

# UUP Labor-Management Meeting Notes: Wednesday, August 17, 2011

*By Tom Horvath, Secretary*

**For Management:** Todd Forman, Nancy Kleniewski, Steve Perry, Maria Thompson, Lisa Wenck

**For UUP:** Ron Bishop, Nancy Cannon, Mike Flinton, Janie Forest-Glotzer, Tom Horvath, Gina Keel, Hanfu Mi, Fred Miller, Norm Payne, Bill Simons, Darryl Wood

Meeting commenced at 3:30 PM

The primary focus for the August meeting was the College budget. Due to the delay in the passage of the state budget and personnel changes in SUNY, both at the State and campus levels, this meeting took place in August rather than in July. Todd Foreman (Vice President for Finance and Administration) provided a budget presentation. The questions asked followed from the presentation.

I. UUP asked about possibilities of Part-Time Faculty to receive compensation for attending required workshops such as the Harassment Workshop. Management responded that there was no funding for compensation, but that they are working on ways to offer such workshop information in other ways (e.g., online tutorials).

II. UUP asked again for the protocols for faculty observances of religious holidays. Management responded that they would be sending out information to all employees. UUP asked to see a draft before their memo was circulated, to which Management agreed. UUP also asked about how faculty should alert students when faculty would miss a class due to a religious observance. Management wanted to wait to consult with the Provost before they would agree on text.

III. The rest of the meeting was devoted to discussions about the budget. Management gave a very detailed outline of the current budget numbers, which is also available on the College's web site. The big news was that the College has saved enough monies (initially stated as 1.6 million but revised later to 2.0 million) through various cost-cutting measures, including the vacancy review process and the increased tuition. Related questions centered around class sizes, given a small bump in enrollment this year (about 80 or so students), adjunct faculty numbers, which should remain about the same, and the hiring of new positions (professional and academic). Searches for positions are going forward by using the vacancy review process. UUP also asked about the budget allocations to the divisions. Management stated that any changes to the budget would occur within the divisional levels, as divisional allocations are essentially the same as last year.

IV. UUP mentioned their concerns about the recent SUNY Chancellor announcements of shared service alliances and its impacts on the campus budget and operations. Management was still uncertain about any impacts. Despite the notification of the campus clusters that was announced via SUNY Provost's office, our understanding is that campuses may still "share" with whomever they feel most comfortable. UUP asked about the specific text used in the Provost's memo pointing out that key constituents would be consulted on such shared services. It seems few constituents were consulted about past decisions, so it remains unclear how this program will move forward. On our campus, key groups would include the strategic planning committee, the budget allocation committee and other campus entities that would be affected by any decisions.

## **Labor-Management Meeting Summary Notes for September 19th, 2011, 3:00pm\***

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

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

UUP and Management discussed progress made on the College's religious observances policy. The College will examine mechanisms for informing students that members may need to be away for the day for religious observances.

Both Management and UUP agreed that the Oneonta Speakers Bureau (OSB) would continue under the existing framework, but would be expanded to include other units on campus. UUP requested that we wanted to make sure that UUP was represented and that its members could be speakers. UUP and Management noted the important symbolic value of their first campus initiated joint Labor-Management grant/committee.

UUP and Management discussed the Equity Study of employee salary. Management noted that it plans to be completed by spring 2012. UUP noted that it too has done an equity study and would be open to exchanging data and information with Management to compare results.

UUP and Management discussed the need to support international faculty and for students to be sensitive to cultural and linguistic issues. UUP and Management agreed that sensitivity on all sides is important and that dialogue on this issue will continue and deepen over time.

UUP initiated discussions about Labor Day. Management noted that some discussions regarding the process and substance of academic calendars is forthcoming. UUP stated that as a "labor union" we needed to advocate strongly Labor Day observance, especially in an environment where Labor and workers are under attack and suffering diminished remuneration and respect.

UUP and Management discussed the need to adjust pay for both full-time and part-time members. Management was receptive to the situation of Part-time employees.

