

UUP Labor-Management Meeting Notes: Tuesday, July 20, 2010

By Norm Payne, Vice President for Professionals and Acting Secretary

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

For UUP: Bill Simons, Rob Compton, Mike Flinton, Janet Frankl, Hanfu Mi, Fred Miller, Norm Payne, and Dennis Selzner

I. The meeting opened at 3:02 PM.

II. Budget Briefing

A. UUP and Management agreed that a tough year was coming and that Management will shortly send out a memo regarding the budget to the College Community.

B. Management noted that comprehensive colleges have fared relatively better than the other SUNY units, but the proposed tuition increase and other alternatives for increased funding had not been realized

C. Management noted that budget cuts are deeper than planned, and the College will seek to conserve funds and act on restraint.

D. UUP asked several questions regarding the budget:

1. UUP asked about impact on departments and programs:

a. Management noted that while there are currently no allocations, the accounts are scheduled to have normal allocations when they are funded.

b. Austerity will be the word when it comes to purchases and travel.

2. UUP enquired about the Provost's Fund (Professional Development). Management noted that it expects that the funding will be \$75,000 but that may change.

3. UUP asked about how members will be notified regarding the budgets. Management said that it will continue to communicate with employees and that Deans, Supervisors, and Chairs will also inform department members.

III. Organizational Change

A. Management briefed UUP on changes to the Academic Division and stated that there will be two Interim Deans for the future, of approximately two years. Presently it is anticipated that the Interim Deans will not be candidates for the permanent Dean positions. The current Provost will work with the Interim Deans. The new Provost will be integral to the search of the new Deans.

B. UUP requested to meet with the finalists for the Provost position as UUP did with the finalists for the President's position. Management noted that it would forward UUP's request to the Search Committee.

IV. Briefing on Organizational Structure Task Force Report

A. UUP indicated that this issue be brought up at a subsequent meeting

V. Course Cancellations for Fall 2010

A. UUP asked about course cancellations for Fall 2010

B. Management noted that Deans examined course enrollments to determine if the classes needed to be cancelled and the faculty re-deployed to other courses. Pre-enrollment is still going on and more returning students than antici-

pated still have to register.

C. Management noted their commitment to the 21-hour maximum load for full-timer faculty. Management noted that faculty needed to have a level of flexibility to continue this. UUP stated that it remains committed to a reasonable level of flexibility, but it must also make sure that its members are protected.

VI. Adjunct Numbers and Notifications for Fall 2010

A. Management noted that notifications regarding teaching assignments have already gone out and that the numbers of Part-Time faculty for the Fall are on par or slightly greater than the past year.

B. Management noted that there is no immediate plan for cutting the number of Part-timers.

VII. Other Terms and Conditions

A. Management indicated that it would inform UUP concerning upcoming training for supervisors of UUP Professionals.

Meeting adjourned at 4:10 PM



Passing the Torch from Dennis Selzner to Darryl Wood

By Bill Simons, Chapter President



Dennis Selzner

The NYSUT/UUP Labor Relations Specialist (LRS) position is a fulltime professional appointment. An LRS goes through a rigorous selection process and continual professional training. The LRS possess expertise in contractual and labor protocol. It is the LRS who ultimately decides whether a member complaint fits the criteria for a grievance. The position carries with it enormous responsibility, and the demands are 24/7. An essential conduit between State UUP and the Chapter, the LRS requires judgment, resilience, and a wealth of knowledge. The LRS works closely with the Chapter in formulating the content and tone of Labor-Management relations. At Chapter, Executive Board, Officer, Labor-Management, and constituent Meetings, the LRS observes, provides counsel, mentors, and lends gravitas. For over a generation, Dennis Selzner, fueled by coffee and cigarettes, served as the hard-travelling LRS for our region, embracing the UUP chapters at Cortland, Binghamton, Delhi and Oneonta, and he did this with distinction.

As LRS, Dennis gave primacy to the four UUP chapters in his domain, but his relationship with Oneonta was special. In 1967, he left Long Island to attend SUNY Oneonta, majoring in psychology. After graduation in 1971, he remained at the College, first as a Residence Hall Director and latter as Assistant Director of Housing. Dennis and his late wife Janice, a beloved Franklin teacher, raised their daughters, Rebecca and Ryan, in a house on Oneonta's West Street but a short distance from the College. Dennis still resides in that house. Passionate about politics and social justice, Dennis became a leader of UUP Oneonta, elected to the position of Vice President for Professionals.

Cooperstown Academic Program's Moving In Day Not Far Off (continued)

However, by concentrating on the outcome, and with a commitment to academic excellence (not to mention a large measure of good humor), all concerned have weathered the major phase of the project and are awaiting the final phase of completion when we will move back in and begin holding classes there once again.

The comprehensive multi-million dollar facility's expansion and renovation had the direct support and technical talents of a variety of SUNY Oneonta UUP members. Campus IT experts Steve Maniscalco, Mark English, and Kyle Britton among others, worked directly and diligently with project overseers to insure the needs of the Cooperstown Grad Program and Biological Field Station faculty were not only heard, but fulfilled to the every extent possible. Where budget limitations or conflicts in needs arose, these campus supporters offered options and innovative alternatives that kept everyone's best interest at the forefront.

