

**UDMPU General Membership Meeting
Minutes – 9/25/08**

Present: Kris McLonis, Kate Walters, Janet Jelinek, Mohan Krishnan, John M. Dwyer, Nancy Piernan Chesik, Cindy Gillham, Carmen Stokes, Carmon Weekes, Sandra Cleveland, Libby Blume, Jill Spreitzer, Elizabeth Hill, Mary Lou Caspers, Liz Roberts-Kirchhoff, Matt Mio, Larry Zeff, Maureen Anthony, Mary O'Shaunessy, Joanne Yastik, Mary Ann Hazen, Mary Higby, Shuvra Das, Stokes Baker, Sheri Pickover, Jocelyn Bennett Garraway, Jim Tubbs, Mark Paulik, Barry Dauphin, Mary Hannah, Katy Snyder, Stephen Manning, Carol Weisfeld, Nizar Al-Holou, Joyce Conley, Sandy Yost, Janet Baiardi, Ron Koenig, James Graves, Salomeia Schlick, Hsaio-Lan Hu, Gail Mitchell, Mostafa Mehrabi, Doug MacDonald, Gail Presbey, David Bartley, Kathy Zhong, Prasad Venugopal, Karen Selby, Any Dereczyk, Victoria Mantzopoulos, Ram Kesavan, Julia Eisenstein

I. The meeting was convened at 12:55 PM with the approval of the agenda presented by Canjar.

II. Executive Summary of New Contract

Zeff acknowledged the work and dedication of the members of the PNC (Canjar, MacDonald, McLonis, Presbey, Das, Groh, Venugopal, and Calley) and the volunteers who assisted with contract language (Dauphin, Walters, Higby). Zeff extended special thanks to Canjar for his participation on several of the PNC subcommittees and the many hours he spent editing the contract (which required incorporating language from a variety of sources).

Zeff then proceeded to outline the major points of the contract regarding compensation, benefits, research and development, intellectual property, the introduction of lecturers, and the full-time/adjunct ratio. [The slides from Zeff's presentation are available at <http://www.udmpu.net/contract08/contract08ppt.pdf>.]

Compensation:

- a. During the duration of the contract, raises in pay will be 3% for each of the first three years, 3.5% in the fourth year, and 4% in the fifth year.
- b. A "chit" system for participation in directed studies (first proposed by Roy Finkenbine in negotiations for the 2003-2008 contract but not adopted at that time) will be instituted. For participation in an undergraduate directed study, a faculty member will bank 10% of a course release; for participation in a graduate directed study, 12.5% of a course release will be banked. When a faculty member has earned 100% (in any combination of undergraduate and graduate directed studies), he/she will have earned a course release to be

- taken with the mutual agreement of his/her department chair. Any such time already accumulated prior to the new contract will be eliminated, and all faculty members will start with a clean slate.
- c. The stipend for a faculty member chairing a committee reviewing a dissertation will be \$75 per credit hour. Other faculty members of the committee will each be paid a flat \$100 (half when the student's proposal has been accepted and the other half when the student has successfully defended the dissertation).
 - d. A formula for compensating faculty members who serve as chairs has been developed. There are two basic levels of compensation, taking into account the number of full-time faculty that the chair manages; the number of degree programs for which the chair is responsible; number of course selections in the fall semester each year; and "qualitative factors of the extent of multi-disciplinary interactions, ongoing accreditation concerns, extensiveness of community relations, interactions with other University units, and market exigencies". (Section 9.4) The highest level of compensation will be one course release each semester and 2/9 base salary during the summer months; the middle level will be one course release per academic year and 1/9 base salary during the summer months. Anyone who, according to the formula, has greater than five but less than eight variables is entitled to either one course for the academic year or 1/9 annual salary for the summer months (to be mutually determined by the chair and his/her dean).
 - e. There will be discussions about the possibility of merit pay for faculty. If a plan is developed during the duration of the contract, there may be a wage reopener to determine additional compensation.
 - f. Additional compensation for faculty members accepting a work assignment during a term not part of his/her regular work year will be \$1340 per credit hour effective August 16, 2008; \$1380 per credit hour effective August 16, 2009; \$1420 per credit hour effective August 16, 2010; \$1470 per credit hour effective August 16, 2011; and \$1530 per credit hour effective August 16, 2012.

