

UUP Labor-Management Meeting Notes for September 11, 2012, [Tues.] 3pm

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

For Labor: President Bill Simons, and Rob Compton (VP for Academics)

I. UUP and Management shared reflections on the Part-Time Faculty Orientation conducted annually and noted that UUP-Mgt cooperation makes this possible. UUP thanked Lisa Wenck for all of her efforts, year after year to organize the orientation. The PT Faculty Orientation has become a model, both in UUP and within the SUNY system for other campuses.

II. Management provided the list of the membership of the following committees

2012-2013 Membership of :

A. Deans Advisory Committees (DAC)

Behavioral and Applied Sciences

Science and Social Sciences

B. Tenure and Promotion Committee (P&T)

C. Local Chancellor's Awards Committee(s): Academic, Professional Service, and Student Awards

III. UUP inquired and discussed with Management the status of University Police Chief Position.

IV. UUP Updated Management UUP *Quality of Professional Life & Administrative Assessment* Survey and indicated that we incorporated four of their five suggestions. We also informed them that "pilot testing" has already taken place after several input sessions from the membership and the Executive Board. Lastly, it was noted that the survey would be done electronically.

V. UUP and Management discussed the College Calendar as it pertains to Labor Day observance.

VI. Management provided and both sides discussed the data on Departmental breakdowns for Fall 2011 and Spring 2012 of full-time faculty course for reductions under "appropriate justifications" as listed in "the Faculty Handbook." Both Management and UUP want to find strategies in increase the applicant pool.

VII. Labor updated Management on continuing UUP member concerns in Athletics Department

VIII. Performance Programs discussions and numbers were deferred to the next meeting

IX. UUP requested and Management provided the numbers of PT faculty at Oneonta for the following semesters: Fall 2011, Spring 2012, and Fall 2012

X. Discussion Regarding 2012-2013 Professional Workshop Series to be continued in the next meeting.

Meeting adjourned 3:50pm

UUP Requested & Management Provided Data (Sept. 11, 2012 Labor-Management Meeting)

Deans Advisory Committees (DAC)

<i>Behavioral and Applied Sciences</i>	<i>Science and Social Sciences</i>
Craig Bielert, Chair	Tracy Allen
Howard Buchan	Susan Bernardin
Fida Mohammad	Constant Goutziers
Thomas Sakoulas	Matthew Hendley
Kjersti VanSlyke-Briggs	John Schaumloffel

UUP Requested & Management Provided Data (continued)

Tenure and Promotion Committee (P&T)

Gwen Crane, Chair
Gretchen Sorin
Orlando Legname
Larry Armstrong
Hanfu Mi
Bill O'Dea

2011-2012 Local Chancellors' Award Committees

Academic

Patrick Meanor, Chair

Colleen Brannen-ex officio
Mary Lynn Benson
Julie Freeman
Renee Walker
Donna Vogler
Maria Thompson
Cathy LaFontaine
2 students

Professional Service

Colleen Brannan-Chair-ex officio

Roger Sullivan
Patrick Meanor
Denise Straut
Ellen Blaisdell
Steve Maniscalco
2 students

Student Awards

Renee Walker-Chair (Tom Horvath served as designee)
Patrick Meanor
Angie Eichler
Joanne Murphy
Eileen McClafferty
student

Courseload Reduction Approvals

Science and Social Science

Fall 2011

English -2
Chemistry and Biochemistry-1
History-1
Physics and Astronomy-1
Africana and Latino Studies-1

Spring 2012

Mathematics, Computer Science & Statistics-1
English-1
Chemistry and Biochemistry-2
Biology-1
Africana and Latino Studies-2

Behavioral and Applied Science (excluding Business and Economics)

Fall 2011

Music-1
Education-1

Spring 2012

Music-1
Communication Arts-1

UUP Labor-Management Meeting Minutes Thursday, October 25, 2012

Present for Management: Nancy Kleniewski, Steve Perry, Lisa Wenck, Maria Thompson

Present for Labor: Bill Simons, Rob Compton, Norm Payne, Fred Miller, Nancy Cannon, Darryl Wood

