

**United University Professions
Labor-Management Agenda**

Tuesday, January 18, 2021

3:00-4:00pm

Old Main 220

Items of Collegiality:

1. UUP acknowledges management's collaboration regarding vaccination and testing for SUNY employees in Spring 2022.

Old Business:

1. UUP has been informed that multiple departments have contacted the administration regarding staffing issues stemming from the Online Course Delivery Policy:
 - a. What steps are being taken to resolve these issues?
 - ii. For example, will the college be hiring more contingent faculty, who are not as limited under the policy, in order to staff these courses?
2. There are faculty at Cortland whose research requires trips off-site to archives, libraries, field studies, and other locations. Such activities are not mentioned in the Campus Communication of October 25 regarding spending controls. Is funding for these activities currently on hold?
3. Regarding Management's prerogative not to change the college weather closing policy, as Binghamton has, UUP requests that all supervisors be informed and inform their employees of the opportunity to take advantage of working in an alternate location during a weather emergency before the start of the spring 2022 semester and annually thereafter.
4. Health and Safety: Regarding quality of toilet paper on campus, UUP is concerned that in our previous conversations, the college's restriction based upon a vendor contract does not appear to have been discussed as an issue:
 - a. Can this contract be revisited upon expiration? When does the current vendor agreement expire? Is there no room in the contract to adjust the type of toilet paper purchased?
 - i. UUP notes the improved quality of the toilet paper in the library, but not in other buildings on campus.
5. Regarding the enforcement for mask rules: UUP would like to know what the expectations will be regarding member enforcement of any SUNY or local mask mandate in the spring.

- a. We are concerned that the disconnect between member enforcement and Student Conduct action leads to escalation of inappropriate behavior toward members and increased Student Code of Conduct violations.
- b. Will the administration release a message to the students stating that faculty and staff may request that masks be worn, and that not doing so is a violation of the Student Code of Conduct?
- c. Would Management be open to messaging students more intensely in particular areas (e.g. public areas as opposed to classrooms) or at particular times (e.g. following breaks, study periods)?

New Business:

1. UUP requests an update on the status offers of employment for part-time academics for spring 2022.
2. UUP requests an update on the status of current/late performance programs and evaluations of professionals.
3. Extension of SUNY Workplace Flexibility/ Telecommuting: Will those already utilizing the policy have their agreements automatically extended until June 30, 2022?
 - a. Will management fully inform UUP and its members about decisions made by management regarding telecommuting?
 - i. UUP has some concerns regarding remote work options for therapists, and cutbacks in certain areas such as support for applied learning and COIL (Center of International Learning).
 - ii. Many areas are facing a critical mass regarding recruitment and retention of qualified employees.
 - b. Will management seek SUNY's permission to extend remote work options to teaching faculty, upon request?
4. Course Teacher Evaluations:
 - a. UUP requests an update on the status of CTE software search.
 - b. UUP is interested in implementing a pause in the current methods, analysis, and weight given to student course teacher evaluations in personnel decisions, in order to establish a more reliable, valid, and formative method of evaluation for personnel decisions.

- c. Can management agree that a pause is an important next step in determining the measures and means appropriate for student feedback in making personnel decisions?
5. Under what circumstances would an employee serving on a personnel committee (for example: Departmental, College Review Panel, Committee on Professional Evaluation) be asked or expected to recuse him or herself in making personnel decisions about a fellow employee?