



June 6, 2024

UUP Oneonta at NYSUT RA: May 3-4, 2024

By Bill Simons, Secretary and Delegate



Oneonta Delegates to NYSUT RA: Ed Wesnofske and Bill Simons

New York State United Teachers (NYSUT) is the parent affiliate union of UUP. NYSUT represents approximately 700,000+ individuals, actively working or retired, from New York State K-12 schools, public colleges and universities, and medical facilities. Our NYSUT membership includes K-12 teachers, SUNY and CUNY Professionals and Academics, drivers of transportation vehicles, maintenance crews, secretarial staff, cafeteria workers, teaching assistants/aides, and healthcare professionals. Aside from a membership referendum, the Representative Assembly (RA), which meets annually, is NSUT's highest policy-making body. The 2024

NYSUT RA was held Friday, May 3 and Saturday, May 4, 2024 at the New York Hilton in Manhattan. More than 1700 union sisters and brothers from Lake Erie to the Hudson River and from the St. Lawrence to Long Island Sound gathered in solidarity. Deliberating in long and robust sessions, the delegates voted on resolutions; examined and discussed reports; and honored meritorious service. Elections were held for the following positions: NEA State Director and Alternate State Director, NEA RA State Delegates, and NEA RA Retired Delegates.

All locals within NYSUT receive proportionate representation at the RA. Elected delegates Bill Simons, and Ed Wesnofske represented UUP Oneonta at the NYSUT RA. The presence of the indomitable 87-year-old former State UUP President Nuala Drescher, who journeyed from Buffalo, provided inspiration to many.

Amongst those who addressed the delegates were NYSUT President Melinda Person; American Federation of Teachers President Randi Weingarten; Senate Majority Leader Chuck Schumer; and New York State Governor Kathy Hochul, Attorney General Letitia James, and Comptroller Tom DiNapoli. Weingarten rallied unionists for the battle ahead: “The tool of the autocrat, of the millionaire, is not just power, it’s apathy. Public education, freedom, democracy, it’s all on the line in 2024.” Decrying the cultural war book banners, Weingarten asserted that America needs “students to have the freedom to learn and teachers to have the freedom to teach.” Schumer termed teachers “the most important people in New York.”

UUP was recognized for its pivotal role in preventing the closing of SUNY Downstate University Hospital. Nonetheless, vigilance remains essential. State UUP President Fred Kowal cautioned, “As successful as our campaign was to save Downstate from closure, Chancellor King is not backing down on his transformation plan.” Kowal emphasized the imperative of increased funding for public higher education. Delegates delivered strong affirmation for the UUP-sponsored proposal to educate students about the role of unions.

State UUP Vice President for Professionals Carolyn Kube, a special friend to the Oneonta chapter, was named NYSUT’s Healthcare Professionals Member of the Year for notable service as a medical technologist at

Stony Brook HSC. Carolyn’s work with tissue typing evaluates the compatibility between donors and recipients for potential transplants.

The RA also provides an important venue for lateral networking and alliance building between leaders from diverse locals. Sharing grassroots experience digs deep into granular realities. For example, the escalation of swatting, hoax threats of gun attacks on schools creates mental health problems: measures to alleviate the anxiety induced by such threats as well as protections against the possibility of actual shootings are needed. Concern was also expressed about inadequate charter school accountability. In our great state, shameful lack of infrastructure allows temperatures to soar above 100 degrees in some classrooms, making learning impossible and imperiling health. There were discussions of the baneful impact of and inappropriate student use of social media that spawns educational disengagement, anxiety, and depression. And the fetish of officious assessments dismisses the reality that what is most important is not always measurable.

Unionists will be summoned to coordinated action in the crucial battles ahead. Education is under attack. It is crucial to get the vote out come fall.



Table of Contents: In This Issue:

Bill Simons: UUP Oneonta at NYSUT RA: May 3-4, 2024 Pages 1-3 [Link](#)

Bill Simons: Annual Spring Picnic, May 11, 2024: UUP in Celebration Page 4 [Link](#)

Bill Simons: UUP Executive Board Dinner Meeting, May 14, 2024 Pages 5-6 [Link](#)

Mark Ferrara: The Case for a 3-3 Teaching Load Pages 7-11 [Link](#)

Mark Ferrara: Link to Brightspace Survey Page 12 [Link](#)

Fred Kowal: News Release- May 22, 2024- Facts Omitted from the State of the University Address Pages 12-13 [Link](#)

Shirley Clark: Acting President’s Report for Executive Board Meeting- May, 2024 Pages 13-15 [Link](#)

Shirley Clark and Mark Ferrara Labor Management Meeting Notes May 16, 2024 Pages 15-17 [Link](#)

Bill Simons: May 9, 2024 Executive Board Meeting Minutes Pages 17-21 [Link](#)

Bill Simons: May 23, 2024 Chapter Meeting Notes Pages 21-22 [Link](#)

Website and Disclaimer Page 23 [Link](#)

Executive Board Contact List Pages 23-25 [Link](#)

Chapter Hours and Information Page 25 [Link](#)

Annual Spring Picnic, Saturday, May 11, 2024: UUP in Celebration

By Bill Simons, Secretary



Acting President Shirley Clark welcoming UUPers

The Saturday, May 11, 2024, annual Spring picnic and meeting was a rousing success. From 11 AM to 4 PM, a robust contingent, drawn from all segments and generations of UUP Oneonta as well as member guests, gathered in the SUNY Oneonta Camp lodge. The chicken dinner with fixings elicited appreciative reviews.

