



The Sentinel

UUP - Oneonta Local 2190

Special Edition: UUP Quality of
Professional Life and

Administrative Survey*- Part 1
(Seventh Survey, 2022-2023)

February 22, 2024

UUP Quality of Professional Life and Administrative Survey*

Part 1

(Seventh Survey, 2022-3)

UUP Oneonta Survey Committee:
Robert Compton, Mark Ferrara, and Bill Simons

*Copies of the report are at the UUP Office for viewing. A copy is also provided to Management.

Editorial Note

As 2024 moves forward, UUP Oneonta devotes a special issue of *The Sentinel* to publication of the **UUP Quality of Professional Life and Administrative Survey* Part 1 (Seventh Survey, 2022-2023)**. UUP Oneonta remains a union leader in the design and implementation of surveys. After a discussion of the rationale, content, and history of the survey, the statistical results of the survey follow. Rate of participation in the survey was high, and the results are significant. Familiarity with the survey will elevate discussion of campus issues. UUP Oneonta anticipates that Part II of the survey will follow in fall 2024. UUP members may view the free response comments elicited by the survey in the UUP office. The survey process protects participant confidentiality.

Seventh UUP Quality of Professional Life and Administrative Survey, 2022-3

Background: Design and Implementation

Results are now available for SUNY Oneonta's seventh evaluation of Quality of Professional Life & Administrative Assessment, Part 1. The overall response rate was 47.25%. The rate of response and the content of the responses were significant and substantive. The survey results coupled with part two (2) will impact the UUP agenda, Labor-Management discourse, *The Sentinel* content, and direct action on this campus. Before discussing results, a review of antecedents is in order.

At its April 2022 meeting, the UUP Executive Board voted to conduct, during the AY 22-23, to conduct the 7th evaluation of the *Quality of Professional Life and Administrative Assessment*. The Executive Board decided to conduct two iterations of the survey, part one and part two. Part one focuses on the Quality of Life. Given the dramatic turnover of Management positions over the years, the Executive Board decided to conduct the Administrative Assessment after presenting the results of part one. UUP will conduct that survey in May-September 2023 with report out by the end of the CY 2023.

The rationale for the Executive Board's decision to conduct this evaluation derived from several factors, amongst them:

1. UUP has an obligation to survey its members' assessment of professional life;
2. All employees and their offices, including administrators, should be evaluated;
3. Subordinate personnel (UUP members) are continuously evaluated;
4. UUP Oneonta has an on-going practice of periodic assessment of professional life and the administration' and
5. Such assessments of professional life and evaluations of administration provide important feedback and transparency.

The Executive Board tasked a committee, consisting of Mark Ferrara, Bill Simons, and Robert Compton, to design the survey instrument. The instrument contained statistically based questions and free response sections. In addition to the Quality of Professional Life component, the instrument will, in part two, evaluate key administrative offices on the Oneonta campus.

UUP conducted pilot tests of the survey. Subsequently, the survey was presented to the UUP membership and current UUP employees on payroll at the end of the past academic year received an email invitation to participate in the UUP Quality of Life and Administrative Assessment, Part One survey. The invitation and reminders were sent periodically by the Chapter Office Assistant.

Survey responses were recorded by an independent survey company's survey software and responses remained completely anonymous and confidential. The survey did not request any usernames or passwords. Respondents

were instructed that remarks should not make any references to race, ethnicity, gender, appearance, orientation, or any other personal attribute.

Instrument Used:

2022 UUP Quality of Professional Life and Administrative Assessment (Part I)

Quality of Professional Life:

UUP will maintain anonymity of survey responses. There are two parts to this survey: basic demographic information and survey questions. All non-demographic questions require a Likert scaled response with (1=Strongly Disagree, 7=Strongly Agree). The specific Administrator portion of the survey will be administered in Fall 2022.

1. State your employment category.
2. Please select your appointment status
3. Gender
4. Length of Employment at the College
5. Using the scale of 1 to 7 with 1 being strongly disagree and 7 strongly agree, to what extent does the College provide a satisfactory physical environment for my work
6. Our academics/professionals possess positive morale
7. The College provides adequate technology support
8. The College provides adequate funding for my professional work.
9. The College utilizes part-time employees appropriately
10. The Discretionary Salary Awards (DSI) results are fair
11. My salary is equitable
12. The College provides reasonable job security
13. The contents and results of assessment are useful
14. The context/scope of my work has been extended or expanded without compensation
15. My department or area receives adequate support from the administration
16. The College effectively uses my expertise and potential
17. The College uses external consultants effectively
18. The administration's decision-making process is transparent and consultative
19. The administration values recommendations from the governance structure
20. The administration succeeds in realizing diversity in recruitment of academics and professionals
21. The administration actively supports retention of academics or professionals
22. The administration appropriately and effectively resolves interpersonal disputes
23. The College effectively trains students for an increasingly complex world

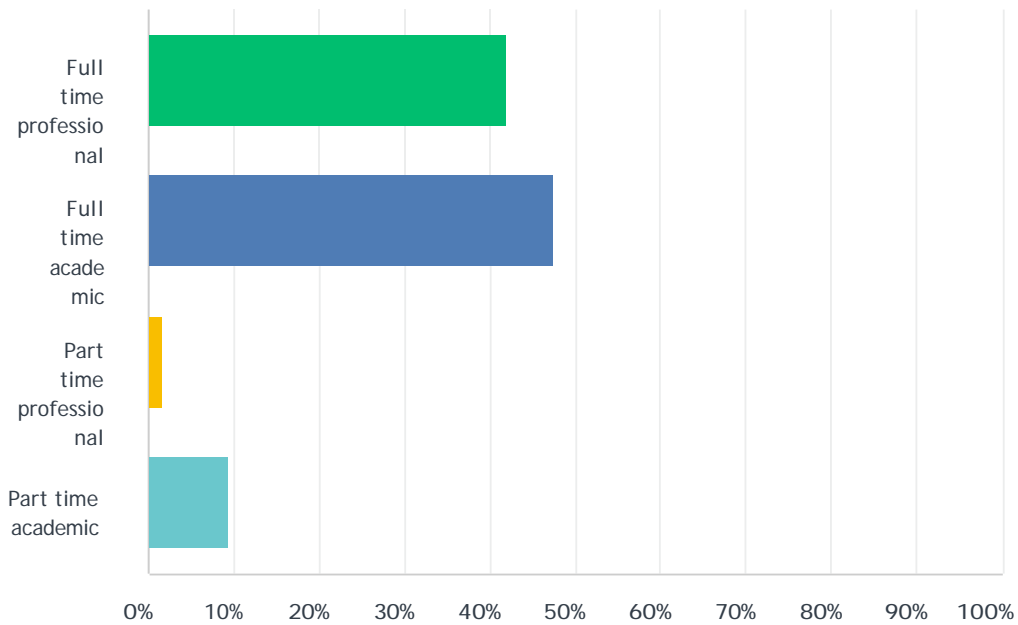
24. Overall, working at this College is satisfying

25. Please provide comments concerning your professional life to include issues of morale, resources, workload, salary, and/or other concerns.



