

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

**Date:** October 17, 2006  
**Location:** Valley Road  
**Time:** 12:30 pm – 1:45 pm

**Present:** S. Tardi, I. DiMaio, M. Mwaura, E. Matthews, C. Williams, J. Pinkston, S. Selke, R. Wolk, J. Wilkerson, G. Pope, C. Goldstein, M. Peek, S.H. Chung, G. Guerrieri, J. Carter, J. Najarian, S. Wollock, A. Pachtman, P. Jackson, I. Nack, M. Innis-Jimenez, G. Shepherd, S. Betts, D. Fengya, J.C. Davis, J. Peterman, M. Thompson, A. Montare, S. Lawrence, C. Mulrine, J. Matthew, R. Schwartz, L. Orr, B. Bing, R. Martinez, C. Simon, L. Xu, M. Turkish, R. Kearney, S. Nassiripour, L. Weiland, E. Goldstein, T. Ramin, A. Cheo, H. Ramadan, A. Panayides, K. Martus, M. Giorgio

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

- 1) Agenda
- 2) Minutes -- September 19, 2006
- 3) Online Compensation Agreement
- 4) Overload Compensation Agreement for Winter Session 2007
- 5) Promotional Opportunities 2006-2007 Academic Year
- 6) Listing of Executive Board members, Department Representatives, Standing Committees, and State Delegates

**1. Call to Order**

Tardi called the meeting to order at 12:45 pm.

**2. Adoption of the Agenda**

A motion to approve the agenda was made by Martus, and seconded by Matthews. Approved unanimously.

**3. Approval of the September 19, 2006 Minutes of the General Membership and Executive/Local Council Meeting**

A motion to approve the minutes was made by Selke, and seconded by Pachtman. Approved unanimously.

**4. Announcements**

*Educational Workshops*

Chriss Williams will offer a workshop for first and second year retention and reappointment on Thursday, 10/19 in Hunziker 100.

Tardi noted that a Range Adjustment Workshop was recently held. Members were reminded that it is important to apply for these opportunities so the Union leadership can more effectively negotiate the number of positions that should be made available.

A member commented that the range adjustments seem like a mystery because the names of the recipients are never publicized. Tardi responded that it is public information and the Union will publicize the names of those receiving range adjustments and promotions. The member asked if the names of the committee members can also be publicized. Tardi responded that the names of the committee members are made public by the Senate.

Shari Selke and Ed Matthews will host a workshop for Professional Staff Performance Based Promotions in November.

#### *AFT Email*

Tardi said there has been confusion about the AFT email that is being sent from the HUNZ 100 address, and noted that email messages were being deleted without being opened. She recommended that meeting reminders and other public union information be sent from the email address "TARDI-AFT." Members agreed with the change of email address.

#### *New Local Agreements*

Tardi discussed two new agreements, both relating to online teaching. She said the administration was unknowingly violating the contract and not paying appropriately for online course development and the first time teaching of online courses. The first time a faculty member teaches online, he or she should be compensated one credit above normal course compensation; payment will be retroactive (see attached agreements).

The second agreement deals with the 2007 winter session. The administration had originally planned to pay at overload rate which is lower than the summer rate, but the Union leadership negotiated the higher rate. Tardi indicated to the administration that it would not be academically sound for faculty members with no online teaching experience to experiment with an online class during the short session. Based upon the agreement, appointments to teach in the Winter Session will be restricted to those who have previously taught on-line through the Blackboard utility, or to those having other comparable prior experience with on-line teaching.

A member questioned if the compensation policy applies when another faculty member has taught the same course. Tardi said that faculty members are only compensated three credits for course development if they develop the course themselves. A member asked if the new policy applies to adjuncts and Tardi said yes.

Tardi suggested that representatives bring this matter to the attention of their department members. Department representatives should provide Union leadership with the names of any faculty members who have taught online and did not receive appropriate compensation. This information should also include the semester and the year in which the online course was taught.

A member inquired about the timeframe covered by the new online agreement. Tardi said that in cases prior to the current contract, the union will negotiate with the administration to encourage them to do the right thing.

## **5. Promotional Opportunities Report**

At the Promotional Opportunities meeting with the administration, Tardi noted that members are engaged in more work than ever and not enough promotional opportunities were being offered. Tardi referred to the "Promotional Opportunities" document which includes the rationale, history, and current recommendations regarding promotional opportunities. Strong arguments presented by the Union leadership resulted in an increased number of promotional opportunities for the 2006-07 academic year.

