

## UUP Labor Management Meeting NOTES for October 9, 2024

**In attendance:** Pamela, Anastasia, Sophia, Malongze, Michelle C (LRS)

**Management:** Lindsay Holcomb, Rob Sanders

Data requests are in **bold**.

### Faculty Workload

- The chapter requests a list of all line faculty members who are teaching this year, showing:
  1. Name
  2. Department
  3. Target and actual numbers for teaching credits
  4. Target and actual numbers for mentee credits
- The chapter requests **a list of ESAs that have been processed related to going over target.**
- Status of faculty searches.

*DISCUSSION: The Chapter requests teaching faculty data ongoingly for each LM. Management will send all data over, but data tracks by payment so duplicates are possible; will do what they can to clean it up and provide all the details requested. Status of Faculty Searches: Management states they're all in process and in the interview phases; some new hires will be for the Spring, and others for the Fall; 17 faculty hiring out of 45 job searches total at Empire (PE, MC and Fac.). Management states that HR pulled some of the faculty job openings down because there were 100-200 applicants per position; approx. 1500 applicants total for current faculty searches. 16/17 are tenure track (only 1 lecturer position). All areas of hiring showed significant growth resulting in the hires. Management states they will continue to monitor growth and work to allocate resources to support those areas.*

### Discretionary Salary Increases (DSI)

When will the process for this year's DSI be announced?

*DISCUSSION: Management states they will use the same process as years prior; Cabinet vetted it, and the info will go out to All Users soon; all DSI will go out in check December 18.*

### Adjunct List

The chapter requests a **list of all courses** taught by adjuncts in the fall 2024 and thus far scheduled for the spring 2025 terms including:

- Name of instructor
- Course Title, Department, and number of credits
- Number of students enrolled

*DISCUSSION: Management is working on getting the data; requires some extra time bc the adjunct database is still in Lotus Notes.*

### **Follow Up**

- Current status of the following searches: VP of HR, Director and Coordinator of Advisement Center
- Current status of Advising Center plans
- Was management able to insert language regarding preparing professional performance documents within Interview Exchange?
- Regarding Directors of Academic Review: what is the status of changes discussed last month (moving a full time employee into the Business School)?

*DISCUSSION: Management states candidates are being vetted by the search firm they've hired; the process will soon move to the first round of Teams calls. The Chapter reminded Management the importance of Union leadership having time to meet with each of the final candidate; management states that the process will continue. Advising Center: Director is in first round interviews; Coordinator is in second round interviews. Performance Programs: Management states they will add language in the system to remind supervisors about the steps in the process to remind them of the proper procedure. Re: DARs: An employee has been identified to support School of Business; they are currently working with their supervisor to adjust their PP to assist in School of Business part-time with any full time transition happening for the next school year; the overloaded employee in Business will continue to be compensated for the overload of work.*

**Regarding the School of Education: this is from the Provost's AA update last week:**

## Update Regarding College of Education (COE)

The 3P Analysis (Personnel, Process and Policy) for a **College of Education (COE)** at Empire State University is now complete, and the draft recommendation report has been submitted to the president, who has approved it. This development aligns with the goals set forth in our **Elevate '28 Strategic Plan**, and it highlights our dedication to providing high-quality, innovative, and accessible education across New York state and beyond.

The College of Education will build upon our existing strengths in educational studies and related disciplines by offering a range of undergraduate and graduate programs. The COE strengthens our ability to partner with school districts across New York state in response to the teacher shortage, benefiting our students and the communities and schools that depend on qualified, compassionate educators. These partnerships will help ensure that our graduates are well-prepared to step into classrooms and make an immediate impact.

This move is the result of an extensive collaboration with faculty and staff. By building this new college as a community, we are collectively strengthening the foundation for future educational collaboration, innovation, and growth.

Next steps in this process include:

1. Launching a search for the inaugural dean of the College of Education.
2. Integrating the new college into our existing university policies and governance structures.
3. Supporting continued innovation in online learning to enhance student success.

Thank you for your continued support as we work together to elevate Empire State University's role as a leader in online education and teacher preparation.

***DISCUSSION:** The Chapter is requesting a copy of the report. Management states that the three P analysis was written by all of the faculty and staff who work in School of Education; multiple constituents (including John Lawless, Meg Bengke, and others also met with the Ed folks to provide support on policy implications and suggestions, organization structure, etc.).*

### **UUP HEALS**

The chapter would like to discuss the upcoming HEALS agenda for 2025 and possible items related to Empire.

***DISCUSSION:** The Chapter will be having two town halls for members on this (10/10 and 10/16); Management will send along any ideas they might have.*