



**October 15, 2025**

**Solidarity on the River: UUP Paddles the Susquehanna**

*by Bill Simons, Secretary, UUP Oneonta,  
with photographs contributed by Nancy Simons, Shirley Clark, and Achim  
Koeddermann*



In the right circumstances, paddling the river while engaging nature is a great stress buster and sheer fun. As part of a UUP contingent, it is also a bonding experience, creating shared experiences that foster loyalties, common purpose, and resolve. Moreover, the trip brings ecological focus to our water resources.

On Saturday, October 4, 2025, UUP Oneonta took to the Susquehanna River. Launching around 1 PM from Portlandville, the UUP team paddled upriver, passing under an old and hulking railroad bridge, where remnants of large, abandoned raven nests clung to trestle frames. On this stretch of the Susquehanna, there is still water, with very little current, allowing easy

paddle both up and down river. Periodic stops, mentoring by the more experienced, monitoring the weather, and mandatory life jackets kept the group safe and together. Around 3 PM, we returned to port.

Our group, made up of UUP stalwarts, supplemented by friends of the union, included Shirley and Robert Clark, Gary Wickham, Pam Tausta, Tiffini Brenener, Zdenek Tronicek, Vick Dalegan, Cindy McKown, Nancy and Bill Simons, and Achim and Alena Koeddermann. Achim and Alena were a bit late, 24 hours late to be exact!! Nancy resumed her former role as Chapter photographer, assisted by the Koeddermanns.



Those without canoe/kayak, life jacket, and paddle rented at the Canoe and Kayak shop <https://canoeandkayakrentals.com/> in Portlandville, NY on NYS Highway 28 on the Susquehanna River where Brent and Gerrith, the best coaches along the water, made sure enthusiasts were ready for a memorable time. Those owning gear convened at the NYS Highway

28 DEC canoe and fishing access point pull-off just a few hundred yards south of the Canoe and Kayak rental business. Parking was free and plentiful at both locations.



Several paddlers donned bright red UUP shirts to increase union visibility.

After the paddle, we celebrated at a nearby eatery for good cheer, embellishment of our river adventure, and pizza.

UUP Oneonta looks forward to ratcheting up our varied volunteer activities — the community kitchen, disaster relief, SUNY advocacy, disability programs — that are part of our union mission and legacy. UUP Oneonta embraces service and community engagement as a major components of its mission. Moreover, such activities are the seedbed for union growth and activism.

As Teresa DeSantis, our remarkable CWA assistant, currently bringing order to our UUP files and website, remarked of an earlier paddle: “A float trip is usually an excellent opportunity for birding, as well as for watching beavers and other riparian wildlife... There was no noise at all except for the nearly silent dip of our canoe paddles in the water... Canoeing and kayaking are excellent alternative activities for professors and... (professionals) as the cares and pressures of academia quickly melt away the moment one pushes off from shore and into the flowing waters of our liquid natural heritage.”



With an ever-growing fleet, UUP plans future paddles.





**NOV/DEC EDITION**

# UPCOMING EVENTS

Join your UUP Oneonta colleagues for a season of solidarity!

**NOV 19** Wednesday | 12:00 PM  
**PROFESSIONALS' LUNCHEON**  
A workshop featuring UUP Statewide VP for Professionals **Carolyn Kube**  
**WHERE:** Le Cafe, Morris Conference Center  
**LUNCH:** Greek Salad Buffet

Wednesday | 3:00 PM  
**UUP UNPLUGGED: TOPICS & CONVERSATION**  
Put your phones, laptops, and computers on pause, and join our union members to talk about current events and connect with your colleagues. Refreshments served!  
**WHERE:** Morris Conference Center, Room 104

**DEC 5** Friday | 6:00 PM  
**UUP HOLIDAY DINNER CELEBRATION**  
—SAVE THE DATE!—  
**WHERE:** The Elks Lodge, 84 Chestnut Street, Oneonta, NY 13820

Wednesday | 3:00 PM  
**UUP UNPLUGGED: TOPICS & CONVERSATION**  
Put your phones, laptops, and computers on pause, and join fellow Umembers to chat about current events and connect with your colleagues. Refreshments served!  
**WHERE:** Human Ecology, Martha Pratt Suite (Room 144)

**The next chapter meetings will be held at Le Cafe in Morris Conference Center on Nov. 12 & Dec. 10 at 12pm.**

**Chapter meetings are held the 2nd Wednesday of every month. Lunch provided!**

**For More Information: [uuphost.org/oneonta](http://uuphost.org/oneonta)**

## **Table of Contents: In This Issue:**

### **Solidarity on the River: UUP Paddles the Susquehanna**

by Bill Simons, Secretary, UUP Oneonta,  
with photographs contributed by Nancy Simons, Shirley Clark, and Achim Koeddermann Pages  
1-4 [Link](#)

### **Events Flyer- Upcoming Events- November and December**

by Ethan Fox, ITServices Service Desk Associate and UUP Professional Delegate Page 5 [Link](#)

### **UUP Oneonta- President's Report for October, 2025**

by Shirley Clark, UUP Oneonta Chapter President Pages 7-9 [Link](#)

### **A Persistent Gap: Advocating for Competitive Compensation at SUNY Oneonta**

by Shirley Clark, UUP Oneonta Chapter President Pages 10-12 [Link](#)

### **Introduction to Slack- Discussion Channel for UUP Oneonta Members**

by Ethan Fox, ITServices Service Desk Associate and Professional Delegate Pages 13 [Link](#)

### **Update on UUP Efforts to Address Faculty Compensation and Workload**

by Melissa Lavin, Officer for Contingents, and Mark Ferrara, Lead Negotiator Pages 14-21 [Link](#)

### **UUP Oneonta- Executive Board Minutes for September 3, 2025**

by Bill Simons, Secretary, UUP Oneonta Pages 21-23 [Link](#)

### **UUP Oneonta- Labor Management Notes- September 3, 2025**

by Shirley Clark, Chapter President Pages 24-26 [Link](#)

### **UUP Oneonta- Labor Management Notes- October 6, 2025**

by Bill Simons, Secretary, UUP Oneonta Pages 26-29 [Link](#)

### **UUP Oneonta- Chapter Minutes for September 10, 2025**

by Bill Simons, Secretary, UUP Oneonta Pages 29-31 [Link](#)

**Chapter Calendar of Events:** <https://uuphost.org/oneonta/events/calendar/> Page 31-33  
[Link](#)

**Announcements:** Page 33 [Link](#)

**Disclaimer:** Page 33 [Link](#)

**Website:** Page 33 [Link](#)

**Executive Board Contact List:** Pages 33-35 [Link](#)

**Chapter Hours and Information:** Page 35 [Link](#)



**UUP Oneonta- President's Report for October, 2025**  
***by Shirley Clark, Chapter President***



**UUP Oneonta President Shirley Clark**

**Fall in Upstate New York: A Season of Reflection and Action for Workers**

As we settle into the crisp fall weather in Upstate New York, there's much to appreciate in our region, from vibrant foliage to activities that bring the community together. One such experience is the historic Cooperstown train ride, where you can journey through scenic landscapes aboard vintage rail cars. The Cooperstown & Charlotte Valley Railroad, established in 1869, offers a rare chance to connect with the past and witness firsthand the role that railroads once played in shaping this country's development while enjoying the beautiful fall scenery. As you cross the river on two steel-truss bridges and meander through forests, wetlands, and rolling farmland, it's a reminder of how essential workers in transportation—past and present—are keeping our world moving.

**Our Colleagues at SUNY ESF Need Our Support**

However, as we reflect on our region's history and the workers who built it, we must also take a stand for our colleagues who are fighting for the future of public education in New York State. The recent threats to the SUNY College of Environmental Science and Forestry (ESF) are

a stark reminder that workers, students, and communities will bear the brunt of austerity measures.