Q1 Please state your employment category

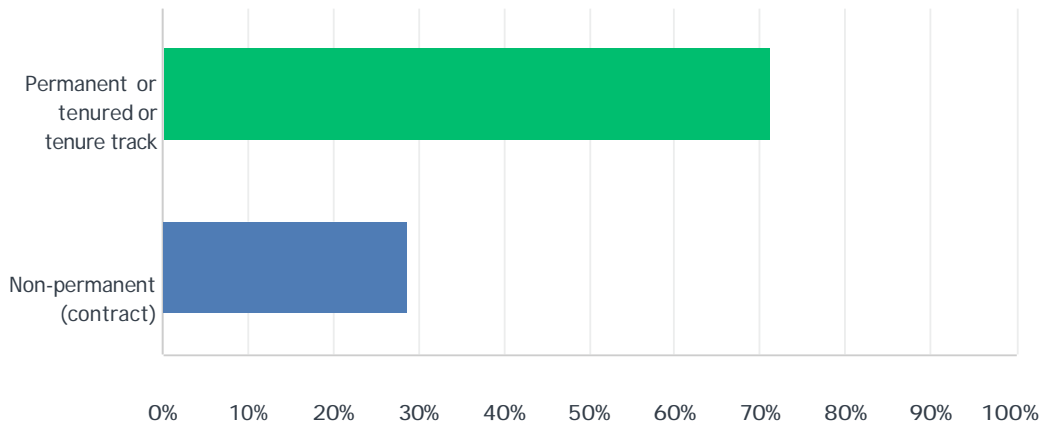
Answered: 307 Skipped: 2



ANSWER CHOICES	RESPONSES	
Full time professional	42.02%	129
Full time academic	47.56%	146
Part time professional	1.63%	5
Part time academic	9.45%	29
Total Respondents: 307		

Q2 Please select your appointment status

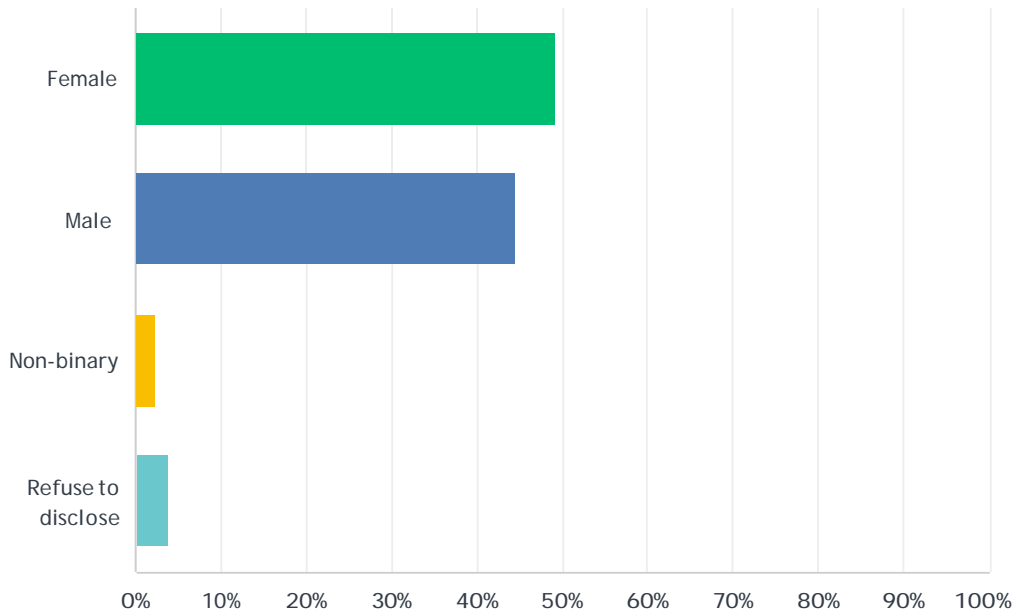
Answered: 305 Skipped: 4



ANSWER CHOICES	RESPONSES	
Permanent or tenured or tenure track	71.15%	217
Non-permanent (contract)	28.85%	88

Q3 Gender

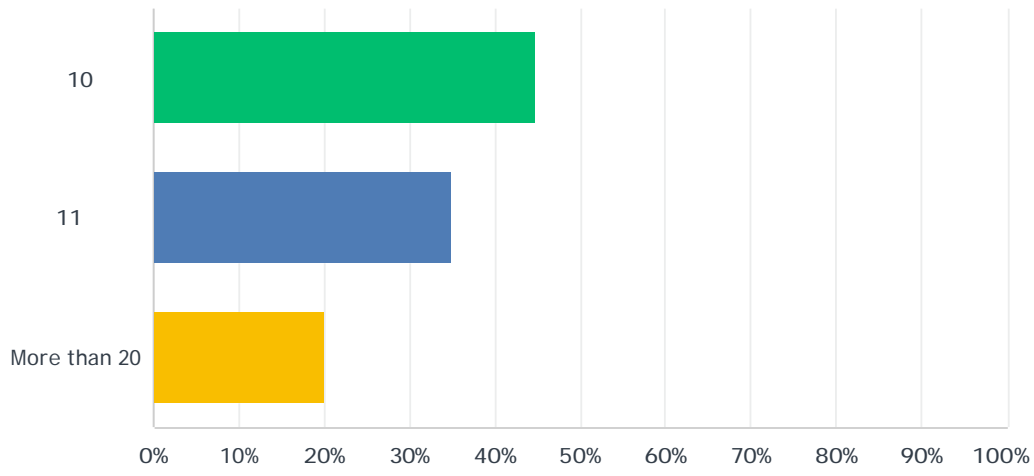
Answered: 308 Skipped: 1



ANSWER CHOICES	RESPONSES	
Female	49.35%	152
Male	44.48%	137
Non-binary	2.27%	7
Refuse to disclose	3.90%	12
TOTAL		308

Q4 Length of Employment at the College

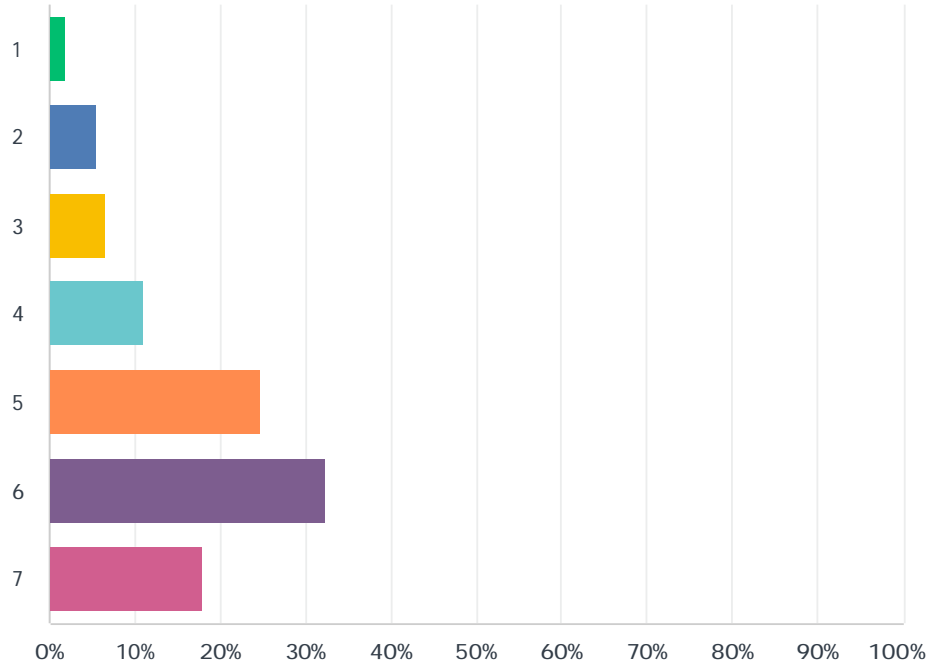
Answered: 308 Skipped: 1



ANSWER CHOICES	RESPONSES
0 to 10	44.81% 138
11 to 19	35.06% 108
More than 20	20.13% 62
TOTAL	308

Q5 Using the scale of 1 to 7 with 1 being strongly disagree and 7 strongly agree, to what extent does the College provide a satisfactory physical environment for my work.

