

**PUUP Exec Board Meeting**  
**Wednesday, Oct. 26, 2022**  
**Noon via Zoom**

**Attending:** Gerianne Downs, Michelle Toth, Dan Gordon, Oscar Flores, Ray Guydosh, Kim Hartshorn, Kathy Briggs, Shawna Mefferd Kelty, Sarah Hackett

**1. Provost/Dean's review and Supple Memo discussion**

**Discussed** 2015 memo, which Michelle reported contains a weird list of criteria.

**Michelle:** It's way too specific and doesn't honor the spirit of the memo.

Dan said we have to impress upon her that the things going on are total morale killers

**Kim:** People on the list already know they're less than productive; they would rather be more productive. She needs to find ways to encourage them to be more productive rather than punish them. If the solution is to force them to teach, it's just a mistake, top to bottom.

However, they could actually encourage people to teach by honoring teaching more than they do; encourage people who have fallen behind that they can still receive DSI or promotion to full professor if they actively engage in teaching; that would be a positive step.

**Kathy:** if they're going to hold to this as standard, it needs to be in the elaborations so everyone knows minimum

**Michelle:** absolutely not, it says they have to engage in scholarship

**Kim:** it was not a negotiated memo

**Kathy:** they get annual activity reports; why aren't they checking who's doing what and not a five-year look-back

**Kim:** Basically, what they're saying is deans need to have some kind of criteria in which they are awarding course release. That may be the technicality of it. Tenured people have been working on a 3-course load; that block of time is discretionary. Often used for scholarship but also for things that are not documented: serving on committees, mentoring dozens of faculty, additional time with students, etc., lot of ways in which a senior faculty member can be utilizing that discretionary block of time in ways that are productive. There are people who take advantage of that block of time and don't do anything. It's up to management to find ways to reengage. You don't reengage by punishing them by throwing them into the classroom

Kathy: Supple process gives no consideration for any service in any way.

Michelle: There's extraordinary service, as Ray C. brought up, but it's still up to their discretion.

Kathy: They don't bother to look at what people are doing, have the conversations Kim and others have mentioned. It's a quasi-post tenure review.

At this point, Michelle cut discussion off, asked for more to be shared via email.

**2. UUP Press Conference on Campus Budget Deficits and Supporting SUNY**

Nov. 10; 11 a.m. Alumni Conference Room

Michelle reported that she's frustrated with UUP Central, doing a press conference at this date, etc., haven't given us any information, asked to find a student speaker, found one themselves, etc. officially, at 11 a.m. in alumni conference room

**Michelle:** Fred has been going around, doing them around the state, talking about campus budget deficits and supporting SUNY. Will send posters out to see if people want to attend. They're running the show for the most part.

### 3. Administration-initiated proposal to deactivate the philosophy major

Vote set for Nov. 1 Faculty Senate meeting

Michelle reported that Ray Carman sent out the email.

**Michelle:** On plus side, a lot of faculty are clearly against it, but they're (administration) going forward with this. Shared info with Kathy; agreed something needs to come out from the union before that vote; we're talking about principles of the union and members not being involved in cutting members. As far as I can tell, Don's job not in jeopardy. Will be teaching gen ed.

**Kim:** I'd be really disappointed that the administration and Faculty Senate can't find a way to maintain it as an interdisciplinary major of some kind. Everyone on campus is talking about interdisciplinary teaching, the future of Plattsburgh; this seems like the ideal place to start it.

**Dan:** It's atrocious a liberal arts college not have a philosophy major. It's an outrage that could be expressed at L/M.

Michelle: they're coming at it as closing the major, which is a curricular issue.

**Kim:** They could put the major on hold until it's redesigned as interdisciplinary. Perfect opportunity to find some way of maintaining a viable campus identity without paying attention to the financial realities that college is facing and having some sort of creative approach to maintaining identity.

**Kathy:** why would senate want to be involved in making a decision to cut or let a program die?

Michelle: Consistently voted against it in subcommittees. It's putting it out in the light of day. When this comes up, our members should vote no for all of these.

**Kathy:** I don't see how senate policy stops them from doing anything.

Michelle: It doesn't; it was to make things transparent

**Dan:** Are they planning on using vote as a step toward retrenching the department. Is this a step along that way; say look, faculty voted to not have this major, so we don't need that department anymore.

**Michelle:** This is we're getting rid of the major; filling gen-ed seats. Don still could be teaching full time regular position. Don, Beth and James are affected. Beth retired. James may be listed as philosophy but not sure he's teaching it. Can talk about founding principles, we do not take acting against our own members, share UUP list prior to meeting, share that language. Ideally it'll come before a vote; everyone will vote no and they'll do it anyway. That's how this process is supposed to work. Better to have everyone vote against it than to have acquiesce.

### 4. Spring 2023 chapter schedule of meetings, workshops, and events

### 5. Mixer

Thursday, Nov. 17, 4:30-6:30 p.m. at Butcher Block

## Chapter Elections 2023

*Must be a member (signed card) by Jan 13, 2023 to be able to vote in the election.*

- Nomination forms: Mailed out Jan. 18th - Due back by Feb 17
- Voting: Ballots mailed out March 14th - Due back by April 21

### 6. Mid-February general membership meeting

### 7. Chapter Bylaws

Michelle said we're considering a committee for changing bylaws.

**Michelle:** Kim did lot of work on this already. UUP has template for chapter bylaws. Clearly, ours do not match. We have a bunch of questions and issues; one of them is term limits. Currently, ours is written terms for two years; cannot serve more than six years in a row in any particular officer position. We are one of four or five in SUNY who have term limits; there are pros and cons to term limits.

**Kim:** one of the processes or compromises I was thinking of is that you could serve beyond your term limits as a write-in candidate. That might be a way to adjust in the bylaws.