- I. Labor congratulated Management for on-going improvements to physical facilities.
- II. Labor suggested strategies to Management to increase applicant pool for full-time faculty course reductions under "appropriate justifications" as listed in "the Faculty Handbook." UUP proposed the following: (1) Develop a formal application process and form; (2) Establish specific deadlines; (3) Advertise the program, including the preceding items. Management agreed to take the recommendations under consideration.
- III. Labor updated Management on the UUP *Quality of Professional Life & Administrative Assessment* Survey and informed them that the deadline for member participation is October 31.
- IV. Labor and Management agreed to discussion of the Pilot Structured Phased Retirement Option proposal. UUP noted that this relates to "Terms and Conditions" under the NYS-UUP contract.
- V. Labor and Management continued discussion of 4-day summer work week for UUP employees, as outlined in New York State Executive Order 68 which authorizes and "encourages State agencies to establish alternate work schedules". Management expressed concern that since this would not be a possibility for all employees due to specific needs in certain departments, it may be perceived as unfair. Labor replied that although an alternate work schedule may not work for all employees and for all time-periods, flexibility (e.g., unit schedule and staggering) would make implementation possible. Management will continue to look into this possibility.
- VI. Labor provided additional information concerning the goal of establishing Labor Day observance at SUNY Oneonta comparable to normative practice in our sector. Management expressed concern that the Calendar Committee does not necessarily place student learning as the top priority in its consideration of the scheduling. Labor dissented: UUP noted the strong commitment of UUP employees to students. Furthermore, the Calendar Committee, in fact, recommended observance of Labor Day more than once, including at a very recent Calendar Committee meeting.
- VII. Labor and Management agreed to discuss increasing starting adjunct compensation for a 3-SH course at the November 15th Part-Time Labor-Management Meeting.
- VIII. Labor requested an update on the College Public Radio Station, which is scheduled to cease operation. Management replied that the College Public Radio Station is now in the hands of SUNY Central. SUNY will officially close the station and conduct the appropriate procedures.
- IX. Labor referenced UUP member concerns in the Athletics Department. UUP and Management agreed to keep continue communications in this area.
- X. Labor and Management will co-sponsor a session in the Professional Workshop Series on "Bullying" on November 7.
- XI. Labor asked Management for an update on Performance Programs for Professionals for Permanently Appointed Professionals. Management noted that compliance is high but 13 are overdue. Labor also asked Germane to Performance Programs for the Professionals who do not have permanent appointment and management responded that current 8 are overdue. Management noted that most are ready for signatures.
- XII. Other terms and conditions: Labor notified Management agreed to share perspectives and information about the proposed changes to the Internship program at a subsequent meeting.

Labor-Management Meeting Notes: November 5, 2012, 3 PM

Submitted by Tom Horvath, UUP Secretary



Present for Management: Todd Forman, Nancy Kleniewski, Steve Perry, Lisa Wenck,

Present for UUP: Rob Compton, Janet Frankl, Tom Horvath, Fred Miller, Norm Payne, Bill Simons, Darryl Wood

1. UUP thanked Management for the collaborative work in planning the November 7th Professional Workshop and the November 15th Part-Time Labor Management Meeting. Both sides also shared ideas on offering much needed assistance to the victims of the recent hurricane.
2. UUP presented items concerning the processes and determinations of Faculty Development Funds. Management suggested — and UUP agreed — to defer the following until the return of the Provost, who was away on official College business:
 - a) How much total money was distributed through the fund this academic year?
 - b) What is the fund likely to be in the coming years given the new budget procedures being discussed in draft form?
 - c) How were the funds distributed across the 3 categories (research, teaching, service)?
 - d) What was the process used to make decisions on funding proposals?
3. UUP requested information on the impact on changes in budgeting for Professional Development for Faculty. Management explained that the processes and models being discussed are in draft form still, and that the Deans will still need to work on the process and outcomes. Funds to Academic Affairs were enhanced in the current plan. The Provost also offered about \$50k from her office (money previously used for Faculty Development Funds) to supplement the overall pool for departmental budgetary distribution. UUP asked about some of the inputs in the model. Other factors such as enrollments in courses also are being used. UUP is also interested in having further discussions with management about the impacts of these procedures on future professional development funds allocated to individual faculty. The model allocates a baseline of \$800 per faculty member (FTE) into the departmental budget for professional development for allocation to specific faculty members at the discretion of the Chairs.
4. UUP updated Management on the status of the UUP *Quality of Professional Life & Administrative Assessment* survey. UUP noted that data will be shared after processing.
5. UUP is interested in getting regular and on-going updates on the reorganization, new dean hires, Pilot Phased Retirement Program for Teaching Faculty, and the internship programs.
6. UUP asked about implications of the SUNY Resource Allocation Model (RAM) for SUNY Oneonta. Management provided some handouts that would likely be presented to the College in other forums. In brief, SUNY is developing plans (still in draft form at the moment) for allocations of funds to campuses based on Special Mission Funding (only SUNY Maritime & ESF would benefit from these), Geographic Locations, Research (mostly favors the University Centers), and Enrollment (includes these National Norm Factors mentioned above). The RAM model favors the University Centers and results in decreased funding for UCT and Comprehensive Colleges. However, the rational tuition increased helps to minimize the impact. The bulk of funding is weighted in the Enrollment category to include Graduate Enrollment.

