

Alfred UUP News

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United University Professions
The union that makes SUNY work



Earl Packard

Meet the Alfred UUP Chapter Officers

Several positions were filled by new officers in the Spring, 2013 Alfred UUP elections. These included Earl Packard as Chapter President, Joe Petrick as the Vice-President for Academics, Karen Young as the Vice-President for the Wellsville Campus, and Dave Holmes as Secretary. Bill Schultze was re-elected as the Vice-President for Professionals.

New Chapter President Dr. Earl Packard began participating in university service soon after his arrival at Alfred State College in 2003, not only serving as Treasurer of the Alfred UUP Chapter for a number of years, but also as a member of the Statewide UUP Finance Committee. In addition to his work with UUP, Earl has served as Secretary/Treasurer of the Alfred State College Faculty Senate, and is currently serving in Faculty Senate as a Senator-at-Large. He received Bachelors degrees from Mansfield University, the Doctorate in Mathematics from Tulane University, and has Chaired the Math/Physics Department.

Joe Petrick was elected as Vice-President for Academics. Hired at Alfred State as a librarian in 2000, he has served two years as UUP Officer for Contingents, and has been involved Faculty Senate for a number of years, including six years as University Faculty Senator, two years as Senator-at-Large, and two years as Faculty Representative to College Council. He is currently Vice-Chair of Faculty Senate. A graduate of Hobart College, he received the MLS degree from Clarion University.

Karen Young, the newly elected Vice-President for the Wellsville Campus, has a lengthy history with Faculty Senate, having served a number of years as a Senator and most recently two terms as Faculty Senate Chair. She is currently Chair of the Computerized Design and Manufacturing Department at the Wellsville Campus. She received the AOS degree from Alfred State, and has been teaching at ASC since 1993. (continued on page 2)

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New UUP Chapter Assistant

The Alfred UUP Chapter is pleased to announce that Elaine Burns (pictured right) has been hired as Chapter Assistant. Many UUP members in the Alfred area already know Elaine from her work at Community Bank in Alfred. Elaine replaces Rachel Bryant, who left employment with UUP to relocate to the Boston area.

Email messages to Elaine can be sent to the UUP Office, at alfreduup@alfredstate.edu.



UUP Contract Workshop

Chapter leaders Earl Packard, Joe Petrick, and Bill Schultze attended a contract implementation workshop given to UUP chapter leaders on August 18, 2013. A number of items were brought to leaders for discussion, and are outlined below.

Why has the contract not yet appeared at the UUP website?

The contract has not appeared in a finalized form at the UUP website because Governor Cuomo has not yet signed the pay bill funding the contract provisions.

There is nothing unusual in this, because the pay bill is bundled with other legislation that is sitting on the Governor's desk and will eventually be signed.

How will my pay be affected?

Salary increases for all members:

- ◆ July 1, 2013: \$500 on base for all employees, pro-rated for PT (paid by Dec., retro to July 1 or Sept. 1)
- ◆ July 1, 2014: 2% on base (payable July 1 or Sept. 1) \$250 on base for all employees, pro-rated for PT (paid by Dec., retro to July 1 or Sept. 1)
- ◆ July 1, 2015: 2% on base (payable July 1 or Sept. 1)

Incumbents of positions in SUNY as of June 30 for each applicable year will be eligible for each salary increase. For those part-time employees will be paid on a pro-rated basis.

What if I got promotion and/or tenure?

A one-time \$500 payment shall be added to basic annual salary at:

- ◆ Continuing appointment (tenure for academics)
- ◆ Permanent appointment (permanency for professionals)
- ◆ Second five-year term appointment for Appendix A professionals Employees in the above three categories who reached these career milestones before 2011 received a \$500 on base salary increase under the 2003-2007 or the 2007-2011 contracts.

