

UUP Labor-Management Meeting for July 9th, 2013, 3:00pm

By Geoffrey O'Shea, Secretary

For UUP: Ron Bishop, Nancy Cannon, Rob Compton, J. McDermott, Fred Miller, Geoffrey O'Shea, Norm Payne, Andy Perry, and Bill Simons

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

- I. Todd Foreman provided an overview for the upcoming fiscal year (FY) 2013/2014 budget.
 - A. Some of the highlights include:
 1. Total projected FY 2013/2014 funds: 108.8 million
 2. Total state tax support: 13 million which represents 12% of the total funds.
 - a. This percentage has declined from 19% in FY 2007/2008.
 - B. The college has become increasingly dependent on tuition and fees
 - C. Labor asked about capital budget funds which have been placed on hold by the governor's office
 - A. Money for new building projects,
 - B. Money for critical maintenance of campus and which typically includes projects that occur during the summer, and
 - C. Emergency maintenance money
 - D. Labor asked whether the Fitzelle renovation was proceeding on-time and Management indicated that it was currently on-time.
 - E. UUP request and Management agreed to send the slides of the presentation.
- II. UUP and Management began a dialogue on contract implementation
 - A. On-Call and Recall provisions
 1. Labor asked whether there was a specific plan in place.
 2. Management indicated that Lisa and Norm would meet to discuss this.
 - B. Deficit Reduction plans
 1. Management indicated that there was no plan currently in place, but that they have recently worked with other bargaining units and thus, are familiar with the issues of developing a plan.
 2. UUP will be informed as the process proceeds
 - C. Discretionary Salary Allocation (DSA)
 1. Management currently has not developed a plan to allocate DSA either for full-time or part-time employees and discussions will continue
 2. Labor strongly advocated for an across-the-board DSA.
- III. Part-time Salaries and the Salary Equity Study
 - A. Labor asked about Management's plans for completing the salary equity study
 - B. Management indicated that in the fall they will be using a holistic approach advocated by President Kleniewski to include both full and part-timers.
- IV. Management indicated that the 2014-2015 college calendar would be made available next week.
- V. UUP asked about the College Senate for the coming year
 - A. UUP brought to Management that members are concerned about the lack of a presiding officer for the coming year and general communications about the matter
 - B. Management indicated that there is a volunteer; UUP believes that elections are necessary as soon as possible

UUP Labor-Management Meeting Notes

Monday, September 23, 2013

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

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

1. UUP thanked Management for the union's inclusion, once again, in the Full-Time Faculty Orientation
 - A. UUP and Management also discussed their collaboration, though the years, in the Part-Time faculty Orientation and consideration of potential alternatives to the present framework.
2. UUP and Management discussed the upcoming October 28th Labor-Management Meeting, which will feature a briefing and discussion from University Police Chief Daniel Chambers. UUP will provide general framework questions for the meeting with Chief Chambers.
3. Management and Labor discussed scheduling the next edition of the on-going Professional Workshop Series.
4. UUP expressed concerns about Faculty Development Funds, including the reduced amount of Faculty Development Funds coming out of the Provost's Office, the required system of ranking proposals, and the inequity among the various divisions based on number of faculty members and departments. UUP stated that the \$1500 for new faculty was a positive step. UUP expressed concerns regarding accountability of department based decision-making regarding the disbursement of travel funds.
5. UUP and Management together affirmed that the Employee Assistance Program (EAP) is a joint Labor-Management program and that announcements from EAP should so state.
6. UUP and Management discussed the timetable and content concerning the Campus Equity Study. Management noted its importance and stated that it would take time to fully implement findings and rectify issues. However, announcement of the first initiatives from the Campus Equity Study will come within the month.
7. UUP asked for the names of Deans' Advisory Committees and Promotion & Tenure Committee Members. Management noted that this is in the process of finalization and the list will be forwarded when complete.
8. UUP expressed concerns regarding New Faculty Financial Issues resulting from the first paycheck lag and the debt burden of new Ph.D.s. Management expressed concern over the issues and noted that faculty employees cannot be paid prior to going on payroll on September 1. However, there are case-by-case issues that new employees can seek a temporary emergency loan. UUP and Management agreed to continue to seek effective solutions to the problem. UUP and Management discussed the small amount of the stipend for moving expenses of new faculty. Labor and Management discussed the need to address this issue.
9. UUP and Management Discussed Contract Implementation to include On-Call and Recall Provisions, Discretionary Salary Allocation (DSA) Plans including Awards to Adjuncts. UUP reiterated its strong support for an across-the-board distribution to all UUP Full-Time members with appropriate across-the-board proration for UUP Part-Time members. UUP and Management discussed the "two-day Uncompensated Leave and Deficit Reduction Plans." Management indicated a desire to provide a workshop explaining provisions, upon authorization from the State. UUP and Management discussed differing perspective regarding the implementation of the Part-Time Deficit Reduction uncompensated leave. UUP also called for the prorated Discretionary Salary Awards (DSA) to become on-base amounts for Part-Time members.