With the major building contract work coming to a close by Thanksgiving, both program's return to the "new" building is expected by the end of the calendar year. Under-

standably, much work remains to be done by those who will occupy the building and the campus support team of UUP professionals. As the project comes down to the final details, it's understood that all academic activities may not be in full swing till the Spring 2011 semester. Nonetheless, two of SUNY Oneonta's most widely recognized academic programs will once again be fully up and running thanks to the professionalism, dedication, and commitment to the higher education programs that UUP members provide.



The Cooperstown facility as it looked during final general contract work in October of this year.



UUP Labor-Management Meeting Summary Notes Monday, September 27, 2010

In attendance: **Labor:** Bill Simons (President) and Rob Compton (VP for Academics)

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

On September 27, 2010, UUP met with Management at 3 PM to discuss issues of concern. UUP and Management shared their perspectives regarding the state of the budget and the beginning of the new academic year. We discussed the success of the annual Orientation for Part-Time Faculty and the salary and DSI of Part-Time Faculty. In addition, there was candid discussion about Labor Day and Jewish High Holiday observances.

Management accepted UUP's invitation for a get-together with the new Labor Relations Specialist Darryl Wood in the near future.

UUP and Management discussed the processes for the adoption and ongoing evaluation of the Workplace Violence Policy with UUP and Management exchanging ideas regarding the appropriate role of bargaining units per state law.

Management and UUP will also work together regarding the ongoing training for Supervisors of UUP Professionals throughout the year.

UUP Labor-Management Notes for Tuesday, October 26, 2010

By Tom Horvath, Secretary

UUP: Bill Simons, Rob Compton, Janet Frankl, Tom Horvath, Hanfu Mi, Fred Miller, Norm Payne, and Darryl Wood

Management: Nancy Kleniewski, Dan Larkin, Steve Perry, and Lisa Wenck

Meeting started at 3:30pm

Training for Supervisors of UUP Professionals: The feedback (about 50% response rate) concerning initial programs was generally good and informative. UUP and Management agreed that the series of workshops should continue, especially to include those that have missed previous opportunities, and expand into new topics in the future. UUP also alerted Management that there were still some compliance problems with professional performance programs. Management will seek to rectify non-compliance.

UUP requested and Management provided the list of members of the following committees: Dean's Advisory Committee in the Division of Science and Social Science: Tracy Allen, Susan Bernardin, Constant Goutziers, Matthew Hendley, Bill Vining; Dean's Advisory Committee in the Division of Behavioral and Applied Science: Craig Bielert, Howard Buchan, Joan Marshall, Fida Mohammad, Thomas Sakoulas, Anna Stave; Promotion and Tenure Committee: Larry Armstrong, Gwen Crane, Larry Guzy, Hanfu Mi, Bill O'Dea, Yolanda Sharp, Gretchen Sorin.

UUP asked about the number of academic departments with bylaws. Management indicated that it is gathering the data at this point.

UUP Report on Comparative Adjunct Salaries - Deferred

UUP invited Management to Join UUP and CSEA at *Saturday's Bread* (Saturday, December 11). Management accepted the invitation. Both Labor and Management affirmed the common good of such collaboration. Consideration was given to a possible joint call to support food banks as well.

UUP asked about the current status of CADE. UUP had previously alerted Management to issues concerning international students' requests for language intensive course tutoring (not ESL-type help). Management indicated that CADE was infused with new funding at the beginning of the semester to shore up peer tutoring programs. UUP stated that it may have additional items concerning CADE at the next Labor- Management meeting.

Budget Update: Management stated that DOB indicated the following cuts: (1) \$250 million for the state; (2) \$23 million for SUNY; and (3) \$500,000 for the Oneonta campus. Management further stated that at present SUNY Oneonta has no plans for retrenchment and that Oneonta is still doing some hiring.

UUP and Management conversed about the proposed (Student Response to Faculty Instruction) SRFI.

Discussion of DSI was deferred.

Other terms and conditions: Management indicated that it would contact UUP to set up a date for the next Part-Time Concerns Labor-Management meeting.

Meeting ended at 4:15pm.

Unions Benefit Academics at Public Colleges

[Editor's Note: The following is excerpted from Peter Schmidt, "Unions Hold Mostly Pluses for Faculties at Public Colleges, Study Finds," *The Chronicle of Higher Education*, November 15, 2010.]

A new study of public four-year colleges concludes that unionizing appears to give faculty members considerably more clout in some key areas and does not seem to do them much harm.

Unionization "greatly increases faculty influence" over faculty salary scales, individual faculty salaries, and the appointments of academic department heads and of members of institution-wide committees, concludes a paper summarizing the study's findings.

The study also found at least some evidence that unionization gave college faculty members more say over their institution's curriculum and faculty teaching loads. Unionization was found not to have a significant impact on several other key areas of college operations, such as the appointment of faculty members, tenure and promotion decisions, and policies dealing with degree requirements.

"There are basically no negative effects at all. It either had positive effects or no effects" in the areas examined, says Stephen R. Porter, an associate professor of research and evaluation at Iowa State University who conducted the study with Clinton M. Stephens, a graduate student in higher education at his institution.



UUP Labor-Management Meeting Notes for Monday, November 15, 2010

Meeting commenced at 3:00pm and adjourned at 3:30pm

For UUP: Bill Simons, Rob Compton, Tom Horvath, Hanfu Mi, Norm Payne, Caridad Souza, and Darryl Wood

For Management: Nancy Kleniewski, Dan Larkin, Steve Perry, and Lisa Wenck

UUP, CSEA, and Management will be represented at *Saturday's Bread* (Saturday, December 11).

