

ONEONTA WAKE UP! ARE WE LOW HANGING FRUIT? UUP ONEONTA'S PRESIDENTIAL PERSPECTIVE AND VISION

By Robert Compton, Chapter President

TABLE OF CONTENTS

CALENDAR OF EVENTS	4
TASK FORCE ON DIRECT ELECTIONS FOR STATEWIDE UUP OFFICERS	5
SLOW GOING: UUP'S WORK WITH MANAGEMENT	6
2021-22 AND 2022-23 SPEAKERS FEES PAID	7
WHAT IS SICAS?	8
UUP JOINT LABOR MANAGEMENT PROGRAMS	8
JOHN CARNEY: "SHOULD AULD ACQUAINTANCE BE FORGOT"	9
UUP CAPS THE YEAR: DECEMBER 2022	10
UUP ONEONTA JANUARY EXECUTIVE BOARD MEETING MINUTES	12
NOVEMBER AND FEBRUARY LABOR MANAGEMENT NOTES	13
EXECUTIVE BOARD CONTACT INFORMATION	16



Times A Changing...

Articles in Inside Higher Education and the Chronicle of Higher Education, among others, point to major changes occurring in post-secondary education. As more students and employers question the value of higher education, state institutions including SUNY Oneonta must adapt. Failure to adapt will transform the imprint of Oneonta in the higher education environment negatively. Previous Presidents of SUNY Oneonta and their administration prepared us poorly for addressing these issues and projected growth and stability for the campus. We have found that not to be the case and as usual, our members are left after administrators have moved on to greener pastures or retired. The idea of shared governance, which UUP members participate in requires us to be vigilant and to express well-articulated opinions and analysis. It is up to the Administration to take our ideas and concerns seriously. UUP is one vehicle for communicating with Management. This is done through Labor-Management meetings, Vision for the Future meetings, and our newsletter, The Sentinel. There are many issues that keep the College President awake at night. There are also some that create insomnia in the UUP leadership and contribute to higher blood pressure too. We worry about our members well-being and the future of our College. The enduring concerns of UUP are well known. They include performance programs, campus morale, perverse incentive structures, rapid turnover of faculty, staff, and management, and workplace sustainability. My concerns recently have gravitated towards an unsustainable work environment. Many of these issues stem from managerial micro-management and shortsightedness.

First they came for the socialists, and I did not speak out—because I was not a socialist.

Then they came for the trade unionists, and I did not speak out—because I was not a trade unionist.

Then they came for the Jews, and I did not speak out—because I was not a Jew.

Then they came for me—and there was no one left to speak for me.

—Martin Niemöller, German Pastor

Campus Culture

When I pass by my colleagues these days, I sense a feeling of despair. The past years have been difficult for all of us. What strikes me, however, is the expectation that we must do more than ever before. The burnout factor is evident in the faces of faculty and professionals. I do not sense that things are well.

That is why UUP opposed the extension of the days of obligation that the administration sought. While the winter period is contractual, it would be unwise if Management loaded workshops, trainings, and other activities into the winter break period. For faculty, it is a time to recoup, conduct research, and prepare for the coming semester. As up to ten-month employees, they do not have any vacation days.

This semester colleagues report to me that students are much more enthusiastic and eager to learn than in the past Fall semester. I too noticed that students appear more engaged and focused. But students also tell me that they are concerned about overall faculty and staff mental health and exhaustion. They sense our low morale. It's a funk that needs to be addressed and part of that requires a change in attitude and approach by management. We simply cannot run from meeting to meeting like chickens with our heads cut off. Reflection, deliberate discussions and thoughtful meetings are needed. Currently many meetings fail to address fundamental problems. We are trapped in a bureaucratic and procedural "Iron Cage." Under those circumstances people with ideas wither away and those who master bureaucratic task advance. The College should explore the impact of neoliberal managerialism on effectiveness and efficiency.

Effectiveness and efficiency does must not come at the expense of community. Consultation and practices which define us are important. Too often faculty and departments are pit against one another. People get upset when rules and standards are constantly changing. It's a fine balance between standardization and flexibility. Departments must also consider their actions and their impact on other departments. Too often the instincts of self-preservation, short-term expediency, and even narcissism lead to carnivorous behavior with departments and work units engaging in predatory practices. Management must manage and address these kinds of problems which are at the root of lowered morale.

Compensation

Compensation at Oneonta is in a dire state for many of our members. The lapse of our contract coupled with low salaries among SUNY comprehensives and Oneonta, in particular, bedevil our ability to have a better quality of life. New faculty and staff are sometimes even pushed toward social assistance programs to make ends meet. Spousal hiring remains a problem. Meanwhile most professionals and faculty are completely priced out of the Oneonta housing market. New professionals and faculty are forced to commute from afar. Oneonta is no longer the affordable community. It's urgent that Management place faculty promotion increases and extra service for teaching on an inflation proof approach by matching contractual increases. Not only is this overdue, but prudent for recruitment and retention. The Joint Compensation Task Force needs to complete its work expeditiously. The College needs to appropriately honor Compensatory Time for Professionals and return to a more routinized courseload reduction approach for faculty. Not too long ago, a dean suspended the established program with the idea that every new faculty member and tenured faculty will receive a reduction midway to tenure. It's disappeared into a bureaucratic morass based on private deals now.

low-hang-ing fruit (noun)

INFORMAL

a thing or person that can be won, obtained, or persuaded with little effort.

"we know mining our own customer base is low-hanging fruit"



Some faculty get reassigned to courses while others receive a special dispensation. Has Management done an audit of this?

Professionals in our bargaining unit should be able to use Compensatory time, have reasonable telecommute accommodations, flexible scheduling, and be placed in their SL categories that match their responsibilities. The dedicated Professionals in the Advisement, Counseling, Financial Aid, among others deserve a workplace without unreasonable workload creep. At some point, the dramatic increase in expectations can lead to an unhealthy work environment.

Part Timers, Extra Service and Course Caps

The MoU for part-timers recognized the value and importance of adjunct faculty. At the time, it was an innovative document providing a pathway for other campuses to follow suit. Recently, the part- faculty at Stony Brook obtained major increases in their salary per course thanks to the longstanding efforts of their UUP President Andrew Solar-Greco and his leadership team there. Agitation on campus and persistence were key to those achievements. The conditions for Part-timers on Oneonta can now best be best characterized as dire despite the MoU which sought promotional increases coupled with greater job security and campus title changes. Perhaps it is time for more collective action and informational picketing on campus again. The current situation has deteriorated.

