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Important Reminder: Deadline on October 10th for Adjunct Promotions-Portfolio Submission:
Mark S. Ferrara, Oneonta VPA (Vice President for Academics)

Management has just announced the new dates for this year’s adjunct promotion cycle. Candidate applications are due to your Chair on **Oct. 10, 2023**. Instructions for completing the portfolio (and other important information) can be found on [the university website](#).

In short, part-time faculty members with at least 4 years of continuous service, who hold a master’s degree or higher, may apply for promotion this year to Adjunct Assistant Professor, which includes a raise of \$500 per 3-credit course and a 2-year contract. Candidates with at least 7 years of continuous service, who hold a terminal degree, may apply for promotion to Adjunct Associate Professor, which includes an additional raise of \$300 per 3-credit course and a 2-year contract. Candidates with 12 years of continuous service, who hold a terminal degree, may apply for promotion to Adjunct Professor, which includes an additional raise of \$300 per 3-credit course and a 3-year contract.

The streamline teaching portfolios required for promotion include:

- 1) Background section with:
 - A) a (one page) statement of teaching philosophy,
 - B) a C.V. and distinct syllabi for each course,
 - C) SPI data,
 - D) grade distribution data,
 - E) one class observation letter by a peer or chair, and an
- 2) Evidence of Teaching Effectiveness section with narrative

self-assessment (one to two pages) and series of data entry points (including but not limited to

items such as course assignments, exams, written student comments, publications related to teaching, and so forth).

Questions about the promotion process may be directed to your Chair, Human Resources, or UUP Oneonta VPA (Vice President for Academics) [Mark Ferrara](#).

**A Reminder: Progressively Longer Terms for Contingent Faculty- Effective 9/12/23:
Mark S. Ferrara, Oneonta VPA (Vice President for Academics)**

Under the terms of the new contract, part-time academics are to receive 1-year term appointments after 3 years of continuous work. In addition, full-time lecturers are to receive 3-year term appointments after 7 years of continuous work.

SUNY campuses which have already issued appointment letters for this semester should begin issuing amended letters to eligible employees to reflect longer terms.

If you are eligible, and have not yet received an amended letter, please contact your Chair, Human Resources, or Oneonta UUP VPA [Mark Ferrara](#) at Mark.Ferrara@oneonta.edu.

From the Statewide UUP Office- New Contract Highlights:

**2022-2026 New York State/UUP Agreement
Effective Dates and Implementation Dates – Highlights**

• **Across the board salary increases:**

- 2% - 7/1 or 9/1/22 (depending on obligation)
- 3% - 7/1 or 9/1/23 (depending on obligation)
- 3% - 7/1 or 9/1/24 (depending on obligation)
- 3% - 7/1 or 9/1/25 (depending on obligation)

The State has not yet announced the official pay date for implementation of these increases. However, we anticipate that the 2022 and 2023 increases will be paid in the **11/22/2023 paychecks**. Checks will include both retroactive cash and increases in base salary rates.

• **On-base DSI distributions:**

- 0.5% pools for discretionary salary increases (DSI) in each year (12/23-12/26)
- Effective 7/1 or 9/1 (depending on obligation), paid in December.
- The 2023 DSI is a \$400 ATB on-base adjustment for full-time employees, prorated for part-time employees.

The 2023 DSI will be paid in either the **12/6/2023 or 12/20/23 paycheck**.

• **Retention Awards:**

- Builds on the existing eligibility criteria for the \$500 Service Award for attaining tenure/permanent appointment, etc. (generally at or around 7 years)
- Increases existing 7 year award to \$1,000 on base and expands eligibility to include qualified academic rank titles. – **effective beginning July 1, 2024.**

- Second award of \$800 on base for those who previously received the 7 year award at completion of 12 years of service – **effective beginning July 1, 2025.**

- **Increase minimum salaries for academic rank and professional SL grades:**

- Salary minimums for SL 1-3s and Instructor, Lecturer, and Asst. Professor ranks increase beginning in 2023 -- \$2000 per year for calendar year obligations;

\$1,667 for academic year obligations.

- Individual employees will receive either the new minimum or an ATB increase (whichever generates a higher salary for them).

We understand that eligible employees should receive the 2022 and 2023 across the board percentage increases in the **11/22/2023 paycheck**. Then, anyone whose new salary (as increased by the ATBs) is below the new minimum salary for rank should receive an additional adjustment to move them to the new minimum in the **12/6/23 paycheck**.

