

UUP Labor-Management Meeting

Agenda

Dec. 21, 2022

Zoom: <https://plattsburgh.zoom.us/j/91934738303>

Attending: Gerianne Downs, Michelle Toth, Dan Gordon, Matt Salvatore, Kathy Briggs, Alex Enyedi, Anne Hansen, Anne Herzog, Allison Heard, Cori Jackson, Todd Moravec, Kim Hartshorn, Ray Guydosh, Michelle Trombley, Shawna Mefferd Kelty

Michelle Toth reported that the tentative schedule for L/M meetings has been sent to Michelle Trombley, most following this semester's with the exception of March break.

1. SUNY Plattsburgh contract with CVPH for Speech-Language Pathologists
UUP members being contracted out
Possible terms and conditions outlined in a separate contract for our members
Seems to have lapsed? Weren't even aware our members were being contracted out. People contracted out, a number of things have happened, including getting dinged in an audit for extra service pay.
Anne Herzog: have you spoken to Denise Simard?
M Toth: Yes, but she hasn't received an update. Certain people were involved in this, but all I've seen has different signatories. No one seems to be in charge or this.
Anne H. Denise is a key point person; she has mentioned the speech therapy we provide every year at CVPH. Speak with her. I don't have any more knowledge than this.
M Toth: Is HR up on this?
M Trombley: We are aware of some of the challenges that do exist; contract piece, are working through it. Don't have an update for you, but we are aware and figuring out what steps are needed to get everything taken care of across the board.
M Toth: The question of on-call? If it is still in there, how does that fall under UUP contract
M Trombley: we're aware of that and are making sure it's looked at.
Michelle Toth asked to see the draft when it is written up. Will follow up at a future L/M meeting. Have we been lapsed?
M Trombley: That is my understanding.
M Toth: any concern we don't have a contract?
M Trombley: I'm sure Sean Dermody is concerned about that, too.
2. The bias email investigation
Safety and harassment of members in the workplace
Questions about roles/responsibilities of non-HR admin in the investigation dealing directly with members
I appreciate an email went out Monday summarizing what has been done and the status.
Follow-up issues and questions from our members, UUP perspective, we wanted to follow up on. Safety and harassment of people in the workplace; we're all aware of students going to Kehoe. Also the question of non HRS being involved in investigation of members.
Matt: concerned about a post Black Onyx posted Nov. 17 saying we'll all abruptly go to Kehoe and confront on racist remarks. Was this done in a timely basis in your perspective

M Trombley: wasn't aware of that post.

Allison: I have had a problem getting access to social media for the office. That specific post I did not see. I could not have made anyone aware. And only aware of efforts on behalf of DEI, the session on Nov. 18. That session originally slated for alumni conference room. when an overwhelming response, worked with Jake to move to the Warren Ballroom to have a safe space for everyone. During my session, half of the room got up and walked out. I did not know where going. It was a little jarring to me.

Matt: Cori? Anything to add?

Cori: Many people were aware of that post the morning of the gathering. Staff had had conversations with student groups, including Black Onyx over that morning. they indicated they changed their perspective and were going to stay in the ballroom. Surprising to all of us that they got up and headed out of the ballroom

Matt: sounds like not much time to put safety measures into place to protect our employees

Cori: what I did, had up in the ballroom; couple downstairs in the building. Pat in communication with them, telling them to follow the crowd. I texted Pat to say I don't see Carrie here. Can you follow and if she wants to get out of the building to get out. Unfolded very quickly.

Matt: do we feel students or students groups should feel empowered to investigate issues related to employee matters?

Allison: Not sure who should answer.

Matt: looking for lessons learned. How can we do crisis management better. Have some concerns about process, public statements, reported to us, discussions we've had with members of the admissions team specifically. Lot of people hurt and harmed by this, not just one in particular. Talking to people about not leaving their posits. Also, monitoring student behavior. We welcome free speech but student sin violation of code of conduct , were any of these things of concern to management regarding those policies.