These cuts are not just about “belt-tightening” as some would have us believe. What’s at stake is the very mission of an institution that has prepared generations of environmental leaders. SUNY's proposed cuts will drastically reduce state funding for ESF, leading to a 20% reduction in staff, cuts to courses and educational programs, and additional austerity measures over the next four years. This is a direct attack on public education amid a climate crisis, where environmental knowledge and leadership have never been more essential.

It’s up to us to stand with our colleagues at SUNY ESF and demand that the voices of educators and students are heard. Please take a moment to sign the [ESF Letter of Support](#) to Governor Hochul. Every signature represents our collective resistance against the privatization of public institutions and the erosion of educational opportunities for future generations.

### **Oneonta UUP: Advocating for Workers’ Rights and Fair Contracts**

In addition to standing in solidarity with our colleagues at ESF, we are also deep into our next round of UUP Contract Negotiations. As we approach another round of contract talks, we know that our fight is not just about better pay, but about protecting the integrity of our work and ensuring that our labor is valued and respected.

As Chapter President, I will be attending the Statewide Negotiation Committee Meeting in Albany on October 9-10, 2025, alongside **Vice President of Professionals, Jessie Simpauco**, and **Officer for Contingents, Melissa Lavin**. These meetings are crucial as we fight for the fair contracts and worker protections that every member deserves. We’ve already begun hearing from our colleagues here at Oneonta during the Chapter Meeting on September 10, 2025—and we’re listening. The issues raised by faculty and professionals—such as job security, salary disparities, healthcare options (especially for individuals plus one versus families), mental health care access, elder care, and the ability to donate sick leave—are real concerns that we are bringing to the table. This fight isn’t just for better benefits; it’s for a more equitable workplace and for a community that values the contributions of every worker.



**October Events: Building Solidarity and Knowledge**

As we continue our work, we're also hosting events in October that center on important conversations and initiatives that align with our mission to build a stronger, more united campus community.

- On October 29th at 9:00 AM in Le Café, don't miss our workshop on ***Getting to Tenure***, presented by **Labor Relations Specialist, Chris Sielaff**. This session will be invaluable for both new and seasoned faculty who are navigating the tenure process and want to understand their rights and responsibilities under our union contract.

**Leadership Opportunities: Get Involved!**

Finally, I want to highlight an important opportunity for those who are interested in leadership within our campus union. The Oneonta UUP Chapter currently has an opening for the position of Vice President for Academics. If you are a faculty member who is passionate about the issues we face and are committed to advocating for our rights, I encourage you to reach out. Email me at [clarksa12@gmail.com](mailto:clarksa12@gmail.com) for more details about this leadership position.

**Our Collective Strength**

As we move forward through another busy semester, I encourage all of you to stay engaged, stay informed, and stay united. The work we do as a union—whether through contract negotiations, advocacy for public education, or creating space for vital discussions—requires the power of collective action. Every step we take together makes a difference.

Thank you all for your continued support and commitment to fighting for the rights and well-being of all workers.

---

**A Persistent Gap:**  
**Advocating for Competitive Compensation at SUNY Oneonta**

*by Shirley A. Clark, UUP Oneonta Chapter President*

SUNY Oneonta's mission has always centered on academic excellence, student success, and community engagement. Our faculty and professional staff uphold this mission daily through their commitment to teaching, scholarship, and service. However, to maintain that excellence and to remain competitive within the SUNY system it is essential that compensation keeps pace with peer institutions. A recent internal analysis reveals that SUNY Oneonta continues to lag behind its SUNY comprehensive college peers in both faculty and professional staff salaries. This disparity is particularly significant in early- and mid-career ranks, where Oneonta's salaries remain well below the average of comparable institutions. These gaps undermine our ability to recruit and retain top-tier talent and, if unaddressed, pose long-term risks to institutional stability.

Figures show that Oneonta faculty remain behind their peers across nearly all ranks, even when accounting for recent improvements. For instance, the average salary for lecturers at SUNY Oneonta is now **\$58,372**, compared to a peer average of **\$61,015**, leaving a gap of **4.5%**. Assistant professors now earn an average of **\$71,149**, while the peer average remains **\$74,473**, reflecting a **4.7% difference**. Associate professors have a slightly smaller gap, with an average salary of **\$85,925** at Oneonta versus **\$85,467** at other campuses an exception that points to progress, though it's not uniform. Full professors at Oneonta earn about **\$99,189**, compared to a peer average of **\$102,689**, resulting in a **3.5% gap**. These differences may seem modest on paper, but when multiplied across departments and years of service, they represent thousands of dollars annually and a major competitive disadvantage in hiring.

The professional staff salary comparison shows even more dramatic disparities. For example, staff in the SL1 grade at Oneonta earn a mean salary of **\$53,411**, while the average across peer SUNY campuses is **\$57,130**, a **6.9% difference**. SL2 positions show a similar gap: Oneonta professionals average **\$53,411**, compared to **\$57,535** elsewhere a shortfall of **7.2%**. At the SL3 level, Oneonta professionals now earn an average of **\$64,677** yet still trail the peer average of **\$67,603** by **4.3%**. Even in higher-level roles like SL5, Oneonta's mean salary of **\$107,952** remains **1.5%** below the peer benchmark of **\$109,643**. These gaps are consistent and

clear across multiple job grades, indicating a structural issue that cannot be resolved through modest, incremental changes alone.

The consequences of these salary gaps are tangible. Our campus continues to face challenges in attracting top talent especially in high-demand areas such as STEM, Business, and the Arts where market salaries are higher and competition is fierce. Faculty and professionals with in-demand skills often leave for more competitive offers at peer campuses or outside the SUNY system altogether. Beyond recruitment, these disparities affect retention and morale. When long-serving faculty and staff see colleagues at similar institutions earning significantly more for comparable work, it fosters frustration and disengagement. This not only threatens institutional cohesion but also affects the student experience, as faculty and staff turnover disrupts continuity in programs and support services.

Investing in compensation is not a luxury- it is a strategic necessity. If SUNY Oneonta is to fulfill its academic mission and remain competitive, it must prioritize bringing salaries in line with peer institutions. Doing so will enable us to retain experienced professionals, reduce costly turnover, and ensure that new hires reflect the caliber of excellence our students deserve. Moreover, fair compensation supports a culture of respect and professionalism, reinforcing the value of the work performed by every member of our campus community.

In closing, this salary analysis confirms what our members have long experienced: SUNY Oneonta's compensation structure is misaligned with that of its peers, particularly for early- and mid-career faculty and professional staff. The gaps are closing in some areas, but significant disparities remain. We urge campus leadership and SUNY system officials to view these findings as a foundation for continued, substantive action. Aligning salaries with peer benchmarks will not only strengthen SUNY Oneonta's competitive position but also demonstrate a meaningful commitment to the faculty and professionals who are central to its success.

### **Salary Comparison Table**

<b>Position</b>	<b>Oneonta (Adj.)</b>	<b>Peer Avg</b>	<b>Gap (%)</b>
Lecturer (10-month)	\$58,372	\$61,015	4.5%



<b>Position</b>	<b>Oneonta (Adj.)</b>	<b>Peer Avg</b>	<b>Gap (%)</b>
Assistant Professor	\$71,149	\$74,473	4.7%
Associate Professor	\$85,925	\$85,467	<b>+0.5%</b>
Professor	\$99,189	\$102,689	3.5%
SL1 (12-month)	\$53,411	\$57,130	6.9%
SL2	\$53,411	\$57,535	7.2%
SL3	\$64,677	\$67,603	4.3%
SL5	\$107,952	\$109,643	1.5%

As we move forward, the Oneonta UUP Chapter remains committed to working constructively and transparently with campus leadership to address these longstanding salary disparities. Our shared goal is clear: to bring SUNY Oneonta faculty and professional staff compensation in line with peer SUNY comprehensive institutions. This is not simply a matter of budget, it is a matter of institutional integrity, fairness, and future-readiness.