A one-time \$500 payment shall be added to basic annual salary for employees upon completion of seven years in Appendix C Fundraising titles, Lecturer, and Appendix B-4 Division III athletic titles. Because these three categories were not covered under (continued on page 6)

New Officers (continued from page 1)



Joe Petrick

The elected Secretary for the Alfred UUP Chapter, Dave Holmes, had served as Secretary for the Chapter on a temporary basis over the course of the last year. Dave has served as a Senator in Alfred State Faculty Senate. He received

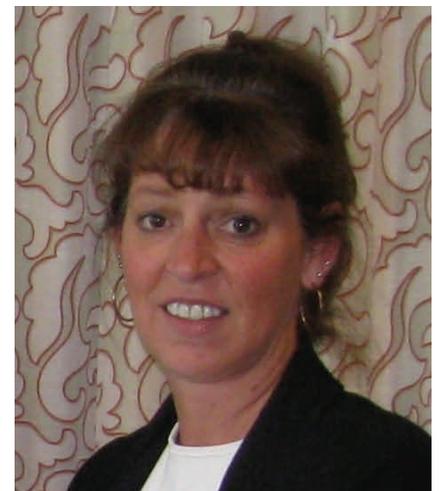
the AOS degree from Alfred State, and has been in ASC Technology Services since 2005.

Bill Schultze was reelected to the position of Vice-President for Professionals. He received a Bachelor's degree from Alfred University, and has worked in Instructional Technologies at Alfred State since 1997. He has been a member of Alfred State College Faculty Senate, having served both as Senator and as Chair of the College Review Panel.

Other results included the election of Bob Rees, Mark D'Arcy, Linda Panter and Tom Jamison as academic delegates or alternates; Ray Gleason and David Holmes as delegates for Professionals; and Joe Ogradowski as Officer for Contingents. Jim Buell was later put forward by the Executive Committee to replace Earl Packard as Treas-

urer. No Membership Development Officer or Affirmative Action Designee was elected.

There were 103 valid votes cast by academics, and 34 valid votes cast by professionals.



Karen Young

What is Open SUNY, and How Are Members Affected?

By Joe Petrick

It is a tumultuous time for the State University of New York. In addition to Governor Cuomo's START-UP NY program (which provides tax-free zones for businesses near SUNY units), the ongoing problems with SUNY Downstate Medical Center and the Long Island College Hospital, as well as the split of nanotechnology from U Albany, the Chancellor's Office has announced that Open SUNY would be implemented in 2014.

Open SUNY has been evolving with the different groups involved with it. For example, Empire State College created a proposal for Open SUNY that evolved from ongoing practices at ESC. The Chancellor's Online Education Advisory Team delivered an Interim Report in December 2012, recommending a set of nine inter-related components, none of which include Massive Open Online Courses (MOOCs) as a method of course delivery.

Open SUNY was publicly announced in January, 2013 when Chancellor Zimpher delivered her State of the University address. Open SUNY was now a "a universal set of tools and platforms," including MOOCs, which "will add 100,000 degree-seeking students to the enrollment total within three years." This was followed by the March 19, 2013 resolution of the SUNY Board of Trustees, which more fully explained the set of concepts that comprise Open SUNY.

The Board of Trustees resolution included mention of additional online programs, credit for "experiential education opportunities," and other initiatives, as follows:

- ◆ New and expanded online programs that meet state workforce needs, support workforce development, provide international experiences, and include options for time-shortened degree completion will be identified and implemented.
- ◆ Advances in online learning will be utilized to offer credit-bearing experiential education opportunities, including co-operative education, internship/practicum, research, service learning and community service, and international study.
- ◆ Supports will be established for SUNY faculty, particularly members of the SUNY Distinguished Faculty Academy, in delivering Massive Open Online Courses (MOOCs).
- ◆ Consistent with federal and State financial aid and other regulations, System Administration will work with campuses to create a SUNY-wide consortial structure to facilitate student access to online courses and programs, ensuring affordability, and supporting timely and expedited degree attainment.
- ◆ SUNY REAL, Empire State College's prior learning assessment program will be scaled to all SUNY campuses to support student success and degree completion.
- ◆ A research initiative will be developed, utilizing the exper-

tise of SUNY faculty to identify best practices and professional development initiatives in support of online learning; as will a mechanism for evaluating

SUNY's progress in meeting goals in this area, including the assessment of student learning and quality of instruction.

