

**LOCAL 1796**  
**At**  
**William Paterson University of New Jersey**  
**General and Executive/Local Council Meeting**

**Date:** December 16, 2004  
**Location:** Student Center, Room 203-205  
**Time:** 12:30 pm – 1:30 pm

**Present:** Mary Pat Baumgartner (Sociology), Rodney Cauthen, Robert Chesney (Biology), S. H. Chung (Chemistry and Physics), Linda Gazzillo Diaz, Iris Torres DiMaio, Donna Fengya (Mathematics), Amy Giovanetti (Exercise and Movement Science), Claudia Goldstein (Art), Marie Hakim, Joyce Heavey, Jane Hutchison (Library), Phoebe Jackson (English), Richard Kearney, Betty Kollia (Communication Disorders), Ileana LaBergere, Kem Louie (Nursing), Charles Magistro, Esther Martinez (Languages and Cultures), Judy Matthew (Library), Alberto Montare (Psychology), Muroki Mwaura, Irwin Nack (History), John Najarian (Computer Science), John Peterman (Philosophy), Eswar Phadia, Susan Rienstra, Arlene Scala (Women's Studies), Shari Selke, Cindy Simon, Jebaroja Singh, David Stern (Environmental Science and Geography), Susanna Tardi, Marion Turkish (Elementary and Early Childhood Education), Diana Van Boerum, James Wilkerson (Accounting and Law), Robert Wolk, Melda Yildiz (Secondary and Middle School Education)

**Items distributed to the Council and General Membership:**

- 1) Proposed Agenda for December 16, 2004 Meeting
- 2) Minutes of the November 16, 2004 General and Executive/Local Council Meeting

**1. Call to Order**

The meeting was called to order at 12:45 pm.

**2. Adoption of the Agenda**

A motion to approve the agenda was moved by R. Wolk, and seconded by J. Wilkerson. Modifying agenda items: Campus Security prior to President's Report. Approved unanimously.

**3. Approval of Minutes of the November 16, 2004 General Membership and Executive/Local Council Meeting**

A motion to approve the minutes was moved by A. Montare, and seconded by S. Selke. Approved unanimously.

**4. Campus Security**

Tardi explained that during the Board of Trustees meeting, the Board discussed the issue of arming the campus police on a permanent basis. The President had already given

them permission to be armed temporarily due to the recent shooting. Tardi expressed her concern at the BOT meeting regarding this issue.

Tardi expressed that the campus community needs to see statistics and asked whether there was more to this issue than we already know. She recommended that the campus community be involved in this serious matter. Tardi introduced students Louis Newton (SGA President), Ida Cannon (SGA Vice President), and Garious Thompson (student patrol supervisor), who were invited to attend the meeting by Dr. Daniel Meaders and requested an opportunity to give input to the members regarding this issue. Louis Newton spoke about what happened at the party when the shooting occurred. He said he doesn't believe the campus police should be armed permanently, but should be armed during campus activities because outside people attend.

A member asked how much training the police officers on campus get. Tardi said they are put through the police academy. Tardi noted that a BOT member said having the police armed would assist in the safety of the police. Tardi said we need more information and encouraged all of us to take part in the forums the University will be holding regarding this issue.

A member asked if the police would they walk around with guns if they are armed. Tardi responded yes. The member asked if the police were armed during the incident at the party. Tardi responded that the police were armed. Tardi also noted that two hate crimes supposedly occurred on campus and were reported by the University as acts of vandalism. Another member stated if we arm the police then we have a "paramilitary force" on campus. He believes that to have this "paramilitary force" to patrol students each day on campus is ridiculous. He urged caution because the issue concerns member rights as well as students' rights. Tardi noted that the police on other campuses are municipal police, which is not the case with our police. A member noted that outsiders can come on campus at any time, not just when parties are held. Tardi said we don't have enough information to take an informed position. A member asked if the city of Wayne has jurisdiction on campus and whether Wayne police can be present on campus for certain events. Tardi stated she doesn't know the answer to that question. Another member stated that her understanding is that campus police are police officers. She noted she is opposed to campus police carrying guns on campus, especially given that there are guns on campus should they be needed. She noted that we need to focus not only on the outside, but is that a reason to buy into a culture of fear? Tardi stated that the President commented that we have a diverse police force now. A member stated that not only have we as a group been opposed to police carrying guns, but our Administration also took the position in the past against police carrying guns. If incidents occurred which would justify police carrying guns during these events, then the SGA proposal seems reasonable. But then to extend it to say that the police have guns all of the time will set up a situation when guns will be used. Tardi said that there is a "rumor" that a quasi-task force will be devised to set up forums to discuss this issue. The task force will not be making recommendations to the Board of Trustees; they will facilitate the meetings and report the results. Tardi encouraged the members to attend these forums and then after we have more information a resolution could be made. A member asked when our

