

**PUUP Executive Board**  
**Agenda**  
**Thursday Feb. 24, 2022**  
10 a.m. via Zoom

**Attending:** Gerianne Downs, Michelle Toth, Oscar Flores, Kim Hartshorn, Matt Salvatore, Ray Gydosh, Joseph Vesic, (grad student for political action department at UUP Central), Kathy Briggs

**1.** Updating access to UFirst accounts.

Authorizing the new chapter president (Michelle Toth) to be a signatory for our regular and good and welfare accounts and removing the previous president (Kim Hartshorn).

Vote: Gerianne moved; Kim second. Approved unanimously.

**2.** Planning for the March 4th rally.

Kim reported we have the space at Amite Friday at noon. Asked Curt Gervich and Cassie Joseph to speak. Curt will address the HEALS report; Cassie will speak about accessibility and the Excelsior program. Gary Kroll will also be speaking. President Fred Kowal is expected to attend.

Michelle said she invited the president but has yet to hear back. Kim offered to follow up.

Michelle also mentioned to Ethel Facticeau, who would like to be there. Joe Vesic asked for Kim to follow up with Billy Jones' office. A save-the-date email will go out reminding everyone Thursday and Friday mornings. Suggested to bring students.

Michelle asked about media and other outreach. Kim is going to get information together, including posters for campus UUP bulletin boards; she suggested Patricia can assist when next in the office.

**3.** Agenda items for next L/M meeting March 23 at 1:30 p.m.

Michelle thanked Dan and Matt for coordinating last meeting. Asked for any new items or ongoing. Dan said the best and longest discussion was on morale on campus. He said the open forum on Plattsburgh Next deserves a thank you to the president. Rank and file need to know; 20 percent reduction expected in students, which means a 20 percent reduction elsewhere. Dan said we need to nail that down. Michelle said following up on Plattsburgh Next and 20 percent cut fac and staff question.

Kim: updates on the searches, and an agenda item for COVID.

Michelle said UUP has gone on record to say we do not support dropping mask mandates or county health recommendations but to stick with CDC recommendations. Kim said it should still be an agenda item because there will be much to talk about.

Items to include are:

- Strategic plan
- Admin searches
- Covid updates and mask mandates
- Software for review process — Michelle said recommendation went to the approval people. Kim said it should be there because it's crucial for fall. Dan said it was discussed. Kim these are just to get updates on. Keep pushing them so it doesn't fall off the table.

Michelle: If anything comes up in the next week or so can add as needed.

Kim made the suggestion that the exec board can control who is at the L/M meetings by having agenda items that management has to be there to discuss or answer questions. Dan said all the VPs and Enyedi were there last time.

- Possibility of bringing up new M/C personnel, who they are and if they can still be affiliated with union.

**4. Discussion about the on-going problems with performance review process/notifications/communications, etc.**

HR took over responsibility for sending out notifications. Dan said he and Kim discussed it previously. Asked HR to take it over. If we have the software in place, it's supposed to take care of notifications and send them out at appropriate time. Dan said he thinks it was a matter of someone not paying attention to the communication that went out and didn't get it in on time. Suggested that Michelle speak with HR about affiliations and changes to members who became M/C, interim M/C, etc.

Matt said he had heard Cori say they might be looking at IFR cash balances; institution continued charging fees during COVID. Matt said his concern is that he knows the institution looks at IFR cash balances as rainy day funds, but a CFO memo from SUNY when the rec fee was approved said the resources are to be used sole purpose for which they're collected.

He's asked Josee this question in a public forum, and she said technically that's correct but said in a worse-case scenario, they could dip into these resources. Matt has concerns about ESS but also across all divisions that are trying to find that 7 percent.

He also reiterated that fewer students does not mean less work for our members, especially the professional employees. Some in management don't feel that's the case. He said we know that when people separate, they're not being replaced, and work is being dispersed. They're not being adequately compensated, or they're waiting six months for compensation to kick in. And they're not getting a lot of sympathy from mgt: "It is what it is, people have to suck it up" kind of attitude. He said he's concerned for temp or term appointments who may not get renewed this year.

Michelle: we're seeing more adjuncts fill in the gaps when faculty retire.

