

UUP ESC Chapter Labor Management Meeting NOTES

In Attendance (Chapter): Anastasia, Janet, Kelly, Malongze, Pamela, Sophia, Michelle C. (LRS)

In Attendance (Management): Lisa, Lindsay, Rob

January 17, 2024

Campus Budget, Enrollment and SUNY Sustainability Plan

- Regarding Empire, what are the plans to address the projected significant deficits in upcoming years?
- What savings opportunities are there?
- Updates on any enrollment initiatives.

Discussion: Management says that as per Julie, more information is pending the next budget forum on Feb. 16. Right now, they're actively monitoring expenses as they come in to consider where more cost effective contracts might exist. Enrollment and retention will be part of the Feb. 16 budget form.

Adjunct Supervision

- We have been unable to verify the existence of supervisor lists. The chapter is seeking that all adjuncts know who their supervisor is, and all supervisors know the adjuncts for whom they are responsible.

Discussion: The Chapter states that adjuncts are reporting a need for clarity on their reporting/supervisory structure, who their contact is about cross divisional teaching, etc. Management explains that adjunct supervision is in the job description of the Area Coordinators. They should be aware of their supervisory responsibilities and should be communicating those to the adjuncts they hire. Anyone teaching in multiple departments would report to the ACs in those respective departments.

UUP's Legislative Agenda

- The agenda should be finalized by this LM meeting.

Discussion: UUP's legislative agenda is out: <https://uupinfo.org/legislation/agenda>. Items of interest to Empire: Additional \$20M for EOP; Mental Health EOP; UUP requests that fees be included in TAP, and that the minimum TAP award and income threshold be increased; Excelsior: change to 12 credit hours per semester rather than 30 per year; increase family income; cover fees and books; \$139M to close deficits and \$110M to enhance programs and services; \$15M to hire sustainability professionals across SUNY; Climate Change Superfund Act; UUP requests \$53 million, equitably distributed across all state-operated campuses, to support the hiring of full-time faculty and professional staff; Procurement and State Surplus.

Lisa asked for clarification on UUP's position (which is that NYS should plug the deficit holes at all SUNYs). There's not enough money to plug all the deficits **and** help campuses that are growing (such as Empire). *Pamela explains that the Chapter is aware that SUNY Empire is in a surplus position and that the conflict Lisa mentions is real but also this is **not** the only funding stream for SUNY from NYS. This is an ongoing discussion and the chapter is open to getting SUNY Empire specific items on UUP's larger legislative agenda.*

Following up:

- Please confirm that adjuncts who teach 6 independent studies or PLAs are paid at the per-course rate, as well as study groups of 6 or more students.
- Have members in lowest salary levels received their additional increases? If not, what is the implementation date?
- For local negotiations, who are management's team members for:
 - Faculty Handbook
 - Academic Workload, full time
 - Academic Workload, part time
 - Professional Mentors' Workload
- What is the timeline for the AVP of HR search?

Discussion: Management states that students registering for independent studies should be getting what they chose and paid for (which would be an independent study). If an instructor ends up teaching a volume of Independent Studies for the same course with enough students for a course, then it's possible to make it a class, but it would require the students agreeing to it. If they're put together into a single section then an instructor would be paid for it as a course.

Re: Lowest salary levels: Management explains that these amounts were raised in the paychecks on December 6 and we are in compliance.

Re: Management's team for local negotiations: Management states that they don't have a team. They have not acknowledged a negotiation. Management is willing to meet and discuss information, after which time Lindsay and Rob will decide who will attend those meetings. As per their discussions with their contacts, the Faculty Handbook is still in discussion.

Re: AVP of HR search: Management explains they are currently looking at their internal HR structures to decide what is best for the department and how to proceed.

The Chapter re-emphasizes that all procedures in the handbook must be followed until it's renegotiated. Right now, Deans are doing evaluations and it should continue as such.

Data Requests

- **The chapter requests data on the number of promotion requests for professionals in the last three years.** We are looking for something such as:

Year	# Admin Requested	# Approved	# Employee Requested	# Approved
2023				
2022				
2021				

- **The chapter previously requested both targets and actuals for credits and mentees for all line faculty (full and part time) for the current academic year to date as of the date of the LM meeting.**

Discussion: As per Lindsay re: approved promotion requests (made by employees or their supervisor): 2021 = 31, 2022 = 28, 2023 = 37. There is no data on requested and not approved.

Re: Targets, Rob shared a PDF file

NOTE: There was discussion about adding another item as per Rob's request. At the meeting, Lindsay requested that she and Rob discuss any agenda items before they be added. The Chapter is fine with this.