UUP requested data on the number of applications for full-time faculty course reductions under "appropriate justifications" as listed on "page 25 of the Faculty Handbook." Management reported that in the fall semester (2010), 2 faculty in the Sciences & Social Sciences and 4 in the Behavioral & Applied Sciences applied for and received reductions. In the spring semester (2010), the respective numbers were 4 and 4 in the two division. UUP followed up with a request regarding departmental breakdowns and Management agreed to email Labor the specifics.

UUP returned to the questions about how many Academic Departments have updated bylaws. Management responded that of the 28 departments, 23 have updated bylaws.

UUP followed-up from the last meeting regarding an update on Performance Evaluation overdue for UUP Professional employees. Management responded that 26 permanently appointed professionals are missing their evaluations, as are 18 professionals that do not have permanent appointment. UUP and Management will continue to work to resolve difficulties.

UUP Labor-Management Meeting Notes for Monday, November 15, 2010 (continued)

UUP requested a copy of any notifications sent to students and faculty regarding the observance of religious holidays, including the Jewish High Holiday. Management provided a copy of the written notification sent to students and to faculty regarding student observance. Management noted that there is no official written notification regarding religious holidays sent to faculty. Labor and Management will continue to work on this issue. Labor noted that it seeks an affirmative statement allowing our members to observe holidays as needed provided all professional obligations are met.

Timely notification to Part-time employees regarding re-hire for subsequent semesters as pertaining to unemployment insurance and timely receipt of remuneration (checks): UUP requested deferral of discussions to upcoming PT Labor Management Meeting.

Remaining issues surrounding CADE Tutoring: Labor notes that Management has supported CADE over the budgeted resources. Labor expressed ongoing concerns for students' ability to access tutoring resources and how that impact Teaching Faculty. Management noted that it has created a committee within Academic Affairs to advise management on issues pertaining to tutoring on this campus. After completing its assignment, the committee is expected to "sunset."

DSI (Discretionary Salary Increase): Labor noted that it was following up to discuss issues related to DSI as noted in the Ad Hoc Academics and Ad Hoc Professionals committees on DSI reports provided to Management. Labor noted that progress on DSI has been made over the past several years, but some issues remain. Labor expressed a desire for the College to notify all applicants of the DSI determination, regardless of whether an increase was granted. Management noted that differences in application methods could create difficulty in implementation and suggested several alternatives. Labor and Management agreed to continue discussions and to move toward resolution of this particular issue. Labor noted that in the past Management expressed the possibility of Academics to put in for DSI directly and personally to the level of Vice President. Part-Time issues regarding DSI will be discussed at the upcoming PT Labor Management meeting.

Provost Search Committee and UUP Request to Meet Finalists: Labor requested several meetings ago to meet the finalists in the ongoing Provost search and wanted to follow up on that request. Management noted and confirmed that they would schedule a meeting for UUP and other bargaining units as it had done for the Presidential search. Management also noted that the calendar regarding interviews has not been set at this time.

Other Terms and Conditions: Announced that a schedule for a Part-Time Labor Management Meeting has been set. Labor reminded Management that implementation of a "new student evaluation of faculty" may fall under the purview of "Terms and Conditions" of employment and thus is a mandatory negotiation item.

Demystifying Labor-Management Meetings: Summary and New Developments



By Rob Compton, UUP Oneonta Vice President for Academics

[Editor's Note: Contextualizing and integrating recent phenomena concerning the evolution of labor relations, this article updates an essay that originally appeared in the March 2006 *Sentinel*.]

In every *Sentinel*, UUP prints the notes or summary of the Labor-Management meeting for the membership's education and information. Over the past couple of years, members have asked how the Executive Board and the officers prepare for these meetings.

First, a brief background is in order. The contract signed by UUP and the New York Governor's Office of Employee Relations (GOER) mandates Labor Management meetings. Under the provisions of the contract, UUP is entitled to request a monthly meeting and conduct separate Part Time Labor Management meetings. Both parties have fiduciary duties to uphold the "terms and conditions of employment." In other words, 90% of the contract is administrative and routine. The other 10%, the so-called "gray zone," requires UUP to advocate assertively for your interests, even in the presence of a collision of ideas, purposes, and style with Management. As our members know, we do not shirk from this responsibility.

The Labor-Management meetings are not only mandated by the contract and are also the vehicle to address issues, concerns, and disputes regarding the "terms and conditions of employment." Only UUP has this statutory right. At the local level, UUP Oneonta deals with local issues developed right here on Oneonta campus through consultation among the various stakeholders including the UUP Executive Board and its members. We work in consultation with UUP Statewide but do not have our agenda determined or censored by it. In addition, through what we call the "lateral movement," we solicit ideas and counsel from other campus leaders regularly through list serves, emails, and meetings. Throughout the process, we also work closely with our Labor Relations Specialist, a trained professional well versed in "best practices" and the contract, and with the UUP legal department and NYSUT legal counsel if necessary. For political advice, we solicit input from our members and other chapters and statewide leaders. In other words, we cast a large net for input and information gathering.