Kim said he thinks it's worth pushing. The practice to add responsibilities and duties consistent with job promotion and not doing the promotion until some other period based on random decision to go by some calendar needs to stop. They're saying that we will give you the promotion when the cycle comes up even though they could unilaterally give the promotion whenever they want to. They're getting six months, whatever, extra work without additional compensation, and that's a bad practice.

Michelle: we have to keep documenting these cases.

**5. Recruiting Contingent and Membership Officers**

Michelle asked for input if anyone has ideas for recruiting or if there is anyone interested in these issues.

Kim said Alicia Herzog might be interested; she may also be a professional delegate.

**6. DA attendance - registration is now open**

6 academics, 4 professionals to be seated from Plattsburgh

**7. PT Academic Employees Review Waiver (draft from HRS)**

In our performance review process, long-standing adjuncts have the opportunity to waive and skip the review process for two years. Dan said this came up when revising the performance reviews for academics. There was a discussion on how to evaluate part-time faculty, who have a most labor-intensive job to do their evaluation every two years that essentially says the same thing. Changes were made to streamline the process that did not benefit the P-T faculty. There is an article in the performance review of academic employees saying they could waive it; HR said it has to be initiated by the adjunct being evaluated. A form was created for this.

Michelle said her only question is when should this be initiated. Right after last review? So many months prior to next review? Needs others' signatures.

Dan said his understanding was this is what the person puts into the file when they submit the file at its regular due date and then be able to skip the next one two years later.

Kim: I think it needs to be a little stronger; not just a waiver for being reviewed but also an agreement on admin part that you're being OK'ed to be renewed for same period of time. Although they could be non-renewed for enrollment reasons, they couldn't be non-renewed because they didn't submit a file.

Michelle: That makes sense to tie it to the previous review cycle.

Dan: and that's why it should all be submitted with the file.

Kathy said that evaluation and appointment are not the same. Documentation for waiver needs to be in the file; it has nothing to do with appointment.

Michelle read a sample appointment letter that said appointment is expected to continue until ... and then there's a date.

Kathy said to make sure the language of that document says exactly what the union wants it to say.

Michelle: still have some questions and issues we need to ferret out. Should be addressed in this before we forward it on.

Dan suggested presenting it to the P-T faculty with the understanding that it doesn't guarantee you reappointment but lessen the burden of frequent evaluations.

Michelle: Brought up some good issues and concerns; get feeling we're in favor but not a done deal.

Dan: if they meddle with it in a way not acceptable, we drop the whole thing.

Michelle will respond, say the form should be part of review process and if seeking waiver should be part of the review process. We still have those other steps and will find out if there are other concerns or issues.

**8. Faculty Senate committee on revising COS (course Opinion Surveys)**

Ray is looking for a union rep to be on the committee.

Past UUP VP for Academics Jamie Dangler was active on this issue and other campuses are also working on this issue.

Michelle said she's happy to step in if need be. Kim said his gut reaction is we should not be on the committee. Michelle said Jamie Dangler has a file on this, doing this with many campuses. Our particular document is unique. We need to be there. I think someone should be on the committee who knows this stuff. Kim said our agreement states there needs to be some quantitative evidence and uses COS as an example. Michelle said it's not the COS itself. Kim said the other campuses it's about how they're using the COSes. None of that is in our agreement.

Ours has no indication how that data should be used. We don't have quite the same problem some of the campuses do that are using evaluations.

Dan: Our agreement says it's only one part of the whole. I hear these arguments all the time; comes up at everyone of the VP meetings. COSes are not being used properly. Never been an issue on this campus. Culture has been standard COS doesn't measure everything and teaching effectiveness can be evaluated by other means as well. Student evaluations are not the only measuring tool. Not an issue for our campus.

Michelle: a number of the issues is a look at what questions being asked, how they're being asked,

Dan suggested putting out a request to membership to serve on this.

Michelle: Current VP going to send me the information and I'll have it by next week and we'll follow up. At this point, it's faculty senate, not from the provost.

**9. Other updates, events, news**

- a. Workshop for Supervisors of UUP Members. Thurs. March 24th, 12-1 p.m. (zoom). Open to MC and UUP. Not necessarily for chairs.
- b. Professionals workshop on performance evaluation Thursday, March 3 at noon with Michelle Trombley. Patricia will send out in her Friday reminder email and put on the calendar.

Adjourned: 11:23 a.m.