SUNY "will add 100,000 degree-seeking students to the enrollment total within three years."

- ◆ Strategies that promote academic excellence, encourage innovation, and reduce cost barriers to education and research will be explored and evaluated. Such strategies include: Open Education Resources, Open Access Journals, Open E-Textbooks, and Open Courseware.
- ◆ Implementation and financial plans that address related business policies and practices will be developed to increase system support for students and faculty in the expansion of online courses, degree programs and resources at all campuses.

Some of these ideas were have been developed from the Empire State College proposal as well as the work of the Chancellor's Online Education Advisory Team. The scope of the project had vastly increased, however. The inclusion of MOOCs immediately caused some concern among faculty, as it was not clear what the cost-benefit ratio might be from such offerings, or what the impact would be on the future of the university.

On May 30, 2013 it was announced that Coursera would aid in the im-

(Continued on page next page)

Open SUNY (continued from page 3)

plementation of Open SUNY. Chancellor Zimpher said that working with Coursera would increase educational access and instructional quality, and that both students and faculty would benefit from the partnership. Although the Chancellor did not say so, it is evident that Coursera, a private company raising venture capital from investors in education, would also benefit from the arrangement. Part of this benefit can be found in the contract that Coursera signs with colleges and universities, in which it is granted a license to “reproduce, reproduce, distribute, publicly display, publicly perform, enhance, modify, adapt and translate Content provided by University or any of its instructors.”

In SUNY, course content is owned by faculty, unless prior agreement is made to cede ownership (see sidebar to this article on copyright).

The concession by faculty of course content is only one of the potential difficulties with MOOC arrangements. Other problems include:

- ◆ There was no real consultation with faculty concerning the Coursera agreement. Neither UUP nor University Senate was consulted about whether MOOCs should be offered, whether there should be an arrangement with Coursera, or how the courses should be implemented. Both Eileen Landy, the elected Secretary of UUP, and Ken O'Brien, the then-President of SUNY University Faculty Senate, noted the lack of consultation in an article that appeared in *Inside Higher Ed*. There also was no consultation with the Faculty Council of Community Colleges.
- ◆ MOOC agreements with public institutions of higher learning are

problematic in that requests for proposals have not put out to bid. This has been the case with a number of MOOC courseware providers such as Coursera, Udacity and edX, who have signed no-bid contracts in a number of states. SUNY only sought approval to enter into a no-bid deal from the state comptroller and the attorney general a few weeks after it had announced that it was partnering with Coursera.

- ◆ Although MOOCs most often do not count toward a degree, they can and have been offered for credit. Some colleges such as Georgia State University, University of Maryland University College, and Empire State College have said that they will grant transfer credit for MOOCs. There is a concern that colleges at which students are matriculating may lose tuition revenue that would instead go to the institutions offering online courses for credit.
 - ◆ Accrediting agencies may have reservations about credit being offered for completion of MOOCs. For example, Ivy Bridge College was closed because it fell outside standards set by its accrediting agency with its online offerings. Although it is not clear at this point how regional accrediting agencies will react to offering MOOCs for credit, there is no guarantee that they will welcome a diminution of educational quality, if it is determined that online courses do not meet standards.
- System-wide consortial structure may have implications not only for the quality of education, but also for workload of faculty. For example, faculty at Amherst College voted against a partnership with edX because they felt that the offering of MOOCs did not fit with the college's goals and values.

Duke University faculty voted against the University's participation in a deal with 2U to create for-credit online courses. Meanwhile, the faculty union at the University of California at Santa Cruz announced that it might seek a new round of collective bargaining after several faculty members there agreed to teach classes on the Coursera platform.