We recognize and appreciate that management has engaged meaningfully in discussions with us, and we are encouraged by a growing mutual understanding of the challenges and opportunities ahead. Together, we are developing data-informed strategies that prioritize equity, retention, and excellence, while balancing the fiscal realities facing our campus and the broader SUNY system.

Salary alignment is not a one-time adjustment- it is an ongoing commitment to valuing the people who are the foundation of SUNY Oneonta's mission. By closing these gaps, we strengthen our institution's ability to recruit, retain, and support the high-quality professionals who make a direct and lasting impact on students, academic programs, and campus life.

UUP Oneonta is proud to stand in partnership with our administration as we continue this important work. We look forward to continued collaboration that results in tangible progress and in a campus culture where fair compensation reflects the dedication, expertise, and excellence of every faculty and professional staff member.

---

## **Introduction to Slack- Discussion Channel for UUP Oneonta Members**

***by Ethan Fox, ITServices Service Desk Associate and Professional Delegate***

In the wake of the relentless attacks on higher education and core tenets of American democracy writ large, it behooves unionists of all stripes to get engaged and get organized like never before. To meet this need, and to provide a persistent digital space for UUP Oneonta members to collaborate outside of regularly scheduled meetings and events, the Communications Committee has been piloting a Slack workspace for members, and would like to open it up to those interested in using and developing it further!

Slack is a workplace management software similar to Microsoft Teams, which enables organizations and individuals to collaborate digitally in real-time through online bulletin board-like channels and chats. While [the free version has limitations](#), it still affords our members an asynchronously accessible place to continue workplace discussions and organizing.

**Participation is completely optional!** No union business will occur within Slack, and official votes on important matters will still be done at meetings where minutes are taken and disseminated.

Before joining the space, we kindly request that you [review our Community Guidelines briefly](#). They are available at the following link: [CLICK HERE](#)

To learn more about the Slack platform, visit: <https://slack.com/what-is-slack>

To download the Slack program, visit: <https://slack.com/downloads/>

Slack can also be used within your standard internet browser (e.g., Microsoft Edge, Google Chrome, etc.) by logging in at the following site once you have received an invitation to join: <https://uuponeonta.slack.com/>

Those members interested in joining the space can fill out the following form with a non-.edu email address that can receive union communications and an invitation: <https://forms.gle/APC85wiS6ygSKh5U8>

## **Update on UUP Efforts to Address Faculty Compensation and Workload**

*by Melissa Lavin, Officer for Contingents, and Mark Ferrara, Lead Negotiator*

In 2023, UUP Oneonta chapter leadership initiated side-bar discussions with Management aimed at addressing chronically low salaries for fulltime faculty. We were responding to the widespread understanding among the professoriate that this campus has fallen behind its peer institutions in terms of salary and workload—and that the rising cost of living in our area continues to worsen this situation.

Two years later, and we can point to little in terms of a meaningful remedy for this compensation inequity beyond the 0.5 percent across the board salary increase last year. Recruitment and retention of faculty members has become increasingly difficult, faculty morale remains low and burnout high, and by every measure that we have seen (IPEDS data, UUP salary data, and Management’s own comparative data), faculty at Oneonta make considerably less than those employed at our peer SUNY institutions (including Courtland, Brockport, Oswego)—*and we teach more.*

UUP Oneonta’s efforts to address faculty compensation have included long-term participation in those side-bar compensation discussions with Management, an open letter to the President and Provost in May 2024 (reprinted below), a [Special Issue of \*The Sentinel\*](#) in which SUNY Oneonta faculty members made a powerful case for a return to a standard 3/3 (18-credit) load, and [a Change.org petition](#) signed by more than 250 faculty members.

Despite these and other sustained efforts, we regret to report that Management recently notified UUP Oneonta, during our first Labor-Management meeting of this semester, that a planned trial program to assess the feasibility of implementing a “cost neutral” 3/3 teaching load for tenure-track and tenured faculty was being postponed for an entire year. This announcement took UUP by surprise, as our Provost indicated last May that he would select three departments to run a 3/3 trial during the fall 2025 semester.

Readers will have to assess whether Management has been negotiating with UUP in good faith, but at the first Labor-Management meeting this semester the President and Provost also requested a halt to the side-bar compensation discussions with UUP that have been ongoing for more than two years. Rather than continuing separate, dedicated meetings on compensation and workload, Management has asked UUP to simply add “compensation” to the Labor-Management agenda. Realistically, such a move means that compensation will be one of many agenda items—and will get only a few minutes of consideration each month during the academic year.

Of course, this disengagement with faculty compensation and workload by Management comes on the heels of the recent hiring of new Associate Deans who help to reduce the workload of highly paid Management/Confidential Deans. And, of course, Management/Confidential salaries have continued to rise at a pace that outstrips faculty remuneration ([SeeThroughNY](#)) may



offer one measure of that incommensurate wage growth). In our long experience working with Management at this institution, as well as at others, we have learned that one can always tell what priorities Management holds dear by following the money. It appears that the unfortunate truth is Management does not seem serious about addressing lagging faculty salaries and heavy workloads at SUNY Oneonta.

So, what can be done about such an unacceptable situation? To start, speak with your colleagues about what a standard 18-credit course load per-year and just increases in salary would mean in every aspect of your work and home life. When you have an opportunity, let your Chair and Dean, the Provost and President, know what raising salaries and equitably standardizing the teaching load would mean to you. Join UUP chapter meetings, consider writing an article for *UUP-Date!* or *The Sentinel*, attend our chapter meetings.

We can also organize on campus, get in the quad, go to local media outlets with our story, and engage students in our efforts by explaining that dedicated Oneonta faculty want to offer all the advantages of a robust faculty-student relationship (e.g., teaching and research assistantships, independent study opportunities, letters of recommendation, and other high-intensity, but often invisible, labors of teaching and learning)—but they simply cannot do so while SUNY Oneonta continues to offer among the lowest salaries in the entire SUNY system.

We want to keep teaching standards high, expand research output, encourage service participation (especially in faculty leadership positions), and keep morale from collapsing—but we cannot do so when urgent action is required, not mere procrastination and stonewalling.

Let's demand a return for all to the 3/3 (18-credit) teaching load, which was standard before the fiscal emergency of the 1990s—and the fair and just pay increases that put our salaries in line with the mean of those at our peer SUNY institutions.

In solidarity,

Mark S. Ferrara, UUP Oneonta Lead Negotiator

Melissa F. Lavin, UUP Oneonta Contingent Officer

**The Case for a 3/3 Teaching Load**  
**UUP Oneonta Chapter**  
**May 16, 2024**

Dear President Alberto Cardelle and Provost Enrique Morales-Diaz,

Last semester, after department visits by you, several faculty members brought to our attention that Management had expressed interest in a pitch from UUP Oneonta for returning tenured and

tenure-track faculty to a 3/3 (18-credit hour) standard teaching load from the current 4/3 (21-credit hour) model. UUP confirmed in April that Management would review any such submission in good faith.

UUP Oneonta has generated this document with the assistance of tenured and tenure-track Oneonta colleagues across departments and schools. Melissa F. Lavin made the initial case for the 18-hour load in the May 2023 issue of *The Sentinel*. This document develops that initial framework in the form of a direct petition to Management.

There is widespread agreement among tenured and tenure-track faculty at Oneonta that a shift from a 4/3 load to a 3/3 load is merited for many reasons. A 3/3 load will elevate the quality of education and prestige of the institution by creating conditions that support high quality education, improving recruitment and retention of faculty by bringing teaching obligations in-line with those of our peer comprehensives, respecting the occupational identity of research-trained scholars, and honoring our commitments to diversity, equity, and inclusion (DEI) for students and faculty by implementing just policies.

The 18-hour load is also aligned with the goals identified in the “Forward Momentum” institutional strategic plan and the outcomes that concern faculty. Shifting to a 3/3 teaching load would contribute directly to the ten-year outcomes in the “Forward Momentum” agenda. They include being “a center of academic excellence that extends experiential learning opportunities to all students”; fostering “a welcoming campus community where every member experiences a genuine sense of belonging and thrives”; “offering varied educational pathways and opportunities that meet the needs of all students”; and maintaining “flexible formats and degree delivery models that respond to the needs of all students.”