Management and UUP discussed collaborative and win-win ventures including advocacy for SUNY. Management noted an interest in exploring areas, such as, regional economic development and curricular innovation.

Management and UUP discussed developments and campus mood regarding Chancellor's Shared Services proposal. These talks are ongoing between Oneonta administration and other campuses but not geared toward any cuts of personnel.

Meeting adjourned 4:25pm

\*UUP and Management agreed on the format of the meetings for the fall 2011 semester in a May 11, 2011 meeting. The decision was to have two (2) two-on-two meetings (September and December) and to have the larger full meetings for the other two months, October and November.

# UUP Labor-Management Meeting Notes: Monday, October 17, 2011

*By Fred Miller, Academic Delegate*

**For Management:** Todd Forman, Nancy Kleniewski, Steve Perry, Maria Thompson, Lisa Wenck

**For UUP:** Rob Compton, Hanfu Mi, Fred Miller, Norm Payne, Bill Simons, Caridad Souza

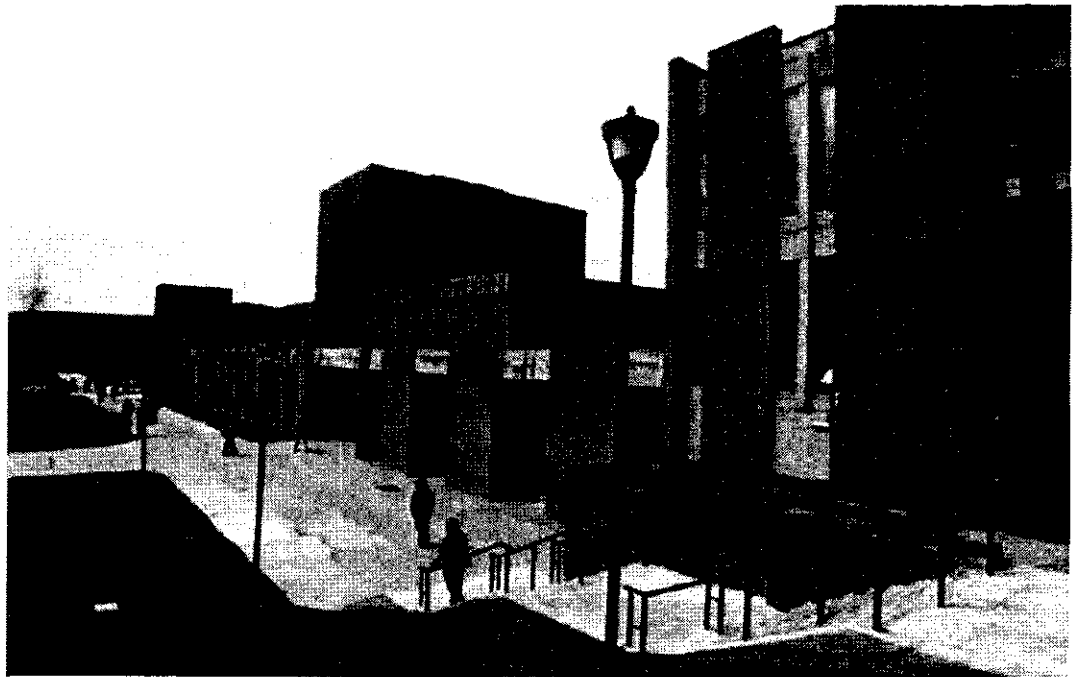
I. UUP and Management complimented the diverse elements of the College and community participating in on-going collaborative Flood Relief activities with special kudos to those who volunteered their time in the field.

II. Management provided numerical information concerning the number of Professional Performance Programs that are overdue.

A. UUP noted the progress made in this area

III. Management and Labor look forward to the scheduling of the next edition in the workshop series for supervisors of UUP Professionals. Management noted that new supervisors have come on board and a refresher would be timely.