First, the squeeze is on Adjuncts with some members of administration considering them “low hanging fruit”. There are part-timers having classes cancelled as tenured faculty are re-deployed into those classes. Part-timers lose their livelihood despite having year-long contracts and full enrollment in course. Many of these part-timers and contingent lecturers have been with the campus for upwards of several decades. (This is currently being litigated through a UUP Oneonta filing.) Do we want to have a reputation in the community for non-renewals?

Faculty and Professionals have a responsibility not to hoard extra service opportunities at the expense of Part-timers and those with low salaries. There are members dependent on that extra course during the summer or winter to make ends meet. Departments should prioritize junior faculty and part-timers for those positions. Management should engage in careful Management of making sure that departments.

Professionals who teach on an extra-service basis need to be treated with respect and dignity. That means that their courses are scheduled properly and offered as enrollment dictates. Just like regular teaching faculty, Professionals prepare courses prior to the start of the semester. Last minute changes contribute to low morale. Letters of appointment for professional and faculty, both full and part-time for extra service or adjunct teaching need to be sent out in a timely manner before the semester starts.

Curricular Matters

The most damaging practice that contributes to low morale among faculty and students is the cancellation

“First, the squeeze is on Adjuncts with some members of administration considering them “low hanging fruit”.”

of courses. There seems to be an insatiable fetish with capacity utilization at all costs with some Management members. Prior to the pandemic, the emphasis was on increasing cap sizes and making sure that a two-and four-year rotation of courses made it possible for students to

graduate on time. Now things have changed resulting from enrollment challenges. On one hand, we are told that this is temporary but new challenges may come in the next couple of years. It’s starting to sound like Naomi Klein’s Disaster Capitalism. Instead of reform our curriculum by adding, for example program in applied health and partnering with SUNY-Delhi that already has an MS in Nursing or working with Morrisville’s new MS in Food Management and Systems, we are cutting our courses and offer students less variety. We have a strong faculty base and good students. If we want to retain both, a conservative and bean counting approach to curricular management will only lead to greater decline in morale.

Class size is not a matter for terms-and-conditions, but its impacts are covered under these parameters. Having to suddenly move faculty away from their specialization due to lower enrollment contributes to the self-fulfilling prophecy of decline. The fewer the variety of courses offered, the greater the recruitment and retention problems of students and faculty. If you are market facing rather than market creating, we will atrophy and become a university bereft of the true experiences and choices that students can partake in. Faculty, noting that their area is not viable any longer at Oneonta will not be attracted to come to Oneonta. Students will pursue other institutions. We will decline slowly.

What is the solution to this? Management needs to provide greater flexibility. One approach may be to allow faculty

to meet an FTE average over the year to buttress low-enrolled courses. The College should seriously consider recreating an honor's program with the goal of getting our students Fulbright, FLAS, and Noyce scholarships. We are the only comprehensive lacking an honors program and lag in national awards. These are issues discussed for the past ten years with absolutely no progress. Instead, we engage in futile assessment without any substantial results but merely for compliance. When was the last time that faculty in any department met to discuss their syllabi together? We simply have no time. Meanwhile massive grade inflation has taken route and there is no mechanism for effective management of academic dishonesty in on-line courses. This is fraudulent.

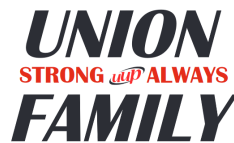
Conclusion

Oneonta is suffering from a lack of vision, conviction, and drive for excellence.

Creativity and efforts are being stifled or go unrecognized as people suffer in silence. We must get back to the basics. UUP members and Management have respective responsibilities. People must be held accountable. Faculty are assessed regularly. Professionals have performance programs and evaluations. Are members of Management assessed? If so, how? When?

UUP will hold Management's feet to the fire. We need members to focus on excellence and to diligently do their jobs. Let's return to the basics of what Oneonta is: a community of faculty and professionals who seek to improve education on this campus in an effective and efficient way. Let us re-evaluate how we conduct our business with an aim toward creating a sustainable and gratifying work environment from which we all benefit. Let's defeat the culture of narcissistic self-advancement at the cost of everyone and everything else mentality at all levels of the campus. Stay alert and sharp comrades!

"Oneonta is suffering from a lack of vision, conviction, and drive for excellence. Creativity and efforts are being stifled or go unrecognized as people suffer in silence."



CALENDAR OF EVENTS

Loraine Tyler, Director of Special Events

Hello All,

Below is a list of dates for UUP activities this spring. Please mark your calendars NOW and join us!

March

--1 Virtual Elections Training

-- 1 Coffee Social, 2-4pm in 102A Milne Library Drop in and meet other UUPers in an informal setting with coffee and pastries.

--14 Chapter Meeting*, noon, Otsego Grille, Morris Hall

--16 Executive Board Meeting*, noon

--21 UUP Workshop*, Artificial Intelligence Panel Discussion, noon, Le Cafe, Morris Hall

April

--11 Workshop*, topic TBD, noon Le Cafe, Morris Hall

May

--9 Chapter Meeting*, noon, Le Cafe, Morris Hall

--21 End of Year Picnic **, noon, "O" Restaurant, Otego

--25 Oneonta/Delhi Retirees Brunch, 11:30, "O" Restaurant, Otego

*RSVP to oneuup@oneonta.edu to join in person. Most events are also virtual through "Teams"

**Immediate family members are invited to the End of Year Picnic to celebrate the importance of UUP, RSVP required.

TASK FORCE ON DIRECT ELECTIONS FOR STATEWIDE UUP OFFICERS

By Ed Wesnofske, Sociology Emeritus

edwesnofske@optimum.net

This year 2023 is the 50th Anniversary of the merger of the Senate Professional Association (SPA) and the State University Federation of Teachers, AFT Local 2190, (SUFT) into the organization that is United University Professions. A reform initiative of the Oneonta Chapter (*Enfranchising the UUP Membership*, Wm. Simons, **The Sentinel**, Feb. 2022) has now brought about a statewide UUP discussion of the value of membership voting to choose the five statewide officers: President, Vice-President for Professionals, Vice-President for Academics, Secretary-Treasurer and Membership Development Chairperson. At present, the only voting by the 35,000+ active members is on a contract governing the terms and conditions of employment for professional and academic employees.

The 1973 merger leading to UUP was something of a shotgun marriage of two different organizations each with a different culture pushed quickly by a merger of the two state affiliates (NEA and AFT) of each organization. The SPA organization was staff run under an Executive Director with officers and executive board remote from operations. In addition it was a corporation. The SUFT was an unincorporated membership association embracing elected officer administration. Sorting out the issues of best governance, accountability and responsibility to the employees to be represented were not priorities under the pressures for unification and those issues were consequently swept under the rug for that purpose.

