

Professional Issues Committee Meeting

April 5, 2012 (9:00 – 10:00am)

Attendance:

Bethanne DelGaudio

Faith Long

Gina Doty

Barry Brown

Susan Millett

Erin Campbell

Dave Curry

Marguerite Adelman

Sarah Cunningham

1. Reviewed March Labor Management meeting:
 - Shared services: no more information from SUNY yet per Dr Ettlting
 - Question came up if Univ Police had and used pepper spray (a campus in California experienced this). UP has small personal sized types of pepper spray and they have been used before.
2. Gas prices going up: At the last month's Labor Mgt and at the next meeting on April 11 this topic will be brought up to discuss to have people working in supervisory/ management positions be more flexible and open-minded across the campus when UUP members request a flexible schedule, an alternate working location, or whatever they request to help with the rising cost of fuel. As of now it is \$4.23 a gallon in our area. We are in the 21st century and many companies have for years been using telecommuting as a viable option for work to be accomplished. We realize the variety of ideas must be handled on a case-by-case basis. Right now it seems the mind set is this cannot happen, because the supervisor/manager cannot 'see' the employee so therefore they must not be working. We are professionals and right now there is nothing to base this on.
 - Bethanne already does the alternate working location scenario and her supervisor, Dean Morgan , is happy with the arrangement. Morale is higher for members when they know their supervisor knows and trusts they are professionals and are getting their work done from anywhere they are located. The development officers in Institutional Advancement and the Admissions dept. members already work away from the campus due to their jobs requiring it.
 - Academic members have already been doing this alternate work schedule for years. Why can't the professionals request changes and still get their work accomplished without reprisal from their supervisors and other colleagues? We are not hourly employees and where we can get our work accomplished should not be the primary issue. We want supervisors and

- our colleagues to be more open-minded about this topic. It's a case-by-case situation depending on your duties. Professionals signed up for jobs that they must be accountable at doing, because others know when the work is not being done. We have a professional obligation no matter where you are located.
- One person at this meeting explained that Clinton Community College in past summers has shorter hours during the summer and their workweek is Mon-Thurs ending at 3:30pm for everyone. The college closes at noon on Friday's. This saves energy for the campus too.
 - Talked about "log me in" software to access your work computer from the alternate location. Susan M. said there is a slight lag factor.
 - At Pace University and SUNY Alfred there is a written agreement for the supervisor and the employee to terminate the changes when either side feels it is not working out.
3. Fall 2012 having Higher Mgt/Dr Ettlting to our meeting: Having professional issues on the agenda for Labor Mgt will continue, but we will also have higher level managers, VP, Deans and Dr Ettlting at our fall 2012 professional issues committee meetings for two-way dialogue.
4. Update on Civility Grant (Gina & Marguerite): The turnout for the workshop with Tedra Cobb on March 22-23 was good, though very few academics attended. The initial committee spearheading this grant will start to grow this week, so if you want to be a part of that, let Gina, Marguerite, or Bethanne know. The civility posters are being put up all over the campus buildings and if you want some posters, let Gina know.
- There is a possibility to have Tedra Cobb return for more training on civility in the near future. Gina is looking into monies available since the grant money ended 3/31/12, but there is some campus funding available.
 - Dave Curry said that it is possible that UUP in Albany may fund free training Gina was offered about the CREW model that the Veterans Administration uses in hospitals. CREW stands for: Civility, Respect and Engagement in the Workplace. Gina will check into this.
 - An idea to have the winning poster by Brady Blake on the lawn of the Hawkins hall building where plays are advertised was discussed and is doable according to Barry Brown. He will assist Gina in making this a reality. The poster will be 6 ft X 4 ft.

SAVE THE DATE: June 20th for the UUP Professionals Retreat at Valcour

The next meeting is 9:00 am on May 1st in Meeting room #8
The meeting adjourned at 10:05am

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