

Part-Time Labor Management Meeting: October 24, 2011

By Caridad Souza, Part-Time Concerns Officer

For Management: Lisa Wenck

For UUP: Caridad Souza and Rob Compton

I. Update on Part-Time & Budget: No changes for the Spring semester regarding the budget which seems to be stable. Physical Education is going through a restructuring and will realign with different functions for the faculty. Dance minor faculty will go to Theatre. No information about shared services at this point.

II. Part-time being required to do FAR and assessment, reconfirmation: Since 2009, under Dean Wagner and Merilan the policy has been that everyone does assessment because of how the instrument is designed. FARs are voluntary for part-time faculty in applying for DSI. It is their choice. FARs put Part-timers at a disadvantage. Chair can also provide an observation letter.

III. Part-time evaluations and classroom observations: Evaluations should not be done by faculty/peers but is the duty of the immediate supervisor/chair.

IV. Parking for Part-time during middle of day: Facilitation master plan doesn't appear to expand parking; situation worsens once Fitzelle parking lot is gone. Do PT's know they can call UPD to see if there are spaces available? Call the dispatcher. Looking into 2 passes per Part-timer for tickets.

V. Other Terms and Conditions: Provost

Maria Thompson is invited for the next meeting.



Part-Time Labor-Management Meeting: February 27, 2012, 9:00 AM

For Management: E. Maria Thompson, Provost, and Lisa Wenck, Senior Executive Employee Services Officer

For UUP: Caridad Souza, Officer for Contingents, and Rob Compton, Vice President for Academics

I. Management and UUP discussed Part-Time faculty and assessment in regards to the need for training, streamlining expectations, and payment for attending training and conducting assessment. Management indicated the need to find out how many Part-Time faculty are affected by the process.

II. UUP and Management discussed on-going developments regarding Part-Time evaluations vs. classroom observations. Both Management and UUP agree that evaluations are different from observations. Management is in the process of developing a mechanism to proceed and will share it with UUP in the future.

III. UUP brought up parking for Part-Time faculty, especially congestion due to the prime times that they may teach. Management noted that parking in general is problematic and a complex issue that requires careful examination. UUP and Management agree that the issue will become more complex as construction begins in FITZELLE.

IV. Management and UUP discussed procedures regarding changes in Part-Time percentages. UUP and Management to continue discussions after finding out more information to ascertain current practices.

V. Management and UUP discussed whether Part-Time (non-teaching) employees have the sufficient time to complete the tasks assigned to them within the allocated work schedule.

VI. UUP brought up the discrepancies regarding Part-Time faculty salary and extra service. UUP

provided specific examples (e.g., summer teaching \$2750 and then a return to a lower rate during the academic year and full-time extra service pay being lower than Part-Time per course pay). Management to examine the number of PT faculty still below \$2750.

VII. UUP noted that several departments have expressed problems hiring and retaining good Part-Time faculty given the low rate of pay. UUP asked for an increase in their pay.

VIII. Management and UUP discussed mechanism for Part-Time faculty promotion which at this time does not exist on SUNY campuses or within the contract. UUP and Management discussed nomenclatures for such promotions and agreed that any changes must be in accordance with the contract and Board of Trustees Policies.

IX. UUP and Management discussed making part-time lines permanent. We noted that this issue is tied to (#8) above.

X. Other terms and conditions: UUP requested sensitivity from Management regarding statements that could be construed to create fear among our members. Management and UUP acknowledged that in these economic times, people are afraid.

Meeting adjourned 10:00am