

**UNITED UNIVERSITY PROFESSIONS
LABOR MANAGEMENT MEETING
WEDNESDAY, MARCH 11, 2015
ROOM 228 SEYMOUR
NOON**

AGENDA

1. During several previous labor management meetings held during the past year we have referred to the contract between UUP and the State of New York, which requires that the College take those steps necessary to ensure that there are current/up to date Performance Programs and Evaluations filed annually in the designated personnel files located in the Human Resources Office for each professional employee as outlined in the above mentioned agreement between UUP and NYS. We are requesting information on a plan that addresses this requirement and its implementation that will ensure that there is a completed Performance Program and Annual Evaluation prepared by the assigned supervisor for each employee, reviewed and signed by both the supervisor and the professional employee.
2. Since the conclusion of the revision process of the Appointment Promotion and Tenure (APT) Documents and the adoption of those documents several areas of concerns still remains.
 - a. As discussed in previous meetings it has been brought to our attention that during the process of establishing a governance document considerable contention exists and other questions concerning how the document should be determined. One of the questions that arose during this disturbing process was what members of the college community would or should have voting privileges within an academic department. We are concerned about the impact about such a contentious issue as this on the college community and especially the effect it may have on those junior faculty within the department. We are asking that the College assist in reviewing the present policies and taking the necessary steps to establish clear and consistent policies throughout the college's academic community. Please update us on this issue.
 - b. Although there have been several discussions and an agreement concerning the requirement that there be an odd number of member selected for each department's Appointment Promotion and Tenure committee as suggested by the contractual agreement between UUP and the State of New York. It has been brought to our attention that this understanding/expectation is not clearly communicated across our academic community. We are requesting that this information be disseminated to each dean, department chair, and APT committee. In addition, this information be reflected in all departmental APT documents.
 - c. It has been brought to the attention of UUP that there are clear inconsistencies throughout our academic community as to the use of IAS scores, which we believe have been outlined by College Senate action and approved by the College. We are requesting that the College clarify and communicate those guidelines concerning the use of IAS scores as outlined by the College Senate. We are also requesting that all APT documents also are revised to reflect those guidelines as outlined by the College Senate.
3. During the Provost's presentation to the faculty it was stated that there would be the formation of a committee to review the College Senate's document titled Faculty Roles and Rewards Committee Report and its recommendations that were also accepted, signed and implemented. We recognize that these documents were produced/actions by the College Senate, approved by the College, and should as procedure be a function of the College Senate for any review. Since UUP has participated in the implementation and maintenance of the recommendations, we are again requesting that any review/revision be a function of the College Senate in the spirit of Shared Governance.

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NOTES

1. G. Owens: We are aware that the HR office is trying to work out and identify steps to ensure every professional has a current Performance Program and Evaluation; I suggest we hold supervisors accountable for completing these. We need to put the completion of these into supervisors Performance Programs and their supervisors should hold them accountable in a timely manner. P. Domaratz: Outreach to faculty who supervise professionals—if there is a way we can help reach them please let us know. G. Owens: We have done many workshops including some jointly with HR and will continue to do so. President Halstead: I am all for accountability, collecting and tracking data. W.Cramner: Through the SUNY HR System we are collecting data in regards to how many have PP and Evaluations and we are also personally checking each file to make sure this matches and the data is up to date. G. Owens: People are really learning the importance of having a PP. This is going in the right directions—thank you for your continued support.

2. G.Owens: In regards to APT documents and voting we are asking it is possible that the college develop a policy to create clear understanding. This has been on the agenda before, before our new Provost arrived, and in the nature of the union we have to bring it up again. Dr. Zuckerman: I am aware of one problem, in Health and Science and a plan has been worked out. My initial response is the department determines who votes and wasn't aware this is a policy or needs to be. G. Owens: My concern is there could be a problem that arises again. If we created a college wide policy then we would stop future issues. Dr. Zuckerman: The Senate Policy Committee can look at this and see if they want to leave it department by department or create a blanket police for campus. P.Domartaz: We just ask, before you sign off on this that the Union can look at it just to make sure it sin compliance with the contract.

B. G. Owens: We have already agreed on this, however, there are many who did not know. One Dean's office in particular said they did not know and will continue as is until told. We would like this stated in APT Document—that there must be an odd number of voters on committee and that there be no abstentions. Dr. Zuckerman: I will contact chairs again.

C. G. Owens: We have seen a number of issues in regards to inconsistency; decisions made based on IAS scores. IAS scores are a choice of the faculty in regards to where the scores go beyond department. We are asking that there be consistency as to what is policy. There 2001 document clearly says IAS scores are only used at department level unless candidate says it can go further. D. Jones: Currently with the program we use the Dean can see. Dr. Zuckerman: This is a problem and I'm hoping in the next year we can look at IAS instrument as a whole and see if we can find a better, national way of doing them. G. Owens: Schools cannot have school police different than Senate policy. S.Mitra: APT documents need to be revised and we need to have time to do this before fall. Dr. Zuckerman: Deans need to be clear that this is policy even if document states otherwise.

3. Roles and Rewards. G. Owens: It is important for Professional and Faculty clarification that there is a process that is provided by College Senate. Dr. Zuckerman: Yes, we are chairing the committee with College Senate. Anything they come up with will go through appropriate Senate committee. G. Owens: And HR needs to be involved in terms of Roles and Rewards for Professionals. W. Cramner: This can and will happen.