Agenda Setting

How is the agenda for the Labor-Management Meeting set? As noted in the previous paragraph, the agenda requires meticulous development on this campus. Initially, we gather information regarding problems as reported to us by emails, phone calls, and observation by Executive Board members. We try to resolve these problems by working with management. This doesn't mean that we represent management or that we have been co-opted, rather we see it as a partnership of necessity. Issues that cannot be addressed through a less formal venue are items most suited for Labor-Management meetings. Labor Management meetings also serve as a mechanism to

verify previously agreed upon matters, clarify understandings, and to inform the larger body of Management and our Members.

After the information is gathered, a filtering process takes place. Sometimes the issue is resolved by a phone call or through informal channels. Other times, the issue does not fall under our jurisdiction. Every campus has a Labor Relations Specialist, including Oneonta, who provides professional advice pertaining to the contract. UUP Oneonta's Labor Relations Specialist Daryl Wood attends our Executive Board Meetings, Labor Management meetings, and meets regularly with the chapter President and Vice Presidents. These issues are often discussed at the Executive Board Meetings, *Food For Thought*, and other chapter meetings to solicit input and to inform members of ongoing developments. The decision to move on an issue is not an impulsive move, but instead one that is developed through a tedious and concerted analysis. We assess the legal, political, and practical aspects of the issue and gauge constituent support and positions. This is the strategy phase. How do we approach the issue? How is the issue linked with other issues? What was the tone of the past Labor-Management meetings?

Often strategy for key issues is refined at lengthy meetings lasting a couple of days at the Delegate Assembly in Albany (Thursday through Saturday) and the once a semester Presidents and Vice Presidents meetings (Friday and Saturdays). These venues are very time consuming but they give us the opportunity to work on issues and plot out various scenarios without distraction. On campus, Bill Simons, Norm Payne, and I are in regular contact on issues as they develop. Furthermore, Simons and I discuss issues germane to the union every day, despite our busy schedules. On some days, we speak for only a few minutes. On other days, we spend multiple hours dealing with developing issues or a response to a crisis.

The Labor Management Meeting agenda, submitted to Management ten days prior to the meeting, represents the format and issues of the upcoming meeting. In assembling the agenda itself, we pay close attention to details including the ordering and the person who leads in asking the questions during the actual meeting. Executive Board members gather any final pieces of information necessary in preparation for the meeting. The President of the College is contractually required to attend only one meeting a semester. President Kleniewski has thus far attended all full Labor-Management Meetings unlike her predecessor who kept his obligations to a minimum.

UUP Pre-Labor Management Meeting and the Meeting Itself

Management has their pre-meeting and we too conduct a pre-Labor Management meeting. Our policy is that attendance at the pre-meeting is a prerequisite for attending the LM meeting. UUP's delegation comprises those appointed by the Chapter President to attend the meeting. At the Pre-Labor Management meeting, we discuss the agenda, get last minute advice from our Labor Relations Specialist and confirm the division of the questions. Anyway, this last about 30 minutes. With adrenaline flowing and united in purpose, we head to Netzer.

Usually, the members of Management and UUP engage in greeting each other. Yes, these meetings are meant to be civil and respectful. Sure, there theater and verbal jabs take place, but both Labor and Management members realize that the primary focus of our jobs is the betterment of the College. We also recognize that all of us are on

Demystifying Labor-Management Meetings: Summary and New Developments (continued)

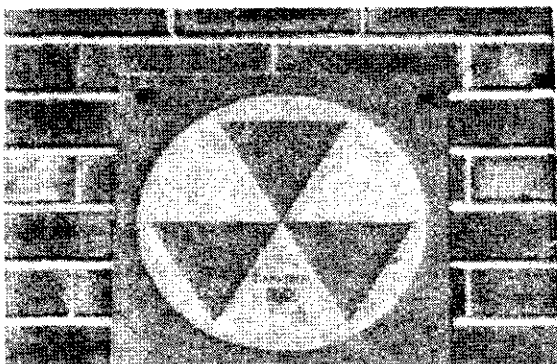
the same boat and many will have to work with each other for years to come. Good Labor relations are the hallmark of effective administration. Simultaneously, UUP grandstanding will not accomplish anything for our members. During the meeting, we work the agenda systematically and also dialogue with Management and ask follow-up questions. We watch body language and the selection of words because semantics is important. Our Secretary Tom Horvath takes meticulous and accurate notes. UUP Oneonta President Bill Simons maintains the flow of the meeting working with his counterpart in Management (Management's designee). Based on the Pre-Labor Management meeting, each of us speaks as needed. We stay on message and act professionally. And that's it.

Post-Labor Management

In baseball, we say it's never over until the last out. Well with Union work, rarely is there a last out. The Post-Labor Management Meeting Debriefing follows the formal session. Those who attended the meeting will spend about thirty minutes to one hour to discuss everything, including who attended, body language, changes in Management positions, and what we did well or poorly. The Labor Relations Specialist provides his critique as we start to discuss strategy for the next round. In the interim, as we await the next Labor-Management Meeting, we strategize, report to the UUP Executive Board, have Chapter Meetings, and discuss developments with our counterparts from other chapters. As needed, we confer with statewide officers and legal representatives. Thus, we are in perpetual extra innings!

This article sought to demystify the Labor Management meetings. Just like the contract that UUP and GOER signs, negotiations require diligence, tenacity, and information. We cannot merely assert our positions, rant, and make demands. What I can assure our members is that just because something is not on the current Labor Management agenda, does not mean that we aren't working on it. Timing and approach is everything so please be patient. There is no Santa Claus, but no Grinch either.