After several discussions with the UUP Chapter representatives in the Summer of 2022 over Oneonta's Direct Election Initiative, UUP Statewide President Fred Kowal announced a Committee to review the issue for statewide UUP. It consists of Fred Floss, chair, (Buffalo State), Bill Scheuerman (Oswego), Henry Flax (Downstate Medical Univ.), Andrew Solarz-Greco (Stony Brook Univ.), Ed Wesnofske (Oneonta), Pam Malone (Empire State). Chris Taverna (Fredonia), Susan Orr (Brockport), Christopher King (Stony Brook HSC). The committee is composed of persons experienced in chapter and statewide office holding and holding current and long term views of UUP's governance dynamics.

The committee/task force held its familiarization meeting in person at the October 15, 2022 Delegate Assembly in Albany. After an extended delay, a Zoom second session was convened by the Chairperson on January 26, 2023 with only five of nine members present because of message and email problems convening the session.

In the brush-up discussion, impacts mentioned were accountability of leadership, the legitimacy of the statewide voice at the negotiating table and the Legislature, UUP responsiveness to employee concerns over issues like workload. Worries expressed were about "oligarchy", "expense", and "unintended consequences" or rules of the Public Employee Relations Board working against the direct election process. The challenge of getting 2/3 vote of the Delegate Assembly to amend the Constitution was touched upon. Exploiting the new technology platforms for communication and candidate familiarization among members was advanced as positive resources for direct elections. The sustainability of a union with minimized enfranchisement for its membership was also raised. A more comprehensive discussion remains for future meetings with more of the committee present with a review of the Zoom meeting notes promised by Chair Floss.

The Sentinel Websites and Disclaimer

Editor's Note: Statements made in *The Sentinel* 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
<http://www.oneontaup.org/>

The chapter website contains a number of innovative features and links.

The State UUP website is located at <http://uupinfo.org/>. It contains information about members benefits and many other important topics.

SLOW GOING: UUP'S WORK WITH MANAGEMENT



During the last two semesters, UUP's work on several pressing issues with Management has slowed—and not because of a lack of effort on the part of UUP. Over the last year, we've had two acting Provosts and two new UUP Liaisons appointed by Management. With each shift in these positions, we find ourselves confronted with a lack of “institutional memory,” which causes UUP to have to reexplain, and sometimes to renegotiate, issues on which we had previously come to an understanding. The result has been a slowdown in progress on a variety of issues outlined below.

by Mark S. Ferrara, VPA UUP hopes the arrival of Dr. Enrique Morales-Díaz, as our new Provost on March 13, 2023, will help to rectify this situation and to provide continuity in terms of the joint work of Labor and Management. In his [press release](#), Dr. Morales-Díaz asserts, “I have always strived to be open and communicative, and collaborative and inclusive in decision-making.” UUP wishes that will be the case, and that we can make quick work of several issues that should be resolved soon, so that we move on to important matters like a Lecturer MOU and the Compensation Taskforce (which President Cardelle convened nearly a year ago but has only met twice in that time).

In terms of the new Renewal, Promotion, and Tenure (RPT) Agreement, the faculty through the Senate have expressed interest in modifying the language that requires outside letter writers to be above the rank of the candidate. UUP has likewise sought, following member feedback, to soften the language that ties a positive recommendation for tenure to satisfying the standards for promotion to Associate Professor. UUP has been willing to bargain in good faith on both issues, but management has not been willing to compromise regarding the decoupling of promotion and tenure.

The following wording in the [RPT Implementation Letter](#) also requires modest adjustment to prevent the casting of two votes by the same individual on candidate files (for example, a department Personnel Committee member who also sits on P&T): “Tenured faculty holding an administrative title and/or who are part of the tenure and promotion review process are excluded from participating” in college-wide RPT committees. We also need to affirm through two years of precedence or agreement that self-nominations for service on RPT committees move *through the Senate Business Committee* to the Deans, Library Director, and Provost.

Following a successful pilot of the new electronic Student Course Surveys (SCS) last semester, UUP reached out to our membership for feedback, which has been helpful. We expect a meeting will be scheduled later this semester with Management, UUP, and IT to try to resolve problems of access, find out why there were 40 course sections with no replies in the fall, and to settle summer session evaluation timing. We must also finalize a process for scrubbing ad hominem, extreme bias or hatred, and other inappropriate written responses on SCS's submitted for RPT purposes. In the meantime, we are waiting for Management's response to a draft proposal of the SCS Implementation Letter and to our proposal to finalize the SCS Data Management document.

In terms of the use of the Faculty Success software as a receptacle for the submission and tracking of RPT files—the RPT Agreement, and every draft of the Faculty Success Data Usage policy that UUP has in its records, unambiguously show that faculty have the right to choose or not to choose to utilize Faculty Success for this purpose. Yet, at the moment, it appears the Management has provided no other option for the submission of RPT files, except through Workflow in Faculty Success.

UUP has asked Management if the use of Faculty Success, which includes a tab called “Workflow,” is a requirement for the submission of RPT materials—or if faculty still have a choice to submit dossiers in a different manner, consistent with the bargained agreement. Two passages from the Faculty Success Data Usage Guidelines address this matter directly:

“Employees will not be mandated to use Faculty Success as an information repository or reporting mechanism to achieve appointment renewal, promotion or continuing appointment (tenure) except for creation of the FAR.”

“In addition to the process identified in Paragraph 1, faculty employees may, if they choose, use Faculty Success as a receptacle for uploading and managing the flow of completed employee-created documents for promotion, tenure, contract renewal, and sabbatical leave processes.”

Finally, in addition to the aforementioned lack of meaningful forward movement on the Compensation Taskforce that was created to address long-simmering compensation issues on campus, we are still seeing implementation problems with the Adjunct MOU three years after its initial rollout. Management does not seem to grasp the fact that the evaluation system for part-time faculty, which they requested and UUP bargained to completion, requires the submission of student evaluations, each distinct syllabus, and all grade distributions to the Department Chair for reappointment at the end of 1-year, 2-year, and 3-year contracts.

We’ve also seen departments try to create additional evaluative criteria for part-time faculty in violation of terms and conditions of employment. And there still exists confusion about who is eligible for adjunct promotion—and when. We’ve repeatedly asked Management to supply Department Chairs with that information every spring, as it is supplied for full-time faculty, but we’re still getting reports from Department Chairs that that is not happening consistently.

