

**UUP Labor/Management Agenda**  
**Wednesday, Feb. 15, 2023**  
**1:30 p.m. — Ward 103**

**Attending:** Gerianne Downs, Shawna Meffred-Kelty, Michelle Toth, Ray Guydosh, Matt Salvatore, Sarah Reyell, Anne Hansen, Michelle Trombley, Anne Herzog, Alex Enyedi, Kim Hartshorn, Dan Gordon, Kathy Briggs, Cori Jackson

**1. Student Retention**

- a. An invisible and growing workload issue.

Growing issue as faculty and staff spend time tracking students, dealing with student illness, etc. Pre-COVID m may not have had to spend as much time on it. CTE workshops for students to turn work in on time.

Anne said she's heard all year these students are different' not unique to us. Definitely a challenge. Some faculty this fall said things were turning around; best lab taught in years. In terms of best practices/guidelines for instructors, talked about what supports needed. CTE Jessamyn doing an outstanding job. Flooding emails, newsletters, schedules, don't know if she could do more. Inclusive teaching theme this year; designed to help as many students as possible. Become quite an expert at it. I would suggest CTE. Also say consess consortium, 9 faculty who volunteered to work on retention, talking about things exactly this. Retention best practices just collected info from a variety of people across campus for ideas. Document will be sending out.

Hearing faculty don't know to follow-up. I can imagine frustrating when raise flag and don't hear.

Cori: cardinal star mental health goes to health center directly. Can't tell faculty member details; non-academic behavior concerns often mental health issues, too, reached out by dean of students. Those are only ones we get on our side. Care committee provost referencing meets once a week, talk about students falling through the cracks. Behavior in halls, don't fit anywhere like EOP, SSS, campus housing, student conduct, academic advising, SSS, place where we try to evaluate is there something else we can do to reach out to those students and do follow-up. Terms of retention, all the special programs under ESS have goals set up to align with strategic plan. Adjusting their programming, staffing, hinging counselor in cap, we're actively doing.

Michelle: did anyone see it when you put something up/

Cori: getting a flag back. Don't know why instructor sees it.

Doesn't always get on the academic side (Shawna) who do I go to, I'm my own chair.

Anne: I can share that with JoAnn. Can't do follow-up with everyone that's raised. It's just Joann

Cori: I see a lot of them; and I think faculty are starting to get into Cardinal Star.

Michelle: Should go to adviser?

Dan: yes, it does.

Anne: Hope is it would go to the adviser.

- i. No best practices or clear guidelines for instructors
- ii. Concerns about high D/F/W rates being held against faculty, who have no control over students' attendance or missing work.

Anne: one of the advantages performance review is it's based on peers and colleagues who know what they're facing in the classroom. I have not heard about this as a concern since I came here; haven't seen any grievances based on this. Questions asked if whole sections of students are failing, cause for concern. Students who aren't showing up are not filling out course opinion surveys (COS)

Michelle: built into watermark; not using, people saw it there and began to get concerned.

Dan Have you see people coming to you having D/F/W being held or that it might?

Michelle: that it might be. Also, people are emailing, calling students, evenings, weekends, trying to track them down. But at what point is a reasonable amount.

Michelle Trombley: would they want to include that as part of their report?

Toth: I had a great semester; had colleagues who did not have that luck, with a third of the class missing, homework not being done, etc.

Anne: The material prep is faculty choice. Person could include emails or texts they send to the students. In my travels, none of the conversation has been how faculty problematic; it's all been how can we help these students.

- iii. When faculty/staff do identify students who is following up?

Shawna: just the existence of DFW in watermark that has caused concerned. Seems like a looming potential

Michelle: it's in the activity section. It's an option other campuses have used. But they're in the middle of the form.

Trombley: would have to take out of activities module to not be seen. Idea is from the performance side,

Anne: If not using it I don't know why it's sitting there.

Alex: if not being used and causes angst, why have it there. Data touching can be obtained globally they'd have that, and that's where the robust conversation happens. Where are we seeing students slow down in the program. We want our students to get through with a high level of proficiency and skills. Where a department sits down and maps it out. What are we doing to change? We change the

order of some of our classes. Simple tweak and like removing a logjam on the river. If it's not going to be used for anything why have it in.

Michelle: we can follow up with JoAnn.

## **2. News/updates on Fall enrollment numbers**

Cori: too early to count deposits; application trends, thanks to that SUNY free application period, lots more up 29 percent apps from last year. Exceed goals. 1410 new undergrads and 290 new grad students' goal. Started with mix a little different. Grad enrollment outpacing undeclared enrollment.

Couple pieces of note: regionally, getting growth decent jump in central western NY; North Country applications jumped 38 percent. Out of state 53 percent up. part due to effort in Vermont.

Michelle: Global word?

