



## LOCAL 1796 WILLIAM PATERSON UNIVERSITY

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SUSANNA TARDI, Ph.D., PRESIDENT

### AFT LOCAL 1796

at

William Paterson University of New Jersey

#### Minutes of General and Executive/Local Council Meeting

Date: March 23, 2004

Lunch was served

Location: SC 203, 204, 205

Time: 12:40pm - 1:45pm (Approximate)

Present: Susanna Tardi, Charles Magistro, Linda Gazzillo Diaz, Aria Cheo, Diana Peck, Robert Murphy, Robert Bing, Bob Wolk, Iris DiMaio, Claudia Goldstein, Song Chung, Chriss Williams, Daphne Joslin, Paul Swanson, Phoebe Jackson, David Stern, Joanne Cho, Esther Martinez, Steve Betts, John Peterman, Djanna Hill, Mary P. Baumgartner, Peter Stein, Arlene Scala, Richard Kearney, Ed Matthews, Shari Selke, Jean Levitan, Eleanor Goldstein, Linda Dye, Sherry Xu, Rodney P. Cauthen, Jan Pinkston, Jane Hutchison, Diana Van Boerum, Muroki Mwaura, Miryam Wahrman, Andy McCarthy, Michael Elsner, Richard Pardi, Carman Ortiz, Amy Giovanetti, Donald Garcia, Zhiyuan Cong

Guest: Steve Young, Managing Staff Representative at State Council

#### *Items distributed to the Council and general membership:*

- 1) Minutes of 12/16/03 meeting (second distribution)
- 2) Documents related to Alternate Assignment Program (delivered to members in person by Barbara Magistro and the student assistants prior to the meeting)

<b>Reminder!! Next Meeting Date: Tuesday: 04/20/04, 12:30pm, Room: Valley Road Auditorium 1012</b>
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**NOTE:** 1. *All motions were approved unanimously unless stated otherwise.*  
2. *All follow up work to be carried out are in italics.*

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#### 1. Call to Order-

The meeting was called to order by Sue Tardi about 12:45pm. The quorum was reached then. Sue Tardi announced that there is only one item on the agenda: Faculty "Alternate Assignment Program"

(AAP). The meeting proceeded accordingly.

NOTE: Although the 2/17/04 meeting minutes were not brought up for approval, the recording secretary wishes to make a correction in the attendance list as requested by Arlene Scala. Please add Arlene Scala to the list of attendees for the 2/17/04 meeting.

2. Sue Tardi reported that Provost Sesay had called her stating that we have an Alternate Assignment Program, but we don't call it that. He suggested that instead of asking for uniformly applied alternate assignment program, it would be more productive for the Union to request more resources to expand the existing ART. Sue Tardi agreed to relay this message from the Provost to the membership at this meeting. She will contact the Provost to inform him of the results regarding faculty's sentiments on the AAP.

Comments from the floor:

- It's important to talk about social context. We are no longer a college but a university, an institution of higher learning. Faculty still teach 3-4 courses per semester and work hard. Teaching 4 courses per semester is a lot of work for faculty if they are going to do other things such as service or scholarship activities. We have ART that includes so much paper work. If faculty teach only 3 courses per semester, then they can decide what they want to do in regard to the alternate assignment. (This member expressed support for the AAP.)
  - There are problems with ART. Some faculty are doing research, and applying for and not being awarded ART.
  - We should collect stories on ART. ART discriminates against people—newer versus older. We don't treat everyone the same in hiring or ART.
  - We have overlooked faculty who do not have resources for scholarship. If we give them time, funding, travel, we will have the opportunity and will publish.
3. Sue Tardi said that she brought up the issue of the College of Business to the Provost. The Provost said that other colleges need to do what the CCOB dean has done and identify need. Sue Tardi also shared with the members the sequence of events that took place at the Master Agreement negotiation sessions and what has been done since to negotiate with the Administration on AAP. The equity is the focal point of our proposal.