IV. Management provided numerical information concerning Fall 2011 applications for fulltime faculty course reductions under "appropriate justifications" as listed in the Faculty Handbook. The information included the number of applications received and number of applications approved.



SUNY College at Oneonta

**For Science and Social Science: 7 applied; 7 approved.** English, 2; Chemistry and Biochemistry, 1; History, 1; Physics and Astronomy, 1; Africano and Latino Studies, 2.

**For Behavioral and Applied Science: 20 applications and 20 approved** (including Business and Economics. There were two applications received in Education; one of which requested a two-course reduction—a one-course reduction was approved.) Economics and Business, 17 applications approved; Music, 1 application approved; Education, 2 applications approved.

V. Management indicated that the Provost and the Vice President for Student Development are working on a policy concerning student notification of faculty observance of religious holidays. Management is working to figure out the technical aspects of dissemination to students.

VI. UUP and Management discussed the Academic Master Plan (AMP). UUP expressed strong concern about the need to maintain a College and SUNY system that is consonant with State Education Law. Access, public accountability, and public support are critical for the maintenance of such a system. UUP is concerned about the AMP leading to a re-definition of SUNY. Management noted that Oneonta is located on state land and that SUNY remains a public institution but that the general financial environment has become more complicated and challenging.

VII. UUP raised concerns about shared services and consolidation in terms of impact on our members. Management noted that they are looking for partnership to enhance services and efficiency not cut or eliminate them.

VIII. UUP and Management discussed Oneonta Public Radio and asked about programming, service area, and plans for the future. UUP inquired if there could be some opportunities for our members to participate in programs. UUP gave examples of possible programs from other public radio stations that do local programming and noted that current and former presidents of the College have ongoing programs. Management noted two recent cases of faculty participation.

VIX. UUP presented a copy of a petition, which currently has more than 130 signatures, to Management, stating the following:

*We the undersigned believe that more now, than ever that it is important to recognize the contributions of working people to this country.*

*Therefore, we ask you to use your good offices to move the college to observe the federal Labor Day holiday by not holding classes.*

[UUP believes that more than 90% of what it does it has common interest with Administration. We believe that any union worth its salt must advocate for Labor Day and we operate from the assumption that Management understands our philosophy and that our belief is also that observance of Labor Day (no classes) is in the interest of the College.]

X. UUP noted the limited shared UUP-CSEA office space impedes certain union activities. During these times, UUP noted that demand for services has increased and would like consideration for larger and/or additional space.

XI. UUP indicated that it would provide contextualization from other campuses concerning the use of UUP release-time funds at the next Labor-Management Meeting.

XII. Others Terms and Conditions

A. Management noted that a day has been designated for wearing purple to make a unified stand of solidarity against domestic violence. UUP indicated that it would encourage its members to participate.