Acting President Shirley Clark presided over the Chapter meeting that preceded the celebration. Shirley thanked officers, the Exec Board, and other activists for their dedication and work during the past year. She noted a litany of recent union achievements as well as challenges for the year to come. *Sentinel* and *UUP-date* authors were acknowledged, and new contributors were encouraged. An upcoming Chapter canoe paddle was announced. Questions and comments followed.

Kudos to Special Events Coordinator Loraine Tyler for organizing this great event, which provided respite from final exams and the on-going campus work in Academic and Professional departments. Treasurer Rich Tyler handled the finances. Delegate Nancy Cannon and Officer for Contingents Gary Wickham assisted with

the greeting of attendees. Chapter Assistant Teresa DeSantis took photos for the Chapter archives. Vice President for Academics Mark Ferrara served the ice cream with generous scoops.

Good people, good talk, and good food made for a memorable time. The event also provided a bonding experience that will ratchet up activism and commitment, attributes that will come into play in the near future.



UUP Oneonta Annual Executive Board Dinner Meeting- May 14, 2024

By Bill Simons, Secretary



Photo Collage from the Executive Board Dinner- May 14, 2024 at the "O" in Otsego

Executive Board awards-ceremony collage

On Tuesday, May 14, 2024, UUP Oneonta held its annual Executive Board dinner meeting. The gathering provided a working session for deliberations about the future course of the chapter and included an awards ceremony. Acting President Shirley Clark presided over the meeting and ceremony. She was commended for guiding UUP Oneonta through a difficult passage. With one exception, all the collage photos were taken by Delegate Nancy Simons.

The Executive Board discussed and deliberated about potential initiatives for the coming year. These included:

- ***turn new members into activists
- ***hold chapter elections to fill 3 Professional Delegate vacancies
- ***fill the Vice President for Professionals position
- ***provide support for on-going efforts to establish a normative 3-3 course teaching load
- ***recruit additional *Sentinel* and *UUP-Date* writers
- ***reduce the number and length of officer reports at Chapter meeting to facilitate more member discussion
- ***restore College and Community panel discussions
- ***revive *Vision for the Future* forums
- ***reinforce diversity and disability programs
- ***return to *Saturday's Bread*
- ***register voters and facilitate their participation in the fall 2024 elections
- ***enlarge Chapter participation in SUNY outreach with NYS legislators

Shirley presented the following awards, depicted in the collage:

- *** the late Joe Baldwin, Loraine Tyler and Ed Wesnofske (in absentia): 50 year service pins
- ***Rich Tyler: 35-year service pin
- ***Bill Simons: 30-year solidarity pen, pin, and certificate
- ***Jeri Ann Jerminario: 20-year service pin
- ***Rob Compton and Nancy Simons: 15-year service pins
- ***Mike McAvoy (in absentia): 10-year leadership/service pen, pin, and certificate
- ***Penina Kamina, Mark Ferrara, and Gary Wickham: 5-year service pins and certificates

In addition, CWA Chapter Assistant Teresa DeSantis received kudos for bringing new efficiencies and restoring organizational order to the UUP office.

Even as it looked backward, the annual Executive Board dinner meeting provided impetus and direction for the challenging year to come.



**The Case for a 3/3 Teaching Load
UUP Oneonta Chapter
May 16, 2024**

*By Mark S. Ferrara
UUP Oneonta Vice President for Academics*

Dear President Alberto Cardelle and Provost Enrique Morales-Diaz,

Last semester, after department visits by you, several faculty members brought to our attention that Management had expressed interest in a pitch from UUP Oneonta for returning tenured and tenure-track faculty to a 3/3 (18-credit hour) standard teaching load from the current 4/3 (21-credit hour) model. UUP confirmed in April that Management would review any such submission in good faith.

UUP Oneonta has generated this document with the assistance of tenured and tenure-track Oneonta colleagues across departments and schools. Melissa F. Lavin made the initial case for the 18-hour load in the May 2023 issue of *The Sentinel*. This document develops that initial framework in the form of a direct petition to Management.

There is widespread agreement among tenured and tenure-track faculty at Oneonta that a shift from a 4/3 load to a 3/3 load is merited for many reasons. A 3/3 load will elevate the quality of education and prestige of the institution by creating conditions that support high quality education, improving recruitment and retention of faculty by bringing teaching obligations in-line with those of our peer comprehensives, respecting the occupational identity of research-trained scholars, and honoring our commitments to diversity, equity, and inclusion (DEI) for students and faculty by implementing just policies.

The 18-hour load is also aligned with the goals identified in the “Forward Momentum” institutional strategic plan and the outcomes that concern faculty. Shifting to a 3/3 teaching load would contribute directly to the ten-year outcomes in the “Forward Momentum” agenda. They include being “a center of academic excellence that extends experiential learning opportunities to all students”; fostering “a welcoming campus community where every member experiences a genuine sense of belonging and thrives”; “offering varied educational pathways and opportunities that meet the needs of all students”; and maintaining “flexible formats and degree delivery models that respond to the needs of all students.”

Equity and Justice in Policies and Practice

The shift from a 4/3 load to a 3/3 load is a matter of equity. Full-time faculty in the departments of Business and Economics (for accreditation) and English already have a 3/3 teaching load, as do faculty members who teach

graduate students exclusively. These differential teaching loads contribute to low morale among faculty who perceive that their work is not valued equitably.

Historically, Oneonta had a standard 3/3 (18 credit-hour) load—and the entire faculty should return to it in the name of workload equity. In fact, faculty hired before 1992-93 (when Oneonta went to a 4/4 load) are “grandfathered in” to a 3/3 load. The current 4/3 load was instituted under President Donovan in 2008.

