

UNITED UNIVERSITY PROFESSIONS
Labor Management Meeting
Tuesday MAY 20, 2025, 12-1:30 PM, Remote via Zoom

Hope

- I. Update on Professional Performance Programs and Evaluations
88/97 evaluations that were missing have been received. Will post to remind supervisors on July 1
- II. Professional Promotion and Salary Increase Requests under the Appendix A 28 Process Data Request
 - a) How many employee-initiated requests for promotion received? How many granted?
 - b) How many requests for salary increases received? How many granted?
 - c) How many requests for CRP review received? How many achieved?
HR did not have this info. Jamie will follow up.
- III. Discussion re: Shifting Advisement from ASC to Schools/Departments

UUP President stated that people had reached out to the chapter because they are hearing rumors about department's taking over ASC's advising duties which would create a workload issue for faculty. The chapter is seeking information so that those rumors don't take hold—

Provost stated that there has been outreach to departments about how they currently do advising—there may be opportunity to add advisors to departments. Used example of Amy McNulty in Education and Shellie Tucker as support for Business students.
- IV. Status of Tutoring for Upper Division Courses

UUP President asked the provost whether there were any updates about tutoring for upper division courses. Provost stated that he had received suggestions from departments and that Associate Deans have also been looking at plans and providing suggestions, and talking with Deans. Provost emphasized that he is looking to departments to help administration know what will work, and that it may look different for different departments. Provost stated that current tutoring system would remain in place until there is an alternative.
- V. Federal Government Impacts on Student Aid

UUP President asked if the campus has heard anything about disruptions in FAFSA and whether there is any guidance/preparation for students based on the real possibility that student aid will be disrupted due to reduced staffing at D of E and the move of the loan functions to departments other than DOE. Also, with federal work study being cut,

how will that effect both students and departments that rely on work study funds for jobs that need to be done in the department. President McPherson said that they are very aware of the potential for disruption and are keeping a close eye on what is happening at the federal level, and that they will wait for guidance from SUNY should problems arise.

VI. Discussion re: Removal of DEI Language from Brockport Scholarship Website

UUP President stated that members have reached out about DEI language removed from scholarship website. Is this happening, and if so, why?

VP for Finance explained that the removal of certain language did not have to do with pressure from SUNY related to current federal administration focus on removing DEI, but rather was related to an affirmative action case from several years ago. The campus has been working with SUNY on complying with this new law.

Chancellor has come out with at least one message that we are not changing our approach to DEI.

VII. RES Life Workload Issue

LRS stated that an issue had been brought to the union's attention re: workload. A member reached out about their performance program and said that VP for Student Affairs had added significantly to member's workload but had not removed anything from member's performance program. LRS noted that perhaps director was not aware that if a member is being directed to do extra work that that must be balanced by removing other duties, and that not doing so opens the college up to an improper practices charge. VP for Student affairs acknowledged this and stated at end of conversation that the intention was to remove duties from the member's performance program.