

UUP Oneonta Executive Board Meeting Minutes

Wednesday, April 1, 2026, 12 Noon: Butternut Valley Room, Hunt Union

Submitted by Bill Simons, Secretary

Total Present (16):

Butternut Valley Room, Hunt Union (14): Ron Bishop, Shirley Clark, Teresa DeSantis (Chapter Administrative Assistant), Ethan Fox, Jeri Anne Jerminario, Penina Kamina, Achim Koeddermann, Mike McAvoy, Anthony Nichols, Geoff O'Shea, Bill Simons, Jessie Simpauco, Matt Unangst, Gary Wickham

Virtual (2): Rob Compton, Loraine Tyler

I. President's Report: Shirley Clark

- A. Shirley commenced the meeting with a welcome at 12:05 PM.
- B. She expressed appreciation to Executive Board members, the Labor Relations Specialist, Chapter Administrative Assistant, and committee members.
- C. State UUP President Fred Kowal will address and dialogue with members concerning contract negotiations at the next Chapter meeting, scheduled for Wednesday, April 8th at Noon in Le Café, Morris Complex. This important session provides an opportunity for members to raise questions and concerns.
- D. Unforeseen circumstances necessitate rescheduling of the UUP Oneonta Professionals meeting with State UUP Vice President for Professionals Carolyn Kube, previously set for Thursday, April 9th. [**Secretary's Addendum:** The session with Vice President Kube was subsequently moved to Monday, May 18th @ Noon in the Butternut Valley Room, Hunt Union.]
- E. UUP Oneonta will collaborate with CSEA and other groups for an on-campus May Day Strong rally on May 1, 2026. [**Secretary's Addendum:** According to the May Day Strong website [MAY DAY STRONG](#) : "On May 1, 2026, workers, students, and families rally, march, and take action across the country to demand a nation that puts workers over billionaires, with many refusing business as usual through **No School. No Work. No Shopping.**"]
- F. The print version of the monthly President's Report was distributed to meeting attendees and posted on the Chapter website. It includes additional material.

II. Vice President for Professionals' Report: Jessie Simpauco

- A. Jessie moved that the first item for discussion be consideration of local housing concerns.
- B. Political Outreach Coordinator Ethan Fox seconded the motion.
- C. It was pointed out that "Prioritization of Housing Affordability as a Union Initiative" was already listed as the first discussion item on the distributed agenda under Vice President for Professionals' Report.

- (i) The motion to place local housing concerns at the top of the agenda was then withdrawn.
- D. Jessie then moved: “To table the in-progress survey of administrative offices until the union has completed a presentation to the Oneonta Common Council on the UUP housing survey and the union’s housing advocacy plan.”
 - (i) Matt Unangst seconded the preceding motion.
- E. Discussion of the preceding motion followed and included the following points:
 - (i) There were conflicting reports of how many individuals had participated in the field test of the survey of administrative offices
 - (ii) It was pointed out that housing advocacy and the survey of administrative offices could both proceed simultaneously.
 - (iii) Assertion was made that the survey of administrative offices is a strong and well designed instrument, designed by UUPers with expertise in the field. This would be the seventh such survey. Member response to previous surveys of administrative offices was strong, approaching 50 percent. Previous surveys identified to UUP and the administration significant concerns, issues, and information.
 - (iv) Vice President for Academics Rob Compton explained the distinction between the already administered Part I (Quality of Professional Life) and the forthcoming Part II (Administrative Assessment).
- F. Matt Unangst called the question.
- G. The motion under consideration (“To table the in-progress survey of administrative offices until the union has completed a presentation to the Oneonta Common Council on the UUP housing survey and the union’s housing advocacy plan.”) was defeated by the following vote: 1 for, 10 against, and 4 abstain.
- H. Rob Compton moved to create an appointed Housing Committee to address housing concerns identified by Jessie. Achim seconded the motion.
 - (i) The motion was passed: 14 for, 0 against, 1 abstain.

[Secretary’s Addendum: Prior to the Executive Board Meeting, the Vice President for Professionals sent the Secretary a report that included the following: “... *the union has completed a presentation to the Oneonta Common Council on the findings of the 2024 UUP Housing Survey and the union’s proposed housing advocacy plan.*

Reasoning: We have a survey in 2024, which received 461 responses:

 - 26% of respondents commute more than 20 miles to campus
 - 34% searched for housing near Oneonta in the past 2 years
 - 83% of those would move closer if conditions improved
 - Top barriers: poor housing quality, high prices, lack of options

“Housing here in Oneonta is the worst! It’s all been bought up for student rentals.”

– Survey respondent

Plan attached to the Housing Affordability Initiative

 - Form a UUP Housing working group.
 - A union resolution on housing affordability
 - Ask SUNY Oneonta admin to formally acknowledge the issue, such as a letter of support, to bring to the Common Council meeting.
 - Build partnerships with the city, campus, and, more importantly, our members...]

III. Vice President for Academics Report: Rob Compton

- A. Rob drew attention to the calendar and urged prioritization to distribution of the Administrative Assessment survey.
 - (i) Ethan Fox will endeavor to that end.
- B. Rob reported that all analysis on Faculty and Management salary is now done with data through 2025. He will soon have an article on that data. Rob advocated timely dissemination of said material. Shirely responded that UUP members would receive notice that the salary data is not on the Chapter website and is available upon request.
- C. Rob noted that the hiring process for an Associate Provost is in process. In the past UUP was represented in dedicated meetings for hirings at this level and that practice should be reinstated.