## **6. Approval of 2006-07 AFT Executive Board members, Department Representatives, Standing Committees, and State Delegates**

Tardi referred to the list of 2006-07 AFT Executive Board, Department Representatives, Standing Committees, and State Delegates and asked if the membership preferred to approve each separately or as a packet. Wollock made a motion to approve as a packet. Montare seconded.

Discussion: Tardi said members are welcome and encouraged to serve on various committees. Selke noted that Pinkston should be added as Webmaster on the Executive Board list. Simon said there should be two adjunct representatives and she volunteered to serve as the second adjunct representative along with Frank Pavese.

Tardi commented that Simon has done a wonderful job as the COPE Coordinator, but she chose not to be the Coordinator again this year. Tardi said that members have a choice of deducting COPE from their salary or sending a one time check, and that our local needs to become more involved with COPE. Frank Pavese is taking over the role of COPE Coordinator. Muroki Mwaura noted that his name should be added to the Budget and Audit Committee.

Following the discussion, the motion to approve the 2006-07 list of AFT Executive Board members, Department Representatives, Standing Committees, and State Delegates was approved unanimously.

## **7. Master Contract Negotiations Update**

Tardi said we have four official negotiators for the upcoming contract negotiations: Sue Tardi, Chriss Williams, Linda Gazzillo Diaz, and Shari Selke. Al Montare will serve as an alternate. Three other members of Local 1796 serve on the State Council Executive Board: Muroki Mwaura, Judy Matthew, and Iris DiMaio. Tardi said Bob Wolk would have been chosen as a member of the negotiating team, but the College Council is only permitting four negotiators from each local. Tardi said Linda Gazzillo Diaz met with a small group of

Professional Staff members and Bob Wolk met with the librarians to try and determine the key issues for each group.

A member asked if the Union will have a labor attorney present at the table, since the State has a labor attorney representing their interests. Tardi said she does not want to talk publicly about all the negotiation details because the element of surprise is a part of the strategy.

A member stated that Human Resources will have an attorney at the table and it will be faculty members against lawyers. Tardi said that we have our own legal counsel plus the State Council has a legal representative who, in her opinion, has been too conservative.

A member asked if our local can consider a motion stating that we want to spend the money to have legal representation on our team. Tardi said this issue has been voiced by members of other locals. The way the current process operates is that negotiators pass notes to the State Council President who is the chief negotiator. He decides whether he wants to address the issues in the notes. Tardi said this year we are looking to identify key topics and areas of concern, and identify individuals around the table who can serve on sub-groups and counsel and assist the president with strategizing.

Tardi commented that there is a lot of respect for Local 1796 around the negotiating table. She said that other locals know what we do and they are listening to our recommendations. We are making every attempt possible to make sure that what occurred in the last set of negotiations does not occur again. Negotiations start on November 3 with a "Meet and Greet." Tardi expressed concern about the State wanting to rush the negotiating process.

A member commented that the State listing the Professional Staff as NL employees seems unbelievable, but they have maintained that for decades and the Union has fought it for decades. A summer agreement was negotiated in the 1980's for Librarians and Professional Staff to reduce the number of work days from five to four, meaning that they had to work more hours each day to make up the difference. The 35 hour work week remains a signed agreement. The member said the administration knows this has been agreed upon at this University and for the State, but they continue to insist upon labeling Professional Staff as NL. He said this is a complete outrage and complete hypocrisy, and he recommends that the negotiating team be aware of this fact and make use of it in the negotiations process.

Tardi noted the Professional Staff are saying that their roles are expanding outside their job definitions, and sometimes out of job title.

A member stated that we have had a problem negotiating against the State for many years, and suggested that we hire a law attorney because faculty members are not equipped to handle the issues. The member asked how much it would cost to hire an attorney to serve as one of our negotiation representatives. Tardi said an attorney would not be hired to be one of our four representatives because the State Council will hire an attorney to represent everyone around the table.

A member shared a personal anecdote relaying that he was secretly investigated because of a student's accusations. Tardi agreed saying that according to state law, it is not the administration's responsibility to tell someone they are being investigated.

However, Union leadership has attempted on numerous occasions to develop University policy specifying a fair investigatory process. This process would involve the administration contacting the member as soon as an accusation is made. The administration has rejected the Union's recommendation.

A member suggested that the Council should try to get legislators to introduce a bill to outlaw the practice of allowing anonymous complaints and secret investigations because it is a denial of due process. The University is a state agency and they must give due process. The member suggested that if a person is being investigated, he or she should bring a suit against the University claiming denial of due process. Tardi said she has contacted both the State Council's attorney and our own attorney about this matter, and the University has the right to secretly investigate someone.

