

UNITED UNIVERSITY PROFESSIONS - BROCKPORT CHAPTER
EXECUTIVE COMMITTEE MEETING
Wednesday April 3rd 2024
4:30 PM - 6:00 PM via ZOOM

Attendance: Susan Orr, Danny Too, Steven Fugle, D’Arcy Gaisser, Joseph Cochran, Patrick Walter, Allison Wright, Kelly Cary, Michael Smith, Michael Idland, Thomas McDermott, Tracy Feaster, Adita Kulkarni, Brittany Profit-Rheinwald, Bek Orr, Brigitte Meskell, Michael Ray, Jamie Guilian, Michelle DeMonte, Kara Corlett, Elizabeth Morton, Sara DiDonato, Frances Dearing, Debra Faria, Garrett Roe, Heidi Rademacher, Madi Hiddie

I. Approval of the minutes from 3/6 meeting.

- i. 1st Joseph Cochran, 2nd Allison Wright
- ii. Passed with 18 votes.

II. Approval of Agenda

- i. 1st Brittany Profit-Rheinwald, 2nd Thomas McDermott
- ii. Passed with 24 votes.

III. Opening Introductions – what’s good, what’s not so good?

- a. Debra Faria- Retiree Rep: There is a luncheon being planned for those who are UUP members looking into retirement, tentatively planned for May 21st. Debra will Follow up with Chapter Office for any additional help with promotional materials, etc.
- b. Patrick Walter- Both he and Garrett Roe will be attending the Delegate Assembly next week and attending workshops, and plans on reporting back to the committee on the experience and things learned.

IV.

V. Old Business

- a. Faculty Annual Report Narratives Feedback
 - i. As we discussed in the last meeting – because annual report narratives form part of an evaluation for non-tenured faculty they are a mandatory subject of bargaining. However, please note that the annual report for tenured faculty should not be considered an evaluation, rather simply a record of work completed. There is no post-tenure review, thus faculty are simply recording work and demonstrating they completed a full workload.

- ii. We consulted with UUP statewide research team and asked for assessment of current questions versus proposed new questions. We agreed that current questions served members better than the proposed changes – and that the current questions could definitely be improved.
- iii. We received considerable input from member’s on this issue. All input we received was negative toward the proposed new questions.
- iv. We met with the Provost, heard his ideas/motivations for changing the narrative questions (to streamline and align with divisional goals). We shared that UUP are not opposed to changing the narrative questions but could not agree to the proposed alternatives and needed more time to negotiate possible changes. We agreed to continue working on this.
- v. UUP plans to undertake research on best practices regarding faculty annual reports and aligning reporting with institutional goals. We will then hold member information townhalls early in the fall, to educate faculty and solicit input. We will then meet with the provost in time to allow for any changes to be in place for next year, with faculty receiving lots of advance notice.

b. Spring Picnic

- i. This is set for May 1st (International Workers Day) at Sweden Town Park – 5-7pm. We have catering for 100; please respond (and encourage colleagues to do so too) when the invite goes out so as not to be disappointed.
- ii. Jen is looking for assistance with music, games etc. Do you have ideas/suggestions – can you help?
 - 1. Brigette Meskell can DJ for us!
 - 2. If anyone has any lawn games, they are willing to bring for people to use like can jam, horseshoes, corn hole, etc. Please email Jen @ jmosborn@brockport.edu

VI. Reports

a. Officers

- i. VP for Academics: Sara DiDonato, no report currently
- ii. VP for Professionals: Brittany Profit Rheinwald
 - 1. On May 1st from 11am-1pm at the campus mall there will be an event for Stamp Out Hunger. Encourages participation and spreading the word to board members. UUP can have a table at this event and will be coordinating with the Chapter Office to set this up.
- iii. Membership Development: Kelly Cary
 - 1. On 4/18 there will be NEST training at 2:45pm, we will be notifying Rob Trimarchi our Lead UUP organizer about this, and the Chapter Office will be assisting with promotions and goody bags.
- iv. REOC: Steve Fugle
 - 1. The REOC workshop a few weeks ago had a great impact on the Brockport downtown location and members. It was well received, and the plan is to do a

follow up workshop soon to keep the momentum going with membership engagement.

- v. Treasurer: Danny Too
 - 1. The next quarterly audit is coming up and will be in process shortly.
 - 2. The payment for the food truck for the Spring Picnic is being sent out.
 - vi. VP for Contingents: Matt Kotula - time conflict with IRB, missed the meeting
- b. LRS Jamie Guilian Report
- 1. We held retirement workshop 3/26 with 15 attendees.
 - 2. Upcoming Promotion and Salary Increase workshop 12-1.30pm on Tuesday April 9th (this is timely given applications for promotion/salary increases are due to HR 04/30)
 - 3. She has been working with individual members on concerns, and helping a few members navigate the article 19 process.
- c. Presidents Report
- i. IAS scores in APT documents
 - 1. I recently met with a couple of interest groups on campus to discuss various areas of concern. One thing that came up in both meetings is that many departments still have specific student evaluation scores designated as required to be considered “at rank” in teaching.
 - 2. When we undertook our revisions of the student experience of teaching survey – we highlighted that it is not best practice to include target scores in processes for faculty evaluation. Research clearly documents that there are numerous factors outside of the control of faculty that influence scores.
 - 3. APT documents are not something that UUP has a direct influence over. However, we would encourage members to work with colleagues to address this issue.
 - ii. Seeking information about how the policy for converting lecturers to instructor is working – does anyone have insight experiences they can share?
 - iii. Organizing Efforts
 - 1. You may see our organizer Rob Trimarchi around campus – he is assisting us increase our membership. All full time non-members have been contacted either during our effort to reach out to colleagues at the beginning of the year, or more recently by Rob. Our current rate of membership among FT is 96% (overall rate is 78%)
 - 2. We have much lower membership rates among PT academics and professionals – currently 40% and 22% respectively. This means we have 140 PT academic non-members and 40 PT professional non-members. We would like to target a campaign to increase membership among PT people.

3. Please try to talk to PT colleagues and encourage membership – also let us know if you are interested in helping an organizing a campaign.

iv. Legislative Season and Downstate Campaign

1. Legislative season is underway. Current budget proposals look favorable – both Senate and Assembly bills have increased funding – though it is early in the process. Currently the funding increases to operating budgets from last year looks like it will be retained.
2. UUP is focused on preventing the closure of Downstate hospital in Brooklyn. This may seem somewhat tangential to our immediate concerns for higher ed funding. However, UUP feels that it is important to demonstrate strength and invest time/resources to fight this closure – to establish the principle that SUNY cannot make closures to valued institutions without resistance. Thus, the fight for Downstate is also a fight for Potsdam. Fredonia...many other campuses and Brockport too.

VII. New Business

Notes: Next LM meeting is April 10th 12-1pm Seymour Union Room 228. All are welcome to attend; attendance is on an observer-only basis.