SENTINEL QUIZ



This cropped photo was taken of a sign on a building on the College at Oneonta campus. What is its significance? The first person to email Nancy Cannon (cannonns@oneonta.edu) with the correct answer will receive a UUP cap.

The answer to the October *Sentinel* quiz, "This photo was taken from the inside of a tall Oneonta landmark. What is it?" is the 160 foot tall smokestack from the trainworks of the Delaware and Hudson. The first correct answer was provided by Hugh Holden.

Labor-Management Meeting Summary Notes: December 13, 2010

For Management: Nancy Kleniewski (President) and Lisa Wenck (Senior Executive Employee Services Officer)

For Labor: Bill Simons (UUP Oneonta President) and Rob Compton (UUP Oneonta Vice President for Academics)

- I. UUP thanked management for its participation in the December 11th Saturday's Bread. UUP noted that 27 people volunteered their Saturday the week before the busy exam period.
- II. UUP and Management agreed to continue the current format of the Labor Management meeting. January and May will be the two-on-two meetings and the others will be the general Labor-Management meetings. June will be reserved for budget and other issues as needed.
- III. UUP and Management discussed the budgetary situation and prospective scenarios. In addition, UUP informed Management that it reports information as requested by statewide UUP. Management noted that 19 searches are ongoing this academic year.
- IV. UUP asked about retrenchment committees and UUP members serving on those committees. UUP noted that it this was against its principles and would object to members serving in such a capacity. UUP will seek additional information regarding Statewide UUP's communication with SUNY Central and GOER.
- V. UUP and Management exchanged ideas regarding joint advocacy. Both sides agreed that state funding is critical to stability of the SUNY system and the College.
- VI. UUP will gather further information regarding the protocol for updating Workplace Violence Policy and will seek necessary consultation as noted per Management inquiry.
- VII. UUP requested that Management notify department chairs-- who have dual or joint appointment faculty under their jurisdiction-- regarding personnel matters to both chairs (e.g., DSI, travel funds, and etc.). Management noted this request.
- VIII. Management noted that there is currently an advance on salary that exists for new FT and PT employees. In addition, HR provides letters to banks in order to facilitate short-term loans, at the request of banks.
- IX. UUP and Management discussed possible resolution of DSI notification for all employees, regardless of whether DSI was or wasn't received. Labor stated that it would return to this issue again.
- X. UUP and Management exchanged perspectives regarding faculty religious holiday observances on the College campus. Management provided additional documentation regarding SUNY policy.
- XI. Other terms and conditions: UUP thanked management for the ongoing progress of Part-Time Labor Management meetings. Management will be providing UUP a list of full-time faculty receiving course load reduction per page 25 of the Faculty Handbook by department. Management expects the program to continue.

Labor-Management Meeting Summary Notes: January 24, 2011

For Management: President Nancy Kleniewski and Lisa Wenck, Senior Executive Employee Services Officer

For Labor: President Bill Simons and Vice President for Academics Rob Compton

The Meeting commenced at 3 PM.

I. UUP and Management discussed the Budget's implications for the College. Twenty-three searches are going forward at the College. Release of the Governor's proposed budget would soon take place. It was also noted that the Chancellor is seeking to implement a new funding formula.

II. UUP asked if there were, at present, any Planning Groups for Retrenchment or Deactivation of Programs. Management responded, at present, that there are no Planning Groups for Retrenchment or Deactivation of Programs.

III. UUP and Management shared perspectives on the Chancellor's "State of the State University" presentation and discussed issues of the Chancellor's main points pertaining to public-private partnerships, backroom consolidation of services, and SUNY as an economic engine.

IV. UUP noted provisions pertaining to UUP representation and consultation on the creation and revisions of the Workplace Violence Policy (NYCCR 800.6). Management stated that it would contact the appropriate agents to discuss UUP concerns and legal requirements.

V. Management will craft a memorandum, to be discussed, concerning employee observance of religious holidays.

VI. Management provided an update on the Provost Search.

VII. Management and UUP discussed SRFI resolutions coming from the Senate. Management indicated that the President has approved the first of those resolutions. UUP stated that adoption of SRFI would pertain to terms and conditions of employment, and that terms and conditions entail Labor-Management negotiations.

VIII. UUP and Management discussed the Summer 4-Day Work Week (5 Days Work in 4 Days) for UUP Professionals and Librarians for Summer 2011. Management agrees in principle that this is a good idea, but more examination is required prior to implementation. Management noted that it is not on the table for Summer 2011.

IX. UUP asked about "page 25 of the Faculty Handbook Course Reductions" Management noted that for Fall 2010, there were two reductions. One in Political Science and another in Women and Gender Studies. For the Spring of 2011, there were eight reductions: English 2, History 1, Chemistry 1, HUEC 2, Music 1, and Education 1.

X. CADE and the committee formed to examine tutoring were noted.

XI. Management stated that SUNY has asked for a new Master Plan for Facilities and that input will be solicited in the future.

The Meeting adjourned at 4:10 PM.

