

DRAFT

UUP Labor Management Meeting Notes

Monday, September 21, 2015

1:30 - 3:00 p.m.

AD 712

Present: F. Goldman, B. Kilmarx, B. Roth, S. Seibold-Simpson, D. Wood, S. DeClemente-Hammoud, S. Doyle, J. Schultz, Vice President Navarro, Provost Nieman, President Stenger

Meeting began at 1:30 p.m.

Benita Roth welcomed everyone back and thanked them for attending. She stated she is happy to hear about plans coming up and noted that things seem to be going in a positive direction. She introduced Susan Siebold-Simpson, newly elected UUP Chapter Vice President for Academics and Beth Kilmarx, newly elected UUP Chapter Officer for Contingents.

New Items from UUP:

We know that there are interim deans serving in two schools – The Graduate School of Education and the Decker School of Nursing. What plans does management have for these schools re: deans' searches? We also know that the newly recruited dean of libraries has yet to take his position due to illness. However we have heard from members in the library that they have received little to no information about the situation and are understandably anxious. Can management provide some information about this situation?

UUP (Benita Roth): Can you provide information regarding when the newly hired Dean of Libraries is expected to begin? We are hearing rumors and would like clarification.

Management (Provost Nieman): Curtis Kendrick, the new Dean of Libraries had some medical issues and this information was communicated to library faculty and staff. The situation has evolved and it will be a bit longer before he is on campus. He did attend a dean's meeting, a roadmap steering committee meeting and met with library staff.

UUP (Beth Kilmarx): People were concerned. We can't wait for him to get there.

UUP (Benita Roth): Cindy Olbrys is doing a good job.

UUP (Beth Kilmarx): We have had discussions on line and in emails. Any idea when he will begin?

Management (Provost Nieman): We still don't have a date. I did not want to pressure him until it was safe for him to come.

BR (Benita Roth) NOTE: There was a short discussion here about the nature of Dean Kendrick's medical issues, which has been redacted.

Management (Provost Nieman): There is regular contact, and he will continue to be engaged in decision making of the library.

Management (President Stenger): He was at CUNY but is not yet on our payroll.

UUP (Benita Roth): Are there plans in place for recruitment of the Dean of the Decker School of Nursing?

Management (Provost Nieman): Yes. I have asked the Faculty Senate Executive Committee for nominees for a search committee, and an executive search firm is leading the national search. It should be under way by the end of the month.

UUP (Susan Seibold-Simpson): Pamela Stewart Fahs told us a national search has been occurring. We know it can be long and time consuming. She is doing a great job in sharing this information with us.

UUP (Benita Roth): Are there plans in place for recruitment of the Dean of the Graduate School of Education?

Management (Provost Nieman): I met with the Graduate School of Education faculty, and told them I was going to do an internal search. The Graduate School of Education has faced a number of challenges in recent years. Enrollment has declined and over the past year; it has pulled together to do a lot of good work to turn it around. I'm not sure they are at the point to be very competitive in what is a competitive market. I think we need a few years where we identify someone within the school. There are three full professors (who would be eligible).

UUP (Benita Roth): We have heard some serious concerns about some recent judgments made which flagged us to do something a little bit broader based. Information was given to us from other people. (BR NOTE: in the tradition of keeping names out of Labor/Management notes as much as possible, some of UUP's concerns were discussed after the meeting).

Management (Provost Nieman): The search process will be open and will go through the same type of steps. There will be an opportunity for input. This person will be hired as a Dean, not as an Interim Dean.

Management (President Stenger): The school is smaller than many departments and a national search is a big investment for a relatively small program. We have to be prudent to make sure we have the proper leadership.

UUP (Benita Roth): We are flagging our concerns, given that it is such a small school.

Management (Provost Nieman): I am confident that people will have the opportunity to put concerns on the table and influence the results of the search.

UUP (Benita Roth): I hope they can voice their concerns.

Management (Provost Nieman): From the evaluation of the previous dean that was done, people seem to be very open about sharing concerns of leadership and issues of the school.

Family Leave: We have heard concerns from members that BU does not appear to have a set of consistent standards as to how management deals with requests for family leave (i.e. having or adopting a child, care of family members). Does BU have a written policy for management to use re: assessing employees' requests for leave? If not, why not? If so, what is it and where can our members access it?