A return to a standard configuration of six courses per-year would also put us in accord with many of our peer institutions with whom we compete for faculty, resources, and student enrollments. Consider, for example, these regional SUNY comprehensives with 3/3 (or better) teaching loads:

SUNY Brockport: 3-3

Total Average 9-Month-Equivalent Salary: \$71,422¹

SUNY Buffalo State: 3-3

Total Average 9-Month-Equivalent Salary: \$75,078

SUNY Cortland: 3-3

Total Average 9-Month-Equivalent Salary: \$63,642

SUNY Geneseo: 3-3

Total Average 9-Month-Equivalent Salary: \$73,319

SUNY New Paltz: 3-3

Total Average 9-Month-Equivalent Salary: \$69,828

SUNY Oneonta: 4-3

Total Average 9-Month-Equivalent Salary: \$65,591

SUNY Oswego: 3-3

Total Average 9-Month-Equivalent Salary: \$67,863

SUNY Purchase: 2-3 + Senior Project (15 credit hours + senior project)

Total Average 9-Month-Equivalent Salary: \$69,132

Our current 4/3 load not only disadvantages Oneonta faculty and students compared with our peer SUNY institutions, it also brings to light outstanding compensation inequities between campuses.

Quality of Undergraduate Education and Student Success

The move to a 3/3 teaching load would demonstrate that we are serious about the quality of teaching at SUNY Oneonta and are invested in the success of our students. Faculty want to offer all the advantages of a robust faculty/student relationship, e.g., offering teaching and research assistantships, independent study opportunities,

¹ Salary data come from the U.S. Department of Education’s Integrated Postsecondary Education Data System (IPEDS), which comprises degree-granting U.S. colleges that participate in Title IV funding, as cited in: Brian O’Leary, “How Much Has Faculty Pay Changed Over Time?” *Chronicle of Higher Education*, April 5, 2024.

letters of recommendation, and other high-intensity (but invisible) labors of teaching and learning. A 3/3 load would foster this heightened level of student engagement by faculty.

The current mandate to teach four classes every other semester does not support individualized attention to first-generation students. Rather, such students are at risk of being lost in the priorities of an overwhelmed faculty. Teaching four classes may mean that faculty offer fewer “high impact” practices, assign less work, and grade it more superficially.

Promoting Teaching and Research at SUNY Oneonta

Moving to a 3/3 teaching load will allow us to grow into our new designation as a university. The 4/3 teaching load is uneven, destabilizes workflow, and postpones faculty attention to research and service every other semester. Moving to a 3/3 load will demonstrate that our commitment to research and creative activity is steadfast, not episodic. Scholarship is a crucial piece of our tripartite role of professor, researcher, and community servant. We have recently invigorated our standards for promotion and tenure through a new RTP Agreement that “raises the bar” in every aspect of faculty performance, most notably publication and creative output. Oneonta faculty must have time to keep pace with these elevated standards.

Moreover, as a new university, we have graduate programs being conceived and implemented across campus. Instructing graduate students requires more time and increased mentorship from graduate faculty. A 3/3 teaching load in line with our peer institutions will increase our capacity to deliver one-on-one mentorship in our nascent 4 +1 programs² and will help those programs to succeed. How well we launch and administer graduate programs will be an important feature of how our institution is perceived in decades to come.

Faculty Recruitment and Retention

Higher education in the United States is in dire straits in terms of mission, identity, and resources. Since the onset of Covid-19, enrollment has declined at Oneonta by 10%, going from approximately 6,100 students to 4,900. Fortunately, we are rebounding. To continue regaining our momentum, we are generating assorted cutting-edge credentials, such as unique minors and micro credentials, to draw in and retain students. When the faculty are teaching more than 3 classes per-semester, it risks losing a focus on quality to quantity and alienating students, particularly first-generation and at-risk students who are more likely to drop out or transfer to universities with better faculty workloads.

Faculty retention is a longstanding problem at SUNY Oneonta. Moving to a 3/3 load will make us more competitive with the SUNY campuses with whom we vie for faculty. The Department of Sociology, for instance, has hired and lost six tenure-track professors and one prestigious visiting faculty member (Ph.D., Cal-Berkeley) since 2014. These departures are directly attributable to our uncompetitive salary and working conditions, most notably our heavy teaching load. Sociology also lost visiting criminology professor, Samantha Applin, to SUNY-Cortland in 2016. Cortland offered her a 3/3 teaching load and a \$59,000 starting salary, while we offered a \$54,000 starting salary with a 4/3 load. She comments:

“It never made sense to me that Cortland’s course load was lower, and the offer was higher (they brought me in at \$59,000). Teaching 4 courses a semester is too much, especially at a place that is more teaching-oriented, or

² 4+1 programs add one year to bachelor’s degree programs to create a master’s degree for pre-existing students.

that at least tries to maintain a teaching emphasis.” *Samantha Applin, Associate Professor of Criminology, SUNY-Cortland.*

Moving to a standard 3/3 load also addresses flagging engagement among the teaching faculty at SUNY Oneonta. Because morale is an *egregore* (a thoughtform that arises from the collective thoughts and emotions of a group), it can be difficult to define and hard to measure. Nonetheless, low morale haunts our academic corridors and takes many forms—including faculty disengagement. According to the UUP Quality of Life Survey Part 1, our low morale stems primarily from dissatisfaction with three interrelated areas: *low salaries, DSI (how, when, and to whom these monies are given), and working conditions.* This document focuses on terms and conditions of employment. A 3/3 load will allow teaching faculty to keep our classes current, to revamp our preps and assignments, to create novel and exciting learning modalities for students, and to render all courses DEI supportive.

