

**United University Professions  
Labor-Management Agenda**

Thursday, February 18, 2021

1:30-2:30pm

GoToMeeting Invitation

Meeting Link: TBD

**Items of Collegiality:**

1. UUP acknowledges Management's cooperation with UUP on issues related to the on-going crisis of COVID-19.
2. UUP congratulates management on a successful opening meeting and address Jan. 28.
3. UUP thanks Provost Mark Prus for sharing with campus the spring 2021 financial update.

**New Business:**

1. Re-Deployment of Workers:
  - a. As of today, how many employees, academic and professional, part-time and full-time, have been re-deployed to each of the following areas: the testing center, Q&I driving, or to other areas?
2. New York State Budget:
  - a. What preparations are being made by management in response to Governor Cuomo's Proposed Executive Budget?
    - i. UUP will be involved in Higher Ed Action Week, for example, Feb. 11-19.
3. Professionals' Performance Programs:
  - a. How many professionals are currently working without a performance program?
  - b. How many professionals have had a change in responsibilities without an updated performance program?
  - c. How many professionals have been evaluated on time in 2020?
  - d. Of those, how many are missing items from their evaluations (e.g.: Secondary Source Materials)?
4. DSI Award Determination:
  - a. How are determinations made in awarding DSI to employees who are "highly recommended" for an award?
    - i. How and why is the area or position in which one works considered?
  - b. For the 2020 round of DSI, how many letters did the President's office send out to applicants?
  - c. UUP has concerns about members in particular areas experiencing a change in ratings or recommendation from high to low due to available funds.
    1. Are these rating changes made across the board, or based on some other criteria? If the latter, what are those criteria?
    2. In what areas is this prevalent?
    3. Has management considered flattening the awards in some areas, to make sure more employees are recognized?

**Old Business:**

1. Online Course Teacher Evaluations:
  - a. As a part of this process, faculty do not seem to have been fully informed or notified about when CTEs were released with links to the students, or the timeline for completion; faculty have informed UUP that no CTEs were completed, and were unable to mention their availability during class time. How does administration plan to address these issues for the spring 2021 semester?
  
2. UUP has some concerns/recommendations about the AFAC Pandemic Response (White Paper):
  - a. The paper stipulates, “Generally, the AFAC urges all levels of personnel review to be cognizant that the pandemic has affected faculty members in different ways, some are more able to cope with the changes and uncertainty than others, and faculty with school-age children have been given an added burden in terms of their education. As a result, we ask all levels of review to exercise compassion and flexibility regarding requirements for personnel decisions for all candidates. Deficits in the candidate’s record clearly due to the pandemic should not be used to deny support for reappointment or continuing appointment.”
    - i. UUP would like to know more about how “clearly due to the pandemic” will be defined, qualified, and determined.
    - ii. Will individual Personnel Committees be making such determinations? If so, how will equity in such decisions be maintained?
  
3. UUP has some concerns about the planned suspension of graduate programs and its impact on the positions of UUP members:
  - a. Has management consulted Deans, Department Chairs, and/or Faculty in making any decisions about suspending programs?
    - i. UUP understands there was no consultation with Faculty or Chair in deciding to eliminate the MSED in Adapted Physical Education Program.
  - b. Is there a formal process in which the college engages before programs are suspended?
  - c. What other programs have been suspended 2019-2021? How and when have departmental faculty been informed about these determinations?

- d. Does management further intend to begin the process to have those programs deactivated?
4. When can UUP represented professional employees expect to hear from their supervisors regarding both their short-term and long-term duties, as they relate to COVID-19?
5. Planning for Spring 2021:
  - a. Has SUNY approved a change from a number of positive cases to a percentage of the student population as yet, in determining the need for a “study in place” period?
6. 2020 DSI discretionary awards, or plan to distribute award letters:
  - a. Are the awards completed, and were they available in the paychecks dated February 17, for UUP members?
  - b. Can you give us some information regarding the inequity analysis (such as what percentage of compression) was remedied by the awards?