

## UUP Professional Issues Committee Meeting Notes

07March12

### *Attending:*

Barry Brown

Gina Doty

Bryce Hoffman

Faith Long

Amy Daniels

Kathy Falcetta

Sarah Cunningham

Bethanne DelGaudio

Susan Millett

Marguerite Adelman

Kyla Relaford

Michele Carpentier

Michelle Besa

1. **Introductions:** A wonderful group here today, so introductions were made around the table.
2. **Information from UUP Spring Leadership Workshop in Saratoga Springs March 2-3:**

Bethanne encouraged other professionals to attend this informative retreat, which to save UUP money, these will no longer be twice a year but in the fall and last Friday – Sunday.

  - Talked about “shared services” and stressed how campuses that have tried to do this on some level have faltered. It was stressed that every professional needs to make sure they have a current performance program that is measurable.
  - Be careful when people leave your department and are not replaced that their duties are not absorbed into yours expanding your already 100% performance program. If duties are to be absorbed, the supervisor must remove some things from your existing performance program.
3. **General Concern that Professionals have not been restored like Faculty have been:**
  - Discussed for some time that it seems that faculty have a more “joined voice” than professionals have when changes occur with them. It seems like faculty can more easily negotiate those changes compared to professionals. For example the teaching load is changed back the way it used to be in fall 2012, but areas where professionals work may still have a part-time secretary or no secretary is the same or to change it requires a novel of justification in writing. Professionals have made concessions due to the budget and are not restored fully like faculty. Right now there are a lot of adjuncts being hired.
  - We need to collectively have a voice in numbers. Professionals should be ‘beside’ faculty and not behind them with equity.
  - Faculty Senate has 3-4 professionals assigned. Kathy F. made a note to say that maybe professionals need to make a presence in mass at these meetings with agenda items that affect them. Also at Labor Mgt meetings there needs to be a monthly agenda item concerning professional issues. Right now with past budget cuts whenever CSEA personnel are lost or their hours decreased, the professional shoulders the responsibility in some fashion.

- Bethanne has the idea to invite the Provost Jake Liszka, Pres John Ettlign, and VP John Homburger to our meeting with an agenda ahead of time and talk to them about our concerns to “restore the professionals” that may have shouldered the load of the budget crisis quietly, but want management to know change is needed now.
  - Marguerite, the union’s newsletter editor suggested that we have a focus story on a department where professionals work. Many people do not know what we do and how long it takes us to perform our jobs. There is power in numbers, so this is another way to let others know their success depends on our ability to succeed and not be overwhelmed in work that may belong to others that are no longer there.
4. **Your Performance Program and Making it Better:** One idea discussed is to write down how much time you spend on your job tasks within your performance program and annual activity report. Doing so could come in handy to justify future ideas your supervisor comes up with, which may not be in your best interest.
  5. **June 20, Professional Retreat at Valcour:** Everyone reminded to mark your calendar to come to this 2<sup>nd</sup> annual retreat to discuss professional issues and other related topics. If you have an idea for discussion, let Bethanne know. This will be conducted in small groups.
  6. **Miscellaneous Information on SUNY New Paltz and Labor Mgt:** Bethanne went to the Leadership retreat in Saratoga Springs and heard that \$1.6 million was new money for SUNY New Paltz, above last year’s budget, and their administration is soliciting how to spend it. Everyone at this retreat found this information very interesting. Bethanne gave a broad overview about the February 8<sup>th</sup> Labor Management meeting, such as the hiring of a new Dean at the branch campus in Queensbury is going on. They have many good candidates in the pool.
  7. **Civility in the Workplace Grant overview:** Marguerite and Gina spoke about the workshop on March 22 and 23 with Tedra Cobb coming. Gina is hearing from others who have taken training from Tedra that we will not be disappointed in her presentation and facilitating the people who attend this workshop about civility and the zoomerang survey results. Call Gina at #5011 if you want to attend both days, or one of the days.
    - Kathy Falcetta gave everyone a document from NYSUT from the Office of Civil Rights to read. This document may help us shape our future policy about civility and antibullying in the workplace. You can view this policy at: <http://www2.ed/print/about/offices/list/ocr/firstamend.html>  
*Below is a portion of this web link information:*  
 “Some colleges and universities have interpreted OCR's prohibition of “harassment” as encompassing all offensive speech regarding sex, disability, race or other classifications. Harassment, however, to be prohibited by the statutes within OCR's jurisdiction, must include something beyond the mere expression of views, words, symbols or thoughts that some person finds offensive. Under OCR's standard, the conduct must also be considered sufficiently serious to deny or limit a student's ability to participate in or benefit from the educational program. Thus, OCR's

standards require that the conduct be evaluated from the perspective of a reasonable person in the alleged victim's position, considering all the circumstances, including the alleged."

The meeting adjourned at 10:05am. The next meeting is Thurs, April 5 at 9am-10am in Meeting room #8 in Angell Center. Please bring another professional member with you.

*Meeting notes taken by: Gina Doty  
UUP Chapter Secretary  
Edits welcome*