So, while we bemoan the slowdown in Management’s response to these and many other issues, we remain vigilant and optimistic that a new Provost will get things moving again—and that Management and UUP can make progress on other pressing matters.

We also want to hear from you, so don’t hesitate to reach out to your union representatives with any problems, concerns, suggestions.



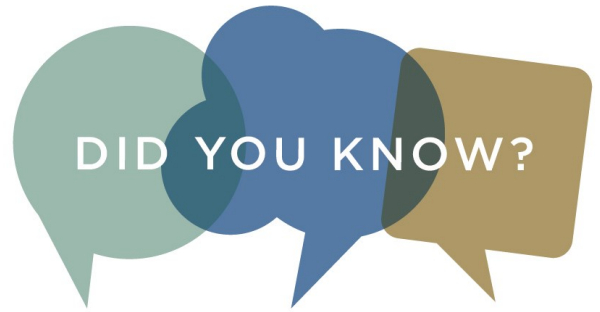
2021-22 AND 2022-23 SPEAKERS FEES PAID

UUP Oneonta always remains concerned about expenditures involving speakers and consultants especially when we have structural deficits. While less severe than the highly “distressed” SUNY campuses, our deficit is about \$2 million. As stewards of public funds, the College must use its resources carefully. Periodically, UUP requests and receives a list of contracts for these purposes. Campus Management provided the following information to UUP upon request.

Fiscal Year	Event	Payee	Check Date	Amount	Student Life Portion
21-22	Rosa Clemente	Know Thyself Productions LLC	10/14/2021	\$5,000	0
21-22	Monti Washington	Contemporary Issues Agency Inc	2/18/2022	\$5,400	\$5,400
21-22	Ken Nwadike Jr.	Conscious Campus LLC	9/13/2021	\$6,500	\$6,500
21-22	Dr. Bernard Lafayette	MacRae Speakers and Entertainment LLC	4/15/2022	\$8,200	\$8,200
22-23	George Takei	United Talent Agency LLC	11/07/2022	\$19,500	\$8,000
22-23	Nikole Hannah-Jones	The Lavin Agency Inc	12/21/2022	\$51,455.80	\$10,000
22-23	Nika King	MacRae Speakers and Entertainment	9/01/2022	\$17,500	\$17,500

WHAT IS SICAS?

DID YOU KNOW WE ARE PART OF THE CAMPUS?



James Struble, UUP Survey Coordinator
Shirley Clark, Delegate and VP Professionals Candidate

The SICAS (Student Information and Campus Administrative Systems) Center provides software, services, and solutions for administrative computing needs for member campuses. The Center works closely with college administrative professionals providing consulting, training, and customer support as well as developing software enhancements to Ellucian's Banner Software System. This includes software, enhancements to Banner baseline, ODS, Extender, Workflow, Luminis, documentation, consulting, and training.

SICAS offers four membership options (Full, Open, Associate, Degree Works) that serves state operated campuses, community colleges and private institutions statewide. Each membership level has rights to various levels of service from the SICAS Center.

SICAS Holds an annual Summit in the Fall each year that brings together member campuses from across the state for a one- and one-half day conference. Presenters are colleagues from member institutions, SICAS staff, as well as business partners. Presentation topics include both technical and functional area on how to utilize Banner and/or Degree Works, as well as Software Vendor updates. This conference also allows participants to speak with partner companies whose software they may be using or are interested in using.

New for 2023, the SICAS Center will be presenting a virtual SICAS Summit during the week of April 17-April 21. This virtual Summit will feature some replays of sessions that the SICAS team did at the in-person event the prior Fall, in addition to some new content.



UUP JOINT LABOR MANAGEMENT PROGRAMS

Joint Labor-Management Programs are contractually negotiated and jointly administered by committees formed by United University Professions and New York state. These programs address mutually identified needs and goals of UUP and New York state. Joint Labor-Management Committees are comprised of UUP members and representatives from New York state. The following are programs exclusive to UUP bargaining unit members and focus on individual employee development:

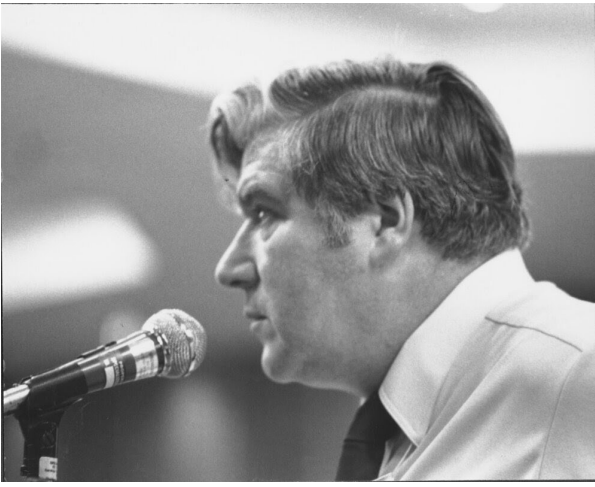
Enrollment Enhancement Program

Campus Grants Program

Professional Development Grant Program

Campus Training and Leadership Workshops

[Please click here to view more details about each program.](#)



JOHN CARNEY: “SHOULD AULD ACQUAINTANCE BE FORGOT”

Bill Simons, Chapter Secretary, and Loraine Tyler, Officer for Retirees/Southern District Representative

John Carney was a force of nature. Modest in height but with a massive torso, big shock of iron-grey hair, and eyes blazing with fierce indignation at the latest outrage by the fat cats, he looked like an Irish American labor leader from a Jimmy Cagney movie. He sounded like one too with a whistle that could bring a freight train to a stop and with a booming voice that dominated many a crowd. And he was indeed a labor leader. Some of us who knew him in his prime still can't believe that that on December 21st

death had the temerity to walk into John's room at the Veterans Home in Oxford to claim him at age 90.

Along with Denny Shea, Ed Wesnofske, and Fred Miller, John was one of the defining leaders of UUP Oneonta during its early decades. John served two terms, four years, as president during the mid-1980s. A good chapter president—and that is what John was—doesn't simply hold an office. He or she has assumed a lifestyle with 24/7 responsibilities. Coordinating with State UUP, John participated in many Albany lobby days at the legislature in the annual fight for adequate SUNY funding, provided input concerning union contractual goals along with other chapter presidents, and brought large contingents to the Delegate Assembly where he frequently found his way to the microphone, not that he needed one. Back in Oneonta, John recruited and mentored new UUP leaders, rallied members at chapter meetings, quarterbacked the union contingent at robust Labor-Management meetings, led protests on the quad, engaged member grievances, built solidarity with other unions, forged off-campus alliances in the community, advocated at the district offices of our local state legislators, carried with him a contagious solidarity, and recruited his wife Peg as our CWA assistant. While John was at the helm, *The Sentinel*, in its prime the best local union publication in the state, was born.

