

UUP Oneonta Executive Board Meeting Minutes:  
Monday, August 28, 2023, 6 PM, Le Café, Morris

Present: Joe Baldwin, Shirley Clark, Rob Compton, Teresa DeSantis, Mark Ferrara, Achim Koeddermann, Jeri Anne Jerminario, Penina Kamina, Mike McAvoy, Geoff O'Shea, Chris Sielaff, Bill Simons, Loraine Tyler, Rich Tyler, and Gary Wickham

I. President's Welcome: President Rob Compton

- A. The Meeting was called to order at 6:05 PM.
- B. Executive Board members were thanked for their service.

II. President's Report: Rob Compton

- A. Rob commented on his recent travels and complimented the good work of the officers, particularly the vice presidents, in keeping the Chapter operating at a high level during his three-month sojourn. And he praised the Search Committee for its diligence, time commitment, and good judgment in the hiring of a new CWA Assistant.
- B. Rob complimented our new CWA assistant, Teresa DeSantis, for her strong early weeks on the job and wished her a long and productive collaboration with UUP Oneonta. He also gave kudos to those assisting with Teresa's training.
- C. The officers and others were acknowledged for their efforts to keep Chapter members informed throughout the contract ratification process, including the campus visit of the Chief Negotiator. The major provisions of the new contract were discussed.
- D. He gave updates on the College, including: the search for a Dean of Students, the anticipated search for a Graduate Dean, and the profile of the incoming freshman.
- E. The report generated by UUP Campus Climate survey conducted during fall 2022 is in the process of being bound. The UUP senior management position survey will soon commence.
- F. There will be no DSI distributions in this academic year. However, in Labor-Management meetings, UUP will take the stand that the future UUP DSI distributions called for in the current contract should be across the board and equal. Past DSI awards have produced more losers than winners and bred discontent.
- G. UUP was excluded from Management new hire orientation, a deviation from past practice and a possible Taylor Law violation. Rob, in consultation with Labor Relations Specialist Chris Sielaff, will contact Management to seek redress.
- H. Several problems are the result of high administrative turnover, which erodes institutional memory.
- I. Future Executive Board and Chapter Meetings will include a virtual attendance option.
- J. Teresa will survey the Executive Board about available times for future meetings. At the meeting, the preliminary sentiment was for the third Tuesday of each month, but, in certain cases, the calendar posed caveats.

III. Vice President for Academic's Report: Mark Ferrara

- A. Mark elaborated on the various steps entailed in the successful hiring process for the Chapter CWA assistant and underlined the contributions of the Search Committee.
- B. There are problems with Degree Works. Faculty, distinct from advisors and registration officials, can access student records, a possible FIRPA violation that needs to be

addressed.

- C. The SCS (Student Course Survey) was discussed. Ad hominem remarks in the free response section will be monitored and potentially redacted, if appropriate. However, student participation in SCS remains low.
- D. RTP (Retention/Tenure/Promotion) negotiations need to resume and be ramped up.
- E. UUP's Chief Negotiator Bret Benjamin is seeking to negotiate a statewide lecturers' agreement outside the contract. But, subject to UUP Oneonta and the SUNY Oneonta administration receiving appropriate permissions, that does not preclude parallel campus negotiations.
- F. There are major problems in the implementation of the part-time faculty promotion agreement process. There are people who should be on 1-year contracts who are on semester contracts. There are people who should be on 3-year contracts who are not. UUP needs to advocate to Human Resources of the need to inform eligible part-time faculty of their rights by appointment letters and other communication.
- G. Under the new contract, the successful redress last year by UUP Oneonta of an adjunct deprived of his teaching slot by the assignment of a full-time faculty member to that course would be impeded.
- H. The Dean of one school, in particular, has aggressively non-renewed adjuncts.
- I. There is confusion that needs resolution over the College's course reduction policy.
- J. It is time for UUP Oneonta to renew advocacy for a normative, annual 18-contact-hour teaching load.
- K. Given completion of the contract ratification process, there is no longer justification in delaying the long-promised convening of a campus salary equity committee.

#### IV. Vice President for Professionals Report: Shirley Clark

- A. Shirley provided detailed information concerning the content and venue of several organizational, training, and other sessions related to UUP responsibilities that she participated in over the summer.
- B. As part of ambitious Outreach initiatives undertaken with Organizer Lydia Brassard, Shirley presented statistics on employees contacted and employees enrolled.
- C. She discussed her role in the planning of the UUP Oneonta Chapter Contract meeting with Chief Negotiator Bret Benjamin, which preceded the ratification process.
- D. Shirley communicated with a number of Professional about the contract.
- D. The multistep hiring process of the new CWA office assistant was discussed.
- E. Shirley also participated in Teresa's early training as the new office assistant.
- F. Along with Teresa, Shirley received training, still an on-going process, in use of the member database for email communication. To provide backup, other officers need training as well.
- G. On behalf of the Chapter, ties were established with new organizer David Banks.
- H. The nascent Pipeline Program provided the opportunity to meet with some new hires.
- I. NEO (New Employee Orientation) sessions for Professionals are coming.
- J. Lateral communication with leaders from other UUP chapters took place.
- K. Shirley was commended for the scope and quality of her work.

