



The Sentinel

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UUP—ONEONTA

January 2005

"Individual commitment to a group effort—that is what makes a team work, a company work, a society work, a civilization work." —Vince Lombardi

Returns and Responses: Workload Survey of Full-Time Teaching Faculty

by Bill Simons, Chapter President

At its inception, the New Solidarity of UUP Oneonta created a Committee on Workload, charged with creating a survey instrument. The Workload Committee—Ed Wesnofske, Chair; Rob Compton; Nancy Cannon; and Michael Koch—merits thanks for fulfilling its charge by designing a thoughtful, professional instrument. Workload Committee members were generous with their time and expertise.

In November 2004, UUP Oneonta distributed the survey instrument on workload to all full-time faculty. The **UUP Survey of Full-Time Teaching Faculty: Workload**, consisting of seventeen multiple choice questions and a free response section, is the most significant canvas of its type to ever be conducted on the College at Oneonta campus. The instrument was sent to the then 208 full-time faculty in the UUP Oneonta bargaining unit, with the guarantee of anonymity. One hundred and thirteen full-time faculty completed the survey and returned it to the UUP Chapter Office, for a response rate of 54.3%. Dr. Steve Johnson tabulated the findings. Exceeding all expectations, a rate of response of this magnitude underlines the importance full-time faculty attach to issues concerning workload.

It is the intention of UUP Oneonta to engage management in meaningful discussion about the workload of full-time faculty. And the strong return on this survey will strengthen your union in

these meetings with administration. The aggregate voice of the teaching faculty has spoken strongly.

Clearly the composite picture is one of a full-time teaching faculty whose workload has grown to a level that is detrimental to college and community. For example, advisement/ counseling has, according to 63.7% of respondents, increased over the past five years, and 64.6% report an increase in college and community service over the same period. Current workload is deemed unreasonable by 52.2%. It is not a good situation when 51.3% acknowledge that workload has a negative impact upon the quality of their teaching, and workload has led 45.1% to consider seeking employment elsewhere. The great majority (77.9%) find workload to have a negative impact on their capacity to conduct research and publication. Workload, say 58.4%, negatively impacts their personal lives. Fully 76.1% advocate 9 semester hours as the standard semester teaching obligation. And high percentages indicate expectations for instructional workload, advisement/counseling, research and publication, and college and community service are not well explained.

Detailed analysis of responses to the seventeen questions posed by the **UUP Survey of Full-Time Teaching Faculty: Workload** appears in the tables that follow.

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Faculty Workload Survey Results

Table 1: Instructional workload over past 5 years

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Increased	48	42.5	42.5	42.5
	Decreased	6	5.3	5.3	47.8
	Stayed Same	59	52.2	52.2	100.0
	Total	113	100.0	100.0	

Table 2: Advisement/counseling over past 5 years

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Increased	72	63.7	63.7	63.7
	Decreased	6	5.3	5.3	69.0
	Stayed Same	35	31.0	31.0	100.0
	Total	113	100.0	100.0	

Table 3: Research and publishing workload over past 5 years

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Increased	47	41.6	42.0	42.0
	Decreased	15	13.3	13.4	55.4
	Stayed Same	50	44.2	44.6	100.0
	Total	112	99.1	100.0	
Missing	System	1	.9		
Total		113	100.0		

Table 4: College and community service over past 5 years

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Increased	73	64.6	65.2	65.2
	Decreased	1	.9	.9	66.1
	Stayed Same	38	33.6	33.9	100.0
	Total	112	99.1	100.0	
Missing	System	1	.9		
Total		113	100.0		

Table 5: Rating of current workload

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Reasonable	52	46.0	46.8	46.8
	Unreasonable	59	52.2	53.2	100.0
	Total	111	98.2	100.0	
Missing	System	2	1.8		
Total		113	100.0		