# UUP Labor-Management Meeting Notes: Monday November 14, 2011, 3-4:15pm

*By Tom Horvath, UUP Secretary*

**For UUP:** Ron Bishop , Rob Compton, Tom Horvath, Fred Miller, Norm Payne, Bill Simons, Caridad Souza, and Darryl Wood

**For Management:** Todd Foreman, Nancy Kleniewski, Steve Perry, Maria Thompson, and Lisa Wenck

1. UUP mentioned the joint efforts for fund raising via SEFA. Both sides agreed that efforts are for a worthwhile and important cause especially given the current economic climate.
2. UUP and Management recently met to discuss professional workshops. These talks will result in spring workshops on Legal Issues in Social Media, which may be available also for Chairs, and another workshop on Performance Programs & Evaluation, as a refresher.
3. UUP asked about the continuing vacancy review process and the mentioned \$2.4 million. Management commented that the review process is still going, and that they were successful in not eliminating any FT positions and new positions may become available separate from the Vacancy Review Process.
4. On shared services among SUNY units, the cabinets from Cortland & Oneonta held a video conference to brainstorm how to facilitate peer-to-peer discussions. Examples included ways to share faculty development, chair workshops, training & grant writing, library processing, and collaborate on instrumentation. Management mentioned that System-wide collaborations on commodities, accounts payable, service contracts and others were being looked into for cost savings within ongoing discussions of whether Oneonta will participate in a consortium of Central New York colleges and universities geared toward developing and implementing shared services. Management noted that shared services is not an approach to eliminate employees.
5. Part-timers concerns were raised by UUP regarding the distinctions between observations and evaluations of part-time faculty by full-time faculty members. Management mentioned that the Deans will be soon distributing guidelines for best practices in such matters after finding out what departments are already doing. Concern was raised about the distinctions between observances and evaluations and whether Part time faculty should be evaluated by Full-time faculty not within the supervisory chain.
6. UUP asked for a briefing on the situation on the elimination of the Physical Education Department as many rumors are swirling around campus. Management distributed a statement read on behalf of the Provost's Office in a recent Senate meeting. It was reiterated that no decisions have been made and that the Dean overseeing the department has been in conversations with those involved. Decisions will be made only after that Dean submits a report. UUP asked if it is possible that the department would not be eliminated, and Management stated that that is possible. The report is due November 30, 2011. UUP asked if in the consultation process whether students would also be included. Management answered yes.
7. UUP offered additional information and confirmed that it is normative practice for UUP funds remitted to the campus for UUIP Chapter presidential release time goes to the department to which the UUP Chapter resident belongs.
8. UUP asked for Academic Master Plan updates. Management answered that meetings are beginning to be held, and that all meetings will be open. UUP asked if there has been an attempt to cost out various configurations of reorganizations. No actions have been taken yet.
9. There have been no new developments on the front of addressing concerns about dual or joint appointments. UUP stressed that this is an important issue that needs policy clarification. Labor will return to this issue again at a subsequent meeting.
10. UUP and Management held a detailed discussion on the results of the Campus Climate Survey. UUP and Management shared perspectives about developments on campus. Concerns were expressed on both sides. Both sides remain committed to further dialog on issues of diversity and campus climate.



## **UUP Labor-Management Meeting Notes: Monday December 12, 2011, 3pm**

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

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

I. Labor and Management discussed ideas for collaboration including advocacy, grants, and pedagogy. Both parties noted the importance of keeping abreast of the changing educational and fiscal environment.

II. Labor and Management discussed a variety of topics related to Consolidation and Shared Services. Management noted that the quest for efficiencies is on-going but not geared toward eliminating personnel.

III. Labor expressed concern about problems on the campus regarding diversity related issues involving faculty and students, to include international faculty and students. Management noted that we all need to work together to address these issues. We agreed to discuss this issue again at subsequent meetings.

IV. Management informed UUP that students will be notified about faculty observance of religious holidays directly within the next couple of days.

V. Management and Labor have re-iterated a common ground that PT faculty should not be evaluated by FT Faculty who are not chairs. The Deans have inquired to departments about existing practices for evaluation and observation and subsequently, protocol will be established.

VI. UUP and Management discussed the Status of Physical Education Department. UUP is informed about the report presented to the Provost's Office and has begun to examine it. We want to know what Criteria for Decision-Making for closing departments would be. Management noted that no final decision has been made.

VII. Management and Labor re-affirmed a common understanding from previous discussions/meeting regarding the "banking" semester hours for 4 sh courses toward faculty course load of 21 semester hours normative load. Management and UUP are committed to its equitable implementation.

VIII. UUP discussed its rationale for notifying rejected applicants for DSI. UUP will continue to attempt to reach a common ground with Management on this basic issue.

IX. UUP discussed the urgency for establishing Protocols for Dual Appointments on campus and Management agreed that these need to be done.

X. UUP again brought up the issue of UUP Service as College Service. Management listened attentively and UUP believes that in the near future, common ground is possible.

XI. Others Terms and Conditions: Management and Labor are committed to maintaining the current structure of Labor Management meetings (alternation between large and small group) for the Spring 2012 semester.

