

Minutes for Wednesday, February 10, 2008

Attending: Jess White (guest, Sociology / Anthropology), Steve Rock, Holly Garbo, Craig Tollini, Gayle Carper, Keith Boeckleman, William Thompson, Cecilia Bennet, John Stierman, James Caldwell, Dave Kamper (guest, IFT), Lora Ebbert Wallace, Martha Klems, Karen Sears, Mike Romano, Brian Clark, John Miller

Meeting called to order: 3:PM

Announcements: Keith Boeckleman has a new book just published and in the stores about Barack Obama. Thank you to John Stierman and Patrick Stout for lobbying Rich Meyers in re: higher education funding. Recognition for Mike Romano's Distinguished Faculty Lectureship.

Grievance:

1. Outstanding grievance taken to sanctions panel.
 - a. Sanctions panel recommended no sanctions
 - i. President Goldfarb issued a reprimand 20 days later (ten days after it was due)
 1. Reprimand rescinded
 - b. Other grievances in the pipeline
 - c. Reminder from Gayle: If a member is called to a meeting and requests a UPI rep and that request is not allowed, then anything that happens at the meeting cannot be used against the member.
 - i. Supervisors are not required to alert members that they have a right to UPI representation at meetings that discuss the conditions of employment
2. Communications: Nothing to report
3. Treasurer:
 - a. Discussion of generating list of non-members
 - i. Karen distributes list of non members paying "fair share"
4. Legislative:
 - a. Keith: no report
5. Dave Kamper
 - a. Encourage all that are delegates to make the AFT's convention this summer from July 10 to July 14.
 - b. AFT regional summer union leadership institute. Details coming.

- c. IFT leadership conference coming in the Fall
- 6. Salary Equity Committee (Mandated by contract Article 13.6)
 - a. Karen Sears: I want to bring new people into engagement with union activities.
 - b. Distributes a list of seven people vetted by adhoc committee
 - i. Proposed group: Jana Deitz, Greg Hall, Sean Cordes, Martha Klems (unit B), Becky Miller (unit B), Marti Mascarnek, Jennifer Allen
 - 1. Proposed group affirmed by unanimous vote
- 7. PAA:
 - a. Karen: General discussion on PAA and history of grandfathering issues related to PAA.
 - i. Two meetings were held late in the autumn semester to deal with grandfathering issues.
 - ii. December 5 UPI creates a proposed PAA grandfathering policy.
 - 1. Verbal counterproposal from administration delivered to UPI in late January.
 - a. Let the old PAA cycles carry on their natural course
 - i. As each individual completes their old cycle, they can choose to go up under the old or new PAA rules.
 - iii. Karen has edited the administration proposal, including ideas from an adhoc group.
 - 1. This is the proposal we have before us today.
 - 2. Mike and Karen will discuss this proposal with the President on the 25th of February
 - b. Discussion of Proposal:
 - i. Karen describes proposal.
 - 1. Discussion of advantages and disadvantages of proposal.
 - ii. James Caldwell: Discusses the possible consequences of the carry-over element in the proposal.
 - iii. Gayle Carper: Compares the current PAA favorably to Faculty Excellence Awards
 - iv. Discussion of whether to go MOA or ratification route
 - 1. Ratification is felt to be the appropriate way to do this.
 - a. More discussion
 - c. Motion to affirm counterproposal:

- i. Moved by Steve Rock
 - 1. Seconded by William Thompson
 - a. Passes unanimously
 - d. Motion to affirm ratification by John Miller
 - i. Seconded by William Thompson
 - e. Motion carries with one abstention
 - 8. Associate Faculty Discussion
 - a. Gayle Carper:
 - i. Proposes a committee of associate faculty to advise union board on Unit B issues
 - ii. Jesse White:
 - 1. Changing face of Unit B.
 - a. More Ph.D.s are being hired.
 - i. To be active in our field we need to be active in research and service
 - ii. Pressured to do service, etc. by administration
 - iii. Would like Unit B to communicate across colleges.
 - iv. Discussion
 - v. Dave Kamper suggests the formation of a caucus for Unit B, a way of bringing forward Unit B concerns to the larger union.
 - vi. James Caldwell makes a motion that Martha Klems and Jess White convene a Unit B Caucus.
 - 1. Steve Rock seconds
 - a. Motion carries unanimously
9. Announcements:
 - a. Karen Sears thanks people for attending Provost's Reception
 - b. Steve Rock: Provost may have an open house from 2:PM to 3:30 PM on February 18
 - c. State House of Delegates April 11 and 12
 - i. Chapter House of Delegates March 19th
 - 1. this will substitute for the regular board meeting
 - d. CITR director is being converted to an administrative position

- e. Karen Sears: Discussing the “commonality documents.”
 - f. Unit Clarification for ASPs
 - i. Eight positions being formally moved into this unit by clarification.
 - ii. Two new positions being moved into the unit
 - 1. Kibbee Station being moved into this unit
 - 2. Associate Director of International Studies being moved into this unit
 - iii. Mandatory 30 day posting period is now in process
10. Discussion of program for House of Delegates
- a. Leadership development opportunity
 - i. Better informed about contract
 - 1. Weingraten Rights
 - 2. Grievance Process
 - ii. Feedback to the local as whole?
 - 1. Are there issues
 - a. Domestic Partner Health Insurance issue
11. Meeting adjourned: 1:37:40 PM