



November 16, 2023

Happy Thanksgiving!



Important Reminder: Extended Deadline Approaching for Adjunct Promotion- December 4, 2023

From Mark Ferrara, Vice President for Academics:



Management has just announced the new dates for this year’s adjunct promotion cycle. Candidate applications are due to your Department Chair on **December 4, 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).

<u>In This Issue:</u>	
Extended Deadline - for Adjunct Promotion (Mark Ferrara)	1
L-M Meeting Notes- October 26, 2023 (William Simons)	2
Executive Board- Draft Meeting Minutes November 2, 2023 (William Simons)	4
Bacon-Cheddar Muffins (Loraine Tyler)	9
Disclaimer	10
Call for Articles	10
News	10
Upcoming Meetings	11
Contact list	12
Office Hours	14

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



UUP Labor Management Meeting Notes Thursday, October 26, 2023, Netzer 310

By Bill Simons, UUP Secretary

Present for Management: Alberto Cardelle, Dia Carleton, Tracy Johnson, and Bernadette Tiapo

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

I. Welcome

- A. The meeting came to order at 2:03 PM.
- B. UUP thanked President Cardelle for his willingness to contribute an article to UUP Oneonta's special edition of The Sentinel on the Future of Higher Education.
- C. UUP also expressed its appreciation for the invitation that provided for its participation, along with that of CSEA, in union-dedicated meetings with Dean of Graduate Studies candidates. UUP submitted its comments on those sessions.

II. Recent Passing of Dr. Timothy Newton, Professor, Music

- A. Both Labor and Management noted the sad and untimely death of Dr. Newton.
- B. Management instructed that the SUNY Oneonta flag be flown at half-mast and announced Dr. Newton's death in the Bulletin. In addition, venues for students processing grief are available.
- C. As is its tradition, UUP will publish a tribute to Dr. Newton.
- D. Management stated that, when informed, it will announce the death of current and retired SUNY Oneonta employees.

III. Part-Time Memorandum of Understanding (P-T MOU) Posting

- A. UUP asserted that dissemination of the P-T MOU is incomplete. The union stated that the deadline was not made clear to a number of eligible P-T Faculty.
- B. Management requested a list of P-T Faculty who were not informed of the deadline.
 - (i) UUP will share that list with Management subject to approval by its Labor-Relations Specialist, who is not present due to a conflicting obligation.
- C. Management and UUP committed to working out a more effective process of dissemination of the P-T MOU and overseeing that process.
- D. UUP also noted the need for reliable tracking of consecutive semesters of service for P-T

Faculty as the MOU requires.

- (i) Management responded that Deans remind Department Chairs to monitor consecutive semesters of service for P-T Faculty and that some Deans send reminders directly to P-T Faculty.
- (ii) UUP affirmed the need for improve the monitoring of consecutive semesters of service for P-T Faculty.

IV. Letters of appointment to P-T Faculty and to Lecturers

- A. In response to UUP's inquiry, Management stated that appointment letters for P-T Faculty have done out, and that it is anticipated that appointment letters for Lecturers, with 6 consecutive semesters, will be sent prior to Thanksgiving.

V. Time Ticketing/Time Allocation Recording

- A. UUP commented on new developments concerning Time Ticketing/Time Allocation Recording at the SICAS Center, a SUNY-wide information system support center hosted on the SUNY Oneonta campus. The SICAS Center performs work for multiple SUNY and private campuses. UUP has serious concerns about recent Time Allocation Recording practices imposed on SICAS Center employees. UUP contents that since Management assigns projects to SICAS employees, Management should know the projects that SICAS employees are working on. Too much time is spent on highly detailed Time Ticketing/Time Allocation Recording, sometimes impeding work on the projects. The new Time Ticketing/Time Allocation Recording raise serious caveats about their purpose and impact. Obviously, certain types of time tracking are appropriate, but the recent protocols entail gratuitous and misdirected expenditures of time. UUP is also concerned about establishing a counterproductive precedent for other Professional departments.
 - (i) Management will check into UUP's concerns about recent developments concerning Time Ticketing/Time Allocation Recording at the SICAS Center and get back to UUP.

VI. Student Absence Policy.

- A. UUP stated concerns articulated by numbers of faculty that student absences are growing more problematic, particularly those concerning examinations. Furthermore, UUP asserted that many faculty are concerned about proposals to eliminate excuse requirements for short-term absences.
 - (i) Management reminded UUP that formal SUNY Oneonta entities may forward such proposals, but ultimately the decision for such a departure would rest with Management.
- B. UUP referenced and quoted form the current student absence policy stated at <https://suny.oneonta.edu/policy-library/policies-z/excused-absences> in the policies of SUNY Oneonta.

