

UUP Labor-Management Notes
Tuesday, March 6, 2018
4:00 pm

In attendance for the Administration: Don Christian, Lorin Arnold, Tanhena Pacheco-Dunn, Michelle Halstead, Shelly Wright, Jodi Papa

In attendance for UUP: Beth Wilson, Kevin Saunders, Bill Capowski

Before the meeting proper began, UUP President Wilson thanked Provost Arnold for her announcement that the College would not be issuing blanket non-renewals to term adjuncts this semester, and instead would be asking Deans to consult with department chairs to determine which term adjuncts would specifically not be returning to teach in the Fall semester. In addition, the Provost's message to Deans and department chairs included specific deadlines for submitting the paperwork required for hiring adjuncts shortly after the end of the Spring semester, which should help reduce disruptions getting people on the payroll, and continuing their insurance coverage without a break, etc. These procedures are very much appreciated by the union, on behalf of our most vulnerable contingent members.

1. **Parking.** At the beginning of the academic year, the reorganization of the parking lots to include more dedicated fac/staff parking seemed to work well. With beginning of construction on the new engineering building, however, a large number of spaces was lost. Since that time, it has become very difficult for faculty and staff arriving after 9 am to find spaces in appropriately marked lots. Under Article 38.1 of the Agreement, "In the event that existing parking is impacted by [such] modifications, the State and UUP shall meet to consider alternatives for such parking. Such consideration shall include the issues of transportation to and from parking areas and parking for the handicapped." As solving this particular problem is likely beyond the capacity of this Labor-Management meeting, we would like to this issue.

President Wilson reiterated the difficulty many faculty and professional staff have reported in finding spots in appropriately designated lots if they should arrive to campus any later than 9 am. She added that this is a greater burden on many of our adjunct members, who often only arrive in time for their classes at midday, and who frequently have no office space and so carry significantly more materials to and from the classroom; when the only parking to be found is at a significant distance, this presents a problem.

Michelle Halstead noted that when the new spaces being added to the Route 32 parking lot come online, it will be possible to reconsider the distribution of designated lots.

On a related note, Wilson shared the fact that Chris DeLape had apparently been serving for years on the Parking Committee as 'the UUP representative', but neither she nor the Chapter had been aware of it! As Chris is retiring shortly, UUP will be discussing formalizing that relationship with her replacement (or requesting another person to the committee to represent UUP if needed); Wilson emphasized that having a union rep on the committee was not to be understood as substituting for our rights under Article 38.1 of the Agreement. President Christian concurred.

2. **Workload issues related to ADA compliance.** While UUP fully endorses the College's commitment to ensuring ADA compliance of course materials, we have some concerns related to

what, in some cases, is a significant increase to the workload required to deliver courses. In particular, we have had reports that faculty are being made responsible for mastering significant levels of technical expertise, or that the tools being made available to convert content to the ADA standard are either inadequate or very time-consuming. (Faculty teaching online courses have shared the experience that the programs being made available to caption lectures/videos can be inadequate, or result in significantly less functionality.) Given what can be a considerable increase in the time necessary to deliver a course (whether online or seated), we would like to discuss possibility of greater technical support, improved software, and self-adjustments to course assignments, etc that faculty may have recourse to in carrying out this compliance initiative.

Provost Arnold responded to this issue, emphasizing that the scheduled training workshops being organized through the Teaching and Learning Center would be very helpful in understanding what faculty would need to do to make their courses accessible, and that Kate and Rich were doing an excellent job working with individuals as they seek to make the necessary adjustments to their course materials. She added that there would be some new software available through the next version of BlackBoard (to roll out this summer) that they were looking at, that she believed might be better than the captioning options currently available.