### **Equity and Justice in Policies and Practice**

The shift from a 4/3 load to a 3/3 load is a matter of equity. Full-time faculty in the departments of Business and Economics (for accreditation) and English already have a 3/3 teaching load, as do faculty members who teach graduate students exclusively. These differential teaching loads contribute to low morale among faculty who perceive that their work is not valued equitably.

Historically, Oneonta had a standard 3/3 (18 credit-hour) load—and the entire faculty should return to it in the name of workload equity. In fact, faculty hired before 1992-93 (when Oneonta went to a 4/4 load) are “grandfathered in” to a 3/3 load. The current 4/3 load was instituted under President Donovan in 2008.

A return to a standard configuration of six courses per-year would also put us in accord with many of our peer institutions with whom we compete for faculty, resources, and student enrollments. Consider, for example, these regional SUNY comprehensives with 3/3 (or better) teaching loads:

SUNY Brockport: 3-3

Total Average 9-Month-Equivalent Salary: \$71,422<sup>1</sup>

---

<sup>1</sup> Salary data come from the U.S. Department of Education’s Integrated Postsecondary Education Data System (IPEDS), which comprises degree-granting U.S. colleges that participate in Title IV funding, as cited in:

SUNY Buffalo State: 3-3

Total Average 9-Month-Equivalent Salary: \$75,078

SUNY Cortland: 3-3

Total Average 9-Month-Equivalent Salary: \$63,642

SUNY Geneseo: 3-3

Total Average 9-Month-Equivalent Salary: \$73,319

SUNY New Paltz: 3-3

Total Average 9-Month-Equivalent Salary: \$69,828

SUNY Oneonta: 4-3

Total Average 9-Month-Equivalent Salary: \$65,591

SUNY Oswego: 3-3

Total Average 9-Month-Equivalent Salary: \$67,863

SUNY Purchase: 2-3 + Senior Project (15 credit hours + senior project)

Total Average 9-Month-Equivalent Salary: \$69,132

Our current 4/3 load not only disadvantages Oneonta faculty and students compared with our peer SUNY institutions, it also brings to light outstanding compensation inequities between campuses.

### **Quality of Undergraduate Education and Student Success**

The move to a 3/3 teaching load would demonstrate that we are serious about the quality of teaching at SUNY Oneonta and are invested in the success of our students. Faculty want to offer all the advantages of a robust faculty/student relationship, e.g., offering teaching and research assistantships, independent study opportunities, letters of recommendation, and other high-intensity (but invisible) labors of teaching and learning. A 3/3 load would foster this heightened level of student engagement by faculty.

The current mandate to teach four classes every other semester does not support individualized attention to first-generation students. Rather, such students are at risk of being lost in the priorities of an overwhelmed faculty. Teaching four classes may mean that faculty offer fewer “high impact” practices, assign less work, and grade it more superficially.

### **Promoting Teaching and Research at SUNY Oneonta**

---

Brian O’Leary, “How Much Has Faculty Pay Changed Over Time?” *Chronicle of Higher Education*, April 5, 2024.



Moving to a 3/3 teaching load will allow us to grow into our new designation as a university. The 4/3 teaching load is uneven, destabilizes workflow, and postpones faculty attention to research and service every other semester. Moving to a 3/3 load will demonstrate that our commitment to research and creative activity is steadfast, not episodic. Scholarship is a crucial piece of our tripartite role of professor, researcher, and community servant. We have recently invigorated our standards for promotion and tenure through a new RTP Agreement that “raises the bar” in every aspect of faculty performance, most notably publication and creative output. Oneonta faculty must have time to keep pace with these elevated standards.

Moreover, as a new university, we have graduate programs being conceived and implemented across campus. Instructing graduate students requires more time and increased mentorship from graduate faculty. A 3/3 teaching load in line with our peer institutions will increase our capacity to deliver one-on-one mentorship in our nascent 4 +1 programs<sup>2</sup> and will help those programs to succeed. How well we launch and administer graduate programs will be an important feature of how our institution is perceived in decades to come.

### **Faculty Recruitment and Retention**

Higher education in the United States is in dire straits in terms of mission, identity, and resources. Since the onset of Covid-19, enrollment has declined at Oneonta by 10%, going from approximately 6,100 students to 4,900. Fortunately, we are rebounding. To continue regaining our momentum, we are generating assorted cutting-edge credentials, such as unique minors and micro credentials, to draw in and retain students. When the faculty are teaching more than 3 classes per semester, it risks losing a focus on quality to quantity and alienating students, particularly first-generation and at-risk students who are more likely to drop out or transfer to universities with better faculty workloads.

Faculty retention is a longstanding problem at SUNY Oneonta. Moving to a 3/3 load will make us more competitive with the SUNY campuses with whom we vie for faculty. The Department of Sociology, for instance, has hired and lost six tenure-track professors and one prestigious visiting faculty member (Ph.D., Cal-Berkeley) since 2014. These departures are directly attributable to our uncompetitive salary and working conditions, most notably our heavy teaching load. Sociology also lost visiting criminology professor, Samantha Applin, to SUNY-Cortland in 2016. Cortland offered her a 3/3 teaching load and a \$59,000 starting salary, while we offered a \$54,000 starting salary with a 4/3 load. She comments:

“It never made sense to me that Cortland’s course load was lower, and the offer was higher (they brought me in at \$59,000). Teaching 4 courses a semester is too much, especially at a place that is more teaching-oriented, or that at least tries to maintain a teaching emphasis.” *Samantha Applin, Associate Professor of Criminology, SUNY-Cortland.*

---

<sup>2</sup> 4+1 programs add one year to bachelor’s degree programs to create a master’s degree for pre-existing students.

Moving to a standard 3/3 load also addresses flagging engagement among the teaching faculty at SUNY Oneonta. Because morale is an *egregore* (a thoughtform that arises from the collective thoughts and emotions of a group), it can be difficult to define and hard to measure. Nonetheless, low morale haunts our academic corridors and takes many forms—including faculty disengagement. According to the UUP Quality of Life Survey Part 1, our low morale stems primarily from dissatisfaction with three interrelated areas: *low salaries*, *DSI (how, when, and to whom these monies are given)*, and *working conditions*. This document focuses on terms and conditions of employment. A 3/3 load will allow teaching faculty to keep our classes current, to revamp our preps and assignments, to create novel and exciting learning modalities for students, and to render all courses DEI supportive.

### **Justice and Diversity, Equity, and Inclusion (DEI)**

SUNY Oneonta is proud to be at the cutting edge of diversity, equity, and inclusion. We are honored to serve increasing numbers of these students along with “first-generation” learners. As a future Hispanic-serving institution, Latinx students are currently at 19% and rising. Many Latinx students are first-generation learners who will benefit from the extra attention that faculty on a 3/3 load can give.

Due to structural and cultural inequality, precarious students are often under-socialized and unprepared for university life. Moreover, Generation Z lacks the vocabulary and reading skills that earlier generations possessed, is addled by cell phone and social media addiction, and suffers from disengagement and chronic absenteeism. Such students require more leeway from professors, more reminders, and more repetition. This remedialization of the university body is time-consuming, stressful, and increases the toll on faculty members’ emotional lives. One professor supplied the following representative example of an email from an Oneonta student *in week 7* of the spring 2024 semester, with no salutation and a disregard for syntax and punctuation:

“what is the name of the book for the class I cant find the book.”

In short, if tenure and tenure track faculty have fewer course obligations, we can focus on at-risk students, thereby more effectively educating and retaining them. These emotionally demanding roles are our reality in new landscapes of higher education. According to Provost Morales-Diaz, “the university students of today are not the ones who we were teaching 15-20 years ago.” We couldn’t agree more. A 3/3 load will allow teaching faculty to better meet the needs of all our students by keeping our classes current, revamping our preps and assignments, creating novel and exciting learning modalities for students, and rendering our courses DEI supportive.

