

**UDMPU Board Meeting
Minutes – 2/26/08**

Present: Mike Canjar, Cindy Gillham; Heather Hill-Vásquez; Doug MacDonald; Lorri MacDonald; Kris McLonis; Prasad Venugopal; Kate Walters; Larry Zeff

Absent Excused: JoAnne Isbey; Stephen Manning

Absent: Stokes Baker; Mary Higby

I. Call to Order.

II. Minutes of 2/12/08 meeting were approved as amended.

III. Treasurer's Report.

a. McLonis reported \$23,700.79 in checking and \$69,332.88 in savings for a total of \$93,033.67 in the Comerica accounts.

b. McLonis reported that a check will be issued to Brigitte Murphy in the amount of \$85.98 to cover her work and supplies for the recent UDMPU election mailings. This amount will be taken from the \$300 previously allocated by the Board to cover costs related to the election process

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

IV. Grievance Report.

a. Manning, via e-mail correspondence, filed the following report.

The Grievance Report for the 2/26/08 UDMPU Board meeting is 'Status Quo' with one exception (as follows):

We received an email communication last week from a Departmental Chair informing us that at a recent Chairs Council, the Dean of the College announced her/his intention to invoke Article 6.3(a)(i) of the Contract. This article, under the 'Workload and Professional Responsibilities' part of the Contract, defines the maximum teaching load for faculty members as "twenty-four (24) credit hours of teaching per year," which typically translates to a 4-4 load. Traditionally, the normal load for most faculty has been 3-3, the reduction coming as the result of the expectation that a faculty member will engage in research and service. The reduction is contractually warranted, per 'Alternatives to the Maximum Teaching Load' (6.3(a)(ii)) and/or 'Adjustments to Teaching Load' (6.3(a)(iii)). Apparently, the Administration's, or at least this particular Dean's, argument is that some faculty are "nonproductive" in that they do not engage in research and service at a level to warrant the reduction from 4-4 to 3-3.

In separate email responses to the original author, Larry and I clarified the pertinent contractual provisions and a number of UDMPU concerns. Our response to the Administration could range from doing nothing until and unless an individual faculty member is branded "unproductive," at which time we would move to ensure the member's contractual rights, to initiating a conversation at an Executive Liaison meeting.

b. Canjar indicated that all members of the Grievance Committee (Canjar, Manning, and Zeff) have weighed in on the above issue. Zeff communicated that the contract clearly defines the issue but is not clear on administrative enforcement of the issue ("*de jure* not *de facto*"). Canjar communicated that the majority of faculty do not fall into the category of "unproductive" and that, indeed, the Dean's intent to invoke the applicable section of Article 6.3 is in response to no more than 2-3 members of the faculty.

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

V. PNC (Professional Negotiating Committee) Update.

a. Chief Negotiator Zeff reported that all six sub-committees composed of members of the UDMPU and the administration are moving forward at various speeds. Both sides are optimistic that an agreement will be reached by May 15, 2008.

VI. MFA Issues

a. Venugopal reported on a concern raised by a bargaining unit member regarding instructions from a Dean concerning job search language. Upon further investigation, it was discovered that the language was the same as that agreed to as interim language by the MFA and the Interim AVP. Venugopal reminded the Board that the MFA will soon be at work on creating a new set of faculty search procedures.

b. Venugopal raised the issue of the insufficient functioning of at least three of the MFA Teams. It was agreed that the insufficient functioning has resulted in a lack of faculty input that potentially violates Letter of Agreement 13 (shared governance). Thus the UDMPU officers agreed to add the issue to the agenda of the 2/26/08 E.L. meeting.

VII. The meeting was adjourned at 1:26 p.m.

Respectfully submitted,

Heather Hill-Vásquez