

UNITED UNIVERSITY PROFESSIONS - BROCKPORT CHAPTER
EXECUTIVE COMMITTEE MEETING
Wednesday November 6th 2024, via Zoom, 4:30 PM - 6:00 PM

ATTENDANCE: Susan Orr, Brittany Profit-Rheinwald, Joseph Cochran, Emily Morton, Danny Too, Jen Osborne, Allison Wright, John Pervich, Tom McDermott, Tracy Feaster, Kara Corlett, Sara DiDonato, Mark Heitz, Joe Toree, Brigitte Meskell, Matt Kotula, Matt Ray, Heidi Rademacher, Bek Orr, Frank Knoll, Jamie Guilian, Rachel Schultz, Garrett Roe, Kelly Cary, D'Arcy Gaisser, Frances Dearing, Michelle DeMonte

I. Approval of Minutes for 10/2/24

- a. Motion to approve by Joe Cochran, 2nd by Heidi Rademacher, majority passed

II. Approval of Agenda

- a. Motion to approve by Brittany Profit-Rheinwald, 2nd by Sara DiDonato, majority passed

III. Old Business

- a. Feedback on October LM meeting

- i. Conversion Policy

- 1. *UUP requested an update on the lecturer conversion policy – also a few new lecturers are keen to seek promotion to Assistant Professor and are unclear how to do so*
 - 2. *President Macpherson reported that 11 conversions have been completed, 2 did not move forward*
 - 3. *Director of HR Tammy Gouger stated that a policy is in place re. the instructor to Assistant Professor promotion, it can be recirculated to raise awareness.*
 - 4. *UUP President thanked President Macpherson on behalf of members as while the conversion policy is not perfect, it is a unique campus policy not available across other SUNY campuses that is helping members gain job security*

- ii. Drescher Leaves

- 1. *UUP president requested that consideration be given to funding more than one Drescher Leave given the campus contribution has been reduced to 20%*
 - 2. *President Macpherson reported that she consulted with the provost and a decision has been made to limit Drescher to one per semester – the “cost” may be modest, but if more are funded then funding has to be reduced elsewhere*
 - 3. *VP Eileen Daniel also added that campus needs are a factor – this is because applications have often come in the same semester from the same department*

4. *Executive Board members made the following points as a response:*
 - a. *It seems unfortunate given the college's commitment to diversity and the low cost of this program aimed at helping to create diverse faculty*
 - b. *The applicant has to outline a plan for replacement's while on leave so surely the concern about two faculty in one dept. can be addressed*
 - c. *The rule seems to penalize diverse departments that may have multiple eligible candidates*
- b. Feedback from New Hire Luncheon
- i. We had a great turnout and lovely atmosphere – circa 45 people.
 - ii. We are going to follow up by inviting attendees to join together for lunch on Wednesday 20th November in Brockway to take advantage of the faculty/staff \$9.99 offer. Please join us if you can – wear your UUP shirt or something red.

IV. Reports

- a. Officers
 - i. VP for Academics: Sara DiDonato
 - ii. VP for Professionals: Brittany Profit Rheinwald
 1. Spoke with many new hires at the luncheon in October and is helping with Performance Programs questions.
 - iii. Membership Development: Kelly Cary
 - iv. REOC: Sheryl Gonzalez
 1. Although not in attendance, Susan Orr has spoken to Sheryl about REOC outreach ideas.
 - v. Treasurer: Danny Too
 1. Chapter Audit was sent, currently the Chapter has about \$8,000.
 - vi. VP for Contingents: Matt Kotula
 1. Rob Trimarchi our Chapter Lead Organizer is visiting campus Monday 11/18 and Tuesday 11/19 for Campus Equity events for Part-Timers and Membership outreach. If anyone is interested in joining us to walk campus and drop off appreciation gifts to our members and non-member part timers, please reach out to the office!
 2. Here is the link for Google form to add a comment to the card:
https://docs.google.com/forms/d/12Z5J-Yps58uqAwktCTp0_qq0OrDlb-btp4lq0fgP57w/edit

- b. LRS Jamie Guilian Report
 - i. Jamie has been representing members in the process of Article 19, has been in talks with multiple members navigating leaves, and general concerns and research.
- c. Presidents Report
 - i. Faculty Annual Report Survey Update - Here is the link to the Faculty Annual Report Survey: <https://www.surveymonkey.com/r/BrockportFAR>
Please urge your colleagues to take this so the research can be looked at. There will be a town hall after to share results and get feedback.

V. New Business

- a. How are things going with the transfer of exams to Brightspace and away from scantrons?
 - i. Some faculty have given up using the system and purchased scanning devices
 - ii. Some faculty find the system to be more efficient than scantrons
 - iii. Some faculty find the software that uses cameras as students take tests intrusive
 - iv. Some faculty reported students taking exams on behalf of others, or logging on in a space near the classroom and taking the exam with notes, or else making it appear they have finished the exam in class and then going elsewhere to complete it using notes
 - v. Faculty reported avoiding cheating is like an “arms race” – very time consuming.
 - vi. After discussions and concerns/experiences many agreed that some type of “Guide to Best Practices” could be helpful to give instructors help in processes to avoid cheating. Also it would be nice to have traditional scantrons available at college expense.
- b. Holiday Celebration – funding request \$1800
Campus Equity week- funding request \$200
 - i. Motion to approve by Joe Torre, 2nd by Bek Orr, majority passed
- c. Reminders:
 - i. Union Social will be on Wednesday 11/13 in Tower Fine Arts from 12-1:30pm
 - ii. Aflac Representative Darlene Rowe will be on campus in the Seymour Union on Thursday 11/14 from 11-2pm to answer questions about supplemental insurance, if anyone knows a colleague interested, please share directly with them.

Notes: Next LM meeting is Wednesday 20th 12-1pm by zoom. All are welcome to attend; if you would like to be there, e-mail the chapter at Brockport@uupmail.org and you will be added to the e-mail distribution. Attendance is on an observer-only basis.