

available to the region's residents, could benefit both SUNY Oneonta and other area colleges. A model similar to that found in the Claremont Colleges or the Five College Consortium might be adaptable here. Had such an arrangement been in place already, Bassett Hospital may have been more inclined to look locally for a partnership to set up a medical school or other educational programs. Think about what a public-private venture between Oneonta University and Bassett Healthcare could accomplish!

3) As I have mentioned in past articles, college museums and trails would be a great service for local residents and enhance the educational experience for our students. Along the same lines, a summer institute, perhaps with our friends at the New York State Historical Association similar to the Chautauqua Institute, would do the same. Such ideas would also enhance the tourist experience.

Personally, I enjoy baseball and the Hall of Fame, and I hope to see their continued success. My grandmother's uncle, Pud Galvin (yes, Pud), is enshrined there, although he always plays second-fiddle to Cy Young. At the same time, if the local area does not want a reprise of the Hops collapse a hundred years ago we need to take steps to ensure a diversified economy that can employ residents and give visitors an enhanced tourism experience. Perhaps, even, Oneonta University can have a Pud Galvin Institute of Sports History. Okay, my bad, so say it...Oh, you.

### ***It's Time to Go Back Into the Community: Joint Labor-Management Grants***

*By: Rob Compton, VP for Academics*



As the College at Oneonta begins a Strategic Planning process, there are several facts that are part of a SWOT analysis (Strengths, Weaknesses, Opportunities, and Threats). I used to teach graduate level courses in Strategic Planning within an MPA program and most of strategic planning is based on honest discussion and having the "stakeholders" provide genuine input to create a document that will serve as a guide as our College moves to the next level. Certainly, one of the items to be covered is likely to be the Honor's Program. That was my topic last month in case you have not read it. Another area of discussion is likely to be "community involvement". As the demographics shift and the pool of traditional college-age students decline and the years of Albany profligacy on tax cuts and prison construction hits main street. The College at Oneonta must have the community stakeholders who not only value the contributions but also will come to bat for the college when stable funding sources are threatened. How we individually and collectively engage with our community, the K-12 students and teachers, and state leaders today impact your future.

Over the past several iterations of the contract negotiations, Joint-Labor Management Grants, including the Individual Development Awards (15% is reserved for PT members), the Drescher Awards (if you haven't given it any thought, now is the time to start), and the Campus Grants are only three of the many possibilities. Simons and I have always said that 90% of what UUP does is in accord with Management. We want to see this College grow, to become stronger academically and in the community, and become the "employer of choice" in the region. Much of what we do is in collaboration with Management. I remind the readers of the 2006 Flood Relief, the joint efforts to deal with the tunnel mold issue, and the course-load reduction program. These would not have happened if it weren't for Management, UUP, and the college as a whole working to resolve problems as the arose.

#### **Proposal for Joint Labor Management Grant**

During the summer, after returning from China and Singapore, I began to canvas members of the UUP Oneonta Executive Board for fine-tuning an idea regarding a Joint Labor Management Campus Grant. Keeping in mind the changing fiscal and demographics of our state and our college, I want to present to you the framework for one such grant. We encourage our members to develop other ideas for submission.

Based in part on the NY Council on the Humanities and comments from my children's teachers, I thought, "Wouldn't it be useful if College faculty and professionals, whether they are full time or part-time could make presentations at nearby K-12 schools, community groups, and colleges?" This would surely provide the impetus for getting the knowledge out of the Ivory Tower and spark an interest in learning in general and about specific topics.

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The obstacles to making presentations are:

- 1.) Making sure that there is a good match between presenter and the needs of the audience;
- 2.) Creating a central portal listing presentations available and communicating availability through marketing and publicity; and
- 3.) Funding presentations and providing mileage cost reimbursement.

The "Oneonta Speakers' Bureau" would feature a list of presenters and a brief synopsis of the presentation in addition to basic biographical data. Later, audio-visual clips could be added to entice a community group or school to invite the speaker onto their campus for a presentation. The joint grant, with campus matching funds, would cover the cost of the three components noted above. In addition, the grant would provide an annual award and presentation for the "Community Speaker of the Year" with the award monies donated to the winner's charity of choice in addition to that evening's refreshments.

"What's In It for Me?"

As educators and professionals involved with College life, we never know we can impact others. It may be to pursue higher education or something as simple as promoting learning. After all, it was a friend of a teacher that introduced me to philately, which in turn became the basis for learning about contemporary world affairs. That sparked my interest in political science.

Often, people in the community do not approach professors and professionals who work at colleges and universities. If we are to be successful in future student recruiting and budget allocation down the years, it is enlightened self-interest and our altruism that will bear fruit. Topics such as "Impact of Global Warming on the Catskills Ecological System", "A View from College Facilities: What Do Students Want?", "The Future of US Competitiveness and the Dollar as a World Reserve Currency", or "New Developments in College Student Loans", or "Evolution and Creationism: Views from Science and Philosophy" are powerful topics that hone the presenters skills in reaching out to a broader audience while engaging them in intellectual and practical topics.

During our careers at SUNY, we have the choice of what kind of public service we want to conduct. This "Speakers Bureau" program would give us a significant additional outlet for College service. While conducting College Service, you will be able to possibly touch someone's life. That's what's in it for you!