UUP Labor-Management Meeting Notes (continued)

10. UUP stated that anecdotal evidence concerning the number of Fulltime Tenured or Tenure Track-Faculty who resigned or took Leave of Absence during the past three academic years suggests an increase. Management responded that the numbers might show otherwise. UUP requested the numbers by year. UUP clarified that these numbers should exclude those on sabbatical leave. Management is still gathering the data.

11. Scheduling Fall Semester Part-Time Labor-Management Meeting will be worked out with the UUP Officer for Contingents.

12. Other Terms and Conditions: UUP discussed a potential change in faculty responsibilities and job description by deans. Management recognizes that Deans cannot make these changes without further discussion with Human Resources.

Meeting adjourned at 4:15pm.



Yaser Robles

UUP Oneonta Welcomes New Membership Director: Yaser Robles

UUP Oneonta welcomes Yaser Robles, Lecturer in the Africana and Latino Studies Department, as the new Chapter Membership Director. Brilliant, energetic, idealistic, and charismatic, Yaser will do a great job as Membership Director. He is a Honduran native who as a small child moved to the South Bronx where he grew up. His commitment to cultural understanding and community service has taken him to different parts of the world including South Africa, Israel, Peru, Brazil, Mexico and Cuba. He has taught at SUNY Albany and Bronx Community College (CUNY). He holds a B.A. from Brandeis University in Political Science & Latin American Studies, a M.A. from SUNY Buffalo in Caribbean Cultural Studies, and a Ph.D. in Latin American, Caribbean, and U.S. Latino Studies from SUNY Albany.

Outside Consultants and Their Fees: SUNY Paying Big Tab

[**Editor's Note:** Text excerpted from James M. Odatu, "SUNY's Outside Advice," timesunion.com Nov. 2, 2013 <http://www.timesunion.com/local/article/SUNY-s-outside-advice-4950201.php>]

Almost immediately after Nancy Zimpher arrived in June 2009 as the new leader of the State University of New York, she began tapping a special chancellor's account to pay consulting fees. A Times Union review of that discretionary fund at SUNY Research Foundation indicates that the former University of Cincinnati president relied heavily on outside consultants as she began her work in New York.

One firm, Anthony Knerr and Associates of New York City, was paid \$379,243 from Zimpher's account for strategic planning. Asked why the chancellor drew from outside firms instead of her executive team that included several vice chancellors and deputies — including some she brought from Cincinnati — aides said she wanted to accomplish objectives promptly and wasn't sure the expertise existed within SUNY.

The running tab under Zimpher has reached into the millions for SUNY projects and to support organizations, including a non-profit group whose board since 2002 has included Zimpher.



UUP Labor-Management Meeting for October 28th, 2013, 3:00pm

By Geoffrey O'Shea, Secretary

For UUP: Rob Compton, Janet Frankl, J. McDermott, Fred Miller, Geoffrey O'Shea, Norm Payne, Andy Perry, Yaser Robles, Darryl Wood, Jeremiah Wood, and Bill Simons

For Management: Dan Chambers, Todd Foreman, Steve Perry, and Lisa Wenck

On October 28th, 2013, Dan Chambers, University Police Chief at SUNY Oneonta, provided a briefing to the UUP delegation. During the discussion, UUP asked the Chief Chambers about his philosophy of College community policing and the scope of UPD operations. The one-hour presentation provided an opportunity for UUP members to explore avenues of mutual cooperation and discuss issues of concern based on a set of prepared questions.

Chief Chambers noted that College policing is different from regular police work because of the need for sensitivity to students, faculty, and staff. The officers work in an environment that requires an understanding of a college community. For example, he noted that issuing tickets is much less of a priority compared to other police forces. In the context of Part-Time faculty, the Chief noted that the Part-Time Orientation and the online process facilitate a smoother acquisition of parking permits prior to the start of classes. He stated that the University Police have established cooperative relationships for mutual support with area police, including the Oneonta City Police, County Sheriff, Oneonta Town Constable, and New York State Police. Primary jurisdiction for the SUNY Oneonta campus rests with UPD.

UUP discussed several policing related issues. Dan Chambers agreed to participate in a future dialogue on "Race and Police." He indicated an openness to meet with constituents as needed. Chief Chambers indicated that some UPD police now wear cameras, but there are not sufficient cameras for every officer at this time. Camera data is stored for a period of time in the "cloud computing environment." UUP and Management also discussed the lack of police car numbers (i.e., each vehicle with a distinct car number, such as #1, #2, and etc.) Chief Chambers agreed to further explore the feasibility of numbered cars.