Labor-Management Meeting Notes: Friday, February 18, 2011

By Nancy S. Cannon, Academic Delegate

For Labor: Nancy Cannon, Rob Compton, Janet Frankl, Gina Keel, Hanfu Mi, Fred Miller, Bill Simons, Daryl Wood

For Management: Todd Foreman, Nancy Kleniewski, Dan Larkin, Steve Perry, Lisa Wenck

The meeting opened at 3:05 PM.

I. Labor welcomed and congratulated Todd Foreman as the new Vice President for Finance and Administration.

II. Labor asked Management for a budget update. Management reported they do not yet know how the SUNY-wide cuts will be allocated. Management is planning for a \$2,200,000 cut in state funding. SUNY is considering a new model for distributing funds, but nothing is in place yet. Open positions at Oneonta now go through a vacancy review process. Management is looking at ways to increase efficiency without affecting programs. Management may need to propose a slight increase in fees with student consultation.

III. UUP asked Management if planning groups for retrenchment or deactivation of programs exist. Management responded "no". Labor asked Management if any existing groups on the Oneonta campus have been charged with planning for retrenchment or deactivation of programs. Management responded "no".

IV. Labor asked Management about a draft statement concerning observance of religious holidays. Management distributed a draft of a letter that would be sent to all faculty allowing for religious observance. It would be incumbent on the faculty to share this memo with their students.

V. UUP asked Management for an update on the College at Oneonta Speakers Bureau, a Joint Labor-Management program. Management responded there are currently 6 people accepted into the program and more applicants are under review. Management thanked the UUP members of committee and UUP did likewise of the Management contingent.

VI. Labor requested information regarding Faculty Development funds distribution data for the past five years including names of recipients, titles of proposals, amounts per individual/proposal, and guidelines. Management supplied the requested information (except for project titles which were not readily available).

VII. UUP asked Management for the mechanism for determining if a "director" is in the UUP bargaining unit. Management replied that the final decision rests with SUNY System Administration. Most directors on the Oneonta campus are in the UUP bargaining unit.

VIII. Labor asked Management for a report of construction and changes/consolidation of department/faculty offices. Management shared that Oneonta is currently working on a 10 year Master Plan for Facilities with input from SUNY. Implementation of the Master Plan would take many years. An open forum on the draft plans will take place in the near future.

IX. Other Terms and Conditions: Labor asked for an update on Provost's search and scheduling of meetings with the finalists. Management confirmed that the meetings would take place.

Meeting adjourned at 3:59 PM.

PT Labor-Management Meeting Notes

February 28, 2011, 9:00 AM

For Management: Dan Larkin (Vice President for Academics and Provost) and Lisa Wenck (Senior Executive Employee Services Officer)

For UUP: Caridad Souza (PT Concerns Officer) and Rob Compton (Vice President for Academics)

I. Anticipating Status of PT and the Budget

UUP and Management discussed the impact of the forthcoming budget on PT faculty. It was noted that PT utilization actually increased since the implementation of the 4-3 teaching load and that there are no plans for reducing PT faculty at this time.

II. Timely Appointment Letters and Lag in Pay Follow-up Discussions

UUP noted that this is an issue especially for PT eligibility to file for summer unemployment benefits. In addition, some members have repeatedly asked about the slowness of appointment letters. Provost will discuss with Deans/Chairs for the need to facilitate quicker response times to APP forms.

III. Follow-up to Extra Service vs. PT starting pay differential (\$2750 vs. \$2500)

UUP requested an increase in PT starting pay to match the full-time extra-service amount of \$2750.00. While Management is not ready, at this time, to raise the starting pay, it was noted that only a few remain at \$2500.00 due to contractual and DSI increases.

IV. Parking for PT during middle of the day

Management reiterated that many people may not be aware that they could call UPD for help in identifying parking spots. UUP requested that PT be allowed permission to park in visitor spots and have parking ticket waiver in an emergency or once or twice a semester.

V. Requested Update for Summer Teaching by PT faculty

UUP wants to make sure that PT faculty can teach in the summer. Full-timers teaching all the courses, in some cases four or more courses during the summer at the expense of PT faculty is not appropriate. Management said that these issues are decided within the department, but would be willing to make a statement that PT should be considered for teaching during the summer, especially if they have a long record of College service.

Meeting adjourned at 9:50am.

UUP Labor- Management Meeting Notes: March 21, 2011

By Tom Horvath, Secretary

For UUP: Rob Compton, Janet Frankl, Tom Horvath, Hanfu Mi, Norm Payne, Bill Simons, Darryl Wood

For Management: Todd Forman, Nancy Klenewski, Dan Larkin, Steve Perry, Lisa Wenck

Guest: Jim Dix, UUP Chapter President, Binghamton University

Meeting started at 3:00

I. Budget Update: Management is still waiting for state budget details. They continue to look for savings via the vacancy review procedures.

II. Information concerning establishment of planning groups for retrenchment or deactivation of Programs. Management repeated that they have no plans for retrenchment or deactivation of Programs at this time. It is the President's Cabinet that is responsible for exploring avenues for revenue savings. UUP noted that it is requested by Statewide to ask this question regularly.

III. Report on SUNY advocacy activities. There were plans to offer 2 seats in a van that was to head up to Albany to do advocacy for SUNY and SUNY Oneonta during SUNY Day, but the Chancellor cancelled the event due to the expedited budget process. Management and UUP agree that joint advocacy is critical to being effective in Albany, especially during these austere times. Jim Dix (UUP Chapter President, Binghamton) reported on the successes that BU has had in this direction, with UUP, CSEA, and MC all on the same bus with a coordinated message. Cortland also has a version of joint advocacy that could serve as a model.