### ***Volunteers Needed for UUP and CSEA at Saturday's Bread — Saturday, October 24, 2009***

*By Bill Simons, Chapter President*

On Saturday, October 24, 2009, UUP Oneonta will join our friends from CSEA to again staff ***Saturday's Bread***, a community kitchen that dispenses hot meals and good cheer. Linda Drake will, as previously, co-ordinate our chapter's participation in this worthwhile community service. Although ***Saturday's Bread*** is housed at the First United Methodist Church, 66 Chestnut Street, Oneonta, the program is a non-denominational and humanitarian service open to all. To be part of the volunteer group at ***Saturday's Bread*** on October 24th, you must be willing to work from 9 AM to 2 PM. As we need an exact list of the names and numbers of participants, please e-mail ([drakelm@oneonta.edu](mailto:drakelm@oneonta.edu)) Linda Drake to volunteer. When you contact Linda, please provide her with your full name, e-mail, and telephone number.

***Kudos to Linda***, the College at Oneonta's Executive Director of the Center for Social Responsibility and UUP's Director of Community Service, for continuing to facilitate the involvement of volunteers in a variety of benevolent enterprises. UUP Oneonta has participated in post-Katrina reconstruction in the Gulf, flood relief in our region, collection drives, Habitat for Humanity, and other volunteerism under Linda's leadership. UUP is proud to collaborate with our brothers and sisters in CSEA in this current ***Saturday's Bread*** endeavor. Service is central to our mission.

## ***Labor-Management Meetings: Approaches and Philosophy***

*By: Rob Compton, VP for Academics*

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The new academic year is well underway and most of us have settled into our routines. The same can be said about UUP, both at the Chapters' level and the Statewide organization. This year, the biggest challenge for SUNY and our College will be the deleterious budgetary climate facing public education. Many of us have heard of the disastrous conditions and the assault on public education in states like Florida and California. UUP at the state and chapter levels remain strongly committed to the mission of public higher education. Over the next several years, I am certain that we will engage in joint advocacy for the College at Oneonta with CSEA, Council 82, NYSCOPA, the Student Association, the College Senate, community organization, regional Labor Councils, and hopefully the administration. Certainly, the upcoming College and Community panel on October 28th will highlight areas of cooperation and growth for the College. In our Labor-Management meetings--which are mandated by the contract between the Governor's Office of Employee Relations (GOER) or the state and UUP--the chapter union will work assiduously to advocate for the interests of our members and the College.



I write this article because many new faculty and professionals have joined our community over the past two years and since the inauguration of President Kleniewski. Over the past year, we approached Labor-Management relations differently than in the past. UUP wanted to get to know the new President and establish a working relationship. The President also wanted to do the same and get to know the role of UUP on this campus and its officers. Therefore, over the year, UUP's strategy was to meet with President Kleniewski and Associate Vice President Lisa Wenck on a regular basis to develop the relationship necessary for moving Labor-Management relations forward. At the same time, Labor also sought to develop a constructive relationship between its officers and their Management counterparts. Rather than elevating numerous concerns to the agenda of Labor Management, UUP President Bill Simons often delegated tasks to UUP officers to engage in dialogue with Management counterparts to resolve problems. Overall, that strategy produced several concrete results, including a systematic examination by Management of DSI practices, maintenance of a cooperative framework for dealing with environmental and facility issues, and systemic and regular briefings on the budget, including the September 15th meeting. The details of this briefing can be found at: <http://www.oneonta.edu/president/budget1009.asp>.

### **New Beginnings in Labor-Management Meetings**

It is UUP hope and desire that relations between Management and us reflect mutual respect and good faith negotiations and discussions free of intimidation. Beginning with October 26, UUP and Management will have regular meetings with recorded notes. The notes will be published in the Sentinel on a regular basis. In Article 8, sec. 4a of the contract between GOER and UUP states,

*A College President, or designee, shall meet with local UUP representatives once each month to discuss matters of interest raised by either party, including those matters necessary to the implementation and administration of this Agreement which are local in nature. The College President shall attend these meetings at least once each semester. A written agenda shall be submitted by UUP to the College President ten working days before the scheduled date of the meeting, whenever feasible. In no event shall the agenda be submitted less than five working days before the scheduled date of the meeting.*

The details of these meetings provide important data and information for the Statewide UUP leadership when they meet with GOER in their Labor-Management meetings. In addition, our most important constituents, our members, come to expect a fair and assertive representation of the issues. The best way for members to get their issues onto the Labor-Management meeting agenda is to come to Chapter meetings.

### **What Our Members Can Expect**

Our members should not expect every or any issue that they bring up to be addressed immediately in the Labor-Management venue. Some issues are best addressed through informal discussion and a meeting between a

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specifically designated UUP officer and his/her Management counterpart. At other times, political timing and the collection of additional information and the seeking of legal advice, both with our Labor Relations Specialist and his superiors in Albany, needs to be taken into consideration. Generally, our goal is to resolve problems before they get to the "table." So if there is an issue that people are talking about, and UUP appears not to have acted yet, please don't assume that we are "ignoring the problem," or "have sold out." Our network is vast, both on this campus and at other campuses.

