grievance Chair following Janik's upcoming retirement (no final date or decision on Janik's part, but Janik and Storch will begin to work together to plan for the future).
- Sandwich Seminar – Faculty Senate Chair Joseph Rayle and Ashley will present sandwich seminar about Faculty Senate and UUP roles on Wednesday, October 5, in the Memorial Library Bookmark Café.

2. Vice-President for Professionals (Van Hall on behalf of Galutz)

- Survey – The Professional Issues Committee (PIC) has finalized the third and final survey to determine the top issues concerning professionals. The survey should be sent out to campus professionals within the next week or so.
- Delegate Assembly Update:
 - Driscoll attended his first DA recently; Van Hall and Galutz also represented Cortland professionals.
 - Galutz attended the VP meeting and the Professional Delegates meeting. Statewide VP for Professionals John Marino is working toward 100% compliance for performance programs and wants to hear from all campuses, especially those experiencing problems with compliance.
 - Marino is urging the creation of professional issues/concerns committees on all campuses. Cortland's committee has been in place and active for over a year.

- Marino wants professionals to start documenting times when their supervisors refuse requests for compensatory time, vacation time, promotion, and/or salary increase.
 - Statewide Committee – Galutz has been appointed to serve on a 5-member statewide subgroup whose goal is to develop a comprehensive updated list of job titles and families for Information Technologies (IT). The subgroup will be contacting IT professionals on our campus as part of this effort.
3. Vice-President for Academics (Dangler)
- Delegate Assembly VP Meeting – Very positive and productive discussion took place at the recent statewide VP meeting. Dangler echoed Ashley’s kudos to the statewide leadership for heeding Ashley’s request that the local leaders needed and desired such discussion during statewide meetings.
 - Academic Concerns Committee – Dangler’s immediate priority is establishment of campus-wide Academic Concerns Committee. Her forthcoming newsletter article will include an appeal for volunteers to serve on this committee, and she also plans to do a campus-wide direct mailing to all academics.
 - Parking – Following up on UUP’s concerns about the campus parking situation, Dangler obtained updated count of campus faculty/staff parking spaces – 676 total spaces, including 43 handicapped.
 - Open House – McGinnis and Dangler have begun planning the chapter office open house, which will be the “first annual UUP Bagel Bash”. Tentative date is October 31 [Ed. note—following this meeting the date was postponed until early February].
4. Treasurer’s Report (Pasquarello)
- End of Year Report – Pasquarello and McGinnis will submit material to UUP for the end-of-year audit by October 12 deadline. Written report showing expenditures for the period 9/1/04 through 8/31/05 was distributed [see attachment (*attach as appendix*)].
 - Picnic – Summary of income and expenditures from the 9/9/05 picnic was presented [see attachment (*attach as appendix*)]. Due to the high attendance and outstanding success of the picnic, the budget was hit hard, so the chapter will request a supplemental budget allocation from UUP at the designated annual time (April 1), if needed. In the meantime, at future meetings, we will consider whether or not to increase the per person cost for the picnic and/or other ways to help offset costs. Borden suggested seeking outside sponsors as a potential means for generating picnic income.
5. Benefits & Wellness (Nagel)
- Response from Benefits Manager – Nagel has not yet received response from UUP Benefits Services Manager Doreen Bango on brochure questions raised as a result of discussion at the last meeting.
 - Benefits Presentation October 12 – Doreen Bango will give a benefits presentation, open to all bargaining unit members, on October 12, 11:00-1:00, in the Corey Exhibition Lounge. [Note – this was subsequently cancelled due to anticipated lack of participation based on no advance response.]
6. Part-Time Concerns (Owens)
- Meeting October 6 – Part-Time Concerns meeting will be held this afternoon at 2:00pm in Dowd. Owens hopes also to have another meeting prior to the next Executive Board meeting.
 - Part-Time Labor Management Meeting– McGinnis and Owens will work with administration representatives to get a meeting scheduled for later this semester. Owens has received a call from someone expressing a workload concern that needs to be raised.
 - Albany Meeting – Owens will attend the statewide Part-Time Concerns meeting in Albany on Thursday, October 27.
7. Retiree Issues (Schaffer)
- Social Security – Recent announcements indicate that attempts to privatize Social Security have not succeeded at this time.
 - Luncheon Nov. 5 – Emeriti luncheon will be held on Saturday, November 5, in the Caleion Room. Prof. Robert Spitzer will be the speaker.
8. Labor Management Agenda Items – next meeting October 19, 2005; note that the November L/M meeting has been changed to Wednesday, November 16 (from Nov. 17) due to President Bitterbaum’s schedule.
- Item of Collegiality –Thanks will be expressed for the administration’s cooperation in making the revised professional promotion and salary increase process a huge success thus far.

- Independent Study – Storch raised questions about independent study arrangements, and discussion ensued. As a result following questions will be raised with the administration:
 - Is there an administrative policy currently in place with respect to how independent studies are arranged? Are faculty compensated in any way for this addition to their workload?
 - Is taking on an independent study optional for the faculty member to whom the request is addressed? Should the request be addressed to the faculty member, and how shall it be counted on load?
 - Do other campuses have policies regarding independent studies and do they compensate faculty for teaching them?
 - Approximately how many independent studies courses are taught, on average per semester or per year, across the campus?
- DSI Tax Implications – The DSI and administrative increases for full-time faculty will generate atypically high individual paychecks, for which a disproportionate withholding may be assessed. In the past the administration has offered employees the opportunity for a quick W-4 revision to withholdings so that lump sum salary increases do not negatively impact taxes; are there plans to do this again this year? Are announcements and signoff in the works?
- Tenure and Promotion Requirements – Accounts are circulating about a change in policies with respect to tenure and certain promotions. In particular, requirements for outside review and hard figures on peer reviewed publication requirements are being mentioned, which would be clear alterations to our past practices. Can the administration confirm these accounts? Will our current practices as embedded in the College Handbook be followed? Would external reviews be considered “solicited letters” and be withheld from the candidate?
- Energy Concerns – Questions were raised about the impact of projected heating cost increases and concerns were expressed about buildings with airflow problems. Peluso particularly noted concerns about recent shutoff of air conditioning, and resulting air circulation problems, in buildings with no windows. This issue will be referred to the Health and Safety Labor-Management Committee.
- Lean Administration Follow-up – Storch asked for update on the question of “lean administration” as raised at the last Labor-Management meeting. Ashley and Dangler will follow-up with response after reviewing e-mail recently sent by the administration in response to this question.

9. Old Business

- MOU on Full-Time Lecturers – Lengthy discussion ensued about the proposed revised FTL-MOU. A major item of contention was the recommendation for a cap on the total number of FTL’s. Borden and Wiegard strongly opposed the cap, whereas Ashley, Pasquarello, and others expressed strong support for it. Due to time constraints, no final resolution was reached. Discussion will be continued at a subsequent meeting of those most directly concerned, with further followup anticipated at the next board meeting.

10. New Business

- Due to time constraints, all new business on the agenda was deferred until the next meeting.

MOTIONS/ACTIONS

- Minutes of 8/4/05 Chapter Advance accepted as written. (passed without dissent)
- Minutes of 9/1/05 Executive Board meetings accepted with one addition. (passed without dissent)
- Treasurers report accepted as submitted. (passed without dissent)

Respectfully submitted,
 David Ritchie, UUP Cortland Chapter Secretary
 Boodie McGinnis, UUP Cortland Chapter Staff Assistant