

**Subject: UUP New Paltz Chapter Labor-Management Meeting Notes**  
4:00pm May 16<sup>th</sup> 2011

**Administration Attendees:** Interim President Christian, VP DiStefano, Interim Provost Garrick Duhaney, Chief of Staff Wright, Asst VP Reid, HR Associate Director Papa.

**UUP Attendees:** President Kelder, VP Brown, VP Smith, Interim Secretary Hanley, Labor Relations Specialist Capowski.

### **Agenda Items**

**1. There has been speculation that some non-renewed adjunct instructors will be asked to teach in the Fall or Spring semester. Has the administration established a maximum number of adjuncts to recall? What factors would influence these decisions?**

Interim Provost Garrick Duhaney stated there is no predetermined maximum number. Rather, the number of adjuncts rehired will be driven by programmatic need. She emphasized that the college *will* offer the courses students need, and Departmental & Provost reserves will be used to cover the costs as needed.

**2. Due to the budget will contracts for lecturers be shortened from 3 or 2 years to 1 year? If so, will this occur uniformly across divisions and schools?**

Asst VP Reid stated there has been no change to the hiring process and that there is no reason to reduce contract lengths as a matter of policy. Again, programmatic needs will be the determining factor. President Kelder said he took this to mean that budgetary considerations were *not* influencing contract length. Interim President Christian confirmed Kelder's understanding. Christian stated that, going forward, lecturers might be offered one year appointments to fill gaps created by retirements and that such retirements could also represent opportunities for adjuncts as well as lecturers.

VP Brown asked how many courses [no longer offered] the \$900K budget savings will actually translate into. VP DiStefano indicated the savings were not calculated in terms of courses but rather in terms of credit hours. Further, that credit hour figure is not "carved in stone." Though she did not have the current figure readily available, she stated she would look into it and get the figure to us.

**3. Realizing that "the devil is in the details" can the administration identify any factors or unintended consequences that may impede the implementation of the budget plan as presented to the college community? What is the time frame of the implementation process?**

Christian stated the administration is shooting for full implementation by Fall 2012, despite the fact that the plan is based on attrition and not all attrition will likely occur in the coming year. Christian noted that some unexpected retirements had already occurred,

and some that were anticipated had not. DiStefano further observed that - with respect to attrition - the plan reflected a best effort/educated guess based on available historical & trend data. Rephrasing, Brown asked what *might* occur that could alter the planned implementation. Christian responded "nobody leaves" [i.e. - there are *no* retirements].

Christian pointed out that, while over 70% of the adjunct budget remains intact, going forward we will still have to sort out how to sustain the ongoing shift away from adjunct faculty towards full-time tenure track faculty. Brown asked if there was a goal re: what percentage of courses should be taught by tenure-track faculty. Christian stated 70%, although by pursuing the continued growth of tenure track faculty at the expense of adjuncts, we are bucking a national trend in which just the opposite is happening.

Kelder asked if some areas were more likely to be impacted by implementation than others. Christian replied that deans & department chairs are working to determine exactly how implementation will play out. Garrick Duhaney pointed out that classes would be added as needed, and went on to say that some deans may elect to increase class sizes rather than adding sections.

**4. Increasing the teaching component (through increasing number of classes or numbers of students in classes) of the faculty workload may be within the purview of the administration with two significant caveats: First, UUP reserves the right to demand impact negotiations regarding such changes. Second, in order to avoid an overall increase in the workload of faculty, some other equivalent portion (s) of the faculty workload must be reduced. This falls within UUP's obligation to monitor and evaluate the terms and conditions of employment stipulated in the NYS/UUP contract. What procedures/policies will the administration/departments develop to monitor and insure that workloads for teaching and professional faculty are not excessive or unreasonable?**

Christian stated that the intent is to adjust workload proportionally. Workload will remain the "same size pie" - it will just be sliced differently. Brown asked how the proportions of workload could be adjusted for adjuncts or lecturers. Christian asked why [in view of changing conditions] adjuncts and lecturers would expect to be rehired with the same workload expectations as in the past since we now have to figure out how to do what we do differently. Capowski noted that the workload issue will be trickier to deal with for part-timers than for full-timers. However, if at least a conceptual agreement can be reached, the matter can be discussed in greater detail. Kelder indicated there are a lot of mixed feelings on the part of faculty regarding the unknowns of implementation. Christian suggested we will need a good framework to ensure the actions of deans & chairs can be monitored to ensure proper implementation.

Christian reiterated that the world and its demands are changing and we will have to change as well. The challenge will be to determine how we meet the demands of society to educate more students while having fewer resources to do so. Brown noted that, such demands notwithstanding, members still expect the union to pursue their best interests so we will have to decide when & how to enter into negotiations. Reid asked why the union

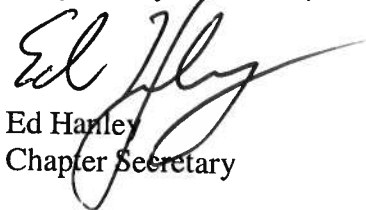
viewed such negotiations as mandatory. Capowski cited some of the applicable legal precedents under labor law. However, he also indicated that any decision on whether or not to enter into formal negotiations would depend on the level of formality desired by the responsible parties here at New Paltz. Christian stated that, with respect to workload adjustments, the intention is to compensate and recalculate, rather than demand. Kelder ventured that, rather than being merely budget-driven actions imposed from above, workload adjustments could also represent opportunities to address and eliminate longstanding equity issues. Christian, DiStefano, Kelder, & Brown agreed that further discussions on this issue will indeed be necessary.

**5. Given Governor Cuomo's and Chancellor Zimpher's recent announcement of SUNYNY 2020 and the Challenge Grant program with competitive grants amounting to 140m, does the administration have a sense that this may portend similar challenges and rewards for comprehensive colleges in the future?**

Christian stated that it's too soon to tell. However, if such challenges and rewards come to pass for the comprehensive colleges, Christian speculated they would likely not mirror those at the research centers. Rather, the comprehensives will have opportunities unique to their own circumstances.

The meeting adjourned at 5:00pm.

Respectfully submitted,



Ed Hanley  
Chapter Secretary