

UUP Empire State Chapter LM Meeting Notes for June 26, 2024

Chapter attendance: Pamela, Anastasia, Kelly, Janet, Sophia, Michele, Tony

Management attendance: Lindsay and Rob

Updates on Budgets and Initiatives

- NYS, SUNY and University Budgets: any issues or updates? The Chapter will discuss SUNY's distribution of additional operating aid from this year's NYS budget.
- Any initiatives to discuss?
- Regarding enrollment, what does the summer and fall look like? How are we handling the significant increase in enrollment?

Discussion: No notable budget updates or issues; some additional funds for student internship opportunities (\$232,000); recently notified that we can increase some of our fees (health/wellness and broadband) by \$14; **The Chapter states that we are very disappointed with how SUNY distributed funds; distribution needs to be more equitable; members delivered thousands of postcards to the Chancellor and BOT.**

Deans are monitoring enrollments and requesting additional faculty as needed; OAA has been reminding the dean to remind Chairs to let them know their faculty/hiring needs; .efforts are being made to make a dent in the overload issue to accommodate our growth– the benefits may not be seen immediately because searches take time; possibly up to 15 openings coming soon with a hiring / start date of around January 2025 with another 10 searches after that for hiring/start date around September 2025.

*Management states that they can get clarity on the specifics from Decision Support about how we're defining retention. **The Chapter explains that sometimes student goals are met (eg. a student only wants/needs 20 credits to qualify for a raise) but because they aren't matriculated for a degree or certificate the "retention" looks "bad" but in reality we retained the student to successfully meet their goal.***

Faculty Workload

- The data on faculty targets and actuals is alarming and there seemed to be few faculty members below their teaching obligation. Are all faculty on hold? Are there Extra Service Agreements in place?
- The chapter was informed that the interim Dean of Graduate Studies required a range be given during annual planning, and that any chair who instead listed a specific target

(as is the practice) would be charged with insubordination. The chapter sees this as significant in terms of faculty workload and a serious case of Union Interference, as workload is a mandatory subject and employees have the right to discuss their workload with their supervisors. We are asking for clarification from management.

- Van Arsdale faculty have been assigned mentees from other undergraduate programs. VA faculty's expertise is specific and this has not been the practice in the past. The chapter requests this practice stop and mentees are reassigned.

Discussion: Management agrees that Extra Service Pay should not be done after the fact. Some of the deans and chairs are accurately following the procedures, but for others the enrollments are much larger and fluxing up so there's more room for hiccups. One goal is to do create a more in-depth training for Chairs around this topic (eg. monitoring courses, working with and supervising faculty who were previously peers, etc.). HR is relying on supervisors to correctly implement the process by ongoingly monitoring workloads. There is an OAA/HE Liaison currently posted that could involve that person monitoring workloads day by day to get ahead of issues such as these.

The Provost is currently reviewing targets; there has been no mention or word about a conversation in Grad regarding "insubordination" threats from the Grad dean. The process is still for targets to be a solid number and not a range.

*As a University, we historically have a Generalist model and its common practice at the university for faculty from one expertise to mentor in another school. **The Chapter states that Labor has never mentored outside of Labor since its founding in 1971. Negotiated workload changes are necessary for HVASLS faculty.** Management will take a deeper look into the mentor/mentee assignment model to ensure it's being done accordingly (eg. perhaps "Labor Studies" majors at large go to Van Arsdale).*

Power BI Dashboards for Faculty Workload

Data

- What is the source of the data?
- When are the data frozen for a term?
- What quality control practices are in place for missing/inaccurate data?
- How is Extra Service being calculated for those above their target? By student or course?
- How is graduate and undergraduate teaching and mentoring/advising counted for in terms of meeting professional obligation?

Process

- What is the protocol when a faculty member is in the “yellow” zone? What about red?
- What is the protocol for independent studies with several students in the same course?
- Why are there so many courses with more than 25 students? This number has increased dramatically in recent years.

Discussion: **The Chapter explains that Power-Bi is not always accurate, using the example of a mentor who teaches both in Undergrad and Grad bc they’re only identified as being an Undergrad mentor. Inaccurate information impacts workload and other things. We want to be sure that all credits being done with students throughout a term (including students who may eventually drop a course) are being counted. Management explains that data for Power-Bi comes from Banner. There may be some glitches and anomalies, but on the whole it’s accurate. Management will get confirmation about freeze dates and census dates. Reporting being done depends on data being entered correctly, so some human error is to be expected.**

The Chapter requested that, if PowerBI does not use the census date as the freeze date for data, this be corrected. Otherwise, the freeze date of “1 week after the effective withdrawal” means we can lose students as part of our load even if they withdraw on the last day of the term.

*Management states they are also confused by the Independent Study numbers. The terminology itself can be confusing. More info is needed to determine if these instances are mistakes or choices of the instructor or leftover practices from previous terms or what else. **The Chapter will reach out to members to find out more.***

*This enrollment growth is one of the reasons why Empire is hiring so many new faculty. This will make a difference in a positive way. 25 students in a class is fairly standard. The instructors listed with 60+ students wanted that many in the course so we cannot assume that higher enrolled classes are that way because of bad agents. **The Chapter restates that overtallies are not needed for students to enroll in a closed class which poses a burden to faculty.***

Negotiations

- The chapter requests to set a date for negotiation teams for full and part time faculty workload to meet.

Discussion: Pamela will reach out to Lindsay separately about this.

Part Time Promotions

- It seems that requests for promotions by part time faculty are being determined at the dean level, but there is a lack of clarity over who has the final determination. How might they move their requests forward?

Discussion: Management will find out more clarity and get back to us.

Extra Service

- The chapter requests confirmation that part-time line faculty will have their lines increased for additional work, not extra service.
- The chapter continues to hear of instances where extra service offers are happening after the fact and is looking to reaffirm that extra service is voluntary.
- We are also looking to confirm that employees will not be pressured to work on extra service tasks until an ESA is complete, and terms & conditions of the arrangement are finalized.
- Some members reported being told that NYS is conducting an audit of extra service. Is this correct, and if so, what impact is it having on the processing of ESAs and payment?

Discussion: Extra Service calculations are based on rates and practices, but there are issues that have been coming up regarding how loads/overloads are accounted for. Management will do a deep dive for additional info and get back to the Chapter. When a PAF request comes in and it's for a part-timer, the load is increased because that is indicated on the form.

NOTES from the "FACULTY WORKLOAD" section are copied & pasted here because they also apply: *Management agrees that Extra Service Pay should not be done after the fact. Some of the deans and chairs are accurately following the procedures, but for others the enrollments are much larger and fluxing up so there's more room for hiccups. One goal is to do create a more in-depth training for Chairs around this topic (eg. monitoring courses, working with and supervising faculty who were previously peers, etc.). HR is relying on supervisors to correctly implement the process by ongoingly monitoring workloads. There is an OAA/HE Liaison currently posted that could involve that person monitoring workloads day by day to get ahead of issues such as these.*

There is no NYS audit of extra service.

Buildings

- Status of construction at 111 and 113
- Checking in about Rochester. There was a recent update from the administration, but reserving time in case there is any new information.

Discussion: Construction at 113; Planning has not yet begun for 111– still need to hire and work with an architect.

Professional Supervisor Training

- Setting up a repeat workshop for those who could not attend.

Discussion: Lindsay and Michelle will touch base to set up some dates.

2024-25 LM Dates

- The chapter will work on providing a draft of LM dates for July 2024 to June 2025.