UUP Labor-Management Meeting Notes: Thursday, November 14, 2013

By Nancy Cannon, Secretary for the Day and Academic Delegate

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

For UUP: Nancy Cannon, Rob Compton, Janet Frankl, Ho Hon Leung, Fred Miller, Bill Simons, and Daryl Wood

1. UUP thanked Management for including notation of UUP membership in the Employee Assistance Program (EAP) Committee in publicity and announcements for the program.
2. Other Labor-Management collaborations:
 - A. UUP thanked Management for the positive resolution of Part-Time Leave under the Deficit Reduction Plan.
 - B. UUP and Management have appointed their respective representatives to the joint Individual Development Awards (IDA) Committee.
 - C. UUP and Management will coordinate publicity for the Drescher Affirmative Action/Diversity Leave Program
3. UUP and Management will schedule a new edition of the on-going Professional Workshop Series for UUP professionals in Spring 2014.
4. UUP and Management will continue discussion of the On-Call and Recall Provisions of the new UUP contract.
5. UUP and Management discussed the existing protocols for Faculty Contact/Teaching Hours.
6. Management provided names of members of the Tenure and Promotion Committee—Gwen Crane, Gretchen Sorin, Orlando Legname, Paul Bischoff, and Sunil Labroo.
7. UUP and Management discussed the Task Force on Faculty Tenure and Promotion Procedures. Management noted that since the preceding constitutes a contractual issue the Task Force on Faculty Tenure and Promotion Procedures engaged only in fact-finding.
8. UUP asked what impact change in the Office of the Associate Provost for Institutional Assessment and Effectiveness would have on assessment. Management replied that a smooth transition is anticipated for the immediate future and noted that an Acting Associate Provost for Institutional Assessment and Effectiveness has been appointed. Management stated that there might be realignments in the future as there will be a search for a new Associate Provost for Academic Affairs in addition to the Associate Provost for Institutional Assessment and Effectiveness. The precise titles and responsibilities may be in flux as internal discussions take place.
9. UUP and Management continued their discussion of Campus Equity. UUP noted that much concern was expressed concerning equity and compensation at the recent UUP Vision for the Future forum. Management stated that it has mentioned the equity study in several venues and repeated that it would take action on equity. UUP reported the strong and widespread sense of urgency articulated by its members on the issue of compensation.
10. Labor requested the number of fulltime tenured or tenure track-faculty who resigned or took a leave of absence during the past three academic years.

Note: these are non-sabbatical leaves)

Leaves of Absence:

2010-11: 15

2011-12: 15

2012-13: 11

Resignations:

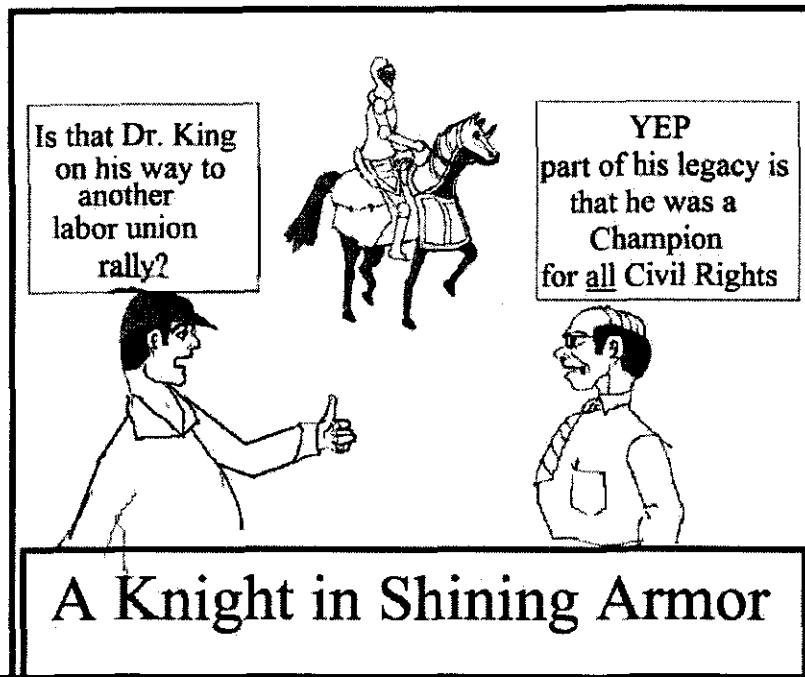
2010-11: 2

2011-12: 8

2012-13: 3

11. Labor and Management will discuss issues related to creation of the position of Chief Diversity Officer at a later meeting.

Toon Commentary: Labor Remembers Dr. King
By Fred Miller, Academic Delegate



UUP Labor-Management Meeting Notes: December 9, 2013, 3:00 pm

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

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

Labor met with Management to discuss pertinent issues and wrap up the semester. Labor and Management agreed to continue the format of L-M meetings into the spring semester.

UUP and Management discussed the tone and substance of Labor-Management relations, including interaction at their meetings. Management shared their perspective on *The Sentinel*. Labor re-iterated the request for timely input and consultation on important Management decisions impacting UUP members. UUP and Management recognized their specific and distinct responsibilities within the College. While there is a great core of agreement, those respective roles also necessitate divergence on certain issues. UUP and Management both recognize the goal of operating within a context of mutual candor and civility.

Meeting adjourned at 4:15pm.

