



# The Cortland Cause

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## 2021 CORTLAND CHAPTER ELECTIONS CANDIDATE STATEMENTS

### Jaclyn Pittsley Chapter President

If you continue to support me as your Chapter President, I will continue to advocate for your terms and conditions of employment during the COVID-19 pandemic crisis. I will fight to keep our part-time members employed. I will advocate for the most liberal interpretation possible of the Telecommuting MOA and for its extension as far as necessary to keep our members safe. I will continue to advocate for the equitable implementation of the Tenure Clock MOA. I have worked hard with members of Management and my own invaluable Executive Board to advocate for individual members, and to remember the needs, concerns, stress, and victories of those who deliver the education our students need. I hope that every member on campus should have an equal voice in driving our union forward. I would like to see unprecedented activism in UUP by members who've been engaged in the past and new members who want to engage. UUP must protect continuing and permanent appointment as a deserved status; UUP must continue to fight until we achieve full parity and equity for contingent faculty. UUP must join together with other unions to protect our rights and privileges as the educators of the guardians of democracy, education, family, and community. I will fight to preserve union jobs. I have learned a great deal about leading our chapter bargaining unit, and I want to continue to learn about your needs as your champion while we continue to be the guiding hand of public higher education.



### Daniel Harms Chapter Vice President for Academics

I'm Dan Harms, your current Vice President for Academics, and I'm asking for your support in the next election.

We've all gone through some tough times, and it's been difficult for all of us as the science and the rules shift and shift again. As an officer, I have had to keep in touch with our members, my fellow officers, the administration, unionists at other campuses, and statewide officers as we navigate our way through the present situation together.

This past summer, I joined my fellow officers in advocating to the administration for regular on-campus testing. I have worked to implement the memorandum on personnel actions, geared to ensure that these past semesters do not have long-term impacts on the careers of our tenure-track scholars. Most recently, I have provided feedback for a workload survey for academics that you should see soon, for helping us to have discussions with management on how this pandemic is impacting your jobs. I have also served on the Executive Board and the statewide Grievance Committee, as well as an area activist for the library and liaison to the SUNY Librarians Association.



I'm always happy to speak with members and work with them to find solutions. These are challenging times, so we can't help everyone all of the time, but some creativity and problem-solving can help us through many situations.

I hope to see all of you in person again soon.

## Jen Drake Chapter Vice President for Professionals

Cortland Chapter Vice President for Professionals, we were wrapping up a difficult and prolonged round of statewide contract negotiations, and trying to assess the threat posed by the Janus decision and similar anti-union legislation. It seemed we were facing unprecedented threats to our rights as workers and our terms and conditions of employment. At that time, I pledged to serve you, stand up for you, and assist you in preserving those rights, terms, and conditions if you chose me as your VPP. I hope that I have met those expectations.

Our world and our workplace have changed in ways unimaginable to us then, and in hindsight those seem like flush times: meeting in person in large groups and small, going about the work of the university and the union. Now, many professionals spend their work days at home, isolated from colleagues, or on the front lines on campus, worrying about their health and their loved ones, wondering what the future holds.

As our work lives and workloads continue to change in fundamental and disturbing ways, I remain committed to making sure your concerns are heard and addressed. Through virtual meetings with groups and individuals, and tools like the UUP professionals' survey, and in cooperation with other chapter leaders, I continue to advocate for Cortland professionals here on campus and statewide.

Once again, I ask for your trust, and your vote, so that I can continue to do this work.




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## Jo Schaffer Officer for Retirees and Professional Delegate

### Election Statement for the position of Officer for Retirees

I am asking for your vote for the chapter position of Officer for Retirees. After five years as the Chair of the Statewide UUP committee for Retiree Affairs, decades of UUP service as a former chapter President, chapter VP for Professionals and years as statewide Membership Development Officer and statewide Executive Board member, I bring loads of experience to the position.

I am now back home, in Cortland, and ready to use my years of experience on behalf of our Retirees and, as we say, all of you as our retirees-in-training. That expression refers to our active Cortland union members for whom we run frequent Pre-Retirement Workshops so they can feel confident and comfortable in the next phase of their professional careers.

Thank you for your consideration. I am always available to answer any questions you might have.

I know the ropes, the ins and outs, of getting the right and proper information to all our union members for benefits now and in the future as retirees.

### Statement for Professional Delegate

As an active UUP'er, I would really like to continue my participation as a Professional delegate to our union's policy making body, the Delegate Assembly.

For years, I have been in the forefront of the battle to maintain the protection of Professionals' rights and privileges so hard won. I have been for long years part of the original battle to achieve reasonable Professional evaluation and promotion procedures. We all know that there is much more to do to gain the professional respect and career advances you all deserve.

I ask for your vote to be your Professional Delegate to the UUP Delegate Assembly. Thank you.



## Kevin Pristash Treasurer and Professional Delegate

As a long time active member of UUP, I would like to continue my participation in our union as your chapter treasurer and also continue as a Professional delegate at our annual Delegate Assemblies where our union's policies are debated and created.