Cori: to my knowledge, no charges filed

Allison: when I understood students in Kehoe, I did travel to Kehoe to figure out what was going on. Lot of questions, very difficult for me getting off elevator; able to navigate my way to stand next to president and physically block. If we have a process and policy for finding out more information, whether that process not best use of time/resources to have others guessing, blindly naming people, coming up with own investigations.

Anne Herzog: Each time an incident — Matt is correct, students have freedom of speech, they're not feeling institution responding appropriately, such as Facebook and vehicle situation, they're going to speak about it. and it's a sign of health. But I also feel, as I left ballroom and went to admissions on second floor but found out gathering sixth floor and I went there. I could not see Allison, president or Carrie, and I stayed to listen. When talk about crisis management, difficult to handle something well not faced before. Since I came here, students have not congregated outside someone's office.

Matt: is that an opportunity to educate students on maintenance of safety?

Allison: I proactively tried to speak about it in terms of what would be the most effect way to channel energy. Proactively, that was scheduled Nov. 128. A call for information. Also proactive, the goal, to have people in groups, and the president and I available to speak privately. That was a proactive opportunity to do that. Problem is, students chose not to engage in that type of way. Cannot say what employees may or may not have been resources. That's why you have advisors

for these organizations, who can be sounding board. Whether or not advisers acted in that way, I cannot say. If we see something that didn't play out to the best of our ability, maybe there is a teachable moment. Cori's response may be more to that, but reactive, have already had some listening sessions.

Cori: the reality is it didn't go down the way they planned it would go down. They met with club advisers. Lot of different people coming together. Would make it impossible to make conduct charges stick. Hard to build a case on. Students, didn't go down as they had planned. Groups of students throughout Kehoe arguing amongst themselves, we weren't going to say that; you weren't supposed to say that... Pat's not here, don't want to speak for Pat, but some deliberate police decisions were made based on size of crowd, do they move crowd, not etc.

Alex: having been on 6th floor, should we remind everyone of policies and procedures on campus? Absolutely. Can we predict future sometimes? Absolutely not. I was in the ballroom; it was proactive, bring people together to express frustration, grief, anger, whatever. This was a volatile situation. Could not wave rulebook. What was happening a lot of conversations. Address best way faculty, staff, students express displeasure with way things occurred. Always want to support our students. When faced to face, can't exacerbate. Have to manage what's going on. in many ways, let it run its course. Questions, demanding answers. We don't have time machines; can't go back. But we heard investigations need to be run by people charged with running investigations. Individuals with ideas should not be investigating. Student said, what's wrong with you Mr. President. Can't you add 2 plus 2. We know who did it. Reality is there's a lot of un[predictability to these things. Kudos to pat Rascoe for ability to support students; terminated in a peaceful way. Got to express; they were listened to . I followed up. Level of satisfaction that somebody was listening. Set of demands were made. It's a traumatizing environment.

Defaulting to our students, they had a desire to be heard.

M Toth: in your initial email, you said these comments were alleged to have come from a current Plattsburgh employee. Understand Cori and Allison had meeting with admissions staff saying someone here did it. fallout is that they are really struggling with internal issue. Lot of trust lost, even if investigation, no concrete evidence. Questions are there, people are suspicious, lost lot of comradery in that area. What is being done to rebuild that office and keep people from leaving because they can't stand working with one another.

Allison: I did have a meeting with undergraduate admissions, on calendar for three weeks. This issue had come up; reached out to Troy and Cori as well. perspective from interim director undergraduate admissions, he wanted to talk about the email coming out. I said on Nov. 18 the report could have been false. Also talked about anonymous emails could be from anywhere. Whatever names given, called out, etc., I don't know who was involved in those interviews. I would questions whether or not management or union members, that's reckless. Building relationships, we've reached out to the person victim in this, see what resources and support he needed and for the department. Asked what were needed for the entire division;' Cori and I spoke about what were needed for new members of the team. Were other options that were sent out;

Anne Herzog: aware people in admissions quite upset by this. Contact with someone brought in for interrogation, also found this traumatizing. Difficult on a lot of people. when have traumatic things happen, there is fallout. And it doesn't go away overnight.

