

UDMPU General Membership Meeting
Minutes— 11/30/10

Present: Maureen Anthony, Mark Benvenuto, Mike Canjar, Barry Dauphin, Mustafa Demir, John Dwyer, Vivian Dicks, Garbette Garraway, Cindy Gillham, James Graves, Carla Groh, Art Haman, Alan Hoback, Hsiao-Lan Hu, Doug MacDonald, Lorri MacDonald, Kris McLonis, Mostafa Mehrabi, Ruth Miller, Gail Mitchell, Stephen Manning, Gail Presbey, Liz Roberts-Kirshoff, Linda Slowik, Jill Spreitzer, Gilbert Sunghera, Jim Tubbs, Greg Ulferts, Aloha VanCamp, Prasad Venugopal, Kate Walters, Sandy Wayne, Mike Witkowski, Joanne Yastik.

I. Call to Order

Canjar thanked McLonis for getting food and beverages and Gilbert Sunghera for assisting.

Canjar reviewed proposed meeting agenda and invited members to add items.

A motion was made to approve the proposed agenda and the motion passed.

II. Announcements

Canjar reported that Zeff (UDMPU Vice-President and Contract Maintenance Officer) could not be attendance at the meeting.

III. Minutes

Canjar asked all in attendance to review the minutes of the 09/30/10 General Membership meeting and to comment on the need for any corrections or additions.

A motion was made to approve the minutes as is for the 09/30/10 General Membership meeting and the motion passed.

IV. Grievance Report

Manning reported that there are a number of issues currently at the pre-grievance stage.

(a) Alleged wrongful discharge- Manning said that a member is alleging wrongful discharge. At present, the UDMPU is engaging in fact finding and has met with administration to discuss the issue.

(b) Compensation for members picking up additional work and responsibilities mid-term

(c) 3.3b Violations- Manning indicated that there are a couple of situations where members were not given chance of first refusal to pick up a course which was

assigned to an adjunct. It was suggested by L. MacDonald that such problems may be due to the challenges of ensuring the Banner system correctly lists the names of instructors.

(d) Teaching of Hybrid Courses- Manning indicated that there is a college wherein faculty voted on how to deliver a course but the vote was disregarded by the Dean. The Dean has prohibited members from teaching the course as a hybrid.

Both Manning and Canjar discussed the grievance process and indicated that the UDMPU tries its best to resolve problems before they go to formal grievance. Information about the grievance process can be found at the UDMPU website located at www.udmpu.net.

Venugopal indicated that the planned renovations for the Chemistry building have been presenting some concerns. In particular, he reported that despite meetings between administrators and faculty about the renovations, there does not appear to be any specific plans or anyone taking a leadership role in implementing any plans to ensure that the relocation of faculty occurs smoothly and with minimal disruption to faculty and students. He added that he has spoken to two members who are junior faculty who have expressed concern with the possibility that their research may be disrupted during the renovations. These members are apparently preparing a letter for the Dean of the College of Engineering and Science expressing their concerns. Venugopal said he hopes that the letter is sent to other senior administrators in the university as well.

Benvenuto indicated that he generally agreed with Venugopal's perception of the situation but explained that he feels that a plan has been developing.

A motion was made to accept the grievance report and the motion was passed.

V. Treasurer's Report

McLonis reported that there is a total of \$121,720.83 in all UDMPU bank accounts with \$51,634.06 in checking and \$70,086.77 in savings.

Account activities that were reported by McLonis includes: (a) deposits of two checks from the UDM for \$16,871.69 and \$17,996.60, respectively, deposit of lump sum UDMPU dues payments totaling \$2508, and interest payments totaling of \$11.71 and (b) checks out to MEA for \$17,828.72, Region 2 for \$222, McLonis (to reimburse her for food and drinks) for a total of \$132.54, Gillham (to reimburse her for getting ALA report on librarian salaries to help with equity study) for \$101. In addition, McLonis said that new checks needed to be ordered at a cost of \$47.67 and two service charges totaling \$59.02 were made against the checking account.

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

VI. Equity Update

Canjar provided an update on the ongoing equity study. He explained that the purpose of the equity study is to raise faculty salaries to market averages. He reported that the university has set aside \$450,000 over three years for equity adjustments to salaries.

The study is being based upon five lists of comparison schools generated by CUPA. The five lists represent different constituent bodies of universities that both the university and UDMPU agreed needed to be included and are based upon average salaries in the 2009-10 academic year. The lists are (a) Jesuit institutions, (b) private institutions, (c) competing institutions, (d) other institutions with the same Carnegie classification as UDM (i.e., Comprehensive Masters institutions), and (e) financially similar institutions (in terms of bond rating). Canjar explained that the salaries provided in the five lists will be averaged together to determine if UDMPU member salaries need to be adjusted.

Canjar said that before the equity study can move forward, there is a need to ensure that both the university and the UDMPU have accurate information regarding tenure, rank, and salary for all members. Canjar said that a mailing has been sent to all members which contains their personal information and asks them to confirm the accuracy of such information before the study would proceed.

Manning asked those in attendance if they had received the mailing. Subsequent discussion suggested that the university may be using different faculty directories that have different and possibly inaccurate information.

Canjar indicated that those members who qualify for base salary adjustments, such adjustments will be retroactive to the start of the 2010-11 academic year. Retroactive payments will be made in a lump sum. Adjustments also apply to TIAA-CREF contributions and to additional administrative pay that is based upon a portion of the base salary (as is the case for department chairs)

Canjar added that efforts are being made to generate better salary data for librarians (the aforementioned CUPA lists do not include librarians). Data have been obtained from the ALA with the help of Gillham.

VII. Bylaws Revision

Canjar told members that the time has come to make some revisions and updates to the UDMPU bylaws. He indicated that having improved bylaws will be important if members decide that they want to pursue a change of affiliation from MEA to another organization.

He indicated that there are at least four things that need to be changed in the bylaws-

(a) Election rules- Canjar said that the election rules as described in the bylaws do not comply with the Landrum-Griffin Act. For the past few years, elections have been done in a manner consistent with the recommendations of the Department of Labor.

(b) Terms of office- Presently, the bylaws specify a one year term of office. Canjar said that there has been some talk among members about changing the term of office to be two or three years.

(c) Contract ratification- Canjar said that the current bylaws for contract ratification requires that at least half of all UDMPU members vote to adopt a contract in order for the vote to be legitimate. This means that of the current 222 members, 112 would have to vote yes in order for a contract to be ratified. Canjar expressed concern that low voter turnout could result in negotiated contracts not getting ratified even though the majority of those who do vote support ratification.

(d) Updates to information- Canjar said that there have been some changes in the structure and operations of the university which are not reflected in the language of the bylaws. For instance, the bylaws refer to Colleges that no longer exist within the university.

Canjar said that at the UDMPU board meeting of November 23rd, it was decided that a bylaw committee would be formed to take care of reviewing and proposing changes to the bylaws. The membership would be made of two board members and one UDMPU member-at-large. The two board members are Canjar and Venugopal.

Canjar asked those in attendance if they have interest in serving as the third member. Garraway indicated that he would serve on the committee.

Canjar said that the charge of the committee is to review and propose changes to the bylaws. Such proposals will be presented at the next General Membership meeting in January 2011 and voted upon at the subsequent membership meeting in March 2011.

VIII. Adjournment

A motion was made to adjourn the meeting and the motion passed with adjournment at 1:34pm.

Respectfully submitted

Douglas A. MacDonald, Ph.D.
Secretary