

UUP Labor-Management Notes
May 2, 2018
3:00 p.m.
9th Floor HAB Conference Room:

In Attendance for UUP: Beth Wilson, Kevin Saunders, Spencer Saland, Linda Suszczynski, Bill Capowski

In Attendance for Management: Tanhena Pacheco Dunn, Michelle Halstead, Jodi Papa, Shelly Wright

- 1. Follow-up on discussion of accommodation policies.** Our Disability Rights and Concerns Committee would like to let the Administration know that they are working on suggested revisions to the accommodation policies currently published on the College website, as we had discussed some time ago, and they anticipate sharing these with the appropriate parties in the Administration shortly.

Spencer Saland reported the New Paltz UUP Disability Rights and Concerns Committee is finalizing the work they have done to improve the accommodation policies published on the College Website. The intent of the improvements is to make the website more interactive in explaining the reasonable accommodations available for qualified employees, applicants, and campus visitors with disabilities. Spencer asked what the next steps are.

Tanhena Pacheco Dunn said she will work with her managers over the summer with the goal of revising the website in the Fall. Spencer volunteered to be available for questions.

There was also discussion about the Diversity and Inclusion Council. Would management consider more/additional representation of individuals with disabilities on this council? Finally, there was discussion about how to make the accommodation policies more systematic for requests within the institution.

- 2. Clarification of transfer advising/freshman orientation duties for summer chairs.** We have had reports of significant changes to the terms of obligation for summer chairs, and would like to clarify the specific obligations being required for Summer 2018, and how these may differ from previous summers. In particular, we would like to know what the Provost envisions with the new requirements for summer chairs to be available to advise and assist with freshman orientation, given that these orientation sessions are scheduled for three days per week, every week in July.

Management responded, stating, Summer Chairs are not going to be asked to do anything for the freshman orientation. Stipends will be paid for faculty participating in transfer orientation.

The item on the job description for Summer Chairs is intended to mean that they are to be

available for the four days transfer orientation takes place. This infers the Summer Chairs are available if advising calls with a question.

Wilson said the language seems ambiguous and open ended; perhaps it could be made more clear in the future.

- 3. Questions related to call for DSA applications.** The Provost recently put out a call for DSA applications for the 2017 calendar year, despite the fact that we still have no settled statewide Agreement, in which provisions would be made for such a program. First, we would like to know how many DSA applications were completed for the 2016 calendar year (which took place under the same circumstances). We would also like to discuss what the Administration will do with all of these applications (2016 and 2017) under several possible scenarios that may be the end result of the current contract negotiations.

UUP asked how many DSA applications were submitted by faculty in 2016?
Management replied, about 170.

UUP asked if a request for DSA applications will go out to the Professionals?
Management said yes, by Friday of this week.

Wilson said one of the moving parts of negotiations is DSA/DSI, and that at this point, no one knows whether there will be an award for 2017, and if so, whether or not it will be made on base. If the new contract has DSI, on base, would the Administration re-open the applications?
Tanhena Pacheco Dunn said management would have to think about it, and perhaps put together a contingency plan.

- 4. Recent changes to professionals' performance programs.** We have been hearing concerns about the new template from HR to assist supervisors in writing performance programs, in particular, with some elements on the "Personal Effectiveness/Skills for Success" page. We would like to discuss these concerns in order to clarify the Administration's intent in assessing some of these 'soft skills', and some other, more logistical questions that have arisen.

Kevin Saunders said members who took the training voiced concerns with the soft skills page and are unsure how this could be measured and evaluated. Specifically, items such as 'relationship building' and subscribing to the 'College values'.

Tanhena said these skills are measurable, that relationships play out in behaviors. Soft skills are what successful people have. She explained the new performance programs are an attempt to start a common vocabulary of a shifting culture.

Kevin asked if the soft skills could be better defined, and should continue to be revisited, the original document is too open to interpretation.

Management agreed we will continue to discuss it.

- 5 No defined work day/work week for UUP professionals.** Following up on a recent letter from UUP President Wilson to President Christian, we would like to resolve the outstanding issue involving stipulation of defined work days/work weeks in performance programs for our professionals, which is in explicit contradiction of established tenets of the statewide Agreement.

Tanhena said you offered a lot for us to talk about. Let's continue the conversation.

Beth mentioned we have a deadline, some logistical time challenges. It was agreed to discuss it in a separate meeting.

- 6. Freedom of speech on campus.** We have received several reports from members regarding what appears to be aggressive response by the Administration when faculty or staff raise questions or have criticisms of particular policies or events on campus. We would like to discuss the chilling atmosphere created for our members when discussing their concerns about issues arising within the institution in semi-public venues such as the fac-staf listserv and elsewhere. Is it the Administration's official position that messages shared within the campus community should only ever be positive in nature?

Tanhena responded she privately contacted three people about messages they posted on the fac-staff list. She states she did not tell members they cannot state their opinions or say certain things on the lists, or, that they cannot use this forum. She said she reminded them to think about what you say before you hit send and that she was writing to them as a fellow colleague.

Beth stated faculty should feel free to comment on the institutional concerns; she also pointed out that when receiving a private email from the head of HR, it would be difficult for someone to recognize that it was simply offering collegial advice from a peer.

Shelly Wright shared the policy for the fac-staff list serve.

Meeting Adjourned.