

# **UUP Oneonta Labor-Management Meeting Notes: Monday, November 7, 2022, Netzer 310**

*By Bill Simons, UUP Secretary*

Present for Management: Dia Carleton, Alberto Cardelle, Elizabeth Dunn, Tracy Johnson, and Julie Piscitello

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 9:30 AM.

II. Acknowledgments

A. UUP affirmed receiving a copy of the Faculty Handbook and thanked Management for providing it.

B. Management affirmed receiving a copy of the November *Sentinel* and thanked UUP for providing it.

III. Quality of Professional Life and Administrative Assessment

A. UUP announced completion of Part I of its Quality of Professional Life and Administrative Assessment.

(i) Part I deals with campus climate.

B. UUP will provide Management with a copy of the unabridged Part I statistical and textual responses.

C. Part II of the Professional Life and Administrative Assessment will soon be implemented.

(i) Part II will provide evaluation of specific Administration offices.

IV. Graduate Faculty Status

A. UUP previously noted a prior Provost, James Mackin, agreed that faculty already granted graduate faculty status would retain that designation although future applicants to that status would need to go through the formal application procedure. UUP advocates continuation of the past practice.

B. Management responded that when individuals need documentation of graduate faculty status when submitting materials to an external entity for a grant application or other purpose, Management could provide a letter of confirmation.

C. UUP returned to the original issue of retention of graduate faculty status by those already so designated.

D. Management reiterated that address of the issue will await the appointment of a Dean of Graduate Studies and that decisions will be on a case-by-case basis.

V. Temporary vs. Term Appointment for Professionals

A. For new Professional hires, UUP generally advocates term appointments rather than

temporary appointments

—to dissipate the fear engendered by indeterminate “at will positions.”

- (i) UUP finds temporary appointments salutary if the position is truly to remain temporary —but experience suggests that is not always the practice.
- B. Management stated that it has not seen the temporary designation as a barrier to recruitment of Professional employees but will watch and monitor the situation.

#### VI. Parking

- A. By way of introduction, UUP noted a recent incident of an employee being ticketed for having the parking sticker affixed from the inside rather than the outside of the window.
- B. The union proposes to move away from a physical, paper-based parking sticker to a virtual, license-based registration
  - benefits of such a change would include sustainability.
  - (ii) Cortland and Cornell are amongst the campuses with virtual license-based reading Systems.
- B. Management requested that UUP present a written parking protocols proposal encompassing all campus unions.
- C. UUP inquired where money from parking ticket fines goes.
  - (i) Management answered that money collected from traffic fines is deposited in the General Income Fund Reimbursable.

#### VII. UUP requested updates concerning Adjunct promotion applications, Retention/Tenure/Promotion (RTP) protocols, and Student Course Survey (SCS) Negotiations

- A. Management indicated that there were 5 adjunct promotion applications in the schools of Liberal Arts and Economics & Business.
  - (i) Management will report back data from the other schools.
- B. Concerning RTP, Management responded that advisory committees will be constituted and ready to receive materials.
- C. UUP has heard concerns about the conflation of tenure and promotion, and UUP seeks clarification as to whether tenure can still be attained at the assistant professor level.
  - (i) Management will examine the issue internally and then discuss it with UUP.
- D. UUP and Management are close to finalizing an SCS agreement.

#### VIII. Veterans Day

- A. Management affirmed that there will be Veterans Day recognition ceremonies and observance.
  - (i) Kelly Pinter, Student Accounts, is the new contact person for student veterans.
- B. UUP will be presenting a veterans proposal encompassing students and all campus Unions.

#### IX. Discretionary Salary Increases (DSI)

- A. Management anticipates mailing DSI letters to employees during the first week of December.
  - (i) Recipient of DSI and non-recipients will receive notice.

## X. Course Caps

- A. UUP expressed concerns about course caps, especially those on senior seminars.
- B. Management is assessing the situation.
- C. Referencing the calendar, UUP asserted that students need guidance.

## XI. Other terms and conditions

- A. UUP and the State of New York continue contract negotiations.
  - (i) UUP Oneonta plans to present Management with postcards signed by union members to promote support for campus and SUNY-wide policies.
  - (ii) Management noted that it does not play a direct role in negotiations.
  - (iii) UUP and Management touched upon the possibility of future collaboration on behalf of SUNY.
- B. Management is still waiting for a formal response from UUP to its proposal to enlist faculty in a new 15-day period of engagement.
  - (i) UUP reiterated strong caveats to such a proposal.
  - (ii) Management responded that the 15-days is a starting point for discussions and would welcome dialogue with UUP on the proposal.
- C. UUP shared faculty reports of an upsurge of student cheating: confidentiality was observed in said discussion.
  - (i) Information received by UUP at this point suggests that plagiarism is the main form of student cheating.
  - (ii) Management and UUP both allowed that inadequate pre-college preparation, exacerbated by Covid, may contribute to the spike in student plagiarism.
  - (iii) UUP suggested an underreporting of student cheating due to frequent ad hoc faculty response to infractions.
  - (iv) Management noted that the College Senate is working on an advisory academic integrity proposal.
- D. Provost Search Update
  - A. Management reported a strong candidate pool with plans to start the interview process in early December.
  - B. UUP and other campus unions will receive an invitation to union-dedicated meetings with candidates.
- E. University Police
  - (i) UUP reported information of the involvement of University Police in the escort of a terminated employee off campus.
  - (ii) UUP asserts that University Police involvement in termination should take place only when the employee is a threat to him/herself or to others.
  - (iii) Management responded that University Police were “available” concerning the incident and that the Campus President had no knowledge of said incident prior to today’s Labor-Management meeting.
  - (iv) Prior to further interface on this issue, Labor and Management will conduct additional research.

## XII. The meeting adjourned at 11:00 PM.