UUP (Benita Roth): We have heard rumors of a comprehensive, written policy on family leave. I heard from someone last week from Harpur on what can she expect. Ideally, I think it should be a broader policy than a birth and adoption, encompassing family and elder care.

Management (Joseph Schultz): The very big picture is this: It depends on how long you are here, if you earn vacation and sick leave, etc. The answer is, it is not that simple and we are looking at plans to make things easier on the faculty side. Faculty members do not earn vacation or holidays. Depending on different sets of circumstances, we are looking into having this (family leave) handled consistently and fairly within all the schools.

UUP (Benita Roth): How? By a committee?

Management (Joseph Schultz): We are looking locally here and trying to identify all the potential options. It is a complex area with sick leave obligations and state law. Our goal is to have a guiding policy or document they can go between the schools consistently.

UUP (Benita Roth): Are you going to have a period for comments?

Management (Joseph Schultz): Not necessarily out for comment. We are almost there and will be sharing and having a discussion with you.

Management (Vice President Navarro): But the issue will be discussed with the deans.

UUP (Benita Roth): I am most familiar with maternity and post-natal leave – what happens to faculty depends on how much your chair supports you doing what you propose to do. Getting leave for family reasons is an issue of fairness and our members should be treated fairly whether tenured or non-tenured. Clearly the academic calendar may not correspond with your life, whether it is a question of elder care or children. We need really widespread input from our members and some degree that this is what we are thinking about before management sets up something in stone.

Management (Joseph Schultz): Once we are near, I will share it with you.

UUP (Benita Roth): There is an ad hoc family leave committee reforming in UUP to look at New York State and how we can have public workers covered by disability funds. I also expect the issue to come up in the next contract.

Management (Joseph Schultz): New York State is very interesting -- private industry employees can get up to 4 weeks before birth and 8 weeks after (through disability funds). NYS pays the premium. NYS does not offer this to New York State employees. If you offer a better benefit and sick leave is a better benefit, if you have sick leave.

UUP (Benita Roth): Darryl, correct me if I am wrong. If you use sick leave (for family leave, you are sacrificing some of this at the end of your career (where the leave can be converted into a health care annuity). I do want to state that CUNY in the last contract they were able to negotiate 6 weeks for birth and adoption. (BR NOTE: CUNY workers have been working without a contract for a number of years, but provisions hold due to the Triborough Amendment of the Taylor Law).

Management (Joseph Schultz): Literally, family care is most complicated issue we deal with, with 5 or 6 moving parts, federal, state, contract, all moving at once.

UUP (Darryl Wood): Global question. People have sick leave, use vacation. You (addressing President Stenger) have the authority to grant various kinds of leave at full and partial pay. If I was pregnant, was having a child and only working here 5 years, I don't have a lot of options. (having not accrued sick leave, etc.) Is the campus going to commit to some minimum period of time that I can stay home with my baby or use whatever you have?

Management (Joseph Schultz): It depends.

UUP (Darryl Wood): The campus can make a decision. We are going to guarantee you have up to six months with a UUP contract.

Management (Joseph Schultz): NYS law would come into play if we were not talking about medical disability. We have to be creative.

UUP (Benita Roth): I recently heard of someone who was pregnant four years ago and had a year off.

Management (Joseph Schultz): The faculty side (is complicated). The professional side is really a case-by-case basis.

Management (President Stenger): For which case? Mother? Father? Both? Sick parent?

UUP (Darryl Wood): It is easiest to define leave for birth or adoption.

Management (President Stenger): Faculty or staff?

UUP (Darryl Wood): The problem area is for academics. Professionals have both vacation and sick leave, but if I've only been here five years, I might not have the accrued time.

Management (President Stenger): When I was Dean at Buffalo, the husband or wife was given a different assignment. I would want them to work with Joe (Schultz) and Don (Nieman). They haven't had that conversation. Some might have a different option. At Buffalo, each dean was on their own. They both got it, one or the other. I think deans can come up with something they all agree with.

UUP (Darryl Wood): What if I'm a UUP professional? I can work at home. Faculty are doing research at home. A professional's obligation is defined by their performance program. They could just as easily work at home.

UUP (Benita Roth): If that process proceeds and deans are all on the same page, it would be a huge improvement, for elder and family care.

