



The Sentinel

UUP-Oneonta

The Sentinel

Volume 4, No.4: May, 2004

Professional Concerns: Survey Results, Workshop and Implementation

By Bill Simons, Chapter President

The September 2003 issue of **The Sentinel** announced the creation of a UUP Oneonta Committee on Professional Concerns: its charge, an invitation for Professionals to become full partners in a New Solidarity, was “to develop recommendations reflecting the concerns of Professional employees.” Vice President for Professionals Norm Payne, chapter consultant on survey instruments Steve Johnson, and VOTE COPE officer Linda Randall volunteered to serve on the Committee: the task force was chaired, with verve and vision, by Keith Fitzpatrick. Generous with their time, expertise, and commitment, the Committee began by holding several formal meetings. Through brainstorming, E-mail, telephone, and face-to-face testimony, the Committee aggressively solicited ideas, proposals, and questions.

Out of the Committee’s concerns, Steve created a finely tuned survey questionnaire that focused on four topic areas of importance to Professionals: 1) General Assessment of the Work Environment; 2) Performance Programs and Evaluations; 3) Workload and Compensatory Time; and 4) Promotions, Salary, and Discretionary Considerations. All Professionals received a copy of the survey and were encouraged to complete statistical questions and a free-response section. Respondents were promised and received confidentiality.

Response to the Professional Concerns Survey was impressive, granting the instrument a powerful legitimacy. Approximately 45% of the Professionals, 91 individuals, completed and returned the survey. Tabulating and analyzing statistical returns, creating tables, and writing text, Steve produced a thorough and exemplary 60-page report based on survey returns. The complete report is available to all members of the UUP bargaining unit at: (1) the Milne Library reserve desk, under the title ***UUP Survey of Professional Employees Spring 2004***; and (2) the UUP Oneonta Office, Human Ecology 206. In addition, every Professional received an abridged copy of the report.

Although all of the diverse and copious findings discussed in the report merit attention, it is particularly

instructive to examine the summary of the section on “Performance Program & Evaluation”:

*** Many professionals have not had a performance program/evaluation in the past year. 45% of sample respondents indicated this to be the case. Among those individuals without an updated performance program, 37.5% indicated that their supervisor did not have time to participate in this process.*

*** Over three-quarters of respondents indicated that existing performance programs were consistent with their job description and accurately reflected their work.*

*** Over three-quarters of respondents indicated that their work volume had increased. While adjustments to their performance program occurred for slightly more than half of those incurring a workload increase, over 75% indicated that they had received no additional compensation.*

*** The phrase “other duties as assigned” occurs frequently as part of performance programs.*

On Wednesday, April 21, 2004, at 12 noon, the Professional Concerns Committee of UUP Oneonta invited all professional members of our bargaining unit to attend a workshop to discuss the findings and implications of the survey report. Prior to the workshop, all professionals received a detailed packet summarizing survey results and the legal memorandum defining conditions of labor for professionals. UUP members filled the Waterfront Café, Hunt Union, for the workshop. Norm, assisted by UUP Labor Relations Professional Dennis Selzner, did a magnificent job of organizing and conducting the workshop. He emphasized that it was the strong response to the Survey that provided the momentum for the workshop and for bringing the concerns articulated to labor-management meetings. Norm’s detailed and informative presentation highlighted the need for all Professionals to have a Performance Program,

(See “Professional Concerns...” page 5)



UUP Oneonta: Spring 2004 Chapter Schedule

Please clip and save!

Pre-Labor/Management Meeting, Monday, 2:30 PM, Netzer 333A:

May 10

Labor/Management Meeting, Monday, 3 PM, Pres. Conf. Rm., Netzer 341:

May 10

Post-Labor/Management Meeting

will immediately follow Labor/Management meetings

Schedule of Events for May

May 2004

SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Monday 5/10 3:00pm
Labor/Management Meeting,
 President's Conference Room,
 Netzer 341
 (pre-meeting meeting at 2:30
 in Netzer 333A)

Wednesday 5/12
Last day of classes (follow Mon
 day schedule)

Wednesday 5/19 7:30pm
Dessert Theater
 Methodist Church, 66 Chestnut
 St., Oneonta

Saturday 5/22
Commencement



Dessert Theater: End-of-Semester Celebration

UUP Oneonta will hold its traditional end-of-semester celebration on Wednesday, May 19, at the First United Methodist Church, 66 Chestnut Street, Oneonta. All union members, agency-fee-payers, and their guests are most welcome to join us for a memorable evening.

