

# **UUP Oneonta Labor-Management Meeting Notes: Thursday, September 28, 2023, Netzer 310**

*By Bill Simons, UUP Secretary*

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 receptacle 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 appreciated 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.