

# Labor-Management Meeting Agenda

Thursday, September 11, 2014, 11 AM

**1. Performance Evaluations.** Please provide a list of all UUP bargaining unit members whose last performance evaluations were completed August 31, 2013, or earlier. What are the plans and time-table for getting to full compliance with this requirement?

**2. Drescher Leaves.** How many College employees applied for Drescher leaves for the coming year by the July deadline set by the administration? Is the administration satisfied with this level of applications? What steps might be undertaken by the College to increase the applicant pool?

**3. Deactivation of Programs.** What programs, if any, are currently being considered for deactivation or other downscaling? If a program were to be deactivated, what procedures would the College use in this process? What criteria are considered in the event the administration considers a program for deactivation?

**4. Chancellor's Advisory Committee (CAC) panel.** The *Agreement between UUP & NYS* calls for the College President and the Chapter President to create a panel of no less than 9 professional staff (unclassified employees--UUP faculty and/or staff), but an odd number, by mutual agreement. See 33.5 in particular. The UUP Chapter would like to briefly discuss Article 33 of *The Agreement* and our joint interest in having the CAC panel established for those instances when it is needed.

**5. College Committee on Professional Evaluation.** Will the College President's designees to the College Committee on Professional Evaluation remain the same, or does the administration wish to appoint any new members?

**6. START-UP NY.** What progress has the College made in its Start-Up New York efforts? What significant developments have occurred in the past four months?

# **Labor-Management Meeting Notes, September 11, 2014**

**By Lori Nutting, Chapter Secretary**

**Administration Attendees:** Human Resources Director Dawn Blades, VP for Administration & Finance Michele Halstead, Provost Philip Mauceri, Director of Faculty Services Jodi Papa, Chief of Staff Shelly Wright

**UUP Attendees:** Chapter President Peter D.G. Brown, Chapter Secretary Lori Nutting, VP for Contingents Beth Wilson, NYSUT Labor Relations Specialist William Capowski

**1. Performance Evaluations. Please provide a list of all UUP bargaining unit members whose last performance evaluations were completed August 31, 2013, or earlier. What are the plans and time-table for getting to full compliance with this requirement?**

Blades is working on a list of the evaluations that have been completed. It is still in process. There are two scheduled performance programs workshops for the fall. Halstead mentioned that in her division there were issues with late evaluations, but that problem has been cleared up once the notices were sent. Brown said that he appreciates the administration's efforts in this endeavor and would be happy to help nudge those members who still need to evaluate their subordinates.

**2. Drescher Leaves. How many College employees applied for Drescher leaves for the coming year by the July deadline set by the administration? Is the administration satisfied with this level of applications? What steps might be undertaken by the College to increase the applicant pool?**

Brown noted that a new procedure is in place. He inquired how well it is working and how many people had applied this year. Mauceri replied that five faculty members had applied. Papa thinks that the paperwork is almost ready for Brown's signature. He and Mauceri agreed that it should be publicized in *The Bullhorn* to help get the word out about the Drescher application process.

**3. Deactivation of Programs. What programs, if any, are currently being considered for deactivation or other downscaling? If a program were to be deactivated, what procedures would the College use in this process? What criteria are considered in the event the administration considers a program for deactivation?**

Mauceri said that there are no programs that are being deactivated. There have been lower enrollments in certain programs. Lines might be reallocated or redistributed to other locations that need additional faculty lines. He also wants those lower enrolled programs to come up with a plan to turn things around. Wilson described how one department over the summer had been told it needed to practically justify its existence, which was very disconcerting. Roschelle suggested that the reallocation process should be better explained to departments.

**4. Chancellor's Advisory Committee (CAC) panel. The Agreement between UUP & NYS calls for the College President and the Chapter President to create a panel of no less than 9 professional staff (unclassified employees--UUP faculty and/or staff), but an odd number, by mutual agreement. See 33.5 in particular. The UUP Chapter would like to briefly discuss Article 33 of the *Agreement between UUP and NYS* and our joint interest in having the CAC panel established for those instances when it is needed.**

Brown said we need a panel of people to put the CAC panel in place. Wright addressed this subject; she looked back in her notes and the last time there was a case needing a panel was in 2009. She distributed copies of those people on the panel, in the hopes that we could utilize the past members (who still are employed) to send a letter asking them to be on the panel again. Peter will review the letter and list of past members. Anne suggested that there should be a workshop for departments chairs on how to appropriately provide constructive criticism related to tenure appointments, as well as a workshop on how to mentor colleagues.

**5. College Committee on Professional Evaluation. Will the College President's designees to the College Committee on Professional Evaluation remain the same, or does the administration wish to appoint any new members?**

The President does want to keep the same people on the Committee.

**6. START-UP NY. What progress has the College made in its Start-Up New York efforts? What significant developments have occurred in the past four months?**

Wright said there have been a lot of conversations with different companies, but they have not found the right partnership with the right company yet. Concerns have been that it would need to benefit the College, faculty and students. There is not a lot of suitable property or space available on campus, which also impacts this issue. She mentioned that there might be more properties that could possibly be identified as appropriate. Brown asked if the School of Business had been brought into the Start-up NY purview. Wright replied in the negative, saying the ideas were still more on a global level. No company has submitted a Start-Up NY application to the College.

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A spontaneous discussion of growing parking problems followed the formal agenda. Halstead said that the College often takes a count at different points of the day and week to see what lots are full. There are plans to add more parking on the southern end of campus. Roschelle suggested a shuttle from the more distant parking lots to the academic buildings. In view of competing concerns by students and staff, UUP members were urged to address their concerns to the Parking Committee ([www.newpaltz.edu/parking/committee.html](http://www.newpaltz.edu/parking/committee.html)).