At 7:30 a delicious dessert will beckon the discerning diner. Then, at 8, the Little Victory Players, an exceptional theater company, will present *Driving Miss Daisy*, winner of the 1988 Pulitzer Prize and the Outer Critics Circle Award for the Best Off-Broadway Play. A subsequent film version featured Jessica Tandy, Morgan Freeman, and Dan Aykroyd. *Driving Miss Daisy* was written by acclaimed playwright Alfred Uhry.

Set in the American South as
lenged racism, *Driving Miss Daisy*
ing, and deeply human relationship
and the proud African-American man
Deeply affecting, *Driving Miss Daisy*
poignant, bittersweet, and redemp-
New York Times observed, “The play
ameliorative, without



the Civil Rights Movement chal-
chronicles the complex, evol-
between an elderly white woman
employed as her chauffeur.
is, by turns, wryly humorous,
tive. Of *Driving Miss Daisy*, *The*
is sweet without being mawkish,
being sanctimonious.”

As the Bard wrote, “All the world’s a stage and all the men and the women merely players.” Live theater at its best touches the soul. Celebrating their eleventh season, the Little Victory Players are a regional jewel. Director, designer, and founder of the company, Ernest Schenk, a veteran of Broadway and television, previously founded the Whole Theater Company with Academy Award winner Olympia Dukakis. The Little Victory Players production of *Driving Miss Daisy* features Johanna Arnold, Reginald Brunson and Nelson Bradshaw.

Brothers and sisters in labor solidarity, The Little Victory Players are members of the Actor’s Equity Association and the Screen Actor’s Guild.

Prior to the dessert theater, there will be a brief UUP chapter meeting (from 7:00-7:30) at the First United Methodist Church. Issues concerning Labor Day observance will be discussed at the Chapter Meeting.

UUP’s Dessert Theater was arranged by Loraine Tyler, organizer extraordinaire!



An Open Letter to *The Chronicle of Higher Education*...

To the Editor:

The Chronicle's April 2 report, "Union Blues in the Sunshine State," raises the question of whether or not faculty unions are appropriate at the nation's top research universities. All evidence, particularly in New York state, answers that question with a resounding, "Yes!"

Led by, but not limited to, the unionized faculty at the system's large university centers in Albany, Binghamton, Buffalo and Stony Brook, the State University of New York (SUNY) can boast of its internationally recognized success in research and inventions. In terms of dollars, SUNY faculty at 29 state-operated campuses—represented by United University Professions (UUP)—generated nearly \$800 million in research dollars in the last fiscal year, up 37 percent from just three years ago. The University fully expects to reach the chancellor's goal of \$1 billion this year.

SUNY also consistently ranks among the top 10 U.S. universities in the number of patents awarded for the innovation of its faculty. SUNY inventions have helped improve the treatment of diseases, have contributed to our exploration of space and have introduced dozens of new products to American industry and technology.

SUNY's capacities for research in the sciences and creativity in the arts are universally respected and acknowledged. Faculty and researchers at SUNY have

been recipients of some of the most prestigious awards in their fields, including the Nobel Prize, the Fulbright and Guggenheim fellowships, the Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring and the National Book Award. UUP members have won Tony and Grammy awards.

Meanwhile, contrary to what some alleged in your report, the presence of a union on campus does not

automatically lead to tensions and rivalries with Faculty Senates. UUP and the SUNY Senate have worked cooperatively and effectively in defense of academic freedom, shared governance and on other issues of mutual concern. As Richard Briggs, former president at Florida's Faculty Senate rightly pointed out, "The two bodies have different missions that can

complement each other." That's certainly the case in New York.

As has been proven at SUNY, union representation does not stifle creativity and inventiveness at research—or any other—institutions of higher learning. Just the opposite: Unions help establish a flourishing atmosphere free of political retaliation and threats to academic freedom.

William E. Scheuerman

President

United University Professions





Professional Concerns...(continued from Page 1)

training for those who do Performance Program evaluations, and the right of Professionals to attach an addendum to their Performance Programs. A question and answer session followed Norm's formal presentation. As Vice President for Professionals, Norm invited any Professional experiencing difficulty with the preceding to contact him directly.