The meeting was recessed at 4:05.

Labor-Management Meeting Notes: December 10, 2012, 3pm

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

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

1. UUP and Management discussed Faculty Development Funds from the Provost's Office. Topics included total funds distributed this year (\$86,000); and projections for next year (\$25,000). UUP expressed some concerns about the low amount to be distributed from the Provost's Office and the protocols for department distribution of funds. It was noted that there is no aggregate figures on the three categories (research, service, and teaching). Management noted that the Deans ranked the proposals. UUP shared faculty concerns about the three categories and the processes for review.
2. UUP and Management discussed the implications of the new budgeting procedures on Professional Development.
3. UUP and Management discussed developments in the hiring of the five Deans and the Associate Vice President for Academic Services position.
4. UUP and Management explored ideas for expanding participation in workshops regarding professionals.
5. UUP and Management agreed to maintain the current structure of Labor-Management Meetings in the Spring 2013 semester.
6. UUP and Management discussed the progress of Labor-Management discussions on student evaluations of teaching. Management presented material that UUP will take back to its negotiating team.
7. UUP informed Management that the UUP Quality of Professional Life and Administrative Assessment Survey is complete, and Dr. Jen-Ting Wang is preparing the UUP Quality of Professional Life and Administrative Assessment Survey report. UUP will share the report with Management.
8. UUP and Management agreed that the Phased Retirement program is a worthy program and should be expanded. UUP thanked Management for their leadership and efforts on this project.
9. UUP and Management discussed Labor Day.
10. UUP requested to defer discussions on Equity Study and Adjunct Faculty Participation in Assessment Activities.

Meeting adjourned 4:05



Teaching and Friendship

[Excerpted from: Ira Sadoff, "The Joys of Lives Well Lived," Colby. Fall 2012, 86.]

A little while ago I received a Facebook message from a former student who was returning to Maine to visit family (all the way from Finland), and she wanted to know if she could show me some poems over coffee. Last week another former student wrote to tell me that her father, whom I'd known and liked, had passed away. In the spring two students who thought they finally had completed book manuscripts asked if I'd critique their work. Another wanted a Guggenheim recommendation, still two more asked for book blurbs. All of their letters were sprinkled with news. Most wanted to share their successes and frustrations, to send news of their families or jobs, to complain about politics or the Red Sox. A fair number expressed curiosity about me and life at Colby.

I correspond, sporadically, with 40 or 50 former students, some who became writers and many who did not, but I am nourished by all of their friendships. After all, we'd spent considerable time and energy with each other in class, on papers, in conference, and occasionally, late in their undergraduate life, over beers. Though these relationships are well-boundaried — no students should ever have to worry about their teachers — why should that reciprocally earned respect, curiosity, and affection disappear arbitrarily at graduation? Such sustained friendships are one of the pleasures of teaching...



UUP Labor-Management Meeting Notes for Tuesday, January 29, 2013, 3pm

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

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

1. UUP congratulated Management and College employees on the successful handling of a serious fire in Matteson Hall.
2. UUP also congratulated Management and College employees on the College's distinction as evidenced in the *Kiplinger's Personal Finance* magazine's '100 Best Values in Public Colleges' and the designation as one of the '10 Public Colleges with the Lowest Debt for Graduating Students.'
3. Management provided information regarding Part-Time Faculty to UUP, including the number of adjuncts, number of courses taught by adjuncts, the mean and median compensation for adjuncts, and other related information.
4. Management noted that the UUP Student Evaluation Negotiation's Committee will be contacted per UUP request to "close the loop."
5. UUP and Management discussed Chancellor Zimpher's "State of the State University" address and the accompanying Governor's budget as well as several system driven initiatives, including "Open SUNY" and "MOOCs."
6. UUP and Management discussed the current state of assessment at this College and both sides agreed to further dialogue.
7. UUP asked about the status of the new Police Chief search. Management stated that they would provide us with information regarding faculty, staff, and student involvement in the search process.
8. Management noted that the application process for faculty-sponsored short-term study abroad is with the Academic Process and Resource Allocation committee of the College Senate. At this juncture, calls for 2013-14 have not come forward.
9. UUP presented Management with an unabridged copy of the UUP Quality of Professional Life and Administrative Assessment. [Due to errors, subsequent revisions were made.]

