

Subject: UUP New Paltz Chapter Labor-Management Meeting Notes

4:00pm September 21, 2011

Administration Attendees: President Christian, VP DiStefano, Chief of Staff Wright, Asst VP Reid.

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

Agenda Items

1. Budget. Please update us on the College's evolving financial situation. What additional resources has the campus been provided by SUNY System after passage of NYSUNY 2020, and how are these being allocated? What impact has the decreased reliance on adjuncts had on course availability and class size?

VP DiStefano stated the College has not received anything from SUNY System. However, the College does expect to net approximately \$1.8M in additional funds due to the recent tuition increase. Since funds will definitely be available to support them, fifteen searches for full time personnel have now been authorized and some of these funds will be devoted to those hires. As to the issue of course availability, the College has no data to indicate students were unable to get the classes they need. When President Brown asked if some of the non-renewed adjuncts had been hired back, Asst. VP Reid indicated that while the number of contracts awarded is known, there is no data available which compares who had a contract last semester vs. who has one now.

2. Storm damages. In the aftermath of tropical storm Irene, please update us on the damages to College buildings. What is the financial impact of these damages projected to be? What steps is the College taking to deal with future storms? UUP greatly appreciates management's decision to arrange for an inspection by the Ulster County Department of Health and to hold a public forum on September 9 to provide an update and address questions from concerned employees.

Per DiStefano, the College sustained approximately \$1M in damage. There may be some reimbursements coming from FEMA, and the College is working to secure any other reimbursements it may be entitled to as well. She noted that all staff moved back into affected workspaces have been provided a contact number to call regarding any concerns they may have. She emphasized that if people have any lingering issues and concerns about their workspaces, those issues and concerns *will* be addressed. Touching briefly on the ADA issues in Old Main, she also emphasized that the building is code compliant and that the College is going "over & above" to ensure it meets the needs of the building's occupants.

3. Mentoring. UUP is interested in seeing a campus-wide mentoring program for professionals and academics, including part-timers. This is a challenging undertaking which has the best chance of success if the College administration

would be willing partner with UUP on programmatic development and implementation. Is this something we could work on as a joint labor-management project?

Brown stated that Interim Provost Torsney seems favorably disposed towards some form of mentoring here at New Paltz. Reid stated that HR is already ramping up several training initiatives. VP Miller provided copies of a draft outlining a proposed mentoring program and explained that it was not a finished product but rather a starting point which could be built upon. Miller suggested that with a minimal investment, such a program might enable the administration to see benefits across the entire institution. Specifically, we would look for administration support in such areas as recognition for participation, workshop funding, and assistance with literature costs. Reid indicated she would like time to review the proposal. President Christian expressed strong support for the concept of better mentoring and also asked for more time to review the proposal.

4. Workload. UUP requests ex officio representation on the task force being formed to study workload. Both academic and professional UUP members are experiencing increased workload in a variety of ways. Professionals are seriously impacted by restructuring and by attrition. What is the emerging course-load obligation for academics? If the course-load obligation for academics is being increased, is this being done uniformly throughout the different units? How does the College administration plan to adjust the component levels of workload to avoid an overall workload increase for UUP-represented employees?

Christian stated the administration's goal is to keep a cap on overall workload while adjusting the various components which comprise it. Miller asked if there have been any efforts to track workload increases. Christian stated that tracking changes is one of the purposes of the task force. Further, one of its tasks will be to determine how to measure workload in meaningful ways so changes can be tracked. Regarding task force participation, Christian stated that as there is already strong faculty representation, UUP is essentially being represented by faculty members who are also UUP members. Brown asked specifically for two ex-officio representatives - one academic and one professional - on the task force. Christian pointed out the effort is really about workload for teaching faculty, not professional faculty. Brown then asked for one academic representative. Christian suggested that, as allocation of workload is a management prerogative, the more appropriate course would be to have the task force prepare its recommendations first. Once prepared, the administration could then meet with union representatives to discuss those recommendations.

5. School of Education audit. Please discuss the recent audit of the School of Education. Which of the auditors' observations and recommendations are considered most useful? Are similar audits being contemplated for other schools and faculties?

Christian stated that after the departure of a long serving Dean, it was felt that having an outside perspective would be useful before beginning the search for a new Dean. The

auditor's observations regarding inequities in release time/reassign time are considered particularly noteworthy and will be incorporated into the broader effort regarding workload. When Miller expressed some reservations about the quality of both the process itself and the resulting recommendations, Christian pointed out that while useful for providing a quick snapshot of where things stand presently, the audit will not be used to drive changes.

6. Shared Services. What proposals has the College developed regarding the request by SUNY System for Shared Services? How does the College administration envision future developments impacting the campus?

DiStefano stated that the College has not developed any proposals regarding Shared Services. Further, System Administration has not set any goals for individual campuses in this regard. However, numerous conversations have taken place regarding Shared Services and these are expected to continue. It is also likely that formal expectations regarding shared services may be forthcoming from System Administration in the future.

The meeting adjourned at 4:45 PM.

Respectfully submitted,

Ed Hanley
Chapter Secretary