VII. Compensation for Extra Service, Summer, and Winter Teaching

- A. Noting that the new 2022-2026 contract between UUP and New York State brought significant pay increases for Adjunct Faculty, UUP inquired whether there would be upward adjustments in compensation for Extra Service, Summer, and Winter Teaching to bring the preceding in line with Adjunct increases.
 - (i) Management indicated that it will soon have a decision on that matter.

VIII. UUP requested that it be informed when UUP employees retire so that UUP could contact new retirees of benefits and other relevant information.

A. Management responded that it would provide that information for employees who consent to having that information given to UUP.

IX. UUP asked when work on salary equity concerning employee compensation would begin.

A. Management stated that work on salary equity concerning employee compensation would begin in the Spring.

X. Other Terms and Conditions

A. UUP reported concerns of some UUP members that certain supplementary Red Dragon Summer Academy payments have not been delivered.

(i) Management will look into this situation involving Red Dragon Summer Academy payments.

B. UUP Oneonta forwarded the following request from State UUP: “Can SUNY Oneonta share with us their plan to address enrollment fluctuations, as well as academic and financial sustainability? This is the plan that University plans to submit to the Governor by January 1, 2024.”

(i) Management questions assumptions in the preceding, but stated that it will send UUP the SUNY Oneonta recruitment plan and a campus study done of certain student cohorts.

XI. The meeting adjourned at 3:12 PM.



**UUP Oneonta- Executive Board Meeting Minutes
Thursday, November 2, 2023, Le Café, Morris Complex**

By Bill Simons, UUP Secretary

UUP Oneonta Executive Board Meeting Minutes:
Thursday, November 2, 2023, 2:30 PM, Le Café, Morris

Present

Le Café: Joe Baldwin, David Banks, Lydia Brassard, Rob Compton, Teresa DeSantis, Jeri Anne Jerminario, Penina Kamina, Achim Koeddermann, Geoffrey O’Shea, Chris Sielaff, Bill Simons, Loraine Tyler, Rich Tyler, and Gary Wickham

Microsoft Teams: Shirley Clark, Mark Ferrara, and Ed Wesnofske

I. President's Welcome: President Rob Compton

- A. The Meeting was called to order at 2:36 PM.
- B. Executive Board members were thanked for their service.

II. President's Report: Rob Compton

- A. The atmosphere at Labor-Management meetings is cordial and respectful. SUNY Oneonta President Cardelle is active in the sessions. However, to facilitate moving UUP items, unfinished business will be dated on future Labor-Management agendas. Before the next round of MOU (Memorandum of Understanding) discussions, Management and the Chapter will need permission respectively from GOER and State UUP. In addition to the senior officers, one additional Ex Bd member, on a rotating basis, will be invited to attend Labor-Management meetings for purposes of leadership development.
- B. "FindJoo" dashboard/membership database
 - (i) The recording of data is to facilitate membership building and development.
 - (ii) Confidential member data is not and should not be recorded.
 - (iii) Teresa, Rob, Mark, and Shirley receive training in the system.
- C. An impending Chapter initiative will focus on enrolling Adjuncts who supervise Teacher Ed/Field experience as UUP members. These individuals are not often on campus and are difficult to reach. Potential strategies for contacting them include holding meetings in their communities.
- D. Retrenchment/Restructuring are not under current discussion at SUNY Oneonta.
- E. Management stated that Lecturers will soon receive reappointment letters. UUP will follow up on this and request the names of Lecturers.

III. Vice President for Professionals Report: Shirley Clark

- A. The following motion was made, seconded, and discussed: concerning a UUP Oneonta Professional Concerns Committee:
 - The proposal is to create a: *Professional Concerns Committee with members appointed by the Vice President for Professionals to meet as needed and convened by the Vice President for Professionals to address issues of concern to Professionals with the goal of being better informed and create agenda items for Labor-Management meetings as needed.*
 - (i) The motion passed unanimously.
- B. UUP will request from Management a list of invitees to the November 6th NEO (New Employee Orientation) for the purpose of sending a reminder notice.

IV. Vice President for Academics Report: Mark Ferrara

- A. Mark reported on several Academic issues discussed at the October 26, 2023, Labor- Management Meeting as well as interaction subsequent to that Meeting:

