

UUP
Labor/Management Agenda
Wednesday March 23, 2022, 1:30pm
<https://plattsburgh.zoom.us/j/99363068846>

Attending: Michelle Trombley, Gerianne Downs, Sarah Reyell, Josee Larochelle, Michelle Toth, Alex Enyedi, Cori Jackson, Kim Hartshorn, Dan Gordon, Anne Hansen,

1. Plattsburgh Next — strategic plan

Plan includes stabilizing enrollment at 4,800 students.

Is there a coinciding number for stabilizing full-time academics and professionals?

Alex said it needs further study. Enrollment is going to have to be the barometer. Programs, etc. have to be looked at. He said there has to be a strong correlation between the demand where and new areas. Mental health care for our students is an additional stressor and demands are being placed on our student health center. This is a work in progress and like that the question has been raised.

Michelle said yes, staffing issues are based on students going and programs growing, but we still need all the gen eds, etc., It's a good place to start. Campus started looking at all the reports on workload; we don't know if we ever got decisions on that.

2. Status of campus space report

Outside consultant hired Spring 2020. Still have not seen a final report.

Michelle relayed that we're aware an outside consultant was hired spring 2020 but no one has seen a final report. Josee replied a lot of things contributed to the delay besides the pandemic, including a new facilities director who needs time to develop information; also changed liaison for our construction projects for which this was under. Lot of disconnect between what consultant provided, what we were asking for, what intent is. Consultant thinks they submitted a final report; have to allow Tyson to digest the report. We are looking toward fall for some form of release of the information

Micelle asked if others will be modifying what the consultant provided.

Josee said no; Michelle reminded the group that one of the people interested in this is retiring before fall.

Art Department — There are concerns about recruiting when it's not staffed for BFA.

Since Fall, there has been no word online for the art historian position (affects both BA and BFA); we have an inability to offer all listed concentrations due to anticipated staffing next year. There are concerns about retention if students are unable to take the courses they need/want.

Alex asked to table the item for Anne Herzog; Michelle reminded him that it's time sensitive. She has a meeting with Anne and will talk to her. But asking the question; did you receive the 25 page report from the art department. Alex said he did not.

Michelle said it has gone through channels but seems to have been stalled. Went up to dean at least. Alex thanked Michelle for letting him know there was a report created

Requests for Information:

1. Campus use of Telecommuting Policy

How many requests have been made?

Michelle Trombley said there are 21 UUP employees participating; no repeats received.

Percent of requests from academics/professionals?

How many were accepted or denied?

Michelle Trombley said they have received no appeals.

Michelle Toth: but we don't know how many were denied. Trombley said we're not aware of any denied. Toth said the biggest issue is around telecommuting. With gas prices a number of campuses are addressing telecommuting.

2. Request for information on Contingent impact on Teaching (Adjuncts and Lecturers)

How much instruction on campus is done by contingent faculty?

How many lower-division undergraduate sections and seats?

How many Gen-Ed sections and seats?

Michelle Trombley: That's an Anne Herzog question; she's aware and will get back to you.

Toth said she got data from fall 2021; based on those numbers, 30 percent of our members are contingents, adjuncts, lectures. 25 percent have worked more than 10 years; 7 percent worked more than 20 years. I know fall tends to be slightly higher than spring. Data came from UUP central, mining state databases. Looking for titles. Did not include professionals.

30 percent may be adj or lecturers, we don't know the impact: How many teaching gen ed? Number of seats, etc.

Kim said the number of part-timers teaching 3 or more sections is also an issue. Close to full time teaching load at less than half-pay.

Toth pointed out that so many have been with the college so long, if they'd been in a regular line, they'd be tenured by now, contributing to service, scholarship and everything else. She said she's hearing interesting things other campuses are doing on paths for continuing appointments, moving into lines.

Kim reminded the president that there is still the option of using the tenured instructor line. Hardly ever used, but there is such a line.

Updates:

Covid Campus Guidelines

Toth said we keep hearing about the variant.

Alex: We've announced the new mask-optional policy with exception of classrooms, testing center and health center. Running a vaccine boosting clinic tomorrow to get the final group eligible to be boosted this time in the semester. Third shot — I don't know if fourth shot going to be supported.

Toth said it looks like the county number is high.

Alex: we had 4 cases yesterday, which is pretty low.

Toth: We have to see how the new variant plays out.

Alex agreed. Summer may bring new policy. Bulk of summer classes are remote. As we get into the early part of the summer we'll have conversations about the fall. We're beholden to SUNY central, with the primary directive always going to be health and safety of the community. We're one of the few campuses that didn't unmask everywhere. Far better place for us to be highest density areas.