Table 6: Impact of workload upon capacity to conduct research and publication

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Positively	10	8.8	8.9	8.9
	Negatively	88	77.9	78.6	87.5
	Not at all	14	12.4	12.5	100.0
	Total	112	99.1	100.0	
Missing	System	1	.9		
Total		113	100.0		

Table 7: Impact of workload upon quality of your teaching

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Positively	12	10.6	10.8	10.8
	Negatively	58	51.3	52.3	63.1
	Not at all	41	36.3	36.9	100.0
	Total	111	98.2	100.0	
Missing	System	2	1.8		
Total		113	100.0		

Table 8: Workload in comparison to that at other academic institutions

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Significantly Greater	54	47.8	47.8	47.8
	About the Same	28	24.8	24.8	72.6
	Significantly Less	2	1.8	1.8	74.3
	Unsure	29	25.7	25.7	100.0
	Total	113	100.0	100.0	

Continued on p. 4

Faculty Workload Survey Results (continued)

Table 9: Workload has led me to consider seeking employment elsewhere

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	51	45.1	45.9	45.9
	No	60	53.1	54.1	100.0
	Total	111	98.2	100.0	
Missing	System	2	1.8		
Total		113	100.0		

Table 10: Standard semester teaching obligation should be

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	9 Semester hrs.	86	76.1	80.4	80.4
	12 Semester hrs.	21	18.6	19.6	100.0
	Total	107	94.7	100.0	
Missing	System	6	5.3		
Total		113	100.0		

Table 11: How workload has affected personal life

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Positively	5	4.4	4.5	4.5
	Negatively	66	58.4	59.5	64.0
	No Impact	40	35.4	36.0	100.0
	Total	111	98.2	100.0	
Missing	System	2	1.8		
Total		113	100.0		

Table 12: College administration is firmly committed to my professional development

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	41	36.3	36.3	36.3
	No	28	24.8	24.8	61.1
	Unsure	44	38.9	38.9	100.0
	Total	113	100.0	100.0	

Table 13: Expectations for instructional workload are well explained by the college administration

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	63	55.8	56.8	56.8
	No	48	42.5	43.2	100.0
	Total	111	98.2	100.0	
Missing	System	2	1.8		
Total		113	100.0		

Table 14: Expectations for advisement/counseling are well explained by the college administration

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	43	38.1	39.8	39.8
	No	65	57.5	60.2	100.0
	Total	108	95.6	100.0	
Missing	System	5	4.4		
Total		113	100.0		

Table 15: Expectations for research and publication are well explained by the college administration

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	35	31.0	31.5	31.5
	No	76	67.3	68.5	100.0
	Total	111	98.2	100.0	
Missing	System	2	1.8		
Total		113	100.0		

Table 16: Expectations for college and community service are well explained by the college administration

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	37	32.7	33.6	33.6
	No	73	64.6	66.4	100.0
	Total	110	97.3	100.0	
Missing	System	3	2.7		
Total		113	100.0		

Table 17: The UUP - NYS contract should explicitly address workload limitations

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	101	89.4	92.7	92.7
	No	8	7.1	7.3	100.0
	Total	109	96.5	100.0	
Missing	System	4	3.5		
Total		113	100.0		

SPRING 2005 UUP Meeting Schedule

Food for Thought/Chapter Meetings start at 12 noon and are in Le Café, Morris and are on the following dates: **January 25, February 10,** and **April 12.** The date of the **March *Food for Thought*** is to be announced.

Pre-Labor-Management Meetings start at 2:30 PM on the following Mondays: Jan. 24, Feb. 28, April 4, May 2, and June 6. The March pre-Labor-Management Meeting date will be announced later. On January 24, April 4, and May 2, the pre-Labor-Management Meeting will be in Netzer 310. On Feb. 28 and June 6, the pre-Labor-Management Meeting will be in Netzer 133.

Labor-Management Meetings start at 3 PM and are in the President's Conference Room on the following Mondays: Jan. 24, Feb. 28, April 4, May 2, and June 6. The March Labor-Management Meeting date will be announced.

