

UUP Oneonta Labor-Management Meeting Notes: Thursday, April 4, 2024, 2 PM,  
Netzer 310

*By Bill Simons, UUP Secretary*

Present for Management: Dia Carleton, Alberto Cardelle, Tracy Johnson, Enrique Morales-Diaz,  
and Julie Piscitello

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

- I. Survey of Health and Housing: Accessibility and Cost
  - A. There is agreement that the survey is needed to assess problematic aspects of health and housing in the region.
  - B. The goal is to disseminate the collaborative UUP-Management survey to all employees, of whom there are approximately 1157, near the beginning of the fall 2024 semester.
  - C. In so far as possible, retirees will be included, but contact information for retirees may prove problematic.
  - D. Publicity will precede the launching of the survey to encourage a good return.
  - E. Results of the survey will be shared with policymakers and media with the intent of improving conditions. Hopefully, the survey will also provide a template for other localities. Moreover, the joint survey points the way to future Labor-Management collaboration.
  
- II. Status of Full-Time Lecturer 3-year Appointment Letters
  - A. Management stated that ten individuals meet criteria and that the letters were sent out on March 27, 2024.
  
- III. Finalizing Changes to Renewal, Promotion, and Tenure (RPT) Agreement (from Feb.2024 L-M)
  - A. UUP is concerned that after a significant time lapse, the issue remains unresolved.
  - B. Concerning support letters, Management stated that one should come from a reference above the rank of the applicant, and the other two letters should come from references at least at the same rank as the applicant.
    - (i) UUP affirmed the proposal with the language to be worked out.
  - C. UUP requested that revised RPT guidelines be posted on the SUNY Oneonta website.
    - (i) Management will provide a subsequent response, noting that the SUNY Oneonta website is in the midst of an update.
  
- IV. Issues with Student Attendance and Performance (from October 26, 2023 L-M) and Update on the Proposed Changes in the Absence Policy (from October 26, 2023 L-M)
  - A. UUP reiterated that student attendance is problematic and has a negative impact on student performance.
    - (i) UUP shared faculty input, including that from a recent UUP open forum, and displayed photographs of empty classrooms on the last day before break.
  - B. Management referenced national phenomena and the lingering impact of Covid. The administration stated that faculty can set attendance and expectations for their own

- classes through explicit syllabi. And Management also requested statistical information concerning UUP generalizations.
- C. UUP questioned the feasibility and efficacy of leaving the problem to individual instructors.
  - D. Robust and candid discussion ensued.
  - E. It was noted that the Senate, in its advisory capacity, continues to work on attendance recommendations.
  - F. The discussion, perhaps set in a broader context, will be revisited after the Senate completes its discussion.
- V. UUP Request that Management Provide a List of Adjuncts Eligible for Promotion under the Current MOU.
- A. Management can provide a non-definitive list of those adjuncts potentially eligible for promotion to the ranks noted below. However, impediments to ascertaining consecutive semesters preclude a definitive list.
    - (i) Assistant: 4 years
    - (ii) Associate: 7 years
    - (ii) Full: 12 years
- VI. New Employee Orientation Schedule for Spring 2024 Semester
- A. Management will provide UUP with the schedule.
  - B. UUP indicated that its co-Membership Development Officers (MDOs) would attend and participate in the presentation.
- VII. UUP Information Request Concerning SUNY Oneonta's Extended and Community Learning (ExCL) Center, Partnered with Career-Step  
<https://suny.oneonta.edu/search?query=Extended+and+Community+Learning+%28ExCL%29+Center>
- A. ExCL has four staff, two of whom are UUP members.
  - C. ExCL encompasses multiple functions and constituencies, including the traditional Continuing Education base, the general community, and high school students.
    - (i) High school students can earn higher ed credit.
  - D. There are pipelines to vendors for tech workforce programs.
- VIII. Clarification Concerning Benefits Eligibility for Adjunct Teaching Faculty
- A. Adjunct faculty teaching one 3-credit course and three 1-credit courses during a semester are eligible for benefits.
- IX. UUP proposes establishing for fulltime faculty a normative 9-semester-hour teaching load for the fall semester and a normative 9-semester-hour teaching load for the spring semester.
- A. the Union notes that several SUNY institutions in our sector have adopted that practice.
  - B. UUP will develop and present a detailed proposal concerning teaching load for Labor-Management discussion.
- X. Designated UUP Bulletin Boards

- A. Labor reports that some departments lack access to designated UUP bulletin board space.
- B. Management will check into the situation, get back to UUP, and see if it is possible to establish on-going, up-to-date communication concerning the location of UUP bulletin boards.

XI. Update on Professional Performance Programs

- A. About 45% of evaluations are up to date.
- B. For approximately 17% of UUP Professionals, there no current performance program on file.
- C. UUP suggests tying supervisor compliance to DSI eligibility.
  - (i) Management defers a decision on that option until a new round of supervisor training is conducted.
- D. Management will conduct mandated supervisor Professional Performance Program and Evaluation training during regular work hours.

XII. Institutional Success Day and Red Dragon (RD) Seminar Courses: Access of Secondary Instructors to Grade Analysis/Survey Results (Per Contractual Provisions)

- A. Management will check if there are any impediments to access by the secondary instructors and get back to UUP.

XIII. Other Terms and Conditions

- A. Most UUP Professionals will have the option of the four-day summer work week from May 23 to August 14, 2024.
- B. UUP requests that future employee recognition events not be scheduled during SUNY Oneonta vacation breaks during the academic calendar.
  - (i) Management will try to avoid the preceding in future scheduling.
- C. UUP proposed that the \$50 per student-intern supervisor compensation be raised.
  - (i) Management will take it under advisement.

XIV. The meeting adjourned at 3:36 PM.