

UUP Labor/Management Meeting
Wed. March 22, 2023
1:30pm - Ward 103

Attending: Gerianne Downs, Michelle Toth, Dan Gordon, Shawna Melferd Kelt, Kathy Briggs, Sarah Hackett, Alex Enyedi, Anne Hansen, Allison Heard, Cori Jackson, Ray Guydosh, Oscar Flores, Michelle Trombley, Todd, Anne Herzog, Sarah Reyell

1. Status of VP searches

a. VP for Enrollment and Student Success

Todd: In progress tail end. Search Friday, deadline for full consideration extended March 20; 20 applicants in pool. Friday, missing chancellor's visit because reviewing applicants for initial Zoom interviews 29th and 31st next week. Come up with strengths and weaknesses and interact with president. Still on schedule to make announcement end of semester.

b. VP for Administration and Finance: Procurement phase just started for that. Timeline is to have announcement by Thanksgiving. Will follow similar pattern for enrollment and student success VP. Going with search consultant. Anticipate starting in January but hard to tell. New procurement rules with \$75,000 threshold, so that can change things.

2. UUP Plattsburgh Chapter Position Paper on Workplace Safety, Maintenance of Order, and Disruptive Conduct (See separate attachment)

Michelle showed CP video from event. Michelle: some of our concerns talk about issue that happened;

Alex respectfully request time to digest

Allison: video and document. Video part of a class. I was emailed video, signing authorization they were composing for a class. At Kehoe, said I could not sign anything, review what you make and make an informed choice. Sent snippets, asked to sign the document. Things mentioned in video that were inaccurate, I did not sign the document. If a video is being made, not independently but part of a class, one of the basic tenants, information you put out has to have legitimacy. When students write for CP, adviser goes and emails sources to make sure accurate.. I would lay some responsibility not just with student but when a person teaching a class that has a syllabus and documented with registrar's office, has to be some ramifications for inaccuracy. Not a speak-up. It was an opportunity for people who felt they needed additional support to come out. Acc was reserved. Saw so many involved, changed to Warren Ballroom. Speak up and Speak out terms preceded me. In DEI or other students on campus, not even I used or documented.

One of the things video said, heard a lot on campus is that people feel like nothing happens on this campus. Found people complain about many things never reported. Tell people they have to be their own best advocate; when report and nothing happens, that's a different story.

Person who documented, students went enmass. I don't think I saw any employee in that video, but it was student driven.

First para in document: Speakup or speakout, not what was advertised. It has to be accurate. It was a place to give people the chance to be heard.

Incident 2022, megaphones, those dates need to be included. If different dates, they need to be added.

How will this group work with new vp for ess to be covered in orientation? With student code of conduct, they're given a policy they need to sign. Has to be covered if students are being

required to observe this. No. 7, if enter into private office or area, have to have permission.. see people do this all the time. What ramification if do? If employee or union employee? If concern for entering spaces without permission, need policy for sign posting so people know policy if violate. For recommended actions, one thing is asking admin acknowledge more actions should have been taken. In retrospect, could think having an orderly session for support would be what people need. Real hard to acknowledge or take responsibility for something you can't anticipate. Other things, workplace violence policy being reviewed, absolutely, talked about harmful speech on campus extremely important, maybe employees adding how student groups are advised. Three were highlighted on that video. Each group has a faculty adviser. Talk about deescalation training: administration, staff, a really good training to have. One of the things I mentioned to shuttle drivers when met with them. Shuttle driver can't take to residence hall. Students get pissed off, scream, curse. Shuttle drivers might take it, but what do you do to deescalate a situation. If admin ones to direct public safety or cite on sight, a very tricky situation. Legally could cause liability. Could be a way to deny workers comp claim if someone hurt on the job. Assume a legal authority to maintain public safety or crowd control when not authorized to do. That becomes a police issue.

Katy: document referred to?

Allison: Came from a class. Asked me to sign. In video, said we helped Carrie Woodward answer questions. I was informed a group in Kehoe, I went over to the building. It was a fire code hazard. Wedged way to front, president was taking questions. Thought was a report we were authorized to talk about from victim. When I wedged self in the space person mentioned in video, she stepped back into her office. I wouldn't have known what questions she answered before I got there. Most questions geared toward self and president.

Share here, personal protective health information, I experienced shortness of breath and high blood pressure as a result. It was very traumatic. Form had to have been from a class. Quite sure from a class, and I would not have signed. Face and image would have been used. And it was not consistent with video.