Sue Tardi and Linda Gazzillo have asked the Administration for the faculty FSPA's which will show the number of release time and overload credits faculty members are carrying this year. These documents would help us to address the economical feasibility for AAP at WPUNJ. We calculated that if we subsume ART into this program, and the fact that most faculty have some type of release time now, then the AAP would work. Some universities kept the teaching load at 12 credits, but students' courses are now 4 credits and the credits for students to graduate have decreased. We have created an AAP that is economically feasible.

4. The floor was then open to Q &A:

- a. A comment was made that we have a problem attracting faculty at WPU.
- b. Concern was raised regarding possibility of faculty limiting or losing their release time and/or overload who are currently receiving reduced load for administrative or other non-teaching responsibilities

Sue Tardi assured them that the proposal does not intend to take away any existing release time.

It proposes to give all faculty members equal opportunity to request alternative assignment from teaching. Likewise, there is no limitation on overload, and certain faculty have as much overload as teaching.

- c. A comment was made that most faculty get release time. The discussion should be on how to "fix" ART. ART has to work better for us.

Sue Tardi commented that the Administration does not see a problem with ART. This issue was discussed with the Provost at the last Senate meeting.

5. Steve Young reported that:

- a. The following institutions have been working on AAP or a reduced teaching load and are close to having agreement for implementation. However, recently it was reported that the issue has been slowed down by their respective administrations:

College of New Jersey

Ramapo College

Rowan University

NJCU

- b. New Jersey has strict Labor Laws. "Managerial prerogative" is frequently cited during our negotiations with the State. There is a need to change the Labor Laws. Steve asked all Locals to help out in this effort.

- 6. Charles Magistro commented that ART is being used as a retention tool for younger faculty. We lost several good faculty because they were dedicated teachers but didn't have scholarship.

7. Comments from the floor:

- a. We need to have a long term view on how to resolve this issue. The Domestic Partner negotiations in the past and how faculty used to teach 15 credit loads per semester were noted. We should just say "no" to the Administration. The Administration is blaming "you" (Sue Tardi). He (the Provost) has to see from every single person that they speak for themselves. That is the only way we are going to nullify the "you". The Ridgefield Park issue needs to be nullified. We must all speak and lead from the middle.
- b. Those people on search committees must document how the teaching credit load is affecting the search for faculty.
- c. A lot of release time doesn't give the time to do research. Plus the release time is to do more work (i.e. director of a program). Not all release time is created equally.

8. Sue Tardi clarified the ART process. The Union is not against the work that the ART committee does. This is about equity, entitlement, and competition with sister universities.

9. Comments from the floor:

a. Would the AAP create a problem with course caps?

Sue Tardi clarified that enrollment caps are managerial prerogative. With online courses, the Administration had previously attempted to increase caps. The faculty said that they would not teach the online courses, then the caps decreased.

b. All of this work has come down to us. We have to slow down.

10. The following motions were offered from the floor:

Motion #1: This body supports the proposal made by this Local regarding Alternate Assignment Program.

Moved by Peter Stein, seconded by Mary P. Baumgartner. The motion passed unanimously.

11. The Senate chair stated that this topic is on the next Senate meeting agenda as "Alternate Assignment Issues". It is at the end of the agenda, but most of the other items are short. A member said that they would like an Order of the Day for the item. Sue Tardi said that it is unfortunate that the issue is not at the beginning of the meeting since it is a priority item. Another faculty member suggested that each department take a vote on the issue.

Motion #2: This body requests that the representatives take this issue back to their departments to vote on a resolution to support this issue at their next department meeting, and report the voting outcome to Sue Tardi via her AFT email address.

Bob Wolk moved, Esther Martinez seconded. The motion passed unanimously.

Comment: Sue Tardi requested each department representatives to submit the name of next year's rep to Barbara Magistro as soon as possible.

12. Adjournment: .

The meeting was adjourned at about 1:45pm (the order of the day).

Respectfully submitted,

Aria Cheo (03/30/2004)