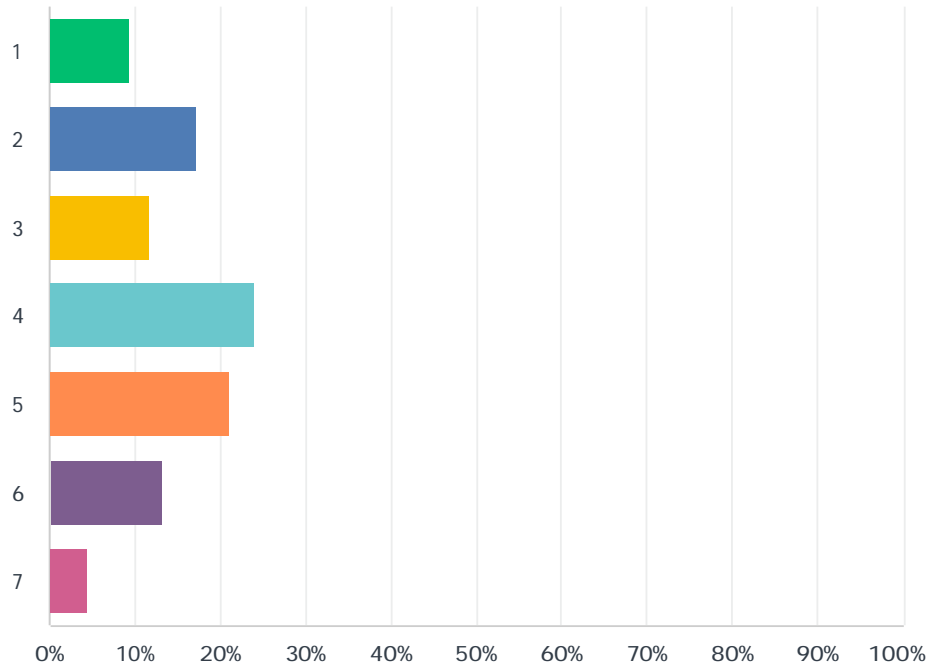
Answered: 306 Skipped: 3



ANSWER CHOICES	RESPONSES	
1	1.96%	6
2	5.56%	17
3	6.54%	20
4	11.11%	34
5	24.84%	76
6	32.35%	99
7	17.97%	55
Total Respondents: 306		

Q6 Our academics/professionals possess positive morale

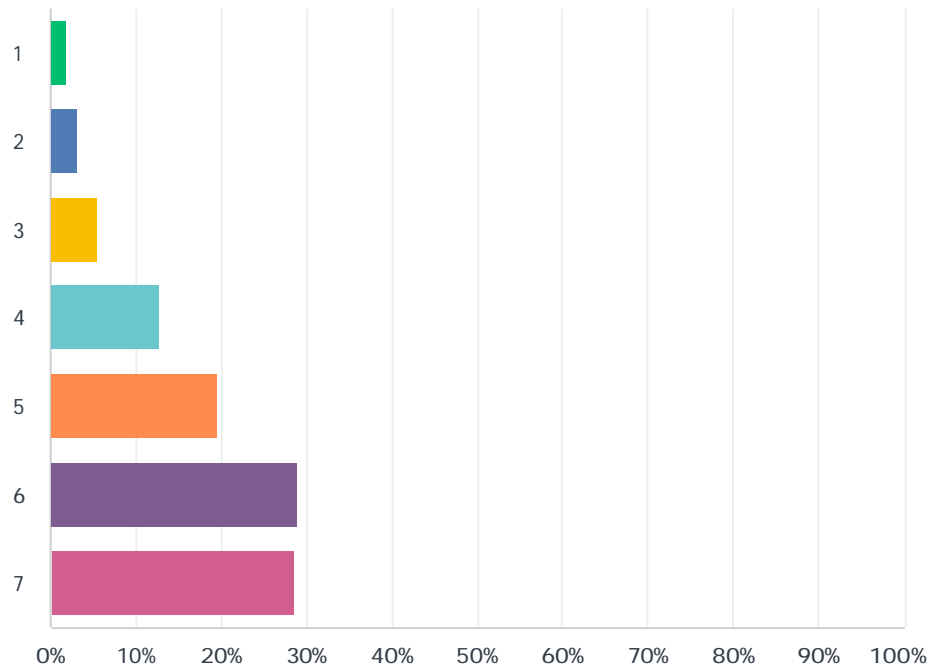
Answered: 308 Skipped: 1



ANSWER CHOICES	RESPONSES	
1	9.42%	29
2	17.21%	53
3	11.69%	36
4	24.03%	74
5	21.10%	65
6	13.31%	41
7	4.55%	14
Total Respondents: 308		

Q7 the College provides adequate technology support

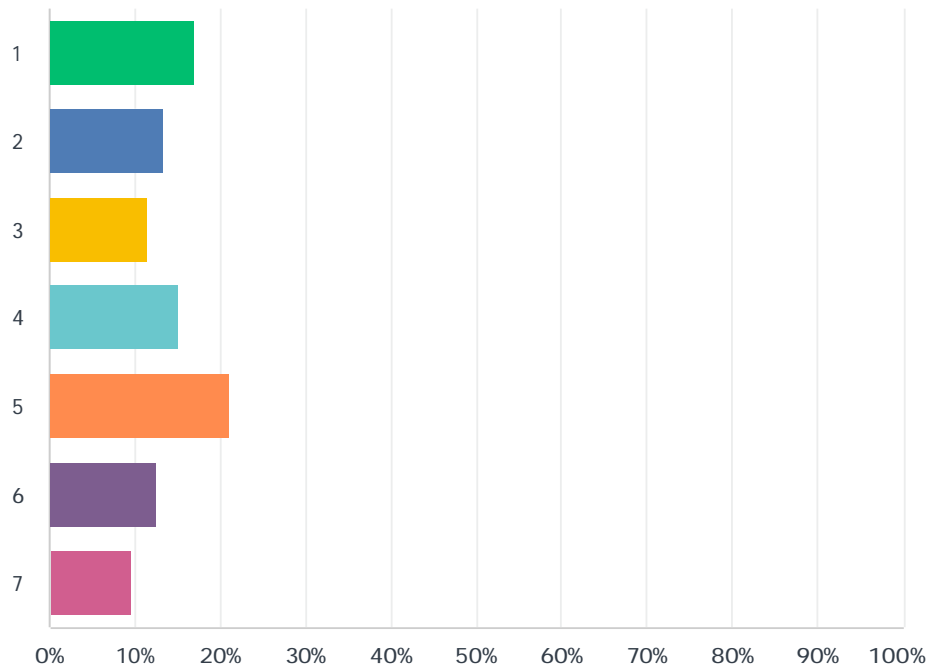
Answered: 307 Skipped: 2



ANSWER CHOICES	RESPONSES	
1	1.95%	6
2	3.26%	10
3	5.54%	17
4	12.70%	39
5	19.54%	60
6	28.99%	89
7	28.66%	88
Total Respondents: 307		

Q8 the College provides adequate funding for my professional work

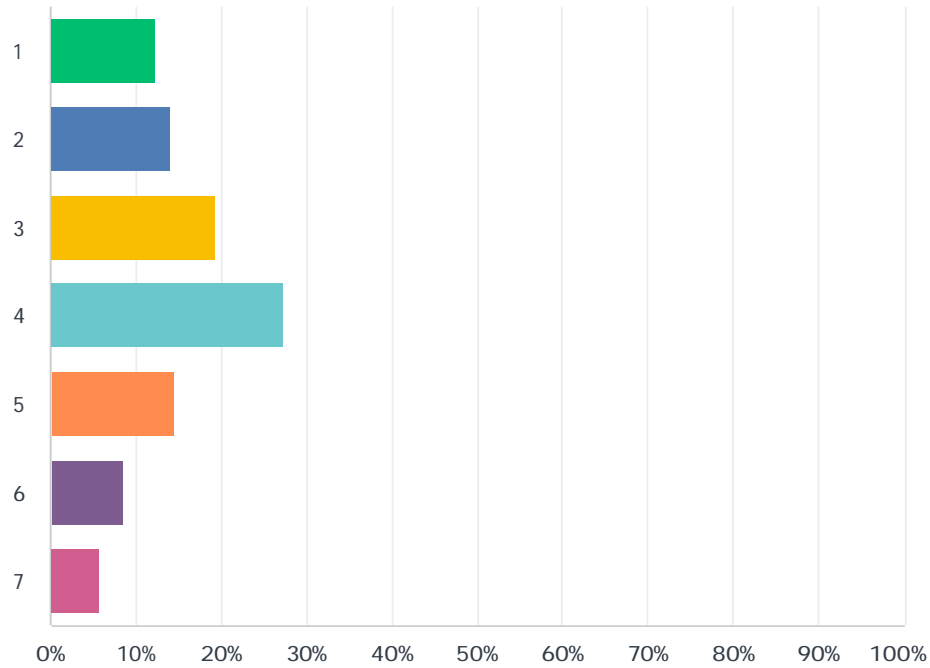
Answered: 304 Skipped: 5



ANSWER CHOICES	RESPONSES	
1	17.11%	52
2	13.49%	41
3	11.51%	35
4	15.13%	46
5	21.05%	64
6	12.50%	38
7	9.54%	29
Total Respondents: 304		