Reform and Resistance in NY's Public Schools (continued)

his friend, neighbor, and congressman from the U.S. House of Representatives, Chris Gibson (Ph.D.). Gibson spoke at length about his concerns with Common Core, Race to the Top funding, and the dangers of an educational system so reliant on excessive high-stakes testing. In fact, as Gibson shared, he "opts-out" his own children.

Also in attendance were New York Assembly members Peter Lopez and Clifford Crouch, and New York Senator James Seward. All three legislators spoke in support of stopping NYSED's continuation of these programs and giving NYSED, school districts, and parents time to better understand what is expected and why. As each legislator spoke, he urged us to keep the pressure on NYSED, the Board of Regents, and Governor Cuomo. We should heed their call for support, and in the process remind our state legislators that we need them to not merely speak out locally, but to take action in Albany to reverse the destructive changes in New York's public schools.

These issues affect UUP members, their children, and their families. The Oneonta community needs to continue to grow our grassroots movement in order to effect change in our public school. The Oneonta Area for Public Education is one of forty-five statewide groups that work together with tens of thousands of parents under the larger group New York State Allies for Public Education. Please support our public schools by joining the Oneonta Area for Public Education on Facebook or go to oa4pe.wordpress.com.

This event was co-sponsored by NYSUT, the Sherburne-Earlville Teachers Association, and the Oneonta Teachers Association.



UUP Labor-Management Meeting Notes: Monday, January 13, 2014

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

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

The meeting convened at 2:45 PM.

Management and UUP discussed progress as well as extant issues related to salary adjustments and equity for Faculty (fulltime and adjunct) and Professionals.

Management and UUP conferred about past DSI and present DSA discretionary procedures. UUP affirmed its support for across-the-board discretionary awards.

UUP and Management also discussed approaches and philosophies pertaining to *Open SUNY* and *START-UP New York*. UUP conveyed its reservations about the logic and impact of *Open SUNY* and *START-UP New York* for the College and SUNY as a whole.

Meeting adjourned at 4:15 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 <http://www.oneontauup.org/>

Norm Payne is the UUP Oneonta Web Master.

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

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

UUP Labor-Management Meeting Notes for February 24th, 2014, 3:00pm

By Geoffrey O'Shea, Secretary

For UUP: Kyle Britton, Nancy Cannon, Rob Compton, Fred Miller, Ho Hon Leung, Geoffrey O'Shea, Norm Payne, and Bill Simons

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

- I. UUP thanked Management for scheduling meetings for UUP representatives to meet finalists in the current searches for Dean of the School of Education and Human Ecology and the School of Arts and Humanities
- II. UUP congratulated Management for SUNY Oneonta's inclusion in *Kiplinger's Personal Finance* rankings for 2014
 - A. SUNY Oneonta was named one of "100 Best Values in Public Colleges" amongst four-year school for the eighth consecutive year
 - B. the recent announcement reflects SUNY Oneonta's academic quality and affordability
- III. UUP and Management will consider collaborative outreach advocacy.
- IV. Professional Workshops
 - A. Labor and Management will continue the joint training workshop series for Professionals.
 1. UUP stated that at UUP's recent forum for Professionals requests were made for further Professional supervisor workshops
 - B. UUP noted that it will also conduct its own Professional workshops, including the following:
 - Workshop One: Wednesday, March 19, Noon, Otsego Grille, Morris: **Professional Obligation and Your Compensation**
 - Workshop Two: Monday, April. 14, Noon, Le Café, Morris: **Performance Programs and How to Use Them**
 - Workshop Three: Tuesday, May 13, Noon, Le Café, Morris: **Salary Equity for Professional**
- V. Professional On-Call and Recall Issues
 - A. On-Call and Recall Issues are currently engaged in another venue
- VI. Professional Permanent appointment issues
 - A. UUP asked if there were groups of Professionals do not receive permanent appointment either by policy or practice
 - B. Management stated that permanent appointment procedures are contractually determined and are in accord with the contract
 - C. UUP indicated that it would return to the issue of Professional Permanent appointment
- VII. Professional salary, compensation, and equity issues
 - A. Management indicated that planned adjustments would include Professionals
 - B. UUP indicated that it would return to the issue of Professional salary, compensation, and equity issues
- VIII. Discretionary Salary Awards
 - A. UUP advocated providing notification to individuals who were put in for DSA but do not receive DSA
 1. Management indicated that they are considering a form of notification.

UUP Labor-Management Meeting: Monday, March 24, 2014

By Nancy Cannon, Academic Delegate

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

For Labor: Kyle Britton, Nancy Cannon, Rob Compton, Fred Miller, Yaser Robles, Bill Simons, Darryl Wood

- I. Labor congratulated Management on the notable progress made by the **Possibilities Full of Promise: the 125th Anniversary Campaign for SUNY Oneonta**. Labor will include an article on the campaign in the April *Sentinel*.
- II. Labor requested numbers concerning the **number of adjunct faculty teaching** in Fall 2013, Spring 2014, and Fall 2014 and the number of courses taught by adjunct faculty in Fall 2013, Spring 2014, and Fall 2014. Management will have the figures for Fall 2013 and Spring 2014 by March 28, 2014. The numbers for Fall 2014 will be available at a later date.

