

UUP Labor/Management Agenda
Wednesday Nov. 16, 2022, 1:30 p.m.
Ward 103

Attending: Gerianne Downs, Michelle Toth, Dan Gordon, Matt Salvatore, Kathy Briggs, Alex Enyedi, Anne Hansen, Allison Heard, Cori Jackson, Sarah Reyell, Michelle Trombley, Anne Herzog

1. UUP Negotiations Postcard Campaign

Michelle explained the cards on the conference table: Eight different cards plus a general what matters most to me card. Discussion on how these will be used SUNY-wide, which resulted in more than 13,000 cards.

2. Provost/Dean's review and Supple Memo – Communication, Criteria & Processes

Anne Herzog is not at the meeting; tabled for now.

Picked up at 1:54 with Anne's arrival. Information on communication? Criteria? Processes?

Anne Herzog: Whole conversation on Supple memo, and I'd like to bury that word. We don't need a memo in order to do that to determine if people are meeting their responsibilities. Just looking at it, and that's where we are. When we have some kind of draft, we will be sharing it around. That's all I have to update. I don't have anything right now. One thing I am excited about is service. Supple doesn't mention service, so we focused on scholarship. Other provosts are definitely looking at service as well, and that'll be a component as well. Service should be talked about; we need to come up with definitions. What is the expectation, etc.

Toth mentioned a study years ago with the number of women not going for full professor because of the amount of service they were doing. Is there a bias.

Anne said women are tapped for service more than men.

Toth: we had an individual phone conversation; as always, we'll advocate for transparency, consistency, etc., whatever is put out there. Old memos have circulated, 2011, 2015, our concern, when reading those, is in part that there are numbers, there's a disconnect between performance review expectations. Concerns that those numbers are being used. Should be at the front end of employment. If really is engagement in scholarship additional service, a robust list of what counts, can't be picking and choosing what counts more, etc. If it's engaged consistently, great.

Anne; we thought two peer reviewed articles in five years seemed too much. Definitely need to come up with something that is reasonable. I would question there needs to be clarity and then say we don't want numbers or one thing more valued than another.

Toth; talking about the process.

Anne: Service — what you do in your department and beyond. What do assignments mean in the department. If you're on a committee but didn't have any significant task, how is that fair. Process, yes, we need to work on that.

Allison being an advisor, organizations adviser, etc.

Anne: yes. Those things are very important. What heard from Matt, Kim, culture on campus where faculty are tenured then check out on these very important service. We need to pull more people in and I don't think inspiration alone works.

Toth: what appeal process, and then process to revert back once it's taken care of.

Anne I've also heard this: I want more feedback on this.

Toth: only thing have to make clear is what those consequences might be if go for promotion in future and if shift criteria would they still be eligible for promotion

Anne no, because it is based on all three

Toth: no, teaching, scholarship service and continuing growth. Want to make clear that if they opted to go that way they'd be jeopardizing selves if opt to be promoted. Also, going around this is going to happen swiftly and be in place for fall.

Anne said was going but not now; couldn't be ready for fall. Also Michelle you said there should be a grace period. Not my feeling. People have always known that was a requirement for position at the college. People don't need to be alerted that they haven't done anything in five years.

Michelle; talk about crisis. This is the thing that happens when we get in a crisis: the supple memo comes out in a crisis. People should be hearing from their deans and chairs with prior communication, what are you working on in your scholarship so it's not a shock. To give them a heads up. It's not a grace period.

Anne; I'm on same page. When we get through this, then this will always be on the table. Once it's done, it should be the process going forward. Have to keep in mind, there are 270 faculty and that's a lot of faculty. I think that you don't need personal communication for every one of you establish a culture that there's reading going on (of evaluations, activities reports, etc.) If we get the system in lace where it's well set up, systematic, annual, I hope the feeling nobody I looking at this goes away. Someone came to me with performance review word for word cut and paste. Disrespectful to person being reviewed. We should e taking performance reviews much ore seriously.

3. Requesting release time approval for UUP members to attend a workshop on Feb. 27, 2023 from noon to 1:30 p.m.

The state-wide UUP VPs will be visiting to present on workload issues and the new workload intake form. Trying a different approach; like to do this workshop. Requesting release time for this workshop. Request goes to Sarah, who granted it. She said it's in coordination with supervisor, who will send the language to use to Michelle. Our first big workshop in person.

Allison: wanted to ask in general about process as it relates. I was discouraged to hear during Black Solidarity Day some people could not attend one or more sessions. Allison said she wants to discuss from the union and if there's a steering committee that might help for the future. She said, I'm new; I think we'll see on feedback there was a barrier to participation. Without having that information, what might be the proper approach to attend some session(s). To Sarah: for people to attend is very important.

Next question: how is professional development calculated on timesheet so if attend a workshop, do we calculate that? No. Sarah, it's release time, don't need to indicate that on a timesheet.

Michelle Toth said there's not the same hour by hour accounting. CSEA folks may have a more structured day. Allison said if you don't keep track...