Anne Hansen: in my experience being on 6th floor. UP officers there. Thought could we move this, extremely crowded, didn't feel safe. Given the entry there, moving would have been a difficult thing to do. Students get overly aggressive. Asking questions, sharing stories. Thing gained from that, students are not comfortable reporting. Allison already working on the reporting process. I think UP made right call as far as letting it play out. People there, observers, to support the process, and the only other thing I'd comment on, in regards to the lost feeling of comradery, team environment in admissions, this has been a traumatizing experience for the whole group, to be honest, there's been concern about a lack of team in that area for many years, high rate of turnover in that area. I don't want there to be an impression made that everything was perfect with that group and not it's not. That's not a realistic representation, and I wanted to comment on that.

3. The [Internal Professional Promotion Plan for Faculty & Staff](#) policy and how it is applied to academic positions

Familiar with link here. Questions about that. Dan: in reference to email sent by HR on behalf president. Sent a number of times earlier than that, but in digest. Pleased and confused by it. worth discussing here at L/M. find the name of document confusing. As reading it, didn't know applying to just professionals or academics as well. would be pleased if, but it is professionals. We applaud this; it's the right thing to do, acknowledging lives of employees who devote life to SUNY Plattsburgh. If right for professionals, why can't we apply to academics as well.

Michelle Trombley: for professionals. Is a secondary tier for CSEA member to be evaluated as well. with every position, even those who may be appointed through this process, they're still applying for a vacancy just as anyone else was.

Dan: if internal applies, given special consideration.

Michelle: they can be. There's a 10-day window. Hold applications; if someone

Dan: why can't apply to academics.

Michelle: MOU with SUNY 1988 in the link you sent over.

Dan: Is it within the purview of this campus to extend to academics?

Anne Herzog: what specifically are you suggesting?

Dan: in recent L/M meeting, discussing the possibility of converting lectureship and PT position to lectures, Lectures to tenure tract, and this memo describes same thing for professionals, and if it's the right thing to do for professionals, why not for faculty.

Michelle: still a search. People aren't just appointed.

Anne Herzog: tenure track lines, to have most highly qualified individual appointed to that position. Lectures in different departments don't always have the degree in that discipline and yet they've been teaching in that department a long time. for students, highest qualified individual in that position. We had a highly qualified person who applied in theater.

Michelle Toth: I know three cases current employees getting a lecture tract or tenure track position here on campus. Worth considering. Doesn't stop a full search or recruitment process. But gives a chance to look at our people full consideration.

Anne suggested meeting with Michelle outside L/M

Dan: memo mentions morale and people who devote lives and careers to SUNY Plattsburgh. We have a number of part-timers and lectures in similar positions. For someone in it, before that happens to have the potential not being awarded the position after dedicating their lives to this

place is a real morale killer. Convert position into almost the exact thing and give to someone else.

Anne Herzog: departments are having to think of other areas and hire faculty to meet that area. Not going to have someone teaching someone here 15 or 20 years who have that expertise. Ways it could work and ways couldn't work.

Kim: Cortland has adopted a MOU with chapter regarding upgrading appointments for adjuncts and lecturers; fairly new, I know we have heard from our side, UUP point of view, working fairly well. Perhaps Anne, might contact provost from Cortland to see what their opinion is and how it's working.

Allison; I had through in chat, what Kim mentioned is a wonderful opportunity and plan. Whether solely internal also external, gives people equal access and opportunity to apply. When position is changed drastically from what they're doing, those should also be searched. Never know who might apply for those positions. If a plan how that would be done could still satisfy that even if only internally.

Dan: I understand when a position changes significantly from what doing on campus, I'm speaking specifically about when someone doing the same thing for years.

4. Budget Update

And the need for transparency for M/C raises and position/title changes

Alex explained the budget based on the slides that were shared. Cutting expenses is not enough. Decline 18 percent FTEs. Lower expectations for spending. Can never cut our ways to success. Have to find a way to reduce \$1 million from our expenditures. Simple way is to not refill vacant lines. 20 fewer positions able to hire.

