

Subject: UUP New Paltz Chapter Labor-Management Meeting Notes

3:00pm December 17, 2012

Administration Attendees: President Christian, Provost Mauceri, Chief of Staff Wright, Asst VP Halstead, HR Director Blades, HR Associate Director Papa

UUP Attendees: President Brown, VP Smith, VP Miller, NYSUT Labor Relations Specialist Capowski, Secretary Hanley

1. MOOCs. Is the College considering offering any MOOCs (massive open online courses) in the foreseeable future? If so, what departments are involved, and what arrangements are being considered to support and compensate the instructors?

Provost Mauceri indicated MOOCs are not on the agenda right now and it would be inappropriate to speculate when or if they will be; discussing arrangements that might someday be made relative to them would be premature. Per Mauceri, MOOCs will be revisited at the appropriate time. President Brown indicated there was already movement on them elsewhere in SUNY; Mauceri agreed they were certainly being talked about. President Christian pointed to the interest in expanding online learning within SUNY, noting the online courses being offered at New Paltz this winter were a step in that direction. He also noted the enthusiastic student response to the offerings; interest in them is certainly there. Returning to MOOCs, Mauceri opined that we don't need to jump in until these courses are a little further refined. When Brown asked if our local efforts would await developments in Albany, Mauceri replied yes – at least partially.

2. Union service. As previously discussed, SUNY New Paltz is an outlier among our sister institutions in that other comprehensive colleges count work within UUP as service for personnel actions. At the suggestion of the administration, UUP has contacted the Reappointment, Tenure & Promotion Committee as well as the Committee on Salary Increase. Neither committee objected to counting UUP work as service, as long as it is unpaid. The chair of the RTP committee wrote that she “never thought this service did not count and certainly always operated on the assumption that it did.” UUP again requests that union work be clearly specified as one of the areas of service falling under Article XII, Title C, §5 of the SUNY Policies of the Board of Trustees, which include, but are not limited to “such things as college and University public service, committee work, and involvement in college or University related student or community activities.”

Mauceri acknowledged that union work does count as service. He also stated that if there were people who were resistant to this idea, they could be approached one-on-one to make this clear. Christian noted this was the first time he was hearing that any such resistance might exist. When Brown suggested that a college wide understanding was needed, Mauceri indicated he was OK with saying “it counts.”

3. Replacing part-time faculty. In view of the fact that 42% of our General Education courses are currently being taught by part-time faculty, what plans does

the administration have to insure that a greater percentage of the College's GE courses are taught by tenure-stream faculty? What are the College's staffing goals for the future? What percentage of courses, GE and others, being offered by tenure-stream faculty is the administration aiming for, and how many years does it project it will take to achieve this benchmark?

Brown opened the discussion by reaffirming the union position supporting a reduction in the number of part-timers in favor of full-timers. He then asked if the administration had a target percentage for the ratio between the two groups. Mauceri stated that, while the College is moving in this direction, there is no metric-driven plan driving changes to the ratio and he did not want to establish a target number or percentage. Christian pointed out that the mix is not necessarily administration driven; departments and chairs need to be involved in determining their own particular needs. As for GE courses, Mauceri acknowledged the need to get full-time faculty more involved in this area and noted that altering the mix of part-timers and full-timers teaching them is an ongoing process. In response to Brown's question about where are we going and how soon we would get there, Christian stated that we remain on course to reduce the overall number of adjuncts.

4. Budget allocation and shared services. How is New Paltz likely to fare with SUNY's new budget allocation formula? Will it be linked with shared services? What is the current extent of shared services at SUNY New Paltz, and where can developments in this area be expected to take us in the next several years? What are the areas where shared services will most likely be occurring?

Christian explained that the three iterations of the plan thus far all reflect a massive reallocation of funding. The university centers will gain at the expense of the technical and comprehensive colleges and tuition and taxpayer support will be enrollment driven. However, he has seen no actual numbers. Asst VP Halstead pointed out that New Paltz had been under funded in the past because the counts of our student population were inaccurate, being off by several hundred in some instances. Regarding shared services, the new allocation formulae are not linked to shared services. Rather the campus will be linked functionally to other downstate campuses in areas such as logistics, purchasing, and information technology. The campuses involved are in the process of setting up teams, determining timelines, and attempting to quantify potential cost savings. Brown asked if the administration would share documentation from SUNY about shared services. Halstead said she saw no reason why it couldn't be shared though she would check first to ensure that was the case. Brown concluded by pointing out that people are concerned they will be replaced as shared services are implemented. Christian observed that the implementation process would occur over time and, while some positions might disappear as people left or retired, he foresaw no immediate impact or threat to jobs.

5. Course Load for Lecturers. At our last meeting, we discussed the course load for lecturers, which, compared to other SUNY comprehensives, is not only unusual and excessive, but harmful to faculty and students alike. We were told that lecturers only rarely taught a 5-5 course load, and UUP requested data on the actual course load of our current lecturers. UUP maintains that any course load above 4-4 leads to

rapid burnout for the instructor and diminishes the educational quality for our students. If scholarship and professional development are considered essential to the academic life of tenure-stream faculty, the same should also apply to lecturers, at least to some extent. Can you provide us with any research showing that a 5-5 teaching load is beneficial to either faculty members or their students?

Brown asked Mauceri if he had any numbers on the actual course loads of our current lecturers; Mauceri replied that he did not. After briefly restating the issues encompassed by this agenda item, Brown indicated he would like the administration to consider putting New Paltz more in line with our sister institutions with respect to course loads. Brown then passed a copy of the chapter's 2011 "Petition for Educational Quality, Fairness, and Equity" to Mauceri. At that point, Christian asked why we were talking about the petition as it was not part of the agenda item then under discussion. Brown explained he had reintroduced it because some of the points in the petition were relevant to lecturers. Further, he (Brown) wanted to continue working through the points in the petition in the months ahead as the issues they reflect are still considered "on the table." Returning to course load, Brown took the position that a 5/5 is too high. Christian and Mauceri both emphasized the need to maintain the distinction between lecturers and full-time tenure track faculty and lecturers. Narrowing the difference in their respective course loads would leave lecturers with a workload similar to that of their full time tenure track colleagues, but without the extra responsibilities borne by the latter. Again noting the substantial difference between the two groups, Christian expressed a willingness to consider a workload of 15 credits *or equivalent* for lecturers. Discussion of the issue continued for an extended period, but concluded without arriving at any specific agreement(s). However, Brown did indicate he would like to continue discussing the issue in the future.

After all agenda items had been discussed, Christian provided a brief update on the leave donation program for assisting victims of Hurricane Sandy. Though the chapter had previously released information about leave donations, it was subsequently discovered that the program had not yet actually been approved by the Governor. Thus leave donation actions were on hold pending receipt of that approval; HR would proceed as soon as approval was received.

The meeting adjourned at 4:00pm.

Respectfully submitted,



Ed Hanley
Chapter Secretary