

## Contingent Concerns-Labor Management Meeting Notes

By Mark Ferrara, UUP

September 29, 2016

11am to Noon

Administration: Lisa Wenck, Senior Executive Employee Services; James Mackin, Interim Provost

UUP: Mark Ferrara, Contingent Concerns Officer; Darryl Wood, UUP LRS

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Agenda:

Outline UUP positions regarding part-time faculty members and to follow-up on central points of discussion during the 2016-17 academic year.

- 1) Part-time Contingent Remuneration: continued discussion of a living wage and the problem of compression for long-serving part-time faculty members.  
The administration is aware of the UUP position regarding part-time faculty salaries and that statewide contract negotiations are underway. UUP reiterated the need for addressing salary compression for many long-serving part-time faculty members on campus.
- 2) Continued discussion of job security for part-time faculty: longer contracts for part-time faculty members employed more than three years (e.g., 1 to 3 year contracts with course guarantees).  
The administration understands UUP's position and discussions are ongoing between the parties.
- 3) The request for enhanced professional development opportunities for part-time faculty members (appropriate job titles, tiered workloads, possibilities for promotion, and conference funding).  
The administration understands UUP's desire for career advancement options for part-time faculty members (including possibilities for entering the fulltime ranks) and discussions are ongoing between the parties
- 4) Continued discussion of part-time faculty course caps (on 1 and 2 credit performance tutorials in the music department and lab credits in the sciences).  
Administration is aware of UUP concerns, and discussions continue over music and art part-time faculty members teaching 1 and 2 credit classes.
- 5) Follow-up on differential teaching loads at the college and their impact on part-time faculty in terms of workload and pay equity.  
UUP expressed the need to balance workloads and compensation for effected part-time faculty members—and to provide them with the opportunity to join the full-time contingent ranks as lecturers.
- 6) The need for appointment letters issued to part-time faculty to report base pay (times number of classes), and any DSI carryover, accurately.  
The administration issued appointment letters this fall that included DSI on part-time faculty appointment letters.
- 7) The question of part-time faculty members, regardless of years of service, not being eligible to apply for positions open on campus for internal promotion.  
Administration reported that in years past this issue was the subject of discussions that failed to be sustained. Possibilities exist for reopening those discussions to include other bargaining units (such as CSEA).
- 8) Renewal of discussions regarding overnight passes for part-time faculty members in the case of bad weather.  
This matter has been the subject of previous discussions, and both parties expressed interest in finding formal ways to permit commuting part-time faculty to stay on campus overnight during inclement weather.



## Contingent Concerns-Labor Management Meeting Notes February, 23, 2017

Administration: Lisa Wenck, Senior Executive Employee Services Officer; James Mackin, Interim Provost  
UUP: Mark Ferrara, Contingent Concerns Officer; Darryl Wood, UUP LRS; Cynthia Klink, Adjunct Lecturer

- 1) Part-time Contingent Remuneration: continued discussion of a living wage and the problem of compression for long-serving part-time faculty members.  
UUP reiterated the need for administration to meaningfully address salary compression for long-serving part-time faculty members and expressed concern about morale on campus.
- 2) Continued discussion of job security for part-time faculty: longer contracts for part-time faculty members employed more than three years (e.g., 1 to 3 year contracts with course guarantees).  
Constructive discussions are ongoing in search of options for longer term part-time contracts.
- 3) The request for enhanced professional development opportunities for part-time faculty (appropriate job titles, tiered workloads, possibilities for promotion, and conference funding).  
UUP reiterated a desire for career advancement options for part-time faculty members and discussions continue regarding those possibilities.
- 4) The issue of part-time faculty course caps (on 1 and 2 credit performance tutorials in the music department and lab credits in the sciences).  
Discussions continue regarding art and music part-time faculty members teaching 1 and 2 credit courses in recognition that current caps unduly limit the number of credit hours that these faculty members may teach per semester.
- 5) Follow-up on differential teaching loads at the college and their impact on part-time faculty in terms of workload and pay equity. Of particular concern are composition courses, music tutorials, and science labs taught by part-time faculty members.  
UUP pressed for workload and pay equity for contingent faculty members teaching composition courses (which count differently for full-time and part-time faculty), music tutorials (the pay-rate for which has not been raised in more than 15 years), and science labs (where base-pay for 170 minute labs remains a mere \$1,110).
- 6) The question of part-time faculty members, regardless of years of service, not being chosen for full-time positions (even when they are the clear choice of the department) and deans overturning search committee recommendations.  
UUP expressed frustration at an unfortunate trend in recent years of deans (and chairs) overturning search committee decisions that favor contingent faculty members currently serving on our campus.
- 7) Follow-up on overnight passes for part-time faculty members in the case of bad weather.  
UUP seeks an accommodation for part-time faculty members, stranded in the case of inclement weather, to stay overnight at Morris free of charge.
- 8) Additional matters, issues, or queries.  
None.