Q9 the College utilizes part-time employees appropriately

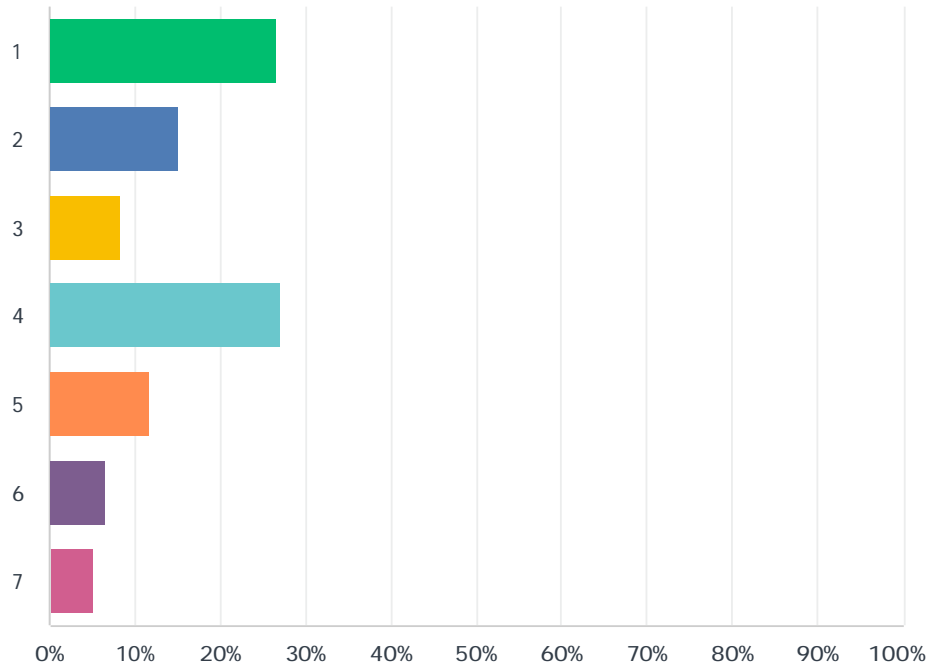
Answered: 290 Skipped: 19



ANSWER CHOICES	RESPONSES	
1	12.41%	36
2	14.14%	41
3	19.31%	56
4	27.24%	79
5	14.48%	42
6	8.62%	25
7	5.86%	17
Total Respondents: 290		

Q10 the Discretionary Salary Awards (DSI) results are fair

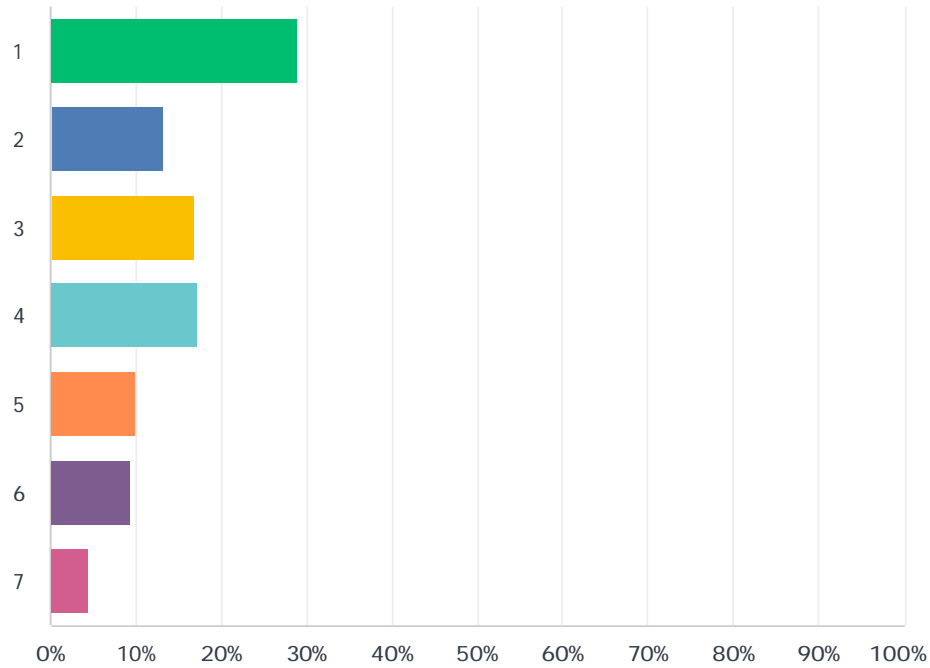
Answered: 299 Skipped: 10



ANSWER CHOICES	RESPONSES	
1	26.76%	80
2	15.05%	45
3	8.36%	25
4	27.09%	81
5	11.71%	35
6	6.69%	20
7	5.02%	15
Total Respondents: 299		

Q11 My salary is equitable

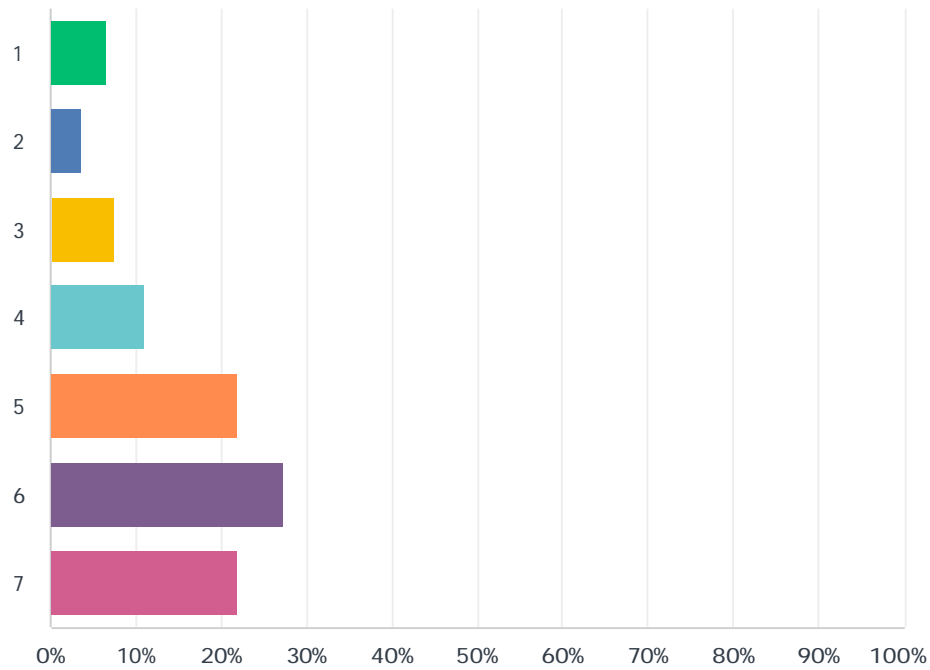
Answered: 308 Skipped: 1



ANSWER CHOICES	RESPONSES	
1	28.90%	89
2	13.31%	41
3	16.88%	52
4	17.21%	53
5	10.06%	31
6	9.42%	29
7	4.55%	14
Total Respondents: 308		

