

## SUNY Oneonta Small Labor Management Group Agenda – January 18, 2024

**Present from Management: President Cardelle, Enrique Morales-Diaz, Dia Carleton**

**Present for UUP: Shirley Clark, Mark Ferrara, Chris Sielaff**

### **1. Update on Compensation Committee**

*Management indicated other institutions have issued salary adjustments resulting from collaborative discussions between campus management and the respective UUP Chapter. It was decided to move forward in a small group discussion method rather than bring in consultants from the outside. Mark Ferrara, Chris Sielaff and Shirley Clark will represent the union side and for Management it will be President Cardelle, Dia Carleton and Julie Piscitello. First discussion will be in February and will continue into the Spring 2024 semester.*

### **2. UUP-Management Joint Health and Housing Survey**

- a. See attachment on proposed questions

*Making some changes to proposed questions. The survey will go to all employees, not just UUP members. The survey will ask for employee status: Management Confidential, UUP, Civil Service, etc... Management will disseminate the survey to all employees through Qualtrics.*

### **3. Status of Full-Time Lecturer 3-year Appointment Letters**

- a. Clarification on when these appointment letters will be issued

*Management is currently working on Adjunct letters and expects Full-Time Lecturer 3-year appointment letters to go out in early March.*

- b. Are there any concerns of non-renewal with the 11 identified Full-Time Lecturers now eligible for 3-year contracts after 7 years of service?

*Management is waiting for the appropriate Dean's responses on these and indicated the number may now be 13 Full-Time Lecturers who may be eligible.*

### **4. Follow-up on Proposed clarification to Renewal, Promotion and Tenure Agreement**

*UUP sent Management a list of "tweaks" to the RTP Implementation Letter related to the election of RTP committees (DAC, LAC, and P&T) on December 19<sup>th</sup>, 2023, and they were discussed at this meeting. Management indicated they would consult the Faculty Senate for a response. UUP also expressed concern about the rollout of a new SharePoint "drop box" for RTP files (particularly that candidates were only given 9-days' notice and should be held "harmless" if this technology prevents the on-time submissions of dossiers). UUP also alerted Management that the RTP Policy document was not accessible to all Oneonta faculty or those unaffiliated with the college (such as candidates for faculty positions).*

### **5. Update on the Proposed changes in the Absence Policy (from Oct. 26<sup>th</sup>)**

*For the Spring 2024 faculty will use the current Absence Policy, since no changes to it have been implemented.*

### **6. New Employee Orientation Schedule for Spring 2024 Semester**

*Tracy Hartwell will be coordinating the New Employee Orientation Schedule this Spring, as the previous assigned employee has left for another position on campus. No orientations have been scheduled to date. UUP reaffirmed that we would like to be placed early in the agenda due to the cancellations in the Fall 2023 had our presenters with no opportunity to converse with the employees.*

### **7. Can Management provide a list of Adjuncts Eligible for Promotion under the current MOU?**

*Dia Carleton will investigate getting this list. HR must develop new systems to track lecturers and adjunct lecturers to determine their number of consecutive semesters, in accordance with the new UUP Agreement. However, the criteria for counting semesters as “consecutive” differs between the UUP Agreement and the Oneonta MOU. So a different system will need to be developed to track these employees to comport with the MOU.*

**8. Update from Management on EAB Navigate Rollout**

*Management indicated that this would be a soft rollout. The Access Opportunity Program (AOP), Student Experience and Academic Advisement are the first offices live with EAB Navigate. More student facing offices will be onboarded as the semester continues.*

**9. Time Ticketing and Professionals**

- a. Reviewing response from Management

*UUP decided to postpone this item, but still is concern with Professionals having to do the work and then update somewhere else that they did the work.*

**10. Performance Programs and Evaluations**

- a. What percentage of performance programs are up-to-date?
- b. What percentage of evaluations are up-to-date?
- c. Are there any areas of concern and what is being done to remediate?

*Dia Carleton expected to have these answers on Performance Programs and Evaluations by the next meeting or sooner.*