

**Subject: UUP New Paltz Chapter Part-Time Labor-Management Meeting Notes**  
10:00am September 26, 2011

**Administration Attendees:** Interim Provost Torsney, Asst. VP Reid, HR Director Blades, HR Associate Director Papa

**UUP Attendees:** President Brown, VP Felton, Yvonne Aspengren, Alan Dunefsky, Danielle Schuka, Labor Relations Specialist Capowski, Secretary Hanley

## **Agenda Items**

### **1. Data requests**

**Please identify contingent faculty and staff, including appointment term lengths.**

VP Felton noted it is quite difficult to identify contingent faculty and staff based on their job titles and provided a partial, highly redundant list of such titles to illustrate the point. Asst. VP Reid stated that contracts for contingent faculty and staff are determined by SUNY policy and title. Titles are determined by PERB (Public Employment Relations Board) and the College is required by law to use the titles defined by legislation. Felton asked if it were possible to identify contract lengths by title. Reid replied that determining the contract length to be offered is a management prerogative and that the length of contracts is considered confidential personnel information.

### **2. Part-time academic faculty non-renewals**

**How many part-time academic faculty were non-renewed last semester? How many of those have been reappointed? What are the Administration's plans in regard to reducing the number of part-time faculty this year?**

Reid pointed out that the numbers being requested had already been provided. She further indicated that the administration remains committed to reducing the number of adjuncts in favor of full time faculty.

### **3. Adjunct compensation**

**The gap between part-time and full-time contingent academic faculty continues to widen; adjuncts earn on the average two-thirds of what lecturers earn per course. What can we do to begin to achieve equity among all contingents?**

Reid pointed out that DSI provides the only flexibility available in this regard. The administration cannot arbitrarily raise adjunct salaries. President Brown pointed out that there was indeed a salary "bump" in 2005. Reid stated that this was a one-time event. When Felton asked for more information about that salary bump, Interim Provost Torsney indicated she would ask David Lavallee for that information. LRS Capowski observed that, even if it were not possible to make significant progress on the equity issue at present, it is one that must still be advanced on behalf of our members; Felton concurred.

#### **4. Streamlining the Lecturer reappointment process (in progress)**

**UUP and the Administration have worked together on this over the last couple of years. The proposal was presented at the May 2011 Chairs' meeting and should now be ready to be adopted. Discussion of what steps need to be taken to complete this change.**

Discussion of this item was deferred until a later date by mutual consent so that former Interim Provost Garrick Duhaney could be present. She has been involved in moving the process forward from its inception and has expressed a desire to help bring it to a successful conclusion.

#### **5. Job security**

**How can we stabilize the workforce by moving to longer term appointments of contingent employees?**

Brown suggested that longer term appointments are a “win-win” situation for all concerned and thus in management’s best interests. He observed that quality of instruction can be adversely affected by the instability resulting from personnel turnover. Such turnover can also impact the College’s ability to evaluate its employees. Torsney asked if contingent employees were being properly evaluated presently. Reid noted the evaluation process varies widely. Torsney stated the evaluation of contingents is already on her radar; she will be talking with the Deans about this. She further stated that even if there is no requirement to evaluate contingents, doing so is simply good practice.

#### **6. DSI**

**What can we do to more fairly and effectively distribute DSI awards to part-time faculty and staff?**

Brown provided Torsney with a brief historical background on how DSI allocations are made for part-timers. He then outlined some proposed changes in that process to ensure that the *entire* 1% of adjunct payroll be distributed to part-timers and not be mostly given to tenure-stream faculty, as is currently the case. Reid stated that, with respect to the changes proposed, the administration has consistently indicated that it will not give up its flexibility in determining how DSI monies are allocated.

The meeting adjourned at 11:00 AM.

Respectfully submitted,

Ed Hanley  
Chapter Secretary