

UNITED UNIVERSITY PROFESSIONS - BROCKPORT CHAPTER
EXECUTIVE COMMITTEE MEETING
Wednesday February 5th 2025, Remote
4:30 PM - 6:00 PM via ZOOM

Attendance:

Sara Di Donato, Allison Wright, Anne Panning, Garrett Roe, D’Arcy Gaisser, Darlene Rowe (Aflac/Colonial Rep), Danny Too, Heidi Rademacher, Joseph Cochran, Kelly Cary, Kristine Rudgers, Matt Althouse, Rob Trimarci, Elizabeth Morton, Debra Faria, Brittany Profit-Rheinwald, Mike Smith, Mike Idland, Patrick Walter, Jamie Guilian, Michael Ray, Sheryl Gonzalez, Tamara Wilcox, Tracey Feaster, Brigette Meskell, Tom McDermott, Adita Kulkarni, Jie Zhang

I. Approval of Minutes from 11/6/2024

- i. **Amendment to previous minutes from 11/6/2024:**
 - 1. *“UUP requested an update on the lecturer conversion policy – also a few new lecturers are keen to seek promotion to Instructor and are unclear how to do so.”*
 - 2. *The 11/6/2024 Minutes were corrected and filed.*
- ii. Motion to Approve: 1st Brittany Profit-Rheinwald 2nd Joseph Cochran
 - i. Votes in favor: 25 | Majority Passed? Yes

II. Approval of Agenda

- i. Motion to Approve: 1st Brittany Profit-Rheinwald 2nd Joseph Cochran
 - i. Votes in favor: 25 | Majority Passed? Yes

III. Budget Presentation by Danny Too Chapter Treasurer

- i. Motion to Approve 2025-2026 Budget: 1st Brigette Meskell 2nd Joseph Cochran
 - i. Votes in favor: 24/30 Votes No: 1 Votes Abstained: 5 Passed? Yes
- ii. Motion to Approve Routine Office Expenses: 1st Michael Ray 2nd Joseph Cochran
 - i. Votes in favor: 25/30 Votes No: 1 Votes Abstained: 4 Passed? Yes

IV. Brief Presentation by AFLAC/Colonial rep Darlene Rowe

- i. Darlene Rowe is our Brockport Chapter UUP Aflac and Colonial Insurance Representative and gave a brief presentation about what sort of supplemental insurance coverage is offered to our membership.
- ii. Darlene will be on campus on March 5th at our U2 social with CSEA in the Holmes Building from 12pm-1:30 if you know anyone in your department who may need to speak to her and get some information! Her email is: Darlene.Rowe@coloniallifesales.com

V. Opening Introductions – Welcome back! What’s happening? Concerns?

- i. Matt Althouse asked if anyone had any issues with sabbatical denials. Is that still an issue that members of the board are hearing about? Please reach out to the Chapter office if this is a concern. This topic is on the Labor Management agenda for 2/10/25.
- ii. Rachel Schultz brought up the current political climate and new administration and asked what would happen if there was a strike to oppose federal funding freezes. NYSUT LRS Jamie Guilian responded that what is happening is not from SUNY, the employer, but from the Federal Government. Striking is illegal in NYS in the private sector, so if there was a rally people would lose their jobs. Right now, things are very fluid, and no one knows what is going to happen yet, so while there may be rallying or protests, employees cannot abandon their jobs without consequences to partake in any organized demonstration.
- iii. Joseph Cochran asked if there is adjusting for tenure clock for faculty depending on funding for research? Response from LRS Jamie Guilian was that there’s been talks about pausing tenure clocks and there’s full awareness that this can impact faculty tenure. This can be addressed with Labor Management.

VI. Old Business

a. Feedback on November LM meeting

i. *Course load for 12-month faculty:*

Chapter had heard that there would be a change in courseload for a member who is a 12-month instructor from 4-4-2 to 4-4-3 or equivalent. We discussed this with the provost and let him know that an increase would either require an offset in workload or a pay increase. The provost said there would be no increase in teaching responsibilities, but that there might have been a conversation about distributing that workload differently.

This issue was resolved with conversations between HR and Provost determined that the load for the faculty member was in fact remaining at 4-4-2.

ii. *Scheduling of ENG 112 courses:*

Members were concerned about the provost’s plan to schedule all ENG112 courses in the fall semester. The union asked for reconsideration of this because of the impact on job security and health insurance that decision would have on adjuncts. For example, adjuncts teaching 6 consecutive semesters can receive term appointments, and those who work 6 credit hours or equivalent each semester are also entitled to 26 weeks of health insurance, so scheduling all those courses in the fall semester might make it so some adjuncts did not have work in the spring semester, and lose their health insurance. The last point made was that that local market is responding to the UUP contract by offering more attractive pay and benefits –this might lead to the eventual loss of longer term more experienced teachers.

Provost stated that they would explore what other capabilities current adjuncts had and what other courses they might be able to teach in the spring. Both he and the Assistant Dean stated that adjuncts who currently teach both semesters would be redirected into other courses if there aren’t sufficient composition courses in the spring.