Prior to coming to SUNY Oneonta, John served in the Air Force, circa the Korean conflict. Of course, John's paycheck job was as a prof — and a memorable one — in the former Speech and Theater Department. Working double time, he earned a Ph.D. from Penn State.

Loraine contributed the following paragraph about John as teacher, mentor, and friend: “John Carney... my professor, my boss, my mentor, my friend I first met John my freshman year at SUNY-Oneonta taking Speech 100. During that semester, the student chapter of the American Home Economics Association held a fund raiser babysitting, cleaning, etc. John answered my ad! From a working family, my dad had one white shirt for Sunday. John must have had dozens. I spent many a Saturday ironing those shirts! and interacting with the family. My sophomore year I was John's work study student. For some reason, John must have seen some potential as he became my mentor from that time forward. As a result, I've been active in UUP for 50 years! Oneonta and UUP owe much to John Carney! He will be missed.”

Though the decades, both before and after his time as UUP Oneonta president, John held a variety of other chapter offices. Retirement didn't slow John down. An elected alderman and a feisty Democrat, he served eight years on the Oneonta Common Council. John and Peg founded Carney books, dealing in an impressive array of literature in the big barn-like structure that stood at the rear of their home at 44 Elm Street. And he did his time on the Greater Oneonta Historical Society board.

John liked Irish rhetoric, literature, music, food, and beer. For many years, with Peg by his side, he indulged the latter three enthusiasms at the pre-St. Patrick's Day party hosted annually by Bill and Brigid Sullivan at the Elks Club. With a plate of corned beef, cabbage, and boiled potato in front him and a Guinness at the ready, glancing at the dancers, he kept time to the haunting Irish music played by the inimitable Dady Brothers.

As we start a new year, show kindness to a person or animal, share a good story, have a loud laugh, and remember John — for the sake of auld lang syne. UUP does not forget.

UNION
STRONG *with* ALWAYS
FAMILY

UUP CAPS THE YEAR: DECEMBER 2022

By Bill Simons, Chapter Secretary

UUP Oneonta capped the year 2022 with a strong December finish. The initiatives of 2022 created the trajectory for the year to follow. In addition to coffee socials that provided venues for sharing of information while recruiting activists and a series of workshops that strengthened contractual savvy, December 2022 featured UUP Labor-Management, Chapter, Budget, and Provost Candidate meetings. Notes of the Labor-Management Meeting appear elsewhere. Summary comments concerning the Chapter, Budget, and Provost Candidate sessions appear below—and a flexible definition of the month will admit November 30th into the rollcall.

Chapter Meeting: Wednesday, November 30, 2022

The November 30th, noontime, Chapter Meeting was a hybrid, attracting strong attendance both at the in-person gathering in Le Café, Morris and on the virtual Microsoft Teams participation. Chapter President Rob Compton covered a range of topics while fielding questions and considering comments. The presentation included:

- *UUP participation in upcoming union-dedicated meetings with Provost candidates;
- * UUP collaboration with other campus unions in Provost-candidate meetings and beyond
- * a Dean of Graduate Studies position will be filled and has implications for UUP;
- * the results of the Dean of Students search awaits announcement;
- * response to the Part I of the UUP Survey is complete; tabulation will proceed, then distribution; the rate of participation was impressive;
- * December Labor-Management Meeting coming up; UUP opposes Management proposal for an additional 15 days of employee obligation and will forward a counter proposal
- *some CSEA employees have been declared essential in terms of College closing; UUP will determine if any of its members have been declared essential;
- *Retention/Tenure/Promotion procedures are progressing, but some implementation issues have emerged;
- *Discretionary Salary Increases announcement are coming to both recipients and non-recipients;
- *Student Course Surveys have been revised;
- *Professionals and Academics express concerns about workload creep;
- * number of Performance Programs remain incomplete;
- *contract negotiations proceed
- * UUP Chapter elections are on the horizon: workshops on candidate protocols will precede the elections;
- * State UUP elections are also coming;
- * State UUP has created an ad hoc committee to consider direct elections of State Officers; Chapter already have direct election of officers; by Executive Board and Chapter votes UUP Oneonta has endorsed direct election of State UUP officers.

Chapter Meeting and Gathering: Saturday, December 3, 2022

UUP Oneonta held a brief, well attended informational meeting at 6 PM on Saturday, December 3 at the O at 112 in Otego. Vice President for Academics Mark Ferrara provided a concise but pointed summary of Chapter issues and concerns. Mark stood at the entrance to greet and communicate with attendees as they arrived and left. Over refreshments, animated lateral communication between members, building solidarity. Kudos to Special Events Director Lorraine Tyler and CWA Office Assistant Kerry Osterwald for organizing a great event. In addition, Kerry MCed a memorable session of Trivial Pursuit, meshing popular culture and UUP lore. The energy level in the room remained high throughout the evening. Closing time came at 9 PM. As always, Treasurer Rich Tyler kept a watchful on the Chapter budget.

Budget Briefing: Friday, December 2, 2022

UUP participated in a union-dedicated, Management, virtual budget briefing on Friday, December 2, 2022, 10-11 AM. UUP thanks Vice President for Finance and Administration Julie Piscitello for the clarity of her presentation. More general distribution of the data will come from Management.

Included under 2022-23 Projected All-Funds Operating Budget by Funding Source:

- *State Tax Operating Support--\$13. 0, 12%
- *Fee and Other Income--\$17.4, 15%
- *Tuition and Related Core Revenue--\$36.9, 33%

Included under Staffing and Enrollment Trends

Fall Student Headcount

- *2021-2022 6,718
- *2022-2023 5,471

Provost Candidate Meetings: Friday, December 2; Monday, December 5; Friday, December 9, 2022

At the invitation of Management and the Search Committee, UUP, along with CSEA, met in union-dedicated meetings with Provost candidates on Friday, December 2 (----Dr. Enrique Morales-Diaz); Monday, December 5 (Dr. Kyoko Amano); and Friday, December 9, 2022 (Dr. Berry). UUP thanks SUNY Oneonta President Alberto Cardelle, Vice President/Chief Diversity Officer: Office of Equity and Inclusion Bernadette Tiapo, and Personnel Director/Employee Services Dia Carleton for facilitating union-dedicated meetings with Provost candidates. The union-dedicated meetings with Provost candidates allowed UUP and CSEA to discuss the union background and orientation of candidates and other matters of concern. UUP participants in these sessions included Shirley Clark, Bill Simons, Betty Wambui, and Matthew Unangst.

