

**UUP Oneonta Executive Board Meeting Minutes:  
Wednesday, September 14, 2022, 12 PM, Le Café, Morris Hall, and Microsoft Teams**

**Present**

**Le Café:** James D’Amico, Ron Bishop, Shirley Clark, Rob Compton, Owen Conklin, Jeri Anne Jerminario, Kerry Osterwald, Roberto Rincon, Bill Simons, Jessie Simpaucio, Loraine Tyler, Rich Tyler, and Gary Wickham

**Present:Microsoft Teams:** Mark Ferrara, Penina Kamina, Melissa Lavin, David Lincoln, Geoff O’Shea, Nancy Simons, James Struble, and Lori Wienke

I. President’s Welcome: Rob

- A. meeting called to order at 12 PM
- B. Executive Board members thanked for their service
- C. responsibilities of the Executive Board reviewed

II. Executive Board members introduced themselves

III. Treasurer’s Report: Rich

- A. the monthly Treasurer’s Report was presented and reviewed
- B. a motion was made and seconded to approve the Treasurer’s Report
- C. the Treasurer’s Report was approved unanimously by voice vote save a single abstention

IV. Secretary’s Minutes: Bill

- A. the minutes of the Monday, April 18, 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 save a single abstention

V. The Chapter Spending Motions for the 2022-2023 UUP Fiscal Year, previously distributed to Executive Board Members, were introduced and explained by the Treasurer

- A. the Chapter Spending Motions were discussed and voted upon individually
- B. the Chapter Spending Motions were approved unanimously by voice vote

VI. President’s Report: Rob

- A. UUP requested of Management: union-dedicated meetings with Provost candidates
- B. UUP expressed concern that discontinuity in senior Management position erodes institutional memory
- C. The Vice President for Academics will discuss the disposition of the Improper Practice grievance concerning Digital Measures
- D. UUP Oneonta is looking for strong candidates to forward their names for the vacant Vice President for Professionals position
- E. UUP renewed a request to the administration for salary information for senior Management positions for the past 5 years
  - (i) The data is germane and important to several UUP endeavors
  - (ii) UUP would prefer not to FOIL the data
- F. Details about the latest *Vision for the Future* forum will be forthcoming

- G. the UUP Oneonta Campus Climate survey Part I: Quality of Life is proceeding well
  - (i) anyone who has not yet completed and returned the survey is urged to do so
  - (ii) the survey has had substantial impact in the past, and a high rate of response strengthens union representation
- H. Part II of the survey will follow and will evaluate specific Management officers
- I. The UUP survey employs Survey Monkey and ensures the confidentiality of participants
- J. The UUP survey has statistical and free response components
  - (i) Statistical tabulations are published
  - (ii) The free responses are available to members in Milne Library and the UUP office; and an unabridged copy of the survey, statistical and free response, is provided Management
  - (iii) Instructions to the free response section state that ad hominin comments will be redacted
- K. Results of the UUP survey are impact the union agenda, Labor-Management negotiations, member representation, and *Sentinel* content
- L. James Struble serves as survey director

#### VII. Vice-President's Report: Mark

- A. Labor and Management came to terms on Friday, September 9, 2022, concerning issues over Digital Measure/Faculty Activities. Therefore, UUP withdrew its Improper Practices Change.
- B. The SPI Pilot program was in-place too long. The proposed new SPI program would be an improvement, giving greater activation power to faculty. UUP is still trying to address the issue of ad hominin comments.
- C. The new Retention/Tenure/Promotion (RTP) agreement was signed in February 2022. UUP has found that information disseminated to faculty about RTP is inaccurate and/or arrived too late. Some faculty are confused about submitting under the old or new system. New faculty do not appear to have received RTP guidelines or invitations to workshops concerning RTP procedures. Faculty hired under the old RPT guidelines may employ either the old or the new guidelines. The old RPT guidelines are set to expire in 2028.
- D. Under the negotiated Adjunct Memorandum of Understanding (MOU) either Labor or Management can reopen negotiations after 3 years. Management agreed to go forward with the current part-time MOU this year, but at the end of the academic year plans to review the document and perhaps seek amendments. Proposed Management amendments might include the inclusion of lecturers, labs, and individual instruction. UUP asserts that the current MOU remains in place until agreement on possible amendments
- E. Management is pushing hard to extend the days of faculty obligation. UUP's position is that faculty obligation practices should not be changed without a Labor-Management agreement and this year's call for "volunteers" went beyond volunteerism. Management states that it would not deploy the same exhortations next year but awaits UUP's response to Management's days of obligation proposal.

#### VIII. Special Events Director Report—upcoming Programs: Loraine

- A. Details and dates will be forthcoming concerning:
  - (i) *Vision for the Future* forum in late September
  - (ii) retiree reception
  - (iii) end of semester party

IX. the September 14, 2022, Executive Board Meeting adjourned at 12:35 PM

Submitted by Bill Simons, Secretary, UUP Oneonta

*William Simons*