

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

Items of Collegiality:

1. UUP congratulates the university on a successful Fall 2023 semester and on their over 11,000 applications for first-year students in Fall 2024.

Old Business:

1. Syllabus System Request/Department Retention of Syllabi:
 - a. UUP wants to affirm their requests for information and policy regarding this system is in response to, as UUP understands it, Administration's endorsement of the Student Government Association's (2019) Manifesto, which includes the creation of such a system.
 - b. With regards to the draft policy shared with UUP, we request the following:
 - i. Can the policy mention intellectual property rights of faculty in some way?
 - ii. Can the policy enumerate who has access to the syllabi and under what conditions?
2. Have all employees working on a temporary appointment been converted to a term appointment in accordance with the new agreement between UUP and the State of New York?
3. Following up from the previous month's discussion of parking lot repair, specifically in Park Center, UUP requests information about the geothermal testing well drilling project. Have areas been chosen?
4. UUP requests an update on the search for the HR position Employee or Senior Employee Relations Specialist.

New Business:

1. Regarding the expiration of vacation accruals, UUP requests how many employees might be affected by this at Cortland, and we request to know how/if Management will be reaching out to those individuals and supporting their use of earned accruals.

2. Is there a document that describes a policy or understanding regarding faculty advising loads.
 - a. If so, UUP requests a copy of the policy.
3. Will Management consider an increase in compensation for Department Chairs on campus, in consideration of the significant amount of time since previous increase, the increase in work completed during summer months (advising and course schedule deadlines) and winter session, and due to other demands regarding scheduling, advising, parent calls regarding student scheduling, and other various duties that have increased significantly since 2019?
4. IDA Committee Issue: Due the potential need for recusal for folks who serve on the IDA committee, UUP would like to add a fourth member to serve on the committee, a person who works as a professional. Would Management likewise consider appointing a fourth member to serve on the committee?
 - a. For informational purposes, currently UUP has two academic members and one professional, while Management has appointed each of the Associate Deans from each School.
5. Strategic Plan Emergent Theme Discussions: Red Dragon Well-Being: Culture and Care for Individuals and Community: Draft October 2023:
 - a. Can Management provide some information, or will the Institutional Planning and Assessment Committee provide some information, regarding what they mean when they say “innovation in curriculum” in their plan?
 - b. Can Management provide some information regarding the committee’s vision for employee “wellness training?”
 - c. Under the subheading of Employee Engagement:
 - i. How will the committee evaluate employee engagement and morale?
 1. How will the survey results be published and to whom will it be made available?
 - ii. What might “Address findings as relevant” mean or include?
 - iii. What are the university’s financial goals?
6. UUP wishes to discuss, with appropriate designees from Labor and Management, ways to increase research and award opportunities for librarians on campus, to increase opportunities for their promotion.

7. UUP requests the Administration's support in ending SUNY's dependence on Corecraft.
 - a. In what ways does Cortland partner with Corecraft? Will Management consider reducing and eventually discontinuing any partnership due to their dependence on exploited prison labor?

Future Business:

1. Professional Performance Programs/ Evaluations:

- a. As of today, how many performance programs are NOT up to date?
- b. How many evaluations?
- c. What is the status of the search for the employee who will be responsible for this work?
- d. When can UUP expect an update on the SUNY HR program/evaluation efficacy and implementation?

2. Anthology: Course Teacher Evaluation Software: the following represents a collection of questions, though not exhaustive, UUP has regarding the system:

- a. Has the contract been accepted by SUNY?
- b. Who will be the "Administrator" of the software system? UUP requests a meeting with the Administrator after the software is purchased but before it is implemented to discuss issues related to bargaining, as outlined in our memorandum emailed to Provost McClellan on August 7, 2023.