

## UUP CORTLAND CHAPTER – EXECUTIVE BOARD

### MEETING MINUTES

April 6, 2006

Attending: Brush, Buxton Dangler, Driscoll, Janik, Leloup, Nagel, Pasquarello, Peluso, Ritchie, Ruoff, Schaffer, Selzner, Steck, Van Hall, Wiegard, McGinnis

#### A. REPORT AND DISCUSSION HIGHLIGHTS

1. Vice-President for Academics (Dangler)

- President's Commission on Part-Time Labor Meeting – Dangler reported that Ashley and Owens are attending the statewide President's Commission on Part-Time Labor in Albany today, thus not attending today's board meeting.
- Chapter Meeting Update – The first Academic Issues meeting was held March 29 in Park Center. Attendance was very low, but those who did come were vocal in expressing issues and concerns related to criteria for appointment and reappointment; struggles within departments and schools; and anxiety about promotion and tenure. One new faculty member who attended expressed the feeling that her department is not friendly to newcomers, and discussion ensued about how to bring together academics from across campus. Buxton volunteered to serve on an academic advisory council to help facilitate better communication across departments and schools. Dangler also developed a short survey that is being distributed at the chapter meetings and will be mailed after the meetings to all campus academics. The next Academic Issues meeting will be held April 13 from 3:30-5:00 p.m. in Corey Union, and a Part-Time Issues meeting will take place on April 25 from 4:30-6:00 p.m.
- NYSUT Learning Trust – Buxton reported on recent meeting with representatives from NYSUT Learning Trust, who came to campus on March 9 to meet with campus representatives about potential framework for forming partnership to offer NYSUT-sponsored courses on our campus. Buxton noted that for other campuses who've partnered with NYSUT, the graduate FTE has risen significantly. Buxton is working with Yvonne Murnane and his department to develop a specific proposal. Buxton hopes that NYSUT will match our adjunct salaries and utilize our existing part-timers to teach the classes; it will be important to protect our academic integrity as well. Discussion ensued about the changing nature of graduate education, with more and more schools offering online courses, and about how important it is for our college to consider new approaches, such as the NYSUT partnership, so that we remain competitive.
- Workload for Student Teaching Supervisors – On March 27, Dangler met with Adolescent Education student teaching supervisors who were concerned about recent changes that have resulted in significantly increased workload. She is working with the supervisors to develop a strategy to address the issue, including a possible visual presentation with specific examples to help the administration better understand the realities of the problem. This issue is also problematic for part-timers, so Owens is also working with Dangler on this. Suggestion was made to invite administrator(s) to accompany selected supervisor(s) on their travels for a day so that administrators can see firsthand the true workload demands. Wiegard asked if this could be considered an unfair labor practice since it is de facto a change to the terms and conditions of employment. Selzner said that in this situation it's complicated because the different Arts & Sciences departments have had different demands; he hopes that attention can be brought to the issue at the campus level and that it can be resolved through negotiations rather than legal means. Dangler mentioned that there are different workload requirements for Education student teaching supervisors than for the Adolescent Education supervisors in Arts & Sciences; she is investigating this as well.
- Fee-Payer Recruitment Update – Dangler reported that, thanks to calls to fee-payers, made by Wiegard, Owens, and herself over Spring Break, we've recruited over a dozen new members. Special kudos to Wiegard for her effort in calling over 100 part-time fee-payers.
- Workers Rights Board – The local Workers Rights Board recently requested a donation from UUP to support its operations. This would be an agency-fee-rebatable item and is thus not a donation supported by the board, but individual members were encouraged to contribute as a show of solidarity.
- State Budget – Things are not yet settled but "it's looking good", according to Steck and Dangler. Status of the early retirement incentive is still unknown at this point.