Toth: Would you surmise that everyone will be tested in fall like we did in the spring?

Alex: I think summer will reveal interesting patterns. There is a level of security if we test everyone coming in.

Performance Evaluation Software

Dan and I both on committee but last heard still in limbo. Any news?

Josee: The committee completed its evaluation. It's in process for contract. That process is taking forever. At this point, it's between lawyers — it has been for six weeks. Hopefully there'll be resolution as soon as the lawyers finish.

Toth: Joanne was all gung-ho getting us up and running for fall. Doesn't look like that will happen.

Josee: I can't speak to that. Still steps that need to be done after lawyers are done with state of new York.

Toth: yes, company said 4-6 weeks even after signed contract to get done. We'll just have to plan ahead the usual route in fall without the software this point.

Administrative searches

Toth: seems to be more of them.

Alex: actually hired a great new dean for arts and sciences. The search is underway for the VP DEI. Anne Herzog announced the committee structure; search firm is engaged with them. Greenwood/Asher & Associates firm likes a pool. We're having campus listing sessions facilitated by members of the search committee and search firm with staff, faculty and students to listen to opportunities and challenges that exist on campus. The next VP need to be supporting the campus, but simultaneously get what it is the campus would love to see in this person's skill set. Goal is to try to have this complete by end of the semester, at least have everyone experience a Q&A with candidate Expect hybrid approach; some virtual. Super excited for this to be underway. Richard Miller has been a wonderful addition to our campus as well. We're very fortunate the stars aligned for him to be able to accept the invitation to join our campus. It would behoove us to tap into his expertise.

Other VP positions. Cori's group doing a wonderful job. Search more into the fall when we'll have a bigger chunk of time. Cori agreed to stay on for the transition. Alex said he didn't have a plan in place yet for Josee's transitioning.

Toth: Is Potsdam involved?

Alex: No. Plattsburgh and Potsdam are fortunate to have Josee provide expertise for shared services. I suspect Potsdam and we will have conversations what this means moving forward.

Toth asked about timelines.

Alex: It's magical thinking and there's realistic thinking. Hope both are finalized and settled by the end of the year. Anticipate several months of transition.

Dan: morale on campus is a problem; it seems when administrators leave, those positions are immediately replaced while faculty positions remain unfilled in perpetuity.

Alex: Is there a way we can do a better job of holding onto our administrators? Good question. Middle States piece is evaluation of how do we strengthen our capacity to hold onto employees better. Past 6-8 months been an uptick; maybe COVID-related.

Anne Hansen: I'd like to thank Josee for her leadership. It's been awesome working with you; you will be deeply missed.

Changes and reassignments in the Enrollment and Student Success division

Toth: What other changes are happening?

Cori: Every major change that happened is an interim situation. Steve Matthews in interim; Jake Avery and Jim Sherman are interim roles. We can't address some of those questions yet. Orientation, logistics still lies with student involvement. Allison Swick-Duttine is out on medical ; Elizabeth Burnet sent out information on advisement, etc.

Toth: Anticipate more changes or are you temporarily set?

Cori: We're temporarily set. We've had some movement of staff to other positions in division. Hoping dust settles on that between now and the fall. Had a hard time filling CSEA vacancies. Jake is the center for student involvement.

Alex: there are logistical changes regarding to physical spaces.

Cori: We've been missing a dean of students for years. When the opportunity came, students don't go to Kehoe. We wanted to be where students are. It provided the opportunity for Steve, Michele and myself to co-locate here.

If we're not sure what the problem is, someone here can point the students in the right direction. We moved the food shelf; students have better ways to access it; we have a kitchenette they have use of. We're just trying to serve students better where they are. Students are hanging out a lot more.

Alex: The plan is to hire an investigator and coordinator for Title IX. The desire is to have those positions filled. We've contracted through the end of the semester with the company.

Toth: Will you search over summer for the two positions?

Alex: We're working with Richard on that. We also have a grant for a position — the director of the racial healing center. And it's been the third iteration of searching for a student success coach.

Trombley: the executive directive truth racial healing is ready to post and posted the counselor/therapist.

Other business:

Alex thanked Michelle and Kim for meeting with Billy Jones. Said he was at a president's meeting and said both house and assembly came up with different budgets. Governor's budget, 3.9 billion for SUNY; the senate was 4.5 billion; the assembly 4.3 billion. Said he thinks only budget that was balanced was executive. Lot of excitement.

Kim added the budget is just the first step; have had items that weren't allocated. They still have to approve the allocation.

Alex: 8 days away from the dust settling on this.