There was a question asked regarding this—a member in English stated that the provost had met with their department and told them that the plan to have all ENG112 courses taught in the fall was no longer being pursued. Since the information from the LM meeting was from late November, the member stated that she would check to see when the departmental meeting with the provost was held.

iii. *Further discussion on Drescher Leaves:*

The Union requested reconsideration with restrictions re. limits on number per department each semester.

- The point was raised that it seems unfortunate given the college's commitment to diversity and the low cost of this program, which is aimed at helping to create diverse faculty.
- The applicant must outline a plan for replacements while on leave so surely the concern about two faculty in one dept. can be addressed.
- The rule seems to penalize diverse departments that may have multiple eligible candidates.

Provost Abraham stated that the restriction to one per semester pre-dated him – Since the President was not at this meeting, the Provost indicated that he would have a conversation with her about multiple leaves in one semester going forward. We will follow up on that in the next LM meeting on Feb 10.

iv. *Further discussion re: Brightspace for proctoring exams:*

Members have raised concerns about how Brightspace has rolled out for proctoring exams and asked for consideration to be given to providing access to scantron processing based on feedback from faculty:

- Some faculty find the software that uses cameras as students take tests intrusive and are reluctant to use it for that reason
- Others pointed out the many avenues for cheating using Brightspace for exams

Two requests were made:

- The creation = of a "Guide to Best Practices" for faculty using Brightspace for exams that could give instructors help in processes to avoid cheating.
- Request to have traditional scantrons available at college's expense.

Provost Abraham stated that KSPPE had been interested in purchasing a scantron machine but had not pursued it due to cost factors.

Suggested faculty reach out to CELT for assistance, but many of these concerns were coming in part from faculty who'd already worked extensively with CELT on the issue. Dean Brasted stated that she was not aware of the challenges and could consider working with departments to alleviate the problems/provide a scantron option. Suggested faculty request chairs raise issue at Chairs and Directors meeting.

b. Feedback on Holiday party, and possible ideas for Spring Celebration

- a. Members who responded were satisfied with the Holiday Party. A request was made for possible alternative ideas for spring celebration.

VII. Reports

a. Officers

- i. VP for Academics: Sara DiDonato
 1. See Presidents Report

- ii. VP for Professionals: Brittany Profit- Rheinwald
 1. Chapter elections are underway so please turn in your nomination forms and ballots.
 2. Brittany will not be running for VP for Professionals, and Patrick Walter will be self-nominating for this position.

- iii. Membership Development: Kelly Cary
 1. Completed a presentation with 13-17 people and new members did sign up.

- iv. REOC: Sheryl Gonzalez
 1. Shared some members issues at REOC regarding Performance Programs, and questions from members about the IDA grant.

- v. Treasurer: Danny Too
 1. The audit was completed and mailed out to Statewide.
 2. The Budget Proposal and allocation request will be completed and sent out by the next meeting.

- vi. VP for Contingents: Matt Kotula (Absent)

- vii. Debra Faria: Retirement Coordinator
 1. If you know anyone who is looking to retire, please have them reach out to Debra at dffaria@brockport.edu
 2. Recently retired members helped with political campaigns by working at call centers.

b. LRS Jamie Guilian Report

- i. Helping members with leaves concerns, there has been outreach happening with officers and members of the chapter, workshops, and representing members under article 19.

c. Presidents Report

- i. Advocacy Day in Albany 2/25/25

We have a couple of members traveling to Albany to advocate with legislators for the campus and for SUNY on Advocacy Day

- ii. Second IDA Deadline 2/7/25

There is second deadline for IDA on Friday 2/7. We have a limited amount of funds left over from the last round

- iii. Progress on Faculty Annual Reports and Library Annual Reports

The revisions to annual report questions for faculty are still in process. After receiving feedback from town hall, and from individual members, we have a proposal to put forward to the provost. We are still awaiting recommendations from the Director of Drake Library for revisions to their questions, which are different from faculty questions. The library is also requesting a change to the workflow of their annual reports. We would like to make all these changes at one time, therefore it is possible that they may not be implemented until next academic year. One member stated a concern about the questions being changed mid-stream, and felt this was akin to “moving the goalposts”.

- iv. MICHELLE DEMONTE REPORTS: virtual benefits orientation for new or newly benefits eligible adjuncts. There were 18 invited, 7 attended (which isn't too bad compared to previous years). I've already had a few enrolled in health insurance.

VIII. New Business

- i. This semester U² Socials – budget request
 - i. Motion to Approve: 1st Joseph Cochran 2nd Kelly Cary
 - 1. Votes in favor: 26 Majority Passed? Yes
- ii. Brockport-specific Academic Freedom Workshop, February 18 on Zoom
- iii. Organizer Rob Trimarci on campus Feb. 10-12: **IF ANYONE WANTS TO JOIN REACH OUT TO ROB rtrimarc@uupmail.org**

Notes: Next LM meeting is Monday February 10th via zoom – 12-1pm. All are welcome to attend; if you would like to be there, e-mail Brockport@uupmail.org and you will be added to the email distribution. You must make this request at least 48 hours in advance. Attendance is on an observer-only basis.

SD