Justice and Diversity, Equity, and Inclusion (DEI)

SUNY Oneonta is proud to be at the cutting edge of diversity, equity, and inclusion. We are honored to serve increasing numbers of these students along with “first-generation” learners. As a future Hispanic-serving institution, Latinx students are currently at 19% and rising. Many Latinx students are first-generation learners who will benefit from the extra attention that faculty on a 3/3 load can give.

Due to structural and cultural inequality, precarious students are often under-socialized and unprepared for university life. Moreover, Generation Z lacks the vocabulary and reading skills that earlier generations possessed, is addled by cell phone and social media addiction, and suffers from disengagement and chronic absenteeism. Such students require more leeway from professors, more reminders, and more repetition. This remedialization of the university body is time-consuming, stressful, and increases the toll on faculty members’ emotional lives. One professor supplied the following representative example of an email from an Oneonta student *in week 7* of the spring 2024 semester, with no salutation and a disregard for syntax and punctuation:

“what is the name of the book for the class I cant find the book.”

In short, if tenure and tenure track faculty have fewer course obligations, we can focus on at-risk students, thereby more effectively educating and retaining them. These emotionally demanding roles are our reality in new landscapes of higher education. According to Provost Morales-Diaz, “the university students of today are not the ones who we were teaching 15-20 years ago.” We couldn’t agree more. A 3/3 load will allow teaching faculty to better meet the needs of all our students by keeping our classes current, revamping our preps and assignments, creating novel and exciting learning modalities for students, and rendering our courses DEI supportive.

Yes, We Can! / Si, Se Puede!

In sum, we *can and should* move to a standard 3/3 load. In 2008, when President Donovan announced that “the time has come for our institution to consider moving to a configuration of seven courses a year,” he cited an ongoing effort to make Oneonta a “college of first choice.” “I am convinced,” wrote Dr. Donovan, “that eventually this change will keep Oneonta both more vibrant and competitive in the years ahead. And I believe the benefits

of moving in this direction should be obvious: more time for research, new course preparation, and other duties.” In the Notes from the special Labor-Management meeting on faculty course load reduction on June 25, 2008, UUP concurred with Dr. Donovan—but noted that the union “looks at a 4-3 course workload as an interim step toward a 3-3 course workload, which remains UUP’s ultimate goal.”

Between the Covid-19 pandemic, the enrollment cliff, and New York State’s depopulation trends, the time is now to move to a 3/3 (18 credit-hour) teaching load. It will be an elixir for our flagging morale and burnout. It would demonstrate a modicum of respect for the delicate and sacred enterprise of the teacher/student relationship. It would make visible the diverse forms of labor that comprise our professorial roles. And we would be grateful for it. And our gratitude is like our morale; hard to measure, but impossible to live without.

Testimonials from Teacher-Scholars at SUNY at Oneonta and Beyond:

“Teaching expectations from administration and students have exploded over the past decade. Course design and delivery in analog and digital dimensions requires many more prep and maintenance hours. Most students need continual guidance, explanation of basic college-level work practices, and reinforcement of how and what to do. Teaching 4 courses in a semester with this level of expectations is taxing and crowds out time and intellectual space for scholarship and creative activities, which are required for tenure and promotion. Ever-expanding service initiatives, new campus systems and processes also demand more time and crowd out time for a life of the mind. Our quality of life along with our freedom and status have declined. We need and deserve a lighter load to sustain us.” *Gina Keel, Professor of Political Science, 19 years at SUNY at Oneonta*

“Yes, I agree a 3/3 is a good idea - especially when we already make less and do more than comparable institutions; this is a huge hit for morale for those of us that have been here so long that we can't afford a jump to another institution and are trapped—for lack of a better word. If there are added costs to campus to accommodate this, it would be worth it, as the quality of instruction and productivity would likely increase. With the heavy teaching and service responsibilities (for example, I advise 76 students), we are so busy ‘doing’ that we don’t have time for ‘dreaming.’ And it is in the dreaming that great scholarship, collaboration, and program development emerge.” *Anonymous Professor, Education*

“A shift to a 3/3 course load could become foundational for a serious effort to make SUNY Oneonta into a regional institution. With the potential degrees of freedom that a 3/3 load would offer, faculty would have greater capabilities to conduct research (both as academics and collaborating with students), respond adroitly to the ongoing mental health concerns with our students, and develop partnerships with other regional organizations – activities that have all been identified as part of the regaining momentum initiative.” *Brian Lowe, Professor of Sociology*

“I discouraged my kids from going to R1 institutions because professors prioritize research, and students are often taught by T.A.s. I also discouraged them from choosing schools where professors teach too many classes. The best teaching schools are where students have access to teaching-focused faculty that are on a 3/3 or a 3/2 load.” *Anonymous Professor, Department of Sociology, University of Connecticut*

Signed:

Shirley Clark
UUP Oneonta President

Mark S. Ferrara
UUP Oneonta Vice President for Academics

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**Link to Brightspace Survey**

UUP Oneonta wants to hear from you. Do you like Brightspace? What has been your experience?

Please go to the link and take the survey below:

[https://docs.google.com/forms/d/e/1FAIpQLSdWThLxF0Cs5utFy2xGvfsNzTr3P7U0ST6GDSShhwrkoDU1DIg/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSdWThLxF0Cs5utFy2xGvfsNzTr3P7U0ST6GDSShhwrkoDU1DIg/viewform?usp=sf_link)

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News Release: Facts Omitted from the 2024 State of the University Address

Fred Kowal- UUP Statewide President

May 22, 2024

SUNY Chancellor King Continues His Financial Assault on Cash-Strapped Campuses, Refuses to Publicly Support Downstate University Hospital

The following can be attributed to UUP President Frederick E. Kowal:

“SUNY Chancellor John King Jr. wants the public to believe that ‘SUNY is strong and can only grow stronger.’ However, actions speak louder than words. The chancellor has made his priorities clear: He is willing to dole out funds to financially secure university centers while leaving SUNY’s 19 fiscally distressed campuses to fend for themselves.

