

**Empire State University  
Labor-Management Meeting Agenda  
for the 26 May 2026 meeting**

**19 May 2026**

**UUP: Jason Russell, Emma Bowman, Malongze Foma, Dianne Ramdeholl, Aley O'Mara, Michelle Couture**

**HR: Sharon Butler, Lindsay Holcomb, Kate Thies, Rashmi Prasad**

**Old business from the last meeting:**

1. Does HR have an update on the faculty extra service issue? A majority of SUNY campuses pay the regular adjunct rate for extra service teaching. SUNY Empire is one of few campuses that pays a reduced rate yet is one of the most financially solvent. What is rationale for this policy (Jason)?

Sharon says they are still working on a solution, but we will probably need a one-off meeting to discuss it; perhaps before the next labor-management meeting.

2. By what date would HR agree to the creation of a joint statement on the SALE survey (Jason)?

Sharon agreed to set-up a meeting with Jason, Dianne, Sue Epstein, and Anastasia Pratt.

3. Ongoing morale issues, including climate survey results (Emma).

Emma shared UUP's morale concerns, and Sharon agreed to set-up a meeting involving Aley to discuss issues pertaining to employees with disabilities. Sharon also noted we are working on issues in CHHS.

**New business:**

1. UUP would like clarification on Position Transition Guidelines (Emma).

Emma commented on the Position Transition document on the HR website. Sharon replied saying they are working on a change management process. Emma indicated that UUP would like to support the transition process.

2. What criteria are being used to determine if someone should be reclassified as a remote worker? What kinds of data are being used? Can HR clarify on the terminology used to describe a person's location (ie: New York county - Jason)?

Sharon responded that a new hire is determined to be remote at the time of hire. It could be determined that a person could still be determined to be in an office after their initial location closed or be fully remote. If a person is living in a county associated with

location pay by the state. A person in New York county continues to receive location pay. Everyone else is coded as Schuylerville County, and do not receive downstate location pay. People associated with Schuylerville receive travel reimbursement based on their home location.

3. UUP would like data on faculty loads (target versus actual) for the Spring 2026 term, and a list of people on extra service (Jason).

Rashmi will look into workload.

4. UUP would like a list of extra service amounts paid out over the 2025-2026 academic year to faculty and professionals (Jason).

Rashmi will look into extra service.

5. UUP would like a monthly update on proposed movements of faculty and professionals, and on potential restructuring (Jason).

The movement of faculty from the MS in Finance to an undergraduate chair has not been finalized; still being determined (Rashmi). Rashmi said they will make notice of movement a standing agenda item.

6. What percentage of professionals have current performance programs and up to date evaluations? Have supervisors been warned not to use AI to compose performance programs (Emma)?

Emma shared concerns about performance programs, including evidence that some look like they were written using AI. Sharon said they are also concerned about how managers are using AI; this can be emphasized during the roll-out of enhanced performance management. Sharon said 84 percent of evaluations are done with 74 percent of plans done; similar numbers for non-permanent. HR has a process for reminding managers to complete performance programs, and for overdue programs to be escalated to cabinet. They are rarely doing exit interviews; a survey is sent and receives a low response rate.

7. Graduate advisor job postings. At least one applicant, who is already a professional advisor, was told that the graduate advisor role is the same as other advising roles. Is this the case (Emma)?

We noted that there were graduate advisor postings with incorrect information. One member applied for one of the positions, but found it was a general advising role. People can be asked to move to a specific group of students once in an advisor role.

8. How developed are plans to use AI for student advising, and what efforts are being made to ensure that the university is in compliance with state laws pertaining to AI use (Jason)?

Rashmi says that there is currently no master plan for using AI in advising. He believes that our approach to it right now is bottom up. The president is going to fund more initiatives for AI use.

9. There are three notable trends in employee hiring at Empire State over the past seven years: the number of professionals has increased, the faculty numbers are essentially static, and the number of support staff has declined (Jason).

Sharon says they are pulling hiring trends. She says they have struggled to hire into CSEA positions.

10. Can HR again confirm that the university does not have a policy against hiring retirees (Jason)?

Sharon is working on a policy statement about the hiring of retirees; under what circumstances and how they would be rehired part-time. There is a requirement for a break in service. Says there are other methods for people to prepare to retire while continuing to teach.

11. Faculty and professional salary differentials. While the current collective bargaining agreement does not include language regarding salary compression, compression awards have still been made. UUP will be encouraging our members to request equity audits and compression pay (Dianne).

Dianne requested an equity audit for the College of Education faculty. Sharon said HR committed to doing a salary review for at least fifty percent of employees as part of their strategic plan. She asked for specific instances of disparity.

12. Contractual increases. It came to UUP's attention that the department chairs were told that SUNY will not fund contractual wage increases in the coming year. This is incorrect (Jason).

We emphasized that there will be a pay bill. Sharon replied that we are getting \$800,000 from SUNY, but are facing a \$7 million increase this year.

13. Follow-up on HR AI use and EAP changes. UUP has received some queries about recently announced changes (Jason).

Sharon said that she will look into assuring people about privacy. EAP is anonymous, and the chatbot is in a protected space online.

14. Rashmi indicated he would reply to a letter Jason sent to Dorothy Escibano regarding faculty reviews.