

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

Date: December 20, 2005
Location: Valley Road Room 1016-1017
Time: 12:30 pm – 1:45 pm

Present: S. Betts, I. DiMaio, M. Catarina, L. Cheo, S.H. Chung, L. Dye, L. Gazzillo Diaz, M. Giorgio, I. LaBergere, S. Lawrence, K. Louie, K. Martus, J. Matthew, A. Montare, M. Mwaura, I. Nack, A. Nyaboga, A. Pachtman, F. Pavese, J. Pinkston, R. Rehberg, J. Rosenthal, R. Schwartz, S. Selke, G. Shepherd, S. Tardi, M. Turkish, L. Weiland, C. Williams, R. Wolk, S. Wolloch, L. Xi.

Items distributed to the Council and General Membership:

- 1) Proposed Agenda for Meeting
- 2) Minutes of the General and Executive/Local Council Meeting
- 3) Resolution, Presidential Deferred Compensation
- 4) Article: “N.Y.U. Sets Deadline for Return of Strikers”
- 5) Draft Proposal: “Evaluation of Adjunct Faculty at William Paterson University”

1. Call to Order

The meeting was called to order at 12:42 pm.

2. Adoption of the Agenda

Addition to agenda: **5e. Striking Graduate Assistants at NYU** presented by Nack. A motion to approve the agenda was made by Montare, and seconded by Martus. Approved unanimously.

3. Approval of November 15, 2005 Minutes of the General Membership and Executive/Local Council Meeting

L. Cheo will be added to November 15, 2005 attendance. A motion to approve the minutes was made by Montare, and seconded by Martus. Approved unanimously.

4. Announcements

Tardi announced that Stephanie Medina, the AFT Local 1796 Administrative Assistant, is moving on; she will begin student teaching in January. Tardi noted that Medina is invaluable to the Local and will be missed. The members gave Medina a round of applause.

Tardi stated that Marcelo Llarull, the Local’s Webmaster, died on Dec. 7, 2005. Llarull was a brilliant mathematician and a strong member rights advocate. He fought for his

right and that of others who were disabled, to continue teaching. Tardi noted that he was engaged in online teaching until two days before his death. ADA issues are addressed more readily by the Administration because of Dr. Llarull's efforts. Furthermore, Dr. Llarull was also instrumental in protecting faculty rights in the ART process. Due to Llarull filing a grievance, the Union was able to protect the negotiated process, in which the Dean's signature was only an acknowledgement of the proposal and not an approval or disapproval of the proposal. Tardi asked for a moment of silence for Dr. Llarull.

5. Action Items

a. Member Resolution-Bus to support Anti-War Protest Rally

Tardi stated that at the previous General and Executive/Local Council meeting, the members discussed providing \$650 (half of the financial expenses) out of members' dues to fund a bus for the next anti-war protest. **A motion to fund the bus in the amount of \$650 was made by Montare, and seconded by Selke.** Discussion ensued. A member stated that he/she is against using members' funds for this issue. He/she stated that we do not want to lose members by funding this bus, and this issue is very divisive. Another member said that he/she disagrees with the previous member's statements for different reasons. While some of our students are in Iraq fighting in the war, the member does not believe that it is appropriate for individuals to attend the rally as representatives of our Local. Tardi said that the member's resolution regarding the bus was to provide \$650 for transportation for members who personally supported the issue to attend the protest. A member said that at these events protesters are likely to carry banners. Tardi said that if the resolution was passed she would make it clear to the member who presented the resolution that the Local was not to be represented at the protest.

A member asked that since this issue (against the war) has been brought up, what would happen if someone brought up an issue in support of the war? Tardi said that any member can put an issue on agenda. Tardi reiterated that the Local follows a consistent, fair and equitable process addressing political issues. **The process which was approved by the members is as followed: (1) issues are placed on the agenda; (2) department representatives are asked to discuss and vote on the issues within their departments, (3) at the subsequent General and Executive/Local Council meeting a vote on the issue is taken. This vote represents the Local's position on the issue.** Tardi noted that department representatives have the right to vote as individuals at the meeting, but they are ultimately responsible and accountable to their departments. A member said that his/her department discussed the bus funding issue. The department came to an agreement not to support this issue because this is not the Union's or COPE's primary purpose. **Martus called the question, and Montare seconded. All in favor for calling the question. All in favor of supporting the motion: 15 in favor, 11 opposed, 2 abstentions. Motion to support funding the bus in the amount of \$650 passed.**

b. Member Resolution-Educational Summit of the Americas

The issue to support the Educational Summit of the Americas was raised at the last General meeting. Tardi again clarified that the \$100 to support the Educational Summit of the Americas comes out of membership dues and not COPE. **A motion to support this issue was made by Labergere, and seconded by Montare.** Discussion ensued. A member said that this resolution supports other labor unions. A member said that this funding also supports education. **All in favor with 1 abstention. Passed.**

c. Adjunct Faculty Evaluation Faculty Draft

Dye presented a proposal which equates the adjunct evaluation process to the full-time faculty evaluation process. The recommended proposal provides adjunct faculty the opportunity to be evaluated by peers more frequently if he/she, the adjunct faculty member, chooses to do so. After an explanation of the proposal, a discussion of the proposal ensued. Recommendations were to simplify the proposal, provide flexibility for the departments, and require an adequate number of evaluations rather than specifying a number. A member noted a discrepancy on the proposal, regarding how often peer evaluations would occur. Dye said that there is a discrepancy. The front page is what the Executive Board recommended, and retention and DAC policy is on the reverse side. A member said that following retention or DAC policy would only be appropriate if adjunct faculty are going to be tenured. Tardi suggested that we follow the first page of the proposal.

