

**UUP-New Paltz Chapter  
Labor-Management Agenda  
April 6, 2018  
3:00 pm**

**Present for Administration:** Provost Lorin Basden Arnold, Shelly Wright, Tanhena Pacheco-Dunn, Jodi Papa

**Present for UUP:** President Beth E Wilson, Kevin Saunders, Vanessa Plumly, Madeline Veitch, Bill Capowski

1. **Librarian salary adjustments.** After reviewing the salary adjustment criteria that the administration shared with the library faculty, we still have remaining questions about the decision-making process. More specifically, the decisions made at the associate level do not appear to align with the stated goals of the review, which center on reducing compression with consideration of length at rank. We would like to follow-up on our previous discussion of this topic to clarify the Administration's criteria and rationale for applying adjustments in this process.

Madeline Veitch summarized the librarians' concerns, asking for some clarification of the criteria applied specifically to the Associate and Senior Librarians. Out of three librarians with at the Associate level, only one received a substantial raise, and the others didn't, even though they all have the same level of seniority. The Assistant level adjustments made sense.

Tanhena Pacheco-Dunn responded that the narrative criteria provided by the administration were used in coordination (not as a sort of checklist) to determine which librarians were given adjustments, to create a comprehensive picture of each employee's situation. It may be that overall time of service affected the adjustment given the one Associate Librarian. We will get back to you after we've had a chance to review that specific raise.

2. **On-call/recall designations.** We would like to know which positions the President may have designated as eligible for on-call/recall, as provided under the provisions of the CBA? It is the UUP Chapter's understanding that where an employee occupies a position not made eligible for on-call by the President, such an employee has no obligation to be responsive (to texts, email, phone calls, pager, etc) after they have completed their professional obligation for the day and left the work station, unless stated in their performance program.

President Wilson inquired whether President Christian had made any determination of positions that qualify for on call or recall pay here? Shelly Wright responded "no". Wilson asked whether the Administration was reviewing new positions that might qualify, as they are created? Jodi Papa responded that these positions are looked at.

Kevin Saunders noted that there was a new Emergency manager position that seemed like it should qualify for on call/recall designation. Administration responded that it was evaluated, and President Christian made the decision that it did not.

3. **Streamlining the full-time lecturer reappointment process.** This was an idea discussed some years ago, but which was never fully implemented due to turnover in the Provost's office. We would like to discuss this idea with Provost Arnold, to see if she would be interested in developing a simplified re-appointment process for lecturers whose teaching and value to their departments has been established.

President Wilson introduced the topic with a short history of the previous discussions; the original intent had been to find a way to make the lecturer re-appointment process less onerous, at least once the person had been re-appointed once or twice, and their value to the department and quality of teaching had been established. In the course of turnover in the Provost's office, however, this intent had been lost, although eventually a specific set of instructions for lecturers in the reappointment process was established, which was an improvement over having to pick through the tenure-track memo. Wilson asked whether the Provost would be interested in working out a truly streamlined process, as was the original intent?

Provost Arnold noted that there is currently an ad hoc committee in Faculty Governance that is reviewing RTP guidelines, and that she would prefer not to engage in other discussions before their work is done. Wilson stated that she hadn't realized they were reviewing the lecturer process also, and had thought they were only addressing the tenure-track RTP guidelines. Arnold pointed out that the "R" stands for reappointment, and recommended that UUP follow up with the ad hoc committee to discuss any desired improvements to the lecturer reappointment process.

4. **New Paltz College budget.** Following up on this subject from last month's meeting, what is the current status of the New Paltz budget? How have your projections through the end of this year aligned with actual income/expenses? Do you anticipate any significant changes in the coming fiscal year, now that the Legislature has passed the budget?

Shelly Wright presented the current status of the New Paltz budget, noting that they were on target for their overall predictions within .5% or less. The College tapped into \$500-600K of its reserves this year, much less than was initially expected.

Regarding the new State budget, she said that there didn't appear to be any increased support for the four-year colleges, although there was an allowance for up to a \$200 increase in tuition. It is unclear how much of a tuition increase the SUNY Board of Trustees will authorize out of that possible amount. For each \$100 in tuition increase, the College realizes approximately an addition \$1M in its overall budget. She also noted that even if the tuition rates go up, students receiving the Excelsior scholarships have their

tuition rate frozen to that which was in effect when they entered the program, so the College will not see any additional funds from them.