UUP Oneonta always runs at full tilt and expective major 2023 initiatives.



UUP ONEONTA EXECUTIVE BOARD MEETING MINUTES:

THURSDAY, JANUARY 26, 2023, 12 PM, LE CAFÉ, MORRIS, AND MICROSOFT TEAMS

Present

Le Café B19: James D'Amico, Scott Barton, Shirley Clark, Rob Compton, Mark Ferrara, Dawn Hamlin, Jeri Anne Jerminario, Penina Kamina, Janet Nepkie, Chris Sielaff, Bill Simons, Lucas Staubach, Loraine Tyler, and Rich Tyler

Microsoft Teams: Kerry Osterwald, Nancy Simons, Jessie Simpauco, James Struble, Ed Wesnofske, Gary Wickham

I. President's Welcome: Rob

- A. Meeting called to order at 12 PM
- B. Executive Board members thanked for their service
- C. Attention brought to imminent arrival by mail of UUP Oneonta Chapter Officer & Delegate and affiliate nomination forms
- D. Upcoming Chapter programs and meetings announced:
 - (i) 1/31 Chapter Elections Informational Meeting (additional information about virtual Election meeting appears in *UUP-date*)
 - (ii) 2/14 Chapter Membership Meeting
 - (iii) 2/21 *Off Duty, But Not Off the Hook Workshop*, hosted by our NYSUT Labor Relations Specialist, Chris Sielaff
 - (iv) 2/23 Labor-Management Meeting
 - (v) 2/23 Executive Board Meeting

II. Secretary's Minutes: Bill

- A. the minutes of the Wednesday, September 14, 2022, Executive Board Meeting were reviewed
- B. a motion was made and seconded to approve the minutes
- C. the minutes were approved unanimously by voice vote

III. Secretary's Minutes: Bill

- A. the minutes of the Wednesday, November 2, 2022, Executive Board Meeting were reviewed
- B. a motion was made and seconded to approve the minutes
- C. the minutes were approved unanimously by voice vote

IV. President's Report: Rob

- A. many personnel changes on campus due retirements and non-retirement departures
- B. contract negotiations continue
- C. last round of Individual Development (IDA) Awards expires at end of March
- D. efforts are being made to implement RPT (Retirement/Promotion/Tenure) Provisions
- E. Student Course Survey replaced SPI (Student Perception of Instruction) during fall 2022 semester
- F. Dean of Liberal Arts Elizabeth Dunn is no longer the liaison to UUP Academic; she was replaced by Acting Vice President for Academic Affairs Eileen Morgan-Zayachek. In March 2023, the new Provost may assume that role.
- G. UUP has caveats to Management request for 15 days of academic summer obligation
- H. student enrollment is down approximately 20%
- I. UUP advocates compensation for additional training
- J. at the last Labor-Management Meeting, Management provided UUP with requested information about outside speaker fees
 - (i) the highest such fee for an outside lecture was \$51,000
- K. UUP is monitoring the replacement of adjunct faculty by fulltime faculty
 - (i) one such case has triggered a formal grievance

V. Discussion

- A. Proposals were made for Chapter programming:
 - (i) restoring meetings with local state legislators
 - (ii) conducting a program on the implications of Artificial Intelligence for teaching

VI. Vice President for Academics Report: Mark

- A. IP (Improper Practice) was filed due to Faculty Success data being used in violation of the Labor-Management agreement
- B. UUP will send out a query to gather feedback concerning faculty experience with the Student Course Survey
- C. UUP and Management need to resume formal discussion concerning salary equity and the Lecturer MOU
- D. AI (Artificial Intelligence) elicits serious concerns about student papers and other student work

VII. Treasurer's Report: Rich

- A. the monthly Treasurer's Report was presented and reviewed
- B. a motion was made and seconded to approve the Treasurer's Report
- C. the Treasurer's Report was approved unanimously by voice vote

VIII. UUP Traditional End of the Academic Year Party

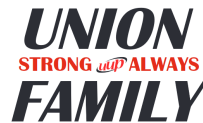
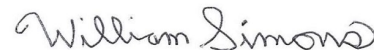
- A. Loraine announced that the traditional end of the spring semester party would be held in late May, probably at THE O at 112 in Otego

IX. Announcement

A. Ed announced that special committee, appointed by State UUP President Fred Kowal, on direct election of State UUP officers will meet this afternoon. Ed noted that the impetus for this committee began with research and resolution by the UUP Oneonta chapter.

X. The January 26, 2023, Executive Board Meeting adjourned at 1:02 PM

Submitted by Bill Simons, Secretary, UUP Oneonta



UUP ONEONTA LABOR-MANAGEMENT MEETING NOTES

MONDAY, NOVEMBER 7, 2022, NETZER 310

By Bill Simons, UUP Secretary

Present for Management: Dia Carleton, Alberto Cardelle, Elizabeth Dunn, Tracy Johnson, and Julie Piscitello

Present for UUP: Shirley Clark, Rob Compton, James Damico, Mark Ferrara, Chris Sielaff, and Bill Simons

I. Welcome.

- A. The meeting came to order at 9:30 AM.

II. Acknowledgments

- A. UUP affirmed receiving a copy of the Faculty Handbook and thanked Management for providing it.
- B. Management affirmed receiving a copy of the November *Sentinel* and thanked UUP for providing it.

III. Quality of Professional Life and Administrative Assessment

- A. UUP announced completion of Part I of its Quality of Professional Life and Administrative Assessment.
 - (i) Part I deals with campus climate.

- B. UUP will provide Management with a copy of the unabridged Part I statistical and textual responses.
- C. Part II of the Professional Life and Administrative Assessment will soon be implemented.
 - (i) Part II will provide evaluation of specific Administration offices.

IV. Graduate Faculty Status

- A. UUP previously noted a prior Provost, James Mackin, agreed that faculty already granted graduate faculty status would retain that designation although future applicants to that status would need to go through the formal application procedure. UUP advocates continuation of the past practice.
- B. Management responded that when individuals need documentation of graduate faculty status when submitting materials to an external entity for a grant application or other purpose, Management could provide a letter of confirmation.
- C. UUP returned to the original issue of retention of graduate faculty status by those already so designated.
- D. Management reiterated that address of the issue will await the appointment of a Dean of Graduate Studies and that decisions will be on a case-by-case basis.

