

SUNY Oneonta Labor Management (LM) Agenda Notes – April 25, 2024

1. Finalizing Agreed upon Changes to Renewal, Promotion and Tenure Agreement (E-mail approved wording changes 4/12 from President Cardelle)

Management will meet with union to finalize the updated language so that a revised RTP Agreement can be signed.

a. New RPT Guidelines not yet publicly available

Management is in the process of revamping Oneonta webpages for the fall. There will be a new design based on the selection of the vendor. In due course, there will be a publicly available summary of RTP guidelines—with the full RTP Agreement accessible with Oneonta Login credentials.

2. Concerns about attendance and student engagement

a. Introducing Faculty Center for Teaching, Learning & Scholarship training sessions on how to foster better student attendance and engagement

b. Panel discussion in the fall

Management expressed interest in participating in a panel discussion on student absenteeism and disengagement, which might include the Student Association President, President of the College and the VP of Students. Management also spoke of the possibility of a student social campaign to address student responsibilities.

3. Supervisor training: making clear the role and duties of supervisors. UUP would like to see more training offered to supervisors on performance programs and evaluations. UUP would like the metrics on Performance Programs and Evaluations to improve.

Management did role out training to a small group of supervisors recently and hopes to expand this training in the upcoming months.

4. Update on 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?

No real change on these numbers from the last Labor Management Meeting on April 4th. UUP suggested to management that supervisors need to receive adequate training on Performance Programs as this was brought to our attention at the last Chapter meeting from our members.

5. Update on the Proposed changes in the Absence Policy (from October 26, 2023 LM)

UUP and management discussed the latest action regarding this policy in Faculty Senate. The policy passed by a narrow voice vote and awaits the President's signature. Management requested UUP review and respond to the proposed policy as it was passed by FS. UUP inquired about the discussion at FS and questioned whether any faculty members raised concerns that the proposed absentee policy could make worse, rather than ameliorate, increasing student disengagement and absenteeism. As it stands, if approved by the President, long-term absences (of 3 class periods or more) will still require medical documentation. With student attendance down, UUP and Management discussed how to engage students, to support the new policy (if enacted), and to foster students who make healthy choices. Management has welcomed feedback from UUP on the proposed absentee policy at our next LM meeting.

6. UUP continues to work on and develop its Proposal for 3/3 load for TT/Tenured faculty

UUP notified management that we plan to submit a proposal for a 3/3 (18 hour) standard

load across the college by the next LM meeting in May—or perhaps shortly thereafter.

- 7. Seeking a solution for RD courses that have co-instructors (one lead and one helper), but the secondary instructor isn't allowed to see the grade analysis/survey results.**

UUP is seeking a solution for Red Dragon seminars whereby secondary instructors do not currently have access to course data for reasons of renewal and promotion.

Management responded that the Office of Institutional Research is following up on this issue with IT for a solution.

- 8. UUP Bulletin Boards. UUP will be requesting Bulletin Boards for Departments that are lacking one. It is our understanding that management will provide those and assist with installation.**

a. Alumni Hall – 1st Floor Business Department – Kitchen Area

b. Alumni Hall – 2nd Floor Economics and Political Science – Faculty Lounge Area

UUP would like to have a good-sized Bulletin Board placed outside of the UUP office in IRC 105, so we may hang up to date union related materials. Management is willing to work with UUP to locate and possibly repurpose existing Bulletin Boards as well as identifying appropriate locations for hanging these boards across campus. Management requested a full list of potential locations so that they could have facilities examine the locations for suitability and the management to review the locations for appropriateness.

- 9. Follow-up on UUP-Management Joint Health and Housing Survey submitted**

Management has forwarded this to IR for distribution in the early Fall.

- 10. Time Ticketing – Follow-up from Management – SICAS**

a. Would like to see some statistics on the reported time

b. How much time is allocated to Campuses paying for services

c. How much time is spent on fixing issues reported by campuses

d. How much time is spent on regulatory projects

e. How much time is spent on enhancement for campuses

It has been brought to UUPs attention that members would like to receive some statistics on these requested hours reported. Management will investigate this.

- 11. Other Terms and Conditions:**

UUP raised concern about reports of faculty being asked to offer Individual Course Enrollment (ICE) for struggling students the college hopes to retain. UUP asked that faculty are informed that offering Individual Course Enrollments is optional and is considered extra-service. UUP noted that all faculty (but particularly junior faculty) should not feel pressured to offer ICEs as they work to achieve the criteria for continuing appointment and promotion. Other potential problems include possible workload issues and faculty burnout.

- 12. UUP reported a member concern that adjunct faculty were prohibited from teaching “Dragon” courses. Management was not aware of the restriction and would investigate it. UUP encouraged management to consider adjuncts who had served the College for several years.**

- 13. UUP inquired about the future of the pipeline program. Management made note of the future plans of the program, intending to continue the program generally in a similar manner.**