Executive Board Meetings start at 2 PM and are in the UUP Office (Human Ecology 206) on the following Mondays: January 17, Feb. 7, April 11, and May 9. The March Executive Board Meeting date will be announced.

Food for Thought: Thursday, February 10



The next ***Food for Thought*** chapter meeting will be at Le Café, Morris Hall on ***Thursday***, February 10 at noon. Our guest speaker will be New York State **Senator James Seward**, who will speak about the New York State budget process and its implications for SUNY. After Senator Seward's formal remarks, there will be a question and answer session.

Senator Seward was first elected to the New York State Senate in 1986. His 50th Senate district includes Oneonta. Senator Seward's tenure in the State Senate has encompassed service on the following committees: Education, Higher Education, Finance, Social Services, Agriculture, and Commerce, Economic Development, & Small Business. In addition, he has chaired the committees on Insurance and Energy & Telecommunications.

Although ***Food for Thought*** has important content, it is also an occasion for respite from the workweek, relaxed collegiality, and fine food. Join your colleagues for a convivial gathering and an expression of solidarity. ***Food for Thought*** is an occasion to renew old ties and to forge new ones. UUP looks forward to greeting you.

UUP END OF SEMESTER PARTY, DECEMBER 19, 2004

Iannelli's Ristorante



UUP and Assessment at SUNY Oneonta

by James Mills, UUP Task Force on Assessment



UUP Task Force on Assessment:

Gwen Crane/ Jim Greenberg/ James Mills/ Peter Muller

Assessment in its various manifestations has become a fact of life at Oneonta. Each year faculty are involved in a variety of largely externally mandated programs to assess student learning on campus. There is for example the annual assessment of student learning outcomes that each department conducts, as was originally instituted in preparation for the Middle States Review. There is the SUNY systems mandated assessment of courses that fulfill the general education requirements conducted every semester. Each department also has to undergo a programmatic review on a seven year rotation that entails bringing in external assessors.

The ongoing and increasingly intrusive implementation of these assessments is having a clear impact on the working environment and conditions of most faculty and many professional staff members. It therefore should be of concern to the union. There are several issues that have in fact been raised in this regard. They are:

- 1) How much of a faculty member's time should be spent in doing assessment?
- 2) Are some faculty members affected more than others? Are departmental chairs and program directors, union members or management in this situation?
- 3) Does the work that goes into assessment get acknowledged when it comes time for contract renewal, tenure, promotion, or merit increases?
- 4) *Should* work done on assessment be counted when it comes to contract renewal, tenure, promotion, or merit increases?

It seems that faculty members are generally team players, and want to help out their departments and college. Yet often, work on assessment seems to take away from those very activities that count much more toward a faculty's success in research, teaching, and service. This puts many faculty in the awkward position of being told to do one thing, but then being reminded that they themselves will be evaluated on how well they do on a completely different set of activities. It is no wonder that assessment therefore is often greeted with dismay.

The larger question, of course, is accountability. Much of the assessment being done has an ideological bias. It assumes that faculty and institutions are not being accountable, and need external review and oversight. This too, raises the ire of many faculty who have devoted their careers to excellence in education. Accountability is not a bad thing. However, accountability with a perceived political agenda tends to give the entire exercise a cynical tone.

What should the union do? We know that it is an issue not only locally, but across the system and across the country for that matter. Nevertheless, issues at least should be brought out into the open here at Oneonta.

We hope to distribute a survey on these issues surrounding assessment and the work environment during Spring Semester. Please return the survey promptly. Any questions can be sent to James Mills or other members of the task force.

