

**United University Professions  
Labor-Management Agenda  
Monday, February 6, 2023  
3:00-4:00pm  
Miller 405**

Items of Collegiality:

1. UUP thanks Management for allotting time specifically for the Collective Bargaining Unit leaders to meet with the finalists for the position of AVP of Human Resources.
2. UUP congratulates Vice President, Institutional Advancement Peter Perkins on his impending retirement, and we thank him for his years of service.
3. UUP Chapter Assistant, Toni Coon, has decided to retire as of May 1, 2023. UUP will be advertising locally for her replacement.
4. UUP Executive Board has agreed we'd like to hire a student to work as a social media intern (tentative start) in fall 2023, and we are hoping to have Management support in advertising the position to the student body.
5. UUP is planning a membership drive in accordance with Article 24 of the agreement between the UUP and the State of New York. We hope to hold this event in late March or late April. We will, of course, inform you when we have organizers on campus.
6. UUP would like to thank President Bitterbaum for agreeing to allow our special guest, PEF Steward Jessica Bergeron, to attend today's meeting.

Old Business:

1. UUP requests an update on Management communication with Child Care Center regarding waiting list/registration permissions for adoptive parents. Has their board considered the amendment to their policy and/or approved it?
2. What is status in the Committee on Teaching Effectiveness regarding the recommended new software package?
  - a. UUP recalls there was a presentation from Watermark. When can UUP expect to bargain with Management on this?
3. UUP and Management agreed that the compensation for supervisors of student teachers was an item to discuss in the spring 2023 semester. UUP would like to begin that discussion.
4. UUP requests information on the financial situation of the college today, such as has the college received all outstanding funding allocations (as was reported at LM in 11/22)?

- a. How much money does the university have in reserves today?

New Business:

1. As of today, how many Professional Performance Programs are missing or late?
2. As of today, how many Professional Performance Evaluations are missing or late?
3. What is Management's plan to reach 100% by June 2023?
4. Advising Large Numbers of Students: UUP is concerned about the number of students (and orientations) that folks have agreed to work with during the winter; compensation for this duty, when it proves excessive, as it compares to the recent memo regarding excessive advising loads during the academic semesters, seems appropriate.
  - a. Example: Physical Education.
5. DSI: It appears there was a three-tier structure used for Professional faculty awards: \$0, \$595, and \$895. Presuming DSI is a part of the new Agreement between UUP and the State of New York, would Management be willing to move to a scale mirroring the scale for Academics: \$0, \$500, \$750, \$1000?
  - a. UUP understands that there was some confusion regarding awards and denials due to not having received an award letter. Would it be a best practice to always send both electronic and paper form, and that all applicants receive a letter, regardless of recommendation?
6. UUP has questions about the status of librarians working on this campus:
  - a. According to our analysis, 42% of teaching faculty above the assistant professor rank are at full or distinguished rank. When was the last appointment of a librarian to full or distinguished rank?
  - b. What teaching and service awards are librarians on this campus eligible for?
    - i. The Excellence in Teaching Award state that applicants "must work actively with individual students to help them improve their scholarly and/or artistic performance," duties which librarians are not assigned in instruction.
    - ii. Likewise, the Brooks Distinguished Teaching Award stipulates that applicant "spends a significant amount of time with students outside the classroom."

- iii. Likewise, librarians are also not eligible for the advising awards, or the Brooks Internationalized Curriculum Development Award.
- 7. As per the July 15, 2013 memo on research study time for librarians, such time is “only for the purpose of pursuing [sic] research out of town or for preparation of materials for publication or presentation.”
  - a. Why only these two activities?
  - b. Are teaching faculty only granted research support for these two activities?