- **Per course salary minimums for part-time academic faculty:**

- Effective the semester beginning after July 1, 2022:
 - University Centers and Health Science Centers \$3,750
 - Comprehensive and Technology Colleges \$3,250
- Effective the semester beginning after July 1, 2023:
 - University Centers and Health Science Centers \$4,000
 - Comprehensive and Technology Colleges \$3,500
- Effective the semester beginning after July 1, 2024:
 - University Centers and Health Science Centers \$4,500
 - Comprehensive and Technology Colleges \$4,000
- Effective the semester beginning after July 1, 2025:
 - University Centers and Health Science Centers \$5,000
 - Comprehensive and Technology Colleges \$4,500
- Effective the semester beginning after July 1, 2026:
 - University Centers and Health Science Centers \$6,000
 - Comprehensive and Technology Colleges \$5,500

Individual part-academics who are paid on a per-course basis will receive either the new per course minimum (per 3 credits or credit equivalents) or the applicable across the board percentage increase (whichever generates the higher salary for them).

We anticipate that the 2022 ATB increase (for members with per course rates about the current minimums) and the 2023 increase will be paid in the **11/22/2023 paycheck**.

- **Location Pay:**

- The Downstate Adjustment (currently \$3026) will increase as follows:
 - 7/1/23—\$3087
 - 7/1/24—\$3400
 - 7/1/25—\$4000
- The Mid-Hudson Adjustment (currently \$1513) will increase as follows:
 - 7/1/23—\$1543
 - 7/1/24—\$1650
 - 7/1/25—\$2000

We anticipate that the 2023 increase will be included in the **11/22/2023 paycheck**.

- **Lump Sum Bonus:**

- Employees on-payroll (or on authorized leave without pay) at the date of ratification through April 30, 2024 will earn a \$3000 lump sum bonus, not added to base salary, pro-rated for part-time employees.

- Full-time employees will receive **\$1500 on July 1, 2024**, and **\$1500 on July 1, 2025**.
- Eligible employees who separate from service after April 30, 2024 will receive both payments.

• **PGY Salary Schedule (for Medical Residents and Fellows):**

The PGY salary schedule increases retroactive to 7/1/2022 and 7/1/2023 should be paid in the **11/22/2023 paycheck**.

• **On-call pay rates (primarily for hospital employees):**

- Increasing from \$6/hour to \$8/hour upstate effective 7/1/23.
 - Increasing from \$8/hour to \$10/hour in NYC and on Long Island effective 7/1/23.
- We anticipate that the increase in on-call pay will be paid in the **11/22/2023 paycheck**.

• **Holiday pay (for employees working at the SUNY hospitals and LI Vet’s Home):**

- Employees assigned to work at the SUNY hospitals or the LI Vet’s Home will have the option to choose holiday pay or comp-time for all State holidays, with holiday pay as the default option **effective beginning January 1, 2024**.
- There will be an election period during which eligible employees will have the opportunity to elect to receive holiday comp-time instead of pay from **November 15 – December 31, 2023**.

• **Paid Parenting Leave:**

- Up to 12 weeks of fully paid parenting leave (PPL), which can be used instead of or in addition to current leave benefits (leave accruals, PFL, FMLA, VRWS, etc.).
- PPL must be continuous and taken within 7 months of the child’s birth or placement in the home (adopted or foster child).
- Effective **retroactive to April 11, 2023**.

• **Sick Leave Accrual Cap:**

- Sick leave accrual cap increases to 225 days **effective beginning September 12, 2023**.

• **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

• **Health Benefits:**

- Negotiated Empire Plan changes will be **effective January 1, 2024**.
- Information about those changes will be announced again in open enrollment materials this fall, prior to implementation.

• **Progressively Longer Terms for Contingent Faculty:**

- Part-time academics -- 1-year term appointments after 3 years of work;
- Full-time Lecturers, plus Clinical and Research titles at the non-HSC campuses -- 3-year term appointments after 7 years of work.
- **Effective 9/12/23** – Campuses that have already issued appointment letters for this semester should begin issuing amended letters to eligible employees to reflect longer terms.

• **Joint Labor-Management Committee programs:**

- Significant expansions in funding for JLMC Programs, including the Individual Development Awards, Drescher Leave, and CLEFR programs.

- Campuses have been notified of campus IDA allocations both for **retro program (April 1 – June 30, 2023)** and for **current year program (July 1, 2023 – June 30, 2024)**.
- CLEFR (*initial* certification or licensure exam fee reimbursement) is **running now**.
- **NEW** CLRFR program (certification and licensure *renewal* fee reimbursement) should begin **January 1, 2024**.