IV. Draft statement concerning observances of religious holidays distributed at the last meeting. Based on UUP's requests to include staff, faculty and students in a religious holiday observance policy, Management will likely be sending out 3 notices to each group (professionals, academics, students). Management wants to establish a policy that is germane to all groups on campus.

V. Information concerning opportunities for local high school students to receive course credit from College at Oneonta. UUP opened a discussion around the previous Community Conversations that focused on interactions between SUNY Oneonta and local school districts. Management has not been approached specifically by any district. It was mutually noted that students in high school can take College courses at Oneonta by registering. Both UUP and Management agreed to continue looking into the issue of more cooperation in the future.

VI. Cabinet approved \$15,000 allotment to build some new faculty carrels to offset the loss of the carrels that were in the area where the Technology Center was constructed. Management reported that the Library Committee is involved with this issue and how to better use the space resources in the future. The \$15,000 is still allocated to that effort. Part of the concern remains the extent to which the carrels are utilized.

VII. Report on the new directions for the Honors Program. Management reported that the Honors Advisory Committee is dealing with handling input from the College Community. Management noted that the Honors Program had atrophied and that its success is important for the College as the best students seek these types of challenges. No proposals have been forwarded yet.

VIII. Are there ongoing discussion concerning revision of the promotion criteria? Management was unaware of official discussions going on about revising any promotion procedures. Management noted that there have been no changes in promotion policies as noted in the Faculty Handbook and the SUNY Board of Trustees Policies.

IX. Content and status of new procedures and evaluation mechanisms concerning sabbaticals. Management reported that at present, no new procedures have been developed to administer the change in how sabbaticals will be granted. The Provost reported at a different venue that half-year sabbaticals will be granted more conservatively, but that full-year sabbaticals will remain as before. UUP asked about the reported \$158,000 savings this will create. Management reported that on average 2 courses are filled with adjuncts per half-year sabbatical. Rarely is there a \$0 cost to such sabbaticals. They mentioned that the College has been too liberal in the past with half-year sabbatical requests. However, for the coming semester, Management noted that there is no official change in sabbatical policy at this time.

X. Status of the College Handbook. This topic was delayed.

XI. Other terms and conditions.

a. UUP raised the concern of how the data being collected by the seemingly increasing number of online surveys are being used.

b. UUP raised a question as to the College's plan to change enrollment numbers of transfer students. Management reported that they plan for no changes in the targeted numbers. Increasing transfer student enrollment is not used as a strategy for increasing revenue.



UUP Diversity Panel Discussion IV, March 9th, 2011

On March 9th, 2011, the Fourth UUP Diversity Panel discussion was held at the Otsego Grill, Morris Hall. This was again a well attended and successful event. The panelist included 1) Dr. Leah Bridgers, Assistant Professor, Department of Mathematics, Computer Science, and Statistics; 2) Ms. Maria Montoya, Lecturer, Department of Foreign Languages and Literatures; 3) Dr. Yuriy Malikov, Assistant Professor, Department of History. The panel was moderated by Dr. Nithya Iyer, Assistant Professor, Educational Psychology, Counseling and Special Education.



Left to Right: Yuriy Malikov, Leah Bridgers, Maria Montoya, and Nithya Iyer

In this panel discussion, we continued our discussions to raise awareness among our diverse faculty members. The panelist discussed their experiences related to accents, gender, sexual orientation, minorities, and national origin. You may access a videotape of the program on the UUP website.

Labor Management Meeting Notes: Monday, April 4, 2011

By Tom Horvath, Secretary

For Labor: Nancy Cannon, Rob Compton, Tom Horvath, Hanfu Mi, Fred Miller, Norm Payne, Bill Simons, Caridad Souza, Darryl Wood

For Management: Todd Forman, Nancy Kleniewski, Dan Larkin, Steve Perry, Lisa Wenck

Meeting started at 3:04 PM.

I. UUP asked for a sense of the impact that the state budget would have on SUNY in general and on SUNY Oneonta, specifically. Management responded that they don't know exactly yet the full implications, but that we may expect about 2% of the total SUNY cut of \$25 million to be our share. By the May Senate meeting, Management should have a better idea of the magnitude, but the details of how that will be allotted through the College won't be immediately known.

II. UUP asked for information concerning establishment of planning groups use of existing groups for retrenchment or deactivation of Programs. Management responded that no such plans exist to date.

III. Since it is possible that no contractually-mandated percentage salary increases will be given during the next academic year, absent a contract, UUP suggested that Management strongly consider distributing the last round of DSI in the current and soon-to-expire-contract across the board. Given the economic hard times currently faced and expected in the future as living costs continue to surge ahead, UUP advocated the awarding of DSI across the board in the next round.

UUP also asked about the status of the Equity Study Report, and if Management was still committed to their previous statement that DSI would not be used for equity adjustments. Management responded that they may need to use DSI and the reserve funds to accomplish this. An internal report is likely to be available around May.

