

UNITED UNIVERSITY PROFESSIONS - BROCKPORT CHAPTER

EXECUTIVE COMMITTEE MEETING

Wednesday April 2, 2025 4:30 PM - 6:00 PM via Zoom

ATTENDANCE

Joe Cochran, Rob Trimarci, Sara DiDonato, Brittany Profit-Rheinwald, Michael Ray, Mike Smith, D'Arcy Gaisser, Allison Wright, Kelly Cary, Tracy Feaster, Tamara Wilcox, Patrick Walter, Tom McDermott, Frances Dearing, Scott Haines, Adita Kulkarni, Michelle DeMonte, Heidi Rademacher, Brigette Meskell, Matt Kotula, Danny Too, Elizabeth Morton, Rachel Schultz, Mike Idland, Frank Noll, Beth Gregory, Garrett Roe, Kara Corlett, Kristine Rudgers, Joe Torre, Bek Orr

I. Approval of Minutes 3/10/25

- a. Motion to Pass 1st: Joe Cochran, 2nd: Frances Dearing, Majority passed

II. Amendment to the Agenda

- a. Order of Agenda changed, as well as an addition of Rob Trimarci to agenda, and a budget request for student action on campus.
- b. Motion to Pass 1st: Tom McDermott, 2nd: Brittany Profit-Rheinwald, Majority Passed

III. Approval of Agenda

- a. Motion to Pass 1st: Tom McDermott, 2nd: Brittany Profit-Rheinwald, Majority Passed

IV. Report by Rob Trimarci:

- a. There will be events on 4/14, 4/15, and 4/16 for membership outreach. There will be home visits with part timers in Rochester with a focus on many REOC members. This is a joint effort with Empire State College, and Danielle Judge and our VPP Brittany Profit Rheinwald, with a plan to visit 40-45 people. If anyone is interested in joining or helping these efforts, contact Rob: rtrimarc@uupmail.org

V. Old Business

- a. Feedback on March LM meeting

- i. Sabbatical follow-up

Individuals feel they don't know the criteria on which sabbaticals are granted or denied. UUP President asked whether the criteria can be made more transparent. Provost stated that the questions in the application are a clear indication of the expectations/criteria. There is a perception, hopefully not true, that work conducted during a sabbatical should be limited to work that can't be completed during the course of the academic year, i.e. that it has to involve travel, writing a book (or the equivalent) to be approved.

Provost stated that there is not a "pre-determined metric" saying you "have to do this or that" in order for a sabbatical to be approved, and that the Provost's office is not looking for ways to deny sabbaticals.

Provost reiterated that there are resources available to help faculty fill out their sabbatical applications through CELT. Provost also encouraged faculty to talk to other faculty who have had their proposals approved, and to see the sabbatical application as a teaching tool. Provost also stated that we would probably see a higher number of approvals going forward.

- ii. DEW and Curriculum Revisions

If faculty or departments are being **directed** to change the content of their courses that this would be a violation of academic freedom, which is protected in the UUP contract.

While departments are not being directed to make revisions, they are “highly encouraged”, the language makes people feel like there are consequences to not doing it. Especially newer faculty—. Provost and Brockport President stated that there are no punitive actions associated with not changing course content or materials. The focus is on overall departmental curriculum.

UUP President pointed out that there are a number of reasons why DEWs happen that are unrelated to curriculum, and stressed that DEW grades are not a reflection of course or course content, but rather lack of student preparedness, students not coming to class, lingering effects of pandemic, personal life issues, mental health issues, etc.

Provost stated that the goal is to fix curriculum to make it as well-designed as possible so greatest number of students succeed/enhance retention.

UUP President asked if the funding component of the DEW initiative has as one of its possibilities the hiring of dedicated tutors for courses that have high DEW rates, which is related to next item on the agenda.

Provost stated that this would be one appropriate way to use the funding, in addition to costs associated with curriculum revision

iii. Status of Tutoring for Upper Division courses

Provost stated that “Ideally we will get away from needs for extensive tutoring” based on revisions to the curriculum, creating more classes that scaffold later skills.

Provost stated that he intends to move forward with changes in the future.