Q12 The College provides reasonable job security

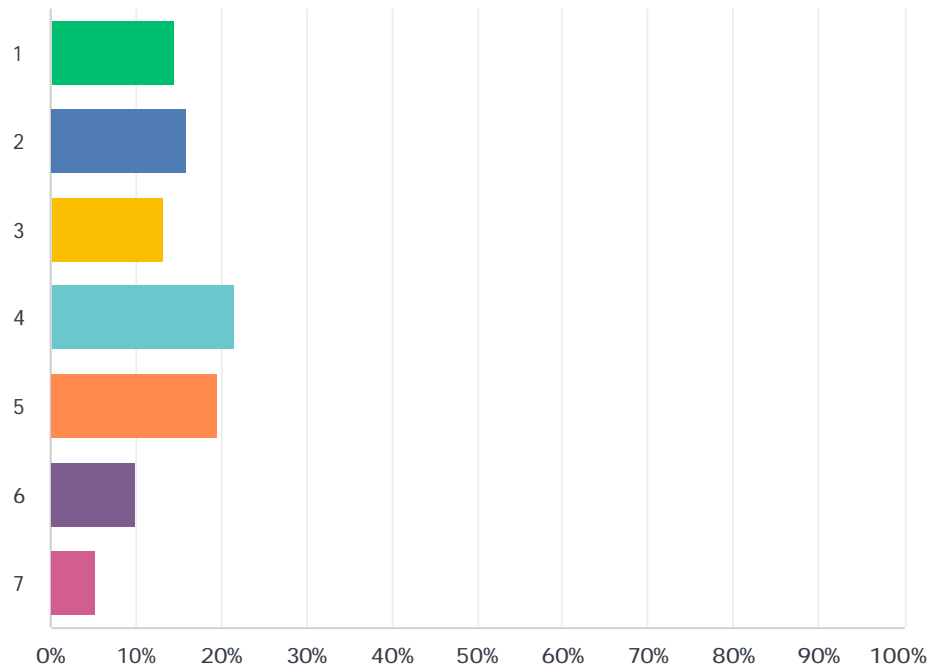
Answered: 305 Skipped: 4



ANSWER CHOICES	RESPONSES	
1	6.56%	20
2	3.61%	11
3	7.54%	23
4	11.15%	34
5	21.97%	67
6	27.21%	83
7	21.97%	67
Total Respondents: 305		

Q13 The contents and results of assessment are useful

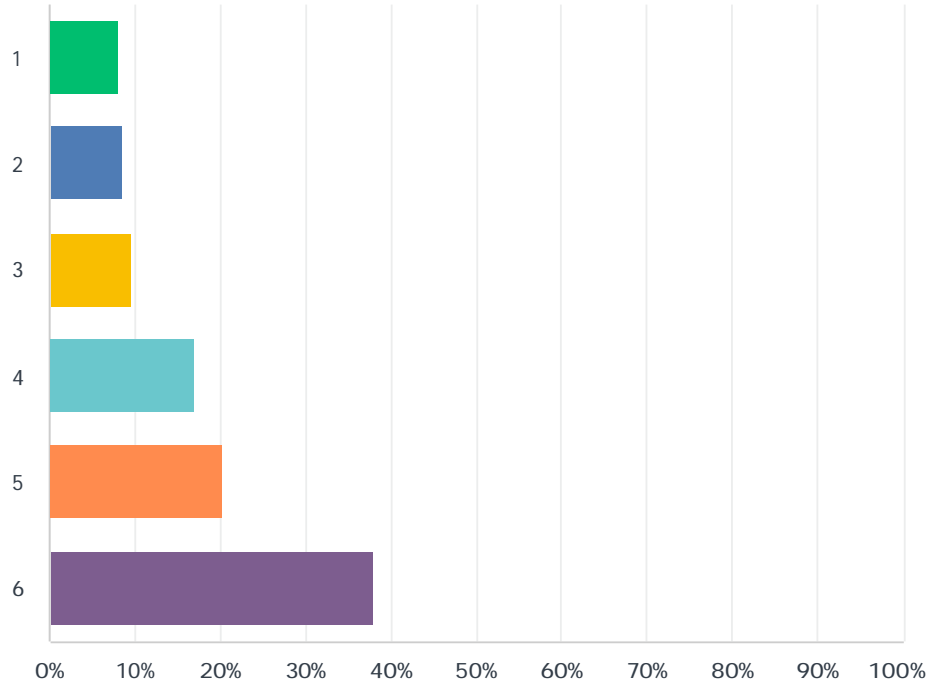
Answered: 302 Skipped: 7



ANSWER CHOICES	RESPONSES	
1	14.57%	44
2	15.89%	48
3	13.25%	40
4	21.52%	65
5	19.54%	59
6	9.93%	30
7	5.30%	16
Total Respondents: 302		

Q14 The context/scope of my work has been extended or expanded without compensation

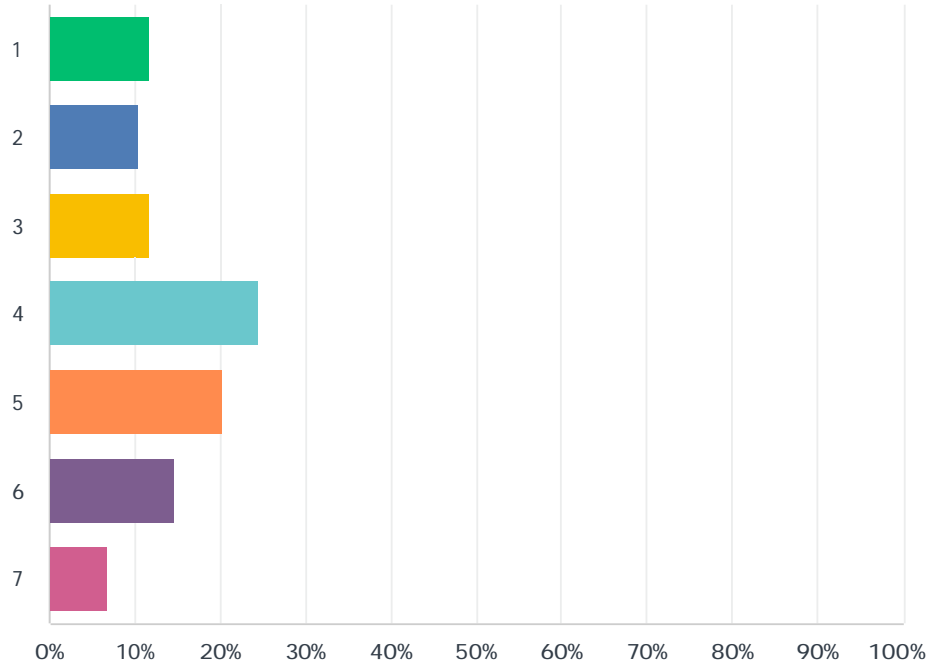
Answered: 305 Skipped: 4



ANSWER CHOICES	RESPONSES	
1	8.20%	25
2	8.52%	26
3	9.51%	29
4	17.05%	52
5	20.33%	62
6	38.03%	116
Total Respondents: 305		

Q15 My department or area receives adequate support from the administration

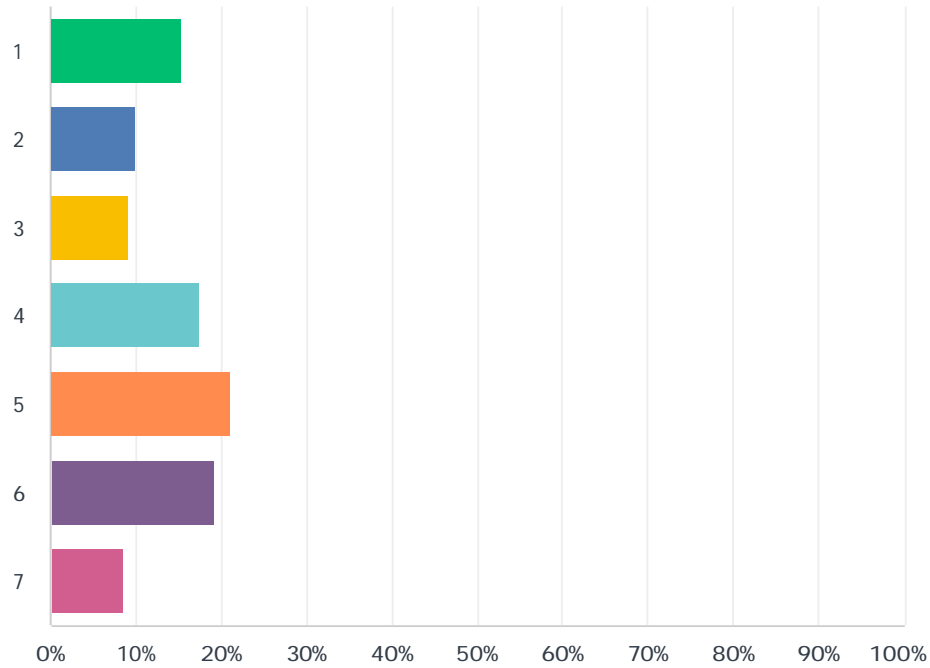
Answered: 307 Skipped: 2



ANSWER CHOICES	RESPONSES	
1	11.73%	36
2	10.42%	32
3	11.73%	36
4	24.43%	75
5	20.20%	62
6	14.66%	45
7	6.84%	21
Total Respondents: 307		

