

**United University Professions
New Paltz Chapter
Summary of Labor Management Meeting
1/31/08**

Item I: “Banking” of selected low enrolled courses. The Program designed by the Provost of banking low enrolled courses went into effect Fall, 07. Primarily, Independent Study courses and lightly enrolled “core courses” in a few small departments may be accumulated over time to substitute for one course reduction at a later semester. Engineering has low enrolled courses in labs that could be accumulated in this manner. Sociology offers a number of Independent Study courses that could at some time serve as a substitute for one 3-credit course in a teaching schedule.

Item II: Are faculty, professional and academic, in the last year of a contract subject to dramatic changes in responsibilities from the normal responsibilities of the job? For academics, those on a tenure track line who have not been renewed continue to have the responsibilities and work assignments that are typical to that department in which they work and to the expectations of their academic rank. No changes should occur due to the fact of the non-renewal/non-tenure decision.

Item III: Engineering is undergoing some changes in work assignments, due to adjustments in scheduling and the period at which some adjuncts were hired. There is great variation in adjunct pay rates (engineering and Art). Some were hired years ago at salary rates well above standard, but all new people will be hired at standard rates. Those earning higher rates will not be harmed, i.e., their salaries will not be reduced. Fewer adjuncts may be hired in Engineering as course offerings, especially electives, are offered less frequently.

Item IV: The Administration is unwilling to establish a subcommittee of LM to study salary compression within New Paltz. At this time, there will be a budget cut to SUNY of 2.5% and the funding for salary increases in the proposed contract has not been added to the campus base allocation. Moreover, New Paltz has not yet been notified of its allocation this year by System’s Administration. UUP will continue to provide the Administration of data justifying salary improvements on campus.

Submitted by: Glenn McNitt