SENTINEL QUIZ

By Nancy S. Cannon, Academic Delegate

Only once in the twentieth century did the presidential/vice presidential tickets of the two major parties include three candidates destined to serve consecutive presidencies. One of the future presidents appears in the accompanying photograph (prior to his political career). What was the year of this election campaign, and what are the names of these three future U. S. presidents? Send responses to Nancy Cannon (cannonns@oneonta.edu). The first correct answer will receive a UUP cap.



The answer to the December quiz, "What is the name of the U.S. presidential order that was issued 150 years ago, on January 1, 1863?" is the Emancipation Proclamation. The first correct answer was provided by Dan Payne.

UUP Labor-Management Meeting Notes: Monday, February 25, 2013

Submitted by Tom Horvath, UUP Secretary

Present for UUP: Nancy Cannon, Rob Compton, Tom Horvath, Nithya Iyer, Hanfu Mi, Norm Payne, Andrew Perry, Bill Simons, and Darryl Wood

Present for Management: Todd Forman, Nancy Kleniewski, Steve Perry, Maria Thompson, and Lisa Wenck

Guest: Jerry Blechman

The meeting came to order at 3 PM.

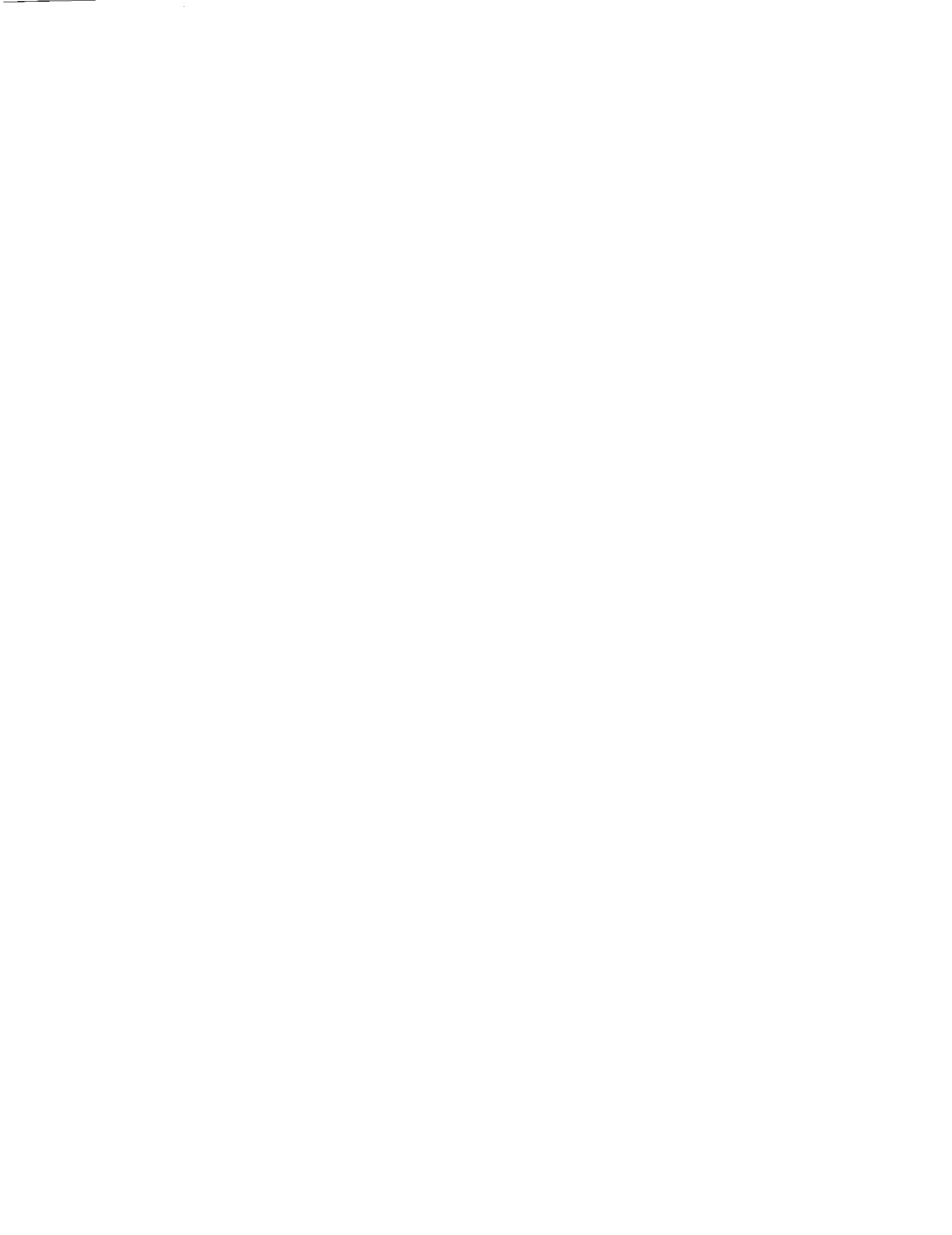
I. Library concerns articulated by UUP Members focused on the central mission of the library and the concerns from its members that this mission is being lost due to the effects of space planning. UUP noted specific examples, including the loss of books, journals, and government documents; conversion of Library space into faculty and other offices; and loss of faculty carrels. Management mentioned the primacy of the Facilities Master Plan, their goals to keep faculty together (in terms of disciplines), and that the Library is a place of last resort for faculty offices. Management also confirmed that faculty access to carrels would not be lost, even if carrels would need to be shared spaces. Management noted that their goal is for all faculty to have individual offices. UUP mentioned rumors that Milne 116 and Milne 318 would be lost. Management responded that meeting space might be reorganized, but not lost. Labor and Management agreed that better communication would help resolve rumors about the future of library plans. Both sides thanked Jerry Blechman for his insights as Chair of the Senate Library Committee.

