

STATE UNIVERSITY OF NEW YORK – COLLEGE AT CORTLAND

LABOR-MANAGEMENT MEETING

September 17, 2007

MEETING NOTES

ATTENDING:

Administration Representatives: Erik Bitterbaum, Elizabeth Davis-Russell, Wendy McAllister (for Joanne Barry), Virginia Levine

UUP Representatives – Larry Ashley, Jamie Dangler, John Driscoll, Elizabeth Owens, Hailey Ruoff, Randi Storch, Boodie McGinnis (scribe)

1. BUDGET

- Bitterbaum said there is no major news at this time, but expressed optimism about next year's budget. Campus priorities submitted in the President's budget request to the Chancellor are (1) full-time faculty lines and (2) capital funds for renovation and deferred maintenance. Other priorities will include academic equipment, computer hardware & software, security system upgrades, etc.
- Davis-Russell reported that the campus will receive "stabilization funds", one-time funds to be available in November, that will be used this year for funding faculty development (conference presentations, etc.).
- Davis-Russell reported that the SUNY Provosts have prepared a white paper on teaching and academic excellence; the paper supports the need for more full-time tenure track lines and increased funding for faculty development.

2. EMERGENCY LOAN FUND

- Following up on discussions from last year, Bitterbaum announced that an emergency loan fund is now available for faculty who find themselves temporarily in dire straights at the beginning of the semester. Davis-Russell said this was announced to new faculty at orientation, and said she will ask Joanne Barry or Bill Shaut to announce details more publicly.
- Dangler asked if the loan fund could be extended to faculty whose jobs require significant travel and who often have to wait a long time for reimbursement of out-of-pocket expenses. Bitterbaum noted that cash advance of up to \$400 is available, and that the campus can prepay hotel and a portion of airfare; he acknowledged, however, that reimbursement can take a long time and be a strain to limited budgets, and he promised to look into this further with Bill Shaut, stating that "we will do all we can" to foster faculty development.

3. PART-TIME SALARIES

- Bitterbaum said that the minimum per-course salary for part-timers was not increased this fall; priorities this fall were increasing tenure-track lines and improving full-time salaries. Commitment to increasing part-time salaries incrementally the future, particularly once the new UUP contract is in place, was expressed.
- Ashley expressed grave concern about the fact that we continue to let our part-time salaries lag behind inflation, asked that the decision to not increase part-time salaries this year be reconsidered, and repeated UUP's request for an ongoing incremental annual increase. This will be an ongoing UUP priority for discussion at future Labor-Management meetings.

4. EXTERNAL REVIEW

- Bitterbaum announced that the Faculty Senate now has been charged with studying the issue of External Review. For now, the discussion process will go forward under the purview of the Faculty Senate. UUP will continue to keep a close interest and raise this at later Labor-Management meetings as things progress.

5. COMPENSATION FOR INDEPENDENT STUDIES

- Following up on discussions last year, Davis-Russell reported that the Provost's Cabinet is in the process of gathering data about not only independent studies but also graduate coordinators, program coordinators, internship supervision, and other situations on campus where individuals are performing tasks in potentially inequitable ways. She asked that discussion be held off until her Cabinet has finished their review, hopefully by the end of this semester.

6. OTHER TERMS AND CONDITIONS OF EMPLOYMENT

- SMOKING POLICY – Bitterbaum distributed a proposed policy prepared by the Joint Labor-Management Environmental Health and Safety Committee. Bitterbaum recommends approval; UUP will review the proposal for discussion at the next Labor-Management meeting.