1. Are the performance programs completed by supervisors for all UUP employees at this time?

2. Safety Suggestion:
   a. At the Valley Campus, a member suggested that the farm gate should be moved to a different location to be in a better line of sight for when horses must move across the road. This is a safety issue for horses, students, and faculty & staff, because the current location is at the top of a knoll. Items that would require: a culvert put in by the town, maintenance to put in gate. IACUC has also asked that this should be done.

3. Parking Suggestion:
   a. A member suggested that it would create several more parking places in the area between Farrell Hall and the track if nose-tail parking were replaced with diagonal parking. The bank may need some soil removal to facilitate.

4. Discuss Obligation Period (Proposal Initiated by Management)
   a. Consult with UUP about moving the faculty obligation up one week earlier in August beginning in 2017. Instead of faculty obligation beginning the Tuesday of the week prior to the start of classes, it would begin on Monday of the week before (two weeks before the start of classes). So, in 2017, faculty obligation would begin August 14 and continue through June 13. We believe this would eliminate some of the pressure and schedule congestion that currently occurs.

5. Is there a way to locally resolve the On-Call Recall grievance regarding residence hall employees?

6. What is your perspective on a solution to the Delhi salary inequity?
    a. Perhaps present SUNY with joint letters from UUP Chapter Presidents and Tech Sector Campus presidents?

The following salary data illustrate that a 14% average salary inequity exists for SUNY Delhi academic and professional employees compared with baccalaureate institution data. The salary data were compiled by the Director of the UUP Office of Research & Legislation directly from State Payroll information from full-time employees. The salary data are accurate and current as of April 8, 2015.

Academic Employees:

Average salary:	Median Salary:
Oneonta: $66,004	Oneonta: $62,235
Canton: $64,914	Canton: $61,960
Cobleskill: $64,356	Cobleskill: $61,960
Alfred: $60,962	Alfred: $59,777
Morrisville: $58,745	Morrisville: $56,565
Delhi: $58,075	Delhi: $56,055

Professional Employees:

Average Salary:	Median Salary:
Oneonta: $60,876	Oneonta: $65,951
Cobleskill: $54,546	Canton: $59,713
Canton: $53,809	Cobleskill: $59,312
Delhi: $53,511	Delhi: $57,834
Morrisville: $50,608	Alfred: $54,653
Alfred: $47,738	Morrisville: $52,780

7. What is your perspective on a solution to the Delhi Course-load disparity?