

Subject: UUP New Paltz Chapter Labor-Management Meeting Notes

11:00am February 22, 2012

Administration Attendees: President Christian, VP DiStefano, Interim Provost Torsney, Chief of Staff Wright, HR Director Blades, HR Associate Director Papa

UUP Attendees: President Brown, VP Smith, VP Miller, Secretary Hanley, NYSUT Labor Relations Specialist Capowski.

1. Service credit for union work. We have previously asked that union work be credited toward service to the College and the University, as is typically being done at our peer institutions throughout SUNY. Our research subsequent to the last L-M meeting has confirmed that UUP work does indeed count as service at Brockport, Buffalo State, Cobleskill, Cortland, Delhi, Empire, Geneseo, Maritime, Morrisville, Plattsburgh, Potsdam and Purchase, where “Union officer and other Union activities” are listed among the Criteria for Reappointment and Promotion for Faculty in the *Faculty By-Laws* and the *Faculty Handbook* (<https://www.purchase.edu/facultyhandbook/reappointment/TT-faculty.aspx>). We are asking that the practice at New Paltz conform to that of our sister institutions, and that this policy be clearly communicated to VPs, deans, directors and department chairs.

President Brown opened the discussion by noting that the additional information about this issue requested by the administration at the last Labor-Management meeting had now been provided. Interim Provost Torsney offered that, after reviewing the information, it appeared service credit for union work is not valued across the board at all the institutions surveyed. She expressed a desire to discuss the issue with Provosts of the colleges cited to get their perspectives. Agreeing that more information was needed, President Christian indicated he wanted to hear the present views of the various departments on campus so as to get their take on the issue. Noting that it was important to both determine and respect those views, he expressed his intention to ensure that administration views and faculty views were consistent. He will not simply impose a top-down directive. VP DiStefano opined that, while the union and the administration seem to be in agreement regarding the need to pursue this issue, more information is needed.

2. UUP’s role in the Budget Process. Please clarify what the Administration envisions UUP’s role to be in the forthcoming Budget Process, specifically regarding new or increased allocation requests referenced in the *Process Timeline 2012-2013* document.

DiStefano indicated the administration will simply be outlining its thinking up to that point about the budget and soliciting feedback from a variety of constituencies, including UUP. Christian asked that the union also pass along any feedback it receives directly from members.

3. Stabilizing the workforce. Short-term contracts for part-time contingent faculty, lasting only one semester or at most one year, have become the norm. This is true even for long-serving adjuncts, who are consistently rehired year after year. Often contracts are not received until shortly before the beginning of classes, causing delays or disruption to wages, health insurance and other benefits. Providing two-year or three-year contracts to long-

servicing adjuncts would also benefit tenure-stream faculty. This would stabilize the workforce and reduce time-consuming paperwork, while increasing job security and instructional quality. In addition to the obvious hardship to faculty, short-term contracts also adversely affect students, who are unable to identify or consult faculty before their courses begin, when instructors are literally hired at the last minute.

Per Director Blades, this issue will be addressed in the Part-Time Labor-Management forum. Brown noted the issue also affects full-timers as well. VP Miller further noted there were aspects to the issue – grades for example - that might not necessarily be evident at first. DiStefano reiterated that, nonetheless, the administration’s position is that Part-Time Labor-Management is the right forum for this issue and that’s where it should be pursued.

4. Online and international initiatives. What has been the College’s experience at developing and increasing the number of online courses? What plans are there to expand our online academic offerings? Please describe efforts to recruit international students for both seated and online academic programs.

Torsney stated the College remains committed to its residential focus and emphasis on face-to-face instruction. However, there is interest in expanding online offerings in the area of graduate level education in particular. Christian asked why this item was on the agenda, as it did not appear to have any “terms & conditions” aspect to it. LRS Capowski noted that chapter leaders often pass along questions from the membership. Brown concurred, noting that development of our agendas is a group effort reflective of general member concerns as well as specific issues of a “terms & conditions” nature. That clarified, Christian concurred with Torsney regarding the College’s residential focus, noting there has been no push to move courses online. He further noted that VP for Enrollment Management Eaton will be heading up an effort to increase international enrollments.

5. Workload Task Force. What is the status of the Workload Task Force? When will the data that has thus far been developed be shared with the campus? What is the process and timetable governing the future work of this Task Force?

Torsney stated the current task force meets regularly and data gathering continues, though this has turned out to be a far bigger task than originally expected. Brown asked if there was any timetable for completion. Torsney indicated it would be nice to have something by year’s end, but there was no way to guarantee that.

6. By prior agreement between President Brown and Chief of Staff Wright, an additional item - "construction update/parking" - was added to the agenda at the administration’s request.

John Shupe and Julie Majak gave an overview of construction projects recently completed, presently ongoing, and planned for the future. They then discussed the impact of those projects on parking. Of special note is the soon to begin renovation of the Wooster Science Building and groundbreaking for the new science building. Several parking lots will be closed as a result of these two projects. Parking will, both of necessity and by design, be pushed to the periphery of

the campus. Of the nearly 400 parking spaces that will be eventually be impacted by campus wide construction projects, approximately 200 will be lost permanently.

The meeting adjourned at 12:00pm.

Respectfully submitted,

Ed Hanley
Chapter Secretary