Cori: they're counted into those numbers. Don't think we'll see a huge jump in those. 200 realistic target based on what's happening geo-politically, visa problems, etc. Just kicked off Inted initiative doing market research for us, hone in on two best markets for us, partially funded with investment dollars in enrollment. At some point we have to figure out how changing mi is going to impact us. Online means less money in residence halls, meal plans, etc. more work to be done once settle where putting our priority academic. Grad students look great in tuition dollars, but

## **3. Watermark for Professional performance review**

Michelle: Put Jan. one s on hold, more complications involved

Trombley: maybe July. Run into some issues happen in professional world didn't have me kinks with academics. Getting closer; with staff shortages, etc., not going to roll out for April. We'll give plenty of notice and hold workshops. Want to make sure they're comfortable to use it. Let us know if anyone is asking.

Matt: related annual PP might go away.

Sarah: I don't think o. Hey, maybe these could go away.

Toth: question became do we have to open up negotiations or is language loose enough to interpret a different way.

Kathy: Bigger concern is how many changes being asked for that document? 1 or 2 changes not a problem, but there's been a lot of asks. Needs a bigger-picture view? What do both sides want this document to be and decide from there? Document doesn't speak well to electronic transmission, either  
Tipping point: too many things to be asked to be changed.

Toth: Lot of academic required documents are not because it's in the system.

Kathy: required but exists there as template.

Toth: Talk about waiting for this cycle, at least for academics; maybe wait until professionals until it goes through. Not eliminating performance review. They're reviewed every year, why do annual activity report since it's repetitive.

Sarah: most said get rid of it. Do we need permission both SUNY and UUP?

Kathy: what is activity report used for? That's on administration. What are you doing with it; why asking for it?

Sarah: there's a lot of things with that document old, outdated. Needed at time. We didn't have a process. But maybe a smaller committee of us could sit down. Once pare it down to what it has to be, might just be a calendar.

Michelle asked about who needs to be on the committee to clean up the document. VP professional, myself, Kathy, Trombley, Sarah, JoAnn

Kathy: could create guide for professional evaluation and academic evaluation that eliminates all the citations in there. Union isn't interested in abandoning that recognition but to come up with a guide to the MOU would refine and define the procedural steps, the actual official signed MOUs.

Toth: I propose start with professional one. Kathy, JoAnn, Michelle, Sarah, matt, me. Will set up zoom with shared document, later this semester.

Sarah: if chance not doing activity reports, I'd not put that into watermark. Sarah is going to touch base with JoAnn regarding librarians and how they fit in the mix. Toth said getting people into watermark and comfortable with it is important.

#### **4. Watermark for Annual Activity reports**

Discusses above

#### **5. Conversation about improving our onboarding and orientations for new hires, both Academics and Professionals.**

Michelle: My first year activity participating. Academic we have days and times and events. Professionals? Questions on knowing for sure applications for benefits processed and accepted, turnaround time for cards for insurance, etc., interested in finding ways we can improve our participation with on boarding.

Sarah: Most if not all are on different start days. Once covid hit we switched to all electronic for everything. Have continued for adjuncts and grad assistants. Benefits are so low, not a whole lot of information for them to get back to us. We ask them in that initial email if they want to schedule a fu meeting, happy to sit with them.

Going forward, we are going to go back to the more in person for ft professionals so we can sit and discuss things with them. It's a lot of information. I think doing both, sending everything electronically and then sitting I person to go over everything. Minimally, everyone is getting orientation email with directions on what to do, where to go, etc. All those pieces.

Michelle: we had a folder from UUP welcome packet.

Sarah: that was from UUP trust fund. We send info on that in the email, but the benefit trust fund no longer sends us that.

Michelle we do have NEO at Noon. Online orientation every other Wednesday at noon to cover all the issues. Requested more time to be allowed for NEO.

Michelle Trombley: when we have a candidate come in, they sit in HR and go over all the benefits available and explain what is UUP, the collective bargaining organization you'd belong to.

Shawna: think a great idea to mention union as a recruiting tool.

Alex: any campus has a collective bargaining document in place removes any question, having rules up front makes it easier.

Kim: possibility to communicate that to chair of search committee.

Alex asked Michelle what she spoke to Billy Jones.

Michelle: no one wants to be the one to raise tuition. Got general sense no one wants to hike it.

Kim: Governor's budget is not bad, frankly. UUP has budget items on top of it. We're being received fairly well. Are some arguments that are hitting home. List of 19 campuses, all upstate, is very useful. They look at it and see the school they went to or the school their kids are going ... one of the ad-ons, UUP would like to see 160 million as one-shot in order to eliminate deficit at those 19 candidates. They figured it out; now where the campuses are. The 160 million would bring everyone up to even. It eliminates the structural deficit. Governor's budget has 500 million earmarked for matching grants to the four U centers. Because of this, I think they are listening to maybe that money should be spread out. I pointed out we have a foundation, 22 million, (Anne 27 million) but almost all the income going to student assistance. 1 or 2 million would allow us to increase our foundation by 22 percent. Drop n the bucket.

None of the things UUP looking is specificity in allocations being made. The innovation 75 million for new or innovative programs, just goes to SUNY.

Alex: that money came to campuses this fall.

Kim: Republican conference won't be able to do a lot with changing governor's numbers but may be able to redirect some of the money to our campus and other distressed campuses. Dan Spec has north country colleges now.

Adjourned: 2:45 p.m.