Alex: faculty driven activity. Could be a direct question to faculty; students given form from faculty member no doubt.

Allison: there was equipment that was used. It was like tripods, part of a class? When talk about organization, it was organized in some kind of way, but if university equipment, someone would have to know it was being signed out.

Alex: there were people representing PSTV. Deriving that form, might feel like an intrusion if administration asked for it. Might be worthwhile you folks ask.

Allison: I can look to find the class. I could send to Michelle Toth.

Shawna: was this a release form or an accuracy check?

Allison: I was told it was a release form.

Michelle Toth: you want more time so we'll consider this on the next agenda?

Alex: I want to be clear what we want to accomplish. I'm not clear what it is we're trying to accomplish here. Allison said it seems to refer to the incident, but you Michelle said it's more generic, but recommendation No. 1 says want someone to take responsibility. I think if global goal we're moving toward, that's something we should take more time on. If someone comes to our search, they might ask the question what's it like to work here? Want to make sure we have clarity if developing policy.

Allison: No. 3, I thought Oh, maybe HR related or UP, maybe independent review would be great. Would it be we did something or would it be for discipline. If found employee authorized equipment to be checked out, or received an A without waiver, if floated around names of people in admissions, students gathered and planned a protest and adviser knew about it, is union going to

stand down?

Kathy, union doesn't have to stand down. Union is here to make sure rules are followed in right venues.

Allison: question is with this bullet point if not going to happen that way don't now I could support it.

Kathy: union wants to know are procedures in place, are rules in place, do people know that, are they following, if not, where go off rails? Equity piece, is it failure to train or people who said we're not doing it.

Allison: Same for administration, tenured or non-tenured that's an equity piece as well

Kathy: CP or other group adviser should have more information than someone who was voluntold.

Michelle Toth: also wanted to show safety questions for showing video.

Also, how do we ensure safe environment even when protest happening.

Todd: civil disobedience. Was traumatic for people on floor. Police were there; made decision to observe, worse situation if acted. SUNY characterized more as an act of civil disobedience.

Kathy: a matter of perspective. Potsdam had this a few years ago, students went in, behind desks, threatened people, scared them to death. Civil disobedience is great; phenomenon. But has to be controlled. Young people learning to maneuver through society. Message isn't just gather together, get cranked up and storm the castle. It literally traumatizes people. Potsdam people didn't return to work, workers comp, felt administration didn't have their backs. Were prepared to protect.

Anne Herzog: clear this is a draft and we don't have clear policies in place. They're not inappropriate in that regard. My experience was it was a fire hazard. Clear we have some work to do. No. 1, have you looked at other policies at other campuses.

No. 8, what were those authorized uses? There are spaces all over campus where chairs for people to congregate.

Kathy: that segues into walkthrough, incumbent on admin to determine what those spaces are. Falls back on what use of a space is, snowballs into all other kinds of things. I don't think ever a walkthru under workplace violence legislation. That can be piggybacked with UP walkthru.

Sarah R. We have done high risk, but not done regularly.

Allison: I love the idea of walkthru, especially when exposed areas with students and employees.

Kathy: appropriate parties gathered walk thru on a warm sunny day. Note employee safety perspective, student safety, etc.

Sarah: couldn't have looked at 6th floor situation. Some things can't investigate. Briefly, on review, done after the incident. Spoke at length with several people including UP. Were things going on unaware of. City police on standby on call in case needed. Conscious decision not to disperse because it can get violent. They were being peaceful.

Kathy: I don't dispute that. Criteria were a little weak. Was a hazard. Mass of people coming into building don't physically fit in caused trauma, health and safety, and should have been shut down.

Anne Hansen said that's missing from the document. All about when organized; not about when things just happen.

Kathy: where's more to it. Social media spoke to plans to take some action to march. We don't live in the bubble. Someone on this campus keeps half an eyeball on social media. Not accurate to say there was a spontaneous event.

Anne: that's something would be helpful to add to whatever document gets put together. How do we assess situations.

Kathy: Maintenance of order place to start. Once it was violated, that's where damage was caused. Not OK for anyone to storm a building, make unsafe, no one can get in or get out. Presence may have been there UP but purpose unknown.

Alex: To wrap, seems one of goals of document is not to prevent from happening again. Want to be clear not happen again. Students given idea what's appropriate time, place reason. Kathy, your ultimate goal. Organic and spontaneous happen, but for most part, like idea of getting to agreement how this can occur.

Michelle Toth: My goal is to make this better workin place for our members. Clearly this did affect our members in a negative way.

