

Labor/Management
Wednesday, Nov. 17, 2021
1:30 p.m.

Zoom

Attending: Kim Hartshorn, Michelle Toth, Gerianne Downs, Dan Gordon, Matt Salvatore, Oscar Flores, Ray Guydosh, Ray Carman, Alex Enyedi, Anne Herzog, Lizzie Wahab, Anne Hansen, Sarah Reyell, Josee Larochelle, Michelle Trombley, Kathy Briggs, Michelle Cromwell

1. BOT Criteria-Service (guest Ray Carman, Chair Faculty Senate)

Kim reminded those in the meeting that service is part of the criteria in the Board of Trustees policies as well as the contract and our agreements for reappointment, promotion and tenure.

Anne Herzog: Ray and I have been talking together; uneven contribution throughout campus among faculty in terms of service. In my perspective, I saw pretty irregular attention to service; strong. Ray and I want to work on this.

Kim: summarizing white paper: Service is in policies; on our campus, sense that FT teaching load is four courses. Would indicate that service workload should be in the nationhood of a three-credit class. On our campus, it has been characterized as course release for research for tenure track faculty, which would result in a three-course release for research and equivalent to course for service. That white paper, my opinion, it's a template that works. Not in a contract, etc. How to get faculty to participate in service, I think there are tools the administration has that it hasn't use. Big one is DSI. No benefit for participating in service; penalty is often a lot of headache for person taking on the service. Kim related his service being chairing department, gen ed revision committee, UUP work, on the faculty senate for 20-some years, member of gen ed committee for most of those years, participate in many other all-campus committees, go to every town hall. My service was not recognized at all through DSI, hardly ever received any kind of a letter thanking me for my service. I feel I overcontributed in comparison to my colleagues. I participated regardless because it was important to me and to the college. Anne Herzog agreed that it was the point she was making.

Kim said there are other tools. Promotion to full, associate on the faculty side and nice thing about promotions is if denied, it's not a forever denial. It's an assessment that you're not ready for promotion yet. Looking at files, seeing lack of service, communicating that to people and strongly that more service is expected if you are looking for promotion. These are things you can do within the providence of admin. Anne said she's aware of that but it's a culture change that has to happen. We need to shift and it will take time.

Ray: It's an equity issue. An overwhelmingly disproportionate amount of service is being done by our female colleagues. Maureen squires doing research on this and said it affects ability to get tenure, be promoted, etc. How can we help change the climate and culture so we're all in the

same value of service. It's vital for the success of this institution. What can we do together. Certainly get out letters and come up with other ways to communicate, but is there another way to push this forward and change the climate.

Kim asked what he was thinking of. Ray said he's appealing to group. Kim said a good place to start is with DSI and with promotions. I think that's a good place to start. People will complain to the union and we'll say it's not a contract issue; not only that, but we agree with the intent. There needs to be more service on campus. We have to stay in line with the contract; we can certainly support incentives to participate in service rather than disincentives for not participating. Would be much easier for the union to support in a general sense. Disincentives could possibly cross over into contract tissues.

Michelle Toth: As we saw in the numbers Josee shared: the number of FT declined. What level of service is expected. Governance bodies, middle states accreditation, what is Assigned service is doable on the professional side if listed as part of the workload, 20 percent should be service, then the part about participating in committees, etc., can be part of

2. Deactivations

a. What are the current discussions?

Anne H. All chairs notified when did annual reports last academic year. We were referring every academic program to look at health and sustainability; just about finished process. Not at a point of announcing something more public.

b. What is the purpose of the proposed Policy?

Policy, early in fall semester, talked about what if have a decision for program so small, we do not have a policy. Talked with Ray about the need for one. He recruited a small number of faculty to work on this. He's going to be taking it to full senate for discussion.

Kim: Our position is there should be deactivation based on budgetary criteria should not be part of shared governance. That needs to be an administrative decision.

Anne: I said academic integrity, not budgetary consideration.

Kim: correct role for faculty governance is to fix the academic hole might be left by deactivation. Women's studies, etc., we've done on campus many times. There are programs that don't even have a department that might have a coordinator. There are ways to make one faculty and two students academically viable in a particular major. If purpose is to avoid having to hire another faculty member, or save money once someone retires, that's an administrative decision; role of faculty governance would be to decide if they want that discipline to figure out how to do it within the confines of the college. You should not be

including the faculty in making decisions that could result in the loss of employment. That's a fundamental tenant of the union.

Anne: there are deactivation policies at many institutions including SUNY comprehensives.

Kim: we are not those other places, and those places have passed policies that are not appropriate.

Anne: Would have been best if Ray did not get off the call. As head of senate should not have taken this forward. I see it as essential to shared governance. It's shared governance, important have the process laid out, I can share your perspective with Ray, or you can but we can't resolve this here and now.

Kim: I can tell you the union will be opposed to any process over policy that requires deactivation based on budgetary or financial reasons. Deactivating a program because positions haven't been filled is deactivation for budgetary reasons.

Anne: Not budgetary reasons. Not because positions haven't been filled. You can't keep adding positions to departments when not sufficient students to keep it open. Not laying off faculty or faculty losing jobs.