campus patrol became campus police. Tardi noted that they are campus police and have been for awhile. A member stated that on the day of the incident the police came into Garious' room and "woke him up with guns in his face". Another member stated she spoke with her students and they said that at the time of the incident the police said they wanted to clear the area to protect the students and try to straighten out the situation. Tardi said there should be guidelines and rules for the students stating what procedures should be followed in case this type of situation occurs in the future.

## **5. President's Report**

### **a. Alternate Assignment (AA)**

Tardi noted that AA is still the number one priority of the Union. A problem arose when two sister institutions (Rowan and Jersey City) were having trouble with their Administrations. The Administrations said they were not going to institute the AA, although verbal agreements had been made as the result of Union/Board negotiations. Tardi attended an Executive Council meeting for the Council of New Jersey State College Locals and found out that presently Rowan has an AA agreement and Jersey City is close to finalizing one. The Executive Board of the Union and the Executive Board of the Senate had a meeting regarding AA. Some Senate Executive Board members understand the issue and some do not. The Provost recognizes that there are inequities in faculty release time. The Provost sent an email to Department Chairs and Deans requesting total accountability for faculty release time. Tardi stated it is incorrect to use the words "reduction of teaching load" instead of alternate assignment," since a reduction of teaching load (creating a 9-9 credit load) was never the Union's proposal. The AA proposal provides for scholarship and service, or the faculty do not have to partake in AA and may teach a full 12 credit load per semester. The Union requested FSPA forms from the Administration, who gave the Union the forms from the previous year. The Union leadership received the forms and analyzed them. Certain inequities were apparent. The Provost said he is going to come up with a plan. Tardi suggested we examine the plan the Provost develops before moving forward with the current Union AA proposal. In the meantime the members must try to talk about AA in their departments.

The Union leadership has requested an invitation from the Council of Chairpersons meeting to explain AA. The Chairpersons passed a resolution favoring a reduction in teaching load, not AA. The Union leadership has not been invited to a Council of Chairpersons meeting yet. A member noted that the Chairpersons made the resolution for a 9-9 credit load and they did understand the AA, but wanted the reduction in work load. Our current contract does not permit a 9-9 workload. Tardi noted the good intentions of the Chairpersons but also commented that if in the future the Chairpersons plan to make a resolution like this - which ultimately requires Union negotiations - it would be better if the Chair of Chairpersons contacts the Union leadership to discuss the issue prior to passing a resolution. By passing the resolution as the Chairs did, it shows the Administration that various campus entities are on different pages. The Administration can say that we do not have a unified body. A member noted that the idea of a 9-9 credit load is fine to bring up in the next round of negotiations. He sees that this is a problem since a 9-9 credit load conflicts with the current contract and is illegal. If members raise a demand that conflicts with the contract, the Administration can say it is a violation of the

contract. We need to examine our contract regardless of what the issue is, and when formulating demands word them in such a way as to not give the Administration the opportunity to say it can't be done. Another member noted that the President explained the 9-9 credit load cannot be done due to the contract. Tardi said she appreciates the work that the Chairpersons have done, but in some cases the Chairpersons may need additional information and/or data before creating resolutions and sending them forward.