Another member noted familiarity with the dynamics of state-wide negotiations and does not see the necessity of having a labor attorney in the room. He said the problems are with the locals themselves. Some locals do not participate for three quarters of the negotiations and then come in at the last minute and won't agree with other locals on the main issues.

A member commented that in the last few contracts the State has continued negotiating into the next year of the new contract. In the past the unions agreed that the raises will start in the second year, therefore raises were lost in the first year. Even though the raises are built in for the last year, the members still lose.

Tardi said she believes the State may want to settle by the end of this year due to pressure by the legislature and the governor. She said she does not think we should be rushed before we are thoroughly prepared.

## **8. Old Business**

### *Letters to the President cc'd to the Board of Trustees*

Tardi wrote two letters to President Speert, one addressed Banner implementation and also requested an evaluation of all administrative positions. In the letter, Tardi noted that the purpose of this review was not to merely identify and eliminate "non-essential" positions (which was the method the president chose to use to reduce the number of administrators), but to evaluate performance in each role, making sure that administrative roles are being effectively and efficiently performed. The second letter expressed concern for safety on our campus, particularly regarding Valley Road.

Tardi noted that both letters seemed to have triggered a negative response from the President. The President claims that all administrators are accountable and working effectively and efficiently, reminded Tardi that Banner testing and implementation involved members of our

bargaining unit, and noted that cuts in programs would not have been necessary had Tardi supported the spring furlough. He further emphasized that the furlough would not have significantly affected anyone. Tardi disagrees with the position of the President and will respond.

Regarding campus safety, the President claims that the campus is safe. At the previous general meeting a member had asked Tardi to check and see if the lack of physical security at Valley Road was grievable. According to Council, unless it can be proven to be an unsafe condition, no grievance can be made. Tardi said therefore there is nothing to grieve regarding the lack of security at Valley Road.

## **9. New Business**

### *Literacy and Learning Questionnaire*

Tardi advised the membership not to complete the Literacy and Learning Questionnaire until further notice. Tardi said that while the Union leadership is totally in favor of accountability and appropriate assessment, there is concern about the objective of the questionnaire and the anonymity of the responses. Tardi noted that since there is an online log-in, the questionnaire is not anonymous. Also, Tardi is fearful that the assessment will be used as an individual assessment rather than program assessment. She said the line is blurring between assessment and evaluation, and it could open the door for Middle States to eventually point back to the faculty.

## **10. Adjournment**

A motion to adjourn was made by Martus, and seconded by Selke. Approved unanimously.

The meeting adjourned at 1:50 pm.

Respectfully submitted,

Jan Pinkston,  
Recording Secretary

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

**Date:** Tuesday, November 21, 2006  
**Location:** Raubinger 1  
**Time:** 12:30 pm – 1:45 pm

**Present:** S. Tardi, L. Gazzillo Diaz, C. Williams, J. Pinkston, M. Mwaura, F. Pavese, I. DiMaio, R. Wolk, J. Wilkerson, G. Pope, C. Goldstein, M. Peek, S.H. Chung, J. Carter, J. Najarian, S. Wollock, A. Pachtman, P. Swanson, P. Jackson, R. Rehberg, I. Nack, M. Innis-Jimenez, G. Shepherd, D. Fengya, J. C. Davis, J. Peterman, A. Montare, S. Lawrence, P. Stein, A. Scala, R. Schwartz, L. Orr, R. Martinez, J. Levitan, E. Goldstein, M. Turkish, R. Kearney, R. Cauthen, E. Gonzalez, Y. Dai, J. Cho, B. Kollia, D. Potacco, R. Levine, L. Weiland, V. Bhat, O. Delasuaree, T. Ramin, D. Van Boerum, J. Heavey, S. Rienstra, L. Dye, E. Phadia, M. Yildiz, E. Haines

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

- 1) Proposed Agenda for Meeting
- 2) 10.17.06 Minutes of the General and Executive/Local Council Meeting
- 3) Assigned Released Time and Alternate Assignment Program, AFT Local 1796 Revised Concept Proposals
- 4) Provost Weil's University Support for Teaching, Research, and Service Draft
- 5) AFT Local 1796 Negotiating Team's initial assessment of Provost Weil's proposal

**1. Call to Order**

The meeting was called to order at 12:40 pm

**2. Adoption of the Agenda**

**A motion to approve the agenda was made by M. Goldstein, and seconded by A. Montare. Approved unanimously.**

**3. Approval of the October 17, 2006 Minutes of the General Membership and Executive/Local Council Meeting**

**A motion to approve the minutes was made by A. Montare and seconded by R. Martinez. Approved unanimously.**

**4. Announcements**

Tardi said there will be no master contract negotiations during the period of 12/15/06 – 1/15/07 because the locals are at a disadvantage during the holiday breaks, and suspending negotiations during this period will assure that negotiation teams from all

the locals will be available. Tardi noted that the State is busy with the CWA contract which will set the tone for the AFT contract.

