

UUP ESC Chapter Labor Management Meeting Notes

March 19, 2024

ATTENDANCE:

UUP: Aiello-Cerio, Couture, Malone, Mollica, Pratt, Mavrogiannis

Management: Holcomb, Sanders

Data requests are in bold.

Academic Reorganization

Continued discussion of the status, decisions made, next steps, or any other information.

Talk about options and considerations to look at procedural. We are identifying more process changes than structural changes. Further discussions may occur during Annual Meeting. The Chapter mentioned that we appreciated several sources of feedback throughout this process. Decision support did a great job to analyze the information being gathered throughout the university-wide discussions.

Workload Concerns

- **The chapter requests a list of all spring sections that have 25 or more student enrollments, to include department, section name, number of credits, and instructor.**
- Revisiting the process by which the cap is raised on full sections. The current process, as we see it, does not include instructor approval. The chapter asks that this component be added, especially for courses taught by adjuncts.
- The chapter has heard that all faculty are expected to be at 110% of their targets this year. Is that true? What if they are not?
- **The chapter asks for a fresh list of all full and part time faculty members' targets (credits and mentees) and their actuals in both categories.**
- The chapter requests that at this meeting, we set dates for the full and part time academic workload negotiations teams to meet.

Extra Service

- **The chapter requests a list of all members, professional and academic, who received Extra Service for teaching in the last three years, to include the member's name, term, course title, and department.**
- What is the status of extra service for all members who were over target from last month?

Travel Reimbursement

- **The chapter requests a list of all members who were denied the ability to be reimbursed for travel expenses for the Annual Meeting, to include the member's name, department, and reason for rejection.**
- Follow up on the discussion of work location.

Supervisor Training

- What is the status of the rollout?
- How long is the training? Is it virtual only, or will it have in-person components?
- The chapter asks for a list or syllabus of the training and/or program.
- Are there opportunities for the chapter to contribute?

Faculty Evaluations

The chapter asks for confirmation that deans are responsible for evaluations and are included in the ERF process.

Vacation and Sick Leave Accruals

- We need to further understand this process and request for a step-by-step description (or numbered list) of:
 - Specifically, how accruals are calculated and confirming they PLAs, independent studies, study groups
 - When accruals are determined each term, and what timing is used for the months that the terms starts and ends.
 - When accruals and payouts are determined, what is the formula? We have been told that they are again prorated.
 - How members are notified of the amount of their accruals
 - How they are reported to the state—for example, sick time can be restored if the member begins employment at another state agency.
- **We request one year's worth of adjunct accrual data, to include:**

- Member name
- Current amount of both sick and vacation accruals. If the member has left service, the amount at the time of separation.
- Number of courses, PLAs, study groups, and/or independent studies in each term used in the determination.