Tom Horvath's Siegfried Lecture Rescheduled



Dr. Thomas G. Horvath, Assistant Professor, Biology and Graduate Faculty, Biological Field Station, will deliver the Richard K. Siegfried Lecture on Thursday, February 3, 2005, in the Craven Lounge, Morris. Both the 7 PM desert reception and the 7:30 lecture are free and open to all. His presentation, "Too Late for 'Not in My Backyard': The Biological Invasion of Zebra mussels in the Upper Susquehanna River Basin," is based on important primary research, entailing countless hours in the river's headwaters and peering through a microscope in a laboratory. In addition to Tom's energetic and distinctive style, the lecture, designed for a general audience, will be supplemented by evocative slides and specimens. For all waters users, industrial, domestic, and recreational, as well as environmentalists from Cooperstown to the Chesapeake Bay (400 miles away) the presentation will be significant and interesting. Tom is UUP Oneonta's Health & Safety Officer, and the chapter salutes his receipt of the Siegfried award.

Chapter Elections

The statewide UUP elections and Credentials Committee will soon conduct chapter elections at Oneonta and other SUNY campuses. As a first step, the statewide UUP Elections and Credentials Committee will send nomination forms to UUP members, accompanied by guidelines and information concerning the nomination procedures and protocols for chapter elections. You will receive these materials in the mail from the statewide UUP Elections and Credentials Committee. Terms for chapter officers are for two years, and the upcoming elections will cover the period 2005-2007.

UUP Joint Labor-Management Committee Grant Applications

The UUP Oneonta Joint Labor-Management Committee welcomes applications for Individual Development Awards. The program is designed to support a variety of professional development activities by employees in the UUP bargaining unit. Funding may be provided for enhancing teaching, research capabilities, and improving professional knowledge and skills. Applications for Individual development Awards are available at the UUP Office (206 Human Ecology, 436-2135) and at <http://www.uup.lmc.state.ny.us/> Funding covers projects/activities retroactive to September 1, 2003. The maximum amount that can be awarded to an applicant is \$1,000. Full-time and part-time employees in UUP are eligible with preference given to part-time employees for a minimum of 15% of the funds available locally. You may submit an application for 2003-2004 as well as for the 2004-2005 academic years. All activity must be completed by June 30, 2005. The deadline for applications will be January 30, 2005, with applicants notified by April 1, 2005. Send completed applications to Melissa Nicosia, 200 Netzer. Please contact a member of the Joint Labor-Management Committee---Richie Lee, Norm Payne, Ralph Watkins, Janet Potter, Roger Sullivan, and Melissa Nicosia ---with questions.



December 17, 2004 Labor Management Meeting Minutes

by Rob Compton, VP for Academics

For Management: Leif Hartmark, Steve Perry, and Lisa Wenck

For UUP: Bill Simons, Rob Compton, Tom Horvath, Fred Miller, Norm Payne, and Dennis Selzner

I. Management assured us that key members of administration could not attend as they were dealing with an important and unanticipated phone call from SUNY Central regarding assessment.

II. Performance Programs

A. Labor thanked Management for movement on Performance Program compliance and asked for status report

B. Management stated that they have moved to full compliance except for a handful

C. Labor noted that this is something that had been an ongoing issue and that it had worked diligently with the administration to resolve it

D. Labor also noted that it would like information regarding the history of compliance, especially where we started from and where we are now.

E. Management stated that it will obtain the information

F. Labor noted that it would like to move toward improving the quality of the Performance Program through training and consultation

G. Management agreed to work on this issue with Labor

III. Labor Management Individual Grants

A. Labor and Management stated that the committee is now in place

B. Solicitations for applications have gone out.

IV. Honorarium Memorandum Issue is near resolution and official news appears forthcoming

V. Summer School Stipends

A. Labor noted that it is important for Management members associated with the Summer School issue to be present before discussions can proceed.

