

## Labor-Management Meeting NOTES - 2/18/2026

### 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 the rationale for this policy? (UUP)

**Discussion:** *This is still a high priority topic and they are working on it. It's a bit more complex than anticipated.*

2. Does HR have an update on the chair stipend issue? The department chairs object to their low stipend and increasing workload. The stipend -- \$4,000 -- has not been raised in close to ten years (UUP).

**Discussion:** *The interim provost has been briefed on the challenge and they're exploring solutions. We're all aligned on the importance of resolving this matter.*

3. Brightspace login monitoring. UUP would like to have further discussion on this issue.

**Discussion:** *Deans are forwarding these "nudges" and "reminders" to chairs who send them to faculty. In at least one instance, the employee was sick and charged the sick days. As of now, we've been told at LM that these are only "nudges" and they're not disciplinary; however, it seems that this is creeping closer and closer to being an issue. Governance will likely take this matter up to begin discussions around a "substantive engagement policy." Rashmi explains that a governance level discussion towards a policy will be well received. It would be nice to include PE and Empire Online perspectives on their involvement and engagement with Brightspace would also be helpful.*

*Jason agrees and explains that this Governance discussion will begin at the Faculty Conference level. Dianne adds that in the School of Ed messages are going to faculty saying they haven't logged in and need to, and that to potentially attach punitive actions to these measures would be deeply concerning. Sharon asks, for compliance purposes, what artifacts exist from faculty interactions outside of Brightspace. Jason explains that these artifacts include email, Teams phone calls, and Teams meetings. Sharon asks how they are archived or attached to student records. Dianne and Jason explain the complexities and limitations of existing technologies in terms of tracking. Sharon explains that there seem to be multiple challenges warranting solutions. Rashmi agrees and emphasizes that this further substantiates the need for a common policy on substantive engagement.*

4. Faculty vacation scheduling. UUP would like to discuss faculty vacation scheduling.

**Discussion:** *Members are being told all vacation requests won't be approved during certain times. Michelle explains that's not the contractual process for vacation requests. Members have*

*the right to ask for vacation leave whenever they'd like and have their leave request evaluated on an individualized basis. Black-out days don't exist. If, however, at a given time, an individual member's labor is operationally necessary, that would be a different type of scenario, but blackout days for large groups of employees is not a thing. Sharon asks if members are reporting this coming from one particular group, office or area, and that perhaps the issue is more about helping newer managers get a better understanding of the vacation policy.*

*Additionally, issues have been raised about Reading Period being used entirely as vacation, with faculty not doing any or doing little direct student work, and then not charging the vacation. Perhaps it would be helpful to remind faculty on the definition and the purpose for the Reading Period and how to remain in compliance. This has always been a muddy / gray area and that many faculty don't believe they need to charge vacation days.*

5. NYC high school partnership (College of Arts and Science). UUP would like clarification on the nature of this partnership as our members in Arts and Science have raised workload and copyright concerns about it.

**Discussion:** *The teachers being hired are high-school teachers who applied and are vetted by our academic employees here. They are teachers being paid by their schools. Michelle asks how they are being compensated and if they are doing UUP work. The issue is that if they are doing the work during their regular job times then they are double-dipping.*

*They are being paid by their school districts and they are using their Brightspace. Emma explains that if they are doing UUP work then they need to be in our UUP bargaining unit. The Chapter asks who is overseeing their work? What does this entail? There are a host of concerns about this process. Rashmi explains that he believes oversight is by the academic coordinators. Dianne asks how this will impact the workload of the ACs. Rashmi will look into this and get back with more info.*

6. Follow-up on UUP's 10 February 2026 letter to HR regarding course content and copyright.

**Discussion:** *Michelle uses a hermit crab analogy to explain how the copyright issues might be coming into play with this partnership and how the work for these partnership is being shared or sent with other folks. The shell is the general framework, but the deeper academic content is intellectual property. Sharon explains that there are compliance related components for how courses are designed for accessibility and such which is separate from content. Rashmi adds that faculty have editing rights on course contents, and permission is sought from faculty for copyright purposes.*

*Dianne agrees there needs to be a collaboration with Empire Online, but that it's important to maintain faculty control over the content and that they get the final say on everything about the course. Yes, faculty retain the final say on most parts of a course, especially content, but there are other parts that are not at faculty discretion.*

## New business:

1. HR staffing update.
  - a. **Discussion:** *Hired Kate who will be starting soon. There is an HR strategic plan that Sharon is happy to share with the Chapter at LM.*
2. Performance management: status of research and next steps.
  - a. **Discussion:** *Sharon shares that she's been researching this in many ways, including conversations with employees and learning a lot. The hope is to grow performance management into a more robust process for employees, something that showcases what they bring to their work versus just being something that has to be done for compliance.*
3. Artificial Intelligence. UUP wants to note the language in the LOADinG Act and in the SUNY AI Legal Institute site.
  - a. **Discussion:** *Jason gives an overview of some concerns with AI being used by HR for job screening because of documented biases against women and young people. Emma shares content from the SUNY AI Legal Institute site. On the note of bias, Sharon explains that the misuse of AI can erase voices and force assimilation instead of amplifying voices. Xiomara Giordano speaks often about this issue of bias around AI because it is an important concern.*
4. Supervisory training. Does HR want to share more information about supervisory training?
  - a. **Discussion:** *Sharon gives an overview of the training, what's coming next, and invites the Chapter to collaborate and inform this process and content.*
5. DSI distribution. UUP has some comments to share on the DSI distribution for 2025.
  - a. **Discussion:** *Jason explains that many of the same people got it in 2025 and 2024. With faculty, the distributions were spread out from lecturer all the way up to full professor. Conversely, with PEs there is a different trend. Emma explains that among PEs, there were no SL2 members who received DSI three years in a row; however, there were higher SLs who received it multiple years in a row. SL2 work seems less visible and it would be good to find a mechanism whereby the work of SL2s can be more visible. The data trend is more stark when looking at the multi-year. How can the distribution be done more thoughtfully? Sharon will share this feedback with Cabinet.*