[Subsequent to the meeting, Management provided the following data:
Request for numbers concerning adjunct faculty

 - A. Request number of adjunct faculty teaching in Fall 2013, Spring 2014, and Fall 2014 **fall, 2013 (157 teaching and 35 supervisors), spring 2014 (157 teaching and 55 supervisors)**.
 - B. Request number of courses taught by adjunct faculty in Fall 2013, Spring 2014, and Fall 2014 **courses taught fall, 2013 (532), courses taught spring, 2014 (487)**
- III. Labor and Management discussed **adjunct faculty issues** related to compensation, job security, and age concerns. Labor reminded Management that the last pay increase for adjuncts was in 2006. Compensation of adjuncts is scheduled to be addressed in Phase III of the Equity and Salary Adjustment plan. Management may take longevity into account in adjunct contracts. Labor expressed concern that the number of adjuncts hired in the future may decrease: Labor advocated that any positions eliminated needs to be through attrition. Labor mentioned concerns over age brought by some UUP members. Labor and Management will have a separate meeting on the age issue.
- IV. Management and Labor discussed the possibility of **pilot program for an optional compressed 4-day voluntary summer workweek for Professionals and Librarians**. Potential benefits including improvements to staff morale and energy savings were mentioned. Labor and Management will return to this issue.
- V. Labor asked Management for the number of **Professional Performance Programs and Evaluations** for both permanently appointed that are overdue. Management will provide the numbers by March 28, 2014.

[Subsequent to the meeting, Management provided the following data:
Professional Performance Programs and Evaluations

 - A. Germane to Performance Programs/Evaluations, for the Permanently Appointed Professionals all due on the same date each year:
 - 1) the number that are overdue by 30, 60, and 90 days? **25 all over 90 days**.
 - B. Germane to Performance Programs/Evaluations, for the Professionals who do not have permanent appointment
 - 1) the number that are overdue by 30, 60, and 90 days? **11 all over 90 days**]
- VI. Labor asked Management for the number of applications and number of applications approved for **Faculty course reductions**, under provisions of page 24 of Faculty Handbook, by school and by department, for Spring 2014 and Fall 2014. Management will provide the numbers by March 28, 2014.
- VII. Labor asked management how many **Residence Hall Directors** were non-renewed prior to receiving **permanent appointment** during the past six years and how many Residence Hall Directors currently have permanent appointment. Management agreed to provide the numbers by March 28, 2014.

UUP Labor-Management Meeting: Monday, March 24, 2014 (continued)

- VIII. In the last Labor-Management meeting, Management asked for ideas for cost savings ideas which could be used for raising salaries of UUP employees. Labor asked Management to look at consultant fees, particularly fees over \$5,000. Labor and Management will continue discussion of this issue at a subsequent meeting to refine the definitions and the precise nature of the request for information.
- IX. Labor and Management continued discussion of Faculty Hiring Norms and Procedures, including the role of Search Committees and the Deans. Management pointed out that prospective employees are not members of UUP until after they are hired. Labor replied that it is an issue of concern for faculty and therefore of interest and therefore, per the contract, the item is a permissible item of Labor-Management discussion. Labor also noted that service including on Search Committees is part of the terms and conditions of employment. Labor asked Management specifically what the College policy was regarding the Deans and Search Committees given the norms and past practices on this College. Management deferred to answer the question until a subsequent meeting. Labor will return to this issue.
- X. Labor asked Management for an update on Commencement Reorganization. Management replied that limited space in the Field House has necessitated the need for 3 ceremonies in the Field House, followed by 5 smaller ceremonies for each School.
- XI. Management invited Labor to provide input on the SUNY Oneonta's application to the Start Up New York proposal when it becomes available for public review in April. [Secretary's note: by Law the collective bargaining units, as official entities are required to be provided access and the ability to comment on the proposals prior to them leaving the campus.]



Volunteers Needed Saturday's Bread: April 26, 2014

On Saturday, April 26, 2014, UUP Oneonta will again staff Saturday's Bread, a community kitchen that dispenses hot meals and good cheer. Linda Drake will, as previously, co-ordinate participation in this worthwhile community service. Although Saturday's Bread is housed at the First United Methodist Church, 66 Chestnut Street, Oneonta, the program is a non-denominational and humanitarian service open to all. To be part of the volunteer group at Saturday's Bread on April 26, you must be willing to work from 9 AM to 2 PM. As we need an exact list of the names and numbers of participants, please e-mail Linda Drake at Linda.Drake@oneonta.edu to volunteer. When you contact Linda, provide her with your full name, e-mail address, and telephone number.

Join with UUP in the solidarity of service. Your participation is welcome. We look forward to collaborating with you.