For many years I have worked on our campus policies regarding DSI and professional evaluation and promotion. I have also served two terms already as chapter treasurer and also work on the statewide finance committee, so I have the experience necessary to keep a close eye on how your hard earned union dues are being spent.

I ask both for your vote for chapter treasurer AND your vote for me to continue as a voting Professional delegate.




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## Rebecca Bryan Academic Delegate

Hello, my name is Bekkie Bryan and I have been serving as a UUP Delegate and affiliate Delegate to NYSUT and AFT for the last 5 years and would be honored to continue to do so. I have also been re-elected to the Statewide Executive Board. As a Delegate and Executive Board Member I serve on Teacher Education, the Outreach, and the Membership committees. I also serve on the Joint Labor Management committees for the Drescher Awards and as co-chair for the Campus Grants. I was recently nominated and accepted to be part of the NYSUT Women's Committee as well. I do a lot for our Union, because my passion lies within social justice, and the common good, of which I believe higher education and an organized workforce are. I also serve to be part of the solution to the many issues we face.

At Cortland, I am the Membership Development Officer and Political Action Coordinator. I have and will continue to advocate for the funding we need not only due to COVID, but due to years of austerity that have left our institutions underfunded and for policies that protect the goals of our institution, our labor, and for social, environmental and economic justice. I would love to continue to serve as a delegate and would appreciate your vote. If you would like to know more about me or have questions about any of the work our union is doing or to get involved please contact me. Please vote.




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## Christa Chatfield Academic Delegate

I nominate myself for a second term as an Academic Delegate because I believe strongly in the united and collective voice that we have through UUP. The pandemic crisis has hampered my full ability to participate in Delegate Assemblies, which I would like an opportunity to attend in-person within my next term, to help shape and drive UUP policy. This crisis has interrupted our ability to gather and really connect over our shared labor in educating and shaping the lives of our students, and I would like the opportunity to make those connections once in-person meetings can resume safely. Our shared labor is powerful, in the lives of our students but also in our own lives. I want to continue to serve in UUP as a representative who honors and defends your labor and your rights in the classroom, on campus, and in our shared community.



## Justin Neretich Professional Delegate or At-Large

I humbly announce my intention for candidacy for either a Professional Delegate seat or the At-Large Professional Chapter Executive Board Representative for United University Professions, Cortland Chapter. I am completing my third consecutive year serving as a Residence Hall Director here at SUNY Cortland, am an alumnus of the undergraduate History/Social Studies Teaching program, and a stout advocate for disruption of current higher education practices in the United States. I seek the opportunity to serve my colleagues and peers and get to the bottom of why our Union and the State University of New York administration seem to make many decisions in times of crisis from a financial and reactive standpoint, rather than investing time and resources into being proactive and prepared to sacrifice in order to support both moral and ethical obligations we stand for as an entity of public education. For too long has complacency at tables of power led to increased responsibilities, stress and confusion at all levels for university professionals. There is an extreme lack of transparency between the obligations of a particular institution and the obligations of the State University administration. I hope that by serving in this role, I can begin to find solutions to these issues as well as address ongoing challenges that many of my peers and even mentors may be facing. The task of holding the state and our leaders accountable can be daunting, but I plan to continue to strengthen our community and advocate for our rights and the students.



## Christopher Badurek Academic Delegate

I ask for your support in serving as an Academic Delegate for our campus. As University Faculty Senate Alternate Senator, I have been participating in SUNY wide discussions on how the comprehensive colleges such as ours can best adapt to the challenges of the pandemic while retaining our core focus on liberal arts education. I appreciate the value of inviting participation from all members to share their concerns and ideas for moving ahead together. As a new parent, I am also concerned with the health and well-being of the children, parents, and caregivers in our academic community who are balancing workload and family. My own parents were New York State employees and union members for over 30 years and I would be proud to represent our collective interests during this challenging time.



## Rhiannon M. Maton Academic Delegate

My name is Rhiannon Maton, and I seek to serve the SUNY Cortland community as an Academic Delegate. I am currently in my fourth year as an assistant professor in the School of Education's Foundations and Social Advocacy department and am a member of UUP's statewide Member Action Coalition (MAC), which embraces member-driven organizing to resist continued austerity affecting the SUNY system. I have a long history of union involvement, both within unions and as a union researcher. As a high school teacher, I served as a building representative in the Toronto chapter of Ontario Secondary School Teachers Federation for several years. I assisted Philadelphia's Caucus of Working Educators, part of the Philadelphia Federation of Teachers, in a range of member education and organizing drives. And I serve as the elected Secretary/Treasurer for the Teachers Work/Teachers Unions Special Interest Group of the American Educational Research Association. My research looks at how K-12 teachers unions are taking frontline stances to advocate for common good issues affecting union members and the public broadly.



