

**PUUP Exec Board**

**Thursday, Sept. 26, 2019**

**12:45 p.m.**

Attending: Kim Hartshorn, Michelle Toth, Erin Campbell, Richard Aberle, Gerianne Downs, Kathy Briggs, Ray Guydosh, Oscar Flores, Dan Gordon, Steve Holmes, Karen Volkman

**1. L/M Agenda**

- **Academic Plan**

Kathy is concerned that this plan was created without the knowledge of the chapter president. Four pages had been released; specific mentions of the union without sharing the entire plan to the chapter president. Kim says there are some things in this plan if implemented well can work. Change is going to happen; change needs to happen. The campus is in trouble. There is likely going to be push back and they're going to be expecting faculty senate and PUUP to fight without clear message. We have to maneuver very carefully. Kathy said Kim cannot say "Negotiate." Danger here is that input, discussion, will waive any claim union has to changes made by this policy. Any clock that might have to be implemented has started. Ray said you don't want to say anything that will give up your right to say something later. Kathy: You cannot speak in a way that infers at all that the union has been consulted, approves of the process or of the document. Look for a more generic statement that the chapter has just received the document, encourages administration to make decisions on the best interest to the college. Don't make any commitment or statement that you've been in the loop on this to avoid starting the "known or should have known" clock.

Oscar's concern is on how the procedures would be implemented. Kim said the deans have had individual meetings with the chairs; understanding that the face-to-face discussions were much more dire than this plan. There are departments that have been called in essentially with the message that it's going to be gone. Kathy said if anyone has an email that says their department is in peril. It's not acceptable to tell a faculty member they're in a department that might not be here next year. Depends on who was told by whom and when they were told. Those clocks matter; was it someone who had authority to tell them or a secretary who overheard something. The department chairs I assume would have been spoken to as agents of managements, but they're also concurrently UUP members. What did the department chairs say? If offering up individuals then we're in trouble. Faculty should have zero input on restructuring when it has an impact on our people. Best advice is to not have an opinion expressed at a public meeting.

Dan shared how he asked David Hill directly can you tell faculty there will be no retrenchments. He said yes; that allays anxiety. Kathy said that tells professionals as "screw them;" because they're not considered. This campus has repeatedly sworn its

allegiance to academics. They have not sworn similar allegiance to the professionals. Academic plan affects professionals. It took a professional to get that student in front of you as an academic. It's extremely insulting to have professionals excluded in thought and action.

Kim said it's highly probable there is strategy in this that involves a new administration. But it's going to kill the morale and participation on campus.

- (a) Performance Review of Academic Employees
- (b) Performance Review of Professional Employees
- (c) Post-tenure Review
- (d) Contingents in Academic Plan

- Articles and clauses identification in Academic Plan
  - Diane Merkel wants discuss the proposal she made for changing the timeline requesting people to serve on the ERP. Dan said he told her changing the timetable is not going to make any difference in getting people to volunteer. More important to change the policies to make more people eligible and have fewer people that need to be evaluated
  - Professional performance programs calendar cycles six and seven. Supposed to be temporary cycles in which professionals could request promotions and salary increases. Only supposed to be temporary; now in there permanently. They can ask in cycles one through five, but are being denied for being outside these cycles. Kim said he believes people have to wait for six and seven.
  - Business Affairs Plan
2. Gerianne Downs made a motion to advance Richard Aberle funds for trip to Syracuse for Contingent Employment Committee Saturday, Sept. 28 from the appropriate account not to exceed \$300; second by Michelle Toth. Seven yes; one abstention.

Adjourned at 1:46 p.m.