**Yes, We Can! / Si, Se Puede!**

In sum, we *can and should* move to a standard 3/3 load. In 2008, when President Donovan announced that “the time has come for our institution to consider moving to a configuration of seven courses a year,” he cited an ongoing effort to make Oneonta a “college of first choice.” “I am convinced,” wrote Dr. Donovan, “that eventually this change will keep Oneonta both more vibrant and competitive in the years ahead. And I believe the benefits of moving in this direction should be obvious: more time for research, new course preparation, and other duties.” In the Notes from the special Labor-Management meeting on faculty course load reduction on June 25, 2008, UUP concurred with Dr. Donovan—but noted that the union “looks at a 4-3 course workload as an interim step toward a 3-3 course workload, which remains UUP’s ultimate goal.”

Between the Covid-19 pandemic, the enrollment cliff, and New York State’s depopulation trends, the time is now to move to a 3/3 (18 credit-hour) teaching load. It will be an elixir for our flagging morale and burnout. It would demonstrate a modicum of respect for the delicate and sacred enterprise of the teacher/student relationship. It would make visible the diverse forms of labor that comprise our professorial roles. And we would be grateful for it. And our gratitude is like our morale; hard to measure, but impossible to live without.

### **Testimonials from Teacher-Scholars at SUNY at Oneonta and Beyond:**

“Teaching expectations from administration and students have exploded over the past decade. Course design and delivery in analog and digital dimensions requires many more prep and maintenance hours. Most students need continual guidance, explanation of basic college-level work practices, and reinforcement of how and what to do. Teaching 4 courses in a semester with this level of expectations is taxing and crowds out time and intellectual space for scholarship and creative activities, which are required for tenure and promotion. Ever-expanding service initiatives, new campus systems and processes also demand more time and crowd out time for a life of the mind. Our quality of life along with our freedom and status have declined. We need and deserve a lighter load to sustain us.” *Gina Keel, Professor of Political Science, 19 years at SUNY at Oneonta*

“Yes, I agree a 3/3 is a good idea - especially when we already make less and do more than comparable institutions; this is a huge hit for morale for those of us that have been here so long that we can't afford a jump to another institution and are trapped—for lack of a better word. If there are added costs to campus to accommodate this, it would be worth it, as the quality of instruction and productivity would likely increase. With the heavy teaching and service responsibilities (for example, I advise 76 students), we are so busy ‘doing’ that we don’t have time for ‘dreaming.’ And it is in the dreaming that great scholarship, collaboration, and program development emerge.” *Anonymous Professor, Education*

“A shift to a 3/3 course load could become foundational for a serious effort to make SUNY Oneonta into a regional institution. With the potential degrees of freedom that a 3/3 load would offer, faculty would have greater capabilities to conduct research (both as academics and collaborating with students), respond adroitly to the ongoing mental health concerns with our students, and develop partnerships with other regional organizations – activities that have all been identified as part of the regaining momentum initiative.” *Brian Lowe, Professor of Sociology*

“I discouraged my kids from going to R1 institutions because professors prioritize research, and students are often taught by T.A.s. I also discouraged them from choosing schools where professors teach too many classes. The best teaching schools are where students have access to teaching-focused faculty that are on a 3/3 or a 3/2 load.” *Anonymous Professor, Department of Sociology, University of Connecticut*

Signed:

*Shirley Clark*  
UUP Oneonta President

*Mark S. Ferrara*  
UUP Oneonta Vice President for Academics

---

## **UUP Oneonta Executive Board Meeting Minutes**

**Wednesday, September 3, 2025: Le Café**

***by Bill Simons, Secretary, UUP Oneonta***

Present: (18)

Le Café: (17) Ron Bishop, Shirley Clark, Teresa DeSantis (Chapter Assistant),

Christine Edwards, Ethan Fox, Jeri Anne Jerminario, Penina Kamina, Achim Koeddermann, Melissa Lavin, Geoff O'Shea, Chris Sielaff (LRS), Bill Simons, Jessie Simpauco, Loraine Tyler, Rich Tyler, Matt Unangst, Gary Wickham

Virtual: (1) Anthony Nichols

I. President Shirley Clark called the meeting to order at 12:03 PM.

A. She noted that her monthly President's Report was distributed prior to the meeting. It did not elicit questions.

B. In response to the proposed new Chapter Bylaws, distributed to the Executive Board on August 27<sup>th</sup>, Secretary Bill Simons stated that he would submit an addendum pertaining to



community engagement for consideration prior to the next meeting.

## II. Vice President for Academics Report

- A. The position remains vacant. However, Academic issues are dealt with in Labor-Management meetings and through pending negotiations as well as by Grievance Officer Geoff O'Shea and Labor Relations Specialist Chris Sielaff.

## III. Vice President for Academics Report: Jessie Simpauco

- A. She noted that AI and new member communications issues are under consideration.
- B. Health & Safety Officer Ron Bishop noted that training for supervisors of Professionals is still deficient.

## IV. Spending Procedures: Treasurer Rich Tyler

- A. He presented proposed Chapter spending procedures, including protocols on signing. There was opportunity for questions.
- B. Shirley moved for approval of the spending procedures; Academic Delegate Matt Unangst seconded the motion. The spending procedures motion was approved.

## V. Treasurer's Monthly Report: Rich Tyler

- A. He discussed the monthly report. There was opportunity for questions.
- B. Academic Delegate Gary Wickham moved for approval of the Treasurer's Report; Ron seconded the motion. The Treasurer's Report was approved.

## VI. Secretary's Report: Bill Simons

- A. Noting that past agreements as well as the steps that led to agreements are essential to present and future negotiations, Bill found meeting minutes and Chapter publications less accessible since their movement to the new website and questioned the lack of an operating counter to measure readership under the new system.

B. Secretary's Minutes of May 21, 2025, Executive Board Meeting (taken by Loraine Tyler due to Bill's rehab) were distributed prior to the Chapter meeting. There was opportunity for questions.

C. Academic Delegate Achim Koeddermann moved for approval of the minutes; Rich seconded the motion. The Secretary's Report was approved.

#### VII. Officer of Contingents Report: Melissa Lavin

A. She asserted that adjunct appointment letters were late, and some still have not been received, endangering courses, to the detriment of adjunct faculty and students.

Moreover, minimum adjunct compensation has not been clearly communicated.

B. Melissa stated that UUP will raise adjunct issues at today's Labor-Management meeting.

#### VIII. Officer for Retirees Report: Jeri Anne Jerminario

A. She announced the joint Oneonta/Delhi October 7, 2025, retiree brunch at Delhi.

#### VIII. Officer for Diversity, Equity, and Inclusion Report: Penina Kamina

A. She discussed the DEI Seminar- Roundtable Discussion: *A Restorative Justice Approach to Immigration*, scheduled for Tuesday, October 7th from 12-1 PM at Le Café.

B. Bill noted Debra Marcus of the Otsego Refugee Resettlement Coalition as a potential resource on the topic.

#### IX. Membership Development Officer Report

A. The MDO position is currently vacant.

XII. Gary moved, and Bill seconded for the meeting to adjourn. The motion carried. The meeting adjourned at 1:14 PM.

Submitted by Bill Simons, Secretary

## **SUNY Oneonta Labor Management (LM) Notes – September 3, 2025**

*by Shirley Clark, Chapter President*

### **1. UUP requests timely communication of appointment letters for our Contingent and Adjunct Faculty**

- a. It has been reported to UUP that many contingents had issues this year. What can be done to ensure part-time appointment letters are issued in a timely manner?**

Every summer, management aims to issue all adjunct appointment letters by June. However, this summer's delay was so significant that numerous Adjunct Faculty members contacted UUP, prompting the union to formally raise concerns. Management explained that the Office of Employee Services did not receive the approved APPs from the Budget Office until after the July 4th holiday—with most arriving in the middle to latter part of the month.

