

## **September 11, 2019 UUP ESC Chapter Labor Management Meeting Notes**

### Attendees:

Labor: Kolisnyk, Malone, Pratt, Puskas

Management: Malatras, Meek, Shrimpton

**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:**

### **Enrollment trends and the current look at fall enrollments.**

- Lower in # of students (58) and credits than where were were at last year's census.

### **Status of the upcoming budget and efforts to address budget shortfalls.**

- Now down to \$1.5 million (instead of the projected \$4.6 at the Senate meeting) [does not factor in bookstore]
- Lexi is trying to get a handle on where we are, where the money's coming from, etc.
- Going to fill a couple of essential faculty vacancies, so deficit will go up some and we'll have to find other ways to address it.
- Have cancelled some IT contracts to deal with deficit, have started looking at service agreements across the state to try to close the gap. ("We pay widely varying degrees depending on where we are." Going to go back and try to negotiate as ONE entity instead of as individual locations.)

### **Status of any revenue initiatives.**

- Bookstore is one potential.
- Looking to increase enrollment through actual certification and FT/PT enrollment
- Announcing partnership with Department of Labor so that ESC will become a hub of Jobs NY database. Starting in Albany, but the goal is to extend it across the ESC system.
- Looking for other diversification of other financial resources.
- Partnerships = first priority because there are so many possibilities. Will move to other methods/resources after.

### **SUNY Online**

**The chapter requests a copy of the service level agreement for SUNY online. The chapter has requested a copy of this agreement for several meetings and we do not feel it is inappropriate to receive a copy of the agreement at this time.**

- Service Level Agreement is confidential, requiring SUNY's permission to share.
  - We have an agreement specifically between ESC and SUNY.
  - There was a sample online, on Facebook, which Management would like to see.

**The chapter asks for a reminder of all ESC degrees available through SUNY online, and a list of any additional courses outside of degrees that are available through SUNY online.**

- Concerns about resources, intellectual property going out of the college. Concerns about who will be doing the online courses and whether they will be forced to do them.
  - Jim shares concerns. But, we are the largest online provider in SUNY and we get a huge amount of revenue from those courses. It's good for our students to have those online courses, along with face-to-face. Will not put us in the position to be at risk. Trying to use this, strategically, to put us and our students in a better space.

- Programs and courses we'll offer as part of SUNY Online have been announced.
- We don't yet know how much technical support ESC will be offering. Don't think that SUNY has settled how it's going to handle the model for tech and student service. Possibilities for us in those models, but not decided. Contract says they can't unilaterally impose anything on us.
- Online offerings:
  - MBA Management, MBA Healthcare Leadership, BS Management (2020), BS Psychology (pending approval, spring 2020), BS Security Studies (Fall 2020)
  - No listing of additional courses at this time.

### **How might online courses differ under SUNY online?**

- SUNY Online will have its own format (Blackboard), with possibility for changes so that each college/instructor can personalize.

### **Liberal Leave**

**In recent years, the college has abandoned the practice of designating Liberal Leave days during times of very low volume, such as the day after Thanksgiving, Christmas Eve, and the days between Christmas and New Year's Day. There are only two days currently designated as "limited staffing" which are the day after Thanksgiving and Christmas Eve. The chapter leadership has heard from many members who have staffed offices during these periods, and requests this be re-visited.**

- Management will investigate the ability to further designate additional limited staffing days.
- Management provided a list of members more than 33 days of accrued vacation.

**Course Cancellations: It was discussed during recent governance meetings that courses are being cancelled due to low enrollment on a case-by-case basis. The chapter has the following questions:**

- **What are the criteria to review a course for cancellation, and at what time? How are the instructors and students notified of the standards?**
- **What is the procedure for the review? Is it consistent across disciplines?**
- **What are the criteria for cancellation? Are they consistent across disciplines?**
- **What are the steps once a course is cancelled? How are students and the instructor notified, and are they given the opportunity to study/teach via independent study?**

Discussion:

- Looking at the possibility of combining two small sections, at whether the course is critical component of concentration, at whether the course is offered every term or only once a year, at whether the course is offered in various modes so students have alternatives, at whether line faculty are available to teach the course. Not about specific protocol ("don't reach this number X, then course is cancelled"); rather, it's a multifaceted review.
- ADs started review at 4 weeks out from term so that they could offer options to students. Student, mentor, and instructor are notified if a course is cancelled, with messaging to student and mentor coming from message developed by 6 ADs. Tried to contact FACs if cancelling a face-to-face option. (Not sure got everybody in fall 2019 registration, but made the effort and will do so more efficiently).
- In the end, cancelled fairly small number of courses.
- Will continue to refine cancellation process and the scheduling process so that we can avoid this. That is, ultimate goal = no cancellation of courses.
- Do instructors know that cancellation is possible? How are we removing that element of surprise?

- ADs/DOCs will monitor and contact instructor if the course is at risk.

**Adjuncts at the College, the chapter has the following questions:**

- **Compared to this time last year, how many adjuncts are employed at the college?**
- **If the number is lower than last year, why was each adjunct not offered a reappointment? A summary is fine.**
- **Compared to last year, how many adjuncts are there employed at the college who are eligible for health insurance?**

Discussion:

- 815 in 2018; 733 in 2019
- Reduction, in part, because of fewer courses and lower enrollment. But, we might have some of adjuncts teaching more than one section/course. Continuing to try to be sure that line faculty are able to meet their targets and teach courses.
- 239 in 2018; 223 in 2019 eligible for health insurance.

**Use of Temporary Appointments: An update on management's review of the examples given at last month's meeting.**

- Management looked into specific members, and one example was an adjunct who did not teach over the summer and therefore always resetting the clock.
- Reason for discussion is greater stability for adjuncts.
- Putting these folks on term appointment represents little risk to management, a benefit to adjuncts, and a gain in terms of relationship.

**Request for Documents:**

- Organizational chart for the Office of the President
- Organizational chart for the Office of Administration

**Compression:**

- Management will be sending email/survey/something to faculty to ask the questions necessary for the SUNY- and UUP-wide discussion of compression.