

Subject: UUP New Paltz Chapter Labor-Management Meeting Minutes
4:00pm April 13th 2011

Attendees: Interim President Christian, President Kelder, VP DiStefano, VP Brown, VP Smith, Interim Provost Garrick Duhaney, Chief of Staff Wright, Asst VP Reid, HR Director Blades, Labor Relations Specialist Capowski, HR Associate Director Papa, Interim Secretary Hanley

Agenda Items

1. If supplemental monies are restored to SUNY and the college later in the year as some predict, what plans does the administration have to use the funds. Will they be used to offset plans for the elimination of programs and personnel?

President Christian stated that he had heard nothing - either from SUNY Central or legislators - about a possible restoration of funds. He asked Kelder where he had learned of this possibility. Kelder replied that his information came from usually reliable sources that had direct dealings with legislators in Albany. VP DiStefano noted that, while the door appears open for post budget discussions re: UB2020, she too had heard nothing about a possible restoration of funding. However, she confirmed that SUNY is asking campuses to pony up funds to help offset funding cuts to the SUNY hospitals. Capowski offered there has been speculation that supplemental appropriations for SUNY may be part of a deal struck by the Governor with legislators in return for quick passage of his executive budget. Christian stated that if additional funds were to be received, they would be used to fill tenure line positions that have been vacated through attrition.

2. UUP has learned that some adjuncts and staff have been non-renewed. Therefore, UUP requests a detailed list of those individuals who have been non-renewed to date. What was the rationale for these non-renewals?

Asst VP Reid stated that there is no list. Further, if there were a list, it could not be provided because of privacy concerns. She indicated that the choice of whether or not to provide information to the union lies with the affected individual(s). Kelder then asked for a ballpark figure [without further identifying information] re: the number of individuals affected. As was the case with the requested list, there was no ballpark number available. VP Brown noted that adjuncts are a bit spooked right now, and it's hard to calm people down without information. Kelder stated that the union needs to reach out and assist any members that might be let go. Christian remarked that there should be a lot of "phase in" time for budget actions with adverse personnel consequences. Brown asked how this information will be announced. Per COS Wright, that is yet to be decided.

3. What is the budget plan A for addressing the budget shortfall? Has the administration developed a budget proposal that would not result in the elimination of programs and personnel?

Christian's initial response was a restrained "What have we been saying all along?" He subsequently elaborated a bit with respect to the budget reduction actions already taken. Kelder then asked Christian if the administration had considered alternatives to cuts. Christian stated that of course they had, but with 87% of the college's budget going towards personnel expenses, there are not a lot of other areas in which to find the required reductions.

4. A recent event on campus involving a student who may have been a threat to staff has raised some questions about the protocol the institution follows in critical or dangerous situations to alert faculty, students and staff. Can the administration elaborate on the policies and protocols in place to address such events?

Kelder briefly outlined a recent event on campus as described to him by one of our members. Apparently, the member feels that the concerns he expressed during the event were minimized or dismissed by supervisory personnel. Kelder asked what the protocol is for handling such situations. Reid stated that training re: appropriate response(s) to this and similar type situations has been and is available to the campus community. Wright indicated that required protocols are in place and regularly exercised by key decision makers and appropriate staff agencies. Christian reflected that there appears to be some misunderstanding re: just how seriously the administration views such events. Per Christian, they are taken very seriously. However, responses will necessarily vary according to circumstances. Further, such responses are often discreet, so the exact nature and extent of any given response may not always be readily apparent.

5. Does the administration have any questions for UUP?

Christian asked if the chapter would be more vocal in support of a rationale tuition policy, given the fact that UUP President Phil Smith has come out in favor of such a policy. Kelder replied "I'd like to think so" but acknowledged that there are both internal divisions with respect to such a policy as well as concerns re: the definition of "rational." Kelder offered that the majority of members do appear to favor the idea. Christian then offered some additional insight obtained from legislators. Some apparently favor redirecting a portion of any increase back into scholarships. Others support establishment of a "lockbox" to prevent future tuition "sweeps." Many seem inclined to make their support for any rationale tuition policy contingent on such safeguards being put in place. DiStefano observed that during the 5-year "rationale tuition" period under consideration, tuition increases might be capped so that no further increases would be possible during the years the policy was in effect.

The meeting adjourned at 4:45.

Respectfully submitted,



Ed Hanley
Interim Chapter Secretary