As an Academic Delegate for our campus, I will draw upon these experiences in order to advocate for members' economic security, social justice needs, and to resist the ongoing degradation caused by austerity-driven neoliberalist economic policy. I will advocate for the safety of our members in the context of Covid-19 and continue to push UUP toward enhanced transparency with our membership, and to stand strong in the fight for fair funding for the SUNY public education system.

## Kristine Newhall Academic Delegate

I have been a dues-paying member of a union from the time I was a graduate student at the University of Iowa, through a decade as contingent faculty in Massachusetts, and now as a faculty member in Kinesiology. Up until this past year, however, my involvement has been more passive. I paid my dues and supported the union's effort by signing what needed to be signed and sending the occasional email.

The last round of protracted contract negotiations brought me further into the operations of UUP. While I was pleased that a contract was negotiated, it was a less-than-ideal outcome; one that sacrificed the needs of contingent faculty members and was negotiated with limited member input. Because of ongoing austerity, we have not even seen the raises which the state is contractually obligated to provide.

I believe unions are one of the last forms of effective, change-making organizing. In addition to advocating for the needs of members and resisting the corporatization of the American educational system, the UUP can create social change. I am heartened by the recent measure passed by the Delegate Assembly that pressures TIAA to divest from fossil fuels. As a delegate, I will advocate for a more democratic, member-driven union that will hear and act on the concerns of all its members.



## David Ritchie Academic Delegate

Hi, for those who don't know me, I'm a retired SUNY Cortland librarian who continues to be active in UUP and on social justice issues in Cortland and Ithaca since retirement. I'm enthusiastically supportive of UUP's Legislative Agenda for 2021, which I see as one of only a few initiatives addressing the underfunding of SUNY, a chronic problem of long standing.

I am running to be an Academic Delegate, to continue to participate in the active functioning of the Cortland Chapter through its Executive Board, campus and legislative initiatives, and state-wide at the bi-annual UUP Delegate Assemblies.

I have some past successful experience in the Chapter as Secretary, Membership Development Committee Chair, and Vice-President for Academics. In the wider community, I'm a contributing member of the board of Finger Lakes Labor-Religion Coalition and the local chapter of Amnesty International, and a long-time volunteer tax preparer for lower-income folks through the IRS's Volunteer Income Tax Assistance program.

Thanks for your vote. Dave



### IT'S YOUR NEWSLETTER!

We welcome articles and letters submitted by members of the SUNY Cortland Community.

Please share your thoughts with us— we want to hear from you! Opinions expressed in *The Cortland Cause* are those of the individuals and are neither endorsed by nor represent the views of UUP.

Please note: The Cortland Cause will generally not print anonymous submissions.

We reserve the right to edit submissions for grammar, space limitations, accuracy, etc.

Send contributions to the Chapter Office, [uup@cortland.edu](mailto:uup@cortland.edu)  
and to the editor, Amy Russell, [Amy.Russell@cortland.edu](mailto:Amy.Russell@cortland.edu)

## Persevere through COVID Together

The COVID-19 global pandemic crisis continues. SUNY Cortland is not immune from the effects that this health crisis has had on our citizenry. Not only our community but the country and world itself are divided about how to fight this disease and what issues we should prioritize; and as this division continues, many of those we love the most are losing their lives. I don't pretend to know how to solve all of our problems, but I am working hard to grasp the tentacles of this slippery problem here at Cortland.

The entire SUNY system is facing an unprecedented budgetary and enrollment crisis. Cortland in particular is facing a 14% enrollment decline, which, nonetheless, means our campus has the second highest projected enrollment numbers in SUNY for 2021. Still, we have less money than we need to operate optimally. The state has not as yet followed through with allocated revenue to higher education, including Cortland. The Cortland campus has had to return much-needed revenue, rightly, to students who had been asked to go home or study in place in spring 2020 and fall 2020. The state has also failed to provide detailed and comprehensive guidance in as timely a fashion as campuses have needed to manage the ongoing crisis. Your union is studying the fall semester to determine what could have been done differently and for whom. We hope for the best and prepare for the worst. We invest unprecedented amounts of time and devise new strategies. And we wait. We wait with baited breath to discover if our careful planning as an institution will result in having none, few, or several "Study in Place" periods during the spring 2021 semester. We wait to see just how long the state will defer our contractually agreed-upon raises, and we wait to hear about the status of grievances UUP has filed as a result of this deferment.

Over fifty of our most vulnerable part-time professionals and academics have lost their positions. Part-time professionals, often those serving as part-time assistant coaches, have lost the opportunity to participate fully in the careers they love, as caution has demanded the suspension of our athletics programming almost entirely for the fall semester and winter session. Part-time academics face the entire loss or a reduction in number of courses taught. Both situations are causing these members to be ineligible for health insurance, the long-lauded New York State benefit which is meant to off-set the meager salaries they earn. The fear and stress this uncertainty causes is appalling, especially for those trying to provide for their children and families. It is critically important that our sisters and brothers are supported in every way that UUP can, so they can continue to receive the benefits they are counting on for their health and survival.

