

Attendees

Labor: M. Seidel, T. Hoey, A. Major, P. Stasi, L. Pyles, J. Creamer

Management: R. Stark, J. Baronner, C. Tretheway, W. Hedberg

Introductory Discussion

-Hedberg said that we are day 4 into the new Presidency

-The Provost's office aims to be more efficient in the tenure and promotion process, so that the majority of cases are decided before the end of the Spring semester; he affirmed that we should be doing better in terms of notifications.

-One thing that will help facilitate greater efficiency will be the by-laws change for CPCA which is to use something like the CAS model; there will be 21 members from which we will create 7-member review committees; overall, the review load will increase substantially this year (due to SUNY 2020 hiring); CPCA has been reducing the number of abstention votes which has been a problem in the past.

-The question was raised as to how we are we doing with faculty retention; Hedberg said that we are "winning most of the battles but not all of the battles."

-Some people are receiving offers from somewhere else, but when they know about it, they have responded; Deans have acted in a pre-emptive fashion to keep people off the market (keeping their ears to the ground and acting as soon as possible).

-There were a significant number of retirements this year.

Agenda

1. New employee list
 - a. Stark provided an updated list which includes new professional hires.
2. Follow up on teaching load in offer letters
 - a. Was part of Hedberg's brief with the Provost on the first day. They want to tinker with the language and reduce the rigidity in it.
 - b. All the offer letters are prepared in the Provost's office. They do not have plans of giving hiring authority to Deans, i.e. decentralizing. It was noted that there are problems at other campuses with Deans not understanding hiring processes adequately.
 - c. Hedberg will come back with another version re: workload framework. Labor noted that Provost Stellar would be welcome to come and hear from them more on the issue and reminded that it is a serious issue that could affect faculty morale.

3. University in high school data
 - a. Hedberg supplied 4 years' worth of data; registration has actually declined a bit, but there has been an increase in classes (though some classes might just have 1 student).
4. Follow up on outside vendor's report on campus ADA compliance
 - a. Stark reported that he spoke with J. Giarusso who said that they had not received anything from them yet; Stark will follow up with J. Giarusso and get a sense of where the report is.
5. Parking on campus
 - a. State quad created a flex parking program. It seems that approximately 20 times a year that area will be roped off for special events.
 - b. Parking studies have been completed and found that the walking distance from furthest point on campus to the podium is 4.5 to 5 minutes. According to the state, we are not allowed to build parking garages on campus, so the university is looking at different ways to address parking.
 - c. Kevin Wilcox handles the parking issues and he could come to talk to the L-M group sometime (Stark will reach out to him).
 - d. The allocation of special parking permits were cut substantially, which may prompt some people to register a concern. It is part of a long-term strategic plan to make the campus more pedestrian friendly.
 - e. There will be a need to expand downtown parking; there are additional problems there with community engagement-type events; unfortunately, students pay for parking downtown but sometimes don't have a place to park.
6. New form for professionals applying for promotions
 - a. This issue concerns staff who want to apply for a raise or promotions. Greta is getting about 18 requests per year about members having trouble negotiating the process. To help people to process requests, labor is suggesting adopting a form.
 - b. Management is working on a process for salary reviews. There is no process in place and they are trying to get a process that is universal across the board to address equity issues and to organize the HR function to respond to recommendations related to individuals; though it would not address salary compression [which have in the past been somewhat addressed through discretionary salary].
 - c. Management noted that they don't have the resources to be reviewing an influx of forms. Seidel noted that it didn't increase work load substantially at Empire State. Also, the form is tied to contract language; promotion and salary increase workshop doesn't really result in a floodgate of requests. There is a review panel for requests where someone has said no or not responded.

7. Staffing issues and budget shortfall
 - a. Hedberg called S. Galime to help him to understand the problem with staffing issues. He noted that during the last 2 cycles of Compact Planning, under the banner of operational efficiencies, there was a 1% reduction added to all divisions across the board, which accumulated over 2 years. Interim Provost Wheeler caught up to it in June and noted the accumulation of 100s of thousands of dollars and handed out the cuts.
 - b. CAS's share of the target is several hundred thousand dollars. In order to capture savings, sometimes hiring processes are slowed down.
 - c. Thus, this might explain some of the staffing problems. Labor wonders though how much more can we do with less. Services start to get cut back. It is difficult when you see money being put into capital improvements. At any rate, labor will communicate this context to members.

8. Resend President's memo on hiring adjuncts for two courses
 - a. This memo, which concerns the importance of 2 courses for adjuncts (which entitles them to health care, dependent care, retirement, and other benefits), did not get out
 - b. There is a spreadsheet with part-time lecturers for Fall (b/w 400-500) with about a little more than half eligible for health benefits (but many just appointed for 1 semester). The university is looking to increase the number of people hired for at least a year (with 2 courses per semester) if not more. It is difficult to offer this because of enrollment pressures which may require cutting sections.
 - c. Provost says he wants to do this for the Spring (2 courses). The conversation focused on the fact that there are other things that a person can do if there isn't a course for them to keep them eligible for benefits. We need to expand Deans' and Chairs' thinking, i.e. is there some other task for this person, e.g. internships, writing, advising? "Course equivalents" language has been suggested; also, it was noted that the course doesn't have to be a 3-credit course.
 - d. Provost Stellar wants to move the contingent panel recommendations forward, though they need to make sure President Rodriguez is on board. The forthcoming documents discuss career path, changes in title, modest increases in per course rate, and pathway to permanence in selected instances for FT lecturers; hoping to share documents in next 3-4 weeks. Hedberg will put working documents out to share (they are currently being reviewed by Stellar). The revised statement for protocol with part-time teaching faculty is now with the CAS Dean.
 - e. There are many things happening on this front across the country including locally at Siena.
 - f. The minimum per course salary is now at \$3800 (they hoped to reach \$4K) but Hedberg says they are still pushing for \$5K. L-M will continue to work on this issue and labor will look for the forthcoming documents.

9. Recognition ceremony

- a. The university did one last year based on years of service. There is one planned for this year to be held in the Spring. It is on the strategic planning agenda (re: work/life environment). It could be held in the Campus Center. It was deemed very successful last year. Labor can help out with sharing information about it and turnout.

Negotiations update

-They are meeting and moving forward. Labor is cautiously optimistic, we are very close. A Pay bill wouldn't happen until January

Meet and Greet with President

-A staff person will reach out for a meet and greet with the President for the chapter leadership