Management (President Stenger): Do you stop the tenure clock?

UUP (Benita Roth): Different deans in different schools have different ideas. Joe, do you have a time line (on working with the deans to come up with a policy)?

Management (Joseph Schultz): Probably by the end of the calendar year.

Management (Provost Nieman): The HR website has been changed a bit and advises faculty members to talk with their deans. So that is a first step. Presumably people will look at the HR website, and we can work out uniformity among schools. Deans want that.

Management (Joseph Schultz): All in terms of law, we don't have the ability of the NYS policy or union contracts. We are on a fine line, but we believe we are working within the system we have will go within the confines that we have.

Career-based/career-directed graduate programs: In his recent "State of the University" address, the President stressed BU's plans to expand career-based graduate programs. What is the data that management is using that suggests that this is a good path for BU to embark on? As management undoubtedly knows, there is a great deal of controversy as to the necessity and cost-effectiveness of career-based graduate programs (see for example, the recent article by John Cassidy in The New Yorker <http://www.newyorker.com/magazine/2015/09/07/college-calculus>). How will the push for career-based degree programs affect our "traditional" graduate programs and undergraduate education? How will this affect our members in terms of new tasks?

UUP (Benita Roth): There has been a lot of discussion about career-based programs. What data is there that this will work? There is some controversy given the job market.

Management (President Stenger): This is a big issue. It is a direction the university is going to go in while I'm here. We understand why we are doing this. Students are hardest to place in jobs if they are in the humanities, fine arts, and social sciences. What happens mostly to those students is what I call wandering – they I wander for a while, do internships, move back home, take some courses. I firmly believe that a liberal arts background is the perfect basis to then add on to a professional degree where you may be licensed, where you have career potential and I think they (masters programs) will be very successful. They (our students) are good writers, think differently. The master's degree I think is really important. Data is that there is an annual salary difference of about \$11,000 a year between those with a BA and those with an MA. Unemployment is lower, salaries are higher.

UUP (Benita Roth): I looked at the government's "College Scoreboard" website and I think we are doing well on those metrics – above average. Our graduates' average salary is about \$58,000.

Management (President Stenger): A lot went on to graduate school (BR NOTE: apparently data on the site goes back ten years). Not only are they better paid, there is a public good. I read a paper on the public good of graduate degrees. For every \$1 spent on graduate degree, productivity increases by \$8.

UUP (Benita Roth): I attached the Cassidy article because it gives me pause about degrees that are too career driven or career focused.

Management (President Stenger): He does not say the Master's degree has less value. The spread between bachelor's degree and masters is growing. (BR NOTE: President Stenger's interpretation of the article and mine differ, although it is the case that the author spends most of his time on narrowly focused undergraduate degrees; I think the larger point is that narrowly focused degrees and job markets are out of synch.)

Management (Provost Nieman): By 1970 a college degree had displaced a high school degree, as in the time we are now; the masters is displacing the bachelors. You cannot work in public education until you get a master's degree.

Management (President Stenger): Do I have your confidence?

UUP (Benita Roth): In a lot of disciplines, a master's degree is not worth the time and trouble. Two years ago, there was the push that all the departments, at least in Harpur, were being asked to come up with masters programs.

Management (President Stenger): Then you don't have to participate. If you started a program with no value and no demand, you probably shouldn't have started the program.

UUP (Benita Roth): Is it realistic to push for the target 6000 (of graduate enrollment at BU) ?

Management (President Stenger): Yes.

Management (Provost Nieman): We have 540 more students this Fall than Fall 2011.

UUP (Benita Roth): I'd like to ask about the new "Masters of Arts in Applied Liberal Studies" (MAALS) degree

Management (Provost Nieman): It is something we have been working on, developing something different than the old Masters of Arts and Social Sciences. The MASS degree had students take a few courses from here, there, and over there in any social science area and get a Master's Degree. The program that we are developing is very different – uses a common core curriculum. Quantitative and qualitative research methods, courses in the international environment and a range of internships for students. Very much taking liberal arts skills and helping them tailor them into employable skills.

Management (President Stenger): We have not ruled out developing concept papers for masters in public health, masters in Nutrition, Physical Therapy, etc. Again, we have a masters in social work, masters in public administration, and masters in systems sciences. I think they should all have some applied learning. If they (the programs) require internships, they (the students) can start to think about what area they want to go into. This is really important for our students. How will it affect UUP members -- it is up to them if they want to (participate). I think the ones that can do it will do it to the best of their ability. The others won't be penalized. .