II. UUP continued to invite Management to work collaboratively on issues of mutual concern. Examples of collaborative successes include the upcoming pre-retirement workshop on Thursday, March 14, 2013, the annual part-time employee orientation, and the professional workshop series. UUP suggested new initiatives of collaboration including building upon the foundation of the former Oneonta Speakers Bureau, joint legislative advocacy, and exploring the feasibility of establishing a SUNY Oneonta Phi Beta Kappa chapter. UUP and Management will continue the dialogue and exchange ideas.

III. UUP asked about shared services in the areas of IT and CADE. In regards to IT, Management stated that the recent meeting among regional SUNYs focused on centralizing more operational services, with the goal to free up resources for campus-specific initiatives. Regarding CADE, they mentioned the use of shared resources for off-hour tutoring to supplement the standard face-to-face tutoring that occurs on campuses during normal hours. Management noted that shared services' focus is to provide more and not less. In terms of effects of shared services on the Print Shop, Management mentioned that our campus' needs will have priority, and that the former 10-day turn-around mentioned represented a brief, transitory stage. Management stated that most jobs still get done in the 3-5 day range. Management suggested that it may need to communicate the actual turn-around period so that utilization does not decline.

IV. UUP asked about evolving plans for campus allocations and their potential impact on SUNY Oneonta. Management mentioned that the RAM is in pause, which is generally good for non-university center campuses. RAM, if enacted, will negatively impact smaller campuses. Labor noted the role that UUP advocacy from union chapters at comprehensive SUNY colleges played in deterring RAM.

V. UUP asked for updates on the status of searches. Management stated that the University Police Chief position is in the telephone interview stage, and Jeanne Miller is the Chair of the University Police Chief Search Committee. UUP asked why no faculty members were included on the University Police Chief Search Committee. Management responded that they wanted a small committee that would function efficiently. UUP pointed out reasons why faculty involvement in that search committee would have been prudent given past police issues on campus. Management responded that faculty would be afforded input through open meetings with the finalists. Management stated that a search for a Director of Equity and Inclusion is still under consideration and that PCOD would provide a future recommendation. Management indicated that the Gender, Sexuality Resource Center director search is now underway with



UUP Labor-Management Meeting Notes (continued)

Jeanne Miller and Lisa Wenck serving as Search Managers, and the Gender, Sexuality Resource Center director post will be elevated to full-time position. Management reported that the dean searches are ongoing and in various stages, and there are 21 faculty searches for 2012-13.

