

AGENDA

Part-time Labor Management Meeting: Wednesday, October 12, 2016 at 4 p.m.

Submitted October 4, 2016 by Charlie Itzin, Officer for Contingents,
UUP, Oswego Chapter.

1. **Adjunct Salary:** The beginning salary for adjuncts has not changed since 2013 when it was raised to \$2,952 per course. Fall 2014, the university refused to honor a final negotiated pay raise citing financial difficulties. It has been two years and we have not seen a raise. The time has come to open a dialogue about adjunct pay. We propose that the beginning salary be raised to \$4,284.50 (a prorated version of the SUNY Oswego minimum for full-time instructors). This is a logical increase that is linked to an existing contracted salary. We feel it would be beneficial to the university in many ways including hiring and retaining qualified adjunct instructors and demonstrating SUNY Oswego's commitment to providing an equitable living wage to its adjunct faculty.
2. **Year Long Contracts:** Currently the majority of adjuncts on campus receive contracts on a semester-to-semester basis. We propose that SUNY Oswego award year-long (two semester) contracts to all adjuncts who have completed four consecutive semesters at the university. This would cut down on paperwork, take care of issues concerning parking permits, and demonstrate SUNY Oswego's commitment to adjuncts who have a proven record of service at the university.
3. **Committee:** We are worried that SUNY Oswego, which rightfully prides itself on being a leader in higher education, is being left behind. Both Albany and Oneonta have taken significant steps in addressing salary equality and other issues affecting adjuncts. We request that SUNY Oswego form a "blue ribbon" committee consisting of administration,

UUP, adjuncts, full-time faculty and students to look at the wide range of issues affecting a significant group of educators on this campus. We feel such a committee should look at salaries, contracts, paths to permanence, office and facility use, professional development and other issues that affect the university's adjuncts and contingents and make appropriate recommendations to the president and administration.

http://www.thedailystar.com/news/local_news/suco-hikes-salaries-for-adjunct-staff/article_8e2e9e17-52e7-57dd-b8e7-1f453f5398e8.html

SUCO hikes salaries for adjunct staff

- By Jessica Reynolds Staff Writer
- Dec 8, 2015

SUNY Oneonta announced Tuesday that it will pay its adjunct faculty a higher minimum salary starting next year, but several part-time professors in the teachers union said the increase isn't enough.

Beginning in the fall 2016 semester, the starting pay for teaching a three-credit course at the State University College at Oneonta will be \$3,000 instead of the current \$2,500, according to a campus-wide email message from college President Nancy Kleniewski. Longtime adjunct faculty members who make less than \$3,000 for a three-credit course will also receive an increase to \$3,000, according to the message.

In addition, full-time faculty and professional staff teaching as overloads or for extra pay will receive \$3,000 for a three-credit course. The change will affect more than 100 members of the campus community, according to Kleniewski's message.

The increase is a positive step forward but is "incomplete," according to Bill Simons, president of the Oneonta chapter of United University Professions, the union that represents SUNY professors and the college's other professional employees.

As of about 4 p.m. Tuesday, Simons had heard "varied responses" from adjuncts, he said, with some being satisfied with the increase and others saying "Wow, this really missed the mark."

"I would like to thank the administration in terms of making an increase," Simons said. "The president's message doesn't claim that this is closure, and that is a good sign. Because there are other steps that we ought to take, need to take and hope to take. Our

goal salary for starting adjuncts was a figure higher than \$3,000 (\$5,000) and we also need corresponding adjustments in pay for those adjuncts who have been teaching for many years."

UUP circulated a petition this fall calling for SUNY Oneonta administrators to double the starting salary of adjunct professors — contract employees who are not eligible for tenure. According to Simons, it garnered about 1,100 signatures.

The document, titled "UUP Oneonta Petition to President Kleniewski Regarding Adjuncts at the College at Oneonta," asked for an increase in salary for new part-timers, a corresponding increase in salaries for longtime adjuncts, and an increase in summer salary for all employees, according to Rob Compton, UUP Oneonta's vice president for academics.

UUP devoted the October edition of its publication, *The Sentinel*, to adjunct issues, with many articles by adjuncts who said they are unhappy with wages and feel they are treated as "second-class citizens."

Simons said he thinks the UUP petition was "one of the contributory factors in helping to mold the discussion" of a pay increase.