UUP (Fran Goldman): Would these be based in certain departments, like social work, public administration, or would they be interdisciplinary?

Management (President Stenger): The ones we have now are department-centric.

UUP (Fran Goldman): Most times masters are not funded.

Management (Provost Stenger): We have very few resources for our PhD students. If they are a TA, you can pay them but I don't think you want your masters students funded rather than PhD students, but it is up to the departments. I don't think that would be the norm.

Gym memberships: We have had inquiries from members about free gym memberships for UUP-represented employees. There are currently other SUNYs that offer this perk. Many of our employees, with the expanded schedule of classes, are spending more time on campus and would like to use the gym. Can management make free gym memberships for UUP employees a reality?

UUP (Benita Roth): I am obligated to say what they (our members) want. They want gym memberships.

Management (Joseph Schultz): Brian Rose says it is member/user fee for all members. Prices are locally competitive and better than the affiliate/community rate. It would have to be for all bargaining units. Everyone pays for it. That is the model, and we don't see a change.

UUP (Darryl Wood): Is it (the gym)100% funded by fees?

Management (Vice President Navarro): No state monies are going to support it.

UUP (Darryl Wood): One could argue there is a state subsidy (insofar as the gym is located on state property).

UUP (Fran Goldman): As a fee paying member of Fitspace, they do offer a free trial period for about three months over the summer.

Ongoing items from UUP:

Pharmacy School/Nursing School move?: In the President's "State of the University" address, plans were announced for a Southern Tier Health Sciences and Technology Park. At the last labor management meeting, management stated that plans to move the Decker School to the Pharmacy Campus were contingent on getting competitive monies from the state. What is the current status of these plans? Have we received more funding? What is the timeline for anticipated openings of schools and moves of schools? Is the Upstate Medical Clinical Campus envisioned as part of this park? What are the hiring plans in place for UUP represented academic and professional employees?

UUP (Benita Roth): At the last Labor Management meeting there was discussion about moving the Decker School. How are plans going?

Management (Provost Nieman): We are still looking for money. The grant for SUNY 20/20 is still pending.

Management (President Stenger): Do you like this idea?

UUP (Benita Roth): You've asked me that before. I don't have a stake in this. I am neither a pharmacist nor a nurse. I am really just asking for information for our members. All change causes anxiety.

Management (President Stenger): For some.

UUP (Benita Roth): What do we anticipate (re:funding)? Still pending until when?

Management (Provost Nieman): I would say early next year.

Management (President Stenger): I'm not going to give up. Between then and now there are other monies: the Upstate Revitalizations funds could come, donors, etc. The original SUNY 20/20 rounds....,The more I thought and looked at the property; this is the thing to do.

UUP (Darryl Wood): The Pharmacy School has been funded.

Management (President Stenger): Correct.

UUP (Benita Roth): Seems like management is more committed (to the idea of a health sciences campus).

Management (President Stenger): The fact that we will have a small operation. The School of Nursing is a relatively small, less than 100 million dollars is needed. We got 60 million to get started (from the Governor). I am optimistic.

Management (Provost Nieman): Where future masters programs might be, a health sciences campus, a medical campus makes a lot of sense. Having it proximate to a hospital makes sense.

Management (President Stenger): Wilson will be the largest site for our pharmacy placements and Lourdes will be second. We anticipate 90 the first year.

UUP (Beth Kilmarx): Is it expected to grow?

Management (President Stenger): 90/90/90/90 (students admitted per year for the post-BA four year "pharmacy" degree.

UUP (Beth Kilmarx): Will students be housed in the community?

Management (Provost Nieman): They won't be housed on campus. They are graduate students. Pharmacy degree is Doctorate four year, post bachelor's degree.

UUP (Darryl Wood): So will the Upstate Clinical campus move – is it going to happen?

Management (President Stenger): They are playing hard to get. Up at 80-100 students (are part of the program) -- hey don't need a lot of space. They came to us and said we'd like to join you. Great. We wrote a proposal. Day before (it was due) said we cannot endorse your proposal, because we are pulling out so we can be a part of the new building (upstate). If we get the upstate revitalization money, will you join us? If you move nursing over there, 130 or 140 graduate each year. Many will have offices over there.