## **Part-Time Labor-Management Meeting Notes: May 11, 2017**

**By Mark Ferrara, Contingent Concerns Officer**

Administration: Lisa Wenck, Senior Executive Employee Services Officer; James Mackin, Interim Provost  
UUP: Mark Ferrara, Contingent Concerns Officer; Darryl Wood, UUP LRS; Cynthia Klink, Adjunct Lecturer

- 1) **Part-time Contingent Remuneration:** continued discussion of a living wage and the problem of compression for long-serving part-time faculty members.  
UUP reiterated the need for administration to meaningfully address salary compression for long-serving part-time faculty members and expressed concern about poor morale on campus.
- 2) **Continued discussion of job security for part-time faculty:** longer contracts for part-time faculty members employed more than three years (e.g., 1 to 3 year contracts with course guarantees).  
Constructive discussions are ongoing in search of options for longer term part-time contracts.
- 3) **The request for enhanced professional development opportunities for part-time faculty** (appropriate job titles, possibilities for promotion, and conference funding).  
UUP reiterated a desire for meaningful career advancement options for part-time faculty members.
- 4) **Continued discussion of part-time faculty course caps** (on 1 and 2 credit performance tutorials in the music department and lab credits in the sciences).  
Positive conversations continue regarding art and music part-time faculty members who offer 1 and 2 credit courses, in recognition that current caps unduly limit the number of courses that these faculty members may teach.
- 5) **Follow-up on differential teaching loads at the college and their impact on part-time faculty in terms of workload and pay equity.** Of particular concern are composition courses, music tutorials, and science labs taught by part-time faculty members.  
UUP pressed again for workload and pay equity for contingent faculty members teaching composition courses (which count differently for full-time and part-time faculty), music tutorials (the pay-rate for which has not been raised in 17 years), and science labs (where base-pay for 170 minute labs remains a mere \$1,110).
- 6) **The question of part-time faculty members, regardless of years of service, not being chosen for full-time positions and deans overturning search committee recommendations.**  
UUP highlighted a trend of qualified part-time faculty members not being selected for fulltime academic and professional positions on campus, and of deans (and chairs) overturning search committee decisions that favor contingent faculty members.
- 7) **Discussions regarding the implementation of policies to enlarge summer school teaching opportunities for adjunct faculty and to give priority to currently employed part-time faculty members—prior to designating courses as extra service assignments.**  
UUP hopes to see part-time faculty prioritized for summer teaching opportunities and will provide feedback to the administration in the fall.

## ***Part-Time Labor-Management Meeting Notes: May 11, 2017 (continued)***

- 8) Discussion of the possible impact of the Advanced Writing Requirement on part-time faculty members teaching composition courses.  
UUP expressed concern about the impact of a proposed Advanced Writing Requirement (AWR) on part-time faculty members in terms of the added workload associated with writing-intensive courses.
- 9) Follow-up on overnight passes for part-time faculty members in the case of inclement weather.  
UUP and administration will revisit this issue in September.
- 10) Additional matters, issues, or queries.
  - a. UUP returned to the need to provide adequate office space for all part-time faculty members (as construction projects on campus near completion).
  - b. UUP expressed an interest in returning to discussions about securing internal consideration for part-time faculty members applying for professional positions on campus.

### **Adjunct, Part-Time, and Contingent Meeting**

***By Bill Simons, Chapter President***

UUP Adjuncts, Part-Timers, and Contingents met in Morris 130 from 4-6:30 PM on Wednesday, April 26, 2017. Information and perspectives were exchanged in an intense and focused discussion. UUP Contingent Officer Mark Ferrara, President Bill Simons, and Labor Relations Specialist Darryl Wood participated, but the meeting belonged to the rank-and-file attendees, who filled the room with their numbers, passion, and eloquence.

The Adjuncts, Part-Timers, and Contingents meeting was funded by a Chapter Action Program (CAP) grant. Light refreshments were served. Thanks to Jeri Jerminario, Cindy Klink, Dave, Rich Tyler, and Loraine Tyler for their work on the CAP grant. Loraine also took notes on the discussion. As agreed, discussants are not identified by name. Notes on attendee comments appear below:

- need to recognize contextual boundaries during UUP contract negotiations
- UUP Oneonta within State UUP
- UUP Oneonta presence on State Contingent Employment Committee
- shape agenda of UUP Oneonta Part-Time Labor-Management and Labor-Management meetings
- form an adjunct, part-time, and contingent advisory group
- form an adjunct, part-time, and contingent department based representative structure
- participate in campus presidential search and ask presidential candidates their perspective on adjunct, part-time, contingent issues
- put a face on exploitation with specific, individual stories
- employ media—newsletter, email, TV, faxes, clothing, letter writing, website, ads, Facebook, Instagram, video—to publicize issues
- collaboration with other campus unions
- promote regional alliances with other UUP chapters, K-12, NYSUT locals, and PAC
- educate community