SUNY Oneonta employs 258 full-time instructional faculty members and 172 part-time instructional faculty members, according to Hal Legg, the college's executive director of communications.

According to Kleniewski, the increase will place SUNY Oneonta's starting adjunct pay above the average among comparable four-year comprehensive liberal arts campuses within the SUNY system. It's consistent with the aim of previous salary adjustments that affected full-time, tenure-track teaching faculty, she said.

"Several years ago, I announced a multi-year plan to address salary issues among teaching faculty," Kleniewski said in the statement. "In the fall of 2013 the college

implemented minimum salaries for each rank among the tenure-track faculty. In the fall of 2014 we adjusted salaries to reduce compression among approximately 150 members of the teaching faculty."

"SUNY Oneonta has excellent adjunct faculty members who contribute a great deal to the campus, bringing expertise from many fields and making strong connections with students," Kleniewski continued. "Adjunct faculty members are an important part of the campus community and we are grateful for their service."

SUNY Oneonta officials previously said the executive branch of the state government negotiates contracts with the United University Professionals, and that campus presidents in the SUNY system do not have the authority to raise adjunct pay, which UUP officials denied.

Don Feldstein, media specialist for the state UUP, said low pay for adjuncts isn't only a SUNY Oneonta concern. Low wages paid to adjuncts is part of the nationwide trend of over-reliance on part-time and low-wage labor, he said.

Beginning adjuncts at SUNY Delhi earn \$2,400 per three-credit course, according to Daniel Klossner, president of UUP's SUNY Delhi chapter. This amount was raised in the spring from \$2,202.

Going forward, Compton said, there must be "some kind of mechanism" in place to continually keep up with inflation and the cost of living. A survey of adjuncts that was being organized before the announcement Tuesday will go on with some revisions, he said.

"The president's announcement sets the direction for future negotiations between UUP and the administration," Compton said. "This is a positive first step, but more talks and more negotiations are needed because there are additional things that need to be done."

Implementing the Recommendations of the Panel on Part-time and Contingent Faculty and Staff

Progress Report
15 September 2016

Background – In the fall 2014 semester President Jones called for a “blue ribbon” panel to review UAlbany’s policies and practices relating to contingent faculty and staff and to make recommendations concerning this essential part of the labor force where needed or desired. Accordingly, then Interim Provost Tim Mulcahy appointed a 13-member Panel on Part-time and Contingent Faculty and Staff, to be chaired by the Provost. Convened initially in February 2015 by Provost James Stellar, the Panel met weekly throughout the spring 2015 semester and the early part of the fall 2015 semester. Their Report was issued on October 1, 2015

[http://www.albany.edu/academics/files/Contingent_Faculty_Committee_Report_10-1-2015.pdf]. Following review by several campus constituent groups, the Report was accepted and in the spring 2016 semester an Implementation Team was formed to begin carrying forward the Panel’s recommendations.

Structure – The Implementation Team is composed of an oversight committee, chaired by Senior Vice Provost William Hedberg, and three working groups – compensation and benefits, the professional environment, and career paths, including pathways to permanence. There are 7-10 members serving on each committee; the members were identified in consultation with the deans, the University Senate, and the UUP chapter leadership. Each committee has a task agenda referenced to one or more of the Panel recommendations (see recommendations and assignments at the end of this report).

Outcomes – The oversight committee and the compensation and benefits working group was constituted and met several times during the latter part of the spring 2016 semester. The working groups for the professional environment and career paths, including to permanence, are being finalized and will engage their task agendas in earnest beginning in the fall 2016 semester. Specific accomplishments to date include the following:

- The minimum per course stipend was increased from \$2,800 to \$3,600 (+28%) effective the fall 2016 semester. This was accomplished through a combination of investments, including \$400,000 in recurring base funds obtained via the campus’s compact budget process.
- A proposal was submitted for additional funds from the compact budget process to continue to raise the minimum per course stipend effective the fall 2017 semester.

