

## Labor-Management Meeting Minutes February 16, 2022

Present were President Enyedi, Dr. Herzog, Richard Miller, Cori Jackson, Josee LaRochelle, Anne Hanson, Michelle Trombley, Dan Gordon, and Matt Salvatore. Introductions, especially by/to Miller, who is new in his position.

Agenda items:

### 1. Updates on the Enrollment and Student Success division.

**From campus president's email: "This semester we will evaluate the best structure for the division moving forward and plan for any resulting searches that will be necessary."**

**Who will be providing input on evaluating the structure?**

*Enyedi: Too early to evaluate the structure.*

*Jackson: Summarized changed positions: Steve Matthews now Interim Dean of Students, James Sherman now Interim head of Housing and Community Living, Jacob Avery now Interim Director of Student Involvement. C. Jackson to release news on personnel updates across ESS division and campus soon.*

### 2. General concerns about turnover in Admin.

**What priorities are in place for hiring faculty/staff and admin positions?**

*Enyedi: Priority is search for VP for Diversity, Equity, and Inclusion. Currently identifying search firms. Then search for ESS area*

*Herzog: Faculty searches have been taking place; deans have the numbers for each division. Dan pointed out there are far more unfilled vacancies than searches.*

*Herzog: Dean of Arts & Sciences search is progressing well. Strong applicant pool of 50+, search nearing its end.*

### 3. Professionals searches - use of public presentations as part of search process.

*Trombley: Stakeholders determine what elements are required of searches, can modify process depending on the tasks involved in the position.*

*Herzog: Public forum is important in any Professional search that has interaction with broad cross-section of campus community.*

### 4. Projected timeline for implementing performance review software?

**Current committee also involved in the rollout?**

*Watermark has been chosen as the software. The committee that chose it will probably not be involved in its implementation; more the purview of tech staff. Hoping for first use for faculty in F22 so that work out the kinks before the larger batch of evaluations in S23.*

**5. Public covid testing site - is it continuing?**

**Concerns about bringing sick people onto campus.**

**Concerns about campus space (surge page for depts being displaced by construction) and parking needs.**

*Josee: Public pool testing still taking place in Adirondack Hall; Algonquin is still an overflow area for storage. Understands the issue. Not enough surge/storage space on campus for ongoing building renovations.*

**6. Morale - what steps are planned or in process?**

***Follow up from the Nov. 2021 L/M meeting***

*Lengthiest discussion of current agenda, as it should be. Dan pointed out that there are significant morale issues on campus: General sentiment is that few fac/staff positions are being filled, leading to increased workloads with no extra compensation, especially for Professionals. Morale issues are derivative of the recent high administrative turnover and the immediate replacement of those positions while many faculty/staff positions remain vacant. Dan asked how long this will continue and where it will end.*

*Enyedi: Key to replacements is meeting classes and programs while stabilizing the institution at approximately 4800 for the foreseeable future. Also concerned about retention. Was around 82%, is now about 72%. Retention is a key element for future planning. Retention issue not unique to Plattsburgh.*

*Enyedi and Herzog spoke of the Strategic Planning Days coming up in which plans will be discussed with campus at large. Dan emphasized the need for this type of open and honest communication so that rank and file on campus know where we are headed and what to expect.*

*Matt represented professional concerns particularly in ESS which C. Jackson is well aware. Workload creep without adequate or equitable compensation. Positions not being filled. Workload redistribution. Less students on campus doesn't mean less work for professionals. Not simply a cause-effect relationship.*

**7. Status on filling the campus EAP position**

***Follow up from the Nov. 2021 L/M meeting***

*Kim McCoy Coleman is the replacement.*

**8. Workplace Civility Workshop – Management Addition**

**Update since the Dec. 2021 L/M meeting (Will be held virtually, March 2-4 9am-4pm)**

*Trombley said that only four people have registered so far; will open to non-SUNY people if we don't get more.*

*UUP has disseminated info on this.*