Benefits:

- a. There are still two Community Blue options and a HAP option. There will be no change in premiums for any members for the first year of the contract. Couples and families choosing Community Blue 3 or HAP will continue to pay 25% of their premiums. Couples and families choosing Community Blue 1 will pay 30% of their premiums beginning with year two. Single subscribers will be phased into paying a portion of their premiums beginning in year two. The percentages in premium payment for singles electing Community Blue 3 or HAP will be 8.3% in year two, 16.7% in year

- 3, and the full 25% in year 4. For singles electing Community Blue 1, the percentages will be 10% in year two, 20% in year three, and 30% in year four.
- b. Those members who have insurance coverage elsewhere will see an increase in the monetary giveback from the University, from \$800 per year to \$1300 per year.
 - c. Domestic partner coverage (regardless of gender) is available through HAP.
 - d. There will be better publicizing of the existing Heritage Optical vision plan.
 - e. Several dental plans outside of the University Dental School are available, at the expense of any member interested.

Research and development funds:

- a. A voucher fund to cover expenses such as travel to and registration for academic conferences, workshops, retreats and continuing education; membership in professional organizations; assistance in fees for trade or academic publishing; scholarly publications; and fees to gain access to scholarly publications, has been established. The amount in that fund is currently \$115,000. The amount will be \$150,000 in years one and two, \$175,000 in years three and four; and \$200,000 in year five.
- b. A bank of \$100,000 will be maintained in the Internal Research Grant Fund.

Intellectual property:

- a. An intellectual property policy has been developed which affirms the ownership of work done using "ordinary resources". (Appendix B)
- b. A patent policy has been developed. (Appendix C)
- c. There is an agreement to have discussion between the UDMPU and the University administration when an online program is implemented.

Lecturers:

- a. The rank of lecturer will be instituted to hire non-terminally-degreed faculty members who will teach twelve credits per semester on a non-tenure-track basis. They will receive rolling three-year contracts after their probationary period and review.
- b. Lecturers will be part of the UDMPU, with full benefits. However, in terms of the full-time/adjunct ratio, 50% of the courses taught by lecturers will be counted as part-time.
- c. A lecturer may be promoted to the rank of senior lecturer; application for this rank follows the same procedure as specified in

5.8(c) of the contract. A lecturer thus promoted is then offered the first of a series of five-year contracts, with automatic renewal unless given notice by the end of his/her third year.

- d. The University will be entitled initially to four lecturers. Each year that compliance with the full-time/adjunct ratio is achieved, the University will be granted an additional two lecturers, up to a maximum of eight for the duration of the contract.

Full-time/adjunct ratio:

- a. The ratio remains 65% full-time/35% adjunct. If the percentage of full-time faculty drops by 1% or less, the University will make attempts to rectify this. If the percentage of full-time faculty drops by more than 1%, new full-time faculty lines are to be created in a timely manner (so that hiring may be done in time for the start of the fall semester).
- b. The number of such faculty lines to be created will be calculated using a formula taking into account the total number of sections in the previous academic year, subtracting the required 65% of sections to be taught by full-time faculty, and dividing by 5.

III. Comments regarding McNichols Faculty Assembly

Weisfeld thanked the PNC for its work in safeguarding shared governance by the language about and reference to it in the new contract.

IV. Election concerns

Zeff reminded the members in attendance that, in order to ratify, the number of “yes” votes must total 50% of the total membership plus one. In other words, neglecting to vote at all is in effect casting a “no” vote. (McLonis, the UDMPU treasurer, will compile a list of those UDMPU members eligible to vote prior to the election.) The dates of the election will be announced in the near future along with dates, times, and locations for informational meetings regarding the contract prior to the election.

Canjar thanked Zeff for his role as the chief negotiator of the PNC, which included facilitating the PNC meetings and spending many hours in contract negotiation meetings with the University administration.

The meeting was adjourned at 2:05.

Respectfully submitted,
Kris McLonis