

UDMPU General Membership Meeting Minutes - 8/28/07

Present: Maureen Anthony; Stokes Baker; David Bartley; Mike Canjar; Mary Lou Caspers; Nancy Chesik; Joyce Conley; Barry Dauphin; Jeanne Davis; Vivian Dicks; Cindy Gillham; Mary Ann Hazen; Mary Higby; Heather Hill-Vásquez; Kate Lanigan; Joslen Letscher; Doug MacDonald; Kris McLonis; Stephen Manning; Matthew Mio; Sherry Pickour; Gail Presbey; Todd Ray; Liz Roberts-Kirchhoff; Donna Roe; Katy Snyder; Jill Spreitzer; Prasad Venugopal; Larry Zeff

The meeting was convened at 11:00 a.m.

President Canjar opened the meeting with the announcement that the intent of the present forum was a focus on upcoming bargaining issues as the contract is in its last year and thus the bargaining unit may choose to re-open it. Official negotiations begin November 15. At the General Membership meeting to be held September 18 at 12:45: (1) a Professional Negotiating Committee (PNC) will be elected with representatives from each college; (2) a Health Benefits Sub-Committee will be elected; and (3) other specific bargaining issues sub-committees will be elected. In connection with the Health Benefits Sub-Committee, it was noted that the administration appears to be pushing for uniformity across the university.

The President and those in attendance discussed several issues that may become part of the bargaining process. (Note that the following list represents the issues in the order in which they arose. This is not a prioritized list.)

- 1) Salary and pay raise
- 2) Equity study.
- 3) Benefits, including retirement health benefits.
- 4) Domestic partner coverage.
- 5) Full-time / adjunct faculty ratio and the enforcement of the contract when the ratio is violated.
Should the administration be allowed a phased decrease over a number of years? In connection with this issue, it was agreed that we must emphasize the extreme importance of full-time faculty to the overall health and success of the university. It was also noted that the large use of adjunct faculty in CLAE is particularly problematic. In addition, a better and more precise formula is needed in order to calculate the full-time to adjunct ratio. Also discussed was the possibility of applying different ratios to different colleges.
- 6) The small percentage of tenure-track hires and the apparent replacement of such hires with term appointments.
- 7) Faculty workload issues and inequities between and among departments, colleges, programs, etc.
- 8) The no lay-off clause.
- 9) Intellectual property.
It was noted that, as this issue arose prior to shared governance, it needs UDMPU input.
- 10) Parking.
- 11) Language issues in the contract regarding dental librarians - the contract says dental librarians are not part of the bargaining unit but they are treated as if they are.
- 12) Contact hours for faculty teaching science labs need to be counted as well as number of courses taught as part of the workload of faculty.

- 13) Compensation for department and program chairs and directors. As there appears to be disparity regarding compensation across the university, the process for determining compensation ought to be regularized. However, it was noted that using the number of full-time faculty in a department or program to calculate compensation might not be appropriate given that as the number of full-time faculty in a department, etc., decreases, the chair or director must take on additional duties as there are fewer full-time members to cover duties. Also noted was the increased workload for a chair or director when a department or program is undergoing accreditation. Also very significant is the tendency of the administration of late to decrease or eliminate stipends and/or the combining of programs under one chair or director.
- 14) Compensation for librarians who chair or direct programs which ordinarily entitle faculty members to one or more course reductions. Librarians can receive monetary compensation but do not have a "time" release due to the nature of their employment.
- 15) Paternity/Maternity/Care of elderly parents leave. It was agreed that we ought to seek something above and beyond the minimum allowed by the FMLA. It was also noted that there appears to be a disparity between and among colleges and programs regarding how such situations for individual faculty are handled. Also suggested was the possible stopping of the tenure clock.
- 16) Current and past hiring in some colleges of non-tenure track faculty as a way to extend the tenure clock. It was recommended that there needs to be a clearer means of controlling this type of hiring practice.
- 17) Physical work conditions especially in connection to buildings and office spaces. Special note was made of the third floor of Reno Hall.
- 18) Clarification of research leave procedures as detailed in the contract.
- 19) More specific remedies in the new contract for administration's violation of the contract. It was noted that financial penalties might be especially effective although such penalties might be turned against faculty who violate the contract.
- 20) Ongoing problems regarding the late approval of job lines and the last-minute hiring of adjuncts.
- 21) Childcare.
- 22) Apparent violations of contract section 11.8, Publication Assistance.
- 23) Apparent violations of contract section 11.9, Research Fund in CLAE.

Items 17 and 23 above will be discussed at the next Executive Liaison meeting.

The meeting was adjourned at 12:45 p.m.

Respectively submitted,
Heather Hill-Vásquez