The union is an important counterbalancing institution of the College. The Administration is part of the College just like the Union. Collectively, we are components of the College. While we are in a strong partnership on 90% of the issues, we disagree 10% of the time. This is not personal, but rather one of representation as UUP has a fiduciary responsibility to protect our members and advance their well-being.

Over the past year, UUP has met with the new President and members of her cabinet to establish a strong working relationship. When there are disagreements, we hope that the 90% we have in common will help us move forward with a common goal: strengthening our beloved College.

### **Professional Development**

On the Oneonta chapter, we look at the union as a vehicle for professional development and growth. Whether service is with our joint Labor-Management Grants Committees, Saturday's Bread, on a or statewide UUP committee. Perhaps you contribute to VOTE-COPE, participate on a panel or attend a UUP sponsored event (e.g., College-Community Panel, a *Vision for the Future Forum*, the UUP Labor Film Series, or the newly inaugurated Diversity Panel Discussion Series, there is a place for you to express both solidarity and find friendship.

Some of our members have decided to run for elected UUP positions on campus and at the statewide level. Those who attend the Labor-Management meetings are the senior officers of the Chapter organization and those designated by the President based on specific issue-based need at (a) meeting(s). They have become experts in their issue areas and/or have a breadth of knowledge of issues obtained through a combination of professional expertise, union activism, and attending meetings, workshops, and the Delegate Assembly (usually held in Albany, three times a year). We do this because we are committed to the College, the idealism of unions, and because we obtain the professional development necessary to become effective advocates for our members.

### **Conclusion**

As we enter into a tumultuous budget time, UUP will do its best to advocate for strong funding for our College. At the same time, we will pledge to our members that we will work in partnership with the administration, serve as a counterbalance, and advocate tirelessly for justice and fairness. We are not magicians, so we cannot produce rabbits from a hat. However, I can attest that many of our supporters have told me how much better off we are with a strong union on this campus. We will carry out our Labor-Management meeting duties with professionalism, assertiveness, civility, and aplomb. Stay tuned for the regular notes from Labor-Management meetings!

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## ***UUP Labor/Management Meeting of September 22, 2009: Notes***

The September 22 Labor/Management meeting was attended by (Management) President Nancy Kleniewski and Associate Vice President Lisa Wenck; (UUP) Chapter President Bill Simons and Vice President for Academics Rob Compton.

Issues addressed included the following: a Joint Labor/Management grant proposal for community outreach; encouraging applications for Drescher leaves; further questions about the implementation of the 21-hour teaching load for faculty; and UUP participation in the campus strategic planning process. In addition, UUP shared with Management the position that Labor Day should be observed by not holding classes; Management shared with UUP information about the membership of the Promotion and Tenure and Deans' Advisory Committees and information regarding changes to the process for Discretionary Salary Increases.

Oneonta Secretary and Health-Safety Officer **Tom Horvath**, presently on sabbatical in Germany, recently announced the birth of son **Julius Ernst Sattlemair** with this photo. Congratulations to the proud parents, Tom and **Sirkka**, and to big sister **Annika**. *Welcome Julius!* It is never too early to recruit union activists.

### **Labor-Management Meeting Notes: 30 November 2009**

*By Nancy Cannon, Acting Secretary*

**For Management:** Nancy Kleniewski, Carol Blazina, Dan Larkin, Leif Hartmark, Steve Perry, Lisa Wenck

**For Labor:** Bill Simons, Rob Compton, Hanfu Mi, Caridad Souza-Watkins, Norm Payne, Nancy Cannon, Dennis Selzner

*The meeting opened at 3:05 PM.*

- Impact of midyear SUNY budget cuts: Labor asked Management for information on the effects of the budget cuts for the College at Oneonta. Management responded that the Oneonta campus share is \$952,800. Management is in the process of accommodating the cuts: no impacts on existing personnel are anticipated. Labor asked Management if they have any information on the possibility the Department of Budget sweeping the IFR accounts. Management has no projections for the IFR account for next year.
- SUNY Outreach/Joint Advocacy: Labor commented that both the chapter and the state-wide organizations are promoting links to the local community. Management commented that a joint Labor-Management application for funding for community outreach via a speakers bureau has been submitted. Management reminded everyone to participate in the SPARC process for identifying opportunities for community outreach. President Kleniewski thanked UUP for inviting her to the College-Community Panel held on October 28. Labor expressed the desire to jointly explore additional collaboration.
- Discretionary Salary Increases: Labor commented that this is the first year UUP Professionals have had the opportunity to apply for DSI. Both Labor and Management noted that this is a good development. Labor suggested that UUP Professionals and Academics who have applied for DSI should receive letters whether or not they receive any money. Labor requested a follow-up meeting on DSI in the future.
- Performance Programs for Professionals: Labor and Management continue to work jointly to resolve this issue. A system needs to be implemented to assure evaluations of UUP Professionals are done in a timely manner. John Marino, UUP Professional Vice President, will give a workshop for Professionals on December 15.
- Update of 1993 MOU on First Notification on Internal Positions for UUP Employees: Labor recommends the inclusion of part-time employees in the MOU. A Labor-Management group will be formed to look into the issue further.
- UUP Acknowledgement/Summary of Meeting with SPARC consultant Dr. David MacFarland. Labor expressed positive comments on the meeting. Labor reiterated its availability to provide presentations and informal consultation for the three SPARC Task Forces. Labor requested another meeting with Dr. MacFarland and SPARC Chair Larry Guzy in the spring.
- H1N1: Labor informed Management that some students may be using H1N1 as an excuse to miss classes and exams. Management stated that students with flu-like symptoms are sent home: they are not tested specifically for H1N1 so there is no way to accurately gauge the extent of the H1N1 epidemic on the College at Oneonta campus. Management is exploring options for providing the H1N1 vaccine to College at Oneonta employees. Management reported they are now required to report the number employees absent due to flu-like symptoms and the impacts of their absences to the State. UUP requested that it continued to be informed about H1N1 issues as it affects the "terms and conditions" of employment.
- Follow-up on November 9 "Sidebar" on Fulltime Faculty Teaching more than 21 Semester Hours: Labor commented that some faculty are now teaching more than 21 semester hours per year due to 4-credit courses in a few departments. Labor also commented that large classes (e.g., with 100 students) are not ideal. Labor and Management will continue to monitor the situation.