## **5. Alternate Assignment**

Tardi reminded the membership that this Union leadership has made a point to consult with the membership on all matters. She stated that the three objectives for today's meeting are: 1) To elicit the membership's reactions to the Provost's Proposal for Assigned Released Time and the Alternate Assignment Proposals, as well as the Union leadership's assessment of the proposals; 2) To elicit feedback from the membership about how to proceed; and 3) To determine what the membership is willing to do to indicate its commitment to the Alternate Assignment program.

Tardi said the documents have been distributed as widely as possible. Not only are they in today's packets, but they were sent to the membership via email prior to the meeting. She reminded the membership that anyone who is not receiving email from the TARDI-AFT email address should contact the Union leadership.

Tardi, Gazzillo Diaz, and Williams are the members of the Executive Board who have been negotiating with the Administration on ART and Alternate Assignment. Tardi noted that regarding the current ART process, there have been cases that have been brought to the attention of the Union by faculty members in which faculty have published, completed the work, and met all the criteria, yet they are still turned down. Not everyone who merits the released time receives it.

The Union leadership is of the opinion that the ART Committee members are very committed to the process. The Administration reviewed the ART process with the Union leadership and the process appears to be fair. Union leadership noted one concern. Rather than the committee calculating a mean, it would be more accurate to calculate a median score because of its insensitivity to extreme scores. The Administration did not take the latter recommendation of the Union. Unfortunately members still come back questioning what was wrong with their proposal because they were not awarded released time.

A discussion involving the role of the deans in the ART process ensued. Tardi said that the Union agrees that the deans and the chairpersons should be aware of who is applying, but questions if their approval should be required, as it does not seem appropriate. A member questioned if the chairperson's approval would conflict with their position. Tardi said department chairpersons have consistently remarked that they do not want to be considered as administrators; they facilitate the needs of their department. They do not want to be in roles that would place them in opposition with faculty members. Tardi clarified that the application form for ART was negotiated.

A member questioned if extending ART out over several semesters is a good idea, and if the chairs should be allowed to comment. Tardi said the proposal is based on the Montclair model where 70% of faculty members apply and 70% are awarded. Tardi said requiring the approval of the department chairpersons could lead to equity issues, and in



larger, more hectic departments, faculty members could be penalized if chairpersons feel pressured because of scheduling problems. A member noted that scheduling problems are probably more likely to occur in smaller departments.

A member stated his opposition to the department chairpersons and the deans having any role in the decision process, and said he advocates full equity. Tardi responded that the Union leadership's position is that if an equitable process has worked for other institutions for years, it should work at William Paterson. She said everyone should have an opportunity to receive ART, and she feels that everyone who fits the criteria should be awarded ART.

A member questioned if ART is connected to people who bring in grants to the university. Tardi said the Administration does not want to alter ART. She said the Union leadership's proposal dealt with grants and administrative released time. Tardi said personally, she likes the idea of providing up to two years to conduct research, and she thinks it's important to move forward on that issue as long as the Administration does not require approval of the chairpersons, the Chair's Council, and the deans, because it involves too many layers. She said the membership should consider that the deans come and go and faculty members are the stability of the institution. At our University, the Union leadership and membership have intentionally kept the deans out of the promotion and range adjustment processes.

Tardi stated that the administrative model for ART parallels the Montclair model. She noted a glitch in the Montclair model. It is a top-down model; the Administration has the control, not the faculty. Tardi cautioned that once you give up control, you never get it back. Tardi stated that if the membership wants to give up the control, Union leadership will do so.

A member noted that on page 3 of the Provost's proposal, it seems that the Administration "bought us off" and reduced research time. Tardi said the amount of administrative released time has gone up approximately nine times over what is provided for research. She said she understands the Administration does not want to commit to a particular dollar amount but at least they could commit a percentage of the budget to the program. She said the Provost says he is willing to follow through with the Montclair model, but he may not be aware that everyone who applies at Montclair is awarded.