Adjourned: 4:30pm





## UUP-Labor Management Meeting for Monday, January 30, 2012, 3:00pm

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

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

I. UUP and Management discussed the College's national rankings and Management noted that the hard work of the faculty and staff make these possible.

II. UUP noted that the completion of the construction on the Fine Arts Building is a testament to upgrading campus facilities and congratulated the Administration on its success.

III. Management and UUP agreed to continue to forge ahead with the Oneonta Speakers Bureau (OSB) and seek more opportunities for speaking engagements.

IV. UUP and Management had candid discussions on DSI. Although we currently do not have a contract, UUP wanted to continue dialogue on this issue. UUP and Management continue to discuss ways of notifying employees about the end-result of DSI deliberations regardless of whether someone receives or does not receive DSI. UUP also asked how individuals who do not want to be considered for DSI under the established protocols (including within departments) could "opt out of the process" and not participate. Lastly, Management and Labor discussed, as part of an on-going dialogue issues of part-timers and DSI applications.

V.-VII. UUP Requested and Management provided the list of current committee members for the Deans' Advisory Council, the Promotion and Tenure Committee, and the Tripartite Committee.

VIII. UUP and Management discussed the issue of consultation prior to program or departmental closures in light of Public Radio phase-out.

IX. UUP invited Management to consider providing input on UUPs Administrative Assessment Instrument. Management stated that they would think about it.

X. Management and UUP agreed on the need to resolve the Joint/Dual Appointment policy. Administration assured UUP that it was moving forward.

XI. No other terms and conditions discussed. Meeting adjourned 3:50pm.



## Labor-Management Meeting Notes: March 5, 2012, 3 PM

By Tom Horvath, UUP Secretary

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

**For Management:** Nancy Kleniewski, Steve Perry, Maria Thompson, and Lisa Wenck,

I. UUP expressed congratulations to SUNY Oneonta Distinguished Teaching Professor Dr. John H. Relethford for the honor of being elected chair of the Anthropology Section of the American Association for the Advancement of Science. UUP also commended the work of President Nancy Kleniewski and Dr. Dawn Hamlin in developing the new Masters Program in Special Education with Springbrook.

II. UUP invited Management to attend March 13<sup>th</sup> UUP program on "Race and the Police" being held in LeCafe. Some members at the table indicated that they would attend and looked forward to the important discourse.

III. UUP asked if the next proposal to schedule a Wellness Fair could include UUP and vendors. Management noted that this Wellness Fair would only have non-profit organizations. A Benefits Fair could include vendors, and plans to hold a Benefits Fair are being worked on. UUP's benefits officer Doreen Bangle is being invited to the Wellness Fair and would also be invited to a Benefits Fair.

IV. UUP asked about and received information concerning the next training session for supervisors of UUP professionals. Joe Storch will hold a session on legal issues & social media sometime in March or April.

V. UUP requested continued discussion of increasing cultural, linguistic, and other support for international faculty and students.

VI. Update of 9/19/11 L-M question: Has Management determined mechanisms for informing students that faculty may need to be away for the day for religious observances? This has indeed been accomplished, and UUP thanked Management for their actions on this matter.

VII. UUP asked Management if there was a policy of University Police (UPD) involvement in termination of UUP employees? The discussion that followed tried to ascertain the procedure used that would identify the need for UPD. UUP asked about risk assessment, and Management responded that often (but not always) a risk assessment is carried out and that UPD determines the level of response or presence. UUP tried to find out if certain criteria existed that would guide the involvement of UPD. After an informative discussion, it was decided that a sidebar meeting would be the best venue for continuing the discussion.

VIII. UUP asked if there were considerations of alternatives to the Tripartite process. Management responded that they have hired an affirmative action officer and that they would be involved at looking at different models. UUP was invited to offer suggestions.