• **Space Available Program**

- One course per session, with a maximum of four courses per year.
- Employees who have completed graduate coursework may enroll in up to three credits of dissertation/thesis degree completion per semester.
- Part-time employees who have completed four semesters and who are expected to return in the fall may take summer courses.
- **Effective beginning September 12, 2023** (employees who have already paid tuition this semester for degree-completion courses should request reimbursement).

• **Professional Title Review:**

- Created two positions in SUNY System Admin to conduct a comprehensive review of the SUNY professional title series.
- **Review will begin ASAP after the 2 new positions are filled.**

• **Other provisions without specific effective dates:**

- Other changes that do not have specific effective dates in contract language are **effective September 12, 2023**.
- Examples include:
 - Art. 16 – expansion in types of data UUP receives from SUNY
 - Art. 7 and Art. 19 – various procedural changes to expedite the process
 - Art. 23 – new limitations on medical documentation requirements
 - Art. 31 – personnel file log requirement changes
 - Art. 33 – expansion of adverse tenure/permanent decision appeal rights
 - Appendix A-28 – improved process for appealing unsatisfactory job evaluations and denials of salary increases for expanded duties and responsibilities
 - Appendix 45 – leave donation program improvements



Attend the Next Chapter Meeting! Free Food!

RSVP to the Thursday, October 19th Chapter Meeting Event!

Our next UUP Chapter Meeting will be on Thursday, October 19th from 2:30-3:30 PM in Le Cafe in the Morris Complex. There will be a dessert station with assorted cupcakes, chocolate peanut butter bar, lemon bar, seasonal sliced fresh fruit, and farm fresh crudites with ranch dip. Coffee, tea, soda, and water will also be served.

If you would like to come, please email an RSVP to uuponeontachapterevents@outlook.com



Chapter Schedule for Fall, 2023

UUP Oneonta Fall 2023 Meeting Schedule-

We will be in Le Café in Morris Complex for these meetings, unless otherwise noted.

Executive Board Meetings for the Semester- Fall 2023:

First Thursday of the Month from 2:30-3:30 PM:
Thursday November 2- In IRC B-19
Thursday December 7

Chapter Meetings for the Semester- Fall 2023:

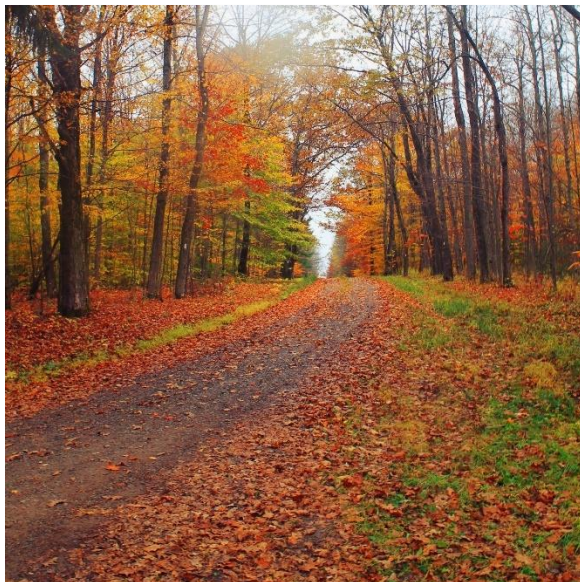
Second Thursday of the Month from 2:30-3:30 PM:
Thursday, October 19th
Thursday November 9
Thursday December – TBA

Labor Management:

Thursday, September 28th from 2-3:30 PM
Thursday, October 26th from 2-3:30 PM
Thursday, November 16 from 2-3:30 PM
Thursday, December 14 from 2-3:30 PM

Coffee Hour- Location to be determined:

Thursday, October 26th from 3-4 PM
Monday, November 13th from 3-4 PM
First Day of Finals from 3-4 PM



Solidarity on the River: UUP Paddles the Susquehanna

by Bill Simons, Secretary



the fleet assembles



intrepid unionists

In the right circumstances, paddling the river while engaging nature is a great stress buster and sheer fun. As part of a UUP contingent, it is also a bonding experience, creating shared experiences that foster loyalties, common purpose, and resolve. Moreover, the trip brings ecological focus to our water resources.

