

PUUP Exec Board Meeting
May 3, 2023 12 p.m.
Amnesty Room

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

1. L/M agenda items for May meeting:

- a. Budget update — particularly enrollment numbers and budget cuts for 23-24.
- b. Conversations on workload and service, where terms and conditions need to be addressed through UUP, not Faculty Senate
(distinct roles of faculty senate (shared governance, agents of management) and the union terms and conditions and contractual work)

Discussion:

Kim: there there's a reason the Supple memo is a memo. It's not part of the contract. It looks at full-time work as being equivalent to five three-credit classes. One of those, service, is equivalent of a three-credit class; another is release for scholarship, which leaves three three-credit classes. It's not a SUNY-wide policy.

Michelle said this is a conversation we need to have but we're probably not prepared to bring it to L/M right now.

Kim: I think we should be saying this is a mandatory subject for negotiation. It's clear those questions (posed to faculty senate) should be with us. There's also a discussion that adjuncts should be doing advising; Anne thinks they should be doing advising in their office hours as part of work obligations.

Michelle mentioned a conversation she had with the provost, thinking they were on the same page, that lecturers do service but only departmental service. Yet there are people in EHJS who do department, school and university service, and if they don't, they'll be in trouble. The provost said it was OK to do the minimum and for review purposes they couldn't be dinged if that's all they're doing.

- c. Adjunct form on skipping a review cycle
- d. Are the circumstances at Potsdam affecting Plattsburgh (shared services, positions)?
What is Plattsburgh's role or responsibility at Potsdam? Are there Plattsburgh employees who are making recommendations?

2. Final plans for mixer, Friday, May 12 at Merons at 4:30 p.m.

- a. Cash box
- b. Keep the \$5 for 2 drink tokens?
- c. Kim to do Vote Cope pitch; also suggested asking Billy Jones as an advocator; also invite CSEA exec board
- d. Checks

3. Vote to approve updating the officers elected for signature rights to chapter credit union accounts.

The following to be added (per UUP)

Treasurer: Sandra Rezac

President Michelle Toth

The following are to be removed:

Gerianne Downs and Oscar Flores

Shawna moved; Ray second; approved

4. Round up of current or ongoing issues we need to keep on our plates for next year

From Dan:

- a. Revisions of academic performance review document
- b. Reopening discussion of not reviewing PT faculty or at least making their reviews optional
- c. Implementation of the waiver of a review cycle for PT faculty after long-time service
- d. Using data to negotiate with management about waiving regional/national searches for positions fill-able by long-time PT faculty
- e. Morale issues on campus as a consequence of multiple faculty and staff lines while administrative lines get filled immediately
- f. Clarifying service obligations for lecturers
- g. Re-implementing two-year or longer contracts for lecturers

Matt Suggestions:

- h. Performance review
- i. Professional annual activity reports/position paper bullet items follow-up

Discussion on position paper:

Matt: what was Enyedi' s response?

Michelle: Enyedi said HR was going to follow up with us by end of semester; very vague. Position paper and bullet points will start back up in fall.

Kathy suggested looking at Public Employee Safety and Health policy, which would look at how the Kehoe event was handled. She said it shouldn't fly with PESH, and anyone can make that complaint

Michelle said she looked at the website but found it very general. What we're talking about is we want them to look at this building, this policy and this video to show what happened.

Kathy: I asked PESH specifically, and they told me directly that they come in, look at campus policy, determine if the policy is sufficient. They don't judge a particular event but whether it's handled in accordance with policy. Sometimes, just having PESH set foot on campus is enough to make them start paying attention. My opinion is they're trying to blow off your position paper and tell you how to edit it. I find it offensive and arrogant.

Shawna: I know Allison is finding herself in a hard place.

Kathy: I don't care. It's her job.

Shawna: They're trying to throw her under the bus

Kathy: I don't think management is carrying the ball. When we're at L/M and the instant response is to start to edit the union's position paper, I get stuck there. Who the hell are you to not accept the paper from the union. It was pretty clear what it was. Response was from Allison defending herself, not listening, not understanding the relationship between union and management.

Kim: Since Sue Welch and Diane Merkel left, there has been no understanding of what union is. May not care to learn to understand.

Michelle said she had a conversation with the provost, who said she doesn't know why things that "should be discussed with her" are on the L/M agenda. Michelle told her these are concerns of the union that are brought up to management so we can document them and put it out on the table for them to respond to in an open way. She was not even aware of that simple fact.

Shawna: Maybe it is worth asking PESH to come in. There was a resolution yesterday at fac/senate on workplace violence, but unless actual action is taken, it's useless.

Kathy: Campus doesn't even acknowledge there was workplace violence.

5. Update on professionals committee reviewing the Performance Review Agreement

We're reviewing for updating and clarity. We're going to go back and re-read the sections we're each working on, look for use of gender-specific language, capitalization, memos plunked in the middle of the document that look out of place, etc. We're taking notes about how it can be better understood, etc.; we'll need a ruling on what we can change, if it's just updating or do we have to negotiate changes. Will share with Kathy Briggs. Kathy said she had her administrative assistant re-type the document so that it's not a old pdf. Michelle will check with UUP.

Matt said he thinks the document needs to include DSI in some way.

Michelle said it's a performance review document; it shouldn't include DSI. There's nothing in the current document that mentions DIS and how it's used.

Matt: DSI is just a mess

Kathy: Administration is supposed to know what their people are doing. That's their job requirement. Disingenuous for admin to say they need this thing. They have performance program, annual evaluation, all controlled by management. They're supposed to know what their people are doing and provide ongoing, regular supervision.

Kim: position is the annual review constitutes the annual activity report.

Matt: correct

Kathy: if you want to tweak the annual performance document, I'd suggest that. Push to use performance plan and evaluation cycle to ask for salary increase and raises.

Matt: Review panels will be very happy. (sarcasm)

6. Coming up

- a. Michelle will be scheduling a meeting of new officers/executive board to set meeting and event schedule for the fall semester
(Note: need to look at exec board meeting times to see about including LRS: While Plattsburgh schedules L/M on the third Wednesday of the month and Oswego on the fourth Wednesday, which is not a conflict, the conflict arises from exec board scheduling)
- b. UUP leadership workshop June 7-9 in Syracuse (president and vice presidents)
- c. Next Year's DAs
 - i. Oct. 13-14 Hyatt Regency/convention center, Rochester
 - ii. April 12-13, Saratoga Hilton/convention center, Saratoga Springs