“Chancellor King, with a plan rubber-stamped by the SUNY Board of Trustees, has once again cherry-picked which SUNY campuses will receive the lion’s share of financial support from the state. He refuses to address the deficits at SUNY’s financially distressed campuses. Instead, his initiatives and decisions for SUNY are hanging faculty, staff and students out to dry.

“The chancellor will tell you that there have been historic increases in funding across the SUNY system. What he fails to say is that campuses have endured flat state funding for well over a decade, forcing them to overly rely on tuition revenue and ever-increasing fees, room and board and other living costs.

“The writing is on the wall. This pattern of disinvestment—promoted by the chancellor and approved by the Board of Trustees—will result in student transfers and significant job losses. They will also have a negative economic impact on communities that host or are nearby financially distressed

SUNY campuses—many of which are located upstate. This is similar to the pattern being followed by leaders of state systems across the country such as in West Virginia.

“We certainly support increased funding for our university centers, which are crucial to the success of SUNY students. But rather than directing sizeable funding increases to university centers with solid endowments, strong financial positions, and robust research grants, this important state aid should be used to close the combined \$146 million deficit faced by our 19 campuses.

“Some of our campuses, like SUNY Potsdam and SUNY Fredonia, have already announced programming and staffing cuts to reduce deficits of \$9 million and \$17 million, respectively.

“This cannot continue. The tens of thousands of academic and professional faculty and staff at SUNY campuses deserve to be treated with dignity and provided with a sense of certainty about their future.

“So do the hardworking health care professionals at Downstate University Hospital in Brooklyn. The chancellor announced a plan in January to close the hospital at Downstate—which has been resoundingly rejected by the Central Brooklyn community, in part due to the devastating impacts on medical education and training that experts agree would be visited upon the medical school at Downstate.

“Additionally, we are waiting for the chancellor to publicly state that he supports what the Central Brooklyn community has demanded—that Downstate hospital remain open at its Central Brooklyn location and that it continues to provide inpatient services the community needs and deserves.

“We anticipate that the decisions made by the nine-person community advisory board tasked with guiding the hospital’s future will reflect the Central Brooklyn community’s demands for enhanced inpatient care and services at the hospital.

“UUP urges the chancellor and the Trustees to do the right thing and invest in all of our campuses and hospitals so they remain viable for years to come.”



Acting President’s Report

Presented at the

Executive Board Meeting – May 9, 2024

By Shirley Clark, UUP Oneonta Chapter Acting President

Last Executive Board Meeting until the Fall 2024

It's hard to believe, but time rolls by mercilessly, and we've come to the last Executive Board meeting of the Spring 2024 semester. I would like to thank the entire Executive Board for their commitment to the Oneonta UUP Chapter.

UUP Community into the Summer 2024

As we roll into Summer 2024, many faculty will take time to travel outside of the Oneonta area, while others may stay and enjoy the beauty of the rolling hills and lakes around us. Oneonta UUP will plan events in the area for those interested, such as kayaking events, hiking, and other enjoyable summer activities. Keep your eyes on our Events page on the SUNY Oneonta UUP website for more information.

This summer, I am asking the UUP Community to do one task that will help your environment or community. I plan to walk around my block and pick up trash. When I first moved to the area, I was pleased that the community did not resemble an ashtray or garbage container along the side of the road. However, as time progressed, I noticed the accumulation of garbage along my street. This will only take me a couple of hours, but it will restore the feel of my block to the state I want to see it remain in. So, think of a task, however small, and please share by sending pictures with a short story of your accomplishment to oneonta@uupmail.org.

As we move into summer, as the Acting Oneonta UUP Chapter President, I would like to remind everyone of what we have to look forward to this **July 2024** through our Collective Bargaining Agreement:

Across The Board (ATB) Salary Increases

3% on base, effective on or around **July 1, 2024** or on or around **September 1, 2024**, depending on obligation.

Retention Awards

Effective on or around **July 1, 2024**: Builds on the existing \$500 Service Award and will provide full-time employees with on-base increases of \$1000 upon attaining continuing or permanent appointment, a second 5-year term appointment for Appendix A title employees, or at the completion of 7 years for full-time lecturers, employees in qualified academic rank titles, and Appendix B and C title employees (\$500 for those who have already received the existing \$500 Service Award).

Per Course Salary Minimums for Part-Time Academic Faculty

Effective beginning July 1, 2024: \$4,000.

Part-Time Academic Accrual Rates

Part-time academics hired after **July 1, 2024**, will earn accruals on the following schedule:

- 3 credit hours/3 credit equivalents to < 6 1/4 day per month
- 6 credit hours/6 credit equivalents to < 9 1/2 day per month
- 9 credit hours/9 credit equivalents or more 1 day per month

Lump Sum Bonuses

Employees on-payroll (or on authorized leave without pay) at the date of ratification through **April 30, 2024** will earn a \$3,000 lump sum bonus, not added to base salary, pro-rated for part-time employees.

- Full-time employees will receive \$1,500 on (or around) **July 1, 2024**, and \$1,500 on (or around) July 1, 2025.
- Eligible employees who separate from service after **April 30, 2024**, will receive both payments.

