

UDMPU Board Meeting
10/27/09

Present: Mike Canjar; Heather Hill-Vásquez; Jim Lynch; Doug MacDonald; Lorri MacDonald; Kris McLonis; Stephen Manning; Prasad Venugopal; Kate Walters; Joanne Yastik

Absent Excused: Erika Combs; Larry Zeff

Absent: Marilyn Dow

- I. Call to Order.

- II. A motion was made to postpone the approval of the 10/13/09 Board meeting minutes until McLonis is able to provide the remainder of the minutes. The motion passed.

- III. Executive Liaison Update.
 - A. Canjar reported that dental bills sent to UDMPU members in error were in the process of being corrected. UDMPU members still encountering problems with erroneous dental bills should contact Lynne Sikawa (e-mail: walshpl@udmercy.edu; phone: 313 494-6752).
 - B. UDMPU members are allowed up to \$3000.00 in dental coverage per individual family member. UDMPU members are advised to contact the Dental Clinic in order to determine how close they are to reaching that limit.
 - C. UDMPU members are still experiencing problems with being overcharged for prescription co-pays under the new medical plan. Canjar will follow up with Steve Nelson regarding these continuing problems in order to determine when we can expect them to be rectified.
 - D. The Board continued a discussion regarding the Education Department and its poor ranking by the State of Michigan and potential ramifications for the UDMPU membership.
 - i. A Transformation Team has been named by the CLAE Dean which consists of Education Department administration, staff, and faculty.
 - ii. The Board discussed three potential union concerns.
 - a. The possibility that faculty in other department will be given new and additional responsibilities.
 - b. The possibility that the Transformation Team will make curricular and other decisions that are not faculty driven which would be a violation of the spirit of shared governance.
 - c. And, most importantly, the possibility that UDMPU members in the Education Department might lose their jobs if the State

of Michigan decides to close down the program or parts of the program.

- iii. The Board discussed concerns regarding the unfortunate lack of communication and clarity between and among applicable departments and individuals regarding the overall situation and what plans are being made to rectify the situation.
 - E. In connection with concerns raised at the General Membership meeting on 9/29 regarding dissatisfaction with AV services on campus, Canjar pointed to the survey recently distributed soliciting feedback from faculty. It is hoped that the data gathered from the survey will help to improve AV services.
 - F. Also discussed at the E.L. were two issues specific to one college/unit.
 - i. Names of faculty teaching courses are not available in Banner. Instead, the courses are listed as being taught by “staff.” The AVP indicated at the E.L. that this would be corrected. Canjar indicated to the Board, however, that as of today (10/27/09) faculty names were still not appearing. Canjar will notify the AVP that the issue still needs to be addressed.
 - ii. While a Faculty Workload Committee presented its recommendations to the administration and faculty of the college at its orientation in the fall, these recommendations appear to have not been implemented or addressed. Canjar indicated that a subset of the faculty in the college—including members who serve on the UDMPU Board—will meet with Zeff and himself to again begin addressing this and various other issues that exist within the college.
 - G. As a follow-up to an issue raised at the 10/27/09 Board meeting regarding one or more individuals in one college being moved from adjunct to lecturer to assistant professor status without any vetting of the individual(s) by UDM faculty, Canjar communicated that the AVP has indicated that she will investigate and inform the UDMPU officers as to her findings.
- IV. Treasurer’s Report.
- A. McLonis reported \$50,040.24 in checking and \$70,003.01 in savings for a total of \$120,043.25 in the Comerica accounts.
 - B. Recent activity includes a checking deposit in the amount of \$822.00 from a conscientious objector and a deposit from UDM in the amount of \$16,734.77 for MEA dues.
 - C. A check in the amount of \$15,382.45 will be co-signed today for MEA dues.
 - D. A motion was made to accept the Treasurer’s Report and the motion passed.

- V. Grievance Report.
- A. Manning communicated that he continues to gather information regarding the following as reported in section IV c of the 10/13/09 Board meeting minutes: *“Referring to section V e of the 9/15/09 Board meeting minutes, Manning indicated that, in addition to problems regarding a student enrolled in a course for which the student does not have the prerequisite, at least one student has been placed into the same course by a member of the administration without the faculty member’s approval signature. The Board charged Manning with requesting that the faculty member provide a brief statement detailing the situation to the Grievance Committee who will than review and respond.”*
Manning indicated that, in connection with this same faculty member, another problematic situation has occurred in which a grade change was submitted by a non-faculty member for a student in the faculty member’s class against the will of the faculty member. In addition, it appears that the pertinent college’s established grade grievance procedure was not followed. Manning will continue to investigate but the change-of-grade issue may be serious enough to require the filing of a formal grievance.
- B. Manning communicated that he continues to gather information regarding the following as reported in section IV d of the 10/13/09 Board meeting minutes: *“Manning reported on a situation regarding an adjunct in one college who may be teaching more than the contractually allowed maximum of 6 credits per semester. The Board charged Manning with contacting the administrator or supervisor who provided the adjunct with the teaching assignment in order to clarify how the number of credits which the adjunct is teaching was calculated. In connection with this situation, the Board discussed that any intervention on the part of the UDMPU in this case must be on behalf of the UDMPU as the adjunct is not a bargaining unit member. The Board also discussed continuing problems with teaching load calculations in one college. Despite previous conversations between the UDMPU leadership and the administration in the college that resulted in the administration agreeing to work with its faculty to resolve these problems, recommendations from the faculty have apparently been ignored. The UDMPU leadership will again meet with the administration and faculty of this college in order to begin, again, to work toward a resolution.”*
- C. Manning communicated that he continues to gather information regarding the following as reported in section IV f of the 10/13/09 Board meeting minutes: *“Manning raised concerns from faculty members in one college in which one or more individuals have been moved from adjunct to lecturer and then to assistant professor status without any vetting of the individual(s) by UDM faculty. Manning was charged with obtaining additional information and the issue will be raised at the next E.L. once this information is obtained.”*

D. A motion was made to accept the Grievance Report and the motion passed.

VI. A motion was made to adjourn and the motion passed with adjournment at approximately 2:10 p.m.

Respectfully submitted,
Heather Hill-Vásquez