A member indicated that the statement involving first and second year tenured track faculty should be modified to exclude the first year since during that time frame, teaching is at the forefront of their work at the university. The member said faculty members need to spend the first year focused on learning their way around the institution and on teaching. It is far more productive to use the ART money when people are ready to engage in research.

Another member disagreed with this viewpoint, indicating that a colleague at Montclair had mentioned that they are not even allowed to interview people who do not have research. The member also said she fully supports the need for people to get oriented, but

stressed the increasing importance of research for untenured faculty. Tardi said that although we claim to be a teaching institution, it does not seem that teaching is the focus.

A member stated that figure one on page three of the Union's proposal deals with faculty credits being awarded and the data from the University suggests a basic contradiction. The member questioned the Administration's commitment to research. Tardi said there is a significant increase in the demands of faculty regarding administrative work. A member said that neither teaching nor research is being supported, except time off for doing administrative work. Tardi said that figure was provided by the office of Research and Evaluation. She said clearly the university recognizes that the table represents a gross inequity.

A member commented that junior faculty members should get six credits each year through the tenure process. She said junior faculty may have received some or no released time and are now being asked to perform administrative duties as junior faculty members. Tardi noted that the administrative reasoning for the two years versus the four years is that after two years, untenured faculty should be able to compete with the senior faculty.

A member stated that her department has a difficult time hiring faculty. New faculty members do not want to do administrative work so they sometimes end up hiring the "bottom of the barrel." She also said faculty members will not come to William Paterson if they do not get released time for research because there is more pressure for scholarly development than there has been.

A member asked if the first and second year awards would come from a separate pool of money, and also questioned if junior faculty will be competing with senior faculty for the same money. The member said that considering the fiscal situation, can the Provost be asked where the money is going to come from. Tardi said that if comparable institutions are able to provide this, William Paterson should also be able to provide this.

Tardi said there are multiple contradictions, and she questioned if this is primarily a teaching institution that encourages faculty and scholarly development, or if this will be a group of faculty members who increasingly take on administrative duties.

A member expressed concern about the scope of the awards. The member stated that it is one thing to be given the opportunity to apply, but another thing about having a chance of getting it. The member said he would like to see a change in the nature of the University ART Committee so there would be some level of faculty input. Tardi noted that the Union's proposal provides for an elected ART Committee comprised of one faculty member from each of the colleges and two at-large members.

A member asked what percentage of the faculty members at Montclair apply and do not receive it. Tardi said that as far as she knows, everyone who applies receives it. She has asked for data but does not know whether it will be provided. Tardi said the process should involve guidelines for merit. Tardi clarified that the scope of the ART award

would not only involve writing a book, but presenting papers at conferences, artistic endeavors, etc., which could be developed over a two year period. She further added that the Montclair model allows for a five year award period. Accountability in the form of a report is required.

Tardi stated that the Provost emphasizes accountability in the form of ART reports separate from the year-end report, and she questioned the necessity of all these separate reports mandated at the end of the semester. Tardi said the Provost may not understand that this Union leadership brings all matters back to the membership before proceeding. Tardi stressed that this Union leadership believes in accountability to the membership.

A member stated that it seems that a basic decision should be made, and one decision she would support is for the provision of an elected ART Committee as stated in the Union's proposal. **M. Goldstein moved that a Committee for ART be composed of elected members as per the description in the Union's proposal on page 3. A. Montare seconded.**

Discussion: A member said she is strongly in favor of an elected committee but wants to see a statement of the process. Tardi said there is an entire manual regarding the ART process. Another member stated that there can be a benefit when a dean proactively represents. Another member questioned the nomination process for the ART Committee. Tardi noted that it is a part of the duty of our faculty to identify faculty who are willing to abide by the process. Tardi said the Associate Vice President and Dean of Graduate Studies and Research is the administrator who has a vote on the ART Committee, and she questioned if the membership wants an Administrator to decide on merit or if they want an all-faculty committee to decide on merit.

The motion that a Committee for ART be composed of elected members as per the description in the Union's proposal on page 3 passed with one opposed and two abstentions.

**M. Peek made a motion to commit a percentage of the budget to the ART program. J. Levitan seconded.**

Discussion: A member stated that she would like to have a 3/3 workload. Tardi reiterated that the current contract does not permit a reduction in workload.

The motion to commit a percentage of the budget to the ART program passed unanimously.

