

UUP CORTLAND CHAPTER – EXECUTIVE BOARD

MEETING MINUTES

March 2, 2006

Attending: Ashley, Atkins, Benton, Borden, Brush, Dangler, Driscoll, Galutz, Janik, Kattau, Leloup, Nagel, Owens, Pasquarello, Ritchie, Ruoff, Selzner, Steck, Van Hall, Wiegard, McGinnis

A. REPORT AND DISCUSSION HIGHLIGHTS

1. President (Ashley)
 - Chapter Meetings – Meetings have been scheduled as follows: (1) Wednesday, March 29, 3:30-5:00 p.m., Park Center Hall of Fame Room, Academic Issues; (2) Thursday, April 13, 3:30-5:00 p.m., Corey Union Exhibition Lounge, Academic Issues; (3) Tuesday, April 25, 4:30-6:00 p.m., Part-Time Issues, Corey Union Exhibition Lounge.
 - Affirmative Action Chair – Bill Buxton (Literacy) has agreed to serve as Affirmative Action Chair, following Jose Feliciano's recent resignation (see under "Motions/Actions" below).
 - Retiree Luncheon – Luncheon originally scheduled for April 29 has been rescheduled for June 3 to accommodate Pres. Bitterbaum's schedule.
 - Posting to "UUP List" – Posting to the list was originally limited to Ashley, the Vice-Presidents, and McGinnis, but recently something evidently went wrong because others were allowed to post. The problem has now been fixed and, in the future, posting will be limited as originally intended.
2. Vice-President for Professionals (Galutz)
 - Promotion and Salary Increases – In the most recent round, a very high percentage of those who applied received promotions and/or pay increases. The Board expressed praise for the success of the new system. Galutz will prepare an article for the next newsletter highlighting the results of the recent process.
 - Workload Workshop – Selzner and Galutz will meet later today to discuss plans for a Workload on Workshop for Professionals to be held in late April.
 - Professional Issues Committee (PIC) – The PIC has been meeting regularly to discuss issues such as workload, compensatory time, etc. Kreh congratulated Galutz on the effectiveness of our campus's PIC.
 - Statewide Conference for Professionals – At the January Delegate Assembly, statewide VP John Marino mentioned plans to hold a statewide conference for professionals in the near future. Galutz will keep us posted as she hears more.
3. Vice-President for Academics (Dangler)
 - Chapter Meetings – Dangler briefly described plans for the two upcoming Academic Chapter meetings. She will contact department chairs and ask them to encourage their academics to participate.
4. Treasurer (Pasquarello)
 - Pasquarello is working with Ashley and McGinnis to prepare and submit supplementary budget request to Albany by the March 10 deadline.
5. Benefits (Nagel)
 - Brochure – Nagel distributed copies of the updated "Alternative Health Resources" brochure prepared recently, and announced that the brochure is now available on the chapter website.
 - Yoga and Tai Chi – Noon-time yoga and tai chi are now available on campus thanks to efforts of the Wellness Group. Nagel expressed satisfaction with the graduate student yoga teacher, though disappointment that UUP member Angela Perry was not hired to teach the class.
6. Labor Management Agenda Items - Next meeting is March 21
 - Last meeting cancelled by mutual agreement of administration and UUP due to lack of agenda items. During the scheduled time, Ashley met briefly with Bitterbaum to discuss the legislative budget.
 - Early Retirement Incentive – Steck noted rumors of a potential early retirement incentive, and suggested that we ask the administration how they plan to respond if the incentive comes through.

Following brief discussion, it was agreed that it was too early to put this on the Labor-Management agenda; instead, we will wait until we know more about whether or not the incentive will actually come to fruition.