V. Temporary vs. Term Appointment for Professionals

- A. For new Professional hires, UUP generally advocates term appointments rather than temporary appointments —to dissipate the fear engendered by indeterminate “at will positions.”
 - (i) UUP finds temporary appointments salutary if the position is truly to remain temporary —but experience suggests that is not always the practice.
- B. Management stated that it has not seen the temporary designation as a barrier to recruitment of Professional employees but will watch and monitor the situation.

VI. Parking

- A. By way of introduction, UUP noted a recent incident of an employee being ticketed for having the parking sticker affixed from the inside rather than the outside of the window.
- B. The union proposes to move away from a physical, paper-based parking sticker to a virtual, license-based registration --benefits of such a change would include sustainability.
 - (ii) Cortland and Cornell are amongst the campuses with virtual license-based reading systems.
- B. Management requested that UUP present a written parking protocols proposal encompassing all campus unions.
- C. UUP inquired where money from parking ticket fines goes.
 - (i) Management answered that money collected from traffic fines is deposited in the General Income Fund Reimbursable.

VII. UUP requested updates concerning Adjunct promotion applications,

Retention/Tenure/Promotion (RTP) protocols, and Student Course Survey (SCS) negotiations

- A. Management indicated that there were 5 adjunct promotion applications in the schools of Liberal Arts and Economics & Business.

- (i) Management will report back data from the other schools.

- B. Concerning RTP, Management responded that advisory committees will be constituted and ready to receive materials.

- C. UUP has heard concerns about the conflation of tenure and promotion, and UUP seeks clarification as to whether tenure can still be attained at the assistant professor level.

- (i) Management will examine the issue internally and then discuss it with UUP.

- D. UUP and Management are close to finalizing an SCS agreement.

VIII. Veterans Day

- A. Management affirmed that there will be Veterans Day recognition ceremonies and observance.
 - (i) Kelly Pinter, Student Accounts, is the new contact person for student veterans.
- B. UUP will be presenting a veterans proposal encompassing students and all campus unions.

- IX. Discretionary Salary Increases (DSI)
- A. Management anticipates mailing DSI letters to employees during the first week of December.
 - (i) Recipient of DSI and non-recipients will receive notice.
- X. Course Caps
- A. UUP expressed concerns about course caps, especially those on senior seminars.
 - B. Management is assessing the situation.
 - C. Referencing the calendar, UUP asserted that students need guidance.
- XI. Other terms and conditions
- A. UUP and the State of New York continue contract negotiations.
 - (i) UUP Oneonta plans to present Management with postcards signed by union members to promote support for campus and SUNY-wide policies.
 - (ii) Management noted that it does not play a direct role in negotiations.
 - (iii) UUP and Management touched upon the possibility of future collaboration on behalf of SUNY.
 - B. Management is still waiting for a formal response from UUP to its proposal to enlist faculty in a new 15-day period of engagement.
 - (i) UUP reiterated strong caveats to such a proposal.
 - (ii) Management responded that the 15-days is a starting point for discussions and would welcome dialogue with UUP on the proposal.
 - C. UUP shared faculty reports of an upsurge of student cheating: confidentiality was observed in said discussion.
 - (i) Information received by UUP at this point suggests that plagiarism is the main form of student cheating.
 - (ii) Management and UUP both allowed that inadequate pre-college preparation, exacerbated by Covid, may contribute to the spike in student plagiarism.
 - (iii) UUP suggested an underreporting of student cheating due to frequent ad hoc faculty response to infractions.
 - (iv) Management noted that the College Senate is working on an advisory academic integrity proposal.
 - D. Provost Search Update
 - A. Management reported a strong candidate pool with plans to start the interview process in early December.
 - B. UUP and other campus unions will receive an invitation to union-dedicated meetings with candidates.
 - E. University Police
 - (i) UUP reported information of the involvement of University Police in the escort of a terminated employee off campus.
 - (ii) UUP asserts that University Police involvement in termination should take place only when the employee is a threat to him/herself or to others.
 - (iii) Management responded that University Police were “available” concerning the incident and that the Campus President had no knowledge of said incident prior to today’s Labor-Management meeting.
 - (iv) Prior to further interface on this issue, Labor and Management will conduct additional research.
- XII. The meeting adjourned at 11:00 AM.

UUP ONEONTA LABOR-MANAGEMENT MEETING NOTES:

THURSDAY, FEBRUARY 23, 2023, NETZER 310

By Bill Simons, UUP Secretary

Present for Management: Alberto Cardelle, Dia Carleton, Tracy Johnson, Eileen Morgan-Zayachek, Julie Piscitello, and Bernadette Tiapo

Present for UUP: Shirley Clark, Rob Compton, James Damico, Mark Ferrara, Chris Sielaff, and Bill Simons

I. Welcome.

A. The meeting came to order at 10:30 AM.

II. UUP inquired concerning Management's perception of the February 16, 2023, campus visit by SUNY Chancellor John B. King Jr. UUP also asked to have the opportunity to meet with the Chancellor in subsequent visits.

A. Management reported that Chancellor King met with a range of campus constituencies and felt that he left with a positive view of SUNY Oneonta and was particularly pleased with his interaction with students,

B. Management will set aside a UUP-specific slot for subsequent campus visits by the Chancellor.

III. UUP put forward a proposal for joint Labor and Management advocacy with NYS legislators on behalf of SUNY Oneonta.

A. Management stated that it was amenable to joint advocacy.

B. UUP and Management will subsequently discuss a framework for joint advocacy on behalf of SUNY Oneonta.

IV. UUP requested information regarding the current appointment of all part-time academic employees, including the following information:

(i) current category of appointment, term of temp

(ii) current appointment length or expected length (semester, 1 year term, 2 year term or 3 year term)

(iii) number of consecutive semesters of employment prior to current appointment. Number should include semesters during which an employee taught no courses because those courses were cut due to low enrollment.

A. Management will provide the requested data, but it will take time to assemble the materials.

V. The union expressed concern about adjunct removal due to redeployment of fulltime faculty, the process of adjunct renewal, and the status of long-term employment for adjuncts. UUP stated that Management turnover leads to loss of institutional memory. UUP expressed concerns that there are lapses in enforcement of the Adjunct MOU, which, UUP asserted, covers all adjuncts. UUP also stated that department chairs are not turning in lists of adjuncts eligible for promotion.

A. Management stated that it could not follow up on every adjunct eligible for promotion and renewal. Management asked UUP to do more to monitor and inform adjuncts concerning MOU procedures.