On Saturday, September 23, 2023, UUP Oneonta took to the Susquehanna River. Launching around 1 PM from Portlandville, the UUP team paddled upriver, passing under an old and hulking railroad bridge, where remnants of large, abandoned raven nests clung to trestle frames. On this stretch of the Susquehanna, there is still water, with very little current, allowing easy paddle both up and down river. Periodic stops, mentoring by the more experienced, monitoring the weather, and mandatory life jackets kept the group safe and together. Around 3 PM return, we returned to port.

Deterred by threats of a storm that never materialized, a few signups never showed. It takes time to build a movement back up, and this was the first time since Covid that UUP took to the

water. Our group included Shirley and Robert Clark, Gary Wickham, Rob Sulman, Pam Tausta, Jennifer Oates, and Nancy and Bill Simons. Nancy resumed her former role as Chapter photographer.

Those without canoe/kayak, life jacket, and paddle rented at the Canoe and Kayak shop <https://canoeandkayakrentals.com/> in Portlandville, NY on NYS Highway 28 on the Susquehanna River where Brent and Gerrith, the best coaches along the water, made sure enthusiasts were ready for a memorable time. Those owning gear convened at the NYS Highway 28 DEC canoe and fishing access point pull-off just a few hundred yards south of the Canoe and Kayak rental business. Parking was free and plentiful at both locations.

Paddlers received bright red UUP shirts to be donned at future events and around campus to increase union visibility.

After the paddle, we celebrated at a nearby eatery for good cheer, embellishment of our river adventure, and pizza and ice cream, compliments of Gary's generosity.

Post-Covid, UUP Oneonta looks forward to bringing back the varied volunteer activities — the community kitchen, disaster relief, SUNY advocacy, disability programs — that ratcheted up the union in former times. UUP Oneonta embraces service as a major component of its mission. Moreover, such activities are the seedbed for union growth and activism.

As Teresa De Santis, our remarkable CWA assistant, currently bringing order to our UUP files and website, remarked of an earlier paddle: “A float trip is usually an excellent opportunity for birding, as well as for watching beavers and other riparian wildlife... There was no noise at all except for the nearly silent dip of our canoe paddles in the water... Canoeing and kayaking are excellent alternative activities for professors and professionals as the cares and pressures of academia quickly melt away the moment one pushes off from shore and into the flowing waters of our liquid natural heritage.”

With an ever-growing fleet, next year, UUP plans paddle events in the spring, summer, and fall.



**From the Desk of the Chapter Secretary William “Bill” Simons:
UUP Oneonta Labor-Management Meeting Notes: Thursday, September 28, 2023, Netzer
310:**

Present for Management: Alberto Cardelle, Dia Carleton, Enrique Morales-Diaz, Tracy Johnson, Julie Piscitello, and Bernadette Tiapo

Present for UUP: Rob Compton, Mark Ferrara, Bill Simons, and Gary Wickham

I. Welcome

A. The meeting came to order at 2:04 PM.

B. UUP commented on the recent campus visit of SUNY Chancellor John King, Jr.

- and inquired concerning impressions of the interaction.
- C. Management replied that the Chancellor's visit was productive, allowing on-site discussion of infrastructure and programs, including PRODiG (Promoting Recruitment, Opportunity, Diversity, Inclusion and Growth).
- D. UUP thanked Management for inviting UUP to union-dedicated meetings with candidates for the Dean of Graduate Studies position.
- (i) UUP indicated that the union would participate in those sessions.
- II. UUP requested updates on appointment letters for contingent employees. The union stated that: (1) All part-time employees, who have been employed for 6-consecutive semesters or 3 years, should receive an updated appointment letter specifying a term appointment of not less than one year. These term appointments should be updated and in place for this academic year, and (2) All part-time employees who have served on a temporary appointment for 4 consecutive semesters or 2 years should receive an updated appointment letter specifying a term appointment.
- A. Management replied that with the new contract between UUP and the State of New York, compliance is now in process that will provide the requisite information to contingent employees.
- III. UUP asked about the operation timetable of the task force on compensation equity.
- A. Management indicated that it would be ready to engage the compensation equity issue in the spring.
- IV. UUP returned to the issue of fulltime academic faculty workload, referencing a proposal for a normative course load of 3 courses per semester and/or 9 student-contact hours per semester.
- A. Management made no commitment to an across-the-board teaching load reduction but indicated a willingness to entertain a detailed UUP proposal on the topic.
- V. UUP asked for information pertaining to compliance with the requirement for Professional Performance Programs.
- A. Management acknowledged that full compliance with Professional Performance Programs is still a work in progress, particularly in certain areas.
- (i) Management is working with individual supervisors to move toward compliance.
- VI. UUP indicated that COMP days and information is not currently a problem, but it has been at junctures in the best and wants to prevent a return to that situation.
- A. Management stated that it will comply with the contract and disseminate relevant Information.
- VII. UUP stated that the online Guide for Academics and the Guide for Professionals are not comprehensive and that employees and the union are not always informed when changes are made, thus raising concerns about up-to-date, accessible information.
- A. UUP replied that it would look at the guides and encouraged UUP to identify specific problem areas.

