

UUP ESC Chapter Labor Management Meeting Notes for April 10, 2024

In attendance: Pamela, Anna, Malongze, Janet, Sophia, Tony, Michelle

Management: Lindsay, Rob

Data requests are in bold.

Previous Data Requests

- A list of all spring sections that have 25 or more student enrollments, to include department, section name, number of credits, and instructor (March).
- All full and part time faculty members' targets (credits and mentees) and their actuals in both categories (March).
- 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 (March).
- 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 (March).
- This semester's worth of adjunct accrual data, to include the member's name; current amount of both sick and vacation accruals; amount of vacation paid out if the member has left service; and the number of courses, PLAs, study groups, and/or independent studies in each term used in the determination (changed from one year that was requested in March LM).
- The chapter requests a list of all courses taught by adjuncts in the Fall 2023, Spring 2024 and (so far) Summer 2024 terms, to include the course title, department, instructor, number of credits, and number of students enrolled (February)
- The chapter requests a list of all Independent Studies from the Fall 2023, Spring 2024 and (so far) Summer 2024 terms, to include the department, instructor, number of credits, and if there are multiple students (February).

*DISCUSSION: Lindsay is still gathering the data. Most should be shared within the next two weeks. The Chapter reiterates that the request includes a list of FT **and** PT faculty targets.*

Extra Service

- What is the status of extra service for all members who were over target from previous lists?
- Have there been changes in the tracking to prevent overloads before faculty agreement to an extra service assignment?

- Regarding mentees, how is this handled with partial release? If they are taking on mentees for extra service, what happens afterwards (are the mentees reassigned, for example)?
- The chapter has again heard that when vacancies occur, the work is distributed among other members. How are we ensuring they are being compensated?

DISCUSSION: The process has been clarified with Deans and Extra Service Agreements are happening. *The Chapter reiterates that it's important for Deans to remember that Extra Service should be agreed to before someone starts work. The Chapter also asks how targets are monitored so that Deans become aware in a timely manner when a faculty is over target.* Lindsay explains that Deans are actively monitoring and engaging in conversation with faculty about their targets and workloads. Rob explains that Deans and faculty chairs are also in communication about monitoring targets and workload. *The Chapter asks what happens to mentees who are attached to an Extra Service Assignment at the end of the ESA contract? One possibility could be that not all mentees return for their own reasons (graduation, attrition, etc.) and if they are still over their target in the next term then perhaps they can make it up on the teaching side. In general, once someone takes on a mentee we don't want to hand them over to someone else. The focus should be on accommodating the student staying with their mentor. If post-release time a mentor is still over target, then that's an Extra Service situation.*

The Chapter reminds everyone that PTs need to get a link increase and they cannot be paid extra service rates for their part time positions; they have to take their salary and pay according to an increase in the salary line.

The Chapter asks about Extra Service for PEs who have an increased workload. Lindsay explains there was a regular frequency of questions from PEs about this, but it's died down. Employees are encouraged to contact HR to ask any questions.

Follow Up: Professional Promotions

- **The chapter requests the number of professional vacancies that were filled in the last year, and of those, how many were filled through the internal candidate process.**
- How are search chairs notified of the internal process for most professional vacancies? Are they told to instruct their committee to not look at external candidates until they have reviewed the internal ones? Are they made to feel comfortable in using that process?

DISCUSSION: Lindsay explains that the process is being followed to the letter. There is support to ensure that Search Chairs and Search Committees are aware of how to follow the process. *Lindsay will send us the vacancy data today.*

Faculty Evaluations

- The chapter hopes for resolution by the time of this meeting, but reserving space for a discussion of any other issues that arise.

*DISCUSSION: The Chapter has filed an IP regarding the Chairs. The Chapter raises concerns about the annual planning and eval piece with Faculty Chairs, which directly impacts their workload. The Chairs are making the demand for compensation for the extra work, and this needs immediate attention. By negotiating the workload for chairs, we are **not** negating our demand to negotiate the handbook. (Additional info: Negotiations are on hold bc SALES are on negotiations at the big table so we can't negotiate it locally.) The Chapter has a positive outlook that this can be resolved.*