*The meeting adjourned at 3:55 PM.*

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redeveloping downtown according to proper urban planning standards will take a major institutional player such as, well, Oneonta State. If we were to build multiple floor off-campus apartments in this area we could also redevelop the streetscape, ultimately creating a more inviting city. A more inviting city would not only be more attractive to students, but to attracting and retaining a diverse and talented faculty. If we build enough, we might even be able to convert a dorm on campus to new classroom and office space and, dare I say, have enough classrooms to accommodate a 3-3 load like other colleges.

Tourism is an increasingly important component of the area economy, and there are shortcomings to such an economy. Tourism tends to be volatile as an economic hiccup in, say, New York can reverberate extra loud here. Nevertheless, as we will not be building semi-conductors anytime soon it is what the area has and, as mentioned in an earlier article, we would do well to better diversify the area's offerings. In truth, beyond study of the phenomenon the College should have little direct concern with tourism, but it does provide some intriguing possibilities. The College could lend support to educational initiatives that have a tourism component. One opportunity is the creation of a Children's Museum, tentatively called Oneonta World of Learning, in Oneonta. A group that includes Megan Fulkerson, the wife of one of my colleagues, has been working toward this end for several years. Its location downtown could, in the long run, provide an excellent opportunity for not only local children and parents but also add to the diversity of attractions for visitors to the area. Similarly, the support of the Oneonta Theater, as well as the new Performing Arts Center, could provide the city with a unique attraction that would make life more interesting for locals and tourists alike. Personally, one of my favorite museum experiences of the past several years was at the Massachusetts Museum of Contemporary Art (MassMOCA) in North Adams – a Catskill Museum of Modern Art would appeal to me. And in each case, these are ideas that would enhance the diversity of the area's offerings rather than compete. An art lover might travel to the area if we had both American Folk Art (at Fenimore House) and Modern Art within a half-hour drive.

Once again, these are some ideas that make sense to me, and I am sure that others across campus have similar and even better ideas. Perhaps one day we will have a committee to examine such issues and put them into action, either within Oneonta University or reaching across the community. Or both. Now say it...Oh, you.

### ***Labor-Management Meeting: Monday, December 14, 2009, 3 PM***

**For Management:** Nancy Kleniewski (College President) and Lisa Wenck (Associate Vice President for Employee Services)

**For UUP:** Bill Simons (Chapter President) and Rob Compton (Vice President for Academics)

UUP and Management discussed the status of three possible Joint Labor-Management Committee grant applications, including a Speakers' Bureau, training related to Professionals, and conflict resolution mechanisms. The three proposals are at different stage of development and discussion.

The second item discussed concerned existing and proposed Strategies for further including Retirees into the fabric of the campus, including commons area(s), advisement, and the University Senate's "Service Corps". UUP and Management agreed to continue dialogue on this issue.

UUP and Management discussed issues related to UUP and Management collaboration involving College Advocacy, including the College-Community panels. Given on-going fiscal challenges, UUP and Management will consider other venues of cooperation.

Management agreed to forward a request to SPARC for a meeting in the Spring 2010 semester between UUP and Dr. David McFarland and Dr. Lawrence Guzy.

In addition, UUP and Management decided to continue for the spring 2010 semester the current format of Labor-Management meetings, entailing both the traditional "large group" structure and "small group" sessions.

UUP thanked Management for informing those UUP employees possibly impacted by recent time-bound retirement options and deadlines.

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## ***Labor-Management Meeting of January 18, 2010***

UUP, represented by Bill Simons (President) and Rob Compton (VP Academics) and Management, represented by Nancy Kleniewski (President) and Lisa Wenck (Associate VP for Employee Services), met on January 18, 2010 for a Labor-Management meeting.

I. Joint outreach: UUP and Management briefly discussed the need to wait for further clarification from each of our principals in Albany regarding flexibility, but noted that each side **will continue to meet with elected officials to represent SUNY concerns for adequate funding.**

II. Management agreed to contact Dr. Guzy (Chair, SPARC) to request a meeting involving all unions regarding **Strategic Planning update.**

III. As the UUP-GOER contract gets set to expire in 2011, both UUP and Management agreed to move forward to meet the deadline for the **Oneonta Speakers Bureau Joint Labor Management Grant** to fruition with the next several weeks.

