



# UUP GUIDE FOR ACADEMICS

*This abbreviated Guide for Academics will soon be revised and expanded to incorporate details of the 2016-2022 Agreement between NYS and UUP.*

United University Professions (UUP) invites all members to get involved in their union from the day they start employment at SUNY. There are many opportunities to work with colleagues in UUP to advance our academic careers, enhance our campus and larger communities, and secure supportive working conditions. UUP establishes committees and work groups at the chapter and state levels to enable members to work together on issues of interest and concern.

For more information, contact UUP Vice President for Academics Jamie F. Dangler at 1-800-342-4206 or via email at [jdangler@uupmail.org](mailto:jdangler@uupmail.org)

## What is UUP?

UUP is the nation's largest higher education union, with more than 42,000 academic and professional faculty and retirees. UUP members work at 29 state-operated State University of New York campuses, plus System Administration, Empire State College, and SUNY's public teaching hospitals and health sciences centers in Brooklyn, Buffalo, Long Island and Syracuse. UUP is affiliated with New York State United Teachers (NYSUT), the American Federation of Teachers (AFT), the National Education Association (NEA) and the AFL-CIO.

UUP is one statewide local (Local 2190 of AFT) with chapters at the campus level. UUP headquarters is in Latham, NY (near Albany). Its governing structure includes five state-level officers, an Executive Board composed of elected representatives from chapters, and chapter-level elected officers and delegates. Chapter delegates from across the state come together at UUP Delegate Assemblies a few times a year to discuss campus and statewide issues and make policy and other decisions for UUP.



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## **Who does UUP represent?**

UUP represents Academics and Professionals. Our Academics include part-time and full-time faculty. Their work includes teaching, research, university service, and other academic functions on campus. Some are on the tenure track or already tenured. Others are contingent employees in appointments that are not eligible for tenure. UUP's Professionals include colleagues in student affairs, financial aid, admissions, residence life, technology support, and many other professions on campus. UUP welcomes all members to work together to create supportive environments for all who labor under different conditions at SUNY.

## **Why do academics need a union?**

The union allows us, the academic and professional faculty at SUNY, to work together through UUP to better our lives and improve our working conditions. Through collective action, we are better able to protect academic freedom and tenure, negotiate increases in wages and benefits, and ensure that the terms and conditions agreed to in our contract are enforced at the campus level. UUP is also the primary advocate for state funding for SUNY and we work together during the state legislative process to press for adequate funding for our campuses and hospitals.

## **How is UUP different from the