

UUP Labor-Management Agenda
Wednesday, September 23, 2015
10:30 am

1. **Expanded Investment and Performance Fund.** There was a due date at the end of August from the Chancellor's office for the campuses to make initial, brief proposals for funding through this new, performance-based funding. Could the administration share with us what is being proposed by New Paltz?
2. **Lack of promotion/salary increase for professionals with increased performance programs; use of local titles.** We have been receiving a number of complaints/concerns from members that their performance programs have been increased over time, but without concomitant recognition via promotion or salary increase. In some instances, local titles are being used/changed that seem to confuse matters (cf. 'Assistant Deans', etc.). We would like to discuss the Administration's rationale for its local title decisions, and how these have been impacting some departments structurally.
3. **Continuation of discussion of scheduling extra service classes for professionals.** We discussed this issue on several occasions last academic year, but without firm resolution. Could the administration consider allowing professionals with obligations that cause them to work regularly outside core hours to teach courses during core hours?
4. **Fredonia Faculty Handbook.**
http://www.fredonia.edu/humanresources/FINAL%20HARP%20EFF%208_1_2015.pdf
This link leads to the latest faculty handbook from SUNY Fredonia; in particular, we would like to begin looking at the newly-negotiated provisions in Section V, covering contingent faculty (part- and full-time), to see if similar policies could be adopted at New Paltz.
5. **Ongoing process of review of salary inequities.** Where does this process, previously discussed in Labor-Management, stand? What are the criteria being applied to make these decisions? How many individuals have received salary increases as a result of the administration's review?
6. **Salary stagnation for junior faculty and recently hired professionals.** We have received many complaints from members hired circa 2007-2010, who as a result of the current Agreement, received three years of 0% increases on base, and who were often promised at the time of hiring that DSI would provide a mechanism for increasing their salaries. With the implementation of DSA (not on base), these employees have experienced significant salary stagnation. Does the Administration have any plan to address the impact of these circumstances on this cohort of employees?
7. **Provost's Search.** We would like an update on the status of the Provost's search, and to know when the search firm involved will be seeking faculty union input.