Management has acknowledged the issue and assured us that all offices involved are committed to preventing a repeat of this situation. The delay created undue stress for adjunct faculty, who need time to prepare their fall courses, as well as for Employee Services staff, who had to adjust schedules to manage the backlog. In the end, such delays negatively impact the entire institution.

It's worth noting that the Budget Office and other Finance & Administration offices relocated in June, contributing to the disruption. Management has stated this will be addressed and will not be an issue in future summers.

### **2. The Fall 2026 University calendar lists September 7 (which is also Labor Day) as a "Growth, Thrive, Live Days"**

- a. UUP understands that no formal classes will be held on September 7, 2026.**
- b. Will professional employees be required to work on Labor Day?**
  - i. The UUP Oneonta Chapter spent much time and energy in days past to ensure that no UUP members are required to work on Labor Day**

Labor Day is a holiday for all campus employees except those employees deemed essential

(some CSEA trades, some residential life, etc.). Employees deemed non-essential should take the day and relax as the new year gets underway.

### **3. SUNY Oneonta tripartite process; has there been any movement toward a new procedure?**

This is a SUNY-led initiative. Any new procedures would need to be submitted by Oneonta to SUNY for approval. As such, since this originates from SUNY, we will wait for their official protocol before taking further action.

### **4. UUP advocacy for 3/3 load for TT/Tenured faculty (From LM August 2024)**

- UUP and management discussed the possible implementation of 3 departments serving as a trial for the implementation of a 3/3 load.**
- Was any trial implemented for the Fall 2025 semester?**

Management stated that they have not yet determined which departments to consult regarding the feasibility of implementing a “revenue neutral” 3/3 teaching load for tenure-track and tenured faculty. Management indicated that the trial will likely now take place in Fall 2026—rather than in Fall 2025, as Management originally indicated last semester.

5. **UUP requests any updates to the Instructional Release Time Policy (course release) for review, continued discussion, and bargaining, if necessary. (From LM February 2025)**
  - a. **UUP has requested to meet and discuss the draft policy, but no meeting date has been set. UUP requests to meet with management to discuss this draft policy.**
6. **Part-time academic promotion MOU implementation discrepancy:**
  - a. **UUP believes that the MOU is not being implemented correctly in at least two ways:**
    - i. **The promotional dollar amounts were never intended to be added to base and therefore should not be subsumed by rising part-time academic minimum per-course salary rates.**
    - ii. **Promotion awards should be added to an employee’s pay rate after any calculation of new basic annual salary.**

Management is actively working to resolve the adjunct pay issue. An email has already been sent to the affected adjunct faculty, and a formal letter will follow, clearly outlining the new adjusted salary rate per course. However, due to the Employee Services office relocation, staff do not currently have access to necessary equipment such as printers. As a result, the mailing of letters may be delayed. Despite this, management has emphasized that resolving this issue remains a top priority.

7. **UUP requests an update regarding Faculty Annual Reporting software. What software will succeed Faculty Success (formerly Digital Measurers)?**

Management has indicated that the Faculty Success initiative will be developed internally. Once a demonstration of the process becomes available, management will present it to UUP for their review and feedback.

8. **UUP requests further meetings and updates from management regarding compensation.**

Management has halted the confidential side-bar compensation discussions with UUP that have been ongoing for more than two years. Management requested that UUP add compensation to the Labor Management Agenda, rather than holding separate, dedicated meetings on compensation and workload.

9. **UUP requests that a report on performance program and evaluation completion be prepared for the September LM meeting.**

- a. **Also, what is the status of the supervisory training program?**

Management indicated that the supervisory training sign-up emails have already been distributed. Separate training sessions are provided for Management Confidential (MC) and UUP employees due to differences in content, with MC participants receiving additional instruction on the UUP collective bargaining agreement. UUP brought to

management's attention that faculty members supervising UUP employees have not received the supervisory training emails. Management has assured that they will take the necessary steps to ensure these faculty supervisors receive the appropriate training.

#### **10. Discussion of Federal Policies and Procedures and how they may affect SUNY Oneonta UUP Employees.**

Management reported that only approximately 26% of the anticipated funding for the College Access Migrant Program (CAMP) was received. In response to this significant shortfall, management has strategically reallocated internal resources and reassigned staff to other areas across the campus to ensure continued program support and operational continuity.

#### **11. Other Terms and Conditions:**

##### **Trash handling and disposal in campus buildings.**

The Associate Vice President for Facilities and Safety and the Associate Director of the Office of Sustainability were present for a discussion on the implementation of trash handling and disposal. Lachlan explained that this was a result of the sustainability effort brought forward by the [Governors Executive Order E0-22](#). Further clarified in [SUNY Policy 5201](#), Elimination of Single Use Plastics and Preference for Durable and Reusable Alternatives, the implementation of centralized waste management will be phased in.

This effort should reduce plastic waste and promote proper recycling practices.

Centralized waste areas will be determined similar to centralized print areas. Employees that need accommodation due to a disability should contact Employee Services.

##### **UUP members understanding their roles and importance of accurate communication.**

Management shared a concerning email sent by a UUP member. In response, UUP reaffirmed its commitment to advising members on appropriate communication practices as opportunities arise.

---

### **UUP Oneonta- Labor Management Notes- October 6, 2025**

***by Bill Simons, Secretary, UUP Oneonta***

UUP Labor-Management Meeting Notes: Monday, October 6, 2025: 11 AM, Butternut Valley Room, Hunt Union

By Bill Simons, Secretary, UUP Oneonta

Present for Management: Dia Carlton, Alberto Cardelle, Tracy Johnson, Enrique Morales-Diaz, Julie Piscitello, and Bernadette Tiapo

Present for UUP: Shirley Clark, Melissa Lavin, Chris Sielaff, and Bill Simons

I. Management stated that it is more productive to focus on issues than on intentions in Labor-Management discussions.

A. UUP agreed.



- II. UUP requested clearer communication of compensation for “extra service” instruction.
- A. Labor asserted:
- (i) Many full-time UUP employees were under the impression that compensation would correspond to the minimum 3-credit hour rate for part-time academic employees as provided for in the UUP agreement, which is currently \$4,500 per 3-credit course. However, numbers of full-time employees reported only receiving \$4,000 in compensation per 3-credit course.
  - (ii) UUP is asking that compensation rates be communicated clearly in advance so UUP members may make an informed choice as to whether to accept the extra duties or reject them.
- B. Management responded:
- (i) For extra services courses offered due to a chair request or on an emergency basis, the compensation rate is \$4,500 per 3-credit course. For extra service 3-credit courses that are regularly scheduled, compensation remains \$4,000.
  - (ii) Going forward, the Administration will do a better job communicating compensation information.
- III. UUP advocacy for 3/3 (12 SH) load for tenure track/tenured faculty (From August 2024 L-M meeting).
- A. Labor stated:
- (i) Based on Labor-Management discussions in the Spring 2025 semester, UUP expected that management would have some form of trial underway this semester.
  - (ii) Why was no trial conducted this semester (Fall 2025)?
  - (iii) Would management be willing to direct the Chairs of each department to determine the feasibility of a 3/3 load?
- B. Management responded:
- (i) Management had a different understanding of the timeline.
  - (ii) The Administration will contact 3 participating departments during the next few weeks to give them planning time for implementation.
  - (iii) If a department cannot go forward in the trial, another department will be selected for the trial.
  - (iv) The trial will proceed during the fall 2026 semester.
  - (v) UUP will be informed as the process goes forward.
- IV. UUP requested any updates to the Instructional Release Time Policy (course release) for review, continued discussion, and bargaining, if necessary. (From February 2025 L-M meeting).
- A. UUP noted:
- (i) Labor has requested to meet and discuss the draft policy, but no meeting date has been set. UUP requests to meet with management to discuss this draft policy.
  - (ii) The Union reaffirms its prior position to bargain the policy to completion, as a mandatory subject of bargaining, before any policy change is implemented at Oneonta.
- B. Management committed to a revision of the policy.
- C. UUP believes that the policy is bargainable and wants the process to proceed accordingly.
- D. UUP requests that at or before the next meeting Management provide statistical data on applications and approvals for Instructional Release Time by department and school.

