

UUP Empire State Chapter Labor Management Meeting NOTES

July 17, 2024

Chapter: Pamela, Anna, Kelly, Malongze, Sophia

Management: Lindsay, Rob

Follow Up from Last Month

- Faculty Targets: the chapter seeks confirmation that faculty annual plans will show a specific target, not a range (this was reported from Grad).
- BI Dashboard Data Source: the chapter seeks confirmation as to when the enrollment data are frozen for workload purposes.
- Part-time Faculty Promotions: the chapter seeks confirmation of the process by which part-time faculty submit requests for promotion.
- Van Arsdale faculty: the chapter seeks confirmation that VA faculty will no longer be assigned students outside of that school.

Discussion: Regarding Grad, target letter is the same one used in years past. The Chapter caucused to further discuss. There was an error in the form letter distributed, not including '+/-' when referencing 120% workload. This will be updated in the next letter distribution to include '+/- 120%'. Labor Relations Specialist, Michelle Couture, mentioned during discussion that she was finding issues with the workload conversions to ensure better consistency. Management will use a current example with a part-timer and work with Michelle to walk through the conversion processing. Further follow up may be sought through Decision Support on the programming Power-BI. Our common goal is to confirm the accuracy of faculty workload in Power-BI.

Continuing our discussion on when management freezes data for workload reporting, management identified the census date, as enrollment data is reported to IPEDs. Students can withdraw till the end of the term, which can cause inconsistencies with our data.

Considering part-time faculty requesting promotion, management is researching contractual rights. The chapter and management is interested in clarifying resources to support these members.

The chapter provided context to management on the difference of workload for full and part-time faculty at Van Arsdale. Explaining the concern through how we count workload through credit versus courses. We are seeking consideration of these differences. Management is seeking clarification on where the work expectation is being documented.

Division/Department Organization Charts

- The chapter requests org charts for the Divisions of Advancement, DEI, and IT. The chapter refers to <https://sunyempire.edu/president/organization/org-chart-text-version/> for up-to-date org charts, but these divisional charts are not listed.

2024-25 LM Dates

The chapter proposes the following LM dates for the 2024-25 year, with meetings held from 2-4 pm:

July 17, 2024

August 14, 2024

September 18, 2024

October 16, 2024

November 20, 2024

December 18, 2024

January 15, 2025

February 12, 2025

March 19, 2025

April 16, 2025

May 21, 2025

June 18, 2025