

UUP Stony Brook West Campus & Southampton Chapter
April 24, 2012 Executive Board Meeting

Facilitator: A. Shertzer

Recorder: J. Shackelford

Attendance:

Amy Margolies	Daniel Kinney	John Shackelford
Arthur Shertzer	Dick Laskowshi	Lisa Willis
Barry Tobachnick	Dominick LoGudice	Nick Koridis
Charles McAteer	Ed O'Connell	Pamela Wolfskill
Chris Lazauskas	Ed Quinn	Fred Walter
Corinne Burns	Jan Tassie	Roberta Amico
Dan Weymouth	Jason Torre	Theresa Kist
Yumi Yoshino - Hempel	Lynn Johnson	Warren Randall
Christina Vargas Law		

Meeting Called to Order: 12 PM

1. Approval of March20 Meeting Minutes

Motion made by: D. Kinney

Second: N. Koridis

Motion Passed

2. Presidents Report;

- DA Elections: Thank you to the delegates who were able to attend the Spring DA. Jamie Dangler is now the Statewide VP for Academics. J. Philippe Abraham was elected Statewide VP for Professionals. Bob Rees and Fred Kowal are newly elected to the board. Ray Gleason, Carolyn Kube and Idaloe Torres were re-elected to the board.
Our Newsletter received 4 awards
1) Best feature Story by Malcolm Bowman
2) Best Editor Charles McAteer
3) Best use of layout and graphics Theresa Kist
4) Honorable Mention for General Excellence, Theresa Kist
- Happy PayDay Receives UUP Statewide Award
Besides entering into our 7th year of publication, your Happy PayDay team of Editors and Co-editors, Dawn Svoboda-Pappas, Artie Shertzer, Corinne Burns, Lisa Willis and myself (Charlie McAteer) recently received the *"First Award for Best Electronic Publication"* at the UUP Delegate Assembly in Albany.
- Judy Wishnia got an honorable mention for best editorial/column in "The Active Retiree"

- Negotiations: we are still at the table. There are 8 sessions planned for May.
- Supplemental Budget: \$25031 was approved.
- E. Chronicle – It has been brought to our attention that the Library does receive the paper form of the Chronicle of Higher Education. Many of the faculty have expressed an interest in UUP acquiring the Chronicle in electronic format. The cost of this would be \$75.
Motion to spend \$75 to subscribe to the soft copy form of the Chronicle for Higher Education: John Shackelford
Seconded: N. Koridis
Motion Passed
- Motion Put forth to appoint Yumi Yoshino-Hempel Chair of women's committee: N. Koridis
Seconded: W. Randall
Motion Carries

3. Vice President for Academics, D. Kinney

- April 10th, Paul Edelson will talk about teaching online and academic freedom was very successful
- Last Week Fred Floss spoke
- Thursday May 3rd Academic Counsel will hold a regional workshop on mentoring and next year we are working on a workshop for minority faculty

D. Laskowski: Motion to interrupt the agenda and go straight to the presentation.

Seconded: J. Shackelford
Motion Carries

Presentation by Lynn Johnson, VP of Human Resources and Christina Vargas-Law followed by Q&A.

Presentation focused on technology improvements being made by HR that will make life easier for applicants, departments, and HR. Emphasis on working as a team and supporting departmental and applicant needs.

Q: Are we still continuing internal only searches?

A: Yes, to give those people who are already employee an opportunity to advance.

Discussion followed: Concerns expressed over lack of current diversity then being magnified via promoting solely from within. HR saying we are looking at that or should be. Then speaking about bias and EEO committee and training.

Q: Are there any studies on the composition of search committee's?

A: We will have discussion on that and training.

Q: Will you be rotating people out of search committee's or using the same group to hire for many positions?

A: Using the same people. They have training and knowledge that is not easily duplicated.

Q: When we hire people how do we benchmark with the rest of SUNY?

A: About the same.

Q: Will this shorten the amount of time it takes to hire someone?

A: It should by about 30 to 40%

Q: What is your timescale/ Integration table looking like.

A: We are looking to select a vendor in May and pilot in November with our Non Faculty positions. In February for our Faculty. We will provide all levels of training to departments.

Q: What is the sunset on our current departmental solutions?

A: We have to carefully look at that. No real answer at the moment.

Q: Will there be a 360-degree evaluation program? I think it would be helpful to review our supervisors.

A: Evaluation are contractual items.

Q: Will a position description be generated based upon a post?

A: We already do that and we will not be going backwards.

Q: With regard to performance evaluations, what about Joint trainings? For both supervisors and employee's?

A: We are already discussing this. We are going to be planning it out. I think we are on the same page with performance evaluations and performance programs.

A. Shertzer: Right now there are some individuals who make the same mistakes over and over again. They are supervisors and there is no way for them to get the feedback about what they are doing wrong so they can stop making those mistakes.

Lynn Johnson : We believe that evaluations are road maps for success.

Treasures Report: A. Betz

- We have \$8196.63 in savings and 3256.08 in checking.

Old Business: None

New Business:

- F. Walter, University Senate - Senior Lecturer Award is still something we are looking at trying to improve. We may have to give things some time. Cluster hire is not something that is sitting well with many of the faculty.
- C. McAteer: Thank you to the crew who made winning our awards at the DA possible.

Motion to Adjourn: A. Betz

Second: J. Shackelford

Motion Carries, Meeting adjourned approximately 1 PM.