B. UUP requested Management to send adjunct reappointment letters in a timelier fashion.

C. Management stated that some adjuncts are not submitting evaluative materials.

(i) UUP acknowledged this.

D. UUP and Management agreed that departments cannot create their own additional adjunct evaluative forms.

VI. UUP asked for clarification concerning the status of temporary professional employees

A. Management has reminded part-time temporary employees and their supervisors of eligibility protocols to

move part-time temporary employees to term appointments and that transition will happen.

VII. UUP stated that cancelling course with enrollment below the stated minimum often has a negative impact on students planning for graduation.

(i) The union suggested looking at a faculty member's total FTE rather than enrollment in a single course in terms of course cancellation decisions.

(ii) Labor noted that faculty report inconsistency in the cancellation of courses below the formal required figure.

A. Management responded that some of the inconsistency in cancelling or not cancelling courses with an enrollment of less than 12 does derive from essential courses needed for graduation and total FTE.

(i) To compensate for a cancelled course, a faculty member may voluntarily and for compensation teach and independent study or individual enrollment course.

VIII. UUP asserted a problem in the recruitment and retention of Professionals

--due to workload, pay, and paucity of supervisor training (reflected in non-compliance by a significant number of supervisors concerning Performance Programs).

A. Management questioned whether Oneonta is losing more Professionals than other SUNY campuses in our sector as well as whether our Professional attrition rate is higher than in the past.

B. Management and UUP committed to holding joint supervisor training workshops.

IX. UUP stated that increased numbers of Academics are leaving SUNY Oneonta and that compensation is a factor.

(i) The union is concerned about the inertia of the equity study taskforce.

(ii) Compensation needs to be engaged more vigorously.

A. Management contends that the lack of accessibility to comparative data impedes work on the equity study.

B. Management noted that it invites all departing, fulltime employees to participate in exit interviews and that most accept the invitation to participate in an exit interview, Management stated that some departing employees leave for other than the reasons cited by UUP.

C. UUP returned to the need to prioritize the equity study.

(i) Management stated that we can make progress on the equity issue.

X. UUP announced that it will be hosting an AI (Artificial Intelligence) panel and informed President Cardelle that he would receive a formal invitation to serve on the panel.

XI. RTP (Retention/Tenure/Promotion) Issues

A. UUP contends that the written agreement states that Faculty Success storage is not mandatory for RTP materials.

(i) Management says it will get back to UUP on this and that more work is needed on the issue.

B. Management will contact GOER to seek permission to enter into additional formal negotiations on RTP issues, including those involving support letters for candidates.

(i) UUP will contact State UUP to seek permission to enter into additional formal negotiations on RTP issues, including those involving support letters for candidates.

XII. Management inquired about a letter received from a employees from a specific department that was written on UUP letterhead.

A. UUP replied that the letter in question was not an official communication from UUP, but that the senders did consult with UUP.

XIII. In response to Management's communication about Mandatory Training for Active Shooter and other Emergency Situations, UUP will take the matter under consideration after deliberation about compensation, time commitment, involvement of adjuncts, mandatory participation, nature of the training, and augmenting the areas in the NYS template to reflect SUNY Oneonta's past experience with an active shooter situation (which proved to be a hoax).

XIV. The meeting adjourned at 11:55 AM.



2021-2023 EXECUTIVE CONTACT LIST

Robert Compton, *President*

robert.compton@oneonta.edu

Campus Ext. 3048

Vacant, Vice President for Professionals

Mark Ferrara, *Vice President for Academics*

Mark.Ferrara@oneonta.edu

Campus Ext. 2427

Maria Chaves-Daza, *Officer for Contingents/
Academic Delegate*

maria.chavesdaza@oneonta.edu

Campus Ext. 3487

Chris Sielaff, *NYSUT Labor Relations Specialist*

chris.sielaff@nysut.org

Geoff O'Shea, *Grievance officer*

Geoffrey.oshea@oneonta.edu

Campus Ext. 3257

William Simons, *Secretary/Academic Dele-
gate*

william.simons@oneonta.edu

Campus Ext. 3498

Richard Tyler, *Treasurer/ Academic Dele-
gate*

Richard.Tyler@oneonta.edu

Loraine Tyler, *Officer for Retirees/Special
Events Coordinator/Academic Delegate*

Loraine.Tyler@oneonta.edu

Home phone 433-2452

Gary Wickham, *Academic Delegate/
Veteran's officer*

Gary.Wickham@oneonta.edu



Scott Segar, *College Review Panel Chair*

Scott.Segar@oneonta.edu

Ron Bishop, *Health & Safety Officer*

Ron.bishop@oneonta.edu

Penina Kamina, *Affirmative Action
Officer/Academic Delegate*

Penina.Kamina@oneonta.edu

Linda Drake, *Director of Community Service*

Linda.Drake@oneonta.edu

Dawn Hamlin, *Disabilities Officer*

Dawn.Hamlin@oneonta.edu

Christine Barberio, *Grants Officer/
College Review Panel*

Christine.barberio@oneonta.edu

Paul Bischoff, *Teacher Ed Task Force*

Paul.Bischoff@oneonta.edu

James D'Amico, *Professional Delegate/
College Review Panel*

james.damico@oneonta.edu

Glenn Pichardo, *Committee on Profes-
sional Evaluation and College Review
Panel*

Glenn.pichardo@oneonta.edu

Aimee Swan, *College Review Panel*

aimee.swan@oneonta.edu

David Lincoln, *Professional Delegate*

david.lincoln@oneonta.edu

Jeri Jerminario, *Professional Delegate*

Jeri.Jerminario@oneonta.edu

Shirley Clark, *Professional Delegate*

Shirley.clark@oneonta.edu

Betty Wambui, *Academic Delegate*

Betty.Wambui@oneonta.edu

Vacant, Membership Development Officer

Joseph Baldwin, *Academic Delegate*

Joseph.Baldwin@oneonta.edu

Nancy Cannon, *Academic Delegate*

Nancy.Cannon@oneonta.edu

Ed Wesnofske, *Academic Delegate*

edwesnofske@optimum.net

The UUP Office

IRC 105, 607-436-2135

Kerry Osterwald, Chapter Assistant

oneuup@oneonta.edu

oneonta@uupmail.org

Please visit

**www.uupinfo.org for
UUP Statewide contacts
and info. UUP Oneonta
can also be found at
www.oneontauup.org
and also on [Facebook](#).**

If you are interested in becoming a Union representative for your department please contact the UUP Office at 105 IRC, oneuup@oneonta.edu, or call 436-2135