UUP (Benita Roth): As long as they are integrated into the main campus, and we have shuttles going back and forth.

Management (Provost Nieman): We would try and do most of the nursing instruction on that campus, with chemistry here, and so on and so forth.

Management (President Stenger): Even though it is not a final deal, we are purchasing a building next door (to the planned pharmacy site) with 90,000 square feet --if we purchase it and renovate it, it will cost 3 times less than if we can build one. Restore one of those icons over there.

UUP (Susan Seibold-Simpson): I am really thrilled to hear more inclusion of social work (as part of the curriculum). I am glad to hear about that.

Management (President Stenger): They always were, but we forgot to mention them.

Management (Provost Nieman): Our social work program has very strong ties to UHS and is playing more roles in health care delivery.

UUP (Benita Roth): It would help to keep talking about it and letting us know. Not just UUP but the campus community, if and when timelines shift.

Management (Provost Nieman): I think Pam (Fahs) has shared with faculty.

UUP (Susan Seibold-Simpson): She is doing a good job as interim. As Benita has indicated, change almost always leads to some level of stress whether for good or bad. To some extent, what they can share, they do share.

Management (Provost Nieman): One thing rather new or old building community that would include faculty. The role and dean of those schools is to gather information and share it. When we do it, we want the end users to be involved.

UUP (Benita Roth): Include staff as well.

Management (Provost Nieman): And there is that.

UUP (Susan Seibold-Simpson): I think again some level of a time horizon, when 20/20 (monies can come), when (Upstate) revitalization (monies), etc.

Management (President Stenger): SUNY 20/20 round 4 is due within a month, round 5 is due in December. Upstate revitalization plans are due in October. By the end of the year, we should know. And it will take at least three years to do the renovation.

Performance-Based Funding: At the labor-management meeting in April of 2015, we discussed SUNY's 18 million "SUNY investment and performance fund" will be allocated to each campus upon completion of a SUNY Board of Trustees' approved performance improvement plan (see <http://www.bupipedream.com/news/48474/in-front-of-new-york-state-legislators-suny-chancellor-pushes-for-budget-increases/>).

SUNY recently announced (at a Board of Trustees meeting) that it intended to expand the “Investment and performance fund” from \$18 to \$100 million, with the larger fund consisting of new funds, existing funds, and matching opportunities. Specifically, we have heard that there are to be six different funding sources available within this program:

- \$55 million: NYSUNY 2020 Challenge Grant Program Round V
- \$18 million: Investment and Performance Fund
- \$9.5 million: Empire Innovation Program
- \$9 million: Enabling Support
- \$4.4 million: EOP additional funds
- \$4.1 million: Open SUNY loans

As this process is moving forward quickly, with white papers already submitted in August, some proposals due by the end of this month and final awards announced in November, we are interested in knowing the following: what kind of performance improvement plans has BU developed? Are we applying for funds from the “investment and performance fund,” or from other funds as above? If improvement plans, white papers and proposals have been produced, may we see them? How are our members’ terms and conditions of work being taken into account in these efforts?

As of the last LM meeting, there was some question of what the metrics would be for PBF (performance-based funding). UUP expressed our concerns that metrics based on narrow views of student success would be problematic. Have these metrics been clarified? Also, as of April, BU did not expect to receive more than a small amount of available monies (\$1 million was the number mentioned in April). Is this still the case?

UUP (Benita Roth): Can you talk a little bit more about performance-based funding?

Management (President Stenger): I am in favor of anything that brings funds into Binghamton University.

Management (Provost Nieman): The Chancellor was very interested in getting additional resources for SUNY from the State and one of the pools of funds would appear a performance based approach. It appealed to the Governor and so staff worked on developing a request based on (that). He is interested in more college graduates, more jobs for the state. What came out of the legislature at first was only 18 million dollars, one time. I think in order to deepen the impact of this what SUNY decided is to put together a series of “Performance Improvement Fund” white papers.

The list of which grants BU has applied for was distributed by Provost Nieman and discussed. Binghamton University Performance Improvement Fund white papers were distributed August 28, 2015, and full proposals are requested by September 16, 2015.

