

Principles to Guide Change at Empire State College

United University Professions Empire State College Chapter

Whereas, the State University of New York exists to serve the greater public good for the people of New York State;

Whereas, United University Professions, a union of over 35,000 employees at the State University of New York, is guided by a set of Founding Principles which include: 1) an opposition to layoffs except for those occasioned by retirement or termination for cause; 2) Steadfast support of the *public* nature of the University, and opposition to proposals that lead to privatization; 3) support for the most vulnerable amongst the membership, namely part-timers and adjuncts; 4) Solidarity with other unions and the labor movement generally speaking;

Whereas, rights regarding the terms and conditions of employment of members of United University Professions are contained in the Agreement between United University Professions and the State of New York;

Whereas, as a pioneer in the field of nontraditional public higher education, the dedicated faculty, professionals, and staff of Empire State College will continue to serve the greater public good by providing “innovative, alternative and flexible approaches to higher education that transform people and communities;”

Whereas, the United University Professions Empire State College Chapter recognizes that changes at college, in administrative structure as well as in academic programs, will and should occur as the college strives to enhance its ability to serve the people of the State of New York and meet the educational needs of our students;

Therefore be it resolved, the United University Professions Empire State College Chapter endorses the following principles to guide change at Empire State College:

1. The mission and core values of the college are respected and preserved, as is our commitment to serve the public good through the provision of an accessible, high quality public education;
2. A process for identifying and researching problems, as they relate to the the mission and core values of the college, and that involves input from entire college community;
3. A review of proposed changes with all affected parties prior to implementation;
4. Implementation of changes does not result in job loss unless by attrition, even if this increases the time frame for implementation;
5. Complete information regarding fiscal constraints on the college is made available to the college community;

6. Changes responding to fiscal constraints are delayed until all other avenues are explored and exhausted; and
7. The members of the United University Professions Empire State College Chapter will:
 - a. Work together to protect those most vulnerable among us and bring matters of injustice to the attention of the chapter leadership;
 - b. Live by the Founding Principles of United University Professions including the recommendation that they "...not participate in campus or statewide efforts to identify programs, departments, other units or individuals for retrenchment inasmuch as such efforts can only produce dissension and disunity among colleagues at the sacrifice of academic integrity;"
 - c. In their daily work engage in activities that ensure the rights of UUP members are preserved.