Saturday's Bread Volunteers

UUP Labor-Management Meeting for April 14th, 2014, 3:00pm

By Geoffrey O'Shea, Secretary

For UUP: Rob Compton, Geoffrey O'Shea, Norm Payne, Andrew Perry, and Darryl Wood

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

I. Reflections on NYS FY 15-16 Budget

- a. Management indicated there was a substantial cut in maintenance funding.
- b. Room rates were restructured to create a flat room rate that will hold for four years if students stay in the same type of room (e.g., double, quad, suite, etc.).

II. Start-Up New York Update

- a. Management indicated that there were some inquiries, but no serious interest.

III. Professional Performance Programs and Evaluations

- a. Management agreed to meet with Norm the following week to review these.

IV. Nepotism Policy

- a. Management indicated that they would publish the nepotism policy more frequently so that it is more available and better understood.

V. Return to Scheduling and Redeployment

- a. Labor indicated that the lack of class size consistency for determination of cancellation among the five schools is leading to confusion.
- b. Labor indicated the need to map out requirements for students collaboratively as difficulty with General Education changes and faculty turnover are creating additional confusion.
- c. Management agreed to discuss these issues with the Provost and Deans to establish more consistency and transparency.

VI. Part-Time Concerns

- a. Management indicated that currently there is no strict budget for temp services as it is a fluid process that is reconciled traditionally at the end of the year. Management indicated that they are working to develop a new and improved system of accountability that has built-in flexibility to account for the impact of unplanned events on personnel.
- b. Labor asked for clarification in understanding the reduction of the number of three credit courses taught by adjuncts over the past three years. Management indicated that this is partly due to an increase in hiring. There were 35 professors hired this year.

VII. Contracts and Expenditures

- a. Labor asked Management much the college pays for AAC&U membership and whether it provides a reduction for public institutions. Management indicated they will look into this and find out.
- b. Labor asked Management if the money was spent on Management/Confidential professional development/conference development over the past two years is justifiable. Management indicated that they will review the financial usefulness of these expenditures, but indicated that the high volume of the data may be too much to oversee and but instead, would look more closely at large expenditures.
- c. Management agreed to provide data to Labor on the costs incurred by the 2014 Conference sponsored by the Institute of High-Impact Practices and Student Success and the Academic Leadership Academy at Penn State. Labor asked if Management plans on sending another team to either of those conferences. Labor noted that it believe that the Penn State conference is of dubious value.

VIII. Update on UUP Request to Increase PT Salaries, Sharing of Perspectives

- a. Management indicted that they would be meeting with Labor to discuss this in more depth.

UUP Labor-Management Meeting for April 14th, 2014, 3:00pm

By Geoffrey O'Shea, Secretary

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

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 - a. Management indicated that there were some inquiries, but no serious interest.
- III. Professional Performance Programs and Evaluations
 - a. Management agreed to meet with Norm the following week to review these.
- IV. Nepotism Policy
 - a. Management indicated that they would publish the nepotism policy more frequently so that it is more available and better understood.
 - b. Management noted that nepotism is against College and SUNY policy
- V. Return to Scheduling and Redeployment
 - a. Labor indicated that the lack of class size consistency for determination of cancellation among the five schools is leading to confusion.
 - b. Labor indicated the need to map out requirements for students as difficulty with General Education changes and faculty turnover are creating additional confusion.
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 - b. Labor asked for clarification in understanding the reduction of the number of three credit courses taught by adjuncts over the past three years. Management indicated that this is partly due to an increase in hiring. There were 35 professors hired this year.
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 - a. Labor asked Management how much the college pays for AAC&U membership and whether it provides a reduction for public institutions. Management indicated they will look into this and find out.
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- VIII. Update on UUP Request to Increase PT Salaries, Sharing of Perspectives
 - a. Management indicted that they would be meeting with Labor to discuss this in more depth.

UUP Labor-Management Meeting for April 21st, 2014, 2:45pm

By Geoffrey O'Shea, Secretary

For UUP: Nancy Cannon, Rob Compton, Jay McDermott, Fred Miller, Geoffrey O'Shea, Norm Payne, Bill Simons, and Darryl Wood

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

- I. Labor thanked Management for obtaining New York State funding for the Milne Library renovations and a new welcome center.
 - A. UUP looks forward to continued future collaboration on SUNY advocacy.
- II. Labor thanked Management for meeting concerning consultant expenditures.
- III. Dr. Nuala McGann Drescher Affirmative Action/Diversity Leave Program
 - A. Management reported that an individual will receive the Drescher award for academic year 2014-2015.
 1. Management proposed a joint Labor-Management informational session in early fall to get the word out about the Drescher award and provide applicants would the relevant information early in the process.
 2. Labor suggested that session be co-chaired by a UUP representative.
- IV. Labor thanked Management for data on numbers concerning adjunct faculty

Editor's Note: Management had previously reported:
Number of adjunct faculty teaching—
Fall 2013 (157 teaching and 35 supervisors); Spring 2014 (157 teaching and 55 supervisors).
Number courses taught by adjunct faculty
Fall 2013 (532); Spring 2014 (487).