VI. Update on Proposals for New Procedures for Tripartite (Item postponed)

VII. Future of Liberal Arts at SUNY Oneonta (Item postponed)

VIII. UUP asked about the procedures and status of filling campus appointments on the SUNY Chancellor's Task Forces. It was noted (after the meeting) that the FACT2 task force for SUNY has two campus representatives from Oneonta: Hanfu Mi and Jim Greenberg.

IX. UUP stated that it would soon report on comparative data concerning adjuncts at an upcoming meeting.

The meeting adjourned at approximately 4:20 PM.



Leave Donation

[UUP Chapter President's Note: Although Academic and Professional members of the UUP bargaining unit can receive Leave Donation, only Professionals and Librarians in the UUP bargaining unit as well as those in other participating unions can donate Leave Donation. This process transcends union lines: for example, the situation below involves a CSEA member, **Shawn Wade**. The only restriction in regard to UUP is that this agreement is limited to the Professionals as academic leave in UUP is calculated in a different manner. Please read the material below and consider making a Leave Donation. To make a donation, go to the following link print out and complete the form on http://www.oneonta.edu/admin/humres/HR/HR_images/LEAVE_DONATION_FORM.pdf and send it to Human Resources Office, Netzer 208. For further information, please contact the Human Resources Office at 436-2509. Undoubtedly there will come times when donations will be solicited on behalf of members of the UUP bargaining unit. **Shawn Wade**, of our Milne Library Maintenance Staff as well as part of the CSEA bargaining unit, has exhausted her leave accruals. Shawn expresses thanks and appreciation for your help. UUP also thanks you for considering this request.]

TO: ELIGIBLE* UUP EMPLOYEES

*Only employees who earn vacation accruals are eligible to donate leave. (Employees who only earn sick leave may receive donated accruals, but they have no vacation accruals to donate to anyone else.)

FROM: BILL SIMONS *Bill*, UUP CHAPTER PRESIDENT, ONEONTA

RE: LEAVE DONATION

DATE: March 2013

Under an agreement between applicable public employee unions and the State of New York, a program has been established where vacation time can be donated across unions to those who have exhausted their sick leave. On the Oneonta campus, **Shawn Wade**, CSEA, has exhausted her sick leave accruals. Any member of the UUP bargaining unit who accrues vacation leave can donate vacation days to **Shawn Wade** so long as they maintain a balance of 10 vacation days after donated days are deducted from their balances. The identity of donors remains confidential.

To donate any accruals to **Shawn Wade**, please print out and complete the form at the following link http://www.oneonta.edu/admin/humres/HR/HR_images/LEAVE_DONATION_FORM.pdf and send it to Human Resources Office, Netzer 208. For further information, please contact the Human Resources Office at 436-2509. Your generosity is greatly appreciated.

UUP Labor-Management Meeting Notes for Monday, March 25, 2013

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

For Labor: Rob Compton, Janet Frankl, Mike McAvoy, Hanfu Mi, Fred Miller, Andy Perry, and Bill Simons

I. Building New Labor-Management Collaborations:

- A. UUP and Management discussed their co-sponsored Pre-Retirement Workshop, held on Thursday, March 14, 2013. UUP thanked Gail Feuer and Walter Apple for excellent presentations as well as Lisa Wenck for strong logistical support. UUP noted that more than 43 people attended the workshop.
- B. Management and Labor discussed building upon foundation of the joint speakers' program initiative and decided to arrange for a dedicated meeting to assess reactivating the Oneonta Speakers Bureau.
- C. UUP and Management continued dialogue on the possibility of joint legislative advocacy. The union noted that UUP Oneonta, Cortland, Cobleskill, and Delhi conducted legislative advocacy that clarified the deleterious implications of RAM on campuses such as SUNY Oneonta. RAM is on hold for the time being.
- D. Management and UUP considered the feasibility of establishing a Phi Beta Kappa Chapter on the Oneonta campus. UUP and Management agreed to further dialogue.

II. UUP acknowledged and thanked management for scheduling UUP meetings with the 12 Deans' candidate finalists and representatives of the Middle States team. UUP found the candidates and the Middle States' team attentive and responsive to discussions.