Tardi said that the Council clarified that evaluating adjunct faculty by contract is not a part of the full-time faculty responsibilities. Tardi suggested that on the proposal that Dye place an asterisk by the phrase “compensation for adjunct evaluations to be negotiated”. Our Local is one of the few state locals to have a process for adjunct faculty evaluations. Council sees this proposal as a positive process for adjunct faculty. Wolk stated that some adjuncts teach classes to do a favor for the department, but are not prepared for the class or do not have time to prepare. Tardi noted the vulnerability of adjunct faculty and suggests that full time faculty provide a support structure for adjunct faculty so they are not pressured to teach courses out of their area of expertise.

Dye noted that evaluation of adjunct faculty is a “permissible category for negotiation”. The Administration has the right and responsibility to evaluate adjunct faculty and we are allowed to negotiate the process. We are trying to get ahead of the curve, and argue for the procedural part of the process. Full time faculty cannot be mandated to evaluate adjunct faculty, since it is not a part of full time faculty duties. The Administration has the right to choose how often and how it will be done. We are asking for less than what we already doing. A member said that the core issue is dignity of the adjunct professor. He/she believes that 5 years of peer evaluations each semester is enough to acknowledge the quality of the adjunct faculty member’s work. He/she does not like when adjuncts are used to further issues.

This is a proposal directly impacting adjunct faculty. Tardi believes that it is unfair to decide on this policy without adjunct faculty input. She stated that the Local should do a mailing to the adjunct faculty to gain their feedback. At the next meeting, the members will discuss the adjunct faculty's feedback, and then finalize a proposal together to present to the Administration. A member suggested using email instead of regular mail to contact the adjunct faculty. Tardi noted that adjunct faculty do not typically use WPUNJ email; therefore, a mailing is the only way of assuring that they will receive the information. The question was called by Nack, and Montare seconded. Approved unanimously. **Motion was made by Pavese and seconded by Montare: To accept the proposal's front page preceding the comments and then mail the proposal to the adjunct faculty to gain feedback.** Discussion ensued. Tardi said that sending the proposal is a sign of respect to the adjunct faculty. Dye said that adjuncts can come to these meetings, and she does not consider it disrespectful if the mailing was not sent to them. Tardi responded that there are additional issues that need to be addressed regarding adjuncts (i.e. adjuncts are often times not invited to department meetings, or are unable to attend Union and department meetings because they teach at multiple institutions and have diverse teaching schedules). **Motion approved unanimously.**

d. Treasurer

Catarina is not going to be treasurer next semester due to other obligations in her department. Tardi thanked her for her service as treasurer and for her assistance in negotiations. The Executive Board recommends Muroki Mwaura replace Catarina. Tardi noted that Mwaura is an experienced treasurer, knowledgeable in the use of QuickBooks, and therefore requires no additional training. **A motion to have Muroki Mwaura to take on the role as Treasurer was made by Matthews, and seconded by Selke. All in favor.**

e. Striking Graduate Assistants at NYU

Nack explained that the graduate assistants union was recognized by NYU, and had a negotiated contract. Then the university received a ruling that its Board does not obligated to recognize graduate assistants as employees. The Board persisted in its refusal to recognize the graduate assistants. Consequently, the graduate assistants went on strike. **A motion was made by Montare to support the NYU Graduate Assistants, and seconded by Mwaura. All in favor. Motion approved unanimously.**

6. President's Report

a. Board of Trustees Meeting

A resolution for the President's deferred compensation was handed to Tardi at the end of the last Board of Trustees (BOT) meeting. Tardi informed Speert of her intention to distribute this resolution to members. Tardi said to the President that in light of this resolution, the Administration cannot claim that there is no money to fund an Alternate Assignment (AA) program. The President responded by

noting that he never stated that there was not enough money for AA. A member pointed out that paragraph three documents that his salary is being increased to be commensurate with other university presidents.

Tardi noted that another issue noted at the BOT meeting was that the current construction costs have increased. Tardi further noted that since the BOT was able to approve additional funding for increased construction costs. Consequently, money must be made available for AA.

b. Alternate Assignment

Tardi said that we are in the process of developing a new AA proposal to be submitted to the Administration in the spring semester.

7. Grievance Officer's Report

Williams said that the main issue is when colleagues have issues or problems that they must come forward and contact the Union Executive Board. The Executive Board can assist in alleviating problems and clarifying situations. When issues or problems are brought to the Executive Board early, then they can be addressed immediately. The Executive Board will hold some workshops next semester to provide guidance in these situations. Tardi noted that Williams did an excellent job with retention. The President gave 6 faculty members letters of intention of nonreappointment. With Williams' and Tardi's assistance, there were 2 reversals made by the President. Unfortunately, some people do not come to the Union for assistance early on in the process. The Executive Board keeps issues confidential, as long as the issues do not violate the law or endanger members.

8. Negotiation Officer's Report

Dye stated that she is in the process of revising a draft revision of the promotion policy.

9. Old Business

None.

10. New Business

None.

11. Adjournment

A motion to adjourn made by Montare, and seconded by Matthews. Approved unanimously. Tardi thanked the members and wished them Happy Holidays.

The meeting adjourned at 1:53 pm.

Respectfully submitted,

Linda Gazzillo Diaz, Ed.D., ATC
Recording Secretary
[Edited:]