- FTL-MOU – The revised Memorandum of Understanding regarding Full-Time Lecturers was signed by UUP and the administration at the March 21 Labor-Management meeting.
  - Compensation for Independent Study – At the March 21 L-M meeting, the Provost acknowledged that faculty should be compensated for teaching independent studies; Dangler feels hopeful that we will see some positive movement toward a compensation strategy in the near future.
2. Vice-President for Professionals (Van Hall for Galutz)
- Workload Workshop – Flyer for the April 25 Workshop on Workload was shared. The program will be held from 11:30-1:00 in the Corey Union Exhibition Lounge. Dennis Selzner will be the featured speaker.
  - DSI for Professionals – The new DSI for Professionals process has been publicized and will be discussed at the April 25 workshop. Schaffer expressed concern that there's no mechanism in the new process for appeal.
3. Treasurer (Pasquarello)
- Supplemental Budget Request – Pasquarello presented the proposed chapter budget for 2006-2007, including documents making up our chapter's request for a \$10,000 supplemental allocation for fiscal year 2006-2007. As outlined in the documents, we have been drawing down our reserve significantly over the past few years, especially this last year due to high picnic attendance, increased attendance at Executive Board meetings, increases in ASC catering costs (including 25% increase in cost of the holiday party), and other member-related activities and programs. Schaffer moved (Wiegard second) to approve the budget as presented; motion was unanimously passed.
4. Benefits & Wellness (Nagel)
- Defensive Driving Course – Plans have been made to offer a NYSUT-sponsored Defensive Driving Course on campus on Saturday, June 17, in the Memorial Library Conference Room. Cost will be \$25 per person. Flyer with details has been distributed campuswide and to retirees by e-mail.
  - Chiropractic Talk – The Wellness Group will sponsor an Introduction to Chiropractic Care by Dr. Timothy Schaub on Monday, April 24, from 12:30-1:30 p.m. in the Memorial Library Bookmark Café.
5. Labor Management Agenda Items - Next meeting is April 18
- Mail Distribution – During the recent fee-payer recruitment effort, we discovered that there are at least over 40 part-timers who do not ever come to campus (for example, student teaching field supervisors) and who thus do not receive campus mail because the department secretaries do not forward it. Discussion ensued about the importance of reaching our bargaining unit members, most especially those who are not regularly on campus. It was suggested that UUP could compile a list of people who we now know do not come to campus and perhaps share it with the administration, since these people probably don't receive other campus mailings besides UUP's. Suggestion was made to present this to management as an information item at the next Labor-Management Meeting. Discussion ensued further about access to home phone numbers and related privacy issues.
  - Additional Items – Should be distributed to Ashley by e-mail.
6. New Business
- Executive Board Lunches – Wiegard moved (Steck seconded) that we suspend the provision of lunch to attendees at Executive Board meetings for the rest of this academic year. Discussion ensued about the pros and cons of providing lunch, the pros being time-savings and convenience for busy board members; the facilitation of on-time start to meetings; and the fact that people are more likely to attend if lunch is provided. Steck asked that all must commit to attending even if lunch is not served, noting that in the past attendance dropped off when lunch was not provided. Schaffer expressed frustration with ASC price increases this past year and said she supported the motion for that reason. A vote was taken and the motion passed with a vote of 6 in favor, 1 opposed, and 4 abstentions.
  - Contingent Faculty Caucus – Wiegard apologized for the fact that a recent e-mail message intended for part-timers was inadvertently sent to many full-time faculty. The message announced the creation of a "Contingent Faculty Caucus" recently established in effort to create solidarity and statewide support for part-timers at the grass roots level.

- Delegate Assembly – Steck expressed frustration with the dates of the spring Delegate Assembly because it conflicts with Honors Convocation. He urged that UUP not hold the DA so early in the future.
- End-of-Year Dinner – Potential dates and locations for the end-of-year board dinner were discussed. The date was set for May 9, and the Benn Conger Inn in Groton was selected as the potential location. McGinnis will follow up and keep the board posted as plans gel.
- Chapter Office Location – Ritchie reported rumors that the chapter office will be expected to move in the very near future to the basement of Miller. Consensus of the board was that Miller is not an appropriate location for the union on principle, especially since some members may be put off by location of the union office in the administration building. Ashley is currently pursuing discussion with the powers-that-be to request that we be allowed to stay in Old Main, or at least that a location more suitable than Miller be found in the event that we do have to move.
- Emeriti Luncheon – Schaffer reminded everyone that the spring Emeriti Luncheon will be held on June 3, rescheduled from April 29 at the request of Pres. Bitterbaum. Schaffer expressed frustration with the administration's request to reschedule.

#### **B. MOTIONS/ACTIONS**

- Moved to approve the 2006-2007 Budget as proposed, including request for \$10,000 supplementary allocation; unanimously passed.
- Motion to suspend the provision of lunch at Executive Board meetings for the remainder of this academic year; passed by vote of 6 in favor, 1 opposed, 4 abstentions.

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