

**UUP Oneonta Executive Board Meeting Minutes:
Monday, December 20, 2021, 11:30 AM, Le Café, Morris Hall**

Present: *In person:* Shirley Clark, Rob Compton, Jeri Anne Jerminario, Kerry Osterwald, Bill Simons, Gary Wickham

Online: Scott Barton, Owen Conklin, Mark Ferrara, Lee Graham, Penina Kamina, J Lentner, Mike McAvoy, Dorothy Rombo, Chris Sielaff, Nancy Simons, Heather Stalter, Jen-Ting Wang, Rob Trimarchi, Loraine Tyler, Rich Tyler, Ed Wesnofske, Sen Zhang

I. President Rob Compton called the meeting to order at 11:30 AM

A. Rob welcomed Ex Bd members and thanked them for their service

II. Secretary's Minutes:

A. the minutes of the Monday, November 15, 2021, Executive Board Meeting were reviewed

B. a motion was made and seconded to approve the minutes

C. the minutes were approved unanimously.

III. Announcements

A. the academic and calendar year are rapidly coming to an end

(i) the new UUP Oneonta team has made significant progress since taking office in June 2021

(ii) significant and defining challenges lie ahead, including the on-going Covid pandemic

B. submission of articles for publication in *The Sentinel* is welcome and encouraged

C. subject to approval by the Executive Board, UUP Oneonta will design and disseminate the latest edition of its on-going *Quality of Life Survey*; tabulate results; and publicize those results

D. Management has proposed forming a joint Labor-Management task force to examine compensation with equal representation from Labor and Management

E. Management letters concerning DSI have gone out to all UUP employees, recipients and non-recipients alike

F. the UUP Oneonta Executive Board will subsequently consider whether to publish the list of DSI recipients, with award amounts noted

G. SUNY Oneonta is allotted \$64,000 Individual Development Award (IDA) funds in the current cycle

(i) IDA guidelines will follow

(ii) the IDA Committee will include 3 members selected by UUP and 3 selected by Management

IV. Vice President for Professionals Report postponed to the next Executive Board Meeting due to J's recent Covid illness

V. Vice President for Academics Report: Mark

A. the Retention/Promotion/Tenure (RPT) implementation letter has not yet been issued

- B. RPT committee members will be elected in the spring
 - (i) previously RPT committee members were appointed by Management
- C. an improper practices filing on behalf of UUP Oneonta was triggered by unilateral changes by Management in the longstanding practices concerning the Faculty Activities Report (FAR), including by not confined to a fundamental change in the purpose of FAR
 - (i) UUP and Management, however, continue to discuss issues surrounding the imposition of Digital Measures by Management but these discussions are frustrating
 - (ii) UUP Oneonta is concerned about the changed in FAR process and about the scope of information collected by Digital Measures
 - (iii) UUP members have also observed and reported substantive failures in Digital Measures
- D. UUP asserts that for adjuncts the agreement signed by Labor and Management supersedes Digital Measures
- E. Deans, Chairs, and rank-and-file UUP members have expressed and/or demonstrated confusion about Digital Measures and the adjunct Memorandum of Understanding (MOU)
- F. long-stalled UUP-Management negotiations concerning Student Perceptions of Instruction (SPI) need to resume
 - (i) UUP asserts that the current use of the digital SPI remains a temporary pilot program that has exceeded the reasonable lifespan of such a pilot
- G. senior Management positions, including that of Provost/Vice President for Academics and Vice President for Student Development require a national search
- H. Labor-Management discussions on the practice of administrators retaining $\frac{5}{6}$'s of their salary upon returning to the ranks will resume at a future Labor-Management Meeting

VI. Starbuck's resolution:

- A. the following resolution was introduced: "Resolved: UUP Oneonta supports the Starbucks United Organizing Committee (SWUOC) in their efforts to build a strong, effective, and democratic union in Buffalo"
- B. the resolution was discussed
- C. a motion was made and seconded to approve the resolution
- D. the resolution was approved unanimously

VI. Treasurer's Report:

- 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

VII. the Executive Board began preliminary discussion of the rationale, procedures, and prospects for the direct election of State UUP Officers by the rank-and-file membership

- A. the discussion will continue

VIII. the Executive Board discussed the implications of the American Disabilities Act (ADA) on the work of UUP employees in the age of Covid

- A. State UUP is currently in negotiations concerning telecommunications issues
- B. under the existing protocols, there is a broad SUNY-wide framework with considerable room for campus-specific application
- C. SUNY Oneonta Management indicated that the current campus protocols represent a

pilot phase subject to review

- D. UUP Oneonta has found that SUNY Oneonta has the most limited, invitation only process of any SUNY campus for telecommunication applications
- E. although Management retains the prerogative of approval/disapproval of such applications, UUP Oneonta will strongly push for procedures that allow all UUP employees to apply

IX. the December 20 Executive Board Meeting adjourned at 12:53 PM

Submitted by William Simons, Secretary, UUP Oneonta

William Simons