

Executive Committee Meeting
October 16, 2009
2:00 PM Room 6062 Warwick Campus

- I. President's Report
- II. Vice-President's Report
- III. Secretary's Report
- IV. Treasurer's Report
- V. Political Action Committee Report

- V. Old Business
 - A. Changes to CCRIFA by-laws
 - a. Election rules

- VI. New Business
 - A. Decision on arbitration for grievances denied at the Board of Governors' level
 - B. Stipends
 - C. Promotion and evaluation forms (criteria used in forms)
 - D. Student evaluation form
 - E. Other business

Attendees: Karen Allen, Joe Allen, Donald Paquet, Renee Anderson, John Mowry, Jim Salisbury, Francine Luizzi Bench, Art Little, Sharon Perkins, Dave Critchett, Sasha Ruggieri, Christine Fox, Karen Anderson, Tony Rashid, Marjorie Norquist, Richard Cardin, John Ribbezzo, Denise Lazo, Rosemary Costigan, Deb Lillie, JR Garvey, Allie Cullen, Joslin Leasca

2pm Meeting called to order

Minutes Approved

President's Report:

Review Council 94 decision to accept 8 unpaid days this year and 4 next year. Promise is no layoffs.

Classified union at CCRI may have to do the same? Nothing has been decided. Possible problem with the Higher Ed being exempted from the unpaid days. 13% unemployment. State income tax will be reduced.

Decisions are made without understanding of academia. Changes made to email over the summer with the assumption that faculty will be aware.

Short semester. 14 weeks. Faculty not notified.

Independent study – paid at the end of the semester. If student got an I grade, then the instructor is not getting paid. Meetings are scheduled when it is not good for faculty. (10:30 -11:30) Suggestion is to get back to all college hour.

Foundations of Excellence – Part of our strategic plan.

Stipends and Promotion. – Problem with the criteria on the Promotion form.

VP Morgan is fixing the criteria on the promotion form. Reference to advisory is not part of the contract. The evaluation forms will follow the contract.

Stipend – course release. Usually 37.50hrs - paid at the over load rate. Administration wants to make this a set flat rate.

Department reorganization – on hold for now. Former Commissioner's goal was to explore reorganization of departments.

Foundations of Excellence – committees were formed during the summer without the discussion with faculty or department chairs being involved.

Vice President Report: 2 grievances.. denied on Dean and VP level.

Grievance on overload – overload was awarded to a retired faculty member instead of full time faculty.

Faculty member grieving the move by administration to count their evening course as part of their load.

Problem with staff members teaching credit courses. LIB

Secretary Report – Soliciting members to run for Nominating Elections Committee and Curriculum Committee.

Treasurer Report – review annual fiscal report. Scholarship report. (handout – fiscal report)

PAC report – 55 CCRIFA members are contributing to the PAC fund. (Handout)

Motion to allow a change to agenda and allow Jack Renza to speak about the capital campaign . Motion Seconded and approved.

Jack Renza - Explain and review the importance for capital campaign. Review the 5 year goal for this campaign. Review where the 3.3 million has come from so far. Not sure how the money is going to be distributed or who is going to make these decisions.

OLD BUSINESS-

Changes to BY LAWS- Election Rules – Executive Committee- show of hands for a count. Need a quorum to vote on bylaws. 25 present. Need 28 - 2/3rds of the entire committee of 41

NEW BUSINESS -

Review of grievances decisions need to be made about whether or not to go to arbitration.

Handout from Tom Landry outlining the grievances.

Question the association about which grievances should go to arbitration.

First Grievance - Summer session - rate of pay. Grievance could go to arbitration but can't use past practice to win this argument.

Dick Cardin . Make motion that we bring this to arbitration. Justification: contract says summer session.

Discussion – contract language has been changed and the change that is very specific to July 1. Summer session wording used to be vague and now is very specific.

Vote. Motion fails. Grievance on summer pay will not be brought to arbitration.

Second Grievance – 3 parts (highlighted in handout) Dropping of students during registration. Not part of long term planning. The involvement of depart chair is insignificant.

Name change to from Cabinet to “ President’s Council” .. union president is not invited.

Discussion Long Term Planning – no way to plan when classes are cancelled in the manner they are cancelling.

Charter needs to be brought back to the college.

Grievance- what is the remedy? Return to old way... Chair’s must be involved.

Everything is slipping away. Cancellation meeting – filled with administrators. Have to find a way to stop this ... erosion.... Business offices are running the school like a business...

We must file grievance after grievance. Chair’s assign, the administrators schedule. Faculty members are not a collection agency.

Administration should be the bill collector not the faculty.

Dave – make a motion that we separate parts of the grievance to separately address the exclusion of CCRIFA representation from the President’s Council because the name has changed from the President’s Cabinet.

Motion seconded.

Motion made to move question

Seconded

Motion to close debate - end debate majority approves to end debate.

Vote on motion to separate the parts of the grievance. Motion passes.

Long range planning... institution wants us to graduate certain numbers... yet they cancel classes.

Administration, management rights allow reorganization has happened at least twice.

Should go to an arbitrator with the charter. Calendar committee was not consulted and this effects our long range planning.

2 calendar committees

Motion to terminate discussion. Vote, Motion is approved.

Motion to take the one the one issue that has been separated out to arbitration.

Discussion.

Vote - Yes (bring all parts to Arbitration) denied. (only one part will go to arbitration)

Stipend issue – should be discussed in negotiations (administration looking to move all course release to stipend... move to a flat rate instead of OVERLOAD PAY.

Promotion and Evaluations – discussed earlier

Evaluation being done online – privacy issues .. currently students are anonymous but with online eval will not be anonymous.

What happened to the 360 degree evaluation?

Bob Melluci makes a motion that the EC advise the 3 voting faculty members on the evaluation committee to not vote on any evaluation instrument until an equal instrument is prepared for every portion of the college.

John Mowry makes a motion to amend to ‘until it is a 360 degree evaluation”.

Motion seconded. Vote, Motion is approved.

Other Business - Negotiation year. Team to meet before the end of the semester.

Motion to adjourn

Meeting adjourned at 4:10.