

UUP Oneonta Labor-Management Meeting Notes: Thursday, February 23, 2023, Netzer 310

By Bill Simons, UUP Secretary

Present for Management: Alberto Cardelle, Dia Carleton, Tracy Johnson, Eileen Morgan-Zayachek, Julie Piscitello, and Bernadette Tiapo

Present for UUP: Shirley Clark, Rob Compton, James Damico, Mark Ferrara, Chris Sielaff, and Bill Simons

I. Welcome.

A. The meeting came to order at 10:30 AM.

II. UUP inquired concerning Management's perception of the February 16, 2023, campus visit by SUNY Chancellor John B. King Jr. UUP also asked to have the opportunity to meet with the Chancellor in subsequent visits.

A. Management reported that Chancellor King met with a range of campus constituencies and felt that he left with a positive view of SUNY Oneonta and was particularly pleased with his interaction with students,

B. Management will set aside a UUP-specific slot for subsequent campus visits by the Chancellor.

III. UUP put forward a proposal for joint Labor and Management advocacy with NYS legislators on behalf of SUNY Oneonta.

A. Management stated that it was amenable to joint advocacy.

B. UUP and Management will subsequently discuss a framework for joint advocacy on behalf of SUNY Oneonta.

IV. UUP requested information regarding the current appointment of all part-time academic employees, including the following information:

(i) current category of appointment, term of temp

(ii) current appointment length or expected length (semester, 1 year term, 2 year term or 3 year term)

(iii) number of consecutive semesters of employment prior to current appointment. Number should include semesters during which an employee taught no courses because those courses were cut due to low enrollment.

A. Management will provide the requested data, but it will take time to assemble the materials.

V. The union expressed concern about adjunct removal due to redeployment of fulltime faculty, the process of adjunct renewal, and the status of long-term employment for adjuncts. UUP stated that Management turnover leads to loss of institutional memory. UUP expressed concerns that

there are lapses in enforcement of the Adjunct MOU, which, UUP asserted, covers all adjuncts. UUP also stated that department chairs are not turning in lists of adjuncts eligible for promotion.

A. Management stated that it could not follow up on every adjunct eligible for promotion and renewal. Management asked UUP to do more to monitor and inform adjuncts concerning MOU procedures.

B. UUP requested Management to send adjunct reappointment letters in a timelier fashion.

C. Management stated that some adjuncts are not submitting evaluative materials.

(i) UUP acknowledged this.

D. UUP and Management agreed that departments cannot create their own additional adjunct evaluative forms.

VI. UUP asked for clarification concerning the status of temporary professional employees

A. Management has reminded part-time temporary employees and their supervisors of eligibility protocols to move part-time temporary employees to term appointments and that transition will happen.

VII. UUP stated that cancelling course with enrollment below the stated minimum often has a negative impact on students planning for graduation.

(i) The union suggested looking at a faculty member's total FTE rather than enrollment in a single course in terms of course cancellation decisions.

(ii) Labor noted that faculty report inconsistency in the cancellation of courses below the formal required figure.

A. Management responded that some of the inconsistency in cancelling or not cancelling courses with an enrollment of less than 12 does derive from essential courses needed for graduation and total FTE.

(i) To compensate for a cancelled course, a faculty member may voluntarily and for compensation teach an independent study or individual enrollment course.

VIII. UUP asserted a problem in the recruitment and retention of Professionals

--due to workload, pay, and paucity of supervisor training (reflected in non-compliance by a significant number of supervisors concerning Performance Programs).

A. Management questioned whether Oneonta is losing more Professionals than other SUNY campuses in our sector as well as whether our Professional attrition rate is higher than in the past.

B. Management and UUP committed to holding joint supervisor training workshops.

IX. UUP stated that increased numbers of Academics are leaving SUNY Oneonta and that compensation is a factor.

(i) The union is concerned about the inertia of the equity study taskforce.

(ii) Compensation needs to be engaged more vigorously.

A. Management contends that the lack of accessibility to comparative data impedes work on the equity study.

B. Management noted that it invites all departing, fulltime employees to participate in exit interviews and that most accept the invitation to participate in an exit interview, Management stated that some departing employees leave for other than the reasons cited by UUP.

C. UUP returned to the need to prioritize the equity study.

(i) Management stated that we can make progress on the equity issue.

X. UUP announced that it will be hosting an AI (Artificial Intelligence) panel and informed President Cardelle that he would receive a formal invitation to serve on the panel.

XI. RTP (Retention/Tenure/Promotion) Issues

A. UUP contends that the written agreement states that Faculty Success storage is not mandatory for RTP materials.

(i) Management says it will get back to UUP on this and that more work is needed on the issue.

B. Management will contact GOER to seek permission to enter into additional formal negotiations on RTP issues, including those involving support letters for candidates.

(i) UUP will contact State UUP to seek permission to enter into additional formal negotiations on RTP issues, including those involving support letters for candidates.

XII. Management inquired about a letter received from a employees from a specific department that was written on UUP letterhead.

A. UUP replied that the letter in question was not an official communication from UUP, but that the senders did consult with UUP.

XIII. In response to Management's communication about Mandatory Training for Active Shooter and other Emergency Situations, UUP will take the matter under consideration after deliberation about compensation, time commitment, involvement of adjuncts, mandatory participation, nature of the training, and augmenting the areas in the NYS template to reflect SUNY Oneonta's past experience with an active shooter situation (which proved to be a hoax).

XIV. The meeting adjourned at 11:55 PM.