#### V. Treasurer's Report (PDF of report submitted by the Treasurer): Rich Tyler

- A. the monthly Treasurer's Report, previously distributed by email, was presented.
- B. a motion was made and seconded to approve the monthly Treasurer's Report.
- C. the monthly Treasurer's Report was examined and discussed.
- D. the Treasurer's Report was approved unanimously.

VI. UUP Oneonta Chapter (4) Spending Motions for Fiscal Year 9/01/2023 Through 8/31/2024 (PDF of the 4 spending motions submitted by the Treasurer): Rich Tyler

- A. In sequence, the spending motions were presented.
- B. In sequence, each of the four spending received motions to approve and seconds to those motions.
- C. In sequence, each of the four spending was examined and discussed.
- D. In sequence, each of the four spending was approved unanimously.

VII. Nominations to Fill Vacancies on Chapter Finance Committee: Finance Committee Incumbent Mike McAvoy

- A. Charlene Foley-Deno and Christine Storrie were presented as candidates to fill the two vacancies on the Chapter Finance Committee. Both Charlene and Christine had agreed to have their names placed in nomination.
- B. Charlene Foley-Deno and Christine Storrie were nominated to serve on the Chapter Finance Committee. Their nominations were seconded.
- C. Discussion about their candidacies ensued.
- D. Charlene Foley-Deno and Christine Storrie were unanimously elected to the Chapter Finance Committee.

VIII Discussion of resuming tradition of inviting members to participate in a local river paddle

- A. Rob endorsed the initiative.
- B. Bill will coordinate member participation in the paddle.

IX. Labor Day message to Chapter members

- A. A motion was made and seconded to approve sending a Labor Day message from the Chapter Executive Board to the membership.
- B. The Labor Day message motion was discussed.
- C. The Labor Day message proposal was approved with 1 abstention.

X. Special edition of *The Sentinel* on the Future of Higher Education

- A. A motion was made and seconded to approve a special edition of *The Sentinel* on the future of higher education with Bill as editor of that issue.
- B. The motion to approve a special edition of *The Sentinel* was discussed.
- C. The special edition of *The Sentinel* motion was approved unanimously.

XI. Delegate Assembly

- A. Delegate registration for the Fall DA (October 13-14) is in progress. Oneonta is allotted 12 delegate slots.
- B. By vote of the Oneonta Executive Board and the Oneonta Chapter, the proposal for direct voting for state UUP officers has moved forward. Oneonta advocacy facilitated creation of a state UUP direct voting committee, which includes Oneonta's Ed Wesnofske. A

forum on direct voting will be held at the Fall DA.

XII Minutes of May 18<sup>th</sup> Exec Bd: Secretary Bill Simons

- A. The May 18<sup>th</sup> Exec Bd minutes, previously distributed by email, were presented.
- B. A motion was made and seconded to approve the May 18<sup>th</sup> Exec Bd minutes.
- C. The May 18<sup>th</sup> Exec Bd minutes were examined and discussed.
- D. The May 18<sup>th</sup> Exec Bd minutes were approved unanimously.

XIII. Officer for Contingents Report: Gary Wickham

- A. Gary discussed his goals as incoming Officer for Contingents. He has a long history advocating for Contingents and served many years as adjunct faculty as well as in other capacities.
- B. He has done intake on numerous individual Contingent complaints and is already actively addressing them in collaboration with Chris and Mark.
- C. Part-Time Labor-Management meetings dedicated to Contingent issues will be scheduled.
- D. To build a cadre of Contingent activists, Gary will restore the coffee meetings specific to Part-Timers.

XIV. Officer for Retirees: Loraine Tyler

- A. Loraine discussed past and upcoming events and initiatives for UUP retirees.
- B. The next joint Oneonta-Delhi retiree luncheon meeting will be on October 10<sup>th</sup> in Delhi. The joint meetings rotate between Oneonta and Delhi. These sessions are well attended and feature important information, comradery, and perpetuate the bonds that link UUP retirees to union activity.

XV. Other Upcoming Meetings and Events

- A. Attendees received a hardcopy list of Oneonta UUP Fall 2023 Currently Scheduled Events and Meetings.
- B. The copious compendium will continue to grow and evolve, reflective of an ambitious agenda.

XVI. The August 28, 2023, Executive Board Meeting adjourned at 8:03 PM.

Submitted by Bill Simons, Secretary, UUP Oneonta

*William Simons*