

Minutes for SUNY Plattsburgh UUP Board

Call to Order

A regular meeting of the SUNY Plattsburgh UUP Executive Board was held on Wednesday, January 31, 2024, via Zoom. The meeting began at 2 pm and was presided over by Michelle Toth.

Attendees

Chapter President: Michelle Toth

V.P. for Academics/Assembly Delegate: Shawna Mefferd-Kelty

Secretary: Wanda J Carroll

Treasurer: Sandra Rezac

Officer for Retirees: Raymond Guydosh

Academic At-Large Chapter Executive Board Member: Dan Gordon

Professional At-Large Chapter Executive Board Member: Erin Campbell

Outreach Chapter Political Coordinator: Kim Hartshorn

V.P. for Professionals/Assembly Delegate: Gerianne Downs

Officer for Contingents: Sarah Hackett

Labor Relations Specialist: Kathy Briggs Renadette

Guests:

Robert Trimarchi

Members Absent:

None

1. Sandra reviewed the Chapter Budget for 2024-2025. Notably, our expenses are more than what we are taking in. Our Chapter Zoom account was canceled as of January 16, 2024, for a savings of \$159. Once our savings go below \$10,000 we can request a supplement. Next year's budget we can include a higher budget to target different events and membership recruitment and outreach.
 - a. Ray moved to approve the budget to send on to Membership. The motion was seconded by Gerianne. The motion passed with 7 ayes in favor and 0 nays. There were 0 abstentions.
 - b. **Action Item:** As a result of this motion, the budget will be prepared for presentation to the membership meeting scheduled for February 16, 2024.
2. Sandra proposed to increase the wooden nickel value for Membership meetings from \$10 to \$13. The estimated expenditure for the February 16, 2024 meeting is \$780 estimating 60 people at \$13 each.
 - a. Kim moved to approve an increase in wooden nickel value to \$13. The motion was seconded by Ray. The motion passed with 7 ayes in favor and 0 nays. There were 0 abstentions.
 - b. **Action Item:** As a result of this motion, a reminder will be sent out to membership of the new increase.

3. Request for Agenda Items for Membership meeting on February 16, 2024. Let Michelle know if you have additional items that pop up.
 - a. Vote on chapter Budget for 2024-2025
 - b. Recommend soliciting questions regarding Clinton Community College.
 - c. Present Legislative agenda.
 - d. Registration for hotel is due by February 23rd. uupinfo.org for registration for the event. The link and information will be sent out this Friday.
 - e. Rob T. will be present and help advertise the meeting to new/non-members
 - f. Determine interest in offering a supervisor workshop.

4. Review of agenda items for Labor/Management meeting on February 21, 2024
 - a. Concerns about course prep-time if classes are reassigned
 - i. Through course cancellation policy
 - ii. Arbitrary changes by the Dean
 - b. What is the criteria for making changes in supervisors? This came to attention as a result of a few members having issues with communication. Concerns with consistency on handling situations by Human Resources
 - c. What is the administration's response to personal-safety concerns in the workplace when they are made? When a member feels unsafe with a supervisor or their surroundings (environmental), what are the options to request another supervisor
 - d. Separation Reports (CSEA president) were common (retire, left the college, etc.). In the last year or two, we have not received a separation report. Request was made to Human Resources and was presented just a list of retirees. With emphasis of employee retention, we plan to ask for reports at both labor management meetings. Certain departments and divisions already receive reports, for instance, IT and Registrar. We don't know where potential problem areas are versus normal turnover.
 - e. Sandra reviewed Department Chair's compensation and proposed to bring this to administration and to Dept Chairs.
 - i. It is noted that compensation for Dept Chairs is less for next year. Current formula is 9 years out of date.
 - ii. Compensation is based on FTEs and number of majors, not the amount of work being done. With fewer faculty and fewer students, there could be potentially a decrease in course load with standard course release.
 - iii. There is perception of increase in workload with recruitment and retention. Would like to see a course reduction across the board. Revamp the formula, put in a across the board raise, and a get a breakdown of the statistics over the past several years.
 - f. What are the on-campus plans for the move for the community college. There could be many opportunities for SUNY Plattsburgh with transfer from CCC 2-year program to SUNY Plattsburgh, however many questions arise.
 - i. Does it affect Gen Ed enrollment?
 - ii. What is the effect on contingent faculty and attrition
 - iii. Potential loss of UUP membership

