

Gregory Cole Officer for Contingents



As your UUP Officer for Contingents I am asking for your continued support in the upcoming UUP Chapter Elections. I am a veteran of the United States Army Security Agency and a professional educator. I have been serving as a part time adjunct lecturer in the Department of Computer and Information Sciences for 14 years.

Prior to my retirement in 2015 I enjoyed a 32 year career at E2CC BOCES where I taught Computer Technology courses to high school students from 28 component districts in our region.

I am the past-president of the Silver Creek Board of Education and currently serve on the Silver Creek Board of Education and the E2CC BOCES Board of Education. My involvement in all levels and phases of education has allowed me to see education and contract negotiations from many different perspectives.

In my role as the Officer for Contingents I have been working hard on your behalf. Many of the issues that we face are based upon contractual language, therefore, we have limited recourse.

The language in the Handbook on Appointment, Reappointment, and Promotion (HARP) dictates how retrenchment decisions are made. [HARP pages 40 – 50](#) detail the terms of Appointment, Reappointment and Promotion of Contingent Faculty. The current HARP document was negotiated in 2017. I was not a member of that HARP negotiation team.

One of the major concerns for contingent faculty is the practice of our administration sending out blanket notices of non-renewal. As contingent faculty we find that these blanket non-renewals are demoralizing and destructive to retention. As your Officer for Contingents I have voiced our concerns directly to NYS UUP President Fred Kowal. I have asked Dr. Kowal to bring the issue of blanket non-renewals to the attention of Chancellor Malatras.

Job retention, seniority and contract duration are major concerns for contingent faculty. The current HARP document will be renegotiated in the near future. I encourage all contingent faculty members to attend the [HARP Open Forum](#) on March 19.

As your Officer for Contingents I will continue to stand up for our members by opposing blanket non-renewal notices. I look forward to hearing your HARP suggestions and hope to include those ideas when we renegotiate the language in our existing HARP document.

I am asking for your vote in the upcoming UUP elections.