

**UNITED UNIVERSITY PROFESSIONS - BROCKPORT CHAPTER**  
**EXECUTIVE COMMITTEE MEETING**  
**Wednesday 3<sup>rd</sup> September 2025**  
**4:30 PM - 6:00 PM via ZOOM**

**Attendance:** Susan Orr, Tracy Feaster, Sara DiDonato, Joe Torre, Joe Cochran, Kelly Cary, Jennifer Wood, Michael Smith, Scott Haines, Matthew Althouse, Shari Hardenbrook, Adita Kulkarni, Tom McDermott, Natalie Sarrazin, Bridgette Meskell, Karen Underwood, Matt Kotula, Danny Too, Beth Gregory, Anne Panning, David Abwender, Jay Hardwood, Jie Zhang, Michael Ray, Elizabeth Morton, Michelle DeMonte, Sheryl Gonzales, Michael Oher, Allison Wright, Milo Obourn, Mariel Rivera-Piluso, Frances Dearing, Garrett Roe

**Agenda Approval:** 1st Motion Sara DiDonato, 2<sup>nd</sup> Motion Joe Torre, Majority Vote Passed

**I. Opening Introductions**

- a. Brief overview of UUP for new dept. reps

UUP Statewide has President, VP Academics, VP Professionals, Secretary Treasurer, Membership Development Officer. Support staff include Legal Counsel, Labor Relations Specialist, Organizers, Research Team, Benefits Admin and Support, Political Outreach Team.

There is a UUP 101 Online webinar on 9/17 at 5pm where the statewide office explains all things UUP! Register at: <https://uupinfo.org/calendar/>

Local elected officers – Chapter President, Susan Orr; VPA Academics Sara DiDonato, VPP – election on going; Treasurer, Danny Too; Membership Development Kelly Carey and Brit Profit-Rheinwald, Contingent Officer Matt Kotula, REOC Rep Sheryl Gonzalez

Delegates for Brockport to Statewide Assembly: Jie Zhang, Garrett Roe, Patrick Walter, Michael Oher, Hunter Lincoln, Ann Best

- b. Brief discussion of role of dept reps

**II. Old Business**

- a. New Hire Orientation Breakfast on 8/21 fund approval vote for \$312
  - i. 1<sup>st</sup>: Sara DiDonato, 2<sup>nd</sup>: Joe Cochran, majority passed

**III. Reports and Introductions**

- a. Officers
  - i. VP for Academics: Sara DiDonato
    - 1. Welcome back Susan!
  - ii. VP for Professionals: currently in process

- iii. Membership Development: Kelly Cary
  - 1. Kelly will be working closely with Brittany Profit-Rheinwald, and Rob Trimarci (our statewide chapter organizer) to recruit and connect with new members, as well as a big focus on part timers and adjuncts.
- iv. REOC: Sheryl Gonzalez
  - 1. There are new programs at REOC, and with those new programs there has been an increase in Adjuncts.
  - 2. The Social event held at REOC in the Spring was well received and suggests we continue to do social events at the campus to gain visibility and connect with REOC members.
  - 3. A position opened at REOC, and the position was filled without a search, REOC staff are wondering why the position wasn't posted.
- v. Treasurer: Danny Too
  - 1. Danny just started the yearly audit and is waiting for the outstanding bank statements to be completed. Once that audit is completed and sent in, the Chapter will receive its allocation check.
- vi. VP for Contingents: Matt Kotula
  - 1. Matt encourages board members to reach out to colleagues to help UUP connect and meet people, there is no substitute for peer-to-peer conversations about the union.

b. LRS Jamie Giulian Report- Unable to attend

c. Jen Osbourne (chapter assistant) info/announcements

- i. Posters for the Chapter workshops, Union Socials, and Vote cope campaigns are in the mail being sent to board members. Please help display and distribute this information to your colleagues! September events include: U2 Social in Tuttle on 9/17 from noon-1:30pm, "Know Your Contract" workshop on 9/22 from 12-1:30pm over zoom. [Register here](#) for the workshop!
- ii. The Chapter Website is a great source of information for members, it has all events, workshops, news, Meeting minutes and membership links to the Statewide office. Please help spread the word that this resource is there! <https://uuphost.org/brockport/>
- iii. President Office hours with Susan: Wednesday 10am-12pm.
- iv. Chapter Assistant Office hours with Jen: Monday & Tuesday 10am-4pm, Thursday 11am-3pm (Wednesday and Friday Remote)

d. Presidents Report

- i. Annual Report Project (working to change narrative questions and streamline process). This project was at the agreement stage and then we had change in Provost. This will mean a delay, but things are going well – hope for implementation this year.

