

## **Agenda for Labor-Management Meeting April 21, 2015**

**1. Maximum course enrollments.** We have seen overall course enrollment limits increased in recent years. In addition to smaller increases that can be accommodated by instructor adjustments, we have learned of others that involve, for instance, turned a 300-level course that previously had a maximum of 27 students into a 90-student lecture. Is there a reason that two additional sections could not be offered, instead of creating such a crippling load for individual instructors, including adjuncts? Are there guidelines for department chairs on how to make such determinations?

**2. Reaffirmation of Administration policy and adjunct course caps.** UUP would like to reaffirm the understanding that there is no longer an official two-course cap for adjuncts, who may, in fact teach up to three courses in a given semester. There seems to be continued confusion at the departmental level about this situation, as adjuncts are regularly told that part-timers may not teach more than two courses.

**3. Faculty salaries.** Faculty salaries at SUNY New Paltz have been stagnant for many years. Data provided by IPEDS to the *Chronicle of Higher Education* confirm that our average salaries for all academic ranks are substantially lower than the national averages at comparable public institutions. They have actually been declining in recent years, even *before* adjusting for inflation (<http://data.chronicle.com/196176/State-University-of-New-York-at-New-Paltz/faculty-salaries>). Wages for professional staff have also remained stagnant, while those for upper-level M/C administrators have increased substantially in the past several years since 2011. How does the administration intend to reverse this trend and raise faculty salaries to the levels of comparable public institutions?

**4. Mechanical Engineering major.** What does the administration project to be the impact of instituting the new Mechanical Engineering program on existing departments/programs? If the College does not plan to expand the size of the student body, will the addition of this program entail reduction in the number of majors in other disciplines?