

**UUP Oneonta Executive Board Meeting Minutes:
Wednesday, November 2, 2022, 12 PM, IRC B19, and Microsoft Teams**

Present

IRC B19: James D’Amico, Shirley Clark, Rob Compton, Owen Conklin, Jeri Anne Jerminario, Ho Hon Leung, Chris Sielaff, Bill Simons, Loraine Tyler, Rich Tyler, and Gary Wickham

Microsoft Teams: Christine Barberio, Ron Bishop, Mark Ferrara, Penina Kamina, Melissa Lavin, Michael McAvoy, Geoff O’Shea, Kerry Osterwald, Dorothy Rombo, Nancy Simons, Jessie Simpaucio, James Struble, Ed Wesnofske

I. President’s Welcome: Rob

- A. Meeting called to order at 12 PM
- B. Executive Board Members thanked for their service

II. President’s Report: Rob

- A. UUP perspective on Tuesday, November 8 elections
 - (i) importance of voting
- B. November *Sentinel*
 - (i) advance copies distributed to Executive Board; distribution to the general membership will follow
 - (ii) articles reviewed and examined: Professional and Faculty Compensation; Summer Workload and Start of the New Year; Retirees News and Developments; Quiz; Secretary’s Notes on recent Chapter *Vision for the Future*, Labor-Management, and Executive Board meetings; Teaching and Analytics; Individual Development Awards; Calendar of Events; Fall 2022 DA (Delegate Assembly); Public Service Loan Forgiveness; Statistical Data from Management Regarding Part-Time Instructors; and Executive Board Contact Information
 - (iii) diverse newsletter articles from the Executive Board and the general membership are encouraged

III. Vice President for Academics Report: Mark

- A. UUP and Management are close to agreement on a new instrument for student feedback concerning courses
 - (i) reflective of change, the term Student Course Survey (SCS) will replace Student Perception of Instruction (SPI)
 - (ii) ad hominem comments concerning race, ethnicity, orientation, religion, age, appearance, and other personal matters will be deemed inappropriate
 - (iii) other revisions related to the new instrument will be announced
- B. Management has forwarded an MOU (Memorandum of Understanding) proposal concerning lecturers
 - (i) UUP has an alternative proposal concerning lecturers
 - (ii) Labor-Management discussions concerning lecturers will ensue once Student Course Survey agreement is finalized
- C. Management proposes reopening the Adjunct MOU
 - (i) UUP has caveats concerning Management’s proposal to reopen the Adjunct MOU

IV. Professional Issues: Rob and Chris

- A. UUP is actively recruiting candidates for the position of Vice President for Professionals
- B. UUP is seeking term appointments for temporary professional employees
- C. UUP will request statistics on rates of Performance Program noncompliance in professional departments/areas
 - (i) insufficient supervisory training concerning Performance Programs will be addressed
 - (ii) some SUNY institutions make completion of Performance Programs in their areas a condition of supervisory eligibility for discretionary awards

V. Grievance Officer Report: Geoff

- A. the pledge and necessity of confidentiality precludes discussion of specific member cases
- B. there continue to be a number of resolved and on-going member cases
- C. since the onset of coronavirus pandemic, there has been an uptick of potential grievance cases

VI. Secretary's Minutes: Bill

- A. the minutes of the Wednesday, September 14, 2022, Executive Board Meeting were reviewed
- B. a motion was made and seconded to approve the minutes
- C. the minutes were approved unanimously by voice vote

VII. Treasurer's Report: Rich

- A. the monthly Treasurer's Report, as amended, was presented and reviewed
- B. a motion was made and seconded to approve the amended Treasurer's Report
- C. the amended Treasurer's Report was approved unanimously by voice vote

VIII. Preliminary Report on Results of Quality of Professional Life and Administrative Assessment: Rob

- A. For more than a generation, UUP Oneonta has conducted surveys of its members, notably on campus climate and Administrative offices. The credibility and professionalism of the UUP surveys has received kudos over many years. These surveys have proved impactful
- B. This survey constitutes Part I of input from UUP members. Part I concerns campus climate. Part II will soon be implemented. Part II will provide evaluation of specific Administration offices.
- C. The response rate for Part I was impressive and exceeded expectations.
- D. Today's briefing concerns the statistical results of Part I.
 - (1) The statistical results will be published and distributed to all members.
- E. Based on past practice, the written, textual comments, along with the statistical results, for Part I will be available for members to examine in the UUP office and Milne Library.
- F. UUP instructions to the Part I survey indicated that ad hominin textual responses will be redacted—and that was done
- G. UUP will provide Management with the unabridged statistical and textual responses of Part I
- H. The final report will provide comparison between 2022 and past results
- I. Broad demographic materials were collected concerning respondents
 - (i) the identity of respondents remains confidential
- J. In addition to demographics, preliminary Part I statistical return discussion concerning

the following took place:

- (i) physical environment for work
- (ii) morale
- (iii) technology support
- (iv) funding for professional development
- (v) utilization of part-time employees
- (vi) Discretionary Salary Awards (DSI)
- (vii) salary equity
- (viii) job security
- (ix) assessment
- (x) workload
- (xi) administrative support for departments/areas
- (xii) use of employee expertise and potential
- (xiii) external consultants
- (xiv) administrative engagement with governance recommendations
- (xv) diversity recruiting
- (xvi) administrative efforts concerning academic/professional retention
- (xvii) administrative efficacy in resolving disputes
- (xviii) preparing students for post-graduation life
- (xix) overall satisfaction with employment at the College

IX. The November 2, 2022, Executive Board Meeting adjourned at 1:07 PM

Submitted by Bill Simons, Secretary, UUP Oneonta