Tap gap, eliminate the tap gap, we were putting 2-2.2 million every year to tap gap.

Salaries certainly earned and negotiated. We're looking at making sure coverage of salaries.

Results; each year we plan to spend more than our anticipated revenue. Reality is we don't exceed our revenues. We report to SUNY a zero balance. In some cases, we carried forward \$14 million reserve. Result is we need to continue to adjust our appetite for spending and grow our enrollment. Have to raise the number of students; and retain them at a much higher level.

Want to elevate understanding where we are, keep campus being good stewards. We have been very good stewards.

Emphasize we have options. Assumptions built on what we expect enrollment, spending and revenue will be, what spend, and what enrollment numbers will be.

Option A. doing nothing. Not an option. Huge negative numbers that are not acceptable. What that looks like, drop from 5,700 to 4,300. Will not survive at 4,301.

Option B: do something plan. Most importantly, increase retention rates and develop stronger recruitment strategies.

This year, finished with \$2.9 million surplus. Roll into next year. Identified surplus that will carry forward 24-25.

Nothing versus something: green line, our desired enrollment. 4,800 students attainment.

Recruit 2,050 each year. Retention piece. 81 or 82 percent retention. No increase in tuition, flat state support and still anticipate having salary and other unfunded mandates.

Actions? Focusing on enrollment. Shout out to financial aid, changed to the need based, allows us to be more affordable. Leveraging these funds to recruit out of state students with tuition match program.

Todd; SUNY is marketing the tuition match program. complicated program, but basically, hey, come to student from these 8 colleges, pay same tuition as flagship college in your state. For us, Vermont, if go by SUNY model, would be no benefit to come here. Their rate is essentially the same as our out of state rate. Decided to use this match plus program, expanding what done in past, welcome to New York grant, any statue \$7,500 housing discount, and increase that to \$9,000 and add \$2,500 grant to increase tuition. Expansion of our grant. Much easier to explain to students and families. If from out of state, get this aid package. First change in six years. as long as we recruit eight more students, will at least break even. Confident we're going to do that. Admissions actively recruiting in Vermont. Identified top 10 feeder high schools in Vt. The SUNY program is eighty states.

Dan: our efforts mostly Vt?

Todd: our package available to any students. Actively recruiting Vt. lot of our athletes from out of state. Increasing the Vermont recruitment more. Tuition match targeted more toward U-centers.

Alex: Targeted spending; SUNY provided \$770,000 to develop initiatives to support enrollment. Discussed and shared. Received 800,000 in funding for new faculty lines. Provost announced those lines. Interesting to me; requirement had to align with top 20 occupations for NY state. Unique way the governor's office to provide across the entire SUNY system. Developing the 2 million set aside to support No. 1 goal of enrollment. Student success, persistence, retention, equity and inclusion/

Continuing advocate for state investment. Meet with Billy Jones to stress importance state investment in SUNY. Advocate for elevated support for state colleges.

Making perm and temp adjustments to minimize deficit. Will report zero deficit to SUNY system this year. Will continue working on finding efficiencies. Look at space usage, elsewhere to save money, identify novel ways to save money. Have received feedback from individuals; looking for ways for them to share those ideas.

Enrollment. Every 500 students puts us somewhere near 5 million.

Kim: outreach committee got info from SUNY budget request. Statewide putting together legislative agenda 2023-2024. SUNY budget request was 193,000 million operating expenses, 133 million over last year to pick up the salary increases and inflationary costs. That's a big ask; going to advocate for it vigorously. Feb. 7 NYSUT higher education day; Feb. 9 UUP advocacy day. Will have appointments across the state with legislation including our own. Have some graphs, show how horrendous Cuomo administrations were to SUNY. Numbers dip right down and hospitals go to zero. Looking at some pretty significant advocacy. Also includes quite a bit in the capital area./ small local sponsor match.