Decisions to enter into agreements with private companies for the delivery of course content via MOOCs have often been made by administrations, without prior faculty consultation. In response to the Chancellor's announcement of Open SUNY, the SUNY Faculty Council of Community Colleges, the governance body of the two-year colleges in the SUNY System, passed a resolution on March 23, 2013 endorsing faculty control of the curriculum. The resolution can be found at the Faculty Council of Community Colleges website <http://www.fccc.suny.edu/>, under “Resolutions.”

Thus, the idea of education by MOOC has caused concern among some faculty about university goals and values, the intent of university administrations, collective bargaining agreements, and academic freedom.

It is clear that a number of the goals of Open SUNY are worth investigating, such as the move towards open educational resources. There are also a number of practices that have evolved from their use at Empire State College, such as the prior learning assessment program.

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Statement to Alfred State Management on Adjunct Pay Labor-Management Meeting, May 20, 2013

The following was submitted to Alfred State College Administration at the Labor-Management Meeting of May 20, 2013:

On May 1, 2013, *Inside Higher Education* reported the following:

Adjunct Supporters Call for \$5,000 Minimum Per Course

"Adjuncts and their supporters are rallying today around a Mayday Manifesto that calls for a minimum payment of \$5,000 per course. "The majority of college teachers in the United States today — over a million individuals — are contingent. Most of them are so-called 'adjuncts.' They are paid poverty wages, earning an average of \$2,700 per three-credit semester course. Most adjuncts make \$10,000 to \$20,000 a year, often working more than 40 hours per week. An estimated 80 percent lack any health or retirement benefits, and academic freedom is meaningless in the absence of any job security," says the manifesto, which was organized by Peter D.G. Brown, president of the faculty union at the State University of New York at New Paltz. The manifesto also calls for longer contracts, health insurance and other benefits for non-tenure-track faculty members."

As supporters pursue these goals, the Executive Committee of the United University Professions Local Chapter at Alfred State College requests that the base rate for adjunct pay be increased to reflect inflationary increases. Although the cost of

living is roughly comparable in the areas served by the upstate State University of New York College of Technology campuses, the current base rate of \$700 per credit hour, which has not been raised in a number of years, is currently the lowest in the sector,. As an example of adjunct remuneration in the sector, in 2012 SUNY Canton paid its adjuncts at a base rate of \$800 per credit hour for the Fall and Spring semesters, and \$900 per credit hour for Winter and Summer semesters.

Not only is the ASC base rate for adjuncts the lowest in the Tech Sector (and possibly the lowest among the state-operated campuses), it has not followed the increase in the cost of living, nor has it also followed pay increases obtained by other academic staff. For example, over the period of the most recent UUP contract (2007-2011) the minimum salary for the position of Instructor over the course of an academic year was incrementally raised from \$29,859 to \$32,945, a ten percent increase over the length of the contract. Other ranks saw similar proportional increases. Adjuncts however have not seen any increases to the per credit hour rate over the duration of the contract. Further, there are no mandatory increases to base for adjuncts in the tentative UUP/State of New York contract.

Although it is understood that economic realities provide an impetus for colleges and universities to use adjuncts, the UUP Executive Committee requests that Alfred State College Administration raise the base rate for adjuncts to ensure the continued quality of personnel teaching in adjunct and part-time

support positions, as they pursue the educational objectives of the College.

UP8s

A UP8 is a signed extra service agreement between Alfred College and a UUP professional or academic. UP8s are offered/requested for extra temporary duties that are considered to be above and beyond normal workload responsibilities. It is assumed that anyone in a full time position already is working a full load. Any extra duties requested of the employee should be subject for a UP8.

UP8s are important because they help confirm the workload that is expected from each employee and/or department. It is important to use a UP8 to help prevent workload creep. UP8s are also voluntary, the employee choosing to accept the extra work.

The amount of pay given for a UP8 is flexible, the college deciding the amount to offer for the work done. That is why it is so important to have your signed UP8 agreement in your hands before starting your extra work assignment. If you have heard nothing regarding your UP8, and the time is coming close for doing the extra duties, check on its status. This may save future disappointment if monetary expectations are not realized.

If you have any questions concerning UP8s, please contact the UUP office. We will be happy to provide any assistance you may need.

