

**UDMPU Board Meeting  
Minutes – 10/28/08**

Present: Stokes Baker; Mike Canjar; Don DiPaolo; Cindy Gillham; Heather Hill-Vásquez; Jim Lynch; Lorri MacDonald; Kris McLonis; Stephen Manning; Kate Walters; Joanne Yastik; Larry Zeff

I. Call to Order.

II. A motion was made to approve the minutes of 10/14/08 with the following change: Lynch and MacDonald to be noted as "Excused Absent" rather than "Absent."

III. Grievance Report.

a. Manning reported on an issue related to a potential disagreement between a faculty member and the administration as to the date of his/her termination as determined by his/her phased retirement agreement. After reviewing the issue, Manning's findings concur with those of the administration and he has conveyed this to the faculty member.

b. The ongoing parking issue was raised and discussed at the last E.L. meeting. Faculty/Staff have lost 72 parking spaces in Lot F and gained 96 spaces in the new Lot G for a net gain of 24 spaces. At the E.L. meeting, the UDMPU officers requested that 1) Lot G remain an exclusively faculty/staff lot in order to aid enforcement and 2) 24 parking spaces be given back to faculty in Lot F. The administration indicated that they will check on this request in connection with utilization and will provide a response to the request. Manning recommended that, once we receive this response, a correspondence should be sent to UDMPU members regarding what parking is available to faculty/staff. Also at the E.L., the officers stressed that enforcement regarding parking violations continues to be a problem.

c. Manning reported on compensation issues related to faculty members who are substituting for a faculty member whose disability has extended beyond the short-term duration (5 weeks). As the faculty member's disability will be extending beyond the 5 weeks, the faculty members who are substituting for her/him are asking for compensation for the whole semester. Manning indicated that the issues appear to be resolved.

d. Compensation for chairs as indicated in the new contract was clarified in connection with information provided at the last E.L. meeting. Zeff reported that the administration and UDMPU are currently in the process of identifying compensation as indicated by the new formula in the contract. If the data indicates that most or all of the affected bargaining unit members will benefit from the new compensation rate as indicated by the new contract, then the compensation will be applied retroactively. If a significant number of unit members will be negatively affected by the new rate, then the compensation will not be applied this year and the new formula will take effect for the next academic year (2009-10). It was emphasized that, if the new rate is applied retroactively to the current academic year, the effect will cut both ways with some chairs receiving additional compensation and some receiving a reduction in compensation.

e. In connection with an ongoing issue in one college regarding workload issues, Zeff reported that, as discussed at the last E.L. meeting, all new data have been considered, a request for remuneration has been submitted by the bargaining unit member, and the administration has offered, as a compromise, an alternative amount to that requested. The alternative amount is currently being considered.

f. Manning requested that UDMPU representatives remind bargaining unit members of the timeline regarding the filing of a grievance as indicated in section VIII. 8.3 of the contract.

g. In response to a question regarding when the 3% across-the-board pay raise as indicated by the new contract will take effect, Zeff reported that the administration has hopes

that it will be applied retroactively (as of 8/16/07) beginning with either the second November pay or the first December pay and then spread over the remaining pays for the academic year.

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

#### IV. Treasurer's Report.

a. McLonis reported \$38,605.87 in checking and \$69,832.80 in savings for a total of \$108, 438.67 in the Comerica accounts.

b. Recent activity includes a checking deposit on 10/20/07 of \$16,808.82 in the form of a check from the university for UDMPU dues.

c. A motion was made to accept the Treasurer's Report and the motion passed.

#### V. Executive Liaison Update.

a. In addition to III a, d, and e above as communicated in the Grievance Report, the UDMPU Officers indicated that the potential effects of the current world-wide financial situation were discussed at the E.L. with Vincent Abatemarco, the Vice President for Business and Finance. Abatemarco communicated the following:

1) Enrollments for next academic year may now be less than projected as UDM students are particularly dependent on private loans to complete their financial aid packages and many lenders are choosing to get out of the private loan business.

2) Our relatively low endowment means that we are in less trouble than other institutions with higher endowments.

3) UDM has a primary lending relationship with Chase Morgan--which is a positive thing given this bank's relatively strong financial position--and secondary relationships with Comerica and Charter One. If Comerica and Charter One pull out of their relationships with UDM, our interest rate with Chase Morgan will go up as there will be no competitor for our loans.

#### VI. Other Issues.

a. In connection with a discussion concerning a lack of support, helpfulness, and professionalism from support service offices at UDM, it was agreed that the administration will be asked to provide data from the most recent faculty HERI survey (February 2008) and from the student exit survey. It was agreed that faculty and students alike have expressed concerns regarding a lack of support, helpfulness, and professionalism from these offices. It was emphasized that the UDMPU's jurisdiction includes working conditions and that this issue is thus appropriate for the UDMPU to investigate.

b. In response to a concern raised about a disparity between new faculty hires' salaries and current faculty, Board members discussed how the Equity Study required by the new contract should help to repair the disparity.

c. Conversation then turned to potential goals for the UDMPU, now that the new contract has been completed, and particularly in connection with the UDM mission and "work[ing] for the welfare of the University and its students" as indicated in the UDMPU Constitution. It was communicated that the UDMPU in the past has served as an advocate for issues that concern both faculty and students. One major example is continued advocacy concerning the impact of the percentage of adjunct faculty at UDM. It was suggested that work in connection with VI.a above might be a good starting point for elucidating future UDMPU work goals.

VII. A motion was made to adjourn and the motion passed with adjournment at 1:55 p.m.

Respectfully submitted,  
Heather Hill-Vásquez