

Union Voice

Professional Development Grants Awarded Summer 2005

It was such an honor to receive an invitation from Princess Irene of the Netherlands on account of my work in experience-based dialogue. I had read a couple of Princess Irene's books and decided to contact the Stichting van Lippe-Biesterfeld NatuurCollege of which she is the founder.



To my surprise I received an email stating that Princess Irene was interested in meeting me. PDF has made it possible for me to travel to the Netherlands and to learn more about the expansive work Princess Irene is involved in worldwide. Her focus is less focused on sustainable development, and more on creating a way of life that is sustainable. The difference is an important one.

Maria daVenza Tillmanns, Ph.D.
Field Representative Local2034 UCSD.

Holly Bauer: "I used the professional development money to attend the 2005 Conference on College Composition and Communication. I gave two presentations at the conference, both related to my research in writing assessment and writing pedagogy. This event is the major annual academic conference in the field of composition, and it is an excellent place for people in my discipline to discuss issues of mutual academic and professional interest. The work I did at the conference is linked to my pedagogical work as a lecturer at UCSD."

PROFESSIONAL DEVELOPMENT FUNDS

If you haven't yet heard about the professional development monies secured in the current Memorandum of Understanding for Non-senate instruction, unit 18, we would like to highlight some of the recent awardees and the various ways in which the fund is being utilized. Again, we encourage you to apply. The next application deadline is November 1, 2005. The guidelines for applying and the application can be downloaded from our Local's website:

<http://www.cft.org/councils/uc/>



Keith Pezzoli was awarded \$988 to participate in the annual conference of the Association of Collegiate Schools of Planning (ACSP), in Portland, Oregon, Oct. 20-24, 2004. While at the ACSP conference, Pezzoli (1) presented a paper describing the Regional Workbench Consortium which he co-directs with colleagues at the San Diego Supercomputer Center, (2) participated in a planning pedagogy roundtable, and (3) in his capacity as co-Chair, led a business meeting of the Global Planning Educators Interest Group. The experience, Pezzoli says, "helped me strengthen my professional development as a scholar, researcher and teacher, and it brought direct benefits to UCSD's Urban Studies and Planning program."

THE UNION ACHIEVED THE FOLLOWING IN THE APPOINTMENTS ARTICLE (art. 7a, b, c) in the re-opener negotiations this summer.

- 1) An automatic two-step increase for pre-six NSF (Non-Senate Faculty, who have not yet reached their 6-year review) in their fourth years, assuming that they have not been previously awarded a merit increase of at least that amount. This is an improvement over the current one-step "bump" at year 4.
- 2) The University has agreed to review the performance of those pre-six NSF who are interested in reappointment, provided there is work, BEFORE a decision to reappoint or not reappoint is actually made. This is an improvement over current language, which only required a performance assessment AFTER a decision to reappoint had already been made.
- 3) Pre-six NSF who have worked in multiple departments and are currently accruing courses towards a continuing appointment in several departments may request a one-time credit of quarters/semesters that courses taught in departments outside their "home" department count towards continuing status in their home department. This request must be made by the end of November and it is limited in that the University is under no obligation to grant the request. But it is an important victory. Some departments have been prohibited from granting credit towards a continuing appointment for work done outside the department. This program is limited to courses on the same campus. This will help to solve some of the problems for pre-six NSF who work in multiple departments by getting them access to a Continuing Appointment a bit sooner.
- 4) The University has agreed to issue Letters of Appointment for pre-six appointees by June 15, unless there is a reason that makes it impossible.
- 5) The University has agreed that all policies limiting appointment lengths must go through "regular consultative processes," which means that a Chair or Dean can not just make up a policy or rule that says that all appointments are limited to a year or two years and that reappointment after that point is impossible.
- 6) There are some other, smaller adjustments that clarify contract language that has caused interpretation problems over the last couple of years. See the discussion of the implementation manual below.

Achievements in Merit Review article:

- 1) Explicit allowance of accelerated and exceptional merit reviews. That means that early merit reviews (after, say, two years instead of three) and larger than two-step merit reviews is allowed. This was always the case, but it is now explicit in the contract.
- 2) The University will provide an explanation to the NSF if a merit increase is denied. This represents a change in practice on some campuses.
- 3) The University will now allow NSF to defer merit reviews up to one year. This represents a direct response to something that our members have raised.

Our Librarians, Unit 17 (also UC-AFT represented employees) are in bargaining with the University now: See the update on the web:

<http://www.cft.org/councils/uc/unit17/Unit17.Bargaining.2005.08.23.html>

Their struggle over salary is very likely a preview of the sort of fight that NSF will have to wage when Unit 18 has salary re-opener negotiations starting in late 2006.