- VIII. Given the illness and thus absence of the UUP Vice President of Professionals, the issue of time ticketing for Professionals will be deferred until the next Labor-Management meeting.
- IX. UUP has questions and concerns about the Graduate Faculty designation.
- A. Management responded that the new Dean of Graduate Studies will engage that issue.
- X. UUP initiated a discussion on veterans' issues, including Veterans Day. Although UUP does its best to honor veterans with cords at graduation, the union does not have a substantive list of veterans on campus and observance of Veterans Day has declined in recent years.
- A. Management stated that its information indicates approximately 20 self-identifying veterans, but Management is legally prohibited for providing its list of veterans to UUP.
- B. At the union's request, Management agreed to disseminate a UUP composed and identified letter requesting veterans to identify themselves so that the union can be responsive to them.
- XI. UUP initiated discussion of facilities concerns.
- A. UUP referenced mold in the tunnel connecting Netzer, IRC, and Schumacher.
- (i) Management stated that is evaluating the tunnel situation and will take appropriate remedial action. The UUP Health/Safety Officer will receive information concerning the preceding.
- B. UUP inquired of possible health/safety issues in the Hunt Union Dragon's Lair.
- (i) Management responded that there were no identified health/safety issues in the Hunt Union Dragon's Lair and that recent closings during certain hours related to usage.
- C. UUP reported member concerns about homeless individuals encamping overnight in certain campus buildings.
- (i) Management responded that UPD had identified only one such person and told that individual to move on.
- (ii) UUP suggested that in such cases as the preceding individuals be referred to social services.
- XII. Other Terms and Conditions
- A. UUP and Management discussed holding a sidebar before the next formal Labor-Management Meeting to address Retention/Tenure/Promotion letters with the intent to revise and route those letters.
- B. Technical issues concerning technologies for reporting were discussed, particularly as to whether one or two receptacles are needed for Retention/Tenure/Promotion materials. This issue will receive further discussion.
- C. Management stated that this is the time of year when it informs "essential" employees of their status. While most "essential" employees are in the CSEA bargaining unit, some are UUP Professionals.
- D. In response to a UUP inquiry, Management indicated that there are no barriers to Academic departments listing their emeriti faculty, which several departments already do.

- E. In response to a UUP inquiry, Management will work on adjunct promotion material notification dates related to the MOU.
- (i) There was agreement that adjunct promotion eligibility information is not always going from deans to chairs to adjuncts, UUP and Management will collaborate to better publicize this information.
- F. UUP identified its three appointments to the joint Individual Development Award (IDA) committee — Betty Wambui, Janet Nepkie, and Kelly Gallagher. Management will subsequently announce its three IDA appointments.
- G. UUP noted that a problem persists with the Student Course Survey (SCS) process. Students who have dropped courses, in some cases, still receive surveys for those courses. Management stated that the preceding will be rectified.
- H. Overall, however, UUP and Management expressed appreciation for their joint, collaborative achievement in reaching, after a number of years, a significant agreement on the Student Course Survey process. As noted, Student Course Surveys will address shortcomings in the SPI pilot program, that will integrate questions formulated by the Senate, giving instructors the option to turn-on surveys and administer them in class (thus dramatically raising response rates), and that will provide faculty members going up for renewal, promotion, or tenure with more reliable data and a centralized repository for course data.

XIII. The meeting adjourned at 3:14 PM.

Submitted by Bill Simons, Secretary, UUP Oneonta

William Simons

We are Stronger Together! UUP

From the Desk of the UUP Oneonta Chapter President- Robert Compton:

New Contract Implementation: IDA and DRESCHER

UUP will be sending out information regarding the IDA (Individual Development Awards) and Drescher Leave program shortly and the campus will likely do the same. There will be changes, especially in regards to the IDA. On the Oneonta campus, UUP's lead IDA contact is Dr. Betty Wambui.

The deadline for the next round of the Drescher is November 1, 2023. This is for the SPRING Drescher. You should begin the process of putting together the application. The Grants Development Office has been helpful for past applicants.

