



## Solidarity Sunday July 12, 2020

The disruptions due to the COVID-19 pandemic make it important that we, the faculty of Utica College, continue our discussions and dialogue for the benefit of our community. Therefore, AAUP-UC offers these Solidarity Sunday responses to questions we received this week.

### **What is happening with effects bargaining?**

Effects bargaining, the negotiation between Utica College and AAUP-UC with the goal of preventing or resolving work issues associated with the many changes related to the pandemic, will commence on Monday, July 13. Negotiations will be managed by our team of Thomas Crist, Paul J. MacArthur, Thomas Rossi, Laurence Zoeckler and our legal counsellor, Mairead Connor.

### **What is AAUP-UC's position on diversity, equity and inclusion?**

Last month we issued our [Statement of the Governing Board in Response to the National Unrest Surrounding the Murder of George Floyd](#). We continue to look for opportunities to advance these values. For example, we are looking forward to joining other unions in support of the [Strike for Black Lives](#), which will bring together workers calling for an end to systemic racism. The *Strike for Black Lives* will take place on July 20 and hopefully will draw tens of thousands of workers who stage protests to call for better wages, benefits and an end to systemic racism both in the workplace and their communities. More details on AAUP-UC's response are forthcoming.

### **The Spring and Summer semesters (2020) were disrupted by the pandemic and my Student Opinionnaires on Teaching (SOOTs) are not up to par. Will that hurt me?**

Based on the Memorandum of Agreement (MOA) ratified between AAUP-UC and Utica College, you have the opportunity to review your SOOTs and choose whether they will be included in future materials for consideration of reappointment, tenure, promotion, and/or professional development evaluation procedure. For the Spring 2020 SOOTs the deadline for your decision is September 1, 2020, and for the Summer 2020 SOOTs, the deadline for your decision is October 15, 2020. Please notify your respective dean of your decision, and we recommend that you copy that message to Adam Pack ([apack@utica.edu](mailto:apack@utica.edu)). You cannot be subject to negative repercussions in evaluations, or any other decisions, for choosing to exclude these SOOTs.

**The Spring and Summer semesters interrupted my scholarship and/or service. Will that hurt my standing at Utica College?**

That same MOA also assures that bargaining unit tenure-track faculty, and continuous appointment librarians, may choose, without penalty or negative repercussions, to extend their tenure or continuous appointment decision timeline by one year. The deadline to notify your dean of this decision is August 15, 2020, for those being reviewed in the 2020-2021 academic year, and January 15, 2021, for those being reviewed after the 2020-2021 academic year. Likewise, tenured faculty scheduled to meet with PDC in the 2020-2021 academic year may elect to postpone their review until the 2021-2022 academic year. If you wish to postpone your review, the deadline to notify your dean is September 15, 2020. We recommend that you copy that notice to Adam Pack ([apack@utica.edu](mailto:apack@utica.edu)).

Finally, so we can update our membership records, we ask that you provide us with a non-UC email address and, if you are comfortable, your cell phone number. Please send this information to Paul MacArthur at: [aaup\\_uc@yahoo.com](mailto:aaup_uc@yahoo.com).

In Solidarity,

Adam Pack  
President, AAUP-UC

**Governing Board**

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**AAUP-UC's website:** <https://aauputicacollege.org/>