IX. Labor asked Management about providing Adjunct Faculty extra service compensation for participating in assessment activities. Labor noted the SUNY-New Paltz compensated Adjunct Faculty for assessment activities. Management is looking into assessment training.

X. Labor asked Management when the base salary for Adjunct Faculty was last raised. Management replied 2006. The base salary for Adjunct Faculty remains at \$2500/course.

XI. Labor asked Management about consideration of ways to help alleviate the parking problems of Adjunct Faculty. Management is considering an overview of parking.

XII. In response to an agenda item, Management provided Labor with a statement concerning the educational implications of the final semester deadline for grades of 48 hours after the final exam. Labor will examine the document prior to further discussion of the topic.



## Labor-Management Meeting Notes: April 9, 2012, 3 PM

By Tom Horvath, UUP Secretary

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

**For Management:** Todd Foreman, Bart Ingersoll, Nancy Kleniewski, Maria Thompson, and Lisa Wenck

I. UUP extended congratulations to EAP, Employee Services, and all participants in the March 28<sup>th</sup> Wellness Fair and looks forward to a future Benefits Fair. Also, UUP invited Management participation in upcoming UUP community activities, including *Saturday's Bread* (April 14), an Autism Panel Discussion (April 25), and a collection on behalf of fire victims Loraine and Rich Tyler.

II. UUP thanked Management for sending the union the Individual Development Award (IDA) data. UUP stated that it intends to publish the IDA data for informational purposes in *The Sentinel*.

III. UUP noted that Management had set the date (May 10<sup>th</sup>, 2-4 PM) for the next training session for supervisors of UUP professionals for. The training session will focus on "Legal Issues in the Social Media."

IV. UUP invited Management to suggest possible questions for the upcoming UUP *Quality of Professional Life & Administrative Assessment*, an evaluative of Management. Management mentioned that they would like to see the form. UUP indicated that it looked forward to discussing the draft of its *Quality of Professional Life & Administrative Assessment* form at the May 2012 Labor-Management Meeting.

V. UUP and Management returned to consideration of a 4-day summer work week, which would compress the 5-day work into 4 days for UUP Professionals and Librarians. UUP offered specific examples of other SUNY institutions that successfully utilize a 4-day summer work week. UUP noted issues of cost savings pertaining to utilities and reduction of carbon footprint of employees. Although the Administration is considering the 4-day summer work week proposal, Management stated that there are issues that would need to be addressed including who could participate and the possible impacts to existing activities. Both sides agreed to continue discussion of the 4-day summer work week.

VI. UUP and Management discussed new campus budgeting processes. Management stated that the new system for budgeting will create a more rational approach to department budgeting. In addition, there is another funding stream related to the Strategic Plan. This includes programs and lines. UUP asked the Finance Office to place all the different processes/streams of applications for funding on a webpage. Management agreed.

VII. UUP and Management returned to the March 5<sup>th</sup> discussion of University Police Department (UPD) involvement in severance of UUPers from College employment:

A. UUP questioned the origins of statement it received (below) at the previous Labor-Management Meeting. Management stated that the below statement was a response to a UUP question and not derived extant from an official document.

*Generally, UPD is asked to become involved when there are indicators of potential work place violence. Since we have mandated state law governing workplace violence we have been used on a more frequent basis than ever before. Our involvement ranges from unseen, seen but in plain clothes, full uniform, to several officers being present. We evaluate the potential of violence that could happen. We are called upon quite often to be present in a number of settings (Presidents, to Chairs in departments, to escorting students to their rooms) to have them leave. This is not an uncommon occurrence. In summation, it is the work place violence policy why UPD becomes involved in these potentially violent situations.*

B. UUP asked who made the decision to have UPD present in the recent severance of College employment of a UUPer. Management responded that the Chief of Police initially requested the presence of an officer upon consultation.

C. UUP strongly asserted that that severance of College employment did not fit into the conditions noted for the presence of UPD.