- (i) Management agreed to provide the requested information.
- V. UUP requested an update regarding Faculty Annual Reporting software. What software will succeed Faculty Success (formerly Digital Measurers)? Once a demo of a home-grown process is available, UUP would like to review it prior to campus wide distribution.
  - A. Management will provide UUP with the requested information.
- VI. UUP requested that management identify opportunities to bring compensation in-line with peer institutions. What opportunities does management see to meaningfully improve the compensation rates on campus?
  - A. Management stated that it will continue to move forward on the issue and expects that before the end of the semester to it will implement an “intervention” on compensation.
  - B. Labor asked if Management would introduce a .50% across-the-board increase.
    - (i) Management responded that its intention would be to close gaps rather than to adopt an across-the-board policy. The Administration stated that DSI (Discretionary Salary Increases) presented a probable pool to draw upon.
    - (ii) UUP reiterated the Union’s long-standing advocacy for across-the-board disbursement of DSI.
  - C. UUP asked of Management’s receptivity to formal steps for graduated salary increases.
    - (i) The Administration replied that consideration of the preceding was a matter for the UUP contract with the State of New York.
- VII. Labor requested statistics on Professional Performance Program and Evaluation completion (From September 2025 L-M meeting).
  - A. Management reported the following compliance figures:
    - (i) 24% for Professional Evaluations; and
    - (ii) 23% for Professional Programs.
- VIII. UUP requested information regarding the status of the supervisory training program to ratchet-up compliance with Professional Performance Program and Evaluation.
  - A. Management responded that there are several different cohorts and combinations concerning supervisors and those they supervise, and the Administration was starting with small group supervisor training and then would move to large group supervisor training.
  - B. UUP emphasized the preceding is both mandatory and a priority. The Union stated the process might be facilitated by taking into account supervisor compliance when addressing promotion, compensation, and DSI.
    - (i) Management responded that it believed more of a “grace period” was needed before utilizing supervisor compliance with Professional Performance Program and Evaluation as a criteria for DSI.
- IX. UUP position on new system for assessment and annual reporting:
  - (i) Chairs report concerns that their annual reports are now due on October 1st, not May 30th. Why has this changed?
  - (ii) Under the changed system, new and interim chairs must now report on a year when they were not chair of the department.
  - (iii) This new system for assessment and annual reporting has been rolled out without clear guidelines, limited instructions, and scoring based on how well the form is

- filled out, rather than for the content itself.
- (iv) Can samples be offered to illustrate the expectations?
- A. Regarding UUP points on new system for assessment and annual reporting, Management responded:
- (i) Reporting can be done before October 1.
- (ii) The change was made because chairs were not meeting the May 30 deadline.
- (iii) Departmental committees, not simply chairs, contribute to these reports.
- (iv) Training is available for those doing reports.
- (v) A chair not receiving adequate training or support in completing reports can bring the matter directly to the Office of the President.
- B. UUP asked that in departments with an outgoing chair, that the outgoing chair be given the responsibility of completing the report.
- (i) Management will take UUP's request under consideration.
- X. UUP employees have received appointment letters to sign after the date in the letter.
- (i) Are there any legal ramifications if an employee is working without a signed appointment letter?
- A. Regarding delays in the letter, Management stated that Human Resources does not necessarily have all prerequisite paperwork necessary for earlier sending of the letter. Management plans to redress the preceding in supervisor training.
- B. Management stated that the delay in letter arrival does not have legal ramifications.
- XI. Concerning impact at SUNY Oneonta, UUP asked about recent Federal policy announcement of \$100,00 fee upon submission of a new H-1B Visa program petition.
- A. Management responded that there is still a lack of clarity about the procedures and legal implications concerning the announcement.
- XII. Other terms and conditions:
- A. At the next Labor-Management meeting, UUP will raise, amongst other items:
- (i) the status of a published, paper copy of the SUNY Oneonta handbook; and
- (ii) resolution of the waste collection program.

---

**UUP Oneonta- Chapter Minutes for September 10, 2025-**  
**Le Café-Morris Complex**

*by Bill Simons, Secretary, UUP Oneonta*

Present: (48)

Le Café:

Shirley Clark, Teresa DeSantis (Chapter Assistant), Ron Bishop, Christine Edwards, Ethan Fox, Jeri Anne Jerminario, Penina Kamina, Achim Koeddermann, Michael McAvoy, Anthony

Nichols, Geoffrey O'Shea, Bill Simons, Jessie Simpauco, Loraine Tyler, Rich Tyler, Matthew Unangst, Gary Wickham

Melissa Allen, Reese Allen, Jasmine Buenviaje, Jonathan Chester, Chloe Diamond-Lenow, MJ Dixon, Alex Douglas, Sarah Dunlap, Charlene Foley-Deno, Gregory Fulkerson, Brynn Havens, Hilary Jackl, Grazyna Kamburowska, Miranda Kearney, Don LaSala, Peter LaVenja, Jeanai LaVita, Brian Lowe, Janet Nepkie, Ryan Murphy, Riza Ozdemir, Serap Gurak Ozdemir, Sravan Perisetty, Sarah Simpson, Sean Shannon, Alex Sotola, Zdenek Tronicek, Alayna VanderVeer, Janine Wallace, Jenting Wang, Jeannine Webster

I. President Shirley Clark called the meeting to order at 12:13 PM.

- A. Shirley informed the group that, along with Vice President for Professionals Jessie Simpauco and Officer of Contingents Melissa Lavin, she will participate in an upcoming UUP contract-input meeting in Albany involving leaders from the union's 32 chapters.
- B. She announced that the remainder of the meeting would be devoted to soliciting attendee goals for the next contact.
- C. The contract goals below were articulated by Chapter members.

II. It is imperative to protect job security.

III. Ownership of intellectual property should belong to the individual(s) responsible for its creation.

IV. Ensure academic freedom and, more broadly, freedom of expression.

IV. Health care needs to be:

- A. more affordable
- B. made accessible
- C. accompanied by improved mental health provisions
- D. supplemented by a stronger dental plan

V. Other health care related issues:

- A. Professionals should be allowed to accumulate sick leave days to allow for the option of donating them to those in need.
- B. The cap on the number of sick leave days that an Academic can accumulate should be

removed.

C. Prioritize retention of health care coverage for retirees and contingent employees.

D. Reduce cost of dependents and partners in healthcare plans.

E. Medical appointments should not be charged against employee time accruals.

VI. Provide support for:

A. childcare

B. eldercare

VII. Revise the Taylor Law to allow for the right to strike.

VIII. Payroll compensation should start earlier for new hires.

IX. Contract negotiations should be concluded in a timely fashion.

X. Establish more effective regulation of AI and other technology.

XI. Reduce teaching loads.

XII. Retain and enlarge opportunities for UUPers to take courses tuition free.

XIII. Make SUNY tuition free for the children of UUP employees.

XIV. Ensure continuation of emeriti access to email.

XV. To maximize the opportunity to achieve UUP Oneonta contract goals, seek Chapter representation on the small group that will meet with New York State to negotiate the new contract.