Q16 The College effectively uses my expertise and potential

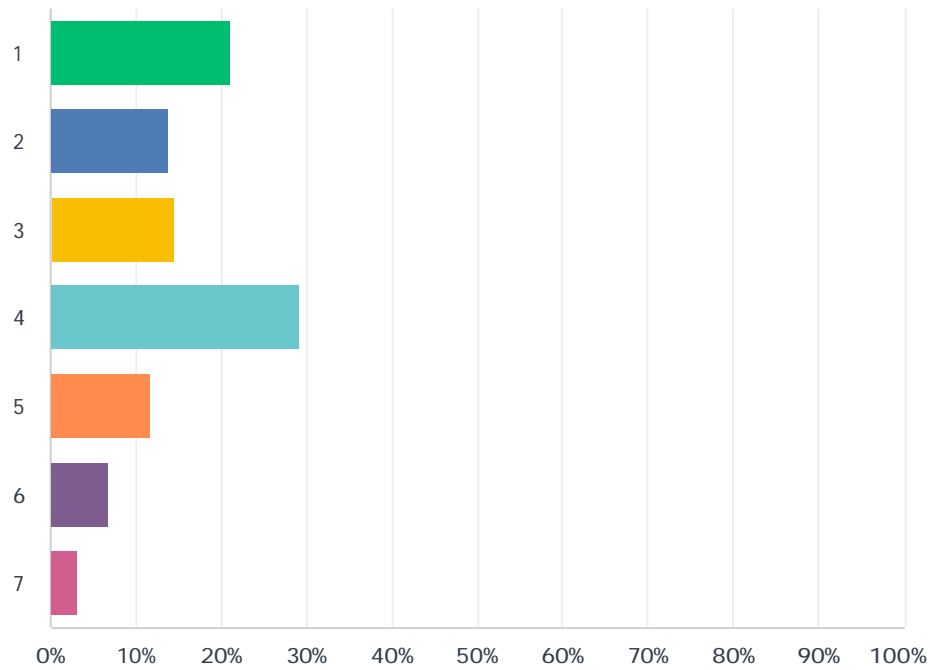
Answered: 308 Skipped: 1



ANSWER CHOICES	RESPONSES	
1	15.26%	47
2	10.06%	31
3	9.09%	28
4	17.53%	54
5	21.10%	65
6	19.16%	59
7	8.44%	26
Total Respondents: 308		

Q17 The College uses external consultants effectively

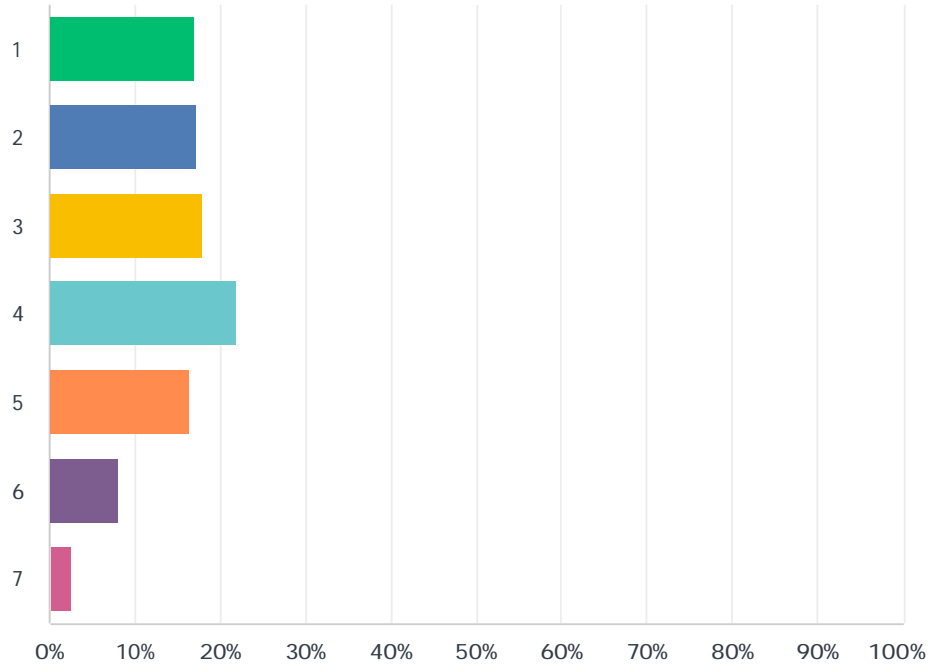
Answered: 290 Skipped: 19



ANSWER CHOICES	RESPONSES	
1	21.03%	61
2	13.79%	40
3	14.48%	42
4	29.31%	85
5	11.72%	34
6	6.90%	20
7	3.10%	9
Total Respondents: 290		

Q18 The administration's decision-making process is transparent and consultative

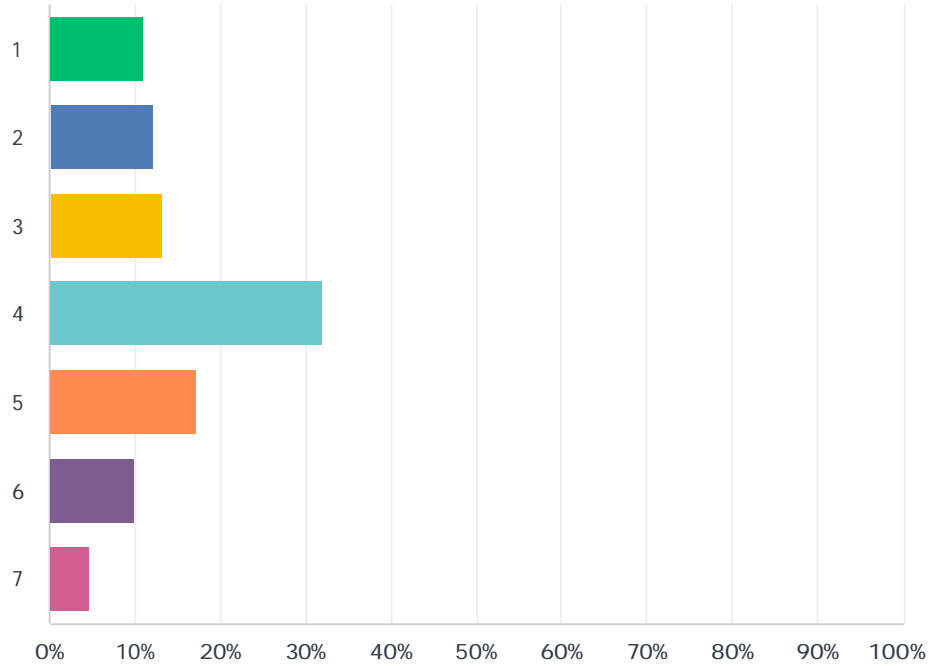
Answered: 306 Skipped: 3



ANSWER CHOICES	RESPONSES	
1	16.99%	52
2	17.32%	53
3	17.97%	55
4	21.90%	67
5	16.34%	50
6	8.17%	25
7	2.61%	8
Total Respondents: 306		