Compensation Committee Report

UUP continues to meet with Mark Ferrara, Chris Sielaff, and Shirley Clark representing the union side, and for Management, it was President Cardelle, Dia Carleton, and Julie Piscitello. On April 25, 2024, we had a very productive meeting with some timelines that management anticipates as we roll into the Fall 2024 semester. This is an ongoing process that will continue into the Fall Semester.

Meeting with Senator Oberacker

As Acting Oneonta Chapter UUP President, I had the opportunity to meet with Senator Oberacker on May 2, 2024. First, we discussed funding for SUNY. He is an avid supporter of SUNY and has many campuses in his district. He signed our 'Provide Fair Funding for ALL SUNY Campuses' campaign postcard. We also discussed Higher Education initiatives, and I informed him that if he has any questions regarding Financial Aid, he could contact me at any time for reference. Our conversation also touched on community and environmental issues, such as support in this area for creek debris removal and erosion concerns. So far, Senator Oberacker has been a strong supporter of UUP's political agenda.

Upcoming Events

- a. UUP Picnic – May 11, 2024, 11am-4pm – College Camp
- b. Executive Board Dinner – May 14, 2024, 6pm – 8pm - O at 112, Otego

UUP Oneonta- Labor Management Meeting Notes- May 16, 2024

By Shirley Clark and Mark Ferrara

1. How will this new Department of Labor rule (below) affect SUNY Oneonta UUP employees, specifically those in Residential Life that may be impacted?

[Biden-Harris administration finalizes rule to increase compensation thresholds for overtime eligibility, expanding protections for millions of workers | U.S. Department of Labor \(dol.gov\)](#)

Management is waiting to hear back from SUNY Employee Relations on this Labor rule so all SUNYs can react in the same manner to any implications.

2. Inappropriate SharePoint access to RPT files

Provost Enrique Morales-Diaz was forwarded information on at least one former DAC member still having access to RPT candidate files prior to 2003 and will work to solve the problem with the appropriate IT area involved.

3. Finalizing Agreed upon Changes to Renewal, Promotion and Tenure Agreement (E-mail approved wording changes 4/12 from President Cardelle)

a. New RPT Guidelines not yet publicly available

Final changes to the RTP Agreement language were submitted in May 2024 by UUP and Management expects to review them in June—after which time the changes will be memorialized in a new successor agreement.

4. UUP receiving concerns about lack of images and cuisine to welcome diverse populations

a. Concerns made indicated the former clocks in the Hunt Union that showed different time zones was welcoming (mention made to the flags as well)

b. Possibly including more diverse cuisine at different locations on campus

c. Possibly including more diverse images at different locations on campus

It was suggested by the President that we forward any diverse cuisine requests (along with recipes) to both Bernadette Tiapo and Head Chef Dee Williams. Management will look into the request regarding the former clocks, which may have been removed due to renovations. Additionally, Management is interested in addressing other areas that lack diverse images.

5. Supervisor training: making clear the role and duties of supervisors. UUP would like to see more training offered to supervisors on performance programs and evaluations. UUP would like the metrics on Performance Programs and Evaluations to improve.

Management indicated supervisor training will be mandatory and will take place this summer. Also, it was suggested that there could be a joint management/UUP session.

6. What type of employee services does the Sustainability Coordinator provide?

Management indicated that the Sustainability Coordinator is part of the New Employee Orientation sessions. Additionally, the Coordinator chairs a committee with faculty and student members. The Sustainability Coordinator also collaborates with the Curriculum Committee to ensure alignment with sustainability goals. The Sustainability Coordinator works collaboratively with departments/offices/areas to certify offices with a sustainability certificate.

7. Workload concerns regarding the use of voluntary individual course enrollment in student retention efforts

Management noted that there has not been an uptick in individual course enrollments, and that they remain voluntary (i.e., extra-service); employees are not obligated to accept the extra workload.

8. Update on Performance Programs and Evaluations

a. What percentage of performance programs are up-to-date?

b. What percentage of evaluations are up-to-date?

c. Are there any areas of concern and what is being done to remediate?

Management agreed that the performance programs and evaluations need improvement, and they expect to start receiving numbers for evaluation in July.

9. UUP will be providing feedback on the Proposed changes in the Absence Policy (from October 26, 2023 LM)

UUP submitted changes to Management at the May 16th Labor Management Meeting for them to review.

10. UUP will be submitting a Proposal for 3/3 load for TT/Tenured faculty

At the May 16th Labor Management Meeting, UUP submitted a written advisory document advocating for a transition to a 3/3 load. Mark Ferrara noted that several faculty members from across the college were instrumental in its preparation. Management indicated that they would review this proposal and consider it, along with the concerns raised by the Compensation Committee.

11. Seeking a solution for RD courses that have co-instructors (one lead and one helper), but the secondary instructor isn't allowed to see the grade analysis/survey results.

A solution will be investigated by management in coordination with IT.

12. UUP Bulletin Boards.

UUP will be requesting Bulletin Boards for Departments that are lacking one. It is our understanding that management will provide those and assist with installation.

a. Alumni Hall – 1st Floor Business Department – Kitchen Area – Bulletin Board present

b. Alumni Hall – 2nd Floor Economics and Political Science – Faculty Lounge Area

UUP followed up on these requests for Bulletin Boards in Alumni Hall and found they are now in place. UUP will get management requests for other areas limiting the number of requests to about 5 per semester.

13. Follow-up on UUP-Management Joint Health and Housing Survey submitted

UUP will follow-up with management on this initiative in the Fall.