- ii. Promotion salary increase process  
We are aware of “glitches/hold-ups” in the process and are working with HR to resolve and improve.
- iii. A few members have reached out about exploring possibility of expanded telecommuting possibilities – we will explore, though campuses are given discretion in the agreement and Brockport uses generously when students not on campus.
- iv. We will soon be seeking nominations from professional members to join the College Committee on Professional Evaluation (CCPE). This is due to the retirement of some members. Please look out for the call, spread the word and consider serving.  
**What does the CCPE do?** When requested, the College Committee on Professional Evaluation (CCPE) completes a review of an “unsatisfactory” overall rating on a final performance evaluation completed by the UUP professional’s immediate supervisor. The CCPE review addresses both the procedure and substance of the unsatisfactory evaluation and makes an advisory report that lists findings and recommendations. The report goes to the professional employee who requested the review due to their “unsatisfactory” overall rating and the college president.
- v. AI Statewide Workshop  
Statewide VPA is hosting two workshops about AI and how UUP is addressing it. Please consider signing up and please pass on info to others. Here is the info and link to sign up:

*As the new academic year gets underway, UUP members are seeing the introduction of ever more artificial intelligence applications into our workplaces. Join us for an update and discussion of how these applications could impact our work and how our rights as UUP members apply to the introduction of AI platforms and programs. We'll also address recently enacted state law and legislative efforts on AI, as well as developments in collective bargaining over AI. All UUP members are welcome to attend.*

*Sessions will be held on the dates and times below. CTRL+ Click on the date you wish to attend to register.*

**Tuesday, Sept 9 at 4pm**

*and*

**Monday, Sept 15 at 10am**

**vi. New Faculty Orientation**

Thanks to everyone who attended and helped coordinate. Things went very well – 100% sign-up rate.

**IV. New Business**

a. Membership Recruitment

Please reach out to any new people in your dept/team and them if they know if they are a member. If they are not, or don't know, please ask to join. Or reach out to the chapter office and we will get someone to reach out.

b. Social events

U-Squared – funding request

Please let's try to connect across departments and meet new people – to build our community. Dates are on flyers; funding for fall events 3x\$100 requested. 1<sup>st</sup> Motion to Approve: Joe Cochran, 2<sup>nd</sup> Motion to Approve: Garrett Roe, Majority vote passed

c. Vote Cope – pledge drive with prizes!

None of our union dues go towards supporting political candidates or campaigns. VOLUNTARY donations to VOTE-COPE are the way we help support our legislators who champion higher education and labor rights. In these politically turbulent times supporting our allies becomes increasingly important. Currently only about a quarter of our members donate to Vote-Cope – we have a goal to raise that to at least 50%.

Please consider donating as little as \$1 a paycheck and encourage department members to do the same. There is a flyer with a QR code in your packets and here is a link <https://uupinfo.org/votecope/>

Next Executive Board meeting we will ask everyone how many folks they recruited to donate to Vote-Cope and there will be prizes for the top recruiters!

d. Negotiations Listening Zoom, Survey, and Kick-Off (funding request)

Please encourage everyone to have a say regarding what they would like to see in the upcoming contract negotiations. We have a zoom “listening session” with the Chief Negotiator September 10<sup>th</sup> at noon.

Registration: <https://docs.google.com/forms/d/e/1FAIpQLSd7jXJVU66JDETi8SvR8myKq6iZKeYu81UV3Z1Z1Q6bOHPwLw/viewform>

SURVEY Here: <https://www.surveymonkey.com/r/BrockportUUPCONTRACT>

e. Open Discussion, and General Comments from Board:

- i. Are there any talks about COVID policies coming up since students coming in are not vaccinated? Does UUP have a stance on this? (UUP President stated we will explore this issue)
- ii. The conversion process from lecturer to instructor is appreciated and working to the benefit of faculty. It is great that Brockport has this as many campuses do not. That said, is there a possibility of exploring a similar policy for moving from Instructor to Assistant Professor. (UUP President said that Instructors can apply for a promotion if they meet criteria but it is *discretionary* – the administration can deny. Will explore possibilities and recommend raising this at negotiations sessions as “pathways” to promotion and permanency for contingent faculty is an issue on multiple campuses).
- iii. Regarding promotions and salary increase policy – a question was raised regarding what constitutes “permanent” increase in work-load. Some departments seem to be cycling through changing “temporary increases” such that a permanent increase is not formally added, but in practice it is as shifting temp increases are equivalent to a permanent increase (UUP President said we will explore this concern).

**Notes:** Next LM meeting Wednesday 9/24/2025, Seymour Union 220 from Noon-1pm. All are welcome to attend; if you would like to join contact Jen Osbourne ([uupbrockport.org](mailto:uupbrockport.org)) and she will add you to the e-mail distribution. Attendance is on an observer-only basis.