

**UNITED UNIVERSITY PROFESSIONS
LABOR MANAGEMENT MEETING
WEDNESDAY, MARCH 28, 2018
SEYMOUR 228
NOON**

A G E N D A

- I. Emergency Situations/Safety Training**
- II. Deans on APT Committees**
- III. Adjunct Pay**
- IV. MetroCenter**
- V. Bias Reporting System**
- VI. Fair Contract Support**

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NOTES

In attendance: Dr. Macpherson, Katie Wilson, Wendy Cranmer, Lou Spiro, Jim Haynes, Joe Balog, Joe Torre, Pat Domaratz, Brittany Profit-Rheinwald

I. Emergency Situations/Safety Training

Joe Torre: UUP has been asked to donate to the above training as well as the defibrillator training in the past. Although we understand the importance and appreciate that these trainings are offered, as a union we need to keep our agency fee rebateable dollars low and cannot help at this time. We would like to work together on this but not in monetary fashion. Furthermore, has this been approved for fac/staff to have the time off for this all day training? Katie: I wasn't aware that Fred had asked for donations. Wendy: This is part of job training and for anyone who wishes to attend it will be just as a normal work day—no accruals needed.

II. Deans and APT Committees

Joe Torre: On different occasions attempts to build ad hoc APT committees and policies have occurred. We need to maintain traditional/past policy and follow the BOT policy in the Fac/Staff handbook. Jim: I know which situation you are speaking of and without naming names, know that all policies and procedures were followed. The BOT policy does not specify a month that the policy needs to happen. All has happened within policy terms but under special circumstances we had to do it a different month than usual practices. Heidi: We need to understand what the concerns are with the out of cycle special circumstances. Jim: Special cycle for a member of the History dept. was offered and declined. Joe: Yes, because the current cycle is the best way to keep policy intact. Dean's and Search Committees: Joe: What is the role of the Associate/Assistant Dean in the search committee at department levels? The Deans office asking to vet interview questions outside the Affirmative Action office. Jim: I know 2 schools do not look at questions and 1 does. Joe: This is a conflict of interest with employment. Wendy: Whatever the statement is in the fac/staff handbook HR does not use it. HR no longer looks at the interview questions so the Deans office has been. Jim: I think the confusion is that that the Assistant Dean assumed we were under the old policy and was just making sure the questions were appropriate. I will explain that we do training now for search committees so they know appropriate and non-appropriate questions. We will let the Deans know to back away. Wendy: We will bring this up at the next Deans council.

III. Adjunct Pay

Joe Torre: The last pay increase for adjuncts was 2011-2012 when they started receiving \$800 a credit hour. There is a strong feeling across UUP that this pay rate is morally indefensible. Heidi: We will look at overall pay and decide from there where to go. We want to wait and see where things go with the contract. We need to collect data and talk to the new Provost—I believe that we always need to review. Pat: At Genesee once an adjunct receives term there is a review and then term increase. At MCC they rank adjuncts and that decides their increase. RIT adjuncts are on longer terms and have a higher pay but a higher rate of retention—also more benefits. SUNY policy doesn't prevent creative solutions for this. Jim: In Dean's council we are looking at areas where we can hire a lecturer instead of adjuncts. Joe: It's hard to compete when we have some of the lowest paid adjuncts in SUNY. Jim: We have no problem hiring here. Heidi: I appreciate your concern and we will be reviewing this.

IV. Metro Center

Joe Torre: There was an early meeting about unusual transitions—mainly from defined campus to satellite campus at REOC. Concerns—specific and individual—about their roles. Heidi: We are working on solutions that work for everyone. Joe: Operations/Structure—Wifi at REOC? Heidi: Wifi problem solved. Joe: Operating time for metro ends at 5, is REOC who ends before that going to accommodate for this? Heidi: The need for space is different for each unit therefore they are able to spill into other spaces while one is not using said space, especially in evening hours when MetroCenter peaks and REOC will be closed. There will be no plan to open or have access on Sundays. IT will be staffing the evening class hours. We will have another open meeting for Metrocenter staff to answer any questions they may still have.

V. Bias Reporting System

Joe Torre: I have personal experience and concern about the process. The procedure sends the chair an email that a report has been made about a personnel matter. The chair is to approach this faculty member on their own terms and then follow up with an email on how the conversation went. There is no confidentiality but rather 3-4-5 people involved in one case who are jumping to conclusions. I am concerned both as a chair and the UUP President. A student can file a complaint for things that are not a violation but because they are disgruntled or angry. Heidi: Student's didn't know where to go when they felt things weren't right. Biased reporting was meant to be educational, where biases are happening, where to do training. A tool for people to speak up/out. Joe: This could be used in a way not meant to. Heidi: Students need to feel their voice matters on campus. Benefits out way cons. Will clarify for everyone the lines of communication.

VI. Fair Contract Support

Joe Torre: I'm sure that you noticed on March 1st we had tabled in three locations on campus talking to Faculty, Staff, Students—anyone who would listen, about our concerns with the Chancellor not having urgency to push for a fair contract for SUNY employees. It's no secret that morale is low and we need a contract NOW to fix this. We are asking for your support, Heidi, to speak with the Chancellor about this situation and encourage her to put pressure on the governor. Heidi: I will speak with her when she comes to campus, but know all energy is going towards the SUNY budget and she will more than likely not do anything until after that.

