



Office of Human Resources/Employee Services

January 29, 2025

Mx. Shirley Clark
Chapter President
UUP Oneonta
105 Hodgdon IRC
SUNY Oneonta
Oneonta, NY 13820

RE: Implementation of Renewal, Tenure, and Promotion (RTP) Agreement

Dear Mx. Clark,

Representatives of the State University of New York at Oneonta (University) and the Oneonta Chapter of United University Professionals (UUP) jointly developed a policy and guidelines for faculty renewals, continuing appointments and promotion, executing two documents accordingly: *Faculty Renewal, Continuing Appointment, and Promotion Policy* and *Faculty Guidelines and Criteria for Renewal, Continuing Appointment and Promotion*, both fully executed on September 20, 2021 and collectively referred to herein as the 2021 RTP Agreement.

On February 3, 2022, the University and UUP signed a letter of agreement regarding the implementation of the 2021 RTP Agreement, affirming that the 2021 RTP Agreement was bargained to completion and entered into with the consent and approval of their respective statewide entities. The letter of agreement was considered an addendum to the 2021 RTP Agreement.

Recently, the University and UUP representatives reviewed the renewal, continuing appointment and promotion process and agreed to amend the 2021 RTP Agreement to enhance and improve the process in accordance with faculty input. To that end, on January 29, 2025 the University and UUP executed two revised documents: *Faculty Renewal, Continuing Appointment, and Promotion Policy* and *Faculty Guidelines and Criteria for Renewal, Continuing Appointment and Promotion*, collectively referred to herein as the 2025 RTP Agreement.

This letter conveys our mutual understanding regarding the implementation of the 2025 RTP Agreement and the continuation of the terms of the February 3, 2022 letter of agreement, except as noted below.

SUNY ONEONTA


Office of Human Resources/Employee Services

The parties mutually agree that:

1. The 2025 RTP Agreement will be fully applicable and effective beginning May 1, 2025, except as otherwise stated in paragraph numbers 1 and 2 of the February 3, 2022 letter of agreement.
2. Effective May 1, 2025, the 2025 RTP Agreement (Policy and Guidelines) supersedes and replaces the 2021 RTP Agreement (Policy and Guidelines);
3. The terms and conditions specified in the February 3, 2022 letter of agreement will continue in full force and effect except in the event provisions of the 2025 RTP conflict with the letter of agreement, the 2025 RTP Agreement (Policy and Guidelines) terms will prevail; and
4. A fully executed copy of this letter and the February 3, 2022 letter will be considered addenda to the 2025 RTP Agreement.

Please affix your signature below as the authorized representatives of the UUP Oneonta Chapter, to acknowledge and confirm acceptance of the above terms.

Respectfully,

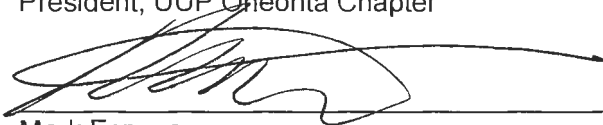


Dia M. Carleton
Chief Human Resource Officer
President's Designee
SUNY Oneonta



Shirley Clark,
President, UUP Oneonta Chapter

1/29/2025
Date



Mark Ferrara,
Vice President for Academics & Chief Negotiator, UUP Oneonta Chapter

1/29/2025
Date

cc: Dr. Alberto Cardelle, President, SUNY Oneonta
Dr. Enrique Morales-Diaz, Provost, SUNY Oneonta
Chris Sielaff, NYSUT Labor Relations Specialist, Assigned to UUP