- (i) Concerning the Part-Time Memorandum of Understanding (P-T MOU) Posting: UUP asserted that dissemination of the P-T MOU is incomplete. The union stated that the deadline was not made clear to a number of eligible P-T Faculty. Management requested a list of P- T Faculty who were not informed of the deadline. Subject to the appropriate permissions, UUP is sharing that list with Management. Management and UUP are committed to working out a more effective process of dissemination of the P-T MOU and overseeing that process.
- (ii) Concerning Faculty are reporting increasing student absences: UUP stated concerns articulated by numbers of Faculty that student absences are growing more problematic, particularly those on exam days. Furthermore, UUP asserted that many Faculty are disturbed about proposals to eliminate excuse requirements for short-term absences. Management reminded UUP that formal SUNY Oneonta entities may forward such proposals, but ultimately the decision for such a departure would rest with Management. UUP referenced and quoted from the current student absence policy stated at <https://suny.oneonta.edu/policy-library/policies-z/excused-absences> in the policies of SUNY Oneonta.
- (iii) Concerning Extra Service, Summer, and Winter Teaching compensation: Noting that the new 2022-2026 contract between UUP and New York State brought significant pay increases for Adjunct Faculty, UUP inquired whether there would be upward adjustments in compensation for Extra Service as well as Summer and Winter Teaching to bring the preceding in line with Adjunct increases. Management indicated that it will soon have a decision on that matter.
- (IV) Concerning Salary Equity: Management stated that work on salary equity concerning employee compensation would begin in the Spring.
- (V) Concerning Red Dragon Summer Stipends: UUP stated that some UUP members report that certain supplementary Red Dragon Summer Academy payments have not been delivered. Although Management is proactive on this situation, some members report still unresolved issues involving Red Dragon Summer Academy service.

[Secretary Addendum: Discussion of Academic issues at the October 26, 2023, Labor-Management Meeting is available at:

<http://www.oneontauup.org/wp-content/uploads/2023/10/UUP-Labor-Management-Notes-October-26-2023.pdf>

B. Mark reported that some Academic Department Chairs have articulated issues concerning their Summer stipends. A UUP meeting with the Council of Chairs is under consideration.

V. Treasurer's Report: 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 Secretary's Report: Bill Simons

- A. The October 5th Exec Bd minutes, previously distributed by email, were presented.
- B. Motions were made and seconded to make two revisions in the October 5th Exec Bd minutes.
 - (i) on IX B (i): change "Luncheon" to "Brunch"
 - (ii) on X A: note that an article on the background and role of the Regional Membership Specialist will appear in the UUP Oneonta newsletter
 - (iii) The amendments were passed.
- C. The amended October 5th Exec Bd minutes were discussed.
- D. The revised October 5th Exec Bd minutes were passed unanimously.
- E. The special Future Higher Ed issue of The Sentinel is moving ahead. Bill will edit this special edition of The Sentinel.

VII. Officer for Contingents/Veterans Affairs and EAP Liaison Report:

Gary Wickham

- A. The Chapter is still working on the final composition of the UUP EAP (Employee Assistance Program) contingent.
- B. UUP continues to work on getting a list of Veterans.
- C. SUNY Oneonta is in the process of hiring a Veteran certification officer.
- D. Publicity will be forthcoming concerning Veterans' events on November 8, 2023.
- E. SUNY Oneonta will not be participating in a Veterans' fair this year.

VIII. Officer for Retirees and Special Events Coordinator Report: Loraine Tyler

- A. There were 18 attendees at the Thursday, October 26, 3 PM, coffee hour.
- B. The suggestion was made that perhaps some coffees might target specific departments and be held near their work site to engage departments and potential activists on their issues in a convivial atmosphere.
- C. The Chapter Website at <http://www.oneontauup.org/> lists future events, amongst them:

(i) Chapter Meeting: Thursday, November 9 from 2:30-3:30 PM- Le Cafe-Morris Complex

(ii) Coffee Hour: Monday, November 13 from 3-4 PM- Milne Library 102A

(iii) Coffee Hour: Wednesday, December 13 from 3-4 PM- Milne Library 102 A

D. Specific dates and venues were discussed for the Chapter Midyear Mingle/Meeting.

IX. Black/Latina Concerns Committee: Penina Kamina

A. Penina is on the State UUP Black Latina Faculty and Staff Legislative Concerns Committee (as well as the State UUP Diversity, Equity, and Inclusion and the Future of Public Higher Education Committee).

(i) Penina described the mandate of the State UUP Black Latina Faculty and Staff Legislative Concerns Committee as well as her role on that Committee

B. Penina will spearhead creation of and then chair a Chapter Black Latina Faculty and Staff Legislative Concerns Committee.

C. Penina noted that State UUP has no Affirmative Action Committee, so the Chapter may want to align with what State UUP now has on its website in that area.

X. Regional Membership Specialist (RMS) Report: David Banks

A. As noted earlier, David will provide an article on his background and the role of the Regional Membership Specialist for the UUP Oneonta newsletter.

XI. Organizer: Lydia Brassard

A. Rachel Germain and Matthew Unangst have volunteered to serve as co-Membership Development Officers.

(i) Rachel, a Financial Wellness Staff Assistant, is an advocate of finance literacy. With an undergraduate degree from SUNY Oneonta in Early Childhood Education, she is currently pursuing a master's degree in Higher Education Administration from SUNY Brockport.

