

UUP Oneonta Labor-Management Meeting Notes: Thursday, February 22, 2024,
Netzer 310

By Bill Simons, UUP Secretary

Present for Management: Tracy Johnson, Enrique Morales-Diaz, Julie Piscitello, and Bernadette Tiapo

Present for UUP: Shirley Clark, Mark Ferrara, Chris Sielaff, Bill Simons, and Gary Wickham

I. Update on Compensation Committee

- A. The meeting came to order at 2:02 PM. Following an exchange of greetings, attendees turned to the agenda.
- B. Management and UUP have decided to move forward on convening the Compensation Committee. Deliberations will soon commence. Alberto Cardelle, Dia Carleton and Julie Piscitello will represent Management on the Committee. Shirley Clark, Mark Ferrara, and Chris Sielaff will comprise the UUP contingent.

II. Joint UUP-Management Health and Housing Survey

- A. UUP and Management affirmed their commitment to collaboration on a UUP-Management Health and Housing Survey involving all SUNY Oneonta employees.
- B. UUP will modify and forward its previously shared draft survey for Management comment.
 - (i) In addition to statistical responses, UUP proposes boxes for text comment on certain items as well as enhanced exhortation to respond to the concluding free response section.
- C. UUP advocated inclusion of its retirees in the survey.
 - (i) Management will get back to UUP with President Cardelle's thoughts on the inclusion of retirees.
- D. Management proposed that respondents identify the health plan that provides their benefits as multiple health plans are in play.
- E. UUP and Management acknowledged problems with healthcare accessibility in our region. The difficulty of finding a primary physician was once of the examples cited.
- F. Management and UUP shared ideas of maximizing participation in this important survey. One or more interest meetings, articles in relevant media, email reminders, and posters were amongst the ideas discussed. In addition, a strong introduction to the survey co-signed by the president of SUNY Oneonta, UUP, and other entities might augment the response rate.

III. Status of 3-Year Appointment Letters for Full-Time Lecturers

- A. Management anticipates these letters going out on time in March.
- B. Based on current information, it appears, at present, that only 1 of the 13 eligibles is encountering non-renewal concerns.

IV. Follow-up, from January 2024 Labor-Management Meeting, on Proposed Clarification to Renewal, Promotion, and Tenure Agreement

- A. Management previously sent UUP the following communication on Thursday, February 22, 2024, at 7:44 AM:
- (i) “President Cardelle will be unable to attend our labor/management meeting today, but he did provide me with the proposed language in response to your item no. 4. I am sending it along in advance of our meeting so that you have an opportunity to review”:
- This is my suggested counter on the letter’s language*
“Three external letters are required. At least two external letter writers must be tenured faculty at accredited institutions of higher education. Supplementary letters of support may also be solicited. The Chair/Supervisor or Department/Library designee will solicit all letters of support from ~~qualified~~-individuals on the list compiled by the candidate.”
- B. UUP expressed concern about the requirement that letters must be from “tenured” faculty given erosion in the ranks of tenured faculty
- (i) UUP also questioned the process of authenticating tenure status of faculty at other institutions.
- V. Carried over from October 2023 Labor-Management Meeting: the Proposed Changes in the Student Absence Policy
- A. Management stated that consideration of the Student Absence Policy was with the Steering Committee, then would go to an ad hoc deliberative group, and subsequently on to the Senate.
- B. UUP previously stated that faculty indicate that student absences constitute a serious problem on this campus, a situation that impedes learning. Thus, UUP advocates formal documentation of legitimate student absences from a central office.
- C. Management references concerns about legal regulations concerning student privacy. Management also stated that individual faculty could establish their own attendance policy.
- D. UUP countered that it is precisely because of its concern with student privacy and the need to reduce unnecessary absences, which undermines student learning, that it calls for a central office to validate legitimate student absences.
- E. Various proposals were discussed without resolution.
- F. The issues of Student Absence Policy will remain on the Labor-Management agenda.
- VI. Carried over from January 2024 Labor-Management Meeting: Renewal, , of UUP Request for List of Adjuncts Eligible for Promotion under the Current MOU
- A. UUP noted that it is not having success in obtaining lists from departments.
- B. Management acknowledged that this was a challenging endeavor.
- (i) Management hopes to have this list compiled for the next promotion date by April.
- (ii) In the interim, Management will, upon request, provide the relevant information to potentially impacted Adjuncts.
- VII. UUP requested the New Employees Orientation Schedule for the Spring 2024 Semester.
- A. Management replied that the schedule is not yet finalized and that as soon as it is UUP will receive a copy.
- VIII. UUP Update from Management on EAB Navigate Rollout
- A. Management reports that initial users have employed it without issue.

- (i) Misconceptions about EAB Navigate Rollout, however, have created apprehension.
 - B. UUP will request further information as the rollout proceeds.
- IX. UUP requested clarification on the impact of teaching 3 one-credit courses and one 3-credit course on health benefits.
- A. Management responded that the impact is unclear; it is checking; and will report back to UUP.
- X. UUP proposed a normative teaching load of 9 contact hours per semester—18 per academic year — for fulltime faculty.
- A. Management suggested that UUP bring forward a formal proposal.
 - B. UUP responded that it would bring forth a formal proposal for examination and discussion.
- XI. UUP Bulletin Board Space
- A. UUP noted that UUP-dedicated bulletin board space is lacking for a number of Professional and Academic departments. Such space is specified in the UUP contract. In time past, UUP and Management had collaborated to ensure such space.
 - B. Management acknowledged that it could not provide an answer as to how many departments currently have dedicated bulletin board space but would look into the matter and provide UUP with its findings. However, Management forwarded the idea that space access for each department, which very widely in size, might be more to the point than the number of bulletin boards, a option that caught UUP’s attention.
 - C. UUP and Management will collaborate on the UUP-dedicated bulletin board space issue to effect a positive outcome.
- XII. UUP requested the names of employees who were separated from the Professional Services Negotiating Unit (UUP) at SUNY Oneonta during the Fall 2023 semester with inclusion of type of separation (termination, resignation, retirement, death in accordance with Article 16.4 (a).
- A. Management informed UUP that they had sent the materials to the union by email at 1:09 PM today.
 - B. UUP thanked Management and will soon examine the materials.
- XIII. Professional Performance Programs and Evaluations: Percentages and Compliance
- A. The compliance statistical percentages are respectively 38.61% and 42.63%.
 - (i) The figures do not include temps.
 - B. UUP and Management recognize the low compliance rate as a significant problem and will work on strategies to boost those figures.
 - C. UUP will continue to monitor percentages.
 - D. Management hopes to be able to report higher compliance rates within 2 months.
- XIV. Intuitional Success Day and Red Dragon (RD) Seminar Courses
- A. UUP stated that in some RD courses there are co-instructors, a lead and a secondary instructor.
 - (i) It has been reported to UUP that some secondary instructor aren’t allowed to see the grade analysis/survey results. If so, this would appear to be in violation of the UUP

- contract and a potential handicap to an instructor assembling a promotion/tenure file.
- B. Management responded this situation might have occurred in 2 courses because the secondary instructors were not listed. Management will check with IT and report back.

XV. Others Terms and Conditions

- A. Management asked for a UUP appointee to the Parking Committee.
 - (i) UUP will inform Management of its appointee.
- B. Management announced that there is a current search for a coordinator charged with veteran and military experience affairs. The position is fulltime and the search will be advertised exclusively within the unit until March 5, at which point the ad will be open.

XVI. The meeting adjourned at 3:20 PM.