BR’s note: The list has been inserted here:

BU Performance Improvement Fund White Papers
Submitted August 28, 2015
Full Proposals Requested September 16, 2015

- “Broome County Resident Successful Degree Completion (\$290,00 requested)
- Collaborative Research, Development, and Education Initiative in Smart Energy Materials and Energy Efficient Electronic Systems across SUNY” (\$5.3 million requested, with Stony Brook, Buffalo, SUNY Polytechnic).
- “Enhance Center for Learning and Teaching/Supplemental Instruction” (\$2.745 million requested)
- “Increasing Access, Completion and Seamless Transfer Success through Development of Common Student Learning Outcomes and Supportive Digital Delivery Modalities for High Demand/High Impact Gateway STEM Courses” (\$2.4 million requested, with Albany Buffalo, and Stony Brook)
- “Increasing Capacity for Diversity of STEM Students via Engagement and Retention” (\$985,00 requested)
- “Increasing Graduation Rates for BAP Students: A coordinate Advising Model Between Binghamton University and SUNY Broome” (\$180,000 requested)

Back to the meeting:

UUP (Benita Roth): How widely can we share this information?

Management (Provost Nieman): Yes (you can share) We don’t want to share white papers, as we don’t want other campuses to see what our proposals are.

Management (President Stenger): If SUNY 20/20 fund 4 is not successful, we can resubmit for our 5.

Management (Provost Nieman): “SUNY Excels” looks at access and success, so a lot of these deal with access. Success has to do with increasing retention rates and ultimately graduation rates, where we excel, but we want to do better.

Management (President Stenger): We have until 20/20. (BR NOTE: this comment was partly meant humorously, I think).

UUP (Beth Kilmarx): How committed are you to these ideas if we don’t get funding?

UUP (Darryl Wood): If these are not funded, will you continue?

Management (President Stenger): Some of them.

Management (Provost Nieman): The last one we would definitely do. Create software that would allow integrated advisory. We want to increase a seamless advising system

for students so these students don't fall behind. The "Binghamton Advantage" program is very successful.

Management (President Stenger): Training tutors to be better tutors. These funds would enhance that. We will continue (to seek funding).

Management (Provost Nieman): They are all good things to do, but we would have to identify resources.

UUP (Benita Roth); We would love to hear about them as they become certainties.

UUP (Beth Kilmarx): Will there be any hires?

Management (President Stenger): (shakes his head) This is one time money. We would have to guarantee that we would have to pay that person.

Management (Provost Nieman): There may be some temporary employment. If it were successful, we would end up expanding our tutoring pool. Some proposals (we submitted in the past) weren't successful because they had long time commitments on them.

Salary Compression: How is management dealing with the long-term problem of salary compression? An initiative announced by the dean of Harpur College in 2014 has apparently gone nowhere, but there were reports that the Provost was working on an initiative to address this ongoing serious problem on campus that affects virtually all our members.

UUP (Benita Roth): The dean of Harpur College recently spoke at the all Harpur meeting about triaging groups of mostly faculty and some staff who are severely, moderately, or slightly, compressed.

Management (Joseph Schultz): Funds that went from discretionary salary increases to awards meant that funds were no longer available to the campus. For academics, the issue is looked at when promotion takes place. No large scale initiative (is planned).

UUP (Darryl Wood): Cortland has identified funding for a study, and has identified a process, and over the next four years will be dealing with this problem. Identified all the pieces. All full time professional and faculty. Although smaller, relatively speaking they have the same number of dollars (as us).

Management (President Stenger): It is an easier job to figure out (who is compressed) there. We hired 200 new faculty in the last few years. Until we have discretionary raise money we can't give out raises.

UUP (Fran Goldman): There are the same compression problem with professionals.

Management (President Stenger): Professionals have many, many more increases over the past few years, usually because the job has changed given new responsibilities. I bet we've done 200 of those in the past few years. They (professionals) have that ability to do that. Deans/directors/chairs are handling it on a case-by-case basis. We match offers, move the salary schedule up, if we want to keep the person.

UUP (Benita Roth): We don't always match offers. The very fact that we have hired 200 new faculty exacerbates the problem of salary compression. The other problem is the idea of only reviewing for a raise at promotion. As opposed to professionals, there are only two points for faculty and there is a large chunk of time from tenure as an Associate to promotion to Full. Promotion comes too late for people that are experiencing salary compression. The range of raises that they get at promotion to full varies widely. The Harpur dean stated that the lowest raise \$6,000, highest \$17,000.

