

## **UDMPU General Membership Meeting Minutes - 9/18/07**

Present: Maureen Anthony; Stokes Baker; Mike Canjar; Joyce Conley; Shuvra Das; Vivian Dicks; Don DiPaolo; Cindy Gillham; James Graves; Carla Groh; Mary Ann Hazen; Mary Higby; Heather Hill-Vásquez; JoAnne Isbey; Lazaros Kikas; Bonnie Korn; Joslen Letscher; Doug MacDonald; Kris McLonis; Stephen Manning; Mostafa Mehrabi; Gail Mitchell; Judith Mouch; Gail Presbey; Todd Ray; Linda Slowik; Jill Spreitzer; Jim Tubbs; Prasad Venugopal; Jonathan Weaver; Sandy Yost; Larry Zeff

The meeting was convened at 12:50 p.m.

### **I. Announcements**

President Canjar announced that individual faculty members may contribute to a fund to offset the costs of a memorial tree and plaque (located off the west wing of the Briggs building) for Gerry Curtsinger purchased by his family. Any individual faculty member who did not get a chance to contribute at the meeting today may give a contribution either to Hosten in Briggs 122 or to Vivian Dicks as soon as possible. Checks should be made out to "UDM" with the notation "Gerry Curtsinger Memorial."

II. Minutes of 8/28/07 General Membership Meeting were approved.

### **III. Treasurer's Report**

Treasurer McLonis reported the amount of \$21,965.48 in the checking account and the amount of \$73,757.63 in the savings account for a total of \$95, 723.11.

Special acknowledgement was given to McLonis and her successful efforts regarding new members of the UDMPU and their dues payments.

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

### **IV. Grievance Report**

Grievance Officer Manning reported on the outstanding grievance regarding parking. As is typical at the beginning of a new semester, faculty have reported more difficulty finding spaces to park. Manning requested that faculty report any parking problems to him. Two faculty reported at the meeting that they could not find spaces to park in the Reno lot because students were parked in faculty spaces.

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

### **V. Contract Negotiations**

Vice President Zeff distributed a survey based upon issues raised at the 8/28/07 General Membership meeting. Faculty present at the current meeting were asked to complete the survey and return it to Zeff. Zeff indicated that an electronic version of the survey (in Flashlight) will also be distributed to faculty with any additional items added that may arise from faculty input. Various items on the survey were discussed. The ratio of adjunct to full-time faculty was particularly emphasized. It was also recommended that the ratio be examined in individual departments and programs where use of adjuncts is especially high. (This aspect of the ratio issue has been raised before.) Also noted was the fact that, while attendance at general membership meetings has been strong of late, faculty ranks are shrinking because of a lack of new hires. One UDMPU member also recommended that, given the existence of shared governance at UDM, some sort of language be included in the new contract that addresses the

right of the union to bargain collectively. Discussion on item 16 on the survey ("the hiring of non-tenure track faculty as a de facto way of extending the tenure clock") included the assertion from nursing faculty that it is very difficult to hire new nursing faculty who already have doctorates. The possibility that the hiring of non-tenure track faculty who are then placed on the tenure-track later may also serve as a way to not do real searches was also discussed in connection with item 16. Items 22 (apparent violations of contract section 11.8, Publication Assistance) and 23 (apparent violations of contract section 11.9, Research Fund in CLAE) on the survey may be raised as issues before contract negotiations begin.

Canjar stressed the importance of each college's representatives to the Professional Negotiating Committee (PNC). Zeff communicated that the PNC, once elected, will need to move very quickly on the issue of health benefits in advance of contract negotiations. The administration wishes to reconfigure health benefits across the university and wants a sub-committee of the PNC to meet with them and representatives from other UDM employee unions to discuss the issue as soon as possible. Dissatisfaction with PharmaCare will be one of the topics discussed.

Canjar announced that another General Membership meeting will be held in November.

VI. The meeting then broke into college caucuses in order to elect representatives to the PNC. The number of representatives is based upon the number of full-time faculty in each college or unit. A chief negotiator is elected separately. The president of the UDMPU is also a member of the PNC. Representative elected are as follows:

Architecture (1): seat remains open  
 Business (1): Larry Zeff (also elected Chief Negotiator)  
 CHP (2): Carla Groh; one seat remains open  
 CLAE (3): Nancy Calley; Doug MacDonald; Gail Presbey  
 E&S (2): Shuvra Das; Prasad Venugopal  
 Library (1): Kris McLonis

The meeting was concluded at approximately 1:35 p.m.

Respectfully submitted,  
 Heather Hill-Vásquez, Secretary