III. Labor thanked Management for information about the Search Committees for Police Chief and the Search Committee for the Director of GSRC

- A. University Police Chief: UUP asked about the open forums for the college community and expressed a strong desire to be included in the meeting with candidates when they arrive on campus. Management noted that faculty will be invited to the campus forums but that UUP will not be meeting in a UUP-dedicated meeting with the finalists as this is a director's position. UUP reiterated its desire for UUP-dedicated meeting with the Police Chief finalists given Police related issues involving our members in the past.
- B. Director of Equity and Inclusion: Management noted that the President's Committee on Diversity (PCOD) will be making decisions regarding this position. UUP noted its ongoing and continuing support for the Ombudsperson option.

IV. Management and UUP discussed spousal hires and the need to change the organizational culture in regards to insufficient attention to the issue in some quarters in the past. Management noted that there are several initiatives in place, including the Regional Employment Network. UUP suggested that Search Committees and Departmental Chairs should meet with the negotiating authority to discuss the search, in person, prior to making contact for offers.

V. Information on listing Professional Employee openings: UUP discussed the availability of UUP statewide listing service and will forward the link to Management for consideration.

VI. Labor and Management discussed the Update on Proposals for New Procedures for Tripartite. Management noted that new procedures are being drafted for all of SUNY and at this time and that Tripartite remains operative. UUP noted its support for the ombudsman option.

VII. UUP brought reflections and concerns about New Procedures regarding Departmental Budgets and noted that the professional development funds may not be sufficient and that a few departments remain displeased by the results. UUP noted concerns about equity and fairness in regards to the distribution of funds.

VIII. Management and UUP discussed the future of Faculty Development funds. Management noted that it is working with the College Advancement Office and donors are increasingly informed about the importance of faculty research. Administration envisions a decentralized multi-point funding mechanism with funds from a variety of sources, including private funds distributed through the Provost, offices involved with research, the Deans, and Departments.

UUP Labor-Management Meeting Notes for Monday, March 25, 2013 (continued)

IX. Future of Liberal Arts at SUNY Oneonta [This item was deferred]

X. Labor informed Management that it remains firmly committed to increasing the minimum salary for a 3-credit course for adjuncts. The UUP Executive Board voted unanimously to request this increase. Although UUP is the sole agent of negotiations for its members on matters of terms and condition, the union noted the strong votes in the College Senate and the Council of Chairs to raise the minimum salary for a 3-credit course for adjuncts.

Meeting adjourned at 4:10pm



Bridging the Gap with Professor Veronica Diver

By Afua Nuro, Staff Writer [State Times]

[Editor's Note: The article below is republished from and with the permission of *The State Times*, author Afua Nuro, and the subject. In addition to teaching for the Communication Arts Department, Professor Veronica Diver is President of CSEA, Oneonta Chapter, and Secretary for the Department of Africana and Latino Studies. UUP continues to collaborate with CSEA on Leave Donation and other initiatives and salutes the achievements of our fellow unionists.]

Self-proclaimed "speech geek" Veronica Diver loves to give speeches, and has the trophies to prove it. Diver has won several awards in a speech competition called "Toastmasters" in Oneonta. In Diver's communication class, COMM 110, she tries to help students develop speaking skills and a passion for delivering speeches just like her.

Diver spent her childhood, up until 8th grade, living in Manhattan. She lived in an apartment building where everyone knew one another. Her parents never had to worry about leaving her alone in the apartment they knew their daughter would be safe. She eventually moved to Long Island when she was in high school. At the age of 17, Diver went to Hofstra University, and was a self-described "party student." She was not very focused in school and in her junior year she dropped out; she felt too good for school and that a minimum wage job was enough. At that time, minimum wage was two dollars and fifty cents. As Diver grew older she realized that the decision to drop out of college was not one of her best.



Diver started working at SUNY Oneonta in 1990, but not as a teacher, she worked in the library. While she was working she decided that it would be in her best interest to go back to school. Since she already worked at the college, she decided to enroll as a student. After getting her degree, she started to work in the international students department and became a COMM 110 teacher in 2010. Diver became interest in teaching when she started teaching a Weight Watchers class. She loved getting in front of people and teaching so she decided to combine her love for them, by becoming a public speaking teacher.

Diver says that her most memorable moment in her life was traveling to Ireland to visit some of her extended family. She has travelled to many different places throughout her life, including Scotland, England, France and Mexico. She says she is a "connoisseur of hard cider." She loves the Woodchuck brand and wouldn't mind if you brought her a drink. Diver has been a Pescatarian for five years; she made the switch when she was on her trip to Ireland. She passed by a cow farm and remembers looking into the brown eyes of the cow and having a connection with them. She swore that she would never eat beef and other meat again.