A member asked what happened to the AA vote from last semester? Tardi noted that the vote was supposed to be presented at a Senate meeting which to date has not occurred. The member commented that it seems like AA is being portrayed only as a Union issue, and we need popular support. Tardi clarified that we need popular support that is on the same page. Another member asked about which inequities the Provost acknowledged. Tardi noted that some positions are compensated in one department but not in another (e.g., webmaster). Also, the distribution of assignments (release time and overload) should be "open" and be more equitably distributed. All members in a department should have a right to say what they bring to the table. A member stated that when we go to AA it will be easier to designate release time. A member noted that at the last meeting of the Council of Chairpersons, the Administration told the Chairpersons that they were administrators. Tardi stated that Chairpersons must be careful because in the past the President has wanted to pull the Chairpersons out of the bargaining unit. Chairpersons are currently protected under the contract, and most have expressed a strong desire to remain in the bargaining unit. Tardi stated that we will give the Provost until January to give the Union his plan. A member asked what else can be done to get everyone educated on this topic? An open forum? Tardi stated that she is willing to hold a forum on AA but recommended waiting for the Provost's proposal. A member stated that from her perspective it looks like we need to compare what the workload is from teaching institutions and research institutions. Demands at this teaching institution include a 12-12 credit load, plus publishing, paperwork, etc. Tardi stated that Union leadership focused on sister institutions when devising the AA proposal because they are comparable. The College of New Jersey has an option, if faculty members would like to teach extra hours they can, and if they do not then they are not obliged. Tardi clarified how the AA program contributes to scholarship. The AA proposal takes the Assigned Research Time program and subsumes it under the scholarship category in AA. Those interested in three credit of alternate assignment in "scholarship" can develop a long-term (up to two years) research proposal rather than the current one-semester research plans. Tardi urged all members to raise the AA issue with the Administration so it doesn't appear that only Union leadership is interested in AA.

**Order of the Day (1:50 pm)** Extended. No opposition.

**b. Faculty Promotion and Range Adjustment Workshop**

Tardi noted that it was successful, with approximately 30 faculty members attending. Feedback from attendees was very positive. A member commented that members from his department who attended the workshop said it was very helpful.

## **6. Professional Staff Performance Based Promotions Workshop**

Selke noted that this workshop was also very successful.

## **7. Adjunct Officer's Report on Pensions**

Simon stated that the University is not giving a full year's credit to adjunct faculty who have worked fall and spring semester of the same academic year. Adjunct faculty will be receiving a letter about this.

## **8. Grievance Officer's Report**

Magistro noted that all of the faculty who were not retained and met with the Union and the President were retained. He stressed that mentoring of new faculty is very important. Senior faculty should make sure that new faculty understand the University retention and tenure policies. It is important that each department has new faculty members become well versed in all areas of scholarship, service, etc. It is important to keep an eye on the amount of overload, committee work, etc. for the new faculty which may prevent them from achieving their goals in scholarly work and publishing. Tardi stated that our colleagues must retain copies of their own retention and tenure portfolios. Magistro stated that it is important to keep minutes at the retention and tenure meetings.

Tardi noted that the Union is going to have an informal meeting to "clean up" and make a more equitable process regarding students' complaints. A member noted that students are going straight to the Dean's Office with complaints about professors. This should be an item for First Year Seminar professors to address. Magistro stated he would be willing to meet with faculty who want to discuss this issue. It appears that the Administration favors student rights at the expense of the rights of faculty. Tardi noted that she would like to have a forum to discuss this issue. Tardi said to the President that the first person to be contacted when a complaint is made by a student should be the faculty member in question. Faculty members who are the subject of formal complaints must also be notified in writing so they can address the complaints. The President, the Provost and the Union will be meeting soon to discuss this issue. A member noted that there are University policies that call for a student to go to the Chairperson first, and then for the Chairperson to advise the student to go to the faculty member. A member commented that faculty from one department are not being consistent and appeasing students which makes the situation worse. Magistro stated the situation can get ugly for a faculty member, and when the faculty member is exonerated the Administration does not send a letter stating that the faculty member has been exonerated. Magistro stated that if any faculty member receives a request from the Administration to meet, whether it is an "informal" or formal meeting or investigation, he or she should request Union representation. It should also be noted that at any investigation what a faculty member says or provides at that meeting can be used against the member.

## **9. Old Business**

None.

## **10. New Business**

A member made an announcement and distributed forms regarding the WAC program.

She is looking for student papers. Students who are awarded for their writing receive \$100.

**11. Adjournment**

A motion to adjourn was moved by Scala, and seconded by Selke. Approved unanimously.

The meeting adjourned at 2:03 pm.

Respectfully submitted,

Linda Gazzillo Diaz, VP of Negotiations for  
Richard Kearney, Recording Secretary  
[FINAL Edit: February 9, 2004]