

UUP Chapter Meeting Notes
Wednesday, October 12, 2022, 12 PM: Union Square, Hunt Union

By Bill Simons, Secretary, UUP Oneonta

Attendees: 29 (24 in-person; 5 Teams)

1. Chapter President Rob Compton opened the meeting with a welcome to attendees
 - A. He thanked officers and activists for their commitment of time, commitment, talent.
 - B. After brief remarks by Organizer Jordan Helin and a concise Chapter President's Report, the core of the meeting will comprise a *Vision for the Future* forum where UUP members will forward their aspirations and concerns about the direction of the College.

2. Remarks by Organizer Jordan Helin
 - A. Details and instructions for the advent of a UUP postcard campaign aimed at influencing campus and SUNY-wide policies were announced.
 - B. Amongst the topics to be addressed by the card campaign are family leave, salary, telecommuting, contingent issues, post-tenure review, and workload.

3. Chapter President Rob Compton's Report
 - A. Senior Management turnover in recent years remains a concern to UUP. The current administration has not demonstrated awareness of certain prior labor-management agreements.
 - B. There is a final round of professional development money coming despite the expiration of the current contract.
 - C. After several years of discussion, a new agreement on student input on courses is at hand. The SPI nomenclature will be replaced.
 - D. UUP Oneonta and Management come to terms concerning the Digital Measures/Faculty Activities Report.
 - E. UUP has reservations about Management's request to revisit the MOU (Memorandum of Understanding) concerning Adjuncts.
 - F. Declension in SUNY Oneonta enrollment is a major concern.
 - F. The pivotal position of UUP Oneonta Vice President for Professionals remains vacant: the vital office need be and will be filled by dedicated member.
 - G. UUP has requested data concerning the salaries of senior administrators.
 - H. UUP Oneonta will launch a major chapter-building initiative.
 - I. UUP strongly opposed Management's proposal to increase the Academic

work obligation by 15 days.

- J. The meeting will now transition into a *Vision for the Future* forum, a format to solicit member input. The Chapter Secretary will take notes of comments expressed at the *Vision for the Future* forum, but participants are promised anonymity and will not be identified by name in the record of the meeting.
4. *Vision for the Future* Forum Commentary (The Commentary below represents member dialogue and perceptions, not necessarily the official UUP position.)
- A. Adjunct training mandates are onerous and either not compensated or poorly compensated.
 - (i) There may, however, be wisdom of leaving certain matters in a grey zone, least such matters be formalized in appointment letters.
 - B. Perhaps the State UUP contract could give a specific start date to academic year.
 - (i) Campuses retain and employ variable academic year start dates.
 - C. Management and UUP have given contradictory signals on Adjunct obligation concerning Faculty Activities Report.
 - (i) UUP asserts unequivocally that the Faculty Activities Report is not mandatory for Adjuncts and that violations should be reported to the union.
 - D. Many past UUP Oneonta member gains came from non-contractual initiatives—quad rallies, petitions, timely publication of *The Sentinel*, community presence, networking with other chapters, large profile within the state union, and relationships with local legislators—and resumption of such activism is important.
 - E. Management’s gameplan appears to be to push tenure-track faculty into more introductory courses and to eliminate many Adjuncts. There are reports of this happening in multiple departments.
 - F. Several departments are on the precipice of devolving into service departments, bereft of meaningful programming for majors.
 - G. Course student minimums enrollment has risen to 12.
 - H. UUP negotiators need individual campus fiscal data.
 - I. Inadequate Academic and Professional UUP position staffing has pushed workload to the breaking point for many. Academics and Professionals are pressured to do take on myriad assignments beyond their job description.
 - J. Management, by and large, does not understand Professional and Academic workload on an experiential level. Too many administrators undervalue our work and fail to grasp that our salaries are challenged to meet basic living expenses. There are too many administrators, and too many of them have salaries exorbitant for this area. This is because there is little accountability for administrators. Golden Parachutes, which for deans include retaining 80% of

- base pay after returning to the ranks, shield administrators from workload and compensation realities. Questions were raised about the status of the last provost.
- K. UUP should advocate strongly that UUP service count as college service, as is the case on many campuses.
 - L. SUNY Oneonta should move to a 3-3 teaching load, with normative courses carrying a 4-semester hour designation.
 - M. The College must reestablish a strong Honors Program.

5. the meeting adjourned at 1:08 PM