

**LABOR MANAGEMENT MEETING**  
**Wednesday November 20<sup>th</sup>, 12-1pm via zoom**

I. Update on Professional Performance Programs and Evaluations

HR sent out a note to remind professionals that completion is required for DSI is eligibility which led to an increase in completions. To date:

Performance Programs 81% complete – 322/394

Evaluations 259/242 93% complete

UUP President thanked HR for continuing to follow up on these important documents.

II. Discussion about possible change of course load for 12 month faculty

*UUP Chapter President stated that the chapter had heard – perhaps erroneously – that there is to be a change in course load for 12 month instructors from 4,4,2 to 4,4,3 or equivalent.*

*Requested clarification and made the following points:*

- a. Faculty have a full workload at 4,4,2 – thus is their course load is increased then it would be an increased workload.*
- b. An increase in work-load should be accompanied by an offset in work expectations elsewhere – is this happening? Further, is there sufficient additional work expectations for 12 month instructors (no research requirement) to allow for an offset?*
- c. If no offset in work expectation is planned, is the college planning to offer increased pay?*

Provost wondered the origin of the notion that the workload would be increased and stated he had not had a conversation to that effect. He did recall a conversation about distributing the workload of 12 month instructors differently, perhaps lower in fall/spring and higher in summer – although nothing had been determined in that regard. He clearly stated that there would be no increase in workload.

III. Discussion about impact on adjuncts of scheduling of ENG 112 courses

*UUP Chapter President made the following points regarding scheduling of courses in fall semester, and requested some reconsideration. Also asked for rationale driving the decisions such that perhaps a superior path forward might be suggested.*

- a. Faculty who work six consecutive semesters can receive term appointments*
- b. Faculty who work six credit hours or equivalent each semester can access 26 weeks of healthcare – thus teaching two sections fall and spring permits year round healthcare which is a considerable value*

- c. *The local market is responding to the UUP contract and offering more attractive packages to adjuncts thus “tightening” the local market – this will likely present significant challenges in hiring and likely lead to the loss of longer term more experienced instructors.*

Provost Abraham stated the rationale for the decision is to seek to ensure freshman are equipped with “essential skills” as soon as possible. The freshman writing course does not just impart writing skills but also addresses plagiarism, use of AI etc. It is also a “cohort building” class, the college hopes having more freshman take the course in the same semester will foster stronger social networks.

That said, Provost Abraham said he was aware of staffing challenges - stated that it would be appropriate to explore what other capabilities current spring semester adjuncts had and what other courses they might teach. Use the information to allocate classes and retain good faculty.

*Brockport Chapter President sought clarification – “I am hearing that in order to address staffing challenges current 2 semester adjuncts will be redirected into other courses if there are not sufficient composition courses in the spring”*

Provost Abraham and Assistant Dean Denise Copleton confirmed that was a correct interpretation of their position.

#### IV. Feedback re. discussion about availability of Drescher Leaves

*UUP Chapter President made the following points to express the sentiment of the faculty regarding restricting the Drescher leave to one a semester, and requested reconsideration with restrictions re. limits on number per department each semester.*

- a. *It seems unfortunate given the college’s commitment to diversity and the low cost of this program aimed at helping to create diverse faculty*
- b. *The applicant has to outline a plan for replacement’s while on leave so surely the concern about two faculty in one dept. can be addressed*
- c. *The rule seems to penalize diverse departments that may have multiple eligible candidates*

Provost Abraham stated that the restriction to one per semester pre-dated him – he felt that it was likely not due to monetary concerns as the campus contribution was fairly modest.

Dean Brasted stated that she was not aware of the origin of the restriction and that it had been common in the past to have multiple Drescher recipients in a semester.

Provost Abraham stated he would discuss the issue with President Mcpherson and let us know if we can lift the cap for future semesters.

V. Discussion about use of Brightspace for proctoring exams.

*UUP President stated that members have raised concerns about how Brightspace has rolled out for proctoring exams and asked for consideration to be given to providing access to scantron processing and a “Best Practices Guide” for those who use the Brightspace system. Presented the following feedback from faculty:*

- a. Some faculty do find the system to be more efficient than scantrons*
- b. Some faculty have given up using the system and purchased scanning devices/software*
- c. Some faculty find the software that uses cameras as students take tests intrusive and are reluctant to use it for that reason*
- d. Some faculty reported students taking exams on behalf of others, or logging on in a space near the classroom and taking the exam with notes, or making it appear they have finished the exam in class and then going elsewhere to complete it using notes*
- e. Faculty reported avoiding cheating is like an “arms race” – very time consuming.*
- f. Many members agreed that some type of “Guide to Best Practices” could be helpful to give instructors help in processes to avoid cheating.*
- g. Many also agreed it would be nice to have traditional scantrons available at college expense.*

Provost Abraham stated that KSPPE had been interested in purchasing a scantron machine but had not pursued it due to cost factors. He recognized cheating was a “real concern” but not unique to the proctoring of exams. Suggested faculty reach out to CELT for assistance.

UUP Chapter President stated that the concerns were coming in part from faculty who had been working extensively with CELT’S curriculum design teams; also that costs for a scantron reader were fairly modest (KSPPE had been considering adopting the old campus system. Further that faculty time was not being well directed trying to make the system suit their needs.

Dean Brasted stated that she was not aware of the challenges and could consider working with departments to alleviate the problems/provide a scantron option. Suggested faculty request chairs raise issue at Chairs and Directors meeting.