

Subject: UUP New Paltz Chapter Part-Time Labor-Management Meeting Notes
11:00am February 29, 2012

Administration Attendees: Interim Provost Torsney, HR Director Blades, HR Associate Director Papa, Executive Assistant to the Provost Gould

UUP Attendees: President Brown, Beth Wilson, Alan Dunefsky, Labor Relations Specialist Capowski, Secretary Hanley

Agenda Items

1. Timeliness of contracts, and issuing academic-year contracts where possible. We have spoken with a number of (returning, regular) adjuncts who didn't receive their contracts until the week before classes started in January. This is the time to organize the timeline for deans/dept chairs to process the paperwork in a more timely fashion; in addition, could we please return to the practice of issuing academic-year contracts where possible, rather than semester-by-semester?

Discussion of this item was extended and quite in-depth. Per Interim Provost Torsney, the "paper" issue is the issue of concern (i.e. – why aren't we doing this electronically?). Everything is paper-based, not necessarily filled out correctly, and thus slow. She would like to see the process moved online. Wilson noted that it's always been paper-based but yet has worked properly in the past. Though she too would like to see the process modernized, Wilson stated we must work with what we have at the moment. Further, this problem is more than a mere inconvenience. Capowski asked if there was an unusual degree of contract turbulence this semester. Per Assistant Director Papa, there was not. This situation is part of a long term struggle not confined to this semester; the process simply needs to be overhauled. She also stated that payroll advances were available to anyone that should have been paid but had not been.

Torsney went on to note that administration efforts to convert adjunct positions into lecturer positions will reduce the number of people affected in the future. Wilson stated that people still need stability; stability not afforded by one semester contracts. Torsney countered that the administration needs flexibility. Director Blades noted that contract length is affected by need; the fact that someone has taught here for ten years does not mean they will teach here for another ten. Noting that there are situations where change is unlikely if not necessarily impossible, Wilson asked what the impediment was to offering people known to be teaching in both the Fall & Spring semesters a contract covering both semesters. Per Torsney, the impediment would be the need to evaluate those people each semester, regardless of their previous track record. President Brown asked how SEIs would play into such an evaluation as data from each semester isn't available until after the start of the next. Torsney stated SEIs are only a portion of the evaluation criteria; long term adjuncts will have a paper trail. Torsney concluded by pointing out that - where long term contracts can be offered they are already being offered. That said, the problem here is a paperwork issue, and committing to any change [in the way contracts are offered] in the present period of flux is simply not possible.

2. DSI – due to the late announcement of the DSI process, many adjuncts are not aware of, or didn't have time to prepare their applications. The union also did not have time to organize a workshop for adjuncts, in order to encourage their participation. We suggest setting a new, later date for part-timers to submit their applications, giving us time to properly engage them.

After a brief discussion, a new submission date of April 2nd was agreed upon by all.

3. Budget Process – regarding the recently announced guidelines for requesting funding from anticipated additional tuition income, we request that some portion of those funds be designated to redress the salary compression that has remained in effect since Provost Lavalley increased the base rate for adjunct courses and tied it to future contractual increases. At this time, many adjuncts who have been working at the college for years are earning the same per-course rate as new hires just walking in the door.

Brown requested that 15% of the additional tuition revenue expected be set aside to redress salary compression. Torsney stated no funds were being earmarked in advance for any specific purpose and recommended the union submit its proposal using the “New or Increased Allocation Request” form. The request would be considered along with all others as the revised budget process goes forward.

4. Evaluation of adjuncts – we have heard that there is a directive being sent through the deans' offices to chairs, requesting that all adjuncts be evaluated in the classroom. We request more information about this proposed evaluation, how it will be conducted, and how the information will be used.

Per Torsney, the evaluations in question will be peer evaluations. But there is a concern with workload for those doing the evaluations, so it is not planned as a blanket policy.

5. What is the status of the Wooster adjunct offices, now that Wooster is largely closed? Has the administration identified an alternate location for this resource elsewhere on campus?

Torsney indicated alternative office locations were being looked into; not only for adjuncts from Wooster but also for people that will be affected by the library renovation. Wilson asked that the information be passed on as it becomes available.

Old business:

6. Workplace Violence Training – what was the ultimate decision on participation of contingents (part- and full-time) in this training?

Blades stated that the Governors Office of Employee Relations had been asked to clarify its position on training with respect to adjuncts and part-timers and that training sessions

were simply being made available while awaiting the reply. She observed that this training requirement would eventually be incorporated into the appointment request form (ARF) as the training is mandatory.

7. What is the contractual basis for adding language subjecting adjunct instructors to ‘double-contingency’, that is, not only being subject to having their own classes canceled due to underenrollment, but also being bumped to accommodate full-time professors if one of the full-timer’s classes does not fill?

Per Torsney, the “double contingency” language will be removed from future contracts.

8. Streamlining the process for re-appointment of lecturers. Where do we stand?

Per Torsney, both Yvonne Aspengren & former interim Provost Garrick Duhaney were supposed to present their findings previously, but had asked for a continuance.

The meeting adjourned at 11:55am.

Respectfully submitted,

Ed Hanley
Chapter Secretary