Contract Workshop (continued from page 2)

a similar provision in previous contracts, all employees in them who have already reached completion of seven years of service prior to January 1, 2013 will receive the \$500 on-base payment, retroactive to January 1, 2013.

A \$500 lump-sum bonus payment (not added to basic annual salary) will be awarded to part-time employees after eight years of consecutive service at the campus at which they are currently employed and every eight years thereafter. Such employees are eligible for only one service award every eight years.

Will there be discretionary awards (DSA), and how will they be made?

Discretionary awards will once again be made by the campus president, but not added to basic annual salary.

- ◆ 2013 0.5% of total salary pool distributed no later than December 31, 2013
- ◆ 2014 0.5% of total salary pool distributed no later than December 31, 2014
- ◆ 2015 0.5% of total salary pool distributed no later than December 31, 2015
- ◆ 2016 1.0% of total salary pool distributed no later than December 31, 2016

In all years above, for each campus a percentage of the discretionary pool will be earmarked for part-time employees based on the actual percentage of part-time bargaining unit members on that campus.

Why are discretionary awards not added to base salary, and are there any other ways employees can receive on-base sal-

ary increases?

The only on-base salary increases the governor's negotiators would agree to are the two 2% raises and the three additional on-base increases for all (\$500, \$250, \$500). They refused to negotiate any additional money for on-base salary increases of any kind.

Although DSA is not added to base, salary increases to base can be received because Article 20.11 states that nothing in the UUP contract "shall prevent the University, in its discretion, from granting further upward salary adjustments of individual employees."

What is the Deficit Reduction Program and how will it affect UUP members?

Gov. Cuomo demanded that every NYS employee bargaining unit have nine days of "deficit reduction" that takes pay from employees over a two-year period in order to yield savings for the state agencies employees work for. UUP members will have their salaries reduced by the value of a total of nine days' pay over the course of fiscal years 2013-2014 and 2014-2015.

The cash value of seven days will be repaid to employees at the end of the contract period or at separation from service from the University, if that occurs before the end of the contract period. For the two other days, two Deficit Reduction Leave days will be given in lieu of pay. Members must be given two days off.

In fiscal year 2013-2014, there will be deductions from pay to cover

five days of Deficit Reduction. A total of 2.5% of the salary earned over 20 pay periods will be deducted over those 20 pay periods, beginning in September 2013 and ending in June 2014. There will be no deductions from pay periods in July and August.

In fiscal year 2014-2015, there will be deductions from pay to cover four days of Deficit Reduction. A

total of 2% of salary will be deducted over 20 pay periods beginning in September 2014 and ending in June 2015. There will be no deductions

from pay periods in July and August.

Pay back of seven Deficit Reduction Days will occur in equal installments over 39 payroll periods beginning with the final payroll period of fiscal year 2015-2016 (June 2016) at the rate at which it was taken. Employees who separate from service prior to full repayment of the Deficit Reduction days will be paid the balance of money owed at the time of their separation, up to seven days.

Who will decide what two days I will get off under the Deficit Reduction Program?

Each campus president will determine how the two days off will be handled. UUP chapter leaders will be asked to request each campus plan at a chapter Labor-Management meeting and to ask that all employees be notified of their campus plan.

Potential problems will be addressed with help from the statewide UUP leadership once we know (continued on next page)

Discretionary awards will once again be made by the campus president, but not added to basic annual salary.

Contract Workshop (continued from previous page)

what each campus plan is.

The DRP extraction will be prorated for part-time employees. Details about how this will be done will be provided by each campus.

What is On-Call/Recall, and does it affect me?

Eligibility for On-Call/Recall will be expanded beyond the hospital titles listed in Appendix A-16. The A-16 titles will remain eligible and, in addition, local administrations will be able to make new positions eligible at all campuses based on departmental/program

needs and market conditions. On-call positions may be adjusted annually and 30 days advance notice must be given to affected employees when positions are added to or deleted from on-call lists. UUP will be notified of changes.

