

## Agenda

### PUUP Exec Board Meeting

Friday, Jan. 24, 2020

1:30 p.m.

Attending: Gerianne Downs, Kim Hartshorn, Dan Gordon, Ray Guydosh, Richard Aberle, Oscar Flores, Karen Volkman, Deb Brunner

#### 1. Labor/Management (First with Dr. Alex Enyedi)

- Adoption of policy that states any time there is a job listing — professional and faculty — for FT position disseminated across campus to apply internally. So if there are people qualified internally they be notified.
- Eek out time to discuss the possibility of Cortland's MOU be applied here as well. Any FT, non-tenure track open up must seek people internally. If can't, then they have to conduct search outside. At Cortland, there were six lectureships open; filled three with adjunct; three were not filled internally. Saves money for search; once you are a lecturer and hit lecturer III, can hit tenure track. Kim said we will have the MOU at L/M and request we discuss at next L/M.
- Make the president aware of evaluation procedure, which requires a joint L/M discussion; Kim said we want to agree on the articles and sections that we would like to open for negotiation. Also want to discuss evaluation procedures for part-time faculty.

#### 2. Compression Results

- Survey asking members what they thought  
Received 22 responses from our campus in one day. Two who thought it was great; four really disgruntled; a few disappointed; a few just wanted more information. One of the reasons people are generally unhappy is that the minimum threshold and need was established at \$2,500. If you were less than \$2,500 in need, you didn't get anything and that was almost half of the campus. Hard to take for many people. None of the DSI was used for merit; all was put toward compression. Some received more than \$5,000. That only represents 17 percent of their compression, tells you how underpaid they were. The compression holes on our campus were very deep. Our aggregate salary was 74 percent of the benchmark. There are four rounds, each to be paid at the end of the spring semester.
- DSI Distribution List (how do we handle?)  
Question: Do we publish this? There were some people who did very well. The College and Universities Personnel Association identified them as being underpaid for their discipline but we might recognized them as being well-paid comparatively on the campus. Decided will make it available upon request when the office is open. That will be published on website and will be announced at the membership meeting.

#### 3. Budget

- Oscar expressed concern about the fund balance, but the expenditures and projected revenues are on par. Richard moved to accept the budget; Ray seconded motion. Carried.

#### 4. **Spring Schedule**

- Membership/budget meeting set for Wednesday beginning at 11:30 a.m. for lunch  
Deb moved to spend up \$600 for lunch; seconded by Ray. Carried.
- Workshops  
Kim suggested setting dates for workshops, including a student-debt clinics. Kim will check into having someone there who can answer questions re: students and parents.
- Higher Ed Lobby Day Feb. 4 in Albany: Kim asked if anyone is interested, they can still register. See Kim for registration information. It's not PUUP lobbying expense. If we were to buy tickets locally for a local candidate, that would qualify. UUP is paying for this event.
- Committee meetings being held in Albany March 23-24; some may have been invited to participate. A leadership conference being held at the same time.
- Spring mixer (name change recognition)  
Will need to come up with a date and place. Cannot call it end-of-year mixer because for professionals and some faculty, it is not the end of their year.

#### 5. **Any other matters**

##### **Adjournment**

Ray moved; Gerianne seconded. Adjourned at 1:22 p.m.