UUP President reiterated that the funding component of the DEW initiative could have as one of its possibilities the hiring of dedicated tutors for courses that have high DEW rates.

UUP President asked if there were changes planned for the fall. Provost stated that no decisions had been made yet.

Members noted that the DEW initiative and the plan to curtail tutoring are directly at odds with each other.

iv. Potential Impacts of Federal Government Decisions on Tenure

Discussion about federal directives re funding cuts that would have impacts on untenured faculty members’ ability to get tenure. UUP President asked if there are any plans in place to deal with that on a campus level, for example, pausing tenure clocks, and that even though Chancellor has a “wait and see” attitude about pausing clocks, that campuses have the discretion to handle tenure on a local level..

President McPherson stated that since we don’t know yet what will be happening, it is inappropriate to start taking action. UUP President stated that beyond possible funding cuts, union has been hearing individual stories especially from non-tenured faculty worried about gaining tenure because of circumstances beyond their control, since it is difficult to even plan ahead for research in the constantly changing landscape and the effects of all these unknowns on research. President McPherson suggested that APT docs for various departments could make sure that there is language included that takes into account the uncertainties.

b. Feedback on workshop

Jamie led a workshop on Performance Programs which was attended by about 10 people.

VI. Reports

a. Officers

i. VP for Academics: Sara DiDonato (see President’s Report)

- ii. VP for Professionals: Brittany Profitt- Rheinwald
 - 1. No Report
- iii. Membership Development: Kelly Cary
 - 1. Kelly gives a shout out to Rob Trimarci and Birttany Profit-Rheinwald for the adjunct membership numbers going up!
- iv. REOC: Sheryl Gonzalez
 - 1. Absent
- v. Treasurer: Danny Too
 - 1. Danny is working on the Jan-March audit, and once the March-April band statement is available he will complete it.
- vi. VP for Contingents: Matt Kotula
 - 1. No Report, but the contingent committee will be meeting at the DA and will report back.
- vii. Retiree Coordinator: Debra Faria
 - 1. Absent

- b. LRS Jamie Guilian Report
 - i. Absent
 - ii. Report by Chapter President Sara DiDonato: Jamie is working on leave negotiations with members, as well as assisting Chapter President with member issue.
- c. Presidents Report
 - i. Progress on Faculty Annual Report Revisions

We are continuing to work on this with the provost and making progress. While we expect to reach agreement this semester, no changes will take place for this academic year but would be put in place beginning next academic year. Therefore, the current one will remain in place for this year.
 - ii. Election Ballots

If you have not received a ballot, please call MK Elections, 203-403-8401 to have another mailed. Deadline to receive ballots is April 18.
 - iii. DA in Albany

The UUP Delegate Assembly takes place the coming weekend. Members were encouraged to consider running to be a delegate in this election. Members can write themselves in and need to receive at least 5 votes.
 - iv. Other

VII. New Business

- a. Campus action planning
 - i. Theme "Protecting Higher Ed, Standing up for research"

- ii. April 10th: Student outreach tabling in Seymour Union with Alissa Karl helping. We are reserved at Table 7 outside of the Square 11:30-1pm.
- iii. April 17th: Day of Action in the quad from 12-2pm. If anyone is interested in helping, please reach out to Sara.

- b. Next U2 Social in FBW on April 16, noon-1:30 in the main floor lobby, our Aflac/Colonial Insurance representative Darlene Rowe will be in attendance if you know of any colleagues looking for supplement insurance benefits. Her email is:
Darlene.Rowe@coloniallifesales.com
- c. End of Year celebration budget request (based on last year's food truck and lodge rental \$3500)
 - i. Motion to Approve 1st: Tom McDermott, 2nd: Joe Cochran, majority passed
- d. CELT/UUP New Faculty Breakfast Orientation for 8/21/25 (funding request for \$300)
 - i. Motion to Approve 1st: Bek Orr, 2nd: Tom McDermott, majority passed

VIII. Motion to Adjourn 1st: Sara DiDonato, 2nd: Joe Torre, Motion Passed

Notes: Next LM meeting is Tuesday April 15th 12-1:00 via 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.