Allison: recommended actions, wondering if recommended actions still be the same. Would like accuracy to be considered for revision. Will same document be on the agenda, or recommended revisions.

Michelle: Our chapter exec board created. We have recommendations. We'd like you to take them seriously. This is not us you have to do this. It's us working together to move forward.

Allison: anything we talked about today consider revising?

Michelle suggested sending revised bullets to Michelle Trombley, she can add them to next agenda.

3. Review and clarifications on irregularities in the academic performance review process.

Some recent cases:

a. Verifying who is on PRGs

Anne Herzog: No tenured person to sit on PRG, someone else stepped up, you raised it, we addressed it, try to avoid it in future.

Dan: I found out about this, person placed on committee got notice from my remark. How did this happen? I'm not even on PRG. Found out person put on committee by others. First he knew was from Watermark. That person stuck doing this. Could say I wasn't asked to do this, but he stepped up and did it.

Anne: Chairs have responsibility too. All these notifications go out, very clear performance reviews, dates, etc., something we can continue to remind people about as we move into another evaluation year.

Dan: Chairs or deans provost's office have to take responsibility for. Should not be person being evaluated responsibility.

b. Email to chairs about adjuncts when nothing was in the files

Anne: Michelle and I also talked about. Certain amount of adjuncts not submitted number of years, certain people who don't. JoAnn ended up getting calls, being asked, here's your deadline, and there's nothing in the file. Message did go out to chairs, different options. Acknowledge this is what have observed. Could come to conclusion positive or negative, could ignore it and it still goes through. We're not in favor of that. Watermark going to respond, acknowledge no file submitted. Doesn't mean will be a negative evaluation but no file submitted. Other thing Michelle and I talked about is what hearing from deans and their chairs is part of reason don't see as valuable process is not seeing evidence of effective teaching. May only have a cv or resume. Doesn't indicate effective teaching.

Dan: some things required put in course evaluations for PT employees. Required content,, student evaluations and syllabi.

Anne: That's fantastic. But it doesn't evidence anything.

Michelle Toth: we know they don't all align. Process dictates decisions based on evidence in file. Personal opinion of person, we don't want our members violating agreement. Have to have a clear understanding amongst everybody. We've had adjuncts in past opted not to teach next semester. Don't know how many were automatically generated by watermark.

Anne: sure, based on long conversation we had that there is a pattern of certain individuals not submitting. Also on record, we owe it to the students to take it more seriously getting feedback on what is going on in the classroom

Dan: alarmed this email. If suggesting people make recommendations without evidence in the file, why are we asking part-timers to put this together if we're willing to base our opinions without documentation.

Kathy: loathe to have any eval process that doesn't submit evidence, file of some sort leaves it to whatever chair feels like. Should not be on the whim of a chair or anybody.

Allison: from equity reasons, maybe what you're recommending would be important.

Dan: Did not apply to adjunct faculty from beginning, and union wanted something to document what these people are doing. Gives parttime faculty certain sense of security but can be non-renewed for anything.

Kathy point equity issues important. Those federal statutes and protections still apply. Have to be considered in the decision making because there are recourses through those venues regardless operation needs, file or no file, or anything else. People are much more attuned at least some documented process based on fairness. If absent, it's a snake pit.

4. Adjuncts and training for Brightspace

a. Required training and compensation

Anne: checked with other provosts and John Locke. Uniformly said part of your credentialing of self is ability to teach a course have enough experience use course management system. Whether adjuncts should be paid to attend training. Practice is no across the board. John, just about to finish a handbook resource upload. Policy has been video and support items for people. Not like you need 10 hours of training. Nobody requires use all the bells and whistles

Michelle: my understanding certification is only required if teach all online.

b. Certification in Moodle rolled over to Brightspace

Talked about this today. Having a very abbreviated hour or 45 min intro to using LMS. People who want to teach online are going to have to have a longer credential. Consensus among the deans, if going to be a 22nd century cannot certify someone who was several years ago credential on any of our systems. Haven't got anything formal on that yet. After TV looks into it is put out a communication. Is a desire to push that every faculty member puts syllabus up, just to have it up there.

Kathy: as someone who did grievances recovering from surgery isn't the standard you want when recovering.

Anne; if someone has a chronic condition, in hospital, don't want to fall behind in their work should be up to their choice.

Michelle: Idea how many adjuncts fully online.

Dan: comes down to whether f2f or online. Student can't be expected to keep up just as well if not in class.