

Cabinet Summary
October 23, 2018
(Rome)

Present: all

Previous meeting summary – Jill

Values

- Tom-Leadership Academy (Encourage Excellence)
- Jill-Lisa Flo and the iPads (Encourage Excellence)
- Randy-Albany articulation agreement signing (Inspire Confidence)

Retreat agenda – Randy

- Reviewed and discussed draft agenda.

Difficult applicants

- Discussed process-in particular what to do when a former (difficult) employee applies for a position.
- Discussed where in the hiring process a flag can be raised.
- **Consider** having Cabinet members review cornerstone (early in the process) and look for people who are flagged as former employees and then reach out hiring supervisor to let them know of any issues. The hiring supervisor would then communicate that to the screening committee chair.
- Tighten up exit plans with administrators.
- Should also identify what constitutes a non-rehire.
- **Ultimately, we need to focus on a plan for the rehire process.**

Sexual Harassment Policy

- Reviewed (new) SUNY Sexual Harassment and Consensual Relationship Policy.
- Includes policy work and mandatory training for students and employees.
- **Workgroup: Jill, Kim, Steph. Jill will find a time to meet.**

Other

- Tom – Please direct questions regarding campus safety to Tom.
- Lew – Beginning in January the Fitness Center will be open for all students (F-T and P-T) and employees (F-T) on both campuses.
- Kim – UPSEU tentative agreements - should go to the Board in December; Provided an update on Floating holidays for UPSEU employees.
- Randy – Provided an update on Leadership Mohawk Valley and filling in the gaps until a new Executive Director is selected. Consider appointing an Acting Director at November BOT meeting.