**Michelle:** challenge we have right now is having no one run.

**Ray:** I've been a long-time advocate for term limits, but not now. I suggest eliminating term limits.

**Kim:** I wouldn't disagree with what Ray is saying.

**Michelle:** fact can keep going, even if remove term limits may still not be able to fill a position. In bylaws, we have to have certain positions.

#### a. Positions: some questions

##### 1. Grievance

**Kathy:** In the past we had one. On average, haven't had many. I don't think we had more than a couple with Rob, and one or two with Gary.

**Kim:** One of the advantages with having a grievance officer is telling people it's not really a grievance.

**Michelle:** Does it have to be elected? Is it an exec board member?

**Kim:** I asked this question at constitution governance committee. They said it's in the constitution. Pretty sure the grievance officer does not have to be an elected position. I think it's probably worth looking it up in statewide constitution to see which positions need to be elected.

##### 2. Combined Treasurer/Secretary

**Michelle:** nothing spells out how or to combine after the fact?

**Kim:** If no one is nominated, then someone can be elected via write in. Need five write in votes to be elected.

**Michelle:** If a position is not filled, how do we cover that? That's one of the examples.

**Kim:** I think bylaws can state a pyramid thing: you could assign treasurer to one of the VPs, the secretary role to another VP in case of open position.

**3. At-large members: 2 academic; 1 professional**

**Kim:** Other ways to do it; top vote getters in delegates could be the at-large member. I had put that suggestion in my draft by-laws. Problem is getting too many people on exec board you have problems with quorums.

**Michelle:** I like the idea because people vote by name recognition. Should be people who want to be a part and show up.

**Kim:** I think the current system, two academics and one professional is good. With Sarah representing the contingents, they're represented on the exec board. You might consider an at-large contingent member.

**Michelle:** Reluctant to add it for extra service but good to have their voices.

**Dan:** We don't have enough people to run for offices; getting an at-large member, then that person becomes knowledgeable and becomes comfortable running for a larger position.

**Kim:** typically, the at-large members are active who aren't officers.

**Michelle:** have had people who mentioned they want to get involved. Terrance Vance in nutrition has talked about getting involved.

**Kim:** John Locke may be. Also, could be putting in non-voting at-large member.

**Ray:** if going to have non-voting members, might want to consider whether or not they count in a quorum.

**Michelle:** Doesn't even have to be called an expanded exec board; could rename it something else.

**8. Postcard campaign**

**Michelle:** We will plan on delivering post cards at the Nov. L/M meeting. If you have them, get people to sign them and drop back off to Patricia in office. Plan for Nov L/M to present them. Outreach: wander around your building. I just got an email from Julia Davis who said Sienna is getting rid of tenured faculty. SUNY wants post-tenure review. Under negotiations.

**Kim:** This time, they weren't talking about a post-tenure review that would negate tenure

**Michelle:** But it's a step, like a state-wide Suppling.

**Sarah:** what date do you want them dropped off by?

**Michelle:** by Monday or Tuesday, Nov. 14 or 15.

**9. Items for Nov. L/M**

**a. Deliver postcards**

**b. Provost/dean's review and Supple Memo criteria and process**

**c. Liberal leave for workload workshop Feb. 27 at noon.**

**d. Possible discussion** on proposal for one-year contracts for lecturer and UUP-wide, models out there for paths to permanency for lecturers that we'd like to discuss to move forward on this campus.

**10. Membership Meetings**

- Feb. ? (Budget Vote)

### **Mixers**

- **End-of-semester?**

Michelle said it's tricky with graduation and grades.

Kim suggests week after graduation.

### **Workshops**

- Mon. Feb. 27, 2023 at 12 p.m. in the Cardinal Lounge  
Workload — Allisa and Carolyn, state-wide VPs, presenting, interesting conversations at DA on workload and have a different approach. New workload intake forms .

Asked for funding for lunch. Preregistration for workshop so we know how much to order. Vote to be done at future meeting.

Voting on \$500; will request more if needed. Michelle moved spending up to \$500; Kim seconded. Passed unanimously.

### **Professionals Meetings**

**Matt not here. Skip over.**

**Kim** mentioned it would be good to have a contingents meeting

### **News/Announcements**

Final round of Individual Development Award (IDA) grants from our contract covering July 1 - March 31

Call for applications will be out by next week.

Deadline will be Mon. Nov. 28th

Committee will meet the week of Dec. 5-9

Castelli Town Hall, tonight (Wednesday 10/26) @ 6PM American Legion on Quarry Road

AFL-CIO Central Labor Council Labor Walks Saturday 10/29 and 11/5 at NYSUT Headquarters, suite 410 14 Durkee Street.

**Kim:** They meet at 10 a.m. Castelli and Jones going to be there. Also, there will be other things to do, including phone banking and postcard writing. They have pre-addressed cards for Democrats. All done through minivan app. Don't have to worry about knocking on a really negative door.

### **UUP Delegate Assembly**

April 21-22 at the Crowne Plaza Albany-Desmond Hotel Albany, NY

### **Chapter Executive Board Meetings (meetings start at 12 p.m.)??**

Questioning whether this works regarding day and time.

Decided on 12:30 p.m.

#### **Dates:**

- Wed. Jan. 25
- Wed. Feb. 22
- Wed. March 29
- Wed. April 26

### **Labor Management Meeting (Chapter Officers and Campus Administration)**

Meetings start at 1:30 p.m. (Ward 103)?

- Wed. Feb. 15
- Wed. March 22
- Wed. April 19
- Wed. May 17

Michelle is going to look into room possibilities for face-to-face meetings

She'll also send out an email to see if we can change days for exec board since Kathy will have a problem with those days.