

Executive Committee Minutes  
December 9, 2015  
JFT 1010

**Members Present:** Peter Brown, Alexandra Cox, Ed Felton, Barbara Heiles, Douglas Koop, Mike Malloy, Amanda Merritt, Glenn McNitt, Lori Nutting, Carol Rietsma, Spence Salend, Kevin Saunders, Christian Speedling, Beth Wilson

**Others:** NYSUT LRS William Capowski, Chapter Asst. Mary Ann Thompson, Intern Natalia

1. Approval of proposed agenda - Approved
2. Approval of minutes from November 4, 2015 – approved as amended
3. Treasurer's report – Audit was sent in, and accepted. Checking balance as of 8/31/15: \$16,690.24, savings: \$11,817.05, motion to accept report: seconded, approved
4. Winter Delegate assembly announcement – who's going? January 31 & February 1. RSVP to Mary by January 8.
5. Negotiations update: Next week Beth & Kevin will be in Albany for Negotiation unit meetings. Christian reported on the negotiation issues raised by members, they are:
  1. Number one issue raised by all constituencies: MONEY. Everyone is feeling underpaid, from adjuncts to tenured faculty, academics and professionals alike. We are having real issues in recruitment/retention of talented academics and professionals alike due to the miserable pay offered!
  2. Need for statewide minimum salary for adjuncts.
  3. Regional differential pay – Ulster County is currently not included for this, even though the adjacent counties (Orange, Dutchess) are. Would make a huge difference for many of our members.
  4. DSA – loss of on-base increases (formerly, DSI) provides serious impediment to salary advancement over time.
  5. Step system? Possible solution to #4.
  6. Tuition benefit for children/dependents of employees. Every other state system seems to offer this benefit – sometimes even free tuition altogether – why not NYS?
  7. Family Leave – we need paid family leave (maternity/elder care/etc) to deal with major life transitions. Current piecemeal system is NOT adequate.
  8. Improved mechanisms needed to address salary inequities/salary compression that has developed over time. Some incoming faculty are making significantly more than those who have already been here for a number of years.

9. Insufficient/inadequate office space for adjuncts – how can they be required to hold office hours if there is no place to hold them?

10. Improved job security for long-term adjuncts and non-tenure track lecturers – possibility of encouraging multi-year contracts? More than 45 days notice of nonrenewal?

Peter suggested sharing the list with the membership, Beth will.

6. Labor-management meeting December 18 – items for agenda?: Continue with the Professional Obligation and Core Hours conversation, Streamlining Lecturer Appointment, Reassignment During holiday week, Part-time IST positions moving to full-time, Acknowledgement of Track-only membership at AWC and how the cost was arrived at, Performance Improvement Plan update.

7. Committee/activity updates –

- a. Affirmative Action: Alexandra Cox update on Black Studies: hired one visiting asst. professor, due to student pressure, President is willing to hire 2 full time tenure track positions for the fall, student Rally happening at 12:30 today at the HAB.
- b. Women's Rights and Concerns: No new business to report from committee. Amanda wants to focus more on the Elder/Family Leave aspect. Bill suggested a workshop on leave to educate the membership on what is available to them. Peter suggested adding a summary of leave options in the Bullhorn.
- c. Outreach – Labor; not in attendance.
- d. Other issues?: Teacher Education Task Force, activity possibly scheduled for late January.

8. Review of Fall Semester activities.

- a. What worked? What didn't? How can we improve?

9. Planning for Spring Semester

- a. Calendar – Exec Cte meetings, Chapter meetings: Doodle poll coming for Exec Cte meetings, Budget process presented at one of the two meetings; Beth will send out possible dates via email
- b. Public events/rallies
- c. Membership drive

10. New business: Glenn brought up concern about Performance Improvement Plan

11. Adjournment; adjourned at 1:35pm.

Respectfully submitted,

Lori Nutting



Chapter Secretary