For those facing this loss, UUP has provided informational open houses to our members facing this loss about available options, including applying for unemployment and other programs. UUP is also working hard with members of Cortland's Management to help as many of these folks as possible to bring their full-time equivalent to the point that they are once again eligible for health insurance. Management has been open to consideration of any and all of the ideas brought forth by UUP leadership, including VRWS, a Resolution on Mutual Aid, and re-deployment. And management has generated ideas of their own, in what I suggest is unprecedented collaboration to support the jobs of all UUP represented employees. These ideas include working at the COVID-19 testing center, working as a re-deployed employee, and working at Quarantine and Isolation Activities. These opportunities are available if the UUP represented member is willing to be re-deployed, but no one should be pressured or mandated to participate. It may sound trite, but I truly believe that we can only succeed as a union and as a public higher education institution if we are all working together, all engaged, all active. Here at Cortland we are working hard to accomplish these goals.

I truly feel that my varied experiences have allowed me to empathize with the feelings and position of those who are suffering in their careers and at home right now; and I assure you that empathy is my guide as UUP works to protect the terms and conditions of employment of members, to understand – though not always to agree – with the difficult decisions Management is making, and to hope that somewhere, UUP will be on the side of inclusion in our strategy to combat the global pandemic and its cascade of resultant hardship.



**Jaclyn Pittsley,**  
Chapter President  
English

As a reader, writer, thinker, and teacher of writing, I can perhaps illustrate what I am feeling and the empathy that guides me every day by drawing upon that medium through which I reach my students, literature. One short story provides a lesson for an issue I see on our campus. I want to talk to you about *The Sneetches and Other Stories* by Dr. Seuss. Published in 1953, the inimitable children's story tells of a community of bird-like creatures who segregate themselves based upon whether or not they have a star imprinted upon their bellies. Those who do have a star, the Sneetches, have no empathy, sympathy, or any feelings at all really, for those with no star. In the 1973 film version of the movie, one star-bellied mother lectures her son as he is about to encounter a plain-bellied peer, "Ronald, remember, when you are out walking, you walk past a sneetch of that type without talking." This sort of separation among our members, and the institution, can only divide us and destroy us. For me, the part-time faculty cannot be divorced from the full-time faculty, or our academic members from our professional members, or even our administration from our faculty. No one on this campus is thought inferior by me or by those very peers with whom we work. Every person is important, and every member matters.

In the story, it takes a criminal in the form of Sylvester McMonkey McBean, a man who brings to the Sneetches a magical machine that will imprint a star upon the belly of a sneetch, for a nominal fee, to open the eyes of the Sneetch community. The Sneetches are running back and forth between the Star Imprinting machine and the Star Removing machine, handing over all of their hard-earned, though perhaps meager money, to McBean. He thanks them for allowing him to exploit their weakness, for it is a weakness to be exclusionary. In this time of pandemic, in this time of attack on higher education, SUNY Cortland and UUP cannot afford to be exclusionary, as some may argue our governor or the federal leadership, our McBeans, have done. We cannot allow McBean and his contemporaries to divide us over this pandemic and thus defeat public higher education in New York State.

When the Sneetches have spent all of their money, and there is none more to be had, McBean packs up his machine, and says to himself as he drives away, "No, you just can't teach a Sneetch." Left in the aftermath of their furor of spending, the Sneetches are bewildered, confused, and ashamed. Those with stars have spent all they have to make certain those without stars remain identified and ostracized, while those without stars have tried to force their belonging by participating in the damaging ritual of having a star forcibly attached to their person. In doing so, they have blinded themselves to what is ultimately much more important – that the only one who is worthy of censure is the one who should have led. The state and federal leadership has left each campus, each person, to fend for themselves alone. Instead of leadership, they have presented a star that, while immediately alleviating perhaps, has not also dealt with what really needs to happen. Money and stuff divide our communities; communication and collaboration can save them.

In the story, when the Sneetches finally stop and really look at each other, they can see "neither the Plain nor the Star-Bellies knew whether this one was that one... or that one was this one... or which one was what one... or what one was who." Perhaps beleaguered but now wise, the Sneetches finally recognize and admit that identifying themselves for the purposes of differentiation and different treatment, for the purposes of fueling inequity, is purposeless and self-defeating. They can see there was no reason to discourage inclusion in the first place. I hope we at SUNY Cortland, in the Cortland community, and in United University Professions, we can realize the same. For though we may come from different places and have different titles, we may have taken different paths to arrive at where we are today, we are all human, we are all SUNY Cortland, we all love educating our students, we are all at risk, and we are all in this together.

If you can help, help. If you need to reach out, do. We are all a part of the great legacy of SUNY Cortland, and we are all necessary for this society to continue to function well. Therefore, I am calling on everyone, contingent and tenured faculty and professionals, their brothers and sisters in union working in a permanent or continuing appointment position, members or Management, students, labor coalitions, and community members to speak out, to recognize that we are not different, are all professional, are a part of this community, and we should be recognized as such, that we have to work together to preserve each other, and finally, act as models for our students and demonstrate the kind of inclusion that must sweep our nation in order for it to survive.