Want to ask, quite a bit of talk in legislature about dropping out of state tuition fee. Last time this came up, really opposed by border campuses because it was seen as primarily beneficial to university centers. Would help if you could provide us with information on whether could be beneficial to us. Would add a recruitment load onto admissions for out of state students. Todd mentioned our out of state tuition is less than the instate tuition at UVM. Is higher than their

instate tuition. It's debatable whether dropping that would benefit us and not just the U centers.

Information from Todd would be really helpful.

Todd: \$10,000 tuition differential between out and instate. Would have to more than double out of state students to break even, ball parking it. Is that reasonable? Don't know.

Kim: think it's probably not reasonable from an admissions point of view.

Cori: we wouldn't have the capacity to add travel, even to Vermont is a stretch.

Todd: from a systemic perspective, if there was a huge influx from out of state students, would be interesting question.

Kim: this is the idea they come up with but when get to brass tacks is it a good idea for us. Real numbers would share with Billy Jones and others. How many out of state students we have, do we have to recruit, etc. Legislative season is in February. They don't start back up in Albany until the middle of January.

Todd said he'd get information to Kim.

NYPIRG will also have a SUNY Day; EOP always has a legislative day, also, excellent opportunities to advocate. And it's been effective. Our budget last year, the first Hochul budget, was positive. All of the unions worked hard to get her reelected. Some hope budget season may be a little brighter going forward.

Alex: if we can eliminate unfunded mandates, our budget situation becomes very stable. Feels like a Tetris situation; have to take something away to do something different. There is a limited pool of students available and the u centers have not seen a decline in their enrollment in the last decade. Been community colleges, tech schools, hugest hit to enrollment.

Kim: unfunded mandates. I remember Cuomo giving out free tuition through various groups. Maybe national guard, volunteer emergency responders, is that a thing? Are those unfunded mandates? Do we have students receiving free tuition through an unfunded mandate similar to those.

Todd: tuition rates aren't adjusted if police. Are some grant programs through state. We get dollars for those. We do weigh out of state tuition. If a veteran or active military person, we'd waive out of state tuition.

Kim: how hard come up with a list of unfunded mandates?

Alex: Printer mandate. Over half a million, conversion from Moodle to Brightspace, we paid for that as well. we paid for differential in tap gap every year. No increase in cost of living. All comes out of our budget. The operating costs where we do salary increases. Even promotions. Faculty go from assistant to associate or associate to full, comes out of general fund budget.

Matt: Concerned about if need today, told let's not upset apple cart five years from now; not doing things today or tomorrow because three, four five years out change budget dynamic. That's problematic.

Alex: Example?

Matt: Every summer spent money on new exercise equipment. Now sitting on treadmills, etc., some original to program, once get up to five or 10 years old, value is reduced significantly, safety issues, haven't been able to do those big ticket purchases. Concerning; bring organizations in to train and certify our students to teach classes. Don't do much for programming — giveaways, etc., those are concerns.

Anne Herzog: identify with what Matt talking about. IT, computers on campus, ideally, have four year replacement cycle. Our funds have us on a 10-year replacement cycle. Shows we're not able to afford current technological support for campus. What I know in terms of cuts we've all had to make, there hasn't been any can-kicking. It's been rough. Haven't just pushed the issue we're spending more than we have down the road. It's ugly all around.

Cori: I feel Matt's pain. Constrained by broad-based fees that will impact things worse than currently are.

Anne: all these things relate to retention: quality fitness machines, initiatives, celebrations, all more challenging for us.

b) Michelle Toth: transparency for M/C raises and title changes. Not publicized. Comments?

Alex: publicizing I take responsibility for that. Happy send out note. Ken changed his responsibilities, director of strategic initiatives, driving implementation, coordinating for that. Provost position is a senior VP position in terms of campus, that was mentioned at commencement. No effort to hide this, just a change.

M Toth: how things come to light, I'm last to know. surprised how many came up to me and said did you know? Raises morale issue, suspicions, when things aren't shared.

Adjourned 3:04 p.m.