E. Gonzalez made a motion that whomever merits it gets the award. There was no second and the motion was withdrawn.

Tardi asked the membership what actions they are willing to commit to in terms of their commitment to ART and Alternate Assignment. She stressed that the Union leadership has been actively negotiating an Alternate Assignment program but the problem has been the Administration. They have been extremely slow in responding and have in general stalled the process. A member stated that it all comes down to the money. He said a fraction of the budget must be committed to ART. Another member said the priority

standpoint is that merit equals an award, and if they can't agree on that then we walk. A member stated that she is against an elected committee because that does not ensure anything. She questioned if an elected faculty committee can judge merit. Tardi said you cannot have it both ways. If you want an administratively run process, then you can aspire to the Montclair process. If you want a faculty driven process then you must trust the judgment of our faculty members.

**A. Montare made a motion to accept accountability for ART within the year-end report rather than in a second report. P. Stein seconded.**

Discussion: Members discussed the criteria for awarding three to twelve credits released time. Tardi noted that the criteria can be discussed later.

The motion to accept accountability based on the year-end report was approved with one abstention.

Tardi said the Union leadership will go forward with the membership's ideas for the proposal.

**6. Adjournment**

**A motion to adjourn made by J. Wilkerson, and seconded by P. Jackson. Approved unanimously.**

The meeting adjourned at 1:55 pm.

Respectfully submitted,

Jan Pinkston,  
Recording Secretary

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

**Date:** Tuesday, December 19, 2006  
**Location:** Ben Shahn, Room 20  
**Time:** 12:30 pm – 1:45 pm

**Present:** S. Tardi, C. Williams, L. Gazzillo Diaz, J. Pinkston, M. Mwaura, E. Matthews, S. Selke, F. Pavese, R. Wolk, G. Pope, M. Peek, G. Guerrieri, J. Carter, J. Najarian, A. Pachtman, P. Jackson, I. Nack, M. Innis-Jimenez, G. Shepherd, S. Betts, D. Fengya, K. Louie, J. Peterman, M. Thompson, A. Montare, S. Lawrence, P. Stein, C. Mulrine, J. Matthew, R. Schwartz, L. Orr, C. Simon, L. Dye, A. Cheo, R. Kovaleski, T. Clancy, P. Ryan, R. Meyer, E. Gonzalez, O. DelaSuaree, A. Joachim, J. Akromi, M. Giorgio, K. Park, V. Vicari, G. Furst, K. Chen, B. Gorski, T. Adeniran, L. Fornarotto, E. Phadia, S. Shalom, T. Gundling, N. Kalb, V. Bhat, R. Kaplan, R. Cauthen, M. Goldstein

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

- 1) Proposed Agenda for Meeting
- 2) Minutes of the General and Executive/Local Council Meeting from 11/21/06
- 3) Assigned Released Time and Alternate Assignment Program Revised Concept Proposals

**1. Call to Order**

The meeting was called to order at 12:36 pm.

**2. Adoption of the Agenda**

A motion to approve the agenda was made by M. Goldstein, seconded by J. Najarian.

Modifying agenda item: Discussion of payment of Department Representatives.

The agenda with the modification was approved unanimously.

**3. Approval of Minutes of the General Membership and Executive/Local Council Meeting.**

A motion to approve the November 21, 2006 minutes was made by A.

Pachtman, seconded by J. Najarian. Approved unanimously.

**4. Announcements**

**Word of Appreciation**

Tardi thanked the Department Representatives, the committee members, and members of the Executive Board for their service during the year, and said she looks forward to the new year.

### **Administration Issues**

Tardi reported that President Speert has received a salary increase in the amount of approximately 2.5%. She said the Board of Trustees expressed confidence in the way he has managed the fiscal crisis. Tardi noted that the president of Rowan University was given a 12% increase, which seems to be the emerging pattern.

Tardi said the furlough (one week off with no pay) originally planned for spring break would have been implemented if the Union had not pressured the Governor to restore some of the salary funding. Revenue was also provided to our University by Tardi's advocating before the Board of Trustees for the implementation of the Winter Session. Tardi said she was thanked publicly at a Board of Trustees meeting for suggesting that the University offer a Winter Session to generate revenue. (Applause from the membership)

Tardi said members of several departments have contacted the Union Leadership regarding the expanding workload of both Faculty and Professional Staff. Members are being asked to take on more responsibility without being properly compensated. Assessment Coordinators are receiving 3-9 credits of Released Time, an amount that varies from department to department. Tardi said the Union Leadership suggests that members examine the duties they are being asked to perform, and use their own judgment to determine whether it is a small service that could be looked upon favorably in retention, tenure, or range adjustment portfolios, or something more extensive for which they should be compensated. Tardi reminded the membership that they have the right to say no and can be confident that they will be backed by the Union Leadership. Tardi said faculty frequently express concern that students will suffer if faculty do not engage in these services. She said students suffer when members do not take a stand and speak up when they are asked to take on responsibilities beyond service. She further noted that when faculty are overworked, there is likely to be a decrease in the quality of services, and that is why it is so important to have an appropriate Alternate Assignment program in place. Members who bring issues to the Union can be assured that the Union Leadership will never disclose anyone's name without permission.