**Gregg Weatherby,**  
Lecturer II Emeritus  
English Department

## BEWARE THE JABBERWOCK

### For Contingent Faculty, an Academic Grievance May Be a Land Mine

Many of us have faced the prospect of dealing with plagiarism challenges or grade complaints; and increasingly, it seems, students are resorting to the academic grievance process before making any real attempts to resolve the issues informally. In my experience, students have threatened to file a formal complaint after the first email exchange—sometimes at the encouragement of other faculty members. These complaints are some of the more unpleasant duties we face as faculty. They are unpleasant because they are generally frivolous, no matter how deeply felt by the student. They are unpleasant because of the amount of extra work required to resolve the issue; and they are unpleasant because they often are allowed to degenerate into attacks by the student on the qualifications or character of the professor. I had thought that while the process was tedious, and sometimes infuriating, it was mostly benign. I have changed my mind. It is not benign. The entire process can easily become weaponized, and it can be particularly dangerous for contingent faculty members.

Often, an academic grievance is really a test of the instructor's academic freedom—the ability of faculty to set appropriate deadlines and class policies. It may also be a test of the college's commitment to due process—the assurance that an instructor's deadlines and policies will not be overturned for insufficient, arbitrary, or subjective reasons not consistent with the regulations found in the College Handbook. An academic grievance also has the potential of becoming a disciplinary matter that could potentially end with negative comments becoming part of one's work history. Sometimes, an academic grievance can be all of the above. Academic grievances deserve fair, factual, and objective reviews. To ensure that this occurs, any contingent faculty member involved in an academic grievance procedure should seek guidance from the union.

For those unfamiliar with the grievance process, a formal complaint from a student must meet the following criteria according to the Student Handbook:

#### 350.01 ACADEMIC GRIEVANCE SYSTEM

- A. For the purpose of this procedure, a grievance shall be a complaint against a faculty member or other instructor by a student of the following:
1. A violation, misinterpretation or inequitable application of an academic rule, regulation, or policy of the university, school or department.
  2. Unfair or inequitable treatment by reason of any act or condition that is contrary to established policy or practice governing or affecting a present or former student of this university.
  3. Prejudiced, capricious or manifestly unjust academic evaluation.

Most students are unable to satisfy the above requirements in a written complaint, so in some cases a student may ask other faculty members to help make their cases. Some faculty members may even encourage students to file complaints against specific instructors.

The first meeting in the process is held among the department chair, the student, and the faculty member. Unable to make a coherent case, the student may make unfounded and irrelevant accusations about the instructor. These may go unchallenged by the chair—but not unnoticed. It is important to note here, that in the case of contingents, the chair has course assignment, promotion, and renewal authority. Unfounded accusations should not go unchallenged, to prevent them from becoming part of the official contemporaneous record. Although not specified in the Student Handbook, I recommend that the contingent faculty member involved should consult with the union before attending a hearing at any stage in this process because of the potential negative impacts. The union is the faculty members' only protection.



After this hearing, the chair should write an objective report with a decision and a rationale for that decision. “Objective” should be the operative word. Sometimes these decisions contain subjective responses or irrelevant observations that will get repeated should the complaint go further, even though these may not be germane to the complaint.

There are two important points to remember at every stage of this process: There are no guarantees that the faculty member will get a fair, objective, nonbiased hearing of the facts, or that the rules found in the Student Handbook will be adhered to. In other words, there are no protections for the faculty member. This is particularly important for contingents.

If the chair’s decision is challenged by either party, it then goes to the dean. Once again, there is no guarantee that the faculty member will get a fair, objective, nonbiased hearing from the administration. Also, there is no guarantee that the administration will follow or enforce the rules as prescribed in the Student Handbook.

The Student Handbook contains very specific criteria on how the hearings should proceed at this level. The student may be accompanied by an advisor, who must be a member of the academic community. The student may not bring anyone else to the hearing. Contingent faculty should always have a witness present at these hearings and insist that the rules are followed or the hearing cancelled. Clearly, this is a dangerous position for contingent faculty. Once again, this step can be very unpleasant and may expose the faculty member to unfounded and irrelevant accusations from the administrator or the student as an attempt is made to support an often-unprovable case. These accusations could influence future decisions on the faculty member’s reappointment or advancement.

If the dean’s decision is appealed by either party, the academic grievance then goes to the frighteningly named Academic Grievance Tribunal (AGT). Composed of both faculty and students, the AGT is really the faculty member’s last resort, but not the student’s.

The AGT is also supposedly governed by the rules spelled out in the Student Handbook, but all of the warnings already given should be kept in mind: there is no guarantee that the faculty member will get a fair, objective, nonbiased hearing of the facts. There is no guarantee that the administration will follow or enforce the rules as prescribed in the Student Handbook.