IV. Discussions regarding **Professional Performance Programs and Evaluations** is an issue of mutual concern and responsibility. UUP and Management agreed to continue to work together to protect both the employer and employee by enforcing the contract.

V. UUP and Management worked constructively to seek resolution on **exceptions to the 21 SH teaching load.** Management would provide, at a future date, further details regarding implementation and follow-up.

VI. UUP appreciates Management's to restructure **DSI.** UUP has always preferred a more equitable distribution of the monies. UUP and Management shared their perspectives on DSI. UUP will continue to engage Management in a dialogue regarding DSI.

VII. UUP and Management agreed that **online teaching training is critical to the success of the summer courses** at Oneonta. UUP noted its concerns regarding the process of certification. Management will continue to fine-tune the approach for certification/verification of eligibility to teach online.

### ***ONCE IN A WHILE A PROBLEM POPS UP!***

*By Mona L. Hughes, UUP Benefits Officer*

Here we are at the beginning of a new year with hopes of an easy transition and better days ahead that are free of stress, or at least a little more stress free. We are just sailing along doing our jobs, living our lives, and then all of a sudden it happens—something so annoying that impacts our lives in such a negative way that we can't help becoming frustrated while trying to solve it.

Recently it came to my attention that a member who has been on campus for several years had their benefits canceled in early January. Of course this meant that when the member went to the eye doctors or the dentist, they would be denied benefit coverage. They had not been notified of their benefits suspension so was totally unaware until they needed to use their benefits. There was never a gap in their employment that might cause this problem, it was just one of those life occurrences we have no control over and no one could tell you why it happened. Having this member's benefits activated again has become a work in progress with the assumption that it will soon be solved.

To avoid this type of problem or any other, take the time to ask when you schedule appointments with benefit participators to check your eligibility status. If you find you are not being shown as eligible, please let me know immediately.

Life is full of annoying problems waiting to crimp our style and send us off in a direction we would rather not go. Please remember that if you have not enrolled as a UUP member, you must fill out a UUP Benefits Enrollment Card, a Beneficiary Card, and take the time to join the union by completing a UUP Enrollment Card. All of these forms can be obtained through the UUP website at: [www.uupinfo.org](http://www.uupinfo.org)—click on Benefits and then forms.

Regardless, if you are a new or long-standing member, if you run into a benefit problem, please contact me immediately at [hughesml@oneonta.edu](mailto:hughesml@oneonta.edu), or our UUP Office at x2135. We are here to help. Once in awhile, a problem pops up!

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## ***UUP Labor-Management Meeting Notes: Monday, February 1, 2010***

*By Nancy Cannon, Acting Secretary*

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**For Management:** Nancy Kleniewski, Dan Larkin, Leif Hartmark, Steve Perry, Lisa Wenck,

**For Labor:** Bill Simons, Rob Compton, Norm Payne, Nancy Cannon, Caridad Souza, Dennis Selzner

1. The meeting opened at 3:02 PM.
2. UUP and Management will discuss possible collaboration on Haitian relief.
3. Labor and Management will schedule Part-Time Concerns Labor-Management Meetings for the Spring Semester
4. UUP and Management discussed the possibility of finding a common room for retirees.
5. UUP thanked Management for facilitating an upcoming UUP meeting with SPARC representatives Larry Guzy and Nancy Wolters on Monday, February 15 at 2 PM.
6. Labor and Management discussed their recently submitted Joint Labor-Management Grant Application for a College Speakers Bureau. Both sides thanked one another for their contributions to this positive and collaborative endeavor. If the Grant is approved, the JLM Committee will provide 60% of the funding and the College will contribute 40%. The College envisions continuing the program beyond the duration of the grant.
7. Management discussed a UUP Professional Supervisor Information Series. The first installment will emphasize the need for Performance Programs.
8. Management indicated that exceptions to the 21-SH ceiling would be addressed and rectified through a system of rotation.
9. UUP stated that after its own internal evaluation of DSI it looked forward to sharing those perspective on DSI with Management.
10. UUP asked for "any information that Management can provide on the impact on SUNY College at Oneonta should the Executive Budget for 2010-2010 be passed."
  - A. Management responded that specific campus allocation numbers are not yet available. It is still early in the budget process. The fiscal situation is tight. At this point, it appears that with midyear cuts the College at Oneonta would lose \$1.3 million in annualization of base support with an additional \$1.7 million unfunded cost for collective bargaining salary raises for a total projected shortfall of \$3 million. The impact on adjunct and part-time employees is unknown at this time. At present, there is no stated or intended freeze on searches, and fifteen fulltime faculty searches are on-going or have been recently completed.
  - B. UUP indicated that it would continue to advocate strongly for adequate state funding for SUNY in general and for this College in particular.
11. The meeting adjourned at 3:53 PM.

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### ***The Sentinel Websites and Disclaimer***

**Editor's Note:** Statements Made in *The Sentinel* do not necessarily reflect the opinion of UUP or any of its statewide representatives.

To go to the UUP Oneonta chapter website, which is designed and maintained by Kyle Britton, go to the following link <http://www.oneontauup.org>

The chapter website contains a number of innovative features and links.

The statewide UUP website is located at [www.uupinfo.org](http://www.uupinfo.org). It contains information about members benefits and many other important topics.