XVII. The meeting adjourned at 1:09 pm

Submitted by Bill Simons, Secretary

---

## **Chapter Events:**

**Visit our website and view the calendar of events.**

<https://uuphost.org/oneonta/events/calendar/>

Link to add the .ics link to your own calendar:

<https://outlook.office365.com/owa/calendar/0b2f0cba755a40ce9fb198e743643e3c@uupmail.org/1fa294ad4ad54c24ba21fc4fa440b5227713049514609190491/calendar.ics>

~~~~~

**You can RSVP for the meetings using the links below to the Google Sign-Up Forms:**

**Join us for a Chris Sielaff LRS Workshop: “Getting to Tenure”- Le Café, Morris Complex on Wednesday, October 29<sup>th</sup> at 9:00-10:30 AM. Full Lunch Served. Join us! RSVP at: <https://forms.gle/G6EENFqiJEg3JnmB9>**

**UUP Oneonta-Chapter Meeting- November 12<sup>th</sup> RSVP form. Lunch is the Asian Fusion Buffet:**

**<https://forms.gle/aL5iVGv35Si9CETX9>**

**Professionals’ Luncheon- Carolyn Kube-Weds, November 19<sup>th</sup>- 12-1 PM in Le Café:**

**UUP Oneonta-Chapter Meeting- December 10<sup>th</sup> RSVP form. Lunch is pizza and salad:**

**<https://forms.gle/dkJyVobprTfaPXKn6>**

**UUP Oneonta-Holiday Dinner and Short Meeting- December 5<sup>th</sup> RSVP form:**

**<https://forms.gle/wKTb5qKXmjoCukHs7>**

-----

**UUP Unplugged! (Formerly Coffee/Social Hour)  
Just stop by! No RSVP is required.  
Hot apple cider and sweet baked goods will be served.  
From 3:00-4:30 PM on the following dates:**

**October 22- Hunt Union- Glimmerglass Room  
November 19- Morris Complex- Room 104**



**December 10- Human Ecology- Martha Pratt Suite- Room 144**

-----

**Announcements:** We welcome your written contributions to our newsletter! What are your areas of concern? What research are you doing? How can we make things better together?

Please send all contributions to Chapter Assistant Teresa DeSantis at our Chapter Email address- [oneonta@uupmail.org](mailto:oneonta@uupmail.org) We appreciate your efforts to contribute to our newsletter.

-----

**Disclaimer:**

The UUP Oneonta website and its publications, including The Sentinel and the UUP- Date! may contain views and opinions which are those of the authors and do not necessarily reflect the official policy or position of any other author, agency, employer, organization, or affiliate, including but not limited to the UUP Oneonta Chapter or its officers, United University Professions (UUP) or its statewide or national affiliates.

**UUP Oneonta Website:**

To go to the UUP Oneonta Chapter website, go to the following link at

<https://uuphost.org/oneonta/>

The UUP Oneonta Chapter website is constantly updating, evolving, and expanding. It contains information about member benefits and many other important topics.

The Statewide UUP website is located at <https://uupinfo.org>

~~~~~

**UUP- United University Professions- SUNY Oneonta-Oneonta Chapter-  
Contact List**

UUP Oneonta Chapter Website: <https://www.oneontauup.org/>

Statewide UUP Website: <https://uupinfo.org>

UUP Benefits: <https://uupinfo.org/benefits/btf.php>

### **UUP Oneonta Chapter- Executive Board Contact List:**

#### **Executive Board Officers:**

Shirley Clark- President [clarksa12@gmail.com](mailto:clarksa12@gmail.com) Campus Ext. 2029

Vice President for Professionals- Jessie Simpauco [jessie\\_simpauco@live.com](mailto:jessie_simpauco@live.com) Campus Ext. 2035

Vice President for Academics- Vacant

Bill Simons- Secretary [william.simons@oneonta.edu](mailto:william.simons@oneonta.edu)

Richard Tyler- Treasurer [richard.tyler@oneonta.edu](mailto:richard.tyler@oneonta.edu)

Melissa Lavin- Officer for Contingents [melissa.lavin@oneonta.edu](mailto:melissa.lavin@oneonta.edu) Campus Ext. 3527

Gary Wickham- Officer for Veterans Services [gary.wickham@oneonta.edu](mailto:gary.wickham@oneonta.edu)

Jeri Anne Jerminario- Officer for Retirees [jerianne.jerminario@oneonta.edu](mailto:jerianne.jerminario@oneonta.edu)

Grievance Officer: Geoff O'Shea- Appointed Grievance Officer [geoffrey.oshea@oneonta.edu](mailto:geoffrey.oshea@oneonta.edu) Campus Ext. 3257

Diversity, Equity and Inclusion Officer: Penina Kamina [Penina.Kamina@oneonta.edu](mailto:Penina.Kamina@oneonta.edu) Campus Ext. 3894

Health and Safety Officer: Ron Bishop [Ron.Bishop@oneonta.edu](mailto:Ron.Bishop@oneonta.edu) Campus Ext. 3198

Membership Development Officer: Vacant

#### **Academic Delegates:**

Loraine Tyler- Academic Delegate [loraine.tyler@oneonta.edu](mailto:loraine.tyler@oneonta.edu)

Richard Tyler- Academic Delegate [richard.tyler@oneonta.edu](mailto:richard.tyler@oneonta.edu)

Bill Simons- Academic Delegate [william.simons@oneonta.edu](mailto:william.simons@oneonta.edu)

Ed Wesnofske- Academic Delegate [wesnofer@oneonta.edu](mailto:wesnofer@oneonta.edu)

Michael McAvoy- Academic Delegate [michael.mcavoy@oneonta.edu](mailto:michael.mcavoy@oneonta.edu) Campus Ext. 3533

Penina Kamina- Academic Delegate [penina.kamina@oneonta.edu](mailto:penina.kamina@oneonta.edu) Campus Ext. 3894

Gary Wickham- Academic Delegate [gary.wickham@oneonta.edu](mailto:gary.wickham@oneonta.edu)

Matthew Unangst- Academic Delegate [Matthew.Unangst@oneonta.edu](mailto:Matthew.Unangst@oneonta.edu) Campus Ext. 3490

Achim Koeddermann- Academic Delegate [achim.koeddermann@oneonta.edu](mailto:achim.koeddermann@oneonta.edu)  
Campus Ext. 3082

Melissa Lavin- Academic Delegate [melissa.lavin@oneonta.edu](mailto:melissa.lavin@oneonta.edu) Campus Ext. 3527

**Professional Delegates:**

Shirley Clark- Professional Delegate [clarksa12@gmail.com](mailto:clarksa12@gmail.com)

Jessie Simpauco-Professional Delegate [jessie\\_simpauco@live.com](mailto:jessie_simpauco@live.com) Campus Ext. 2035

Jeri Anne Jerminario- Professional Delegate [jerianne.jerminario@oneonta.edu](mailto:jerianne.jerminario@oneonta.edu)

Ethan Fox- Professional Delegate [ethan.fox@oneonta.edu](mailto:ethan.fox@oneonta.edu) Campus Ext. 2763

Anthony Nichols- Professional Delegate [anthony.nichols@oneonta.edu](mailto:anthony.nichols@oneonta.edu) Campus Ext. 2724

Christine Edwards- Professional Delegate [christine.edwards@oneonta.edu](mailto:christine.edwards@oneonta.edu) Campus Ext. 3800

**Labor Relations Representative:**

Chris Sielaff- NYSUT Labor Relations Specialist Assigned to UUP Oneonta  
[chris.sielaff@nysut.org](mailto:chris.sielaff@nysut.org)

\*\*\*\*\*

**UUP Oneonta- 2025-2026 Chapter Office Hours:**

**Chapter Assistant: Teresa DeSantis**

**Office Hours: Monday through Thursday, 10:45 AM-4:00 PM**

**Note: The office may be closed occasionally. Check the calendar of events.**

**Chapter President Shirley Clark- 2025 Fall Office Hours:**

Office Hours with the Chapter President during the Fall will be 2<sup>nd</sup> Wednesdays of the month from 2-3 PM. E-Mail Chapter President Shirley Clark at [clarksa12@gmail.com](mailto:clarksa12@gmail.com) if you need to meet about anything union related.

**Office: IRC 105**

**Phone: 436-2135**

**Email: [oneonta@uupmail.org](mailto:oneonta@uupmail.org)**