The AGT will schedule and hold a hearing, and it is important that the faculty member have a witness present, preferably someone familiar with the process who can offer advice. After this hearing, the AGT issues its recommendations, which then go to the Provost for approval. This recommendation may include spurious and unfounded accusations about the faculty member that may have appeared at any previous stage of the process. It may also include what appear to be orders that violate academic freedom and due process protection, such as a suggestion that the proceeding and/or the AGT’s determination might become a part of the faculty’s “file.” At this point in the process, the student may continue to appeal; the faculty member may not-- even if faculty rights have been violated during any of the previous steps or the rules flagrantly ignored.

However well-intentioned this academic grievance process may have been when it was conceived, it is a potential landmine, especially for contingents. There are insufficient protections for due process and academic freedom, and it could become a disciplinary issue. Contingents faced with this process should always consult with the union before the process begins.

**Know your rights.**  
**Know the rules.**  
**Protect academic freedom and due process.**  
**Call the Union.**



**United University Professions  
Labor-Management Agenda  
Thursday, February 18, 2021**

**Items of Collegiality:**

1. UUP acknowledges Management's cooperation with UUP on issues related to the on-going crisis of COVID-19.
2. UUP congratulates management on a successful opening meeting and address Jan. 28.
3. UUP thanks Provost Mark Prus for sharing with campus the spring 2021 financial update.

**New Business:**

1. Re-Deployment of Workers:
  - a. As of today, how many employees, academic and professional, part-time and full-time, have been re-deployed to each of the following areas: the testing center, Q&I driving, or to other areas?
2. New York State Budget:
  - a. What preparations are being made by management in response to Governor Cuomo's Proposed Executive Budget?
    - i. UUP will be involved in Higher Ed Action Day, for example, Feb. 26.
3. Professionals' Performance Programs:
  - a. How many professionals are currently working without a performance program?
  - b. How many professionals have had a change in responsibilities without an updated performance program?
  - c. How many professionals have been evaluated on time in 2020?
  - d. Of those, how many are missing items from their evaluations (e.g.: Secondary Source Materials)?
4. DSI Award Determination:
  - a. How are determinations made in awarding DSI to employees who are "highly recommended" for an award?
    - i. How and why is the area or position in which one works considered?
  - b. For the 2020 round of DSI, how many letters did the President's office send out to applicants?
  - c. UUP has concerns about members in particular areas experiencing a change in ratings or recommendation from high to low due to available funds.
    1. Are these rating changes made across the board, or based on some other criteria? If the latter, what are those criteria?
    2. In what areas is this prevalent?
    3. Has management considered flattening the awards in some areas, to make sure more employees are recognized?

**Old Business:**

1. Online Course Teacher Evaluations:
  - a. As a part of this process, faculty do not seem to have been fully informed or notified about when CTEs were released with links to the students, or the timeline for completion; faculty have informed UUP that no CTEs were completed, and were unable to mention their availability during class time. How does administration plan to address these issues for the spring 2021 semester?

2. UUP has some concerns/recommendations about the AFAC Pandemic Response (White Paper):
    - a. The paper stipulates, “Generally, the AFAC urges all levels of personnel review to be cognizant that the pandemic has affected faculty members in different ways, some are more able to cope with the changes and uncertainty than others, and faculty with school-age children have been given an added burden in terms of their education. As a result, we ask all levels of review to exercise compassion and flexibility regarding requirements for personnel decisions for all candidates. Deficits in the candidate’s record clearly due to the pandemic should not be used to deny support for reappointment or continuing appointment.”
      - i. UUP would like to know more about how “clearly due to the pandemic” will be defined, qualified, and determined.
      - ii. Will individual Personnel Committees be making such determinations? If so, how will equity in such decisions be maintained?
  3. UUP has some concerns about the planned suspension of graduate programs and its impact on the positions of UUP members:
    - a. Has management consulted Deans, Department Chairs, and/or Faculty in making any decisions about suspending programs?
      - i. UUP understands there was no consultation with Faculty or Chair in deciding to eliminate the MSED in Adapted Physical Education Program.
    - b. Is there a formal process in which the college engages before programs are suspended?
    - c. What other programs have been suspended 2019-2021? How and when have departmental faculty been informed about these determinations?
    - d. Does management further intend to begin the process to have those programs deactivated?
  4. When can UUP represented professional employees expect to hear from their supervisors regarding both their short-term and long-term duties, as they relate to COVID-19?
  5. Planning for Spring 2021:
    - a. Has SUNY approved a change from a number of positive cases to a percentage of the student population as yet, in determining the need for a “study in place” period?
  6. 2020 DSI discretionary awards, or plan to distribute award letters:
    - a. Are the awards completed, and were they available in the paychecks dated February 17, for UUP members?
    - b. Can you give us some information regarding the inequity analysis (such as what percentage of compression) was remedied by the awards?
-

**United University Professions  
Labor-Management Agenda**  
Thursday, January 21, 2021

**Items of Collegiality:**

1. UUP acknowledges management's cooperation with the MOA Regarding Possible Adjustments to Tenure Clock Timelines, and Re-appointment, Promotion, and Tenure Review Materials, allowing the exclusion of CTE results for the Fall 2020 semester, at the discretion of each individual faculty member, and we thank you for reinforcing this cooperation to all three Deans.
2. UUP thanks management for sharing the documents AFAC Pandemic Response and SUNY Cortland Fall Wind Down and Winter/Spring 2021 Operations Plan (December 10, 2020 version) for our input.
3. UUP acknowledges management's facilitation of our first COVID-19 testing protocol consultative meeting on December 17.