### **State Negotiations Process**

Tardi reported that Kevin McGovern was hired as a Negotiations Advisor for the Council. Health benefits continue to be among the most important concerns. Since the CWA Union is the first to negotiate, those standards will apply to AFT members. Tardi said the Governor is pushing for an early settlement and that negotiations will begin again on January 18<sup>th</sup>. Tardi reminded the membership that she will provide email updates on the major negotiation issues.

### **Local 1796 Political Involvement**

Tardi noted the importance of increased political involvement by our Local. Chriss Williams spoke about a recent rally in Trenton that was attended by public employees, teachers, and professors. He said no members attended as representatives from William Paterson. Williams said the Union Executive Board noted that they spend a great deal of time working on issues on campus and have failed to make an outward connection with

the greater issues involving the state. Williams explained that the Executive Board has decided our Local will become more active in the state system during the coming months, and plans to become more involved in politics and other matters that occur outside our Local.

Tardi agreed with Williams, and said that this Local is very good at taking care of campus business, but that is not enough. She noted that the Executive Board is committed to having at least one member represent our Local at each state-wide political event. The Executive Board is forming a list of members who desire to be politically active, and are willing to attend political and other state-wide events. She encouraged those who are interested to contact the Union office.

Frank Pavese, Chairperson of the COPE Committee said he plans to move away from blanket endorsements and hopes to shift the emphasis back to the issues. He will provide updates on COPE at future meetings.

## **5. Action Items**

### **a. AFT Scholarships**

Tardi explained that last year, the Local decided to offer the two \$500 AFT Scholarships through the office of Institutional Advancement in order to acquire greater applicant exposure. That office has since created a new rule that the minimum scholarship amount that can be offered is \$1000.00. Tardi said there are three choices: 1) combine the two scholarships into one scholarship for \$1000, 2) discontinue offering the scholarships through the office of Institutional Advancement and offer them both for \$500 while hoping to get enough applicants on our own, or 3) increase both scholarships to \$1,000. Treasurer Muroki Mwaura stated that we have enough money to increase the amount of the scholarships.

**P. Stein moved that the Union establish two \$1,000 scholarships for each year, one named the Irwin Nack Scholarship and the other named AFT Local 1796 Scholarship, and that the scholarship process be facilitated by the Office of Institutional Advancement while remaining under the control of Local 1796.**

The motion was seconded by L. Dye.

Discussion:

A member stated that by today's standards, \$1000 would be more useful to students than \$500. Another member stated that given the number of students with economic needs, she would rather see four students receive awards of \$500 each. A member pointed out that when the Union had total control of the funds and the process, it was very difficult to get applicants, even after extending the deadline. The member said that having total control seems like a good idea, but the process does not work if no one applies. Another member questioned the role of institutional advancement and why the Union cannot simply advertise the same way they do. Tardi said they offer multiple scholarships that students can apply for simultaneously. If the student meets the criteria they are automatically placed in the pool.

The motion passed with one abstention. Tardi noted that she will write a letter to Institutional Advancement confirming that the Union's role in the scholarships is clearly stated.

**b. Alternate Assignment**

Tardi noted that the membership decided at the November 21, 2006 meeting to separate Administrative Released Time from scholarship, and during a recent meeting the Provost agreed 1) the ART Committee will be composed of elected members, 2) the administration will commit a percentage of the budget to the ART program, and 3) accountability for ART will be accepted within the year-end reports, with no additional report required.

Tardi said there are still negative parts to the agreement, including that the ART proposal requires the signatures of both the Department Chairperson and the Dean after they have reviewed it, and it is then sent to the Associate Vice President and Dean of Graduate Studies and Research who gives the lists of the rankings back to the Deans for final determination of the list. The administration claims that by doing this, the Deans can advocate for people who have been turned down, and that people who were awarded cannot be removed from the committee's final list.

Tardi questioned the current role of the Deans in the process. Tardi said if faculty members waive their rights in the ART application, Deans may make comments without the faculty member's knowledge. She reminded the membership to never sign anything "waiving your rights." By not waiving your rights, the Dean must notify you of comments that are provided. Tardi said if someone is turned down, they should have a right to know why they were turned down.

