



NEW YORK STATE/UNITED UNIVERSITY PROFESSIONS
JOINT LABOR-MANAGEMENT COMMITTEES

September 3, 2019

To: Campus Presidents
UUP Chapter Presidents
Directors of Human Resources
Campus Fiscal Officers

From: Shari Carr, Employee Program Assistant *SC*

Subject: 2019-2020 NYS/UUP Joint Labor-Management Program Updates

The New York State/United University Professions Joint Labor-Management Executive Committee is pleased to announce that funding is available for all the New York State/United University Professions Joint Labor-Management Programs (NYS/UUP JLMC) for 2019-2020. Please share this information with UUP represented employees on your campus to remind them of the professional development opportunities available through these programs. A brief description of each of the NYS/UUP JLMC programs is provided below.

In addition, you should note the following:

- **Dr. Nuala McGann Drescher Leave Program** – the deadline for applying is **September 18.**
- **Individual Development Awards Program** – campuses that have not submitted their IDA Campus Summary Report for the 2017-2018 and 2018-2019 will not be able to access their funding the 2019-2020 until their Report is submitted.

NYS/UUP JLMC PROGRAM DESCRIPTION

- ***Individual Development Awards Program***

The Individual Development Awards Program (IDA) supports projects and activities that assist in preparing employees for advancement. This Program is implemented on the campus by the Campus Professional Development Committee.

- ***Calendar Year Employee Leave Program***

The Calendar Year Employee Leave is designed to provide release time and salary for a replacement to assist eligible employees to participate in activities to develop their full professional potential and to prepare for advancement.



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- ***Professional Development Grant Program***

The Professional Development Grant Program is intended to fund a professional development project or activity to assist three or more employees to develop their professional potential and to prepare for advancement. Eligibility is similar to the Individual Development Awards Programs.

- ***Dr. Nuala McGann Drescher Diversity and Inclusion Leave Program***

Application Deadline for Spring 2020 – September 18, 2019

Funds are provided to enhance employment opportunities by assisting employees to prepare for permanent or continuing appointment. Preference will be given to employees who are under-represented on the basis of their protected class status including but not limited to age, race, creed, color, sex, sexual orientation, national origin, military or veteran status, disability, gender expression and gender identity. This Program also seeks to promote diversity, inclusion and equal opportunity for specific employees in a department, unit, program or school if the employee and the campus can demonstrate that the employee is underrepresented in a particular department, unit program or school.

- ***Retraining Fellowship Program***

Assists employees who are retrenched, or who have been notified of retrenchment, or are perceived to be at high risk of retrenchment, or whose retraining would accommodate shifting program needs to pursue an organized course of study in order to attain other employment opportunities or to maintain their current employment.

- ***Employment Coaching and Placement Program***

Assists employees who are retrenched or who are perceived to be at high risk of retrenchment with resume preparation, testing, coaching and placement fees, and travel costs.

- ***Enrollment Enhancement Program***

Provides funding to academic departments experiencing declining student enrollments for a project or activity that will significantly enhance student enrollment.

- ***Dr. Herbert N. Wright Memorial Safety and Health Training Award Program***

Provides safety and health and environmental training that enables employees to refine or develop skills to increase job effectiveness.

- ***Campus Grants Program***

Funded is provided to supplement campus funding for projects or activities that address mutually identified issues, included in the other four committees, that affect multiple employees at a single campus, multiple campuses or statewide.



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OTHER PROFESSIONAL DEVELOPMENT OPPORTUNITIES

- ***Empire Knowledgebank (EKB) On-Line Courses***

Thousands of online courses and eBooks are offered FREE for individuals seeking professional development opportunities, certification preparation, college credit and continuing education units.

- ***Instructor-led Workshops***

Instructor-led workshops have been presented SUNY Systemwide, primarily at SUNY campuses, at no cost to the campus or employee. Workshops have been offered in conflict resolution and team building, leadership, workplace civility and diversity in the workplace. The schedule for these workshops as well as additional workshop topics for the fall workshops will be posted on the NYS/UUP JLMC website.

Additional information on all NYS/UUP JLMC Programs is available as follows:

<https://goer.ny.gov/nysuup-joint-labor-management-committees>

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