5. Performance Review issues (on top of the long list we still have from the summer)
 - a. Academic Promotion Review Board (PRB): need for orientation or guidance for the faculty elected to the board. (member on the PRB)

- b. Watermark issue: I'm doing a Cycle 6 raise request, and it doesn't have a place to include the cover letter to explain why I'm asking for a raise. It had the same problem last year, but HR said it was going to be changed. (member)
- c. Questions raised on why JoAnn Gleeson-Krieg is evaluating professionals and doing secondary evaluations on professionals?
- d. Request for someone to explain the way performance cycles work
- e. Concerns that after a reviewer completes their role in the process they still have access to the file and can see the subsequent reviews and responses.
- f. In Professional reviews in Watermark there are a number of people who are accidentally requesting a CPE review when none is warranted. Need the interface to be clearer for users on when to use or not use this option.

Did not have time to go through these. Added items e and f.

Will be discussed at the next meeting.

- 6. Scheduling of workshops, mixer, or other events for the spring semester. One suggestion is for a UUP Supervisor workshop, and in particular info on Performance Programs (samples of good and bad) and review criteria.
- 7. We need to inform UUP on how many printed copies of the 2022-2026 UUP Contract we should request, this is due on Friday, February 2. We noted to request 125 copies and hand them out at meetings and retain some for new hires.
- 8. A request from the Buffalo Center Chapter to review start dates before the actual appointment begins. We will not support the resolution at this time. This is from this **attached resolution**.
 - a. Faculty are told they have two start dates---the beginning of the semester and an obligation start date, which is often 2-3 weeks prior to the start of the semester.
 - b. This resolution will need to be presented to the UUP Executive Board in March so that it can be presented at the Delegate Assembly in April.
 - c. To illustrate that this is a statewide issue, they asked our chapter to sponsor this resolution. If we sponsor this resolution with the Buffalo Center Chapter, we need to reply via email no later than Friday, March 1, 2024.

It was decided not to co-sponsor this resolution. There are concerns that a standardized start date would cause more issues than it would solve.
- 9. Shawna shared that each member of the Provost Search Committee was tasked to reach out to their respective represented groups to share a list of what we are looking for and who the stakeholders should be. One recommendation is to host an open session. Email Shawna with any ideas.
 - a. Academic Affairs
 - b. UUP Exec Committee
 - c. Open UUP open teaching
 - d. UUP Professional
- 10. Minutes/Notes on the website. UUP stated there is no standard or rule on minutes and whether they post on our website. Each chapter can make its own decision on posting notes and minutes online. We need to determine what minutes/notes if any should be posted on our website. We

could also include them in Newsletters and no need to post online.
As we are short on time this item will be moved to the next meeting.

11. Dentists are dropping Delta right and left. Carolyn Kube informed Gerianne that UUP is in negotiations with Delta to get better reimbursement. Members have been contacting our Chapter about this issue. The list of Dentist and Oral Surgeons includes: Boule-Spears, Dr. Ray, Dr. Davey, Dr. Graves, and Lakeside.
12. Will the Title IX Core Team going to have any union implications? (Gerianne)
No info on this. We will wait and see.
13. Follow up on Provost draft memo on Lecturers and service. (Michelle)
Michelle and Kathy met and went over the document and identified a number of changes we think need to be made to the past paragraph.
Michelle will follow up with the Provost on this.

Adjournment

The meeting was adjourned at 3:15 pm.

<u>Wanda J Carroll</u>	<u>Wed, 31 Jan 24</u>
Secretary	Submitted