IV. UUP asked again about the procedures for changes to the College Handbook. Management responded that they will reveal new procedures regarding the process of making changes in the College Handbook in the near future. It wasn't clear how these procedures were created, and they are still working on the details apparently. UUP followed up about the relationship between the Handbook and the new Policy Library. UUP stated that a tracking system that shows addition, deletions, and changes to the Handbook and Policy Library would be useful. The response was that the library will contain the policies, and that the Handbook will simply have links to the appropriate policies in the Policy Library. This eliminates out-of-sync policies in documents and websites, as they will all eventually point to the policies in the library.

V. Use and Rationale for Diverse Electronic Surveys of Services and Areas. This was deferred.

VI. UUP asked for an update on statement(s) informing UUP employees of protocols concerning observance of religious holidays. Management is still working on it, so no new updates are available at this time. The information will likely come out from the new Provost's office.

Labor Management Meeting Notes (continued)

VII. UUP once again asserted its position that the College should observe Labor Day with no classes. This is especially poignant given the attacks on unions across the country. Oneonta remains one of two comprehensive colleges in SUNY without appropriate Labor Day observances. UUP noted that it is working on building a strong coalition with local and regional unions and organizations. Management had no response.

VIII. UUP offered its thoughts on the allocation of the Milne faculty carrels. The Library Committee was discussing the issue as well, and it was agreed to consider their ideas first.

IX. UUP asked about the progress of the Honors Program. There was no new information, but UUP did ask for the names of the task force working on gathering ideas for proposed changes. They are Julie Freeman (chair), Beth Small, Todd Ellis, Dawn Hamlin, Janet Nepke, Alex Thomas, Allison Black, Ken Johnson, and student representative Heather Rutkowski (student). Management noted that they expect this task force to dissolve after the recommendations are forwarded to the College Senate for consideration.

X. Labor asked Management about the future of the Joint Appointment Policy. Labor asked if the 1992 memo regarding joint appointments was still the defining document. Labor noted that although 1992 memo does not allow for joint appointments, joint appointments exist on the Oneonta campus. Management responded that the 1992 memo is still the defining document and agreed that alterations are needed. Labor and Management pointed out the inconsistencies within the document. Management stated that changes in the Joint Appointment Policy will be postponed until the new Provost assumes the position. Labor suggested an information sharing sidebar with Management in the future.

XI. UUP requested that a dialogue on assessment be started. UUP reported members' concerns about the amount of additional time required to comply with assessment in terms of regular department meetings and the allocation of other resources. UUP asked Management on the status of assessment, especially General Education and stated that it believes that faculty are not getting satisfactory feedback. Management commented that ideally assessment should be primarily an internal process and that external assessment would be best if circumscribed and with clear objectives.

Meeting adjourned at 3:55 PM.

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, go to the following link www.1ontauup.org. Norm Payne and Alex Jean-Charles are UUP Oneonta Web Masters. The chapter website contains a number of innovative features and links.

The statewide UUP website is located at www.uupinfo.org It contains information about members benefits and many other important topics.

UUP Labor Management Meeting, Monday, May 16th, 2011

For Management: President Nancy Kleniewski and Lisa Wenck, Senior Executive Employee Services Officer

For UUP: President Bill Simons and Rob Compton, VP for Academics

I. Budget Update: UUP and Management discussed budget developments and noted that so far, SUNY System has not parceled out the budget cuts but campus administration does not expect changes to department budgets or faculty development funds at this point. The projected enrollment numbers for the fall look good, with slightly higher than anticipated freshman deposits confirmed. In regards to sabbaticals, the administration noted that sabbatical saving would be less than anticipated, so developments in this area are still ongoing. UUP and Management agreed that strong sabbatical proposals and reports protect taxpayers' interests.

II. UUP offered to meet with incoming Provost Maria Thompson to exchange insight and information. Management noted that it will so inform Provost Thompson regarding UUP's offer.

III. Labor asked about non-renewals for this year compared to last year and Management noted that there are a handful for both years in the academic and professional areas. UUP noted its concern that on some campuses, non-renewals have been used as a primary tool to address budget cuts. So far, that is not the case at Oneonta.

IV. Management and Labor agree on the need for timely notification of Part-time Faculty Renewals and Non-renewals. While sudden changes in the scheduling can occur, Management noted that it will work on streamlining the process as new administrative personnel come on-line.

V. UUP asked about the outcomes of the 2010-11 faculty searches and Management noted that most have been successfully completed with only three having failed. UUP noted that the starting salaries for faculty now are considerably lower than Cortland's for a tenure track assistant professor.

VI. Management and UUP discussed DSI for the coming year. UUP stated that its position remains across-the-board and Management noted that it believes in the merit approach. Management said that it is committed to that for the following year but would take into consideration UUP's proposal given the tough economy and the lack of a new contract. Management also noted that the DSI study would be done but it would take some years to address the pay inequity and that funds would come from a variety of sources. UUP offered to invite Statewide VP for Academics, Fred Floss (who has done numerous equity regression analysis for campuses including ours), to make a presentation. Administration stated interest in this.

VII. Both Labor and Management are committed to the future of the Oneonta Speakers Bureau as a Joint Labor-Management project. Initial speakers will be going to campuses in May and June, 2011.

VIII. UUP and Management agreed to continue the current Labor-Management format in to the coming year. September and December will be the small group and the other months were designated as the large group meetings.

IX. On other terms and conditions, UUP asked Management to consider a stipend for PT faculty who attend Sexual Harassment and other mandated employee training.

Meeting adjourned at 4:15pm

