**United University Professions**

**Labor Management Agenda**

**Monday, December 2, 2024**

Miller 405

3:00-4:00pm

**Items of Collegiality:**

1. UUP congratulates SUNY Cortland on their CORTACA victory.
2. UUP thanks Lorraine Lopez-Janove for her assistance in the reconsideration of an offensive Cortaca sign located at an off-campus residence.
3. UUP is engaged in a new search for a Chapter Assistant, and we hope to report its successful completion in spring 2025.

**Old Business:**

1. UUP requests an update on the roll-out of the Anthology software for course teacher evaluations.
   1. There seems to have been some confusion or difficulty in choosing when to release the evaluations for fall 2024, and how to close the window again. Does management expect this to be resolved before spring 2025 evaluations are released?
   2. Will the evaluations be linked to Bright space for spring 2025 or not at all?
2. UUP believes Cortland is experiencing a 2% decline in overall enrollment, whereas other institutions are experiencing up to a 20% decline. Is this an accurate measurement?
3. Last month at Labor-Management, it was mentioned that there would be a formal presentation and/or communication to the university in January 2025 regarding specific cost-savings measures, or cuts, across all divisions at Cortland.
   1. Will this be an in-person or virtual event?
   2. When can the faculty expect to be notified about this event?
   3. Will it be open to the entire faculty and staff? Will it be recorded for those unable to attend the event?
   4. Has or will Management request input from the entire faculty at any point?
   5. Will “all divisions” include cost-savings or cuts at the MC or Management level?
4. Specifically, it was mentioned last month in LM that “faculty would be told how they can help” regarding these cost-saving measures; UUP requests specific clarification about what this statement means.
   1. What models are Management investigating to save costs?
      1. Models pertaining to faculty workload, or hiring and search practices, for example.
   2. How will the university save on costs while not compromising academic rigor, integrity, or other measures that make Cortland competitive?
5. Under what, if any, circumstances will draft performance programs (created for hiring purposes) be available to the campus?
   1. They could be very useful in determining whether one should like to apply for DSI, a salary increase, or a promotion.
6. When can our members expect to receive notification of DSI for 2024? Can Management share overall information regarding number of awardees, allocations, et cetera?

**New Business:**

1. Student Teacher Supervision and Associated Issues:
   1. While we have previously discussed at LM and at small table that early field placement has been by default of the retirement of an employee in FESP returned to the responsibility of faculty in various departments, several have reported to us that as a result of new hires in FESP, they’ve been told that early field placement responsibilities would be moving back to the FESP office and will not remain the responsibility of individual faculty members in departments. Can Management respond to the status of responsibility for early field placements?
      1. If this is the case, when will this change be announced to faculty?
      2. If not, why not?
   2. Under what circumstances might a faculty member be assigned more than five students/ten placements per semester?
      1. What number does Management consider appropriate regarding student/placement assignments?
      2. How is compensation assessed in cases of fewer or more placements?
   3. UUP also understands that *Go React* will be folded into *Watermark*.
      1. Will this change any of the programming or trigger a need for new training of *Go React*?
      2. When is the implementation date for this change and when will it be communicated with the faculty?
      3. Will this affect the cost of the *Watermark* software?
   4. What kind of formalized training do students receive in using *Watermark*?
      1. Is it uniform across all departments offering teacher ed programs?

* + 1. Could it be usefully provided as a compulsory workshop like CARR or SAVE?
       1. It could improve some of the workload issues of our supervisors of student teachers if students had a passing familiarity with utilizing the Watermark programming prior to being permitted to perform student teaching.

1. Does the university intend to reduce members’ utilization of the Telecommuting program? Will they revoke the option of those who have been working remotely for years? If so, what is the rationale? Has the college considered the impact on the campus (recruitment, retention, parking, for instance)?

**Items for Future Discussion:**

1. UUP understands that the Professional Faculty Affairs Committee plans to present a revised and updated form regarding professional evaluation for endorsement by Faculty Senate and the Administration. UUP looks forward to bargaining the implementation of such form upon endorsement.