

UUP ESC Chapter Labor Management Meeting Notes

February 17, 2021 via Teams

In attendance:

Labor: Malone, Russell, Puskas, Kolisnyk

Management: Lindsay Holcolmb, Nikki, Tracey

1. **Funding and initiatives:** Nathan and Lexie provided enrollment and budget information at the town hall at the end of January. Are there any updates?
 1. Current and projected enrollment figures.
 2. Updates on any initiatives to generate enrollment.
 3. Update on state and/or federal funding.

- Labor is still down due to not getting the cohort in the fall; although they did get some new students and quite a number are still supposed to register for the spring.
- There has been a 2 percent increase in enrollment due to partnerships; management will clarify if that is overall enrollment or an increase in the partnerships.
- New initiatives were discussed at the recent town hall.

2. Job Losses

1. At the January 28 Town Hall, savings from payroll period 20 in 2019-20 to this year's payroll period 20 were \$2,915,076 for PSR and \$160,293 in temporary service. The chapter requests a breakdown of these numbers:
 1. What positions are included in these totals?
 2. How many UUP members during this time were issued a notice of nonrenewal, by full time academic, part time academic, full time professional and part time professional?
 3. Of the members issued non-renewals, how many had health insurance through the college?
 2. The town hall also mentioned scrutiny of vacancies and job postings. What criteria are used to determine filling a position? If refilling a position is denied, how is the workload of the previous incumbent assigned?
- Management stated it was difficult to attribute to specific positions as there have been a variety of changes and vacancy gap savings.
 - There were 47 vacant UUP positions; some came back later as adjunct or reduced lines. Of the 47, there were 30 retirements, 16 resignations, and one nonrenewal not for budgetary reasons.
 - There have been 25 UUP hires during this time and 16 positions posted.
 - There's also the lag with faculty and management will replenish next year—did significant full-time faculty hiring in the last 2 years. Have also taken multiple part time lines through retirement and made then a full-time position.
 - The committee to review positions is in exec leadership—Meg, Tracey, OA, OAA, chief of staff, officer in charge, HR. Generally, the departments already have VP approval, so a need has been identified. The committee looks at SUNY online, workload and any skill set we already have in that area; also reviews full and part time status, long range view and if there is someone internally to be promoted.
 - The chapter stressed that UUP's position is that CARES funds should be used to secure jobs. This is especially critical since the second wave of funding has less restrictions.

3. COVID-19 Pandemic Related Issues

1. Reserving space to discuss any updates, concerns or any other information regarding the pandemic. This month, we will ask about testing and vaccines, as well as communication plans for both.
- Have done 3 rounds of Saratoga pool testing on rotated days. Each averaged 30-40 people which equates to about 3 pools for Update Medical. If people register ahead of time, it takes about 5 minutes.
 - Working with Everlywell for the original test kits which we are doing for Rochester, Selden, maybe Buffalo. They will not hear from them unless in a pool with a positive test. Then they have to quarantine until further tests.
 - Pamela reviewed that UUP has pushed to include student-facing professionals in vaccine eligibility. If management hears anything they will share.

4. Questions regarding location moves and closings

1. Update on the Manhattan move, and any updates on any other location closing and/or move.

- Management found a vendor for the book donations in Manhattan; it's all been set up. Have just finalized the process, and Tracey will look into getting the message out to the members.
- They held a governance meeting in Long Island to give some updates on the moves to provide an opportunity to get questions answered.

5. Faculty Credit Assignments

- There was a discussion of a COGNOS report that is available on MyESC; however, we testing in real time and it appears not to be working. This is the report that should show the central point of data. Management will check on this.
- UPDATE since meeting: Decision Support will be holding "office hour" meetings where faculty can stop in and learn how to run the report.
- Nikki and Jason will meet regarding any individual faculty member with issues or questions regarding targets and assignments.
- This is an ongoing issue that will require follow up.

6. Faculty Targets and Credit Loads—Part timers

There was a discussion related to the percentage decrease and appointment shortening of the part time academic members.

- Regarding part time members who were not extended to the 12 month appointment, the chapter asked about the fall. Management stated it was too early to say as they have not completed fall planning yet. The chapter requests they be placed on term appointments when/if reappointed.
- Regarding the part time members who have not had their percentages restored, there are about 20. As students were coming in, management was restoring the lines. All should have been notified; HR sends letters as soon as the dean submits the PAF.
- This was followed by a discussion of the assignment of credits to part timers to ensure they did not in fact work their higher percentage during a time of a reduced line. Management acknowledged the complexity of the issue and stated that they did not put full targets back and they were prorated. The chapter will review.
- The chapter suggests any member with concerns contact the Officer for Contingents or VP for Academics.

7. Faculty Targets and Credit Loads—Full timers

1. The rumor that there is an agreement between the union and the college related to the right to increase load by 20% each year is still prevalent. The chapter requests management inform all supervisors of faculty that no such agreement exists.
- Reviewed the history of this rumor, and Nikki stated she reminded all deans this week about it.
2. A discussion of the "plus or minus" 20% in faculty targets (versus assignments). How are these monitored, and what action is taken if a faculty member is 20% below? Above? What action is taken if a faculty member is consistently above target?
- Deans should be managing this workload. We did expect this year we would have more at the 120 level but do not expect anyone to be 120. Management is generating extra service for those over 120.
 - The message to the deans now is that they should be to bringing everyone back to 100%, rather than the high end of the range.
3. The chapter requests that pre-advising be considered part of an academic's obligation so it is inherent, not in addition to, their work. There is a lot of uncredited work in advising when a student then does not enroll.
- There was a discussion of this topic, and it is a recognized issue across higher ed. Will look to see if there are recommendations from the Presidential Task Force.

- Also discussed the training requirements for the Center for Autism, which is supposed to be 40+ hours. This will be a follow up item.

8. Presidential Search: Update

- Working to finalize the executive search committee.
- Have selected a firm and are working with SUNY on the contract piece.
- Almost wrapped up with the search committee—internal employees, students, reps all community elements. Hope to finalize all in next few days and start as soon as we get the search firm. Next step would be the Chancellor gives the charge to committee, then posting and national recruitment.

9. Additional topic: DSI/Compression Update

- Award letters will be mailed for both DSI and Compression awards at the same time and once they are entered into the system. Should expect two letters if someone received both.
- Will be in the check dated March 17 for both types.
- Working on the next communication for the percentage that has been determined for the compression. All VPs and Directors will have the award list for their areas.
- Reminder that the discretionary is not a lump sum, and for compression the salary is not the percent of your salary or the pool, it's what the individual was compressed.