

**PUUP Exec Board Meeting
Wednesday, Nov. 10, 2021
Via Zoom**

Attending: Kim Hartshorn, Gerianne Downs, Oscar Flores, Dan Gordon, Michelle Toth, Matt Salvatore

1. Service

Discussion: Kim reported that both Anne Herzog and Ray Carman said they want service on the L/M agenda. Kim maintained that it isn't the union's responsibility to make sure faculty and staff are fulfilling any service requirements. He said the union would not support any kind of mandatory evaluation of service. Dan repeated something he says all the time and it is applicable here: There is a widespread perception here that there is little or no reward for doing service; and there is little or no consequence for not doing service.

Kim said the administration has tools in its toolbox and we don't need to give them more before they use the ones they have: DSI for instance. Matt reminded group that it's in the professional annual activities report

2. Cromwell's/Administrative replacements

Discussion: Dan wants to know if it's going to be re-built and asks: Why is it when administrative position open it's filled immediately but when faculty or staff position is vacated it remains open. If they say it's based on the critical need of the campus; so then you say, you just told us administration is more important faculty and staff who come in contact with students on a regular basis; then we need to ask is it going to be filled higher, lower or same salary than before. We have to ask the question again why is happening when not happening with faculty and staff. If the answer is that we want to attract the best candidates, that goes back again to you just told us again administration is more important than faculty and staff.

Kim said VP slot open with Cromwell leaving; we have another VP who may be on shaky ground right now. I could imagine a solution that may involve two VPs: I don't know if we want to talk about that at L/M with the VPs there. I do think we could bring up discussion about replacements and how administrative replacements and adjustments in face of open faculty and professional lines is not helping morale; but what's going to happen with the VPs, might be a private discussion between Michelle and Alex. I think there's some communication there that would be difficult with all of the VPs present.

3. EAP Position

Michelle wants to remind administration that we need to search for a person to fill the EAP spot. Elin stepped down.

4. Memo Josee sent out; have her go through it and explain it.

Dan reminded group that we also wanted the salaries and Josee said no last L/M meeting. Kim said we could look it up and ask if they're correct. Dan said our constituency wants it; if you don't provide it, and we do, it looks confrontational and lacking transparency. Kim said we should have the numbers and we want to see if they're accurate because we have members who want to know. Michelle: suggested emailing the info to exec board. One of the caveats was it didn't include p-t numbers, whether they went up or down. Want to see that information or get explanation of why she didn't include.

Matt asked if it's recent salary data. Michelle said it's quarterly.

5. What are the current discussions relating to deactivations

Discussion: Kathy said that Josee is at Potsdam, where they're talking about deactivation, AKA who are we going to hit. L/M question is: is the conversation at administrative level on deactivation of programs? They can deactivate a program without faculty involvement. Kim said the role of the senate is limited to curricular reasons, not budgetary reasons. Kathy said the union is not in a place of getting people unemployed. You're LRS made it clear that we do not participate in the potential loss of union jobs in relationship to chairs reacting to requests from administration for lists of colleagues.

6. What are the current situation with Potsdam

7. Vacations/Liberal Leave

L/M meeting via Zoom Wednesday, Nov. 17 at 1:30 p.m.

Adjourned 1:08 p.m.