

UUP Labor Mgt Meeting Minutes

March 12, 2014 1:30 p.m.

Attending: Sue Welch, Gina Doty, Richard Aberle, John Ettling, Diane Merkel, Bethanne DelGaudio, George Still, Dave Curry, Anne Hansen, Kim Hartshorn, Bryan Hartman, Karen Volkman, John Homburger, Rob Keever

1. **Budget Update: John H.** At the recent Town Hall meeting, the topic of a possible early retirement incentive (ERI) was brought up and it is something to be thought about. It would affect only UUP members. A phased retirement is always on the table. The certainty of the budget is still unfolding. We are looking at more long term solutions instead of short term.

- Looking at enrollment. EOP can now take 10 more students in the fall. They have an elaborate support system in place so that students succeed.
- There is the possibility of adding more students in EOP in 2015 if another counselor was added, which is a win for the campus.
- EOP is one of the president's favorite programs.
- The 2% increase on Management Confidentials (MC's) will be delayed. CSEA raises are April 1st and UUP is July 1 and Sept 1 depending on status will be paid on time. John E. is cautiously optimistic that the increases will be covered by the legislature.
- The Deans/VP's made decisions on what delays will occur on the job searches. Mike Morgan was willing to give up the most right now and still obtain the goals he has.

2. **Status of Budget Advisory Committee:** At the UUP last large executive board meeting, a request on what is going on with the Budget Advisory committee that allows more transparency with budget issues was discussed. The last Middle States report brought up the need for this. John H. discussed this and said the committee has not been assembled yet, but is going to occur. The delay right now is the legislator part of the budget and when this information is known, and then this committee will be formed around March 24th. Recommendations on specific people being requested to join this committee are forthcoming.

- The fees that students pay are an important part of this budget process.
- Around 6-8 people will be on this committee that Clark Foster will chair.
- Our members should not to be included in activities where cuts will be made to personnel. A suggestion would be to have a non-financial person on this committee. A broad scope of the financial budget issues of the campus would be discussed at this committee to open up the transparency of the budget process of the campus.
- Middle States wants to see planning and budget be more closely aligned.

3. **Article 30: Appointment Letters (Decision on adjuncts teaching independent studies)**

- We had not heard back from Academic Affairs yet on the status of this.
- Diane M. commented that the Dean's Cabinet met and discussed this. If the faculty member is approached by the student, they can do so voluntarily. It is alright to continue. Some faculty feel there could be repercussions on saying no, and Dean Buckser plans to write a memo to chairs that no negative consequences will occur.
- Diane M discussed documentation will be created with Human Resources to tie everything together on this process. Karen would like to see a copy of the memo to chairs and the

documentation paperwork. In SBE there are no independent studies being conducted nor in EHHS.

4. Start Up New York (John E.):

-- Keith Tyo sent 4 drafts of the Plattsburgh implementation plan to SUNY Central and got 3 back for revisions and is waiting to hear back . When we receive this document, we have 30 days to review it.

-- The building chosen for this project on campus is Redcay Hall which has 8700 sq. feet available.

5. Progress on Campus and State Titles planned to be On-Call/Recall lists:

-- The next department George will speak to about this contractual topic is Computing Support.

-- Class Action grievances are going on at other campuses with grievances in this area and we are curious what is going to occur. We'll ask Kathy Briggs about this.

-- Dave spoke about what he has heard at UUP Exec Board meetings on this topic, and some other campuses are refusing to deal with this issue.

6. Directions in Distance Education Task Force Final Report and Recommendations 2013:

The policy was written in 1998 and how this policy will deal with winter/summer sessions is the question.

-- Last week at the Faculty Senate meeting, Jake Liszka noted that a joint committee would be helpful.

-- Today the Dean of LIS is discussing this topic now with instructional coordinators and Karen is concerned about how this is moving so fast. Diane M. was not alarmed by the Dean of LIS discussing this and possible changes in the future forthcoming.

-- Diane M. spoke about equalizing class size between an actual class and online. Look at an average class size and over time, a gradual change would occur. The discussion was to have this start Fall 2014.

--A committee will be formed to make recommendations to the Provost and he will work with this committee to implement the changes from the committee.

-- Diane M. spoke about the history from the past about online learning when Holly Heller-Ross worked with Dean Oberman on these guidelines.

-- What is the best organizational structure for the faculty member who may need pedagogical assistance? Karen is concerned this is moving forward at a faster speed.

7. Campus Response to edTPA Implementation: Karen handed out a brochure titled " NY's new high-stakes teacher certification requirement has dire consequences for students and SUNY program."

-- A concern that there is very little time has been given to UUP members in Education to make the necessary adjustments.

-- SUNY Central has refused to take a stance on this. UUP VP for Academics Statewide, Jamie Dangler, has been working with campus union officers to get the word out on this topic.

-- Certification for the student is "now" being pushed into the pedagogy with the roles of the faculty in this certification component. Bethanne D. discussed how she had never seen anything like this before.

-- Students have come here without knowing that this certification process would be mandated. They have come on false pretenses.

8. Continuation of Campus Communication Discussion/Facility:

-- Elevator problems and procedures to follow will be forthcoming.

-- The committee is still working on how to handle emergencies. There is an inherent hesitation on what information to send out immediately because the workers are trying to find out what is wrong.

9. Contingent Faculty Information handed out (Richard A.): SUNY Oswego increase for adjuncts. Richard A. handed out for a future discussion for the next L/M meeting.

The meeting adjourned at 2:55 pm

*Meeting notes written by Gina Doty, Chapter Secretary
Edits Welcome*