 - A. UUP reported adjunct faculty concerns about continuance.
 - B. UUP stated that it opposes the reduction of adjunct numbers by factors other than attrition.
- V. 4-day compressed work week for Professionals and Librarians
 - A. Labor requested discussion with Management regarding a pilot program for an optional compressed 4-day voluntary summer workweek.
 - B. Discussion of this issue will be continued.
- VI. Start Up New York at SUNY-Oneonta
 - A. Management indicated that it will provide UUP with a hardcopy and electronic version of the final document submitted to SUNY-Central.
 1. Labor will have 30 days to review the document.
 - B. Management indicated that Carolyn Lewis, former economic development coordinator of Otsego County, is the SUNY-Oneonta point person for Start Up New York.
- VII. Faculty Hiring Norms and Procedures
 - A. Labor indicated that they have received new information about issues related to the role of departments and Deans in searches.
 1. Management requested sending questions about these issues so they can later meet about them.
- VIII. Statistics on Course Reductions Using Procedures in Faculty Handbook
 - A. Labor affirmed its request for the number of applications received and the number of applications approved.
 - B. Management indicated that they are continuing to analyze the data to separate out subgroups that are based on different parameters and will provide information at a later date.
- IX. Residence Hall Directors
 - A. Labor expressed concerns that 8 Residence Hall Directors have received non-renewal in the past 7 years.
 - B. Labor confirmed with Management that only 1 current Residence Hall Director has permanent appointment.

UUP Labor-Management Meeting for April 21st, 2014, 2:45pm (continued)

C. Management contended that there is a larger context and indicated that some staff associates have received permanent appointment.

X. Professional Performance Programs and Evaluations

A. Labor acknowledged the work that Management had done in regards to Performance Programs over the years.

B. However, both sides acknowledged some slippage, and UUP offered to assist.

XI. Summer School Remuneration

A. Labor raised questions about summer remuneration issues:

1. Are differential amounts paid for graduate courses during the summer compared to graduate courses during the fall/spring semesters?

2. Are differential amounts paid for online vs. onsite courses during the summer?

B. Discussion will continue.

XII. Bias Issue

A. Labor informed Management about an incident of bias that a UUP member reported to UUP.



UUP Labor-Management Meeting Notes from Thursday, May 15, 2014, 2-3 PM

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

UUP and Management met for their last meeting of the academic year. A subsequent budget briefing meeting will take place during the summer.

Management and UUP reflected on the past year and decided to continue the established format of have small group meetings to open and then close the semester for next year. The meetings for the other months will involve larger contingents.

UUP and Management discussed future collaboration for the Drescher Affirmative Action/Diversity Leave program with an eye toward greater program visibility and sponsoring a joint workshop.

UUP provided Management with a written response to the College's for Start Up New York proposal.

UUP endorsed issues advocated at the union's on-going series of meetings with Adjuncts.

UUP welcomed Management's Pilot Program for the 4-day voluntary summer workweek for UUP Professionals. Management will respond shortly to UUP's request for the inclusion of Librarians in the program.

UUP returned to issue involving Faculty Hiring. UUP reaffirmed the importance of Departmental expertise and professional autonomy, including departmental rankings and recommendations.

UUP restated its request for data regarding course reductions for Spring 2014 and Fall 2014.

Management and UUP will have future discussion to consider strategies to increase opportunities for Residence Hall Directors to have a career path at the College.

UUP expressed its ongoing interest in a Civilian Police Oversight Board as a matter of interest, concern, and impact on its members.

UUP Emergent Professional Leaders Meeting: Thursday, June 26, 2014

UUP Vice President for Professionals Norm Payne hosted a meeting for a small group of emergent UUP Professional leaders on Thursday, June 26, 2014. UUP Oneonta held four large, animated Professional meetings during the Spring 2014 semester for purposes of identifying concerns and disseminating information. Although these large group Professional meetings will continue, the purpose of the Thursday, June 26th meeting was different.

The purpose of the Thursday, June 26th meeting was to move beyond identification of concerns and dissemination of information to create and implement a UUP Professional agenda. Professional activism is needed to do this and thus the development of emergent UUP Professional leaders. Given the truly outstanding emergent UUP Professional leaders at the Thursday, June 26th meeting and the content of the meeting, the session constituted a successful milestone toward creating and implementing a UUP Professional agenda. Items that received special attention were the **College Review Panel**, the **College Committee on Professional Evaluation**, an intensive weekend New Leaders Workshop, enlarging the Professional presence in Labor-Management meetings and the pages of **The Sentinel**, and running for UUP elective office as well as the state of campus morale, communication, transparency, compensation, salary inequities, on-call/recall, workload, and enlarging advancement opportunities for Professionals.

Although the energy and insights of the outstanding emergent UUP Professional leaders provided the ballast for the June 26th meeting, Vice President for Professionals Norm Payne, Vice President for Academics Rob Compton, Labor Relations Specialist Darryl Wood, and President Bill Simons attended as facilitators and to listen closely to the voices of emergent Professional leaders.

