

UUP CORTLAND CHAPTER – EXECUTIVE BOARD

MEETING MINUTES

December 7, 2006

Attending: Ashley, Benton, Borden, Brush, Buxton, Dangler, Driscoll, Galutz, Leloup, Pasquarello, Ritchie, Schaffer, Steck, Storch, Van Hall, McGinnis

A. REPORT AND DISCUSSION HIGHLIGHTS

1. President (Ashley)

- Trustees Budget – Ashley distributed e-mail from Scheuerman that outlined the Chancellor’s proposals. The Chancellor’s recommendations are generally positive from UUP’s standpoint; UUP will be lobbying for what the Chancellor has requested, but with changes in state government the outcome is still very uncertain.
- Health Insurance Costs – In response to recent inquiries about raises in health insurance costs, Ashley reported that the member’s proportion has remained the same. When the total cost increases, the result is a proportional increase to both the state’s cost and the individual’s.
- Hospital Crisis – Discussion ensued about the Berger Report’s call for privatization of SUNY hospitals. This is a very serious concern for UUP for many reasons -- for one, it will seriously weaken the bargaining unit if the hospital employees are no longer state employees and thus no longer UUP bargaining unit members; for another, it will dramatically change our relationship to those medical service providers. Ritchie strongly urged board members to send faxes and letters, and to call their respective state legislators, to protest the privatization effort.
- Chapter Elections – Schedule for Spring 2007 chapter elections was distributed. Notice of elections and call for nominations will go out on January 5, with nominations due back to Albany by February 7. Borden recommended holding a candidate forum to give all nominees an opportunity to communicate their “platforms” beyond the 50-word statement in the chapter newsletter. The board agreed by consensus to try to schedule such a forum before March 15, with further discussion to take place after the first of the new year.
- January Advisement Problem – Ashley noted member concerns about advisement being scheduled earlier and earlier in the calendar year, particularly graduate advisement. In the past, UUP worked with the administration to schedule advisement closer to the semester opening. Buxton, Dangler, and Ashley will meet following today’s meeting to discuss how to approach the administration about this issue.
- Part-Time Labor-Management – Meeting has been scheduled for Thursday, February 1.
- Chapter Response to Statewide Part-Time Concerns Committee (PTCC) – The PTCC requested data about the campus’s history of starting salaries for Part-Timers. Cortland responded by submitting the requested data, along with listing of Labor-Management meetings during which part-time salaries were brought to the table. Wiegard asked if Ashley had sent a letter to Scheuerman outlining concern that campus efforts to raise part-time salaries have not been successful, and stressing the need for statewide effort to raise part-time salaries. Ashley responded that he has discussed this matter with Scheuerman and others at the statewide level at length.
- Holiday Party – Party will take place on December 8, 4-7 pm. Van Hall noted the concern that some members have other activities on Friday night. All agreed that it is difficult to please everyone, but that we are limited to potential dates due to the shortened study day schedule during the current academic calendar.
- Ashley Vacation – Ashley will be away from December 14 until January 12. Galutz will be Acting President from December 14-27, and will then be out of town. Dangler will be Acting President from Dec. 27-January 12.
- Proposed Constitutional Revision about Charge to the PTCC – Borden reported that the statewide had recommended two wording changes, then outlined his objections to the second change. The Proposed Constitutional Revision will be brought to the floor of the February Delegate Assembly as submitted by the chapter to Eileen Landy on 11/27/06.

2. Vice-President for Professionals (Galutz)

- Professional Issues Committee – The PIC met on December 7. Mike Holland and Beth Brunelle are new members.
- Professional Salary Levels – Schaffer expressed concern about salary levels, particularly about someone being long-term in an SL-1 position. Galutz agreed that salary levels for some positions are too low and have resulted in failed searches for that reason. Effort is underway statewide to review professional titles and classifications, starting with information technology positions.

3. Vice-President for Academics (Dangler)

- Salary Inequity – Dangler noted that many people attended Dean Prus’s recent presentation about salary inequity. UUP has a copy of Prus’s slides if anyone missed the presentation.

- Salary Special – The off-campus edition of the recent Salary Special will be distributed to the negotiations team as well as to statewide leadership. Dangler said that the information contained therein will be invaluable to the negotiations team. The board congratulated Steck, Nagel, and McGinnis on the production of an exceptional edition.
4. Retiree Report (Schaffer)
 - Medicare Benefit – Schaffer briefly outlined the recent Albany decision about Medicare payment, communicated to retirees in a recent e-mail. If anyone has questions, see Schaffer for a copy of the Benefits Bulletin or further information.
 5. Items for Labor Management -- Next meeting is scheduled for December 12. – Following discussion, it was agreed that the following items will be included on the agenda:
 - UUP wishes to continue discussion of the potential emergency loan fund that could be used under very defined conditions to help tide adjunct and new faculty over the first few fall semester pay periods when there is an extended pay lag.
 - Given our previous discussion about how DSI was allocated, UUP would be interested in revisiting the salary increase attendant on promotions.
 - It is our understanding that the Professional DSI Committee put forward a proposal to the administration; UUP has been asked to inquire about the status of this proposal.
 - UUP has received numerous complaints about the closing of almost all ASC food/beverage operations during period from mid-December until the opening of spring semester, a period when many people will still be working on campus. Would the administration consider intervening to request the opening of additional ASC dining facility or facilities during this period?
 6. Old Business
 - NYSUT Learning Trust Partnership – Buxton reported that NYSUT representatives came to campus recently to meet with the Provost; negotiations are in progress.
 - Political reports – Steck recommended that UUP invite Michael Arcuri to a reception on campus. Wiegard noted that Arcuri is adjunct faculty at SUNY-Utica. Steck also reported that a reception was recently held in town to honor Barbara Lifton.
 7. New Business
 - Tuition Waiver Question – Galutz reported that a member recently raised questions about the policy, communicated by campus HR, that online courses are not included in the tuition waiver program. The rationale is reportedly that only “classroom-based” courses are included. Discussion ensued about this issue, with questions raised about the definition of classroom; is the “online classroom” in fact really a classroom? Dangler said that this concern has been communicated to the negotiations team and predicted that it will be addressed at the state level as a negotiations issue.
 - Evaluation of M/C Employees by Academics & Professionals – Galutz noted that this has not been done in recent years, not since Bitterbaum became President. Steck said that in past years there was a system established through the Faculty Senate but that it was never implemented. On other campuses it has been done without involvement of the administration. Borden expressed the opinion that this is a collegial issue, while Steck said it is a governance issue. Galutz expressed concern that M/C and other supervisors are not routinely evaluated by their subordinates. Discussion of this issue will continue at the January board meeting.
 - Peer to Peer Problems – Storch reported that the Faculty Senate’s Governance and Restructuring Committee is working to develop a mechanism for resolving peer-to-peer problems. Storch asked the board to think about this initiative might intersect with UUP efforts.
 - Training for Department Chairs – A suggestion was made that UUP should hold training for department chairs and heads of personnel committees to teach them how to treat colleagues. Discussion ensued about whether this is a Faculty Senate matter or a UUP issue, with concern expressed that there are many new people who do not know or understand their rights. This suggestion was tabled until after the new year.

B. MOTIONS/ACTIONS

- Moved to approve minutes from 11/9/06 (approved without dissent)

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