Q19 The administration values recommendations from the governance structure

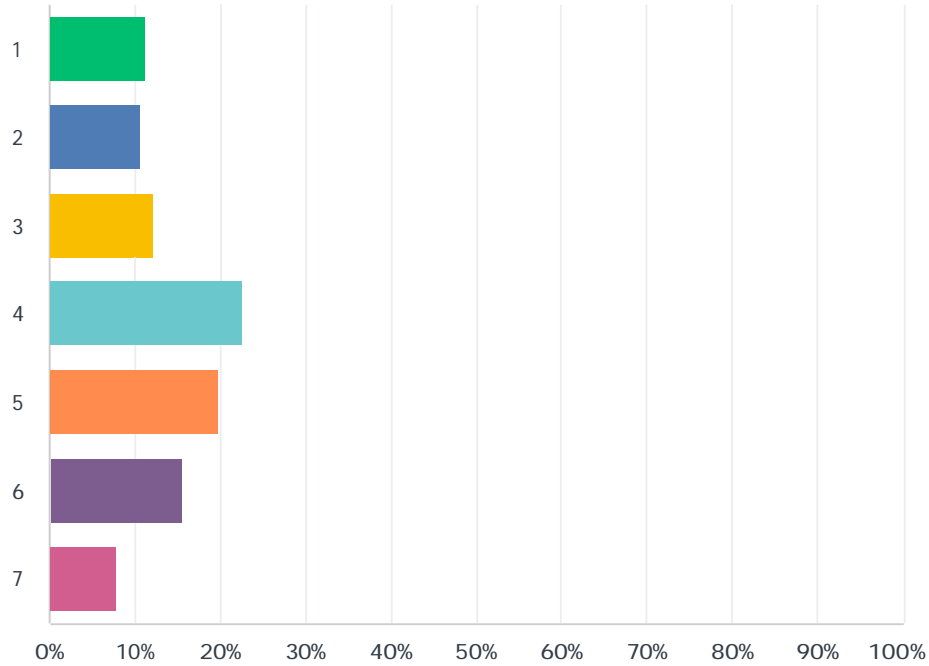
Answered: 297 Skipped: 12



ANSWER CHOICES	RESPONSES	
1	11.11%	33
2	12.12%	36
3	13.13%	39
4	31.99%	95
5	17.17%	51
6	10.10%	30
7	4.71%	14
Total Respondents: 297		

Q20 The administration succeeds in realizing diversity in recruitment of academics and professionals

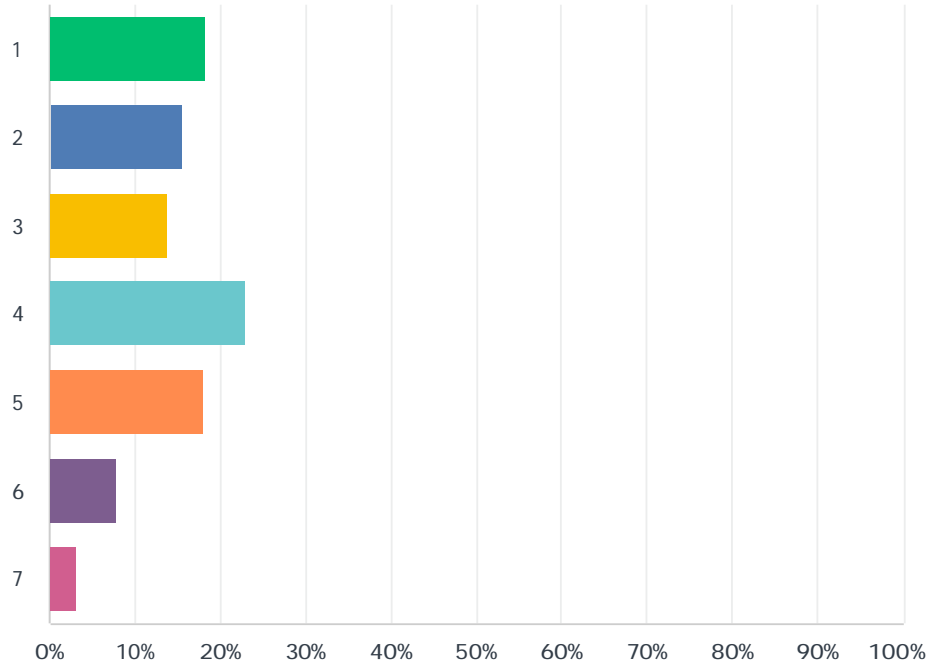
Answered: 302 Skipped: 7



ANSWER CHOICES	RESPONSES	
1	11.26%	34
2	10.60%	32
3	12.25%	37
4	22.52%	68
5	19.87%	60
6	15.56%	47
7	7.95%	24
TOTAL		302

Q21 The administration actively supports retention of academics or professionals

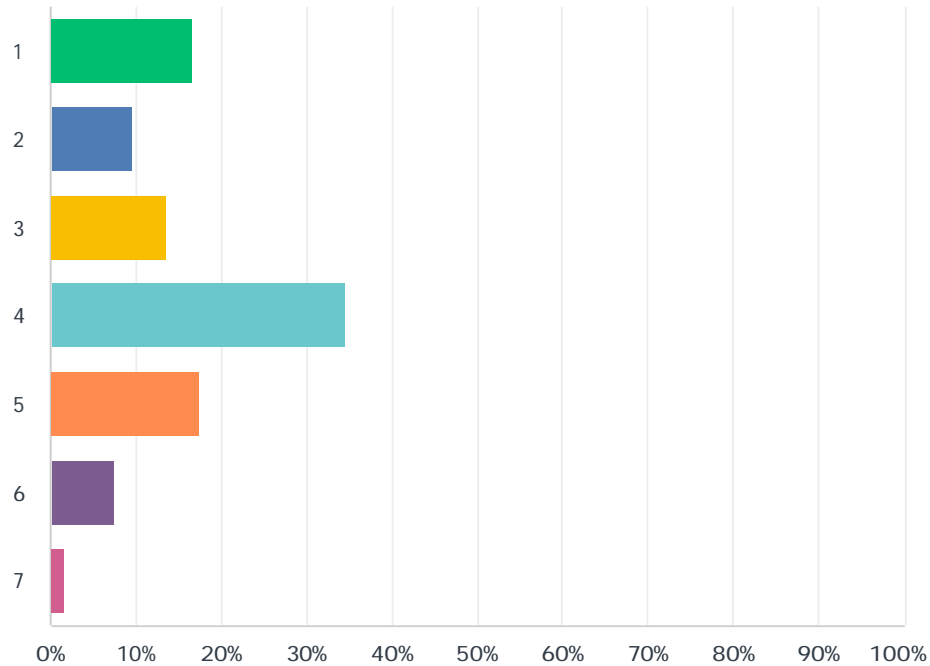
Answered: 304 Skipped: 5



ANSWER CHOICES	RESPONSES	
1	18.42%	56
2	15.46%	47
3	13.82%	42
4	23.03%	70
5	18.09%	55
6	7.89%	24
7	3.29%	10
TOTAL		304

Q22 The administration appropriately and effectively resolves interpersonal disputes

