

## **UUP New Paltz Chapter – Executive Committee Meeting Minutes**

11:00am March 14, 2012

### **Attendees:**

*Executive Committee:* Peter Brown, Linda Smith, Jeff Miller, Shannon Roddy, Rachel Rigolino, Jerry Persaud, Richard Kelder, John Hain, Alan Dunefsky, Yvonne Aspengren, Beth Wilson, Susan Lehrer, Donna Goodman, LRS William Capowski, Chapter Assistant Mary Thompson, Ed Hanley

*Chapter members/guests:* Julie Gorlewski, Nancy Schniedewind, Amy Kesselman

Proposed agenda adopted as amended (order of business changed). Minutes of the 021512 Executive Committee meeting approved as submitted.

**Officers' Reports:** (distributed via email before the meeting)

**President Brown:** reported that neither UUP Central nor NYSUT will cover the cost of our membership (\$290.00) in the New Paltz Chamber of Commerce as originally thought. Further, per UUP President Smith, the cost cannot be covered out of chapter funds either. Therefore, Brown has elected to cover the cost out of his own pocket. Anyone wishing to help him defray the cost is invited to contribute whatever they care to. Brown then reminded all of the upcoming faculty forum on April 3<sup>rd</sup>.

**VP Smith:** has observed a noticeable slowness in the processing of permanent appointments; in some cases, delays have been extreme. She also advised that UUP VP for Professionals Abraham is considering holding regional meetings for professionals from multiple chapters.

**VP Miller:** indicated that workload survey responses will be important to the upcoming faculty forum on April 3<sup>rd</sup>.

**VP Felton:** not present; no report. Brown informed the committee that he'd asked Beth Wilson to co-chair the Contingent Concerns Committee and asked for a motion to confirm her appointment. Motion made by Hanley, seconded by Kelder, and approved unanimously.

**Treasurer Roddy:** needs the vote count on the chapter budget from our recent chapter meeting. Mary Thompson provided her with the required information.

**Grievance Officer Rigolino:** briefly recapped her report.

**Secretary Hanley:** nothing to report.

**Committee Reports:**

**Contingent Concerns:** Brown passed out copies of a draft resolution (text below) from the committee for discussion and consideration. Draft had already been distributed for review via email by VP for Part-Timers Felton.

“Resolution to Address the Growing Pay-Gap for Adjuncts at SUNY New Paltz

Whereas adjuncts (adjunct lecturers) constitute the largest segment of teachers at SUNY New Paltz, and

Whereas a substantial amount of instruction at SUNY New Paltz is routinely taught by adjuncts, from introductory and General Education classes to highly specialized advanced major and graduate courses, and

Whereas SUNY New Paltz would be utterly incapable of carrying out its mission without its 235 adjuncts, and

Whereas over 50 adjuncts have been teaching at SUNY New Paltz for more than a decade, and

Whereas adjuncts are among the very lowest-paid employees, who typically earn only \$12,000 annually for teaching two three-credit courses per semester at SUNY New Paltz and thus require other sources of income, and Whereas adjuncts at SUNY New Paltz have not received a substantial salary increase in the past seven years, and

Whereas compensation for adjuncts at SUNY New Paltz has plummeted 49% over the past four decades when adjusted for inflation, and

Whereas the pay gap between adjuncts and everyone else at SUNY New Paltz continues to widen every year, despite contractual across-the-board salary increases, and

Whereas equal pay for equal work is a widely recognized economic principle, and

Whereas budget constraints have been frequently cited as the rationale for not paying adjuncts the same rate per-course as full-time lecturers, who are compensated about one-third or \$1,000 more per three-credit course, and

Whereas increased tuition has provided SUNY New Paltz with an estimated \$1.6 million in additional revenues, and

Whereas the administration at SUNY New Paltz has initiated a process to determine how this additional revenue should be allocated, and

Whereas the Individual Development Awards Program, the largest NYS-UUP Joint Labor-Management Program, requires that at least 15% of these resources be allocated to adjuncts,

Therefore be it resolved that at least 15% of the additional \$1.6 million revenue be systematically allocated to adjunct compensation, either across-the-board or based on length of service at SUNY New Paltz.”

Aspengren made a motion to adopt the resolution; seconded by Miller. Motion was voted on and approved unanimously.

Per prior approval to change the order of business on the agenda, Brown invited Gorlewski and Schniedewind to address the committee on the issue of standardized assessment testing. After a wide-ranging discussion, the decision was made to invite NYSUT Secretary Treasurer Lee Cutler to meet with the Executive Committee in the near future to clarify NYSUT’s position and thinking on this issue.

**Affirmative Action:** nothing to report.

**Communications:** Rigolino complimented Marcia Tucci (Academic Advising) on the nice job she did on the recently released issue of “The Bullhorn.”

**Community Outreach/Coalition Building:** nothing to report.

**Legislation/Political Action:** Brown again opined that, in the absence of activity, a new appointment was needed to get this committee energized. Kelder recommended that committee chair McNitt be consulted before any change was made. Kelder stated that he would discuss the matter with McNitt.

**Membership Development:** nothing to report.

**Women’s Rights and Concerns:** Kesselman reported the committee will meet with representatives from Facilities to discuss the need for lactation rooms in new and renovated facilities.

**Old Business:**

**Planning for Faculty Forum on April 3, “workload, Faculty Voice and Quality in Higher Education:”** apart from comments made earlier in the meeting, there was no discussion of this item.

**New Business:**

**Julie Gorlewski, Secondary Education, on initiative to opt out of high stakes testing:** discussed earlier in the meeting.

- Per Miller, the Provost asked that we share data arising out of the workload survey. However, since we’d only received 39 responses so far, Miller suggested we don’t really have enough data to share at present. Smith pointed out that this survey was only the first of a pair. As the second survey has not yet gone out, we are not ready to share data.

- Wilson notified everyone that the deadline for adjunct DSI submissions had been extended to April 2<sup>nd</sup>. Further, a DSI workshop was being held later in the day.

-Rigolino reminded everyone of historian Anne Bailey's lecture "A Post Racial Society: Are We There Yet?" at 5:00pm in LC104.

- Goodman gave a brief account of the March 10<sup>th</sup> "Occupy Education March and Rally" in New Paltz.

- Aspengren suggested we hold a follow-up to last year's Strategic Planning Retreat to assess our first year effort. After a brief discussion, the meeting was tentatively scheduled for 9:00am, May 12 at the Mohonk Visitors Center.

- Kelder recommended we consider dates for our end-of-year gathering. After a brief discussion, the event was tentatively scheduled for 4:30 pm, May 12 at Bacchus.

**Upcoming events:**

Mar 28 Part-Time Labor-Management meeting, 11:00am, HAB

Mar 28 Executive Committee meeting, 12:30pm, JFT

Apr 6 Labor-Management meeting, 2:00pm, HAB

Apr 11 Executive Committee meeting, 11:00am, JFT

Apr 20-21 UUP Spring Delegate Assembly, Albany, NY.

Apr 25 Executive Committee meeting, 12:30pm, JFT

May 9 Executive Committee meeting, 11:00am, JFT

May 11 Part-Time Labor-Management meeting, 11:00am, HAB

May 11 Labor-Management meeting, 3:30pm, HAB

May 12 Strategic Planning Session, 9:00am, Mohonk Visitors Center

The meeting was adjourned at 12:20pm.

Respectfully submitted,

Ed Hanley  
Chapter Secretary