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## **Labor-Management Meeting Notes: March 22, 2010**

*By Nancy Cannon, Acting Secretary*

**For UUP:** Bill Simons (Chapter President), Nancy Cannon, Rob Compton, Gina Keel, Norm Payne, Dennis Selzner, and Caridad Souza

**For Management:** Nancy Kleniewski (College President), Dan Larkin, Steve Perry, Tom Rathbone, and Lisa Wenck

The meeting opened at 3:05 PM.

**I. UUP thanked Management for arranging the meeting with the SPARC (Strategic Planning and Resource Council) Chair and Coordinator on February 15.** Management previously offered and UUP accepted another meeting with SPARC. UUP and Management agree for some time in April.

**II. UUP asked Management for a budget update.** Management noted that without a New York State budget, no new information is available. Management stated its intention to keep UUP and the college community informed.

**III. UUP requested information on new developments in college energy use.** Management reported that the College volunteered to be part of a new photovoltaic project (results not yet known) and noted that energy-saving improvements to campus facilities include upgrades to heating and ventilation systems and the addition to roof and window insulation as upgrades and repairs occur. Oneonta ranks well compared to other campuses in overall energy consumption. Management provided data on campus energy use.

**IV. UUP requested an update on present and future college construction projects.** Management reported that major projects for 2010-2011 are the Fine Arts Music wing addition and the renovation of the Cooperstown facility. Fitzelle is scheduled to be renovated during 2011- 2013. UUP asked Management if there will be adequate classroom and office space on campus during the renovation of Fitzelle. They responded that we have classroom capacity to cover the lost space and that the key will be in the flexibility derived from scheduling. Renovation to Science II is currently scheduled to begin in 2013. Issues with the heating system in Schumacher have been identified and will be fixed. Management noted that as Facilities is informed, they will address outstanding issues expeditiously. Additionally, at this time, airflow issues in Alumni are being addressed. Management informed UUP that dorm buildings are on a multi-year renovation schedule and Resident Hall Directors will be relocated during these major reconstruction activities. Over the past year, one of the positive results of the Morris Construction problems was that Facilities Planning has instituted a new email list-serve for timely notification of projects and construction developments.

**V. UUP requested the number of Professionals who have overdue Performance Programs.** Management replied that 100% of Professionals will have Performance Programs by the end of the week of March 22. Currently, seven (7) Professionals with Permanent Appointment and ten (10) term-appointment Professionals do not have current Performance Programs. UUP and Management agree on the need to make sure that Performance Programs are current and done appropriately as part of the existing operational legal framework.

**VI. UUP asked Management the rationale for raising the Employee Parking Registration Fee from \$10 to \$20.** Management informed UUP that a cost analysis by the Parking and Traffic Commission found that the fee needed to be increased to cover the increased administrative costs which includes salaries and fringes, printing of materials and decals, plus some new office equipment. The new fee of \$20.00, effective beginning the fall semester of 2010, should be stable for the next 3 to 4 years.

**VII. UUP asked Management if UUP employees are inquiring about the SUNY Voluntary Reduction in Work Schedule Program.** Management replied that no one has inquired to date. Management noted that information is on the Human Resources webpage and that new informational material will be updated on that site shortly. UUP expressed a willingness to publicize the program.

**VIII. UUP commented that some SUNY institutions recently implemented campus-based early retirement or separation incentive programs.** UUP asked Management if this campus is considering such programs. Management replied that there is no current discussion of an Oneonta early retirement program or separation incentive under discussion at this time.

**IX. UUP stated that we have not heard whether the grant proposal for the Oneonta Speakers Bureau through the Joint Labor-Management (JLM) Campus Grant was approved or not.** Both sides expressed continued optimism about the objectives of the grant.

The meeting adjourned at 4:02 PM.



## ***UUP Labor-Management Meeting Notes, April 26, 2010***

*By Nancy Cannon, UUP Acting Secretary*

**For Management:** Nancy Kleniewski, Dan Larkin, Steve Perry, Leif Hartmark, Lisa Wenck

**For Labor:** Bill Simons, Rob Compton, Fred Miller, Norm Payne, Nancy Cannon, Dennis Selzner, Kyle Britton

The meeting opened at 3:05 PM.

- ❖ UUP noted that we are still awaiting word on the Joint Labor Management Speakers Bureau Grant application. Strategies for encouragement of Drescher applications, such as announcements in *The Bulletin* and *Sentinel*, were discussed. Feedback on Individual Development Awards is deferred until the next Labor-Management meeting.
- ❖ UUP asked Management for an update on the number of parking spaces designated for UUP employees. Management responded that the number of parking spaces designated for UUP employees remains at 146.
- ❖ UUP asked Management for an update on air quality in Alumni Hall. Management replied that mitigation is ongoing. Ducts have been professionally cleaned. The final phase of the mitigation is scheduled for June. Alumni Hall employees will be given the opportunity to obtain medical tests without the need to charge their leave credits.
- ❖ UUP and Management will continue to collaborate on orientation programs for part-time UUP employees and new faculty.
- ❖ UUP asked Management for the number of Professional Performance Programs that are overdue. Management replied zero.
- ❖ UUP and Management will continue to collaborate on an information series for UUP Professional Supervisors
- ❖ UUP and Management will set up a side-bar meeting to discuss the Discretionary Salary Increase process for UUP Academics, Professionals, and Part-Timers.
- ❖ UUP asked Management for the number of professional and academic lines that remain unfilled due to the NYS budget situation. Management replied that the cumulative total for the 2008-2009, 2009-2010, and 2010-2011 budget years is 16 UUP lines (4 professionals and 12 faculty) out of a cumulative total of 28 unfilled lines.
- ❖ UUP asked Management if the 25/55 ERS/TRS retirement proposal would be an option for a number of employees on this campus. Management replied that it would apply to fewer than 24 employees.
- ❖ Management is unable to comment on the College at Oneonta budget until the New York State budget is passed.
- ❖ UUP commented that observing Labor Day as a holiday with no classes would show respect for workers.
- ❖ UUP noted that UUP service should be recognized as service to the College at Oneonta.
- ❖ UUP asked Management if there are plans for a College Benefits Fair similar to those held in the past. Management responded that there is a possibility in Spring 2011.
- ❖ UUP asked Management to consider a compressed summer 4-day work week (5 days work in 4 days) for UUP Professionals and Librarians. Management responded that it may be a possibility for Summer 2011.