Wilson called to the Administration's attention the standing union concept that when a member's professional obligation is increased in one area, they need to be allowed to reduce what they do in other regards, to avoid increasing the overall professional obligation. While for full-time tenure track faculty, this might be easily accommodated by reducing some element of their service or research, for full-time lecturers who are teaching 5 courses a semester, that would be difficult to accomplish without (in some cases) a significant impact to the courses being offered. President Christian pointed out that those individuals aren't teaching 5 different courses, so the impact would be less. Wilson countered that yes, usually it would be 3 courses, but when one is teaching that number of sections/students, it is almost impossible to squeeze in the additional labor required, and for some courses (such as foreign languages) the technical and other challenges might be significant. Provost Arnold pointed out that the way to do this is to pay attention to converting/adapting the materials for only the courses being taught in the semester; faculty shouldn't think they need to update everything in all the courses they have on the books. She stated that we need to be in compliance on our campus, and the Administration recognizes that there may be some courses that cannot be made entirely accessible, due to the nature of the material being covered.

Wilson asked the Provost if the Administration had plans to consider this additional labor if it is included on Annual Reports, for re-appointment/tenure decisions or on any future discretionary applications? The Provost responded that they would, and such activity could be reported on the section related to changes/improvements made to individual courses.

3. Deactivation (recessing) of Adolescence Education programs in French and Spanish. Having received notice recently from the Provost about this 'recessing', we would like to confirm whether the process she is invoking is the same as 'deactivation' as it is called by the Chancellor's office. Are there concrete plans for re-activating/re-building these programs after a hiatus? We

would be interested to see the application made to SUNY Central to deactivate/recess these programs also.

Provost Arnold confirmed that the ‘recessing’ language initially used in her notification to the union about this process is the same as ‘deactivation’ as referred to by the Chancellor’s office. There was some discussion about the low student enrollment in the affected programs; the Provost stated that students interested in becoming foreign language teachers did not necessarily enroll in these programs, but often major in the target language, and pursue an MAT after graduation. She stated that the reactivation of the Adolescence Education programs would be dependent upon the faculty in those programs coming up with a plan for recruitment, and that as no plan has been developed yet, they cannot know when consideration of such reactivation might take place.

4. **Moonlighting restrictions.** What document are you currently asking employees to sign, stating that they will not take up employment outside the college that interferes with their professional obligation? What is the basis of authority for this document? We would like to have a look at the current language it contains, and discuss it.

There was some confusion on both sides about precisely what form or document covers this; Papa said she would provide a copy to VPP Saunders of the new hire packet, so that the union can help to determine which document is causing the concern.

Wilson raised a concern with UUP’s relative lack of access to newly-hired professionals; the union is regularly invited to participate in orientations for academic faculty, but as the professionals are given orientation on a rolling basis as they are hired, no such an opportunity exists. Papa suggested that UUP consult the Newshub announcements of new hires, to stay on top of who and where the new professionals are starting.

5. **New Paltz College budget.** What is the current status of the New Paltz budget? What are your projections through the end of this fiscal year? Do you anticipate any significant changes in the coming fiscal year, based on your knowledge of the Governor’s proposed budget?

Michelle Halstead said that they would have a firm idea of exactly where the current year’s budget stood after the next payroll (3/7), reflecting the most complete list of employees for the semester. Revenue appears to be down slightly (grad enrollments are still down), and expenses appear to be on track. The governor’s budget proposal for next year provides flat funding; there may be a \$200 increase to tuition. President Christian noted that for students enrolled in the Excelsior program, this increase would not apply, so that reduces the amount of additional funding the College would receive from a tuition increase. Wilson asked what the estimated impact of the Excelsior Scholarships has been to the campus at this point; Christian responded that it’s still difficult to quantify, but that it had been perhaps a couple hundred thousand dollars this year.

Wilson noted that on some SUNY campuses, administrators have been saying that the salary increases arising from a settled UUP Agreement would sink their budgets; Christian stated that this was NOT the case at New Paltz, that they had never expressed such a concern. He added that their

main concern at this point was to grow the student enrollments (in particular for graduate and international students), to keep up with the demands on the budget.

In response to the recent news of Comptroller DiNapoli's audit of SUNY campus foundations, Christian asserted that 'we do things by the book here', and that there had been no problems of the sort reported at UBuffalo and elsewhere in the system. He estimated that the current endowment in the New Paltz Foundation was around \$19 million, with total assets of about \$25 million.

Respectfully submitted,

Beth E Wilson
Chapter President