

## **UDMPU Board Meeting Minutes – 3/25/08**

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

Guest: Carol Weisfeld

Absent Excused: Stephen Manning

Absent: Stokes Baker; Cindy Gillham; Mary Higby; Joanne Isbey

I. Call to Order.

II. Minutes of 3/11/08 were approved.

III. Announcements.

a. Canjar announced that the monthly E.L. meeting, previously scheduled for 3/25/08, had been cancelled as two of the three administration representatives would not be available. The meeting will have to be rescheduled.

b. Canjar reminded the Board of the General Membership Elections meeting to be held 3/27/08 at 12:45 in LS 113.

IV. Treasurer's Report.

a. McLonis reported \$35,449.10 in checking and \$69,420.22 in savings for a total of \$104, 869.32 in the Comerica accounts. Recent activity includes a check deposit from UDM to cover union dues in the amount of \$24,040.84 and a check written to MEA in the amount of \$12,196.97 for union dues.

b. McLonis presented L. MacDonald, Chair Elect of the Audit Sub-Committee, with a packet of information needed for the internal audit for the last half of 2007. McLonis indicated that she has also sent L. MacDonald an Excel file with pertinent information.

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

V. Grievance Report.

a. Manning, via e-mail correspondence, indicated that there was no change in his Grievance Report from that of 3/11/08.

b. Zeff reported on two potential pre-grievance items. The details of these items emerged initially in a meeting held with bargaining unit members of the applicable college and Zeff, Canjar, and Hill-Vásquez. Several issues of concern were raised in the meeting. The meeting focused on issues connected to the contract and the administrative actions of the college. At the meeting, Zeff, Canjar, and Hill-Vásquez recommended that the bargaining unit members 1) create a history of the culture (as connected to administrative actions/treatment of faculty) of their college and 2) develop an approach to be presented immediately to the Interim AVP including a request to have the AVP meet with the Dean of the applicable college to resolve issues as soon as possible. Two committees have since been formed to address 1) and 2) above.

c. By the end of the meeting and through individual conversations with affected bargaining unit members, two current issues were deemed grievance-worthy now and two other issues emerged as potentially grievance-worthy in the near future.

d. Canjar indicated that a number of the issues raised in the above meeting would have been discussed in today's E.L. meeting if that meeting had been held as previously scheduled.

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

#### VI. Elections Meeting.

a. As of 3/25/08, nominations for UDMPU officers (all incumbent) are as follows: Canjar (President); Zeff (Vice President); Hill-Vásquez (Secretary); McLonis (Treasurer).

b. A MAHE representative and a MEA representative will need to be elected at the meeting. The Board discussed the possibility of one person serving in both positions.

c. Weisfeld, Chair of the 2008 Elections Committee, asked all Board members to post a paper reminder next to faculty mailboxes in their respective colleges.

d. Canjar and the Board thanked Weisfeld and McLonis for their work with the Elections Committee.

#### VII. PNC Update.

a. Chief Negotiator Zeff indicated that all six negotiations sub-committees are "down to the nitty-gritty." All sub-committees are "zeroing in" on the critical issues assigned to each. Each issue that has been raised by the faculty has been discussed. Many issues have been resolved and/or have been addressed through tentative agreements. Zeff also indicated that counter-proposals from the administration are expected to be communicated to the UDMPU PNC either this week or next week particularly in connection with salary, research funds, travel funds, and the percentage of courses taught by full-time (UDMPU) faculty and adjunct (non-UDMPU) faculty.

VIII. The Board discussed issues related to a College Dean's recent assertion of his/her intent to invoke Article 6.3a(i) of the Contract. Articles 6.3a(ii) and 6.3a(iii) are also pertinent to the issue.

a. It was agreed that any invocation must abide by the following process: 1) indication in the Dean's comments on the individual faculty member's annual report of the faculty's member's insufficient performance in light of the contract; (2) indication by the Dean in person during the annual report meeting to the individual faculty member of this insufficient performance; and 3) indication and discussion with the faculty member of what will be done to correct the faculty member's performance in order to fulfill the contract.

b. The Board also expressed concern regarding the inappropriateness of any such action by the Dean without first consulting applicable Department Chairs within the College.

IX. Venugopal suggested that a MFA update become a regular agenda item for each Board meeting. In connection with this, he raised the recent request submitted to the Registrar by the administrative unit of one college to create a set of initiatives that at least in part do not seem to acknowledge the process of shared governance. This initiatives list will be reviewed by the MFA, the UDMPU, and the Registrar. The Board, as it has done in the past, asserted the absolute importance of stressing to the administration that its first inclination must always be to bring issues before the faculty. It can then be decided which issues pertain to faculty and therefore -- in the spirit of shared governance -- require faculty input and which issues do not.

X. The meeting was adjourned at 2:05 p.m.

Respectfully submitted,  
Heather Hill-Vásquez

