

**Agenda for Executive Committee Meeting
May 10, 2012 Noon
Warwick Campus**

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

- VI. Old Business
None

- VII. New Business
 - A. Decision on arbitration for a grievance involving Distance Learning
 - B. Other business

Attendees:

Lynda Codega, Donna J. Medas Patten, Kevin Crawford, John Mowry, Paul White, Robert Melucci, Tony Rashid, Joe Allen, Barbara Bradley, Rosemary Costigan, Steve Forleo, Joseph Garvey, Allie Cullen, Margaret Clifton, John Ribbezzo, Jim Salisbury, Cathy Poirier, Steven D. Murray, Renee Anderson, Christine Fox, Sasha Ruggieri, Denise Parrillo, John W. Cole, Donald Paquet, Karen Allen, Denise Lazo, Ramona Skelly.

President's Report:

Review of CO-OP issue and assignment of credit courses to non-faculty members-

BYLaw Changes to be looked at first meeting of next (academic) year.

President recognizes Kevin Crawford and suggestions he has made, to be reviewed at next meeting.

VP Report:

2 outstanding grievances:

- a. Department Chair fail to assign courses by seniority (past practice), grievance denied at all levels.
- b. Violation of article 9B-

Welcome to Jennifer Azevedo - replacing Tom Landry

Secretary Report: None- Oct 2011 meeting minutes to be reviewed for EC next meeting.

Treasurer Report:

(handout – REVIEW of budget revenue and expenses)

281 full members, 43 agents

At last meeting EC was going to recommend an increase of \$2 pp for Full members, increase of \$1 pp for agents. Never brought to full faculty for a vote. Currently can still pay bills, but will have to do something to continue to be able to do this.

Question to Treasurer : at full faculty meeting there was a request for break down of what NEA is using funds for..is that in place so the faculty can review?

President instructs that any of the delegates that were elected can review that information

PAC report: Postponed until next meeting

Next on the agenda:

No OLD BUSINESS:

New Business:

Request for a grievance that has been denied at all levels to be brought to arbitration.

Carol Rowey has requested the opportunity to speak to the EC about the situation.

Ramona provides background information: 4 courses, DECA (all equivalent of a 15 hour load), additionally looking to teach 4 overload online classes. Exception request denied by Dean Woodberry. Instead, Dean Woodberry removed a face to face course from her load and substituted with one of the online courses. Faculty member was not interested in teaching the online course as part of her load. In the meantime the face to face course was reassigned to a faculty member with lesser seniority. Grievance was brought forward and denied. Online classes require a lot of time, but suggestion was to tell students they may only contact you 8-4 M-F. According to DL policy- anywhere, anytime contact. If faculty member has less than 12 hours they can then be assigned a DL course.

Grievance was taken to the commissioner's level - denied there as well. Carol Rowey is asking that the EC committee recommend this go to arbitration.

Carol Rowey speaks about grievance and provides a summary (timeline) of the details to EC in a handout that she produced.

Joe Allen asks about DL learning manual (policies)... was it forwarded to the union and are the policies in line with the contract? Ramona verifies that the DL policies were brought before the Chairs council not the EC committee.

Joe Garvey – remarks about the way the institution has changed. Examples of Guidelines for Incomplete and how many times a student may register for the same course. Remarks that we should consider this situation for arbitration and move forward.

John Ribbezo (chair of the business department) Administration has been pushing to put more courses online. Definition of an exception- "things that happen once in a while". Expectation of faculty teaching online courses- available 24/7?

Carol Rowey mention that IT is not providing enough support.

Deb Lillie- is contract clear- DL courses (in accordance with the contract) all courses, including DL courses should begin on the same day. We should go to arbitration.

Steve F. bring everything to arbitration.

Joe Garvey : Motion to take Carol Rowey's grievance to arbitration.

Deb Lillie – Seconded.

DISCUSSION:

John R. mentions that Dean Woodberry recommends that if an ONLINE course is going to result in an exception, the course should be cancelled.

Denise remarks, we do not have the infra-structure to support the online courses. President is not interested in becoming an online college.

Ramona asks Jennifer to comment on taking to arbitration.

