

UUP Labor-Management Notes

Monday, February 22, 2016

10:00 am

For the administration: Shelly Wright, Stella Deen, Jodi Papa, Michele Halstead, Tanhena Dunn

For UUP: Beth Wilson, Kevin Saunders, Anne Roschelle, Amanda Merritt, Bill Capowski

1. **Follow up: Lecturer reappointment streamlining.** The last information we received on this topic was that the question was being taken to the Deans and department chairs for their feedback. Has this feedback been received? How can we move this concept forward?

Interim Provost Deen reported that she had consulted with the Deans and department chairs, and that there was an 'absolute consensus' that the current process was an important way to give everyone an opportunity to promote better teaching. The chairs want an opportunity to see the lecturers' syllabi, and to give them feedback leading to continuing growth. Wilson countered by pointing out that this perpetual review, taking place with every re-appointment, sets a bar far above and beyond that expected of tenure-track professors, who are not subjected to any review of their teaching after achieving tenure. Wilson also pointed out that for long-serving lecturers, the review process being described doesn't really work that way, and is perceived by many lecturers as onerous and even condescending. Deen asserted that the department chairs and deans *have a right to see what a full-time lecturer is doing, and that it should be a two-way conversation.*

2. **.5 IST transitions.** We understand that some additional half-time art studio technicians have been transitioned to full-time. Could you tell us which one(s), specifically, have been upgraded? Also, is there a schedule moving forward of plans to continue this process with other .5 IST positions?

Wright reported that the studio techs in Wood, Ceramics, Metals, and Printmaking were being transitioned to full-time, primarily due to specific health and safety concerns. All four of the techs in these areas welcomed the opportunity to move from half- to full-time. The shift is effective immediately in Wood and Printmaking; the Metals tech would move to full-time as of March 1; and the Ceramics tech would move initially to .75, and then to full-time as of June 1. The areas of Sculpture and Painting are being evaluated by the chair to determine whether those positions needed to go to full-time.

3. **Black Studies update.** We appreciate the Administration's recent efforts to address the needs of the Black Studies department, especially its expediting of the tenure track search and hiring of someone to alleviate the administrative burden on Major Coleman. Does the Administration have plans for additional tenure track searches to replace the vacant positions in the department moving forward?

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4. **Diversity hiring** how is the Administration addressing the need for more diversity hiring? Are search committees being given training/instruction on implicit bias, for example?
5. **Academic-year contracts for adjuncts in 2016-17.** Schedules for Fall 2016 are coming due now; have department chairs been asked to make projections for their need for adjuncts in Spring 2017 as well, in order to maximize the number of academic year contracts that are offered to adjuncts?

The current tenure-track in Black Studies has produced a strong pool of candidates, and the Administration anticipates hiring two new faculty members from this group. A search for a third tenure-track position will be undertaken next academic year, replacing the three lines vacated in the department by the two retiring faculty members and the one other departure.

4. **Diversity hiring** how is the Administration addressing the need for more diversity hiring? Are search committees being given training/instruction on implicit bias, for example?

Tanhena Dunn reported on her efforts to work with search committees, beginning with sharing various articles on topics such as implicit bias with search committee members at the beginning of the process. She also works with them to vet job descriptions, sometimes asking search committees to reconsider how the position is described/conceptualized. Dunn works to refine/rework the phrasing of interview questions to invite greater input from candidates, and helps the search committees to identify how to more broadly advertise the positions, thinking about networking via social media, etc. in addition to the more traditional avenues. She also encourages the development of relationships with the candidates, encouraging chairs to understand how best to accommodate candidates appropriately, so that New Paltz will be seen as intrinsically inclusive to people of varying ability, mothers needing time during the on-campus interview to pump, etc.

5. **Academic-year contracts for adjuncts in 2016-17.** Schedules for Fall 2016 are coming due now; have department chairs been asked to make projections for their need for adjuncts in Spring 2017 as well, in order to maximize the number of academic year contracts that are offered to adjuncts?

Jodi Papa affirmed that the Administration communicates its preference for department chairs to offer academic-year contracts to adjuncts whenever feasible; if there are specific departments where this is not happening, they would like UUP to help identify them so the chairs can be spoken to on this practice.

Bill Capowski introduced another adjunct-related issue at this point, informing the Administration that UUP was pursuing a statewide class-action grievance on behalf of part-time employees who (counter to the MOU in the current Agreement) started being charged higher rates for health insurance premiums as of January 1, based on a practice of annualizing their salaries to determine which level of premium they should be paying. According to the MOU to the Agreement, the State is explicitly NOT supposed to be doing this for UUP-represented part-timers. The problem seems to have taken place system-wide, and will hopefully be resolved through this grievance process.