

**UNITED UNIVERSITY PROFESSIONS
LABOR MANAGEMENT MEETING**
Wednesday September 24th, 12-1pm Seymour Union Room 220

I. Update on Professional Performance Programs and Evaluations

55% of evaluations complete; 62% of performance programs complete. Some areas not yet completed due to reorganizations. Mach form has been updated to reflect need to update when supervisors change. Also indicates reviews must be complete for DSI eligibility.

II. Discussion about telecommuting

UUP President asked to reconsider use of telecommuting during semester. Stressed we appreciate extensive use between semester's but wondered if any way to reassess use for non student facing employees during semester.

Brockport Provost and President raised concerns about equity in use impacting morale – UUP president suggested there was some variation across divisions already, and a clear distinction could be made re. student facing and non student facing that most employees find acceptable.

Exchange ended with a request that employees reach out to HR to explore possibilities.

III. Discussion about availability of Drescher Leaves

UUP President confirmed with Brockport admin that Drescher leaves would not be limited to one per semester, although only one can come from any individual department. Provost stated she would communicate that message.

IV. Discussion regarding scheduling of adjunct faculty

UUP President raised concern about courses – especially English Comp being compressed in one semester that is leading to staffing problems and also loss of health insurance for adjuncts who need 6 hours or equivalent in a semester to maintain eligibility. Stated that Brockport will struggle to find quality adjuncts as market competitors are increasing their pay/benefits (e.g. RIT gives health ins). Also raised concern about compressed classes where remedial and intro courses are stacked in same semester. This has already led to an adjunct leaving mid semester. Suggested that even though can see the benefits of having students take comp early – spreading it across first year would be better if it meant getting a higher

quality of instructors. Suggested considering hiring full time instructors to teach multiple sections each semester which would be benefit to instructor and college as they would gain knowledge and experience in teaching the content at Brockport – provide a valuable permanent resource.

Brockport Provost listened and acknowledged concerns and said the current set-up of classes was something they were trying to increase retention and that it needed to be “tested” – data gathered prior to making any changes. Suggested upper division courses would be made available to adjuncts in spring to maintain healthcare coverage. Brockport President stated they were exploring hiring lecturers.

V. Discussion about academic rank titles and promotion

UUP President thanked admin for the conversion policy that allows lecturers who have been long-serving at the college to convert to instructors. UUP President then stated that there was a perception that instructors could not be promoted to assistant professor. However, the promotional hierarchy is instructor, to assistant professor to associate etc. While there is no guarantee of promotion, there is not prohibition on applying which seems not to be widely understood.

Provost and HR acknowledged the concern – thought that it might stem from fact that initial conversion required an “open line” to move from lecturer to asst professor. Will look into issue and process etc. Will re-visit once they have time to review.

VI. Discussion about any concerns regarding Covid vaccines and eligibility etc.

UUP President raised concerns about availability of covid vaccines asked if college admin had heard anything regarding situation.

College admin reported that in NY vaccines are available through pharmacies and one reason that you can give to assert eligibility is “working in congregate setting.” Thus faculty and staff should be able to access vaccines.