

## **UUP ESC Chapter Labor Management Meeting Notes**

May 19, 2022 via Teams

**Chapter in attendance:** Pamela, Jason, Kelly, MaryHelen, Sophia, Michelle (LRS)

**Management in attendance:** Nathan, Tai, Lindsay

### **Funding and initiatives**

1. Discussion of enrollment and revenue.
2. Discussion of plans to address budget shortfalls. How will this impact part time members?
3. Reserving time to discuss NYS budget, which will hopefully be passed by the time of this meeting.
4. Former administrators returning: what financial support is ESC receiving from SUNY to support the salaries of Malatras and Nesler?
5. Advocacy:
  - a. Continued discussion of ESC's advocacy for our share of the operating funds.

**Discussion:** Enrollments trending down for fall; if Amazon and MTA happen, we're projected to be flat. Still waiting for final numbers from SUNY re: funding; lots of variables surrounding the final budget (which is pending). In the process of doing annual review of part-time lines based on performance and needs, so any adjustments would be made over the coming weeks. *The Chapter stresses that employment is tied to healthcare and lowering part-time employment may put some employees in jeopardy of falling out of eligibility.* ESC won't be getting anything this budget year for the salaries of Malatras and Nesler. *The Chapter requests for management to help advocate with SUNY for debt relief for adjuncts and part-timers.*

### **Department Chairs**

1. Reserving space for continued discussion of department chairs.

**Discussion:** Still building out the timeline. No real updates to report. Still planning to roll out in 2023.

### **Civility and Climate**

1. Reserving space to discuss the rollout of the policy and college climate. What has been GOER's response to management's request for permission to negotiate?

**Discussion:** Have not heard back from GOER yet.

2. Student Conduct: Has the administration seen an increase in student conduct cases? We are hearing reports from members that inappropriate behavior from students is on the rise. A discussion of the administration's response and plans to address.

**Discussion:** No specific increases in student conduct issues. We have a few "warnings" that we've sent to students, but no escalation of conduct issues. The new conduct policy is going to the Senate in June. *The Chapter asks for paid training and orientation for adjuncts that would include training on how to appropriately route student conduct issues. The Chapter expressed concern that many adjuncts do not want to disclose student conduct issues because they are worried about their employment.* All employees, including adjuncts, must feel comfortable reporting issues and information about how to do this should be clearly communicated out. One idea is to put a conduct statement in the syllabus template.

### **Part Time ESAs**

1. Clarification of when mentees are counted for ESAs and payment.

**Discussion:** Will need to check. The adjunct appointment process is still being explored.

### **Conversion to Bright Space from Moodle and other trainings**

1. How will employees, including full and part time line faculty and adjuncts, be compensated for the time needed for conversion?
2. The chapter once again requests a list of all trainings that are mandatory for all employees, and the schedule of these trainings' due dates.

**Discussion:** Management has hired four extra employees to assist with the conversion workload for existing staff. Thus far, the process is moving faster and smoother than previous conversions. SUNY is carrying most of the IT, backend lift. *The Chapter inquires how training will be conducted for faculty and users: how will this go?* Training will depend on the user's role and comfort with tech; tiered training. Management will get the schedule and time commitment for each workshop and share with the Chapter. All new-hire adjuncts receive training on the LMS used by the college.

### **Equity Reviewers**

1. Discussion of this role and potential impacts on the membership.

**Discussion:** *The Chapter expresses concerns about this role.* Management states that all search members are responsible for DEI training prior to being on a search. This role would be subbing out of the “external” committee member on a search. This year would be a “pilot” year for this role, then we can reassess and decide where to go from here. The language in the presentation is not final, formal language. *The Chapter stresses that this role is not and should not be the only step to solving an institutional problem because the climate that diverse new hires step into is as important as the process through which they were hired.*

**Professional Searches:** The chapter was informed that the process for internal searches as agreed upon in the Professionals’ Handbook are not being followed, by direction from HR. This includes:

2. HR refusal to let committees select a final candidate from the internal pool.
3. HR informing chairs they must interview external candidates, and in some cases, who from the pool.
4. The internal pool of candidates not being separated from the external pool, and external candidates being available for the committee to review prior to the internal pool.

**Discussion:** Management explains that a position is open internally for 10days before being open to external candidates. The intention of opening a search externally is to ensure an equitable search. *The Chapter reiterates the importance of promotional opportunities for PE employees as a part of equity.*

**Information Requests Related to Instruction by Part Time Faculty: awaiting data**

1. Of the number of credits taught in the last two academic years (6 semesters), what percentage of credits were taught by part time faculty?
2. Please provide for each term: the total number of credits, number taught by full time faculty, and number taught by part time faculty.

We believe this information should be readily available in Banner.

**Discussion:** Management will compile the list and share it with the Chapter.

Respectfully submitted,  
Sophia M.