VIII. UUP asked about the form used by student athletes to evaluate the athletic program. UUP requested a copy of the form, and asked how it is used. Management responded that the form and its responses are used by the Athletic Program to make improvements, and that the information is not used to evaluate coaches. Management stated that the material is collected and examined by the supervisory chain of command. UUP stated that some student responses undoubtedly pertained to specific coaches, noting

## ***Labor-Management Meeting Notes (continued)***

playing time as an obvious example. In addition to the procedures noted above, UJP asked about separate and distinct responses derived from graduating senior athletes. UUP requested the form available to all athletes as well as the separate information elicited from graduating senior athletes. Management agreed to provide UUP with the requested materials. After UUP has received and examined these materials, UUP and Management agreed to meet to discuss these materials.

IX. UUP renewed discussion of an equity study. Management stated it received a directive from SUNY Central that, during times of contract negotiations, individual campuses are prohibited from conducting salary studies and implementing them. UUP mentioned that its statewide Academic Vice President has conducted equity studies of individual SUNY campuses in the past, and may be asked to provide an updated study of the situation at Oneonta. UUP noted that it has information showing that average Oneonta salary is now the lowest in its sector.

X. UUP requested information concerning the status of new hire searches for this year. Management responded that 15-20 searches were ongoing for faculty positions. UUP asked about the negotiation of starting salary, and Management responded that past rigidity concerning starting salaries is no longer normative.

XI. UUP discussed summer school teaching compensation. Compensation for summer school teaching was last increased in 2005 according to Management. Given conflicting UUP and Management sources of information, it was agreed to return to this topic.



## **The Changing Face of Reference: An Academic Perspective**

*By Nancy S. Cannon, Academic Delegate and Research Librarian*

Academic reference services changed dramatically with the dawn of easily accessible content in electronic format. Despite the popularity of free online encyclopedias, authoritative reference books (especially subject encyclopedias) continue to supply important background information to students beginning research papers. Choosing and limiting a topic challenges many students. Reference books present ideas for topics as well as provide context, subject vocabulary, and bibliographies of sources for additional information. Online "discovery" systems that search the indexes and/or full text of reference books facilitate access to contents.

Reference statistics often indicate decline in the number of reference queries. With a bit of reflection, it is easy to comprehend why the number of reference transactions trends downward in many academic libraries: simple informational questions effortlessly answered with *Google* or *Wikipedia* have gone the way of the dodo bird. Librarians often observe a reduction in reference questions when library instruction precedes research. Reports indicate students' lack of research skills, despite their status as "digital natives". The surge in one-on-one research consultations conducted by reference librarians counters dire predictions of the latter's demise. For the reference librarian, the former plethora of cursory inquiries has yielded to substantive consultations with individual students.

The academic Reference Desk (or its virtual equivalent) offers the advantage of human expertise over the results compiled by unthinking machines. Reference librarians promptly and accurately find sources on anything from simple definitions to complex scholarly research queries. Words and phrases aptly used to describe the best academic reference librarians include: enthusiastic, inquisitive, well-read, knowledgeable in a wide range of disciplines, familiar with print and electronic sources, and helpful. Patrons of academic libraries more than ever need informed reference librarians to navigate the information jungle.



**Librarian-union leader Nancy Cannon, third from left, with State UUP President Phil Smith, second from left**

**Labor Management Meeting**  
**Monday, May 14, 2012, 3pm**

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

**UUP:** Bill Simons, President and Rob Compton, Vice President for Academics

I. UUP shared information for assisting Loraine and Rich Tyler Tylers following destruction of their home, including the materials collection website and the May 26<sup>th</sup> *Rebirth/Planting Day* on their property.

II. Management indicated that the membership for the 2012-13 Deans Advisory Committees and the Promotion and Tenure Committee has not yet been decided.

