

UUP ESC Chapter Labor Management Meeting Agenda

July 24, 2019 from 2-4 pm

In attendance:

Labor: Pamela Malone, Dave Puskas, Anastasia Pratt, Kelly Mollica

Management: Nikki Shrimpton, Tracy Meek

Funding and Initiatives: The chapter requests any update(s) of State, SUNY or college initiatives and/or funding that could impact or would be of interest to the chapter membership, including but not limited to:

A discussion of the college budget and information regarding current enrollment and overall enrollment trends at ESC, and the impact on the college budget.

- a. *Management confirmed that the college received a 2.1 Million allocation. Even with a 6-7% decline in enrollment (based on credit count), the budget will break even with our allocation. This allocation is targeted to support our contractual increase in salary and mitigating compression. The college should receive monies by late July. Management will then review the funding requests to identify how the monies will be used.*
- b. *Fall 2019 enrollment is looking strong at this point in the enrollment cycle. As compared to our final count for Fall 2018 (87,740 credits), students have registered for 59,000 credits as of July 24, 2019.*

SUNY Online: A service level agreement was mentioned at the last meeting. Has the college signed it? Is it the same as sent to all campuses from SUNY? If there is anything in addition to that, the chapter requests a copy.

- a. *The service agreement for SUNY Online is still being refined. Management mentioned that the agreement is unique to SUNY Empire's involvement, rather than it being a generic contract.*
- b. *There may be a very small amount of reassignments, and stipends may be used to acknowledge extra work.*
- c. *No specifics were confirmed regarding a budget associated to SUNY Online.*

Implementation of the 2016-2022 UUP Agreement: Continued discussion of management's plans for the upcoming Discretionary Salary Increases distribution.

- a. *Discretionary raises were discussed at Cabinet. The college will not have a formal process for self-nominations but will announce to members when the nomination process is open. Management will ask directors for input on which members are candidates for a discretionary increase. The college received guidance from SUNY that the awards are not to be distributed across the board. Management indicated the awards will be based on performance and are meant to be meaningful to those persons.*
- b. *Regarding compression increases, the college recently received a request for information from SUNY and that process is ongoing.*
- c. *Our chapter will focus on expressing our concerns and need for transparency during the next management meeting.*

Use of Temporary Appointments: During a review of the member list from May, the chapter noticed there are dozens of members with a temporary appointment but with start dates older than 2 years.

- a. *Appointment eligibility is reviewed on a monthly basis. Adjunct appointments may be experiencing discrepancies based on the frequency or infrequency of teaching schedules and course demand. An annual review is also set to determine if a membership appointment is temporary or term.*
- b. *The chapter requests a review of all temp appointments and rationale for continued temp appointments when the start date is older than 2 years. Most of those with temporary appointments are part-time academics, which are entitled to a term appointment after four consecutive semesters.*

Appointment Letters: The chapter heard that some part time members have not received their appointment letters yet; the chapter requests a status.

- a. *HR confirmed that they sent out 750 part-time and adjuncts letters by July 2, 2019. If someone has not been provided a letter, please inform your Associate Deans. Both UUP and HR will verify. HR is looking to speak with those who are experiencing a lag with appointment letters.*

Performance Programs: continued from the last meeting, the chapter will be setting a date for Saratoga-area training on performance programs for our members. As discussed last month, we are willing to schedule this at a time when the AVP for HR is able to attend.

- a. *A supervisor training will be scheduled with the AVP of HR in mid-August.*
- b. *In regards to late performance programs, HR acknowledges a need to streamline the process. Tracking issues have been acknowledged, as the process is a mandatory discussion. HR is interested in researching processes that would digitize performance programs.*

Intellectual Property—follow up from last month

SUNY has clear policies on faculty ownership of their work. The chapter requests any documentation that is presented to faculty that suggests instead that the college or any other body owns their work.

- a. *Management mentioned that there is no documentation that states that SUNY Empire owns our faculty's work. They are adhering to Board of Trustees policies.*

Request for Documents: Current organizational charts for all divisions.

- a. *We are still awaiting on the organizational charts for:
President's Office
OAA Organization
OEM Organization*