Jennifer mentions hurdles that will have to get over – online was requested for overload originally

Joe Garvey request to move question. 2/3's vote – question is moved.

Vote: Take Carol Rowey's Grievance and send to arbitration.

Approve: 25 Deny :0

Motion passes.

NEW BUSINESS :

BOG meeting review.

Tom Landry filed a petition to open the contract for negotiation. By June negotiating team had worked many hours to put together a proposal. August (2011) we stepped forward with our proposal. Administration didn't have their proposal ready.

Discussion: Board strongly suggests that they were looking for a 3 year contract and there would be money. If board is disbanded who is our contract with? What happens?

Ramona (handout) – remarks – important to negotiate an new contract rather than roll the old (looks like we will roll old contract) Many younger faculty making under 50K. BOG did not allow CCRI to get on to the agenda.

There is no contract on the table right now. Back to square one.

Ramona remarks that she welcomes suggestions . Asks what questions we have.

Deb Lillie – we are different than URI. I think we should roll the contract. Nobody is here in summer.

Ramona- we have a roll over from last year.

Denise- B OG will be meeting very soon. They don't know what the next move will be.

Rob- We should not roll over.. we risk losing our retro- pay.

Clarification: Contract ended in 2010. Had a roll over vote to 2011.

Denise comments that we have a very divided board. Internal issues are not being publicized.

Joe Allen comments that administration is ignoring the governance structure that we have in place. Administration does not have time to wait for faculty during the summer. They will defer to policy. Doubt that the BOG is going to be around much longer. Who will be stepping in to consider contract is board is disbanded?

Deb Lille – asks for clarification. We do have a contract. Who do we have a contract with if the BOG is dismantled? We should be looking at the charter.

Denise- Confirm that in 2010 contract was rolled over to 2011. We have a clause in our contract that says until it is replaced with the new contract the former contract is followed. We didn't roll it over, but they can't mess with it.

Joe Garvey- should be careful and don't hang hat on that clause.

Dick Cardin – mentions that we should thank the negotiating team for the hard work. Evaluation Review Committee is a very important committee. Should be studying the evaluation systems throughout the country. One of the most important committees we have.

Steve F. thanks Dick Cardin. Mentions “the elephant in the room”, protection of academic rights, corner stone – TENURE. Asks the members of the negotiating team “is there any language inside that tentative agreement that “as a condition for that money there is discussion of post tenure review”.

Joe Garvey- There is NO tentative agreement.

Steve F. – Have knowledge of tentative agreement.

Joe Garvey- have not signed anything that is legally known as a tentative agreement. Continual discussion.

Steve F- asks if there was any language that refers to Post tenure review in any part of the proposal that was on the table?

Denise L. – we made an agreement with every member of our negotiating team that what happened in those rooms would remain in those rooms. And right now we do not have an agreement.

Ramona- there is no agreement, should not be making suppositions (with regard to TA and post tenure review).

Steve F. – Not suppositions. Told by 2 board members .

Jean B. – our faculty in is under attack. Need to band together. Request to Ramona that consideration is given to forming a new negotiating team. Also suggest that it be an elected negotiating team. Keep all open and honest. Request that negotiations be open.

Ramona – would require a Bylaws change.

Joe Allen– board is working on metrics – reapply for tenure- dangerous.

Deb Lillie – (handout) URI and RIC provide information . Communication needed. We hear nothing.

Ramona – when it comes time to look at the agreement, will not be dumped. Will be sent out so it could be looked at before any particular vote was asked.

Deb Lillie- we should be given updates. That is what we want.

Joe Garvey - Makes motion: We move a vote of no confidence in the board of governors for higher education.

Joe A. Motion seconded –

Discussion on Motion –

Joe G. – suggestion that we have vote online

Vote: Make process for voting “ no confidence in BOG” an online process.

Approve – 17 unanimous

Question asked about when we would be able to see the document before we have to vote on it.

Ramona – The whole negotiating team agrees that the faculty (everybody) would be given the tentative agreement 7 days before we would be expected to vote on it. Would also like to make some changes in the bylaws. An informational meeting followed by the EC making a recommendation to the faculty.

Joe G – Motion to adjourn.

Meeting adjourned 2pm.