Trombley said that be more for activity on evaluation and annual activity report.

Toth: People who participate, present, etc., and attendance, can count.

Allison: responsible for tracking selves?

Toth: yes

Alex: last Thursday's event, thank you to UUP for bringing to campus. \$7.8 million dollars, not sure where comes from but has garnered a lot of attention.

Toth: As scary as to learn, we have to have additional state support. Under Cuomo years, we have never had a campus president stand up and say we are in a deficit and need funding.

4. Proposals on criteria for lecturers for multi-year contracts and service expectations

Toth: You may not know, recent change moving from two to three year contracts. Lot of them had been used to getting two or three year contracts on a regular basis. When Anne Herzog came, unilaterally moved to 1 year. Lot were concerned and anxious about this change. Taking about that a little bit; in addition, questions from lecturers on service. We're trying to clarify those things. Sarah Hackett can't be here today.

Dan Gordon: I've met with our lecturers and had some good conversations. One has to do with lecturer contract years. Had some based on need, enrollment. Also promising, hope to acknowledge our lecturers' years, dedication and experience as well. There is a tiered contract proposal as well. It is in the contract that management can award multi-year contracts. Also being consistent treating our members fairly. Seen in past in other aspects of work, different deans, chairs gave different things.

Other proposal regarding service, lot of lecturers — did a google survey — they are doing an astounding amount of service. If they don't say yes, they feel may lose job or re being asked to do things others don't want to do.

Be mindful, if on a one-year contract and you are asked to be on a committee that has three-year commitment, you shouldn't be asking lecturers to go above and beyond what full-time tenured employees are doing. This would make sure people aren't asked to do service and feel they can't say no.

I've had lecturers come to me who have been told they have to do department, school and campus service in order to meet requirement. Want to make sure we're clear when we say service there are optional components.

Toth: We're seeing lot of our lecturers in addition teaching 4-4 load and doing service by running centers, editing publications, and more. We're taking advantage of them by telling them they have to do more.

Anne: I'd like to dig down deeper: are there particular departments.

Toth said they came from all three schools.

Anne said she has a suspicion of specific departments; reason I moved to one year contract was equity. Some getting one year, others two. When I walked in, there was a crisis. I did put that in place, but in place for pre-tenure faculty evaluated every year. They did not like that, either. Stood by that also.

In terms of proposal based on longevity. I'm much more thinking if we look at departments with healthy enrollment, etc., I could imagine those for sure being two year contracts. Beyond that, I'm too bound when we talk about the severity of what we're facing. Not comfortable locking in going years out when have to push for something in a tighter timeline. My first commitment is to tenured faculty. Lectures are not the same, with same level of credentialing.

Toth: bigger question: what is the lecturer's role on campus?

Anne Primary role is teaching.

Toth: data now how many move into tenure tract. Most often, we move them

Anne: Usually, it's because they're doing well, department is happy.

Toth: one of those questions talked about, need, filled sections, we know a lot are doing gen ed.

For people who have been here 10, 20, 30 years. Doesn't that show they're needed ?

Anne: those are different. 200 level courses I also know, am aware, because complaints come in, we have trouble hiring up here. Longevity does not necessarily mean you've been providing quality work. I think we have a responsibility to students besides just putting someone in front of the classroom. Yes, need, but quality of work.

Toth: what the perform review process does

Anne: but performance review process is done in varying ways. No system of peer evaluation here with people going into classroom and watch you teach; no student feedback. These are big gaps, not able to look at feedback and evaluations.

Allison agreed. Chairs seem to want to look at that feedback; disturbed that they can't look at that. When people speak their language, we have to reiterate we have a non-retaliation policy.

Has to be added, has to be public. I do think a mechanism should be developed that people have different ways to report that. Multiple venues for providing feedback could be done.

Dan: Michelle Trombley, where are we with the request for PT faculty to institute provision that allows long-term positively evaluation, like to know if possibility for people who want to request it.

Michelle: sent a form for people to look at

Toth decided should go in review file.

Michelle; we needed to get it to the provost cabinet to look at and approve. Whole process to go through. Have to go back and look at the form. Would send to Anne to take to provost cabinet.

Toth my memory we did approve form and that the review file would be appropriate place

Michelle; language in there for them to skip review once. Part of contract. I can send form one more time or just send to Anne

Dan asked if it could be ready for January

Michell said can't answer until provost cabinet signs off.

Dan; if doing decades on end with positive evaluations, would like to see if it an get implemented.

Michelle said she's sending it over now (to provost)

Also, question about professionals using watermark. Michelle said they'll get notice beginning December for cycle in January. Will do sessions for professionals when get up and going.

Matt asked about DSI and compression amount.

Sarah: will be in Dec. 21 paychecks. Notifications will be going out. Will send a campus notice next week or so as far as the information .

5. **Campus contract with CVPH for speech/language pathology?** Anne: Yes. Our students have hours over there. Might be an annual thing. I'll give to Lisa to mention this came up.

Toth: We need to look at this and make sure kosher

Adjourned 2:40 p.m.