IV. Acting Treasurer's Report: Mike McAvoy

- A. Summary of Acting Treasurer's Report follows [**Secretary's Addendum:** The full report was distributed to the Executive Board prior to the meeting electronically and at the meeting in print]:
 - 1. Bank balance is \$16,201.54.
 - 2. Budgeted amount and expenditures are in line. We're over in committee meeting spending but other areas are low expense at this time, including office and workshops.
 - 3. Mailed check to UUP following executive board approval at our previous meeting.
 - 4. Didn't receive a January UUP check since our chapter support for the Presidents release time and chapter administrative assistant exhausts the allocation.
 - 5. Had to void checks since I wrote two checks on invoices that were in my box.
 - 6. Upon the board support, we requested and received \$10,000 in chapter support funds from UUP.
 - 7. Budget materials submitted March 12 and will be presented at the Spring DA finance committee meeting, April 24.
 - 8. Audit materials for period up to March 31 are due to UUP by April 16.
- B. Achim Koeddermann moved to approve the monthly report of the Acting Treasurer. Ron Bishop seconded the motion.
- C. Discussion of the report ensued, and the question was called.
- D. The Treasurer's Report was approved unanimously: 15 for-0 against-0 abstain.

V. Secretary's Report: Bill Simons

- A. Copies of the March 4, 2026, Executive Board Meeting minutes were previously disseminated electronically as was a print version.
- B. Achim Koeddermann moved acceptance of the March 4, 2026, Executive Board Meeting minutes.
- C. Gary Wickham seconded to accept the February 4, 2026, Executive Board Meeting minutes.
- D. There was an opportunity for discussion and questions.
- E. The March 4, 2026, Executive Board Meeting minutes were approved unanimously 15 for-0 against-0 abstain.

VI. Officer for Contingents' Report: Melissa Lavin absent

- A. Report postponed until next meeting.

VII.. Officer for Retiree Report: Jeri Jerminario

- A. Jeri sent a retirement package to a retiree.
- B. The RMGC (Retired Membership Governing Committee of the United University Professions) chair and regional representative elections are in progress
- C. The Oneonta/Delhi retirement brunch is set for June 3rd at the Elks Club, 84 Chestnut Street, Oneonta.

VIII. Diversity Equity and Inclusion Officer Report: Penina Kamina

- A. From President's Report: **The Gender Diversity and Inclusion in Higher Education – Brings clarity to Individuality:** The Gender Diversity Session on **March 3, 2026**, brought together faculty, and professional staff members for a thoughtful conversation on how gender shapes experiences in academic and social spaces. Led by DEI Chair Penina Kamina, with key support from committee members Erin Francisco and John Chiang, the session created a space where participants could openly examine challenges, share personal perspectives, and explore ways to foster a more inclusive campus culture. The organizers guided the discussion toward practical insights, highlighting disparities, amplifying underrepresented voices, and encouraging collaborative problem-solving. The session leader, Professor Kamina, also emphasized the importance of empathy and active listening which helps strengthen understanding across the campus.
- B. Maria Cristina Montoya is a recent addition to the DEI committee.

IX. Political Outreach Coordinator Report: Ethan Fox

- A. CSEA's Jennifer Regg and other CSEA folks are now in a shared UUP./CSEA Slack specifically created for planning for May Day.
- B. Will really need committed members willing to assist on big and small tasks re: logistics and outreach, and your efforts would build solidarity with our CSEA brothers and sisters — please consider stepping up while we are still in early phases and let me know if you would like to be included in our coalition Slack for further coordination and planning.
- C. Need to determine if we will have to okay anything with administration or UPD beforehand to ensure event is permitted — do others have insight into this.
- D. We would like to get press and speakers to attend.
- E. Jennifer Regg has contact info for Rep. Josh Riley and suggested he might be speaker.
- F. Ethan has a press list that could use fleshing out — will need to write and send out a press release or press advisory eventually, so if others have local press contacts, please let Ethan know.
- G. Continued outreach to student organizations, time permitting.
- H. Met with former Oneonta mayor Mark Drnek to discuss student mobilization around No Kings and beyond.
 - (i) Conversation was fruitful for building rapport. Differences of opinion concerning the kind of messaging that will best activate students emerged, but agreement that engaging students is necessary from both a civic and a public higher education labor standpoint, There was agreement to continue our efforts in parallel with the CooperstownOneonta Indivisible movement under the leadership of Virginia Kennedy. [Secretary's

Addendum: Virginia Kennedy is a UUP Oneonta member.]

- I. Discussed places that might be good for flyering around town and off-campus that might provoke less scrutiny than having union members put up designs on-campus — popular food spots, watering holes, etc.
 - J. Item to revisit: Email out to Women & Gender Studies club president — unfortunately, group very low capacity and engagement but Ethan offered to chat with them regardless.
 - K. As a professional staff member in a very functional operational role, Ethan does not often get the face time with students that academics do. Would be extremely helpful if academics or professionals with preexisting relationships with students and student orgs could assist here by directing folks my way and letting them know they have a person in the union that would love to build bridges and find common ground.
- X. At 1:02 PM, meeting adjourned by unanimous display of consent.