

UUP Labor-Management Agenda for May 13, 2015

1. Salary parity. At our Labor-Management meeting on March 9, 2015, UUP sought clarification of President Christian's statement in his February report to the Faculty that "the institutional goal is for staff to focus attention more broadly on the building blocks toward the multi-divisional analysis that will serve all employees rather than spend time on multiple individual requests."

It is our understanding from this meeting that there are currently two review processes underway: a) one for individuals claiming disparity; and b) a second global review, looking at *all* UUP employees, which is expected to take "several years" (Jodi Papa).

Please elaborate on the goals and timeline envisioned for this second global review, which Provost Mauceri described as "a continual process."

The union is concerned that this review, which sounds vague and open-ended, is not being treated as a sufficiently high priority. This is especially disappointing in view of the official IPEDS/CHE data discussed at our most recent Labor-Management meeting, showing that for more than half a decade—even without adjusting for inflation—the *average faculty salaries for all ranks* at the College have been *declining* (<http://data.chronicle.com/196176/State-University-of-New-York-at-New-Paltz/faculty-salaries/>).

Across the entire United States, average salaries for each academic rank are substantially higher (21-27%) than at New Paltz, which is located in one of the more expensive areas in the nation. Not just Academics, but hundreds of Professionals are also negatively impacted by low pay.

Our members see what is going on and daily suffer the consequences of being paid significantly below the national average for 4-year public colleges. This situation leads to widespread demoralization among both Professionals and Academics. It also makes faculty recruitment and retention a growing challenge.

What are the administration's *goals and timelines* for reviewing academic and professional faculty? What are the personnel, methodologies and parameters that are being used for this study? UUP hopes the College will do the right thing and set as one of its goals: adjusting the compensation at SUNY New Paltz to at least the national average.

2. College Review Panel. UUP asks that the College President *directly* communicate his final decision to any employee being reviewed by the College Review Panel. It is not the Panel's final decision, but the President's. It would help avoid confusion if his decision could be directly communicated by him to the employee being reviewed.