(ii) Matthew, an Assistant Professor of History, served as Shop Steward of the Temple University Graduate Students Association.

B. Rebuilding the department representative system has commenced and is an on-going project.

XII. The Thursday, November 2, 2023, Executive Board Meeting adjourned at 4:12 PM.

Submitted by Bill Simons, Secretary, UUP Oneonta

William Simon



From The UUP Oneonta Archive:

Loraine Tyler’s Famous Bacon-Cheddar Muffins

by Loraine Tyler- UUP Oneonta Officer for Retirees

Now for the fun part! As you know, I love to bake. With only the two of us, milk often spoils at our house. I’m always on the search for recipes that call for buttermilk or sour milk. Here’s a good one! Bacon-Cheddar Muffins:

- | | |
|--------------------------------|---------------------------------------|
| 6 bacon strips, diced | ½ tsp salt |
| 1 ½ cups flour | 2 cups grated cheddar cheese, divided |
| 1 tsp baking powder | 1/3 cup thinly sliced green onions |
| 1 tsp baking soda | 1 cup buttermilk or sour milk |
| 2 tsp sugar | 1 egg |
| Optional ½ cup chopped veggies | |

1. Preheat oven to 425’. Line a muffin pan with 10 paper liners or coat with cooking spray.
2. In a large skillet, cook bacon until crisp, about 6 minutes. Using a slotted spoon, transfer bacon to Paper towel. Reserve 2 Tbsp. of bacon fat. I use turkey bacon and substitute canola oil for the bacon fat.
3. In a medium bowl, whisk together flour, baking powder, baking soda, salt, 1 ½ c. cheese, onions and bacon.
4. In a small bowl, combine sour milk, egg and bacon fat. Stir into dry ingredients until just combined.
5. Scoop batter into muffin pan and sprinkle tops with remaining ½ c. cheese.
6. Bake 15 to 18 minutes, until a toothpick inserted into a muffin comes out clean and tops are golden brown. Makes 10.

Per muffin: 236 calories, 13 g fat, 11 g protein, 17 g carbohydrates, 664 mg cholesterol, 3 g sugar, 1 g fiber, 612 mg sodium.

YUM!

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.

Call For Articles for the Sentinel:

The next issue of The Sentinel is coming out soon. We need your contributions. 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.

Current News:

10-24-23: Reprinted From: UUP Statewide-Secretary/Treasurer- Jeri O'Brian-Losee:

Statewide UUP will be offering virtual Members Only Public Service Loan Forgiveness (PSLF) Clinics on the following dates:

Wednesday, November 22, 2023 from 11:30 AM – 1:00 PM via Zoom

Wednesday, December 6, 2023 from 5:00 PM- 6:30 PM via Zoom

Wednesday, December 20, 2023 from 11:30 AM- 1:00 PM via Zoom

To attend one of the virtual Members Only Public Service Loan Forgiveness (PSLF) Clinics, you must pre-register here: <http://go.aft.org/StudentDebtClinicRSVP>

From the “student debt clinic” drop down menu, please select the UUP clinic that you are interested in attending – they are labeled “UUP [Virtual Student Debt Clinic] [date] [time].” In the affiliate field, **type in the full name of our local (United University Professions), and it will autofill after a few keystrokes.**

Reprinted from- Michaela Bargher in HR: Retroactive IDA Due By Monday, November 20, 2023- Go to <https://suny.oneonta.edu/employee-services/award-opportunities> for more information.

Come Join Us For the Upcoming UUP Coffee Hour:

Wednesday, December 13 from 3-4 PM- Milne Library 102 A

Chapter Meetings for the Semester- Fall 2023:

December 20th- at the "O" in Otego– Details To Be Announced

Executive Board Meetings:

Thursday, December 7–from 2:30-3:30 PM-Le Cafe- Morris Complex



(Nature photo courtesy of www.andyarthur.org)

UUP Oneonta Chapter- Executive Board Contact List:

Executive Board Officers:

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Shirley Clark- Vice President for Professionals clarksa12@gmail.com Campus Ext. 2029

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Richard Tyler- Treasurer richard.tyler@oneonta.edu

Gary Wickham- Officer for Contingents and Veterans Services' Officer
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Penina Kamina- Member of 3 UUP Statewide Committees:

Black Latina Faculty and Staff Legislative Concerns,

Diversity, Equity and Inclusion, and Future of Public Higher Education

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Paul Bischoff- Teacher Ed Task Force Paul.Bischoff@oneonta.edu Campus Ext. 2613

UUP Oneonta- 2023 Fall Semester Chapter Office Hours:

Monday through Thursday, 11:45 AM – 4:00 PM.

The UUP office is in IRC 105. Phone: 607-436-2135

Email: oneonta@uupmail.org