

UUP Oneonta Executive Board Meeting Minutes:
Thursday, May 9, 2024, Noon, Le Cafe

Present: (17)

Le Cafe: (15) Ron Bishop, Shirley Clark, Teresa DeSantis, Mark Ferrara, Rachel Germain, Jeri Anne Jerminario, Penina Kamina, Achim Koeddermann, Melissa Lavin, Chris Sielaff, Bill Simons, Nancy Simons, Rich Tyler, Matt Unangst, and Gary Wickham

Zoom: (2) Mike McAvoy and Ed Wesnofske

- I. Acting President's Report: Shirley Clark presented her monthly oral report. In addition, she submitted a detailed written report.
 - A. The meeting was called to order at 12:06 PM with a welcome and a note of appreciation for the dedication of Exec Board members.
 - B. Co-Membership Development Officer Rachel Germain is leaving SUNY Oneonta and thus her Chapter office to accept a new position. The Chapter commends Rachel for her work as Co-MDO.
 - C. A 3% on base salary increase will be effective on or around July 1, 2024, or on or around September 1, 2024, depending on obligation.
 - D. This summer the UUP Oneonta community is encouraged do one task that will help our environment or community So, think of a task, however small, and please share by sending pictures with a short story of your accomplishment to oneonta@uupmail.org.
 - E. Labor-Management discussions are on-going and progressing.
 - F. Shirley met with our State Senator Oberacker on May 2, 2024. She found the Senator, who has several SUNY campuses in his district, an avid supporter of SUNY and UUP's political agenda. Shirley invited Exec Bd members to accompany her on future outreach meetings.
 - G. Fall 2024 Exec Bd and Chapter meetings will take place on Wednesdays.
 - H. State UUP has granted Shirley 40% release time from August 15, 2024-May 31, 2024.
 - I. The May 14, 2024, 6-8 PM Ex Bd dinner will take place at the O at 112 in Otego.
There will also be an Executive Board dinner in the early fall.
- II. Vice President for Academics Report: Mark Ferrara.
 - A. The VP for Academics Report focused on matters relevant to present or future items Labor-Management discussions.
 - B. Inappropriate access to RTP files has been reported.
 - C. A proposal for a normative 3-3 course load will be presented to Management. Melissa Lavin has worked with Mark on this proposal. Several other faculty members will be consulted before the draft proposal is finalized and presented to Management.
 - D. Discussions with Management have generally proved positive and constructive. However, consideration of a mandatory attendance policy and candid examination of the reasons for forwarding this proposal has met with resistance.
 - E. For Institutional Success Day and Red Dragon (RD) Seminar Courses, providing access to

secondary instructors to grade analysis/survey results remains an unresolved issue.

F. UUP is concerned that some instructors might be subject to pressure to take on individual enrollment courses. The union asserts that the decision to take on such a responsibility must be strictly voluntary.

III. Vice President for Professionals Report: Shirley Clark

A. The position of Vice President for Professionals is still vacant.

B. There are IT and other unresolved issues involving reporting time. UUP requests relevant statistics from Management concerning the preceding.

C. UUP is pushing for a ratcheting up of compliance with Professional Performance Programs and Evaluations. Training is needed for many supervisors.

IV. Treasurer's Report: Rich Tyler

A. A motion was made and seconded to approve the Treasurer's Report.

B. The Treasurer's Report was discussed.

C. The Treasurer's Report was approved unanimously.

V. Secretary's Report: Bill Simons

A. A motion was made and seconded to approve the Secretary's Minutes of the March 14, 2024, Executive Board meeting

B. The Secretary's minutes were discussed.

C. The Secretary's minutes, as amended, were approved unanimously

VI. Officer for Contingents Report: Gary Wickham

A. There is concern about adjuncts in one department in particular being "bumped" by the deployment of fulltime faculty. Gary has advised affected individuals about possible movement to other departments.

B. Monitoring of possible reductions in adjunct course assignments will continue.

VII. Report of Director of Special Events: Loraine Tyler (in absentia)

A. Final numbers for the spring Ex Bd dinner are needed today.

VIII. Officer for Diversity, Equity and Inclusion (DEI) Report: Penina Kamina

A. DEI event planning is taking place for the next academic year.

B. Originally, four topics over four dates was considered, but it made sense to collapse into two public events, one in the fall and one in the spring.

C. Topics for the fall: language and gender identity.

D. Topics for spring: microaggressions and religion.

E. The DEI committee is composed of four people, and each member will facilitate one of the four topics.

F. The DEI committee is also seeking guest speakers.

G. Moreover, the DEI committee is also looking into catering possibilities that could include world cuisine.

H. In addition, the DEI committee is seeking greater diversity among images hung in well-trafficked places on campus, thereby creating a space for diverse expressions.

IX. Co-Membership Development Officer: Matthew Unangst

- A. Update on UUP bulletin boards across campus: in addition to determining where they should be located, the Chapter must assign responsibility for keeping them updated.
- B. New Employee Orientation Update: it would be good having links to useful resources and information about such things as prior-service credit and various professional development opportunities beyond what is posted on the HR website. This data would facilitate access for new hires and ensure that they know how to access resources they are entitled to.
- C. There is interest in organizing a group for people with disabilities—as our members sometimes express frustration about getting accommodations on campus. This issue concerns CSEA and UUP and more broadly all members of the SUNY Oneonta community.

X. Future Agenda Item

- A. Obtaining a a ZOOM license for the UUP Oneonta. Zoom would provide a more effective means of virtual participation in meetings than Teams.

XI. A motion to adjourn was made, seconded, and approved to adjourn at 1pm.

Submitted by William Simons, Secretary, and Mark Ferrara, VP for Academics