Meeting adjourned at 3:48 PM.





## *Labor-Management Meeting Notes: May 10, 2010*

**For Management:** Nancy Kleniewski, President, and Lisa Wenck, Associate Vice President for Personnel Services  
**For UUP:** Bill Simons, UUP Oneonta President, and Rob Compton, UUP Oneonta Vice President for Academics

*UUP and Management met to discuss issues of concern which included:*

1. Discussion on the Joint Labor-Mgt. Grants and Drescher Leave Program
  - a. Still awaiting final determination on the joint grant.
  - b. Both Labor and Management will work collaboratively to get the word out as broadly as possible regarding the Drescher program.
2. Individual Development Grants
  - a. Both Labor and Management are pleased with the process.
  - b. Upon consultation with the UUP representatives, UUP requested that it would like to have the names, amounts, and project titles published. Management was amenable to this and would let us know definitively.
3. We discussed the budget issues and agreed to remain in close contact regarding developments at the state and college levels as things develop. Both parties indicated that the well-being of the students was paramount.
4. We discussed issues of Workplace Violence and the need for vigilance given what transpired at the Binghamton campus.
5. Future Labor-Management format was discussed. We decided to go back and seek consultation with key members of the Executive Board and Cabinet respectively.

### *Travels with Otto: Savoring Life's Journey*

*By Nancy S. Cannon, Acting Secretary and Academic Delegate*

Early Saturday morning, Spring 2009. We were late. Bill and I parked our car in the Hunt Union lot, and scrambled to the Eastern Travel bus before it could depart. The driver opened the door. We dashed up the steps. CSEA trip organizer Veronica Diver looked amused. The only two remaining open seats were not together. Having already delayed everyone, we felt it would be pushing our luck to ask people to move. So we reluctantly sat apart. I hurriedly took an open seat next to a stranger. We introduced ourselves, and Otto didn't remain a stranger for long. His full name was Otto L. Sonder, Jr.

Attired in a fashionable suit, Otto was easily the best dressed person on the bus. After introductions, Otto asked why I was on a charter bus to New York City. I pointed to Bill and told him that my partner and I planned to visit Prospect Park, the Brooklyn Botanic Garden, and the Brooklyn Museum. Otto topped that: he had choice front-row, center seats for a revival of Hair, the 1960s counterculture play. For a man who appeared to be in his mid-eighties, Otto had mapped a daytrip agenda that surprised me, but I soon learned that new experiences and travelling solo were nothing new for Otto.

Otto was a great storyteller, particularly about his own travels and adventures. Hair's 1960s counterculture and Manhattan 2009 were just new chapters in Otto's lifelong explorations. Otto's account of his stint living with aborigines in the Australian outback set the stage for the rest of our conversation on a trip to New York City. He recalled in vivid detail observing a group of 30 aborigines eking out a living in a harsh, arid environment. Water was such a scarce commodity that the shaman hid small caches along their seasonal route to be used only in dire emergency. With telling vignette, insightful analysis, and deep respect, Otto evoked a people whose deep spirituality transcended material scarcity.

Otto enjoyed discourse, and I found him fascinating. A sociologist and anthropologist by training and disposition, Otto had travelled the world, studying and enjoying the folkways of diverse peoples. For 1974-2004, Otto was a fixture at Hartwick College, sequentially Professor, Chair, and Professor Emeritus of Sociology and Anthropology. Prior to coming to Hartwick, he had teaching and administrative stints at Pennsylvania State University (from which he had earned his doctorate), DePaul University, Lycoming College, Williamsport Area Community College; Lock Haven State University, and Bloomsburg State University. Otto's stint as Adjunct Professor of Sociology at SUNY College at Oneonta provided us with obvious common touchstones.

