

SUNY Oneonta Labor Management (LM) Notes – December 17, 2024

1. Assistant and Associate Deans

UUP inquired whether there was a plan moving forward to add Assistant and Associate Deans to each school.

Management indicated that there is no formal plan in place, nor has there been one for quite some time. However, they have discussed moving forward with the School of Liberal Arts and Business, to assess whether Assistant or Associate Deans are needed. The positions, whether they are classified as UUP or Management Confidential, would be compensated in a manner wherein any additional salary would not be retained if the employee returned to their previous position. Management would re-evaluate these positions every two years to see if they are providing support to the faculty and students. This structure has not yet been approved by Executive staff.

2. Degree Granting Options at the University

UUP inquired whether the University was considering offering Associate Degrees.

Management indicated that they had proposed this option to SUNY; however, SUNY did not approve it at this time. There would be no need for new faculty to teach additional courses, but the plan was to allow students to earn an Associate degree by completing most of the General Education requirements. The goal was to provide students who attend Oneonta for only two years to leave with an Associate degree.

3. Requesting an update on: Agreed upon Changes to Renewal, Tenure and Promotion (RTP) Agreement (Final changes were submitted by UUP in May 2024 for management review)

- a. Awaiting a new successor RTP Agreement to be memorialized (RTP files were due on Sept. 20th)

UUP and management agreed that the changes for the RTP document would be in place by January 15th.

4. Confirming agreement on new RTP Guidelines public accessibility

The new RTP Guidelines are currently available to people off-campus without login credentials and after updates are made to the Oneonta webpage, the Guidelines webpage will continue to be worked on.

5. UUP advocacy for 3/3 load for TT/Tenured faculty

UUP updated Management on its advocacy for the 3/3 load and had copies of the new UUP-Date! send electronically to senior Management.

6. UUP has indicated interest in answers to the questions below, based on inquiries from our members, and to understand the operational need being met by this program. Without sufficient explanation, UUP may have to consider the requirement to be some sort of timeclock, which is subject to bargaining with UUP.

- a. Would like to see some statistics on the reported time
- b. How much time is allocated to Campuses paying for services
- c. How much time is spent on fixing issues reported by campuses

- d. **How much time is spent on regulatory projects**
- e. **How much time is spent on enhancement for campuses**

Management indicated they would have Bill Grau address these items in an upcoming meeting.

7. Other Terms and Conditions:

Management indicated they are working on making the Salary and Promotion form ADA accessible.

Management also distributed a UUP Salary Comparison document that compared Oneonta to other Comprehensive SUNY institutions, excluding Empire State. UUP indicated that we have more work to do on compensation.

Management would like to schedule a panel discussion on Academic Freedom on January 21, 2025. Chris Sielaff volunteered to be on that panel. Panel to include SUNY USF and UUP.

UUP asked Management for a list of course-releases for faculty granted across the university for the last three years. Management indicated that those records are not centralized or easily available. UUP will continue to seek that data as part of its efforts to access workload.