

STATE UNIVERSITY OF NEW YORK – COLLEGE AT CORTLAND

LABOR-MANAGEMENT MEETING

March 18, 2008

MEETING NOTES

ATTENDING:

Administration Representatives: Erik Bitterbaum, William Shaut, Joanne Barry, Virginia Levine
UUP Representatives – Larry Ashley, Jamie Dangler, John Driscoll, Boodie McGinnis (scribe)

1. BUDGET

- Bitterbaum said that signs from Albany are positive for an on-time budget, and that there is a possibility that the 2.5% cut (\$1 million for our campus) will be restored.

2. PART-TIME SALARIES

- Bitterbaum reported that the administration has agreed to raise the minimum part-time salary for Fall 2008 2%, bringing it to \$2,550 per course.
- Ashley shared inflation data and stressed UUP's concern that the real value of part-timer salaries will continue to decrease even with this increase.
- Bitterbaum and Shaut explained that, with so many competing demands on the campus's limited funds, the 2% increase to the minimum is the best they can promise at this point. Shaut further explained the administration's concern about what may happen with funds from fees, which are used to cover some full-time salaries. The decline of interest income is also a major concern. Bitterbaum noted that, even though part-time salaries are a priority, Cortland is falling behind in many areas (library resources, professional development funds, etc.), so balancing priorities continues to be a huge challenge.
- Ashley shared a chart comparing minimum part-time salaries of other SUNY colleges, noting that some campuses pay more for a 4-credit course than for a 3-credit course. Barry explained that Cortland also pays more for a 4-credit course (minimum \$3,333 at present, to increase by 2% in Fall 2008).
- Ashley thanked the administration for the 2% increase, but said that more is needed, and that this issue will continue to be a UUP priority.

3. COMPENSATION FOR GRADUATE COORDINATORS, INDEPENDENT STUDIES, ETC.

- Davis-Russell is currently on vacation. When she returns, Bitterbaum will ask her to share and update with UUP.

4. OTHER TERMS AND CONDITIONS OF EMPLOYMENT

- "On-boarding" Program – Bitterbaum reported that Davis-Russell's mentoring program for new academic faculty has been successful, but there has been no equivalent for other new campus employees. In light of this, Wendy McAllister and Mary Saracene have been working to develop a campuswide "on-boarding" (orientation) program, and they will be forming a planning committee to move this initiative forward. Dangler and Ashley asked that UUP be represented on this committee and involved in planning and implementing the program.