14. Time Ticketing – Follow-up from Management – SICAS a. Would like to see some statistics on the reported time

b. How much time is allocated to Campuses paying for services

c. How much time is spent on fixing issues reported by campuses

d. How much time is spent on regulatory projects

e. How much time is spent on enhancement for campuses

Management indicated SICAS needed some clarification on these items and will forward them to UUP. Management did indicate that SICAS would be providing some statistics.

15. Other Terms and Conditions: a. Mention made that there no paper towels in Fitzelle

Management indicated that the removal of some of the paper towel machines was in response to a request to reduce waste. The paper towel machines were added during Covid-19 but have since been removed. Additionally, Management indicated that they will be adding hand sanitizer outside of the bathrooms so that hands can be sanitized after opening the bathroom door.

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**UUP Oneonta Executive Board Meeting Minutes**  
**Thursday, May 9, 2024**

*By William Simons, Secretary, and Mark Ferrara, VP for Academics*

UUP Oneonta Executive Board Meeting Minutes:

Thursday, May 9, 2024, Noon, Le Cafe

Present: (17)

Le Cafe: (15) Ron Bishop, Shirley Clark, Teresa DeSantis, Mark Ferrara, Rachel Germain, Jeri Anne Jerminario, Penina Kamina, Achim Koeddermann, Melissa Lavin, Chris Sielaff, Bill Simons, Nancy Simons, Rich Tyler, Matt Unangst, and Gary Wickham

Zoom: (2) Mike McAvoy and Ed Wesnofske

- I. Acting President's Report: Shirley Clark presented her monthly oral report. In addition, she submitted a detailed written report.
- A. The meeting was called to order at 12:06 PM with a welcome and a note of appreciation for the dedication of Exec Board members.
- B. Co-Membership Development Officer Rachel Germain is leaving SUNY Oneonta and thus her Chapter office to accept a new position. The Chapter commends Rachel for her work as Co-MDO.
- C. A 3% on base salary increase will be effective on or around July 1, 2024, or on or around September 1, 2024, depending on obligation.
- D. This summer the UUP Oneonta community is encouraged do one task that will help our environment or community So, think of a task, however small, and please share by sending pictures with a short story of your accomplishment to [oneonta@uupmail.org](mailto:oneonta@uupmail.org).
- E. Labor-Management discussions are on-going and progressing.
- F. Shirley met with our State Senator Oberacker on May 2, 2024. She found the Senator, who has several SUNY campuses in his district, an avid supporter of SUNY and UUP's political agenda. Shirley invited Exec Bd members to accompany her on future outreach meetings.
- G. Fall 2024 Exec Bd and Chapter meetings will take place on Wednesdays.
- H. State UUP has granted Shirley 40% release time from August 15, 2024-May 31, 2024.
- I. The May 14, 2024, 6-8 PM Ex Bd dinner will take place at the O at 112 in Otego.
- There will also be an Executive Board dinner in the early fall.

II. Vice President for Academics Report: Mark Ferrara.

- A. The VP for Academics Report focused on matters relevant to present or future items Labor-Management discussions.
- B. Inappropriate access to RTP files has been reported.
- C. A proposal for a normative 3-3 course load will be presented to Management. Melissa Lavin has worked with Mark on this proposal. Several other faculty members will be consulted before the draft proposal is finalized and presented to Management.
- D. Discussions with Management have generally proved positive and constructive. However, consideration of a mandatory attendance policy and candid examination of the reasons for forwarding this proposal has met with resistance.
- E. For Institutional Success Day and Red Dragon (RD) Seminar Courses, providing access to secondary instructors to grade analysis/survey results remains an unresolved issue.
- F. UUP is concerned that some instructors might be subject to pressure to take on individual enrollment courses. The union asserts that the decision to take on such a responsibility must be strictly voluntary.

III. Vice President for Professionals Report: Shirley Clark

- A. The position of Vice President for Professionals is still vacant.
- B. There are IT and other unresolved issues involving reporting time. UUP requests relevant statistics from Management concerning the preceding.
- C. UUP is pushing for a ratcheting up of compliance with Professional Performance Programs and Evaluations. Training is needed for many supervisors.

IV. Treasurer's Report: Rich Tyler

- A. A motion was made and seconded to approve the Treasurer's Report.
- B. The Treasurer's Report was discussed.
- C. The Treasurer's Report was approved unanimously.

V. Secretary's Report: Bill Simons

- A. A motion was made and seconded to approve the Secretary's Minutes of the March 14, 2024, Executive Board meeting
- B. The Secretary's minutes were discussed.
- C. The Secretary's minutes, as amended, were approved unanimously

VI. Officer for Contingents Report: Gary Wickham

- A. There is concern about adjuncts in one department in particular being "bumped" by the deployment of fulltime faculty. Gary has advised affected individuals about possible movement to other departments.
- B. Monitoring of possible reductions in adjunct course assignments will continue.

VII. Report of Director of Special Events: Loraine Tyler (in absentia)

- A. Final numbers for the spring Ex Bd dinner are needed today.

VIII. Officer for Diversity, Equity and Inclusion (DEI) Report: Penina Kamina

- A. DEI event planning is taking place for the next academic year.
- B. Originally, four topics over four dates was considered, but it made sense to collapse into two public events, one in the fall and one in the spring.
- C. Topics for the fall: language and gender identity.
- D. Topics for spring: microaggressions and religion.
- E. The DEI committee is composed of four people, and each member will facilitate one of the four topics.
- F. The DEI committee is also seeking guest speakers.
- G. Moreover, the DEI committee is also looking into catering possibilities that could include world cuisine.
- H. In addition, the DEI committee is seeking greater diversity among images hung in well-trafficked places on campus, thereby creating a space for diverse expressions.