Tardi noted that while there is not an adversarial relationship between all faculty members and administrators, it does occur to some extent, and it is important to be clear about those in whom we choose to put our faith, control and trust. She said the history of this Local has been to keep the level of involvement of the Deans and the administration at a minimum. The Provost said he wants to formally include the Deans in the process at the beginning and at the end. Tardi said that if decisions can be reversed, she questions the purpose of having an elected committee. Gazzillo-Diaz commented that the Dean's involvement in this process is a crucial issue and the members should state exactly how they feel, so the negotiations team can go back and make the membership's wishes known to the administration.

A member questioned the administration's reason for wanting the Deans to be involved. Tardi noted that the Provost chooses to compare our institution with others such as Montclair and Rowan. Our Local has worked hard to minimize the role of Deans beyond the retention and tenure process. We have made every effort to have our own colleagues control promotions, range adjustments, etc. A member asked exactly what role the Provost expects the Deans to have. Tardi said he wants them to have the exact role they have now, plus he wants the Union to sanction them for final approval. A member commented that he wonders what has been practiced that the members are not aware of.



Another member commented that a Dean would be able to veto a decision of the committee and could also add the names of people the committee had decided not to award. Tardi said that Steve Hahn made it known that the Deans only advocated for someone when they had been turned down. A member stated that advocating can also mean that someone comes off the list. Tardi said she feels the administration is operating in bad faith. She said they indicate that they want to follow the Montclair model, but according to that model, whoever applies and is eligible, receives it. The administration should demonstrate good faith by finding the money, and not worrying about who should be deleted.

A member stated that in the past, senior professors came together and advocated for the title of Provost because they wanted a Chief Academic Officer who could stand up to the president. Tardi stated that this Provost listens well but does not make decisions quickly. A member stated that a much bigger issue is that the University gives one tenth of 1% to faculty members for doing research, and it would not be difficult for them to vastly expand this program. The member said he has no problem with the Deans having a say on the front end and then allowing the faculty committee to make the final determination. He feels the Deans should not be able to veto a faculty driven process, especially when faculty members are creating a benefit to the university.

Tardi stated that the Provost is adamant that the Deans have an official role. She said she personally feels that a Dean or a Chairperson should not be approving what research a faculty member will be working on, and she sees this as a violation of academic freedom. However, she told the Provost she will go back to the membership and whether they agree with her position or not, she will present to him what the members decide.

A member questioned if a member would have the right to respond if the Deans have a say in the matter. Tardi said as long as the member does not sign the form stating that they waive their rights.

**P. Stein made a motion to remove the comments section from the ART form, and allow the Deans to have a role at the beginning of the process prior to the faculty committee's work, and require their signature of review only (not approval).**

A. Montare seconded the motion. Motion was approved unanimously.

Tardi expressed concern that faculty members are so overwhelmed, that they are not focusing on things that need to be done. She stressed the importance of taking back shared governance, and not allowing being "stepped on" with more work and less pay.

**L. Dye made a motion that the administration act in good faith for supporting research, at the level of not less than one half of one percent of the total operating budget so that all faculty who meet criteria will receive ART.**

M. Goldstein seconded the motion.

Discussion:

A member commented that we should be careful about giving a number that sounds extremely low. Another member stated that it is helpful to adopt a motion because it gives the Union ground in order to achieve the first point which is to minimize the Dean's role in the process.

The motion was approved unanimously.

#### **6. Professional Staff Update**

Shari Selke reported that the new annual evaluation form and procedure for members on multiyear contracts should be approved soon and copies of the agreement will be distributed. Selke also reminded members that the deadline for the Professional Staff Performance Based promotions is approaching, and anyone who would like assistance with their portfolio should contact Selke or Ed Matthews for assistance. She also encouraged individuals who are doing work outside of their job title to contact the Union Leadership.

#### **7. Adjunct Update**

Frank Pavese will give an update at the next meeting.

#### **8. New Business**

A member stated that he sees no reason why Union members should be paid to serve as Department Representatives, and noted that the money could be used toward scholarships.

**J. Peterman made a motion to discontinue the practice of paying members to \$12.50 per meeting to serve as Department Representatives.** The motion failed due to lack of a second.

#### **9. Adjournment**

A motion to adjourn made by A. Montare, and seconded by F. Pavese. Approved unanimously.

The meeting adjourned at 1:52 pm.

Respectfully submitted,

Jan Pinkston,  
Recording Secretary  
[Edited:]