**New Business:**

4. COVID -19 Vaccination Process at Cortland:
  - d. Who on Cortland's campus will be responsible for our COVID-19 vaccination process, if anyone?
  - e. Has Cortland been chosen for a vaccination distribution site?
    - i. If so, is there a plan in place for the operation of this center? Does it involve UUP members?
  - f. UUP strongly encourages our Student Health Services folks and Student Facing folks be vaccinated first; when can we expect this may occur?
5. UUP understands that two "pacing" or "reading" days have been added to the spring 2021 academic calendar.
  - g. By what process were these days added?
  - h. Aside from the Faculty Senate representatives, what members of the faculty were consulted?
  - i. UUP understands that the days are Tuesday, March 9, and Wednesday, April 14; when will this be communicated to faculty, who are planning their Spring 2021 syllabi?

**Old Business:**

6. Online Course Teacher Evaluations:
  - a. As a part of this process, faculty do not seem to have been fully informed or notified about when CTEs were released with links to the students, or the timeline for completion; faculty have informed UUP that no CTEs were completed, and were unable to mention their availability during class time. How does administration plan to address these issues for the spring 2021 semester?
7. UUP has some concerns/recommendations about the AFAC Pandemic Response (White Paper):

- a. The paper stipulates, “Generally, the AFAC urges all levels of personnel review to be cognizant that the pandemic has affected faculty members in different ways, some are more able to cope with the changes and uncertainty than others, and faculty with school-age children have been given an added burden in terms of their education. As a result, we ask all levels of review to exercise compassion and flexibility regarding requirements for personnel decisions for all candidates. Deficits in the candidate’s record clearly due to the pandemic should not be used to deny support for reappointment or continuing appointment.”
    - i. UUP would like to know more about how “clearly due to the pandemic” will be defined, qualified, and determined.
    - ii. Will individual Personnel Committees be making such determinations? If so, how will equity in such decisions be maintained?
  8. Planning for Spring 2021:
    - a. Has SUNY approved the plan?
    - b. Can you discuss any features of the plan at this point?
      - i. Testing Protocol?
      - ii. Reporting?
      - iii. Enforcement?
      - iv. Screening?
      - v. Residence Hall Density?
      - vi. Staffing, especially for Q & I duties?
      - vii. Server Capacity?
      - viii. Designated learning and social spaces (besides dorm rooms)?
    - c. Has administration thought about a point or threshold at which they might delay beginning or resuming in-person instruction, or move to a study-in-place position?
  9. 2020 DSI discretionary awards, or plan to distribute award letters:
    - a. With the announcement of the Feb/March 2021, time line for distribution, may we have a more specific date of when distribution at Cortland will occur?
    - b. Is the salary compression analysis for Cortland complete?
  10. Has Management reached out to professional members about short-term duties related to COVID-19 and not being evaluated upon those? If not, when do they plan to do so?
-

- i. The priority of COVID-19 and duties related to it will reach the one-year mark before the end of the spring 2021 semester. Will you further advise all professionals to reach out to their supervisors regarding these duties becoming long-term?
11. UUP has some concerns about the planned suspension of graduate programs and its impact on the positions of UUP members:
  - a. Has management consulted Deans, Department Chairs, and/or Faculty in making any decisions about suspending programs?
    - i. UUP understands there was no consultation with Faculty or Chair in deciding to eliminate the MSED in Adapted Physical Education Program.
  - b. Is there a formal process in which the college engages before programs are suspended?
  - c. What other programs have been suspended 2019-2021? How and when have departmental faculty been informed about these determinations?
  - d. Does management further intend to begin the process to have those programs deactivated?

**United University Professions****Part-Time Labor-Management Agenda**

Tuesday, February 16, 2021, 3:00-4:00pm

**Old Business:**

1. With regard to the number of Part-Time Lecturers who taught at least one course in fall 2020, UUP requests an update on the following from the Dean of each of the three Schools for Spring 2021:
  - a. Number of Part-Time Lecturers not invited back?
  - b. Number of Part-Time Lecturers with reduced courses assigned?
  - c. Number of Part-Time Lecturers with fewer than six contact/credit hours assigned?
2. Re-Deployment of Workers:
  - a. As of today, how many employees, academic and professional, part-time and full-time, have been re-deployed to each of the following areas: the testing center, Q&I driving, or to other areas?
3. UUP would like to resume its discussion of the PT Handbook in spring 2021, with a goal of finishing it before fall 2021, assuming other factors.