Why should every professional have a Performance Program? As Norm explained, the Performance Program monitors workload for professionals. If a Performance Program adds to a professional's workload, the following must happen: 1) a former workload responsibility equal to the new one must be eliminated; or 2) the professional has a basis for a salary increase. Yet, 45% of Survey respondents indicated that they presently lack this all-important Performance Program. In addition, if a Professional receives a negative Performance Program evaluation, questions can be raised as to whether earlier evaluations adequately identified antecedents to problems.

UUP Oneonta's Professional Concerns Committee and all professionals who participated in the survey and workshop have provided the chapter with the resources to address this and other longstanding concerns. UUP Oneonta can now ensure that 100% of our professionals have Performance Programs. This will not happen overnight, and other Workshops and advocacy activities will be necessary, but it will, in a timely fashion, happen: Count on it.

Problems with Performance Programs exist at many SUNY campuses, and, in Oneonta, these problems did not begin with the current management. Indeed, UUP is gratified with management's response to our survey. UUP has brought its professional concerns, based on survey results, to the labor-management table, and will continue to do so. SUCO Human Resource Director Nancy Nash joined with UUP in making a commitment to 100% compliance in regard to Professional Performance Programs and attended, at UUP's invitation, the April 21st Workshop. Labor-management collaboration on this issue will work to the benefit of our Professionals.

*UUP has brought
its professional
concerns to the
labor-
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table...*

“Never Doubt that a Small Group of Thoughtful, Committed Citizens Can Change the World...”

Thank you to all who attended the workshop on Performance Programs, and a special thanks to Norm Payne for providing valuable information regarding the Memorandum of Understanding (MOU) between the State and UUP professionals. Campus Human Resources Director Nancy Nash and NYSUT / UUP Labor Relations Specialist Dennis Selzner were on hand to make sure the information presented conformed to current policy.

This workshop was the first outgrowth of the survey the Professional Concerns Committee conducted this year. The survey's results will allow us to set agendas for future workshops and to focus in on your issues at future labor-management meetings.

A final thanks to those committee members who have proven that when people come together with common purpose, good outcomes are possible. Steve Johnson, Linda Randall and Norm Payne exemplified professionalism, expertise and teamwork and made chairing the committee a pleasant experience for me. I encourage all chapter members to get involved in our union so that we can continue to help one another.

Keith Fitzpatrick





April 4, 2004 Labor Management Meeting Minutes

by Rob Compton

For Management: D. Larkin, L. Hartmark, N. Nash, S. Perry, and T. Rathbone

For UUP: B. Simons, R. Compton, T. Horvath, F. Miller, N. Payne, D. Selzner, R. Tyler, and E. Wesnofske

I. Professional Concerns: Performance Programs

A. UUP thanked Management, especially Nancy Nash, for agreeing to attend the April 21st UUP Workshop on Performance Programs at the Waterfront Cafe, Hunt Union. The Memorandum of Understanding (MOU) regarding Performance Programs (purpose, importance, and use of) as well as training for those who conduct evaluations and the right to do an addendum will be covered. Anyone from Management is welcome to attend.

B. UUP: Dennis, Norm, and Nancy will attend.

II. Environmental Concerns: AAR Contractors, the Asbestos Issue and the Tunnel Situation

A. UUP noted that the AAR federal indictment has made statewide and national news and asked Management for feedback concerning Management's inquiry to DASNY regarding report files (i.e., pertaining to asbestos abatement in five dormitories) and the proposed meeting involving the Dorm Authority of State of New York (DASNY), UUP and Management.

B. Management shared a letter from DASNY and stated that DASNY has gathered many files pertaining to the work done on campus; a meeting is expected in April or May (2004) between the three parties. Management will coordinate the meetings, inform UUP of times and dates. Also, the data files should arrive on campus in April or May.

C. UUP: Can the meeting take place on the SUCO Campus after spring finals but before Summer Session I so that it will not conflict with end-of-term activities?

D. Management agreed. On another environmental issue, Management stated that the report number (for the January John van Raalte Air Quality test report) on file with Milne Library is available.

E. UUP thanked Management for providing the report number (21582SH); the report is available at the Milne Library reserve desk.

F. Management expressed a desire for the College Safety Committee to walk through the tunnel regularly and invited UUP to participate.

G. UUP accepted the invitation, but reiterated its request for an additional air-sampling test due to potential seasonal variations.