IX. Co-Membership Development Officer: Matthew Unangst

- A. Update on UUP bulletin boards across campus: in addition to determining where they

should be located, the Chapter must assign responsibility for keeping them updated.

B. New Employee Orientation Update: it would be good having links to useful resources and information about such things as prior-service credit and various professional development opportunities beyond what is posted on the HR website. This data would facilitate access for new hires and ensure that they know how to access resources they are entitled to.

C. There is interest in organizing a group for people with disabilities—as our members sometimes express frustration about getting accommodations on campus. This issue concerns CSEA and UUP and more broadly all members of the SUNY Oneonta community.

X. Future Agenda Item

A. Obtaining a ZOOM license for the UUP Oneonta. Zoom would provide a more effective means of virtual participation in meetings than Teams.

XI. A motion to adjourn was made, seconded, and approved to adjourn at 1pm.

Submitted by William Simons, Secretary, and Mark Ferrara, VP for Academics



**UUP Chapter Meeting Notes-**  
**Thursday, May 23, 2024**

**12 PM: Le Café, Morris Complex**

***By Bill Simons, Secretary***

Attendees: 28 (25 in-person; 3 Zoom)

**In-person:** Suriati Abas, Melissa Allen, Shirley Clark, Essence Delmonte, Teresa DeSantis, Kathleen Dwyer, Mark Ferrara, Ethan Fox, Penina Kamina, Achim Koeddermann, Izabella Lokshina, Michelle Lopez, Katherine Nelligan, Anthony Nichols, Valerie Rapson, Ashley Rincon, Bill Simons, Jessie Simpauco, Rui Tan, Zdenek Tronicek, Loraine Tyler, Rich Tyler, Gary Wickham, Kylee Wignall, and RP Withington

**Zoom:** Nancy Cannon, Michael McAvoy, and Ed Wesnofske

I. The Meeting came to order at 12:05 PM.

II. Acting President’s Report: Shirley Clark

- A. UUP members were welcomed.
- B. Monthly Chapter meetings will resume in September and will meet on the third Wednesday of each month at noon in Le Cafe, Morris Complex, unless otherwise noted.
- C. The Chapter seeks to recruit an Acting Vice President for Professionals and candidates for Professional Delegates.
- D. The monthly written President's Report was summarized and distributed. The written Report included:
  - \* encouragement for members to take on an environmental or community volunteer task during the summer and to write about it for a UUP Oneonta Publication
  - \* invitation to chapter canoe paddle to be organized by Secretary Bill Simons
  - \* announcement and explanation of provisions/timing/eligibility of across the board salary increases; retention awards; and lump sum bonuses
  - \* details concerning per course salary minimums for part-time academic faculty; and part-time academic accrual rates
  - \* Vice President for Academics Mark Ferrara's upcoming report on the work of the compensation Committee
  - \* SUNY Downstate saved, for at least a year, due to dedicated advocacy of UUP
  - \* UUP Oneonta meeting with NYS State Senator Peter Oberacker productive and affirmative
- E. Chapter byline revision an agenda item in the coming year
- F. Diversity, Equity and Inclusion Penina Kamina and the DEI committee event planning for the coming academic year

### III. Vice President for Academics Report: Mark Ferrara

- A. "The Case for a 3/3 Teaching Load UUP Oneonta Chapter May 16, 2024" communication sent to SUNY Oneonta President Alberto Cardelle and Provost Enrique Morales-Diaz, under the signatures of Chapter Acting President Shirley Clark and Vice President for Academics Mark Ferrara, was explained and discussed. The proposal, evidenced by citation references, has introductory, Equity and Justice in Policies and Practice; Quality of Undergraduate Education and Student Success; Promoting Teaching and Research at SUNY Oneonta; Faculty Recruitment and Retention; Justice and Diversity, Equity, and Inclusion (DEI); Yes, We Can! / Si, Se Puede!; and Testimonials from Teacher-Scholars at SUNY at Oneonta and Beyond sections.
  - (1) Discussion of "The Case for a 3/3 Teaching Load UUP Oneonta Chapter May 16, 2024" included the following points:
    - \* notation of document's strong research, organization, and comparative/contextual case for a 3/3 teaching load
    - \* commendation for all who contributed to creating the document
    - \* suggestion that lab courses and 4-credit Math courses receive inclusion in the initiative met with affirmation
    - \* consideration of the impact of the proposal on adjuncts in the English Department
    - \* fall panel discussions, petitions, discussion with colleagues and chairs, and more bylined *UUP-Date/Sentinel* endorsements of proposal needed
    - \* advocacy of "The Case for a 3/3 Teaching Load UUP Oneonta Chapter May 16, 2024" not in conflict with either campus proceeding of Compensation Committee or State UUP negotiations on lectureships
- B. Concern was expressed that under the new contract a fulltime faculty member could "bump" an adjunct course. UUP Oneonta will monitor this.



C. The Compensation Committee will resume its work in the fall.

IV. Appreciation was expressed for the work of the Acting President and the Vice President for Academics.

V. A motion to adjourn was made, seconded, and passed at 12:39 PM.

Submitted by William Simons *William Simons*, Secretary

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UUP Website and Disclaimer:

Statements made in UUP Oneonta publications do not necessarily reflect the opinion of UUP or any of its statewide representatives. To go to the UUP Oneonta Chapter website, go to the following link at <http://www.oneontaup.org/> The UUP Oneonta Chapter website is constantly updating, evolving, and expanding. The State UUP website is located at <https://uupinfo.org> Contact us at oneonta@uupmail.org

It contains information about member benefits and many other important topics.
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