

STATE UNIVERSITY OF NEW YORK – COLLEGE AT CORTLAND

LABOR-MANAGEMENT MEETING

October 16, 2007

MEETING NOTES

ATTENDING:

Administration Representatives: Erik Bitterbaum, Elizabeth Davis-Russell, for Joanne Barry, Virginia Levine, Mary K. Murphy (for W. Shaut)

UUP Representatives – Larry Ashley, Jamie Dangler, Hailey Ruoff, Randi Storch, Dennis Selzner, Boodie McGinnis (scribe)

1. BUDGET

- Bitterbaum expressed continued optimism about next year's budget. He'll be attending a SUNY Presidents' meeting with the Chancellor on October 17-18 and expects to receive further news then.
- Ashley asked if any adjustment to the proportion of funds allocated to University Centers and Comprehensive Colleges is anticipated. Bitterbaum shared his expectation that the state would continue to invest most heavily in the University Centers and medical schools. Ashley urged that we stress at all opportunities the importance of adequate funding of quality and accessible education at all levels. Davis-Russell noted that the Provosts' recently published white paper on teaching excellence will stress this.

2. CAMPUS CONSTRUCTION

- Ashley stated UUP's formal request that the administration include the requirement that stringent health and safety conditions be guaranteed in all future capital project contracts as well as campus maintenance and improvement projects. Concerns about working condition problems associated with the current Old Main window construction as well as the recent demolition of Van Hoesen were discussed.
- Bitterbaum said that the administration was caught off guard by what happened in Old Main and surprised by the dust cloud problem at Van Hoesen. Murphy reported that all contractors on campus are required to meet state and federal health and safety standards, and said that we now have a new procedure in place to ensure that contractors notify the administration ahead of time of any potential problems.
- Ashley urged that the campus be more proactive up front in planning for potential hazardous conditions so as to ensure the health and safety of the campus community. Bitterbaum assured UUP that health and safety is a major campus priority and said that he would contact Parvisi and the State University Construction Fund.
- Ashley recommended that campus faculty and staff be consulted and involved in the planning process as much as possible in the future so as to ensure minimal disruption of work and classes.

3. SMOKING POLICY

- At the last Labor-Management meeting, Bitterbaum distributed the revised campus no-smoking policy proposed by the Joint Labor-Management Health and Safety Committee. Ashley reported that the UUP Executive Board reviewed the policy at their October 4 board meeting; UUP presents no proposals for changes to the policy but asks to be kept apprised as plans for implementation progress.

4. CAMPUS EQUITY WEEK

- Ashley distributed flyers announcing the UUP-sponsored Contingent Faculty Forum scheduled for November 1, 3-5 pm, Brockway Jacobus Lounge. Bitterbaum agreed to give brief opening remarks following introduction by Ashley.
- Ashley asked Bitterbaum to consider sending out notice reminding UUP'ers that alternate arrangements should be made for classes cancelled that afternoon. Bitterbaum said he would take the suggestion under consideration, but expressed hesitation about sending out anything that would imply encouragement of cancelling classes; despite the importance of the event, his priority is to have faculty in class with students at scheduled class times.

5. EMERGENCY LOAN FUND

- Following up on discussions from the previous meeting and last year, Ashley asked if the administration understood that UUP was asking to have the emergency loan fund extended to part-time faculty. Bitterbaum expressed confusion about this and noted that the current loan fund is for full-time faculty only. The administration will look into this further as a possibility in special instances when the pay lag is exceptionally long, as during fall of 2006, but cannot guarantee that it will be feasible. Bitterbaum said that anyone in true crisis should alert the administration in case something special could be done on an individual basis.

6. OTHER TERMS AND CONDITIONS OF EMPLOYMENT

- COMPENSATION FOR INDEPENDENT STUDIES – Davis-Russell reported that her cabinet continues its work to develop recommendation for compensation for graduate coordinators and other program coordinators, as well as compensation for independent studies. Her cabinet will next meet to discuss this on October 24.
- DISCRETIONARY SALARY INCREASE – Ashley asked a percentage of the DSI allocation was being used for equity adjustments this year; members have asked this because some received lower DSI allocations than hoped. Bitterbaum responded the large number of individuals receiving DSI this year resulted in some allocations being less than in past years.