

SUNY FREDONIA

Office of the President

13 August 2002

Memorandum to: Timothy R. Allan, President, Fredonia Chapter UUP

From: Dennis L. Hefner, President

Subject: Response to Report of the Labor - Management Committee on School of Music Concerns

After reviewing the report from the committee and meeting with Interim Vice President Leonard E. Faulk, Jr., Dean Paul Schwartz, and Director Peter Schoenbach, I am pleased to present this memo detailing the actions that will be taken in response to the report.

1. Inappropriate use of undergraduates. The solution proposed by the committee has been implemented for Fall, 2002. Dean Schwartz has been charged with ensuring that the recommendations are fully implemented.
2. Inappropriate use of temporary faculty. The report contained four sections:

In response to the first recommendation, the School of Music has been granted authority to convert a vocal adjunct faculty line into a permanent faculty position. However, there is no compelling reason to grant a search waiver. A full national search will commence this Fall to hire a new tenure-track Assistant Professor in Voice for a position beginning in Fall 2003.

The committee's recommendations on treating temporary full-time faculty on an equitable basis with part-time faculty, the proposed method for computing consecutive semesters, and the method for handling interruption of service are consistent with general campus policies and provisions of the collective bargaining contract. These recommendations are fully accepted.

Director Schoenbach has been directed to ensure that temporary faculty do not serve as the chair of a department committee. The Director also will have an individual annual meeting with each School of Music full-time temporary faculty member, usually prior to the end of the Spring semester, to Evaluate performance and review workload for the coming year. The workload should be equivalent to the load for tenured or tenure-track faculty. As a result, for temporary faculty, reduced scholarship or service requirements should be balanced by a heavier teaching load.

Dean Schwartz has been directed to review the salaries of full-time temporary faculty in the Division of Arts and Humanities during the month of August 2002. If either of the two Music faculty mentioned in the report are entitled to an equity adjustment on the basis of this review, Dean Schwartz will make an appropriate

adjustment as part of this year's discretionary salary adjustment. The adjustment can be a maximum of \$3,000.

3. Definition of an overload. **The proposed definition of maximum workload recommended by NASM is accepted for tenure and tenure-track faculty and will be utilized by the School of Music.**

However, for adjunct faculty, decreased scholarly activity requirements and frequently lower service expectations means that the School of Music will retain the right to appropriately adjust teaching workloads to compensate for other reduced obligations. On the matter of consistent weighting of workload for ensemble directors, the committee concluded that consistent workload weighting already exists and does not require any further action.

4. Role and compensation for area chairs. The "comparable release" figures are consistent with the previous "Survey of Academic Program Administration" and deserve to be part of this initial plan.

However, the report does not state that the recommendations from the "Survey of Academic Program Administration" have not been fully implemented. In fact, only Phase I has been implemented, while Phases 2 and 3 have been placed on hold until financing is available. The recommendations from the committee are accepted and have been forwarded to Interim Vice President Faulk, who will add these recommendations to Phases 2 and/or 3, as appropriate.

5. Zero credit courses. The committee did not provide any detail on how zero credit courses adversely impact faculty workload. In fact, these zero credit courses are routinely counted as part of a School of Music faculty member's workload. As a result, the School of Music will continue with their plans to study zero credit courses as part of their response to the NASM accreditation report. At this time there is no compelling reason to have a second group addressing this very same issue.

I want to thank you and the members of the committee for identifying these areas of concern and for providing an outstanding set of recommendations. This collaborative venture has produced some very good results.

DLH:td/26

c: Labor/Management Committee on School of Music Concerns (Paul Schwartz, Chair; Michael Daley; Edward Giblin; Marc Guy; James Ivey; Julie Newell) Interim Vice President Leonard E. Faulk Jr., Director Peter Schoenbach