**New Business:**

4. DSI Awards:
    - a. Can you tell us how many Part-Time contingent faculty will receive a DSI Inequity Award?
    - b. Can you tell us how many Full-Time contingent faculty will received a DSI Inequity Award?
  5. FTL to Instructor Conversion:
    - a. How many applications for conversion have you received to date, since the implementation of the policy in 2017?
    - b. What was the outcome of these applications?
-

**United University Professions****Part-Time Labor-Management Agenda**

Tuesday, January 19, 2021, 3:00-4:00pm

**Old Business:**

1. With regard to the number of Part-Time Lecturers who taught at least one course in fall 2020, UUP requests an update on the following from the Dean of each of the three Schools for Spring 2021:
  - a. Number of Part-Time Lecturers not invited back?
  - b. Number of Part-Time Lecturers with reduced courses assigned?
  - c. Number of Part-Time Lecturers with fewer than six contact/credit hours assigned?
2. UUP requests that Management consider utilizing our unemployed/underemployed adjunct pool, in addition to our unemployed Part-Time Assistant Coaches pool for folks to work at the COVID-19 testing center this spring.
  - a. Has management contacted any PT Assistant Coaches regarding employment at the testing center at this point? If so, how many?
  - b. Will these PT members also be sought out to work at the Vaccination Distribution center on campus, if Cortland agrees to act as one?
3. UUP would like to resume its discussion of the PT Handbook in Spring 2021, with a goal of finishing it before fall 2021, assuming other factors.



 **UUP VIRTUAL OPEN HOUSES** **SPRING 2021**

Please join Cortland Chapter Officers and share your concerns in a safe environment at one of our VIRTUAL Open Houses listed below.

If you are unable to attend one, please feel free to get in touch with one of our chapter officers at [uup@cortland.edu](mailto:uup@cortland.edu) or 607-753-5991.

**Wednesday, February 10**  
1:00 PM

**Wednesday, February 17**  
11:00 AM

**Friday, February 26**  
1:00 PM

**Wednesday, March 10**  
8:00 AM

**Wednesday, March 22**  
1:00 PM

**Monday, April 12**  
11:00 AM

**Thursday, April 22**  
11:30 AM

**Monday, May 3**  
10:00 AM

Directions to join will be emailed out the morning of each Open House to those that have RSVP'd

## UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2019-2021

4-Digit phone numbers begin with 607-753-xxxx

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We're on the Web!

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# Are You a Member?

<b>Thomas P. DiNapoli</b> New York State Comptroller				<b>J. DOE</b>				Total Gross    Fed Taxable Gross Current    3,456.78    1,234.56 YTD    45,678.90    34,567.89	
Advice #    123456789 Advice Date    11/10/2018		Pay Start Date    11/10/2019 Pay End Date    11/24/2019		Net Pay    1,234.56					
Department ID    1234				Pay Rate    56,789.10					
EARNINGS		Current		YTD		TAX DATA			
Hrs./Days	Earnings	Hrs./Days	Earnings	Federal	State	NYC	Yorkers		
Regular Pay Salary Employee	3,456.78	45,678.90	45,678.90	2	0				
Location Pay	56.78								
				FICA Withholding Medicare    3,456.78    12,345.67 Social Security    3,456.78    12,345.67 NY Withholding    3,456.78    12,345.67		Current    YTD 3,456.78    12,345.67 3,456.78    12,345.67 3,456.78    12,345.67			
				DEDUCTIONS		Current    YTD 54.99    456.78			
Regular Before Tax Health Supplemental Ret. Annuity Prog TAA Retirement Before Tax		Current    YTD 456.78    1,234.56 976.90    5,678.90 99.78    1,234.56							

### The Benefits of Being UNION!

Membership in your union goes well beyond fair and equitable wages, and quality, affordable health insurance. It's a statement: There is strength in numbers, and our collective voice will be heard.

Together, our voice is heard when bargaining with New York state and SUNY. Our voice strengthens our leverage in contract talks and enforcement, and in addressing problems in SUNY labor-management meetings.

Our voice is heard as the main advocate for SUNY campus and hospital funding, and for other legislative issues of importance to you—issues that help us better meet the needs of our students and our patients.

Being a member of UUP also means you maintain:

- Representation in interrogations or disciplinary actions, or in legal actions brought on behalf of members;
- Representation if Title IX harassment complaints are filed against you (for student or co-worker complaints);
- Access to benefits and services provided by UUP Member Services Trust, and discount programs and services provided by UUP's state and national affiliates: NYSUT, AFT and NEA;
- Access to UUP's vision, dental, and life insurance plans in retirement; and
- The right to vote on the union contract, and to provide input in chapter and statewide union elections.

CHECK PAY STUB TO MAKE SURE

To be a member of the union, your paycheck **must** say "UUP Member" under "Deductions."

*Please contact your chapter officers for a membership card or go to <https://bit.ly/1RYG65y>*



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**Executive Board Meetings Fall 2020 Schedule**  
 January 14, February 11, March 11, April 8 & May 13

**Labor Management Meetings Schedule**  
 January 21, February 18, March 18, April 15 & May 20