

**UDMPU Board Meeting
Minutes – 10/13/09**

Present: Mike Canjar; Erika Combs; Heather Hill-Vásquez; Jim Lynch; Doug MacDonald; Lorri MacDonald; Kris McLonis; Stephen Manning; Prasad Venugopal; Kate Walters; Joanne Yastik; Larry Zeff

Absent: Marilyn Dow

I. Call to Order

II. Approval of Minutes.

- a. A motion was made to approve the minutes of the 5/29/09 Board meeting and the motion passed.
- b. A motion was made to approve the minutes of the 9/15/09 Board meeting and the motion passed.

III. Treasurer's Report.

- a. McLonis reported \$26,885.16 in checking and \$70,017.01 in savings for a total of \$96,902.17 in the Comerica accounts.
- b. Recent activity includes a checking deposit in the amount of \$5,754.00 from the UDM Jesuit Community for MEA dues.
- c. Reimbursement checks for refreshments and supplies for the 9/29/09 General Membership meeting will be issued today as follows:
 1. Check to McLonis in the amount of \$77.91 for pizza.
 2. Check to McLonis in the amount of \$27.67 for beverages.
 3. Check to L. MacDonald in the amount of \$18.50 for paper supplies.
- d. A motion was made to appropriate no more than \$150.00 to reimburse Canjar for web hosting and domain name renewal for the UDMPU website and the motion passed.
- e. A motion was made to accept the Treasurer's Report and the motion passed.

IV. Grievance Report.

- a. Referring to section IV of the 9/15/09 Board meeting minutes, Manning indicated that the 9/25/09 paychecks which were the first of the AY 09-10 to include Chairperson/Area Coordinator Salaries for Additional Service (section 9.4 of the contract) were not retroactive to the beginning of the AY. Manning has been informed that retroactive pay was to be included in the 10/9 paychecks.
- b. Referring to section V b of the 9/15/09 Board meeting minutes, Manning communicated that only one member of the bargaining unit had the direct deposit status of his/her pay check erroneously changed resulting in her/his paycheck being hand delivered to his/her campus mailbox. No other problems with the issuing of paychecks have been reported.
- c. Referring to section V e of the 9/15/09 Board meeting minutes, Manning indicated that, in addition to problems regarding a student enrolled in a course for which the student does not have the prerequisite, at least one student has been placed into the same course by a

member of the administration without the faculty member's approval signature. The Board charged Manning with requesting that the faculty member provide a brief statement detailing the situation to the Grievance Committee who will then review and respond.

d. Manning reported on a situation regarding an adjunct in one college who may be teaching more than the contractually allowed maximum of 6 credits per semester. The Board charged Manning with contacting the administrator or supervisor who provided the adjunct with the teaching assignment in order to clarify how the number of credits which the adjunct is teaching was calculated. In connection with this situation, the Board discussed that any intervention on the part of the UDMPU in this case must be on behalf of the UDMPU as the adjunct is not a bargaining unit member. The Board also discussed continuing problems with teaching load calculations in one college. Despite previous conversations between the UDMPU leadership and the administration in the college that resulted in the administration agreeing to work with its faculty to resolve these problems, recommendations from the faculty have apparently been ignored. The UDMPU leadership will again meet with the administration and faculty of this college in order to begin, again, to work toward a resolution.

e. Referring to an issue raised last academic year regarding inequities in salary in one college, Manning indicated that he had received queries regarding the potential effect of the upcoming Equity Study upon these inequities. Zeff and Canjar responded that 1) the Equity Study will not have an effect on these inequities; 2) salaries will not be lowered as a result of the Equity Study; 3) the Equity Study will be an external--not internal--study; and 4) while some UDM departments/disciplines have been merged, the Equity Study will not reflect these mergers but will, instead, treat each discipline as separate.

f. Finally, Manning raised concerns from faculty members in one college in which one or more individuals have been moved from adjunct to lecturer and then to assistant professor status without any vetting of the individual(s) by UDM faculty. Manning was charged with obtaining additional information and the issue will be raised at the next E.L. once this information is obtained.

g. A motion was made to accept the Grievance Report and the motion passed.

V. President's Update.

a. A discussion ensued regarding the Education Department and its poor ranking by the State of Michigan. The discussion included how actions currently being taken by the Education Department in an attempt to improve upon this ranking are and will be affecting other UDM departments.

At this point, Hill-Vásquez had to leave for a 2:00 p.m. meeting and McLonis graciously took over as minutes-taker.

Respectfully submitted,
Heather Hill-Vásquez

V. President's Update (continued)

MacDonald reported that there has in particular been some difficulty with certification testing for students preparing to teach various subjects on the K-12 level. Currently the number of students passing these certification tests is too low. It isn't clear whether the courses currently offered in each

major coincide with the type of coursework necessary for these students to pass these tests and become certified.

Some concern was raised about the concept of "teaching to the test". If a given major program (e.g., English) was discovered to be lacking one or more courses necessary for teacher certification in that area of study, would it be appropriate for that program to create the necessary coursework; or should teacher certification in that area of study no longer be offered by the University? Members of the Department of Education will be consulting with Liz Roberts-Kirchhoff, the Director of Assessment, to try to address this issue. Meanwhile, MacDonald expressed the hope that the remedy may amount to no more than professors examining the questions that make up the certification tests to see if those questions are addressed in current coursework.

At the present time, there is no chance that the University could meet the state-mandated "pass level" requirement for teacher certification. It is hoped, however, that if the 2009-2010 academic year were designated as a "previous" year, subsequent attempts to correct this would count in favor of the University. But without achieving an acceptable "pass level" of test takers, the teacher certification program would have to end.

The meeting was adjourned at 2:20 PM