



## **Solidarity Sunday August 9, 2020**

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

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

The AAUP-UC and Utica College negotiating teams met on Wednesday, August 5, where effects bargaining proposals and the early retirement proposal were discussed. The next meeting between Utica College and the AAUP-UC negotiators is scheduled for Wednesday, August 12.

### **Why is my salary reduced for 2020-2021?**

In early July, the membership approved a Memorandum of Agreement (MOA) that extends our collective bargaining agreement through May 31, 2021. The MOA includes a salary reduction. You should also receive a letter in your campus mailbox outlining the reduction that begins with your first paycheck in August. If you do not receive this letter or have questions about your salary reduction, please email Adam Pack. The MOA also includes new rights, including the ability to postpone PDC, add a year to your tenure calendar, and omit Spring and Summer SOOTs. The MOA is available in the “Resources” section of our website.

### **Do the procedures being implemented by Utica College ensure that students will be positioned six feet apart in the classroom?**

No. While the UC Safe Plan states on page 8 “Work and public space will be configured to allow for at least six feet between individuals (within current guidelines requiring 40 square feet of space for each individual in a room),” at the virtual Town Hall meeting on Friday, August 7, Provost Todd Pfannestiel indicated the College will no longer require a mandatory 40 square foot area for individuals in classrooms. Rather a combination of required masks and social distancing will be employed.

### **Should I measure my classroom to determine capacity to ensure that students will be positioned six feet apart?**

You can, but recognize that, as noted above, the UC Administration has stated students may be seated less than six feet apart in the classroom. In the virtual Town Hall meeting on Friday, August 7, Director of Emergency Management, Shad Crowe, indicated the minimum amount of space

between students in the classroom should be 4.5 feet. You may wish to measure your classroom and check that your students have at least 4.5 feet of distance between them and if not, alert Shad Crowe (and cc Adam Pack).

**Do the procedures being implemented by Utica College ensure that faculty, staff and students will be positioned six feet apart in the hallways?**

No. While the UC Safe Plan states on page 13 “Hallways and stairwells will be designated one-way, where possible,” Shad Crowe stated at the virtual Town Hall meeting on Friday, August 7 that hallways will not be made unidirectional. Though you should be able to socially distance from the person walking in front of you, in some cases people walking in the opposite direction of each other will be less than six feet apart.

**Do students have the agency or authority to record lessons?**

Generally, students are prohibited from recording lessons without instructor permission, including those that are live or presented virtually. However, under the Americans with Disabilities Act, students may receive an accommodation allowing the recording of lessons provided they have been deemed eligible to receive such an accommodation by Utica College’s Office of Learning Services. Currently the Office of Learning Services’ *Lecture Recording Agreement* contains language informing students that they may not redistribute recordings of presentations without the express consent of the lecturer and without giving proper identity and credit to the lecturer. Faculty may want to add language to their syllabus addressing their expectations regarding the recording of lessons.

**Do I have to record classroom learning activities for students who are not attending the live session?**

No. Should you choose to archive recordings of classroom learning activities for students who are not attending in the classroom you should consider including language in your syllabus informing students that they may not redistribute recordings of lectures and other classroom content.

**What is necessary for providing hybrid instruction?**

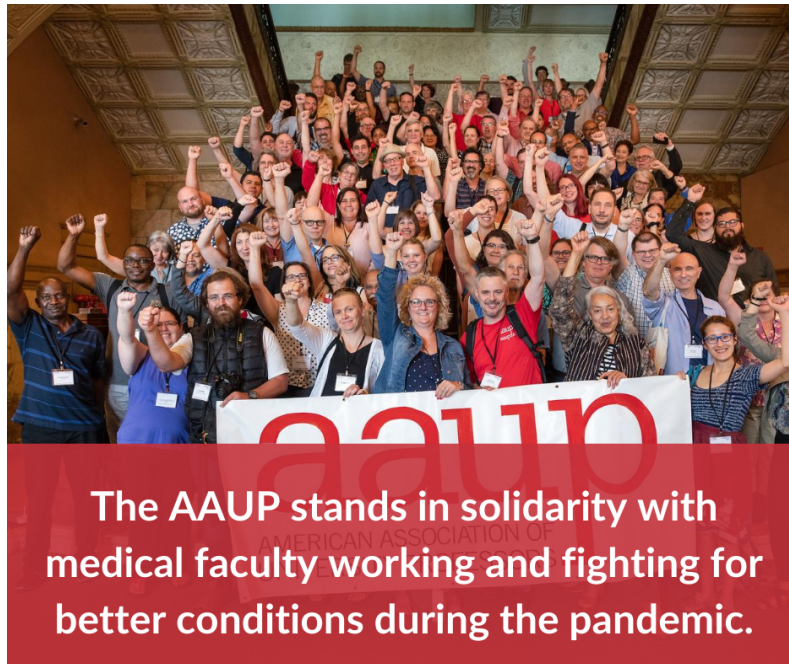
Hybrid instruction is designed by the instructor to address the unique pedagogical issues for the course that is being taught. There are no guidelines to inform instruction. Consistent with other instructional activities, your design should be informed by expected learning outcomes. If you feel that you are being asked or pressured into something that is contrary to your own pedagogy, or if you feel that your academic freedom is being infringed upon, please communicate with the AAUP-UC Grievance Officer Kirstin Walker, or any member of AAUP-UC’s leadership.

**What do I have to have done by the August 21 deadline for my Engage shell?**

If you are using an Engage shell, it is a good idea to have things available for your students by August 21. The unsigned email of August 8 is just a checklist of suggestions, however, not a binding deadline.

## TAKING ACTION

Members at UCHC-AAUP and at the Storrs campus of the University of Connecticut have formed a joint group of doctors, engineers, scientists, and others to develop PPE together. Their project is producing mask frames, face shields, swabs, and even ventilators by using 3D printers at institutions and in their communities. We stand in solidarity with those who are saving lives through their expertise, knowledge, and care during this pandemic. Please consider sending a simple message of support to leaders and staff at [UCHC-AAUP](#), [AAUP-Biomedical and Health Sciences of New Jersey](#), and [Wayne State University AAUP-AFT](#) to boost their spirits.



We hope you are staying healthy and enjoying the summer!

In Solidarity,

Adam Pack  
President, AAUP-UC

Don't forget, if you have not yet done so, we ask that you provide us with a non-UC email address and, if you are comfortable, your cell phone number so we can update our membership records. Please send this information to Paul MacArthur at: [aaup\\_uc@yahoo.com](mailto:aaup_uc@yahoo.com).

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