Management (Provost Nieman): It is not just how loud one is, raises are calibrated to where a person should be vis a vis the other promotions – the large ones have gone to those who are very low.

Management (President Stenger): What is a salary level at Cortland? Is it lower than here?

UUP (Darryl Wood): So what they did, and I don't have all the details is they hired a company, did an analysis by disciplines for comprehensive colleges. They are committing dollars that they feel are appropriate by discipline.

Management (President Stenger): There is no way (to deal with salary compression as a system), and we will not be spending a long time dealing with this level. It is really up to deans -- again I want to decentralize these decisions.

UUP (Darryl Wood): If this is going to be done on a case-by- case basis, we want to have an answer (to the question of how committed management is)

Management (President Stenger): Get discretionary salary increases and say no to across the board raises.

UUP (Benita Roth): Whether we get either is not within our control. Moreover, there has *never* been enough money in that DSI pool to deal with merit *and* salary compression. Please go to the Chancellor, and ask her to push to make the fund bigger.

Management (President Stenger): Would you support a 3% merit pool if you think the money is too small?

UUP (Benita Roth): DSI was simply not on the table at the last round of negotiations. At the last minute, DSA was offered, and UUP will not leave money on the table. DSI should not be the thing you rely on for salary compression.

Management (President Stenger): Maybe the contract should have something in it to deal with salary compression.

UUP (Darryl Wood): I've been part of several negotiation rounds, and those issues were brought forward and the State always said they weren't interested, even your model of increasing that discretionary pool. The State wasn't interested. It is not as if UUP hasn't tried.

UUP (Fran Goldman): DSA was last minute, and we weren't going to turn it down.

Campus Climate Survey: We were glad to see the Campus Climate Survey rolled out last semester. We would like for our members to have an opportunity to hear more about the Survey from ODEI, as we have fielded a number of inquiries about its findings. When can we set up a meeting to do so that is for UUP members (preferably in the early evening)? We are happy to pay for drinks and snacks.

As Valerie Hampton was unable to attend the meeting, discussion of this item was postponed.

Management (President Stenger): Valerie Hampton is planning meetings (on the survey).

Parking: Our members are understandably happy about the new configuration of parking lots and the greater space allowed for commuters. However, we have also received messages from members who were concerned that once parked on campus, they would not be able to leave, say at lunch time to run errands, and return to find available spaces. We know that a new fleet of shuttle buses have been dispatched to answer user concerns about parking. How will our members be involved in the evaluation process?

UUP (Benita Roth): We have gotten both nays and yays.

Management (President Stenger): We have received positive feedback. One feedback we received is we have to increase the shuttle frequency. There are two, now I think they are going to four.

Management (Joseph Schultz): There are spaces available on campus. This semester there is going to be a lot of requests for feedback.

UUP (Benita Roth): I received a copy of an email from a member saying she felt trapped on campus because she could not find parking when she returned to campus from an errand.

Management (President Stenger): Do you feel you are more trapped now?

Management (Vice President Navarro): It is a distance issue.

UUP (Benita Roth): Question of evaluation is the most important thing to UUP.

Contribution to mission info/data/meetings: At the February 2015 meeting, Provost Nieman offered to put up a statement on the web re: the intent of the contribution to meetings and urging depts. to share info generated for the meetings as widely as they thought reasonable. At the April meeting, he stated that he hoped that there would be language up by the fall. Update?

UUP (Benita Roth): Did put up language (on the provost's website) with regard to Contribution to Mission?

Management (Provost Nieman): It is now up on the Provost's webpage. Click on the left side "Contribution to Mission." You will find a whole lot of information there.

Announcement from UUP re: Statewide UUP Negotiations Team Visit: The UUP Chief Negotiator and members of the Negotiations team will visit the campus on October 8th in order to start the process of soliciting concerns from members re: the next round of negotiations. We hope that management will help to contribute to a positive and productive atmosphere as we gear up for our next round of negotiations with the state of New York.

UUP (Benita Roth): The Statewide UUP Negotiations Team will visit campus on Thursday, October 8. Members were notified and provided with surveys that they can complete, using different options to return them.