"Stay in school" is the advice that Diver wants students to take. She now knows that dropping out of college when she was young was not a good decision. She encourages all students who have a fear of public speaking to take her course. "If it is not fatal, then it is no big deal," Diver said.

UUP Labor-Management Meeting Notes: April 29, 2013

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

For UUP: Robert Compton, Janet Frankl, Hanfu Mi, Fred Miller, Norman Payne, Andy Perry, Bill Simons, and Darryl Wood

I. Expanding Labor-Management collaborations

UUP discussed ongoing collaboration with Management, including Full-Time Faculty Orientation, Part-Time Orientation, and EAP. The success of the benefits fair was noted. UUP and Management plan to continue dialogue regarding the Oneonta Speakers Bureau

II. UUP reflections meetings with candidates for the Deans' positions

Labor thanked Management for inviting UUP to meet with all 13 of the candidates for the Deans' position and for inviting UUP to meet with the Middle States accrediting team. UUP looks forward to building a collaborative relationship with the new Deans.

III. UUP requested and received information regarding several issues related to previous L-Meetings.

- A. Library: it appears that faculty are now being consulted concerning decisions about discarding library materials
- B. CADE: UUP was informed that the new CADE director will soon be announced
- C. Shared Services Update: No new ventures since last L-M discussion.

IV. Status of search for incoming Police Chief

Management responded affirmatively to a UUP request for a future meeting with the incoming Police Chief after the search for the position is complete

V. Status of meeting of UUP and Management representatives concerning SPI-SRFI

A meeting of UUP and Management representatives concerning SPI-SRFI should take place shortly

VI. UUP and Management discussed the UUP Job Board <http://www.uuphost.org/sunyjobs/choice.php>

VII. UUP employee salaries at SUNY College at Oneonta

- A. Labor asked about the timetable for equity study and Management noted that Management will conduct an equity study and make a presentation to the College. The study will commence in the fall semester with an examination of faculty, to be followed by examination of the salaries of other employees.
- B. UUP noted that faculty promotional increments in our sector are uniformly low and that other systems use a percentage basis rather than a fixed amount which must be adjusted periodically.

VIII. Dialogue and consideration of academic initiatives

- A. online instruction and the SUNY Learning Network (SLN)
 - 1. Management noted that the College has now signed an MOU with the SLN
 - 2. UUP noted that summer school enrollment has shifted to online and enrollments appear headed downward.
- B. UUP raised possibilities concerning new summer initiatives as well as J-term possibilities
- C. UUP and Management discussed promoting interdisciplinary collaboration and learning. UUP noted that allocating FTE has been a problem.

IX. Social Media Policy

UUP asked for an update on Social Media Policy, and Management responded that no decisions concerning changes in social media policy have been finalized

X. Facilities Plans/Construction

Management provided UUP with an update on changes in facilities plans/construction. Several major construction projects have been placed on hold due to the sequester.

Meeting adjourned at 4:05pm

UUP Labor-Management Meeting Monday, May 13, 2013

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

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

I. Management and UUP discussed expanding Labor-Management collaborations. UUP participation in Fulltime Faculty Orientation was confirmed and subsequent discussions involving the Part-Time Orientation with our returning Officer for Contingents will take place. UUP and Management discussed re-activating the Speakers Bureau

II. UUP requested setting a date for June 2013 Labor-Management Meeting: Budget and Fiscal Update with UUP to send several possible dates.

III. UUP and Management agreed to maintain the ongoing format of Labor-Management meetings for the September-December 2013 semester

IV. UUP and Management discussed the Adjunct Remuneration for a 3-SH course and Management responded that a September 2013 semester salary study would begin with faculty.

V. UUP stated that SUNY cannot survive without public support and that private funds are the "cream."

VI. UUP and Management discussed the importance of Campus Distinctiveness.

VII. Management and UUP agreed that the Liberal Arts are the key to the success of our students. Both sides discussed how that can be effectively communicated to students and parents.

VIII. Management affirmed the importance of assessment and UUP stated that assessment should move away from the static nature given future directions in higher education.

IX. UUP shared with Management its concerns regarding Professional and Academic Recruitment and Retention. Management and Labor discussed the problems of the academic labor market.