Kim: I'm on board with that; purpose and role of the faculty senate is academic, to insure the curriculum. We would much more prefer for the administration to say this is the financial situation supporting these programs or not supporting these programs; we can no longer support it financially. Faculty senate should then respond how are we going to fix this hole in the curriculum. Once a policy is in place, it may outlast a particular person's point of view. If a policy includes faculty input on a deactivation could be a dangerous thing in the future.

Anne: we'll both speak with Ray.

3. Request for Walk-Through of the 'Answers to Budget Forum Questions' Document

Kim: numbers are self-explanatory, but need an explanation where it says does not include PT and adjuncts. Josee said doesn't include all those, temporary, extra service or adjuncts.

Complicated to calculate from an FTE perspective. Kim asked can that information be obtainable? Those are the people who are replacing those negative numbers to a large extent. Josee said yes and no. Our employment base and student base have reduced collectively over the last five years. Kim said that's why we want those numbers. If you're asking for the count of courses taught by adjuncts compared to those taught by tenured faculty. Might be the data ask you have. How are our courses being taught? Less by FT with more adjuncts? Or consistent

percentage-wise. Kim: in other words: Have number of adjuncts increased by the same 15 percent? Josee: can't just calculate from an FTE perspective.

Anne: Something Sara Phillips can work the data on.

4. How are administrative replacements prioritized?

Basis for question is that people have a sense that administrative placements given higher priorities than academic replacements. Prevalent on campus. Josee: these numbers show a continual percentage across our various workforces. Same answer given here before on any positions. Under a NYS spending constraint for quite some time. Required a process of more due-diligence. Even earlier than pandemic, cabinet under critical financial process. Decisions made within the construct developed within each division under the leadership of the VPs.

5. Delays in Evaluations and Performance Program Confirmations

- a. Concerns regarding members taking on tasks of vacant positions not described in their performance programs and implications regarding Extra Service

Kim: delays or oversights returning performance program approvals/affirmations and evaluations. This causes problems. People not sure what PP might be or if they would have an opportunity to write a response to or oppose a particular item in PP.

Matt: Problem across the board. Whose job is this when professionals not given an updated PP timely basis, not being evaluated in timely basis, remind supervisors, not getting anywhere. Is it a call to HR?

Michelle T: if specific area or supervisor, more than happy to step in and remind supervisors there's a need and remind them what they're evaluated on. We also want that in place; employees want to know what they're being evaluated on. Set by management. Someone doesn't necessarily have the ability to say I'm not doing that. Signature is a receipt not an agreement that happens.

Kim: We know that, but there is an opportunity to object and attach in writing. Also a concern, as people not replaced, for taking on tasks of those no longer there: new tasks or additional loads because they shared services with someone else. This is We are suggesting they need to request extra service or new task put in PP and other tasks taken out. This is becoming a problem. We talked to one member who is coming in very early in morning and leaving very late at night.

Josee: If I may, we have a strong l/m connection. Everybody on these calls, we're here to work collectively together. Sometimes we are made aware of issues; sometimes the union is made aware of issues. Those details, shouldn't be discussed here. Outside of that, Michelle and UUP should have discussions about the particulars. Sometimes that happens; sometimes don't. employees have right to go directly to you. Hard for us to weigh in if we're not aware. Having said that, these are complicated operational matters. When an employee makes choice to separate. It's going to take us some time to figure out how to do things and what is being done, what is critical, critical backfill that position as it was, etc. it is a disruption and it is impactful on the employees within the area that now finds self without a coworker and on management. Takes a little bit of time. A year? Probably not. There is a little bit of balance; When things become a little too problematic from a timeliness being address, individual conversations need to be had to move things along.

6. Results of UUP Academic Workload Survey for Plattsburgh (hand-out/attachment)

Josee wants to know the whys and wherefores. Kim said the survey came from statewide but was campus specific. In response to academics across the state talking about the impact of covid on their workload. We don't have any particular motivation for or steak in other than to say it might be interesting for administration to go through. Issues brought up come up at L/M all the time. Meant for your use however might find useful. Josee thought response rate makes the survey invalid and doesn't think she is going to read it. Anne Herzog agrees with Josee as how small pool skews things. Someone wrote with Provost weekly updates on safety questions, I had multiple faculty write me saying they did feel reassured. Dan wants to know what would be significant, statistically. Kim said there are 700-plus professionals and academics. About an 8 percent return. Said he would look at it as a reference in same way we use student evaluations. You can assume they're going to represent the edges and in this case, more on the negative side, but still good.

7. EAP Vacant Position - Per Mike Thompson- Working on finalizing the committee chair and Gregg Dickerson's (regional EAP Rep) role.

Mike is working on finalizing.

8. Extra Roll-Over Vacation Days (how are people going to be able to use the new extra days?)

Extra roll-over days are good; if people can't use current, roll-over days won't do a lot of good.

9. Proposed civility policy, negotiation status

Will keep apprised.

10. Current and future relationship with SUNY Potsdam

Josee said she's not aware of any discussions. Not about the regional CFO relationship we have; it's about the academic program reviews being conducted on both campuses along with many other comprehensive colleges. Each campus doing things differently; is uncomfortable. Purely administrative arrangement to support and share services to reduce costs borne by each campus.

Kim: At budget forums, people were interested in administrative salaries, many thought they heard you say you were going to provide those.

Josee said she didn't say that.

11. Missed deadline for Dan's timeline. Did not happen.

Management Additions:

1. Timeliness of Agenda Submission