

## UUP Labor Management Meeting Notes

Sept. 2, 2015 2:30 p.m.

Attending: Richard Aberle, Al Mihalek, Bethanne DelGaudio, Kathy Briggs, Kim Hartshorn, Sue Welch, Diane Merkel, Rob Keever, Jake Liszka, Gerianne Wright, John Homburger, Anne Hansen, John Ettlting, Karen Volkman, Bryan Hartman

### 1. Drescher JLM

John Ettlting wanted to discuss the situation of a faculty member who had been on a Drescher leave who then violated the terms of the agreement by telling the college she wished to resign before returning to do the teaching portion of the agreement.

— Ettlting: “We never got anything out of her; off she went. We don’t like that. That’s all. She violated the contracted she willingly signed.”

Discussion about having a member of the union on the selection committee, which is now made up of deans. The person selected now is exclusively determined by the deans.

— Kim: Having someone on the committee would allow “us to be closer at the get-go.

— Jake: We’ve already made selection for this year, Dr. Yu in Education. Mike Morgan suggested she was a good candidate.

— Ettlting: “There are no sanctions we can impose. It’s not to be used as a platform for finding another job.”

— Kim: “Everyone, from chairs to you, Jake, made it clear that the Drescher is to be used for necessary scholarship.”

— Jake: There is a professor who deals with children’s literature and immigrants is a timely topic here and abroad. I look forward to her success.

— Bethanne: “It’s dually noted that it’s dually awkward all the way around. We’re working together to try to prevent this from happening again.”

— General discussion about competitiveness of the grant and how not fulfilling the teaching obligation is generally not done.

— Karen: “I want to see us all work together to see that it doesn’t happen again.”

### 2. Joint L/M training for fall semester

— Karen: “We have supervisors who are not doing their jobs or following the rules. Al and I — every time we turn around, someone has some sort of case along those lines.

— Sue reported that a meeting in early August resulted in the potential of looking at a crucial conversations module “Communicating When the Stakes are High: The Question Behind the Question.” Discussed the Leadership Academy and having deans and vice presidents nominate those employees who would benefit from the sessions. Workshops have been prepared and room scheduled.

— Karen mentioned workshops geared toward how to handle difficult employees but even more basic question for employees and supervisors alike.

— Sue: “We talked about general workshops. They’ve always been well-received. Didn’t do professional orientation. All those topics should be covered.” She said she’s happy to come to department meetings, even suggesting wooden nickels for lunches. Sue then said she’d

issue a Doodle poll for planning purposes of workshops and discussion with Leadership Academy people for September meeting.

### 3. Communication

— **Change in semester sabbatical payment:**

— Karen: "I'm not opposed to faculty getting full pay for semester sabbatical. Just didn't know about it until opening breakfast."

— Ettling: Said UUP heard about it as soon as it was decided.

— Discussion about returning to prior to the 2008 payment structure where full-year leave is paid at half pay; half-year is at full pay. It is anticipated there will be fewer awarded.

— **Split of Nursing and Nutrition Department**

— Karen said she wondered what the departments would look like with the split in terms of faculty numbers and how it might affect the evaluation process. Discussion included the PRG set for the fall for nutrition, and how in nutrition and dietetics a tenured faculty is serving as chair, and a tenured faculty member asked not to serve as PRG chair. Kim discussed taking a look at the MOU to see if there is a solution within the MOU. He said it's not in the best interest of junior faculty to be evaluated under these circumstances. He then said we want to avoid a situation like the one that happened when sociology and criminal justice split. Karen agreed that we don't want a repeat of that "divorce."

— **Jewish Studies Program**

— Discussion about the nature of the program. Is it the equivalent of a center? Jake said it was more like an umbrella with a number of things the coordinator is being asked to do over and beyond what would be done as the coordinator of a minor. The donors to the program are willing to provide funding to direct those things as well as coordinate the minor. Wanted to give some prominence to recognize the value the donors had given it. The change is a campus title rather than a state title change. Karen asked about Anne's work with the donors.

— Anne: We make sure activities funded through the endowment happen.

— Ettling: When the initial gift came and the minor was set up, Bob Golden had a hard time finding faculty to teach. Donor got really upset. Jonathan Slater is to serve as director.

— **Computer Updates**

— Discussed the computer going down the day of the President's Welcome and how inconveniencing that was. Ettling pointed out that Primelink owner Trent Trahan personally apologized but said the interruption was not their fault. Problems in Albany caused computer issues in Plattsburgh. He said the college is exploring ways to build in backup redundancy so when "a squirrel takes out a transformer in Albany, you don't lose the ability to communicate in Plattsburgh."

— **Sibley Construction Update**

— John H. said the work is underway. Work includes asbestos abatement, the protocol to which is time consuming. Bethanne asked about flooding in the gymnasium and whether that could be addressed. John H. said he wasn't aware of the leaking but would look into the situation.

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#### 4. **PIP (SUNY Excels) update and timeline**

—Jake said the campus had to have a draft in the end of August; it's finalized in September. The performance improvement plan is based on SUNY Excels, which wants the college to look at

Access

Completion

Success

Inquiry

Engagement

These are the areas that SUNY has identified as areas we can improve. Jake said this is required by the SUNY Board of Trustees and may be tied to funding.

—Ettling said much of what Jake and Keith Tyo had put together in the spring in anticipation of Ettling's performance evaluation, which the chancellor used as an indicator of where the college was. The campuses were invited to submit two-page white papers offering plans for using funding in the five areas. Five white papers were submitted. He said whether any or all will be approved is unknown. Jake said that once they're accepted, then the college has to develop proposals. "It's a guessing game as to which will survive the cut."

##### —**Consistency of Appointment Letters**

—Karen asked that all elements necessary be included in appointment letters. Sue asked if anyone was saying they lacked information. Kathy Briggs said other campuses say in appointment letter whether employee is benefits-eligible. Sue said the letters are generated in the deans' offices. Once the letter reaches HR, it's already been signed by deans or VPs. She said the letters would have to be regenerated, which adds another two weeks into the process. As for part-timers, if their status changes, HR follows up with a second new letter explaining benefits. Kathy said she feels this belongs in the letter.

— Sue: It includes a summary of benefits.

— Kathy: It's not a statement in the letter that says you are benefits-eligible. It's not a problem until it's a problem, particularly for the part-timers. I've seen different appointment letters. I don't know what causes them to be worded differently. The words should be there as per the contract.

— Sue said they can look into it for the spring semester. Karen said she and Kathy would follow up with Sue.

##### — **Introduce idea L/M Task Force to explore e-portfolio use in performance reviews**

— Karen said it was brought to her attention that someone on campus submitted his evaluation via e-portfolio. Discussion took place about the appropriateness of a faculty member taking it upon himself to do so when it is not an acceptable mode of submission yet. Discussion also centered on Mahara, an e-portfolio system. Karen asked that a task force be set up to explore the issue.

— Ettling: If it replaces something now that is more labor intensive and its free ... this is the first I've heard of it.

— Jake: I think it's a good idea (but) we want to work out all the details to make sure no one is harmed in the process. Discussion included the faculty member being able to re-submit a paper file.

— Meeting adjourned at 4:05 p.m.

*Meeting notes taken by Gerianne Wright, Chapter Secretary*  
*Edits welcome*