

Professional Issues Committee Meeting Notes

October 3, 2012

Attendance:

Amy Daniels	Kyla Relaford
Gina Doty	Kathy Falcetta
Karin Killough	Bethanne DelGaudio
Erin Campbell	Margaret Stewart
Sheila Murnane	Barry Brown
Cathy Eldridge	Sarah Cunningham
George Still	

The meeting started at 9:00 am and we met in ACC room #8

- 1. Stepping Down as VP for Professionals:** Bethanne D. explained that she has made the decision to step down as the VP for Professionals at the end of 2012 due to a large increase in her work commitments in the Education department. There are aggressive moving changes forthcoming with students in our education program to become school teachers due to the changes the Commissioner of Education in NY wants to make despite UUP and many others opposing.
 - Whomever volunteers to finish Bethanne's term of office (ends June 2013), will receive close training with her.
- 2. Inviting Management to Spring 2013 meetings:** Bethanne plans to have John Ettling and John Homburger, and possibly Provost Liszka to another Professional Issues committee meeting to further open-up the communication between professionals and management.
- 3. Restoration of Positions due to Budget Crisis:** Bethanne reiterated what has already been said by President Ettling and John Homburger at the September meeting where strong justification in numerical details must be given when a position to restore is requested for your office/department. She uses Barry Brown's model of experience with this, for he worked hard for years to justify adding another position and he was successful.
- 4. Communication about the budget process in summer needs improvement:** Some committee members discussed their frustration of obtaining the basic information or the change information that occurred so that they could be ready for the fall semester with resources. The budget specifics need to be more transparent instead of 'cloak and dagger'. It appears that communication on this topic between academics and management is better than with professionals and management. Knowing specific information the week before the semester starts makes it difficult to plan for the fall from a manager or director's perspective.
- 5. Compressed Work Week committee initiative given to Labor Mgt:** On October 2 UUP officers met with management to discuss the draft application form to use for this

topic. The objective of this idea is for professionals in the summer of 2013, and if possible all employees on campus to use it if possible, to volunteer to work more hours, for example, work Mon-Thurs more hours to take Friday afternoons off for a specified time period agreed by the supervisor and above.

- The intention is to give a morale booster to professionals that for some time now have been working longer hours to support winter and summer sessions. This is a “work life balance issue”.
- Also some professionals are finding it harder to take time off. Some professionals cannot afford to use leave accruals or the Voluntary Work Reduction which reduces the percentage of your salary for an approved time off.
- This initiative has been discussed in Labor Management (L/M) since March or April this year. The committee found other campuses doing this in a successful way such as Clinton Community College (they have the campus shut down at noon on Friday’s in the summer), SUNY IT and SUNY Cortland have compressed work and a few others.
- The discussion at L/M were questions from management about the form and problems with allowing this type of initiative for if too many people were able to get it then some programs that are time sensitive may suffer. There was also discussion about offices being closed which may hinder other departments or the customer seeking assistance.
- Overall there is already the language in our UUP contract that covers this type of flexibility, but this committee wanted to create a formalized application form and possible appeals process so that “all” professional members could feel like their request carried weight. Some supervisors of these professionals are often told “no” to just about every request.
- Management overall collectively feel that professionals and their roles are far different than the academic member and should be treated differently. Academics have much more free will to do their job obligation without being on campus at their desk. Most professionals have the same ability to work with more flexibility like the academic member has been doing for many years, but management feels differently about the role of the professional and the mission of the campus. Management does not want to deal with the contract.
- The academic work life obligation changed fall 2012 when the course load changed back to the original 3/3 instead of ¾. This was the budget crisis extra load the academic workforce was given, whereas many professional members have work areas with the same reduced resources and have been told they most likely will not go back to how things were before the budget crisis. The problem is the volume of work, itself, has not changed with having less people/resources but it has increased. We have professionals doing more clerical duties and still are.
- There has been research conducted in the 1950’s about the management style changes required to increase morale. Our current managers handling this initiative are not using a more modern management style to improve the morale and instill “family friendly”, but saying the opposite.
- This discussion resulted in the formation of a future meeting to work with Kathy Falcetta, our Labor Relations Specialist, to explore our contract to locate all the

articles that prove our point about this initiative and possibly other issues directly related to help professionals.

The meeting adjourned at 10:30am

The next meeting is Wednesday, November 7th at 9:00 am in ACC room 8.

Meeting notes written by:

Gina Doty

PUUP Secretary

Edits welcome