

**UDMPU General Membership Meeting
Minutes – 11/29/07**

Present: Stokes Baker; Libby Blume; Don Burkholder; Mike Canjar; Barry Dauphin; Jeanne David; Roy Finkenbine; Cindy Gillham; James Graves; Mary Hannah; Heather Hill-Vásquez; Clint Hirst; Dave Koukal; Mohan Krishnan; Kate Lanigan; Joslen Letscher; Doug MacDonald; Lorri MacDonald; Kris McLonis; Stephen Manning; Mary O'Shaughnessey; Todd Ray; Donna Roe; Shula Schlick; Karen Selby; Linda Slowik; Jill Spreitzer; Prasad Venugopal; Kate Walters; Carol Weisfeld; Larry Zeff; Kathy Zhong

The meeting was convened at 12:50 p.m.

I. Minutes of 9/18/07 General Membership Meeting were approved as amended.

II. Grievance Report

a. Grievance Officer Manning reported that the long-standing issue regarding parking has again been brought to the attention of the administration in large part because of increased problems. The administration has indicated that a representative from Public Safety will be attending the next Executive Liaison (E.L.) meeting in order to discuss the issue with UDMPU officers.

b. Manning indicated that the majority of his time as Grievance Officer has been spent in "pre-grievance" discussions rather than in filing grievances. The Interim AVP thus appears to be continuing the pattern of practice we experienced with the former AVP.

c. Manning reported that a hearing was held on 11/5/07 regarding the law suit brought against the UDMPU and the UDM administration by a UDMPU member. All charges against the UDMPU were dismissed at the hearing.

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

III. Treasurer's Report

a. Treasurer McLonis reported the amount of \$19,654.94 in the checking and the amount of \$68,855.08 in the savings for a total of \$88,510.02 in the Comerica accounts.

b. A motion was made to accept the Treasurer's Report and the motion passed.

IV. Professional Negotiating Committee (PNC) Update

a. Vice President and Chief Negotiator Zeff reported that the PNC met for the first time with the administration on 11/27/07. Lists of issues were exchanged and the PNC and administration agreed to cluster the issues in order to form sub-committees.

b. Zeff read both lists to the assembled UDMPU members.

c. The assembled UDMPU members then discussed a variety of issues in connection with the lists read by Zeff including:

- 1) the potential requirement of all faculty to report outside-of-UDM work and the connection of this to intellectual property issues
- 2) the insufficient nature of current evaluations of teaching performance at UDM
- 3) a potential change in contract language to reflect that shared governance is in place
- 4) a model of compensation based on merit

d. Zeff indicated that once clusters of issues have been established (see IVa above), sub-committees will be formed. The PNC will be asking UDMPU members to serve on these sub-committees.

e. The members of the administration's negotiating team are Steve Nelson (Chief Negotiator and Associate VP of Human Resources); Ken Henold (Associate Dean, Engineering & Science); George Libbey (Associate Dean, Library/IDS); Karen Martin (Human Resources Generalist); Bev Matlas (Assistant Treasurer, Business & Finance); Suzanne Mellon (Dean, Health Professions); Jay Thomson (Executive Assistant to Interim AVP); and Pamela Zarkowski (Interim AVP).

f. The PNC Update concluded with the assembled members agreeing to the importance of regular and detailed communications from the UDMPU leadership to UDMPU members regarding contract negotiations.

The meeting was concluded at approximately 2:05 p.m.

Respectfully submitted,
Heather Hill-Vásquez, Secretary