

April 2026: Distribution of the Seventh UUP Survey Part II: Administrative Assessment (2026)

Introduction: Rationale and Processes

Shortly, all members of the bargaining unit will receive the survey: Quality of Professional Life & Administrative Assessment: Part II. (Part I- Quality of Life was completed and then published in 2017).

Working with Senior Chapter Officers, members of Executive Board, and other senior members, Robert Compton, the Interim VP for Academics created a streamlined survey. Ethan Fox (UUP Oneonta Communications Committee) and Dr. Jen-Ting Wang were gracious with their time, advice, and technical programming. Dissemination and tabulation of the survey will be electronic and guarantees the anonymity of the respondent. Our survey is periodic and ongoing, and this is our seventh iteration and the last complete survey response rate was 48.7% (full-time).

Those to be evaluated include the Offices of the President, Associate/Vice Presidents, and Associate/Deans across all divisions. The current or immediate occupant of the position will be identified in the survey. Please note that the draft survey below is provided for informational purposes below.

The rationale for the conduct of this survey rests on several factors, amongst them:

1. UUP has an obligation to periodically survey its members about the quality of professional life and the performance of campus administrators;
2. All employees, including administrators, should be accountable and they should have the opportunity to received direct feedback on their performance;
3. Subordinate personnel are continuously evaluated;
4. UUP Oneonta has an on-going and established process and practice of periodic assessment of both professional life and the administration; and
5. Assessments of professional life and the administration provide useful feedback for both the administration and for UUP.

Offices to be Evaluated

The administration offices to be evaluated and the current occupants are noted (in parenthesis) below:

Chief Executive and Administrative Officer

- Office of the President (Alberto Cardelle)

Academic Affairs Division

- Office of the Provost & Vice President for Academic Affairs (Enrique Morales-Diaz)
- Office of the Associate Vice President for Academic Affairs (formerly Eileen Morgan-Zayachek)
- Office of the Dean, School of Sciences (Tracy Allen)
- Office of the Associate Dean, School of Sciences (Ursula Overby-Sanborn)
- Office of the Dean, School of Education, Human Ecology, and Sports Studies (Mark Davies)
- Office of the Associate Dean, School of Education, Human Ecology, and Sports Studies (Brian Beitzel)
- Office of the Dean, School of Liberal Arts and Business (Jeanine Minge)

- Office of the Associate Dean, School of Liberal Arts and Business (Brett Heindl)
- Office of the Dean of the School of Graduate Studies (Gabriel Aquino)
- Office of the Associate Dean of the School of Graduate Studies (Cynthia Falk)

Student Affairs Division

- Office of the Vice President for Student Development (Tracey Johnson)
- Office of the Assistant Vice President for Strategic Enrollment Initiatives (Karen Brown)
- Office of the Associate Vice President of Student Affairs, Dean of Students (Michael Kush)
- Office of the Associate Vice President of Student Affairs, Student Engagement (Jason Ostrowski)
- Office of the Associate Vice President of Student Affairs, Residential Experience and Housing (Thomas Ragland)

Finance and Administration Division

- Office of the Vice President for Finance & Administration (formerly Julie Piscitello)
- Office of the Associate Vice President & Controller (AVP Rebecca O'Donnell)

University Advancement Division

- Office of the Associate Vice President for University Advancement (Paul Adamo)

Equity and Inclusion

- Office of the Vice President for Equity & Inclusion (Bernadette Tiapo)

Facilities, Safety, and Physical Plant

- Office of the Associate Vice President for Facilities and Planning (Lachlan Squair)

Instructions to Complete the Survey

The first part of the survey compiles basic demographic data of the participants and asks four general questions. (1=Strongly Disagree to 7=Strongly Agree)

Part I. Demographic Information

1. Please state your appointment status
 - Full time
 - Part-time

2. Please state if you have permanent/continuing appointment (tenure)
 - Yes
 - No

3. Please state your division of employment
 - Academic Affairs
 - Student Affairs
 - Other

4. Cumulative number of years at SUNY Oneonta
 - 0-3 years
 - 4-6 years

- 7-15 years
- 16-25 years
- More than 25 years

4. I believe that the University is moving in the right direction

- Strongly Disagree
- Moderately Disagree
- Slightly Disagree
- Neither Agree nor Disagree
- Slightly Agree
- Moderately Agree
- Strongly Agree

Comments:

5. I am satisfied with my compensation and work conditions

- Strongly Disagree
- Moderately Disagree
- Slightly Disagree
- Neither Agree nor Disagree
- Slightly Agree
- Moderately Agree
- Strongly Agree

Comments:

5. I am satisfied that the administration will protect the interests of my students and me during these polarized political times

- Strongly Disagree
- Moderately Disagree
- Slightly Disagree
- Neither Agree nor Disagree
- Slightly Agree
- Moderately Agree
- Strongly Agree

Comments:

6. I feel the university and I are well prepared/situated to address the increased use of artificial intelligence (AI)

- Strongly Disagree

- Moderately Disagree
- Slightly Disagree
- Neither Agree nor Disagree
- Slightly Agree
- Moderately Agree
- Strongly Agree

Comments:

Part II. Evaluation of Offices

Which administrative office would you like to evaluate? You will be able to evaluate each office noted, one at a time. When you finish each office, you will be able to move on to evaluate the next office in the main menu of “Evaluation of Offices”. After you are finished evaluating all the offices of interest, then and only then should you press “Submit”. **Note: If you press submit after one or two offices evaluated, you will have completed the survey.**

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Then the survey has questions for each administrator as follows for rating on a 1-7 scale. There is also a “don’t know” option for each question. After all the questions per administrator is responded to, there will be a free-response section. Ad hominin attacks or identifying information will be redacted. Only statistical data will be generally reported. The Administration, the Library, and the UUP Office will have copies of the entire report. Lastly, please note that questions mirror previous surveys with limited changes, if any, for comparison purposes.

Questions for each administrative office:

1. This administrator is accessible to discuss problems.
2. This administrator supports my work needs.
3. This administrator effectively promotes professional growth.
4. This administrator recognizes the strengths and weaknesses within her/his areas of responsibility.
5. This administrator selects and manages personnel effectively.
6. This administrator properly allocates personnel, spaces, supplies, equipment, and budgetary resources.
7. This administrator effectively fulfills the responsibilities of her/his position.
8. Please write your comments concerning the administrator(s). Your comments will remain completely anonymous and confidential.

Comments about the Office of

Conclusion: Importance of Participation

UUP Oneonta strongly encourages and values your participation so that we can be effective in representing you and shaping our agenda effectively. This survey also provides the Administration with an invaluable grass-roots perspective. Please make your views known. We appreciate all the work you do for the University and for UUP.