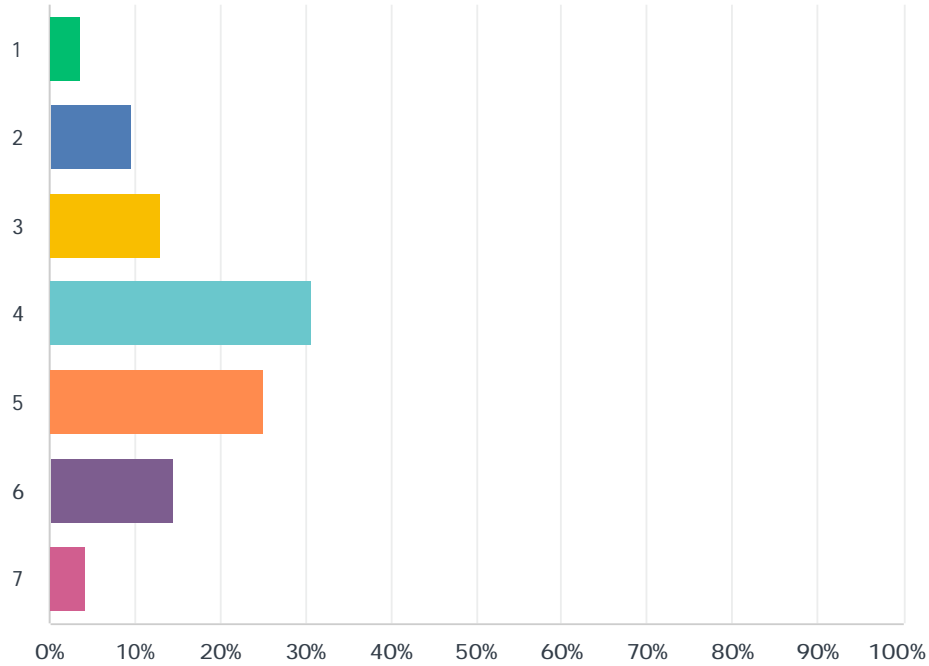
Answered: 293 Skipped: 16



ANSWER CHOICES	RESPONSES	
1	16.72%	49
2	9.56%	28
3	13.65%	40
4	34.47%	101
5	17.41%	51
6	7.51%	22
7	1.71%	5
Total Respondents: 293		

Q23 The College effectively trains students for an increasingly complex world

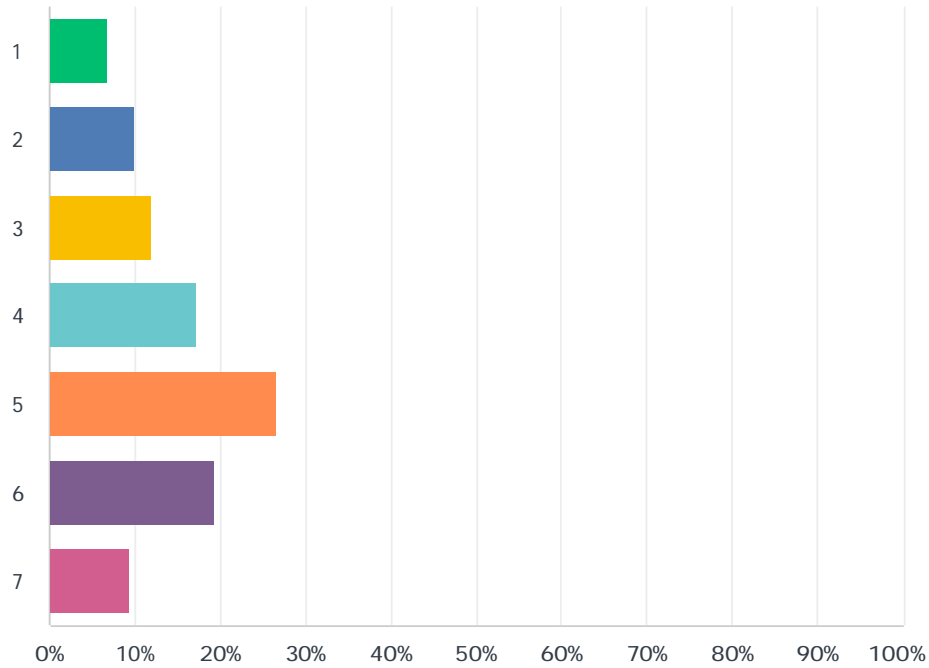
Answered: 302 Skipped: 7



ANSWER CHOICES	RESPONSES	
1	3.64%	11
2	9.60%	29
3	12.91%	39
4	30.79%	93
5	25.17%	76
6	14.57%	44
7	4.30%	13
Total Respondents: 302		

Q24 Overall, working at this College is satisfying

Answered: 308 Skipped: 1



ANSWER CHOICES	RESPONSES	
1	6.82%	21
2	10.06%	31
3	12.01%	37
4	17.21%	53
5	26.62%	82
6	19.48%	60
7	9.42%	29
Total Respondents: 308		

Q25 Please provide comments concerning your professional life to include issues of morale, resources, workload, salary, and/or other concerns.

Answered: 162 Skipped: 147

**This concludes Part 1 of the Quality of Life and Administrative Survey,
Part 1, Seventh Survey, 2022-2023**

UUP Disclaimer:

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UUP Oneonta Chapter- Executive Board Contact List:

Executive Board Officers:

Shirley Clark- Acting President and Vice President for Professionals clarksa12@gmail.com
Campus Ext. 2029

Robert Compton- President- on leave Spring 2024 robert.compton@oneonta.edu Campus Ext.
3048

Mark Ferrara- Vice President for Academics mark.ferrara@oneonta.edu

Campus Ext. 2427

William Simons- Secretary william.simons@oneonta.edu

Richard Tyler- Treasurer richard.tyler@oneonta.edu

Gary Wickham- Officer for Contingents and Veterans Services' Officer
gary.wickham@oneonta.edu

Loraine Tyler- UUP Chapter Officer for Retirees

loraine.tyler@oneonta.edu

Labor Relations: Chris Sielaff- NYSUT Labor Relations Specialist Assigned to UUP Oneonta
chris.sielaff@nysut.org

Grievance Officer: Geoff O'Shea- Appointed Grievance Officer Geoffrey.oshea@oneonta.edu
Campus Ext. 3257

Diversity, Equity and Inclusion Officer: Penina Kamina- Appointed Diversity, Equity, and Inclusion Officer penina.kamina@oneonta.edu Campus Ext. 3894

Health and Safety Officer: Ron Bishop- Appointed Health and Safety Officer
Ron.Bishop@oneonta.edu Campus Ext. 3198

Disabilities Officer: Dawn Hamlin- Disabilities Officer Dawn.Hamlin@oneonta.edu Campus Ext. 3554

Membership Development Officers: Matthew Unangst Matthew.Unangst@oneonta.edu
Campus Ext. 3490; Rachel Germain rachel.germain@oneonta.edu Campus Ext. 2158

Academic Delegates:

Loraine Tyler- Academic Delegate loraine.tyler@oneonta.edu

Richard Tyler- Academic Delegate richard.tyler@oneonta.edu

Nancy Simons- Academic Delegate cannonns@yahoo.com

William Simons- Academic Delegate william.simons@oneonta.edu

Ed Wesnofske- Academic Delegate wesnofer@oneonta.edu

Michael McAvoy- Academic Delegate michael.mcavoy@oneonta.edu

Campus Ext. 3533

Penina Kamina- Academic Delegate penina.kamina@oneonta.edu

Campus Ext. 3894

Gary Wickham- Academic Delegate gary.wickham@oneonta.edu

Joseph Baldwin- Academic Delegate baldwjc@oneonta.edu

Achim Koeddermann- Academic Delegate achim.koeddermann@oneonta.edu
Campus Ext. 3082

Professional Delegates:

Jeri Anne Jerminario- Professional Delegate jerianne.jerminario@oneonta.edu

Shirley Clark- Professional Delegate clarksa12@gmail.com

College Review Panel: **Scott Segar- Chair- College Review Panel** Scott.Segar@oneonta.edu
Campus Ext. 3414 **Aimee Swan- College Review Panel** Aimee.Swan@oneonta.edu Campus
Ext. 2029

Penina Kamina- Member of the following UUP Statewide Committees: Black Latina Faculty and Staff Legislative Concerns, Diversity, Equity and Inclusion, and Future of Public Higher Education penina.kamina@oneonta.edu Campus Ext. 3894

Linda Drake- Director of Community Service Linda.Drake@oneonta.edu
Campus Ext. 2633

Dawn Hamlin- Disabilities Officer Dawn.Hamlin@oneonta.edu Campus Ext. 3554

Paul Bischoff- Teacher Ed Task Force Paul.Bischoff@oneonta.edu Campus Ext. 2613

UUP Oneonta- 2024 Spring Semester Chapter Office Hours:
Chapter Assistant: Teresa DeSantis
Office Hours: Monday through Thursday, 11:45 AM-4:00 PM
Office: IRC 105
Phone: 436-2135
Email: oneonta@uupmail.org