As some of our fellow voyagers napped, Otto and I discussed the differences between the subcultures of Oneonta's two colleges, field research, diverse peoples, material and archival collections, teaching, travel, and theater. With

*continued*



**Individual Development Awards 2009-2010 (continued)**

Staley	Richard	\$215.00	Annual Conference of the American Educational Research Association
Thibault	Robb	\$532.00	90th Annual Association of College Unions International Conference
Thomas	Alexander	\$476.00	New York Suburban Sprawl Project Phase II
Thomas-Smith	Trudy	\$330.00	High Performance Liquid Chromatography (HPLC) Symposium
Thompson	Daphne	\$317.00	Women's Basketball Coaches Association National Convention
Tredennick	Bianca	\$188.00	2010 Northeast Modern Language Association Annual Conference
Tsan	Loli	\$212.00	Conference on Globalization
Walker	William	\$450.00	Organization of American Historians Annual Meeting
Walters	Kenneth	\$425.00	Effect of Attention-Deficit/Hyperactivity Disorder on Sustained Inattentional Blindness for Dynamic Events
Wambui	Betty	\$370.00	Queering Paradigms II Conference
Waterfield	Holly	\$364.00	2009 North American Lake Management Society International Symposium
Yilmaz	Hurrem	\$585.00	2009 American Marketing Association Summer Educators' Conference
Zalatan	Fred	\$212.00	American Society of Microbiology General Meeting / ASM Conference for Undergraduate Educators
Total Awarded		\$24,773.00	



## DSI: Labor-Management Discussion, June 22, 2010

UUP Oneonta and Management met on June 22, 2010, to discuss issues related to future DSI procedures. UUP was represented by President Bill Simons, Vice President of Academics Rob Compton, and Vice President for Professionals Norm Payne. Management was represented by Associate Vice President for Employee Services Lisa Wenck, Provost and Vice President for Academic Affairs Dan Larkin, Vice President for Finance & Administration Leif Hartmark, and Vice President for Student Development Steve Perry.

### UUP presented the following recommendations:

1. UUP Oneonta's ultimate goal remains "an across-the-board DSI."

### UUP DSI Recommendations Regarding Academics

2. Set up a reserved fund for Part-Time faculty to address issues of low pay and past exclusion from DSI.
3. UUP Oneonta Academics are not in favor of using the DSI pool to resolve market based problems of salary compression. In other words, if employees are being hired at below market rate, and subsequently need adjustment for retention purposes, the funds should not come out of DSI but a separate pool of money. In addition, after the completion of the administration's salary equity study, we recommend that the administration supplements the DSI pool to make equity adjustments or otherwise adjust salaries through a separate pool of funds. Otherwise, we believe that general salaries will stagnate and all salaries will become inequitable relative to other comprehensive (SUNY) colleges.
4. All employees who have applied for DSI are entitled to a letter of determination.
5. All Academics should be able to apply for DSI (merit and equity) and all Academics should be able to apply for DSI to the



Dean and the Academic VP in the event that the department has not recommended them.

6. The administration should become cognizant of the varying practices internal to departments and work to come up with "best practices" for departments to consider.
7. Derive the appropriate instrument(s) to configure PT DSI because SPIs and Faculty Activity Reports (FAR) are voluntary for PT faculty. Noted the problem of exclusion of PT faculty from departmental meetings. Often PT faculty have no votes that decide departmental policies, including DSI recommendations.

#### UUP DSI Recommendations Regarding Professionals

8. As in past years, the DSI procedure memo should include instruction for requesting both Merit-based DSI and for Equity Adjustments.
9. The DSI procedure memo for Professionals should be distributed earlier in the year – as soon after July 1st as possible.
10. Professionals should continue to be able to directly apply for DSI.
11. Supervisors should also be able to recommend their supervisees' for DSI without requiring an application.
12. Upon request of the supervisee, supervisors should provide a written explanation to supervisees who are not awarded DSI.
13. DSI should not be used to increase an employee's salary in lieu of a promotion. If a promotion is warranted, the employee should be promoted using the method described in our contract, and forms supplied by Human Resources.

The meeting was marked by an open and candid dialogue.



## UUP Labor Film Series - At Hunt Union Red Dragon Theater

Promoting Solidarity, Justice, and Environmental Responsibility Through Educational Film Screenings and Discussions

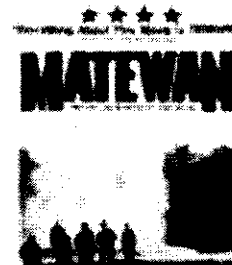


Made in L.A. (Hecho en Los Angeles) Wednesday, September 22, 6:00 - 7:30 PM

Latina garment workers organize with support of a non-profit community group to launch a groundbreaking law suit and consumer boycott. They fight to establish an important legal and moral precedent holding an American retailer liable for the labor conditions under which its products are manufactured. This film provides an insider's view into both the struggles of recent immigrants and into the organizing process itself: the enthusiasm, discouragement, hard-won victories and ultimate self-empowerment. National Emmy Winner, among other awards. (California Newsreel, 2007)

Matewan Wednesday, November 10, 6:00 - 8:00 PM

John Sayles directed this fierce film based on true events and characters from a violent 1920 labor conflict in Matewan, West Virginia. Coal miners, struggling to form a union, are up against company operators and gun thugs. Black and Italian miners, brought in by the company to break the strike, are caught between the two forces. Union activist and ex-Wobbly Joe Kenehan, sent to help organize the union, determines to bring the groups together. Independent Spirit Award winner; Oscar nominated. (2006)



These films will be followed by an audience discussion. For more information, please contact Professor Gina L. Keel, Film Series Director, at [keelgl@oneonta.edu](mailto:keelgl@oneonta.edu)