B. Management re-iterated that an emergency teleconference had to take place

C. Labor stated that it would like to return to this issue at the next meeting

D. Labor asked if there are any new developments on this issue.

E. Management stated that there was not.

F. Labor stated that there is a report which it tried to obtain. This report (pertaining to Summer Stipends, Course Offerings, and Enrollment Patterns on SUNY Campuses) is germane to the summer stipend issue. We believe that it was put together by the Chair of the Working Group of a Consortium of Continuing Education/Summer School Directors

G. Labor understands that another copy of the report was forwarded from Binghamton to this campus in the past week. UUP requests a copy of this document.

H. Management stated that it will take this into consultation.

VI. Management and Labor wished each other Happy Holidays and the best for continued cooperation in 2005.

UUP Working Paper Series: Call for Submissions

UUP proudly announces the creation of its *Working Paper Series*. Submissions from all disciplines are encouraged. The *Working Paper Series* will comprise articles and essays by the academic and professional members of our union. All UUPers are invited to submit papers.

The *Working Paper Series* will highlight the diverse talents of UUP members throughout the SUNY system.

Submissions will go through a peer review process. Reviewers' comments will be shared with authors. Papers that are accepted will be posted on the UUP Web Site ----- www.uupinfo.org ----- and sent to UUP chapters and to all SUNY libraries across New York State. Authors of papers included in the *Working Paper Series* will retain copyright of their papers and the prerogative of seeking publication of their works in other forms.

To make a submission to the *Working Paper Series*, e-mail Frederick Floss, Statewide UUP Vice President for Academics and coordinator of the project, at ffloss@uupmail.org Papers should be submitted in Word format.

UUPers interested in serving on peer review panels should also contact Floss at the above e-mail address.

The *Working Paper Series* will showcase the rich and varied contributions of UUP members to academic discourse.

VOTE/COPE

by Sheila Serby, Vote/Cope Coordinator

Considered the political action arm of the NYSUT, **VOTE/COPE** works endlessly for members and their families. As with all programs, funding is critical to keep progress alive.

I ask that you authorize one dollar per paycheck to be contributed to **VOTE/COPE** by way of payroll deduction. This small amount multiplied by thousands of employees provides the funding needed to continue working for each and every employee. Contributions to **VOTE/COPE** are kept completely separate from all other union finances.

PLEASE sign up today to help yourself and to support **VOTE /COPE**. Contact **Sheila A. Serbay** at serbaysa@oneonta.edu or at Ext. 2062 for forms or information.



UUP and Community Service: the Christmas Dinner

UUPers are generous in contributing their time and energies to community service. The annual Christmas Dinner at the First United Methodist Church, providing food and cheer to many, is an Oneonta tradition, and members of the extended UUP Oneonta family, past and present, were amongst the many volunteers supporting this notable event. Ed and Carol Forman are two of the event coordinators. And Armand LaPotin, Nancy Cannon, Bill Simons, Joe Baldwin, Janet Potter, Lindsey Molinari, Linda Randall, Lindsey Randall, Loraine Tyler, and Rich Tyler joined numerous others from the community in packing, transporting, serving, cleaning up, and sharing good wishes.



UUP-Oneonta

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QUIZ:



He was on the University of Michigan's 1932 National Championship football team and was named most valuable Michigan player in 1933. After receiving his Bachelor of

Arts in 1935, he went to

Yale University instead of accepting pro football offers. Although he never played in the Superbowl, he did achieve success in other areas. He went on to become a Lieutenant Commander in the US Navy and had a political career. He is the last surviving member of the Warren Commission and has a library named after him. The first **three** people to email Nancy Cannon (cannonns@oneonta.edu) with the correct answer will receive a canvas UUP tote bag.

The first person to correctly answer last month's quiz was **Charlie Dahan**.

"Yes, Virginia, there is a Santa Claus", written by Francis P. Church, first appeared on the Editorial Page of *The New York Sun*, on September 21, 1897.

Editor's Note:

Statements made in The Sentinel do not necessarily reflect the opinion of UUP or any of its statewide representatives. Please send ideas for stories, comments, etc. to Nancy Cannon, Editor

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