The strength of the union depends on the activism of its members. Norm will continue to reach out and organize UUP Professional New Leaders. UUP will also conduct department dedicated sessions for specific Professional groups, including IT, Residence Hall Directors, and Coaches. Professionals, along with the entire UUP membership, face challenges and opportunities in the year ahead. It is important to have to create a New Solidarity amongst all segments of the UUP membership—Professionals, Academics, Adjuncts and Contingents, and Retirees.

UUP Labor-Management Meeting Notes: July 3, 2014, 11 AM

By Geoff, O'Shea, UUP Secretary

Individuals present:

Labor: Ron Bishop, Nancy Cannon, Rob Compton, Mark Ferrara, Fred Miller, Geoffrey O'Shea, Norm Payne, Bill Simons, and Darryl Wood

Management: Todd Foreman and Lisa Wenck.

The meeting convened with introductions.

SUNY Oneonta Vice President for Finance and Administration Todd Foreman provided an overview of the fiscal year (FY) 2014/2015 budget. Some of the highlights include:

Total projected FY 2014/2015 funds: 112.5 million

State-appropriated funds for FY 2014/2015 were 86 million which will be distributed as follows: Total Salaries (\$54 million; 63%), OTPS (\$23 million; 27%), Scholarships and Tuition Credit (\$5 million; 6%), and Utilities (\$4 million; 4%).

Total Salaries will be distributed as follows: UUP (\$31 million; 57%), CSEA (\$11.8 million; 23%), Temp Services (\$4.3 million; 8%), and MC Salaries (\$4.3 million; 8%). Labor asked which category of Total Salaries included adjuncts. Management indicated that part-time faculty and one-time lecturers fell under Temp Services. The UUP category includes full-time faculty and part-time faculty that are not adjuncts. Labor asked how much of the 8% of Temp Services consists of adjuncts. Management did not have this information, but would be able to provide it as long as they are given a clear definition of adjuncts.

UUP Labor-Management Meeting Notes: July 3, 2014, 11 AM (continued)

Total state tax support: \$13 million which represents 11.5% of the total funds. This percentage has declined from 19% in FY 2007/2008, but has declined only .5% since FY 2013/2014.

Management reported a positive outlook for the capital budget based on funding obtained for Milne Library (\$8 million), the construction of a Welcome Center (\$5 million), and Critical Maintenance (\$10 million).

Management indicated \$1.7 million in projected new tuition revenue, but after reductions for SUNY tuition credit costs and unfounded salary increases would result in +/- \$.2 million in new tuition revenue.

Management indicated the following for the FY 2014/2015 Projected Uncommitted Reserve Balance: Recurring (\$603.4k) and One-Time (\$6124.6k) for a total of \$6728.0k.

Management provided an overview of the college data submitted to the Integrated Postsecondary Data System (IPEDS), a national center that provides statistics on U.S. education. Based on the IPEDS data, total spending at the college is distributed as follows: Academic Spending (50%; increase of 3% since FY 2009/2010), Administrative Spending (35%; decrease of 5% since FY 2009/2010), and Student Services Spending (15%; decrease of 3% since FY 2009/2010). Labor asked about obtaining a more specific distribution of spending and Management referred Labor to the online site of IPEDS.

Regarding academic reorganization, Management indicated that a pool of \$250,000 has been set aside for Phase II of the Equity Salary Adjustments in order to address salary compression for full-time tenure track faculty. Management stated that the Phase II adjustment would occur early in the fall semester. Labor asked whether adjuncts would be included in Phase II and Management indicated that Adjunct salary adjustment was not budgeted for the coming year.

Labor asked about receiving a report of the total amount of money collected for FY 2013/2014 by the founding Deans. Management indicated that this is a question for the Provost.

Management indicated that it would welcome follow up questions to the briefing, and UUP indicated that it would formulate questions in response to the briefing.

Management stated that it would forward the Budget Update Power Point to UUP.

[Editor's Note: Subsequent to the July 3, 2014, Labor-Management Meeting, Management provided UUP with a copy of the budget Power Point presented at that meeting. In response to the Power Point, UUP has forwarded the questions that appear below to Management.]

- 1) From your slide from the Budget Briefing on spending by Major Functions-IPEDS (Integrated Postsecondary Education Data System), we would like data and the breakdown by line item, for the three primary areas identified (Administrative spending, Students services spending, and Academic spending) as actual expenses for FY2013-14 and going back to FY2007-08 on an annual basis.
- 2) We would also like the projected data for the three categories, per above, (and their breakdown by line item for the three primary areas of administrative spending, Students services spending, and academic spending) as estimated for FY 2014-15.
- 3) We request the Deans' Office budgets and Provost's Office Budget to include expenditures paid plus OTPS for each of these offices going back to FY 07-08 as well on an annual basis as line items.
- 4) We request a complete listing of all Management Confidential positions created, merged, and/or eliminated from 2007-08 to 2013-14.