III. The next Labor Management meeting focusing on the budget is scheduled for Wednesday, June 20, 2012.

IV. UUP and Management discussed the upcoming UUP *Quality of Professional Life and Administrative Assessment*. UUP noted that for a number of years the union has periodically conducted surveys of Management. UUP shared questions from the most recent instrument past while noting that the questions for the upcoming survey have not been finalized. Management expressed concern about the question concerning resource allocation by Deans and Vice Presidents. UUP noted that a “don’t know” option has appeared on past surveys.

V. UUP and Management discussed Structured Phased Retirement Options for its members. We agreed to continue discussions.

VI. UUP and Management discussed the May 10<sup>th</sup> Professional Workshops concerning “Legal Issues in Social Media.” Both sides agreed that these workshops provide useful experiences and that the series will continue.

VII. Management and UUP have decided to maintain the present arrangements for Labor-Management meetings with the first and last of each semester to be comprised of the two-on-two meetings. UUP and Management have found these productive.

VIII. UUP and Management discussed the possibilities of a Farmers’ Market on Campus.

IX. Management noted that only a few Part-Timers teach more than three courses per semester and that those are emergency basis situations.

X. UUP and Management discussed the future of the Tripartite Process. UUP looks forward to a process that promotes fairness and justice given the problems of the past process.

XI. Other Terms and Conditions

A. UUP stated that there was some confusion about summer school remuneration.

Management provided clarification, and UUP will continue to stay informed on the issue.

B. Management indicated that the 2012 Summer Parking Pilot arrangement will not continue into the next academic year.

Meeting Adjourned 4:20pm.





## **Labor-Management Meeting Notes: Wednesday, June 20, 2012, 3 PM**

*By Rob Compton, UUP Vice President for Academics*

**For UUP:** Nancy Cannon, Rob Compton, Hanfu Mi, Fred Miller, Norm Payne, Bill Simons, and Darryl Wood,

**For Management:** Todd Foreman, Nancy Kleniewski, Steve Perry, and Lisa Wenck,

UUP acknowledged Management and especially the Division of Administration and Finance for its timely and accurate information. UUP thanked the Administration for increased transparency and data sharing by that office.

The Administration noted that the College is in reasonably good condition for the coming year, even expecting a small surplus of \$500,000 despite the overall decline in State support. Over the past five years, state support has decline significantly, so much that state tax support now only accounts for 27% of the College's operating budget. In 2008, it was 42%. To offset the declining support, students and their families pay a greater share. It appears that this trend is unlikely to change.

Despite increased tuition cost for students to the rational tuition increase process, SUNY tuition remains among the lowest in the Northeast. In particular, as it relates to Oneonta, the student fees for the coming year will not increase, save the \$4 SA fee and the marginal board fee increase that is directly deposited into their spending accounts. SUNY Oneonta fees and especially room and board is so low that other campuses have used Oneonta as a study case by visiting operations here.

The Administration's budget calls for strategic spending initiatives based on the College's Strategic Plan in the areas of diversity, sustainability, and others. Funding is also included for the hiring of new faculty and professionals as needed based on the Strategic Plan and in areas of enrollment growth. The College see no imminent large scale or systematic reduction-in-force. The budget plan aligns itself in the direction of shifting resources away from administrative costs toward direct student expenditures (e.g., student learning including services and faculty).

UUP asked about the possibilities of sweeps of campus reserves or IFR accounts. The Administration noted that there is always this possibility but that the Colleges and Universities are expected to maintain a minimum of 10% reserve. Our College continues to maintain a reserve level higher than the mean.

Administration noted that fund-raising through the College Foundation remains an important priority with money directed toward scholarships, faculty development and other crucial areas. The College continues to look for savings opportunities.

More information on the budget can be found here: [http://www.oneonta.edu/bac/documents/BAC\\_Open\\_Forum\\_42712.pdf](http://www.oneonta.edu/bac/documents/BAC_Open_Forum_42712.pdf)

\*Labor Management meetings in June are primarily reserved for a budget briefing. UUP considers the budget briefing useful for informational purposes as it engages in SUNY-Advocacy, for UUP Statewide reporting purposes, and as information for our members.