- A brochure describing all benefits available to part-time lecturers was compiled and distributed to part-time faculty at the beginning of the fall 2016 semester. See <http://www.albany.edu/hr/assets/Benefits-at-a-Glance-PT-UUP-Academic.pdf>.
- Baseline data were developed for charting course loads for part-time lecturers, including eligibility for health benefits, with the goal of increasing the duration of appointments and increasing eligibility for benefits.
- UUP and System Administration were urged to negotiate amended language in the Agreement to change the eligibility for health benefits from two or more courses in a semester to two or more courses or an equivalent instruction related assignment in a semester.
- We have also stepped up recognition of the contributions of part-time faculty and staff. Four part-time lecturers and one part-time professional were selected for the President's Excellence Awards in Teaching and for Professional Service. These individuals were honored at a public event and reception in April. In addition, two part-time lecturers were nominated for and received the Chancellor's Award for Excellence in Part-time Teaching.

Next Steps – The Implementation Team is resolved to make as much progress as possible on all fronts during the 2016-17 academic year. The oversight committee and all three working groups will be meeting on a regular basis throughout the fall and spring semesters. Another Progress Report will be issued at the beginning of the spring 2017 semester.

Contingent Panel Recommendations (assigned working group)

1. **The University should affirm a value for fair and equitable compensation for contingent faculty and staff. (C&B)**
2. **The University should affirm that improved compensation is important for recognizing the essential contributions provided by contingent faculty and staff in delivering a quality, student-centered academic program. (C&B)**
3. **The University should adopt a goal of raising the minimum per course rate for part-time lecturers to \$5,000 over the next two to three years. (C&B)**
4. **The University should establish a policy that encourages deans and department chairs, in assigning courses, to try to insure eligibility for health benefits to part-time lecturers and staff who desire them (e.g. half-time or two courses per term). (C&B)**
5. **The University should work with UUP and System Administration to improve access to health and retirement benefits for part-time faculty and staff. (C&B)**
6. **The University should compile and promulgate, in a single place, comprehensive information about eligibility and terms for all benefits available to contingent employees. (C&B)**

7. **The University should develop and promulgate policies and practices to encourage increased integration of contingent faculty and professional staff in the programs and cultures of departments, schools, and colleges. (PE)**
8. **The University should promulgate a policy and framework for providing longer-term employment commitments for contingent faculty and professional staff. (PP)**
9. **The University should create career ladders and pathways for progression to permanence for contingent faculty and professional staff. (PP)**
10. **The University should establish a set of "best practices" for hiring and supporting contingent faculty and professional staff and should incorporate these practices in a handbook for deans, chairs, directors, and contingent faculty and staff. (PE)**
11. **The University should develop and install an effective (i.e., timely, multi-faceted) mechanism for evaluating the performance and contribution of contingent faculty and staff, including both formative and summative components. (PE)**
12. **The University should enhance and increase support for the professional development of contingent faculty and professional staff. (PE)**
13. **The University should promote existing opportunities and develop additional mechanisms to recognize and reward exemplars of excellence among the part-time and contingent faculty and professional staff. (PE)**
14. **The University should establish a Task Force to continue the work of the Panel primarily by assisting the administration in implementing these recommendations. (OC)**

From: Academic Affairs-Notices <AcademicAffairs-Notices@albany.edu>

Date: Thu, Sep 22, 2016 at 12:35 PM

Subject: Progress Report: President's Task Force on Part-time and Contingent Faculty and Professional Staff

To: ALLFACSTAFF-L@listserv.albany.edu

Dear Colleagues:

I am pleased to call your attention to the first progress report of the Implementation Team charged with carrying forward the recommendations of the President's Task Force on Part-time and Contingent Faculty and Professional Staff. The report is available at http://www.albany.edu/academics/files/Contingent_progress_report_final.pdf

I want to take this opportunity to reaffirm my support for the Task Force's recommendations. I thank the deans and the participating faculty and staff for their work in addressing the professional needs and interests of the University's part-time and contingent faculty and professional staff. I also appreciate the support and participation of the Albany UUP Chapter leadership on behalf of this concerted effort.

We made a good start in the latter part of the spring 2016 semester and over the summer – e.g., the minimum per course stipend was increased from \$2,800 to \$3,600 (+28%), a brochure describing all benefits to part-time lecturers was compiled and distributed to part-time faculty at the beginning of the fall 2016 semester, and increased recognition was given for the contributions of part-time faculty and staff. I look forward to seeing substantial further progress this academic year.

If you have suggestions to offer the Implementation Team, I invite you to submit them to Senior Vice Provost William Hedberg (whedberg@albany.edu).

With best wishes for the semester,

James R. Stellar

Senior Vice President for Academic Affairs and Provost