H. Management: Is the requested test for mold only?

I. UUP: We seek an air quality test only because prior asbestos tests were satisfactory. Pending satisfactory results of this test, and in the event of no further changes in the tunnel conditions, UUP will consider this the final test.

J. Management agreed to another test conducted during the summer months.

K. UUP and Management agree that John Van Raalte (former contractor and industrial hygienist) will conduct this test.

III. Labor Day Holiday

A. Management reported that the Calendar Committee met and discussed UUP's request for Labor Day holiday observance. Management also provided UUP with a list of Calendar Committee members. Management stated that UUP's request failed.

B. UUP stated that it would like to know if President Donovan personally has made a decision regarding the Calendar and Labor Day. Observance of Labor Day is fundamental to the issue of respect for work.

C. Management stated that it was still in the works and that the Calendar Committee includes members from UUP.

D. UUP stated that it (committee) is a Management creation and thus does not represent the UUP. It does not have the authority to represent UUP concerns nor is it representative of UUP's membership.

E. UUP noted that the College President clearly has the final authority regarding the College Calendar. Furthermore, the President has the authority to make a personal, executive decision in the interest of the College. Other college employees including members of management and CSEA have Labor Day recognized. Labor Day is about respect for labor, and this issue transcends Oneonta; we hope the College President hears our message and enters into a partnership to move toward Labor Day recognition.

F. Management stated that they would explore this in a timely fashion.

G. UUP: Is the President willing to discuss this?

(See "L/M Minutes" on page 8)



L/M Minutes (continued from page 7)

- H.** Management stated they would convey the message to the President.
 - I.** UUP: Can this be discussed again at the May meeting?
 - J.** Management stated that it would convey what transpired at the earliest possible time.
 - K.** UUP stated that it would take consultation on this issue.
- IV. Summer School Stipend Issue**
- A.** UUP asked about current remunerations regarding summer school stipends.
 - B.** Management confirmed that all full-timers receive \$2500 per course and adjuncts receive \$2,250. There are some cases of "individual enrollment," and they were not certain about emeriti compensation. "Individual enrollment" may occur when a course is cancelled; it is up to the instructor.
 - C.** UUP inquired if it was in the interest of the faculty to not offer an "individual enrollment". Sometimes it is difficult to obtain the necessary minimum enrollment for classes during the summer. So, essentially, the faculty member might become required to provide a course as "service."
 - D.** Management noted that there is no requirement whatsoever to teach in the summer. Students and faculty must agree on the "individual enrollment" or course enrollment numbers will determine cancellation.
 - E.** UUP stated that graduate courses, in general, and when offered on "individual enrollment" basis, in particular, require a lot of effort from that faculty member.
 - F.** Management stated that the minimum threshold for a graduate course is therefore less. Also, the entire summer must "stand on it own" without state support.
 - G.** UUP stated that if that's the case, there has been an increase in the tuition charged to students. What impacts will this have?
 - H.** Management stated that tuition went up from the current Fall. Enrollment figures and monies generated have to be considered.
 - I.** UUP stated that this means that either the minimum cap needs to go down or the remunerations must go up.
 - J.** Management stated that UUP's characterization of what Management stated in "H." [UUP's interpretation as noted directly above] was incorrect. Furthermore, keep in mind that Summer Sessions are totally self-supporting and that there are fringe costs, support costs, and library acquisition issues involved.
 - K.** UUP asked for enrollment patterns and other data related to Summer.
 - L.** Management asked if 3 or 5 years would be acceptable.
 - M.** UUP agrees to the time frame of data to be provided and also requests a history of summer remunerations. When was the last time an adjustment was made?
 - N.** Management stated that it "it estimates and guesses" that it was "give or take ten years". "N.B.: this is an estimate.
 - O.** UUP stated that it would like a more accurate picture of the Summer Session.
 - P.** Labor and Management thanked each other for attending.

Executive Board Contact Info

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President (d)	Bill Simons	SIMONSWM*	436-3498 (office)
VP for Academics (d)	Ed Wesnofske	WESNOFER	432-6770 (home)
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Treasurer	Rich Tyler	TYLERRF	436-3648 (o)
Grievance Officer	Paul Conway	CONWAYPG	436-3923 (o)
Benefits Officer	Mona Hughes	HUGHESML	436-2490 (o)
Health & Safety Officer	Tom Horvath	HORVATTG	436-3899 (o)
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