If you believe your title is eligible for On-Call/Recall, please contact the Alfred UUP Chapter leadership.

Other contract provisions, including those on evaluation and promotion of professionals, health insurance, the Productivity Enhancement Program credit toward

NYSHIP premiums, and the class-action grievance procedure can be found at the "2011-2016 Contract Q & A" at <http://uupinfo.org> site under "Negotiations."

If you have questions about the contract provisions that are not answered by the "2011-2016 Contract Q & A," please contact Chapter President Earl Packard, Vice-President for Academics Joe Petrick, or Vice-President Bill Schultze. Chapter Assistant Elaine Burns can also be emailed at alfreduup@alfredstate.edu.

Open SUNY (continued from page 4)

On July 17, 2013 it was announced that an Open SUNY Advisory Committee was established. Chaired by Ken O'Brien, it includes faculty and administrators from a number of SUNY campuses, as well as liaisons from SUNY System Administration. It is hoped that the Advisory Committee will temper the enthusiasm that SUNY System Administration has shown for rushing into MOOCs, and overreaching into a group of online programs that cannot be supported. It is also hoped that UUP will be able to provide input to System Administration concerning Open SUNY.

Open SUNY is a substantial experiment in education, but the test subjects are not only students, but also faculty and staff, the colleges and university centers that make up the University, the municipalities in which SUNY units are located, as well as the University itself. It will soon be clear if Open SUNY represents the future of education, or will lead to a diminishing of the academy.

Alfred UUP Website Update

The Alfred UUP website (<http://www.uuphost.org/alfred>) has been updated, and includes announcements of interest to UUP members, including the following:

- ◆ Contract implementation
- ◆ UUP health benefits provisions and the NYSHIP Special Option Transfer
- ◆ Health insurance premiums for part-time employees

The Announcements page will be updated as information becomes available.

Annual UUP Picnic

September 5, 2013 4 to 7 PM at Lake Lodge

Guest Speaker: UUP President Fred Kowal

Please RSVP to Elaine Burns at: alfreduup@alfredstate.edu, or call 587-4186

Alfred UUP Chapter Officers

Earl Packard	Chapter President	607-587-4271
Joseph Petrick	VP for Academics	607-587-4313
William Schultze	VP for Professionals and Grievance Chair	607-587-4033
Karen Young	Wellsville Campus VP	607-587-3182
Dave Holmes	Secretary	607-587-3545
James Buell	Treasurer	607-587-3649
Joseph Ogradowski	Officer For Contingents	
Thomas Jamison	Vote-Cope Coordinator	607-698-2806
Elaine Burns	Chapter Assistant	607-587-4186
Patrick Domaratz	Labor Relations Specialist	

ARE YOU A UUP MEMBER OR AN AGENCY-FEE PAYER?

Check your most recent Paystub to find out. If it says "UUP Agency Fee" you are not yet a UUP member.

JOIN UUP TODAY!

1. Go to www.uupinfo.org
2. Click "About UUP" "Join UUP" on left side of page, then click "Welcome/Join" in the pull-down menu
3. Click "Active Membership Application" at bottom of page
4. Send your form to: UUP, P.O. Box 15143, Albany, NY 12212-5143.

If you are an "Agency Fee Payer" and not a UUP member:

- You cannot participate in UUP's Negotiations Survey
- You cannot vote on the collective bargaining agreement (i.e. UUP contract)
- You cannot vote in UUP elections to choose union leaders on campus, or at the state or national levels
- You cannot hold union office

Contact your local UUP Chapter Office if you have any questions!

Alfred UUP Chapter Bylaws Revision

The Alfred UUP Chapter will be conducting a vote on a revision to its Bylaws during the annual picnic on September 5, 2013. The first revision will be the change of name from Part-time Concerns Officer to Officer for Contingents, which reflects a change in the statewide UUP Constitution.

The Alfred UUP Chapter Bylaws can be found at <http://uuphost.org/alfred/> under the "Bylaws" link.

Please attend the annual picnic to vote on these changes.