The latest application for the Drescher is here:

<https://oer.ny.gov/system/files/documents/2022/04/dr.-nuala-mcgann-drescher-program-application.pdf>

<https://oer.ny.gov/system/files/documents/2022/04/dr.-nuala-mcgann-drescher-program-guidelines.pdf>

In regards to IDA, please make sure that you are saving receipts for reimbursement. It appears that there will be a retroactive component.

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Call For Articles for the Sentinel:

The next issue of The Sentinel will be coming out in early October. Please send your contributions to oneonta@uupmail.org with a CC: to Robert.Compton@oneonta.edu We are looking for articles, recipes, and drawings relevant to our lives but not be directed against our members or unions. Articles should be under 1,000 words and otherwise the only changes made will be factual or grammatical errors. Changes, if any, will be presented to you prior to publication. The issue, as common practice, will be disseminated via the web and email electronically. Please send your articles in now. Thank you.

We promise to attempt to incorporate all articles, however, we may delay printing to the next issue or utilize the UUP-Date Mini-Newsletter if contributions exceed allotted space. Thank you for your understanding.

Rob Compton

UUP Websites 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.oneontauup.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.

From Around Campus:

Volunteers Needed- Making Cent\$ of Life After College-Call for Volunteers:

Making Cent\$ is looking for volunteers to help with “Making Cent\$ of Life After College” on October 18th from 2 pm to 7 pm. During this event, students will receive their future starting salary and then visit tables representing different budget areas. Volunteers will staff the tables and assist students. If you would like to volunteer for the event, please use [this Microsoft Form](#) to select your available times and table preferences (sign into your Microsoft account before filling out the form). [Rachel Germain](#), *Making Cent\$ Financial Wellness Program*



UUP Office Hours for Fall Semester, 2023:



The UUP Oneonta Chapter Union office in IRC 105 is open Monday to Thursday, 11:45 PM – 4:00 PM. Please stop by and say hello to the new Chapter Assistant, Teresa DeSantis. Please reach out with comments, questions, concerns, and/or meeting requests by stopping by the office, emailing oneonta@uupmail.org or calling 607-436-2135.

Please Help Us Update Our Membership Files:

https://docs.google.com/forms/d/e/1FAIpQLSeIWH-9Bpd48KrN1KnBBxFRaP_b2YpXmNYTdaJB9I3GcFtebA/viewform

**SHARE YOUR CONTACT
DETAILS WITH UUP!**



TO STAY UP-TO-DATE ON CONTRACT TOUR AND
RATIFICATION VOTE INFORMATION, PLEASE
SHARE YOUR EMAIL ADDRESS WITH UUP

bit.ly/shareuup

2023 Executive Board Contact List

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**Mark Ferrara- UUP Chapter Vice President for
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Loraine Tyler- UUP Chapter Officer for Retirees

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LABOR RELATIONS:

**Chris Sielaff- NYSUT Labor Relations Specialist -Assigned
to UUP Oneonta**

chris.sielaff@nysut.org

GRIEVANCE OFFICER:

Geoff O'Shea- Appointed Grievance Officer

Geoffrey.oshea@oneonta.edu

Campus Ext. 3257

ACADEMIC DELEGATES:

Loraine Tyler- Academic Delegate

Richard Tyler- Academic Delegate

Nancy Simons- Academic Delegate

William Simons- Academic Delegate

Ed Wesnofske- Academic Delegate

Michael McAvoy- Academic Delegate

Penina Kamina- Academic Delegate

Gary Wickham- Academic Delegate

Joseph Baldwin- Academic Delegate

Achim Koeddermann- Academic Delegate

PROFESSIONAL DELEGATES:

Jeri Anne Jerminario- Professional Delegate

Shirley Clark- Professional Delegate

COLLEGE REVIEW PANEL:

Scott Segar- Chair- College Review Panel

Aimee Swan- College Review Panel

AFFIRMATIVE ACTION OFFICER:

Penina Kamina- Affirmative Action Officer

DIRECTOR OF COMMUNITY SERVICE:

Linda Drake- Director of Community Service

DISABILITIES OFFICER:

Dawn Hamlin- Disabilities Officer

TEACHER EDUCATION TASK FORCE:

Paul Bischoff- Teacher Ed Task Force

UUP ONEONTA CHAPTER ASSISTANT:

Teresa DeSantis- UUP Oneonta Chapter Assistant

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We are Stronger Together! UUP

SUNY Oneonta UUP Chapter 607-436-2135 email: oneonta@uupmail.org

Websites: www.oneontauup.org

Statewide: www.uupinfo.org