- Part-Time Salaries – Owens suggested further discussion of the “occluded middle” from the recent campus salary improvement initiative, but then withdrew the suggestion after others noted that this had already been raised with the administration. Wiegard suggested that UUP should ask that the issue be addressed in the next round of DSI, and discussion ensued about the work of the campus DSI committee, which has not yet published their recommendations. Ashley cautioned that UUP views DSI as generally divisive and is in fact a matter under the sole control of the administration.
- Base Salary for Part-Timers – Ashley suggested that it is probably time to go back to the administration on the issue of base salary for part-timers. He will discuss with Owens how to approach this, perhaps as a Part-Time Labor-Management issue first. Discussion ensued about part-time salaries. Borden suggested that UUP statewide should try to address the issue by establishing pro rata salary based on full-time lecturer pay scales. Borden also said that, with respect to DSI, he believes UUP should take a formal position that DSI should be used to address inequities, and noted that our \$2400 starting per-course salary for part-timers is less in real dollars than the 1972 starting salary. Borden further recommended that UUP should urge the college to use any budgetary increase to address part-time salary inequities. Ashley noted that much of what has been proposed in the legislative budget is already earmarked for increasing the number of full-time tenure-track lines. Following further discussion, Ashley noted that the issue of part-time salary inequities seems to be the major issue on our campus in terms of how to deploy our resources. Steck and Kreh stressed the importance of being prepared at the campus level when the contract negotiating team comes next fall.
- Additional Items – Ashley requested that additional suggestions for Labor-Management agenda items be submitted by e-mail.

7. Old Business

- a. Retention of Library Records – The issue of retention of library records was removed from the board’s agenda by motion and vote (see below under motions/actions).
- b. Memorandum of Understanding on Full-Time Lecturers (MOU)
 - Ashley requested that the board either accept or reject the revised MOU and accompanying routing sheet.
 - The inadvertent omission of one checkoff box was noted; specifically, the box for chairs to certify that there are no existing part-timers who could fill the position was inadvertently omitted from the final draft. Ashley will ask Barry to add this box back to the final official version.
 - Borden expressed disappointment that UUP will agree to a cap on the number of FTL’s, stating his belief that UUP’s principles can be ensured without a cap. He said that the cap was brought to the board as if it were desired by the Provost, but that a member of the Peer Group Committee (PGC) discussed the cap with the Provost, who said she didn’t know about the cap, and that the 20% was a “target, not a cap.” He said that the PGC is upset about the cap, and questions presentation of the 20% as a cap instead of a target. He urged UUP to focus concern on part-timers who want full-time work, and noted that in the past five years, when there has been no cap, the number of FTLs has never risen above 20%.
 - Owens moved that the MOU be approved as presented, with any necessary minor revisions to be made by J. Barry and Ashley per their mutual consent. Pasquarello seconded the motion.
 - Wiegard then proposed an amendment presented by Borden in writing for a 30% target, and Ritchie seconded Wiegard’s proposed amendment, and discussion ensued that included Borden’s proposal to withdraw his proposed alternate language. The proposed amendment was eventually defeated by show-of-hands vote with 1 in favor, 9 against, and 4 abstentions.
 - Steck stated that he likes the 20% cap because it indicates the administration’s support for keeping down the number of non-tenure, lower paid positions. He expressed his faith in the “next generation” of board members to re-open discussion with the administration in the future if the cap turns out to be problematic.
 - Dangler stated that she supports the MOU as presented because we don’t have a better alternative on the table. She said that UUP must, in the future, commit to dealing with some of the structural problems on our campus and consider alternative hiring patterns in some situations.
 - Wiegard proposed that, for the same reason that we could potentially remove the cap later, we could also add a cap later if it were needed, and she proposed that the document be amended to

have all reference to a cap removed. No one seconded her amendment and the matter was dropped.

- Pasquarello called the question and a vote was taken by show of hands. The motion to approve the MOU and accompanying routing sheet was passed by vote of 9 in favor, 1 against, and 4 abstentions.

B. MOTIONS/ACTIONS

- Moved to approve Bill Buxton's appointment as Affirmative Action Chair; passed without dissent.
- Moved to remove the issue of retention of library records from the Board's agenda; passed without dissent.
- Moved to approve the Full-Time Lecturer Memorandum of Understanding (FTL-MOU) and accompanying routing sheet; passed by vote of 9 in favor, 1 against, and 4 abstentions.
- Motion to revise the FTL-MOU was defeated by vote of 1 in favor, 9 against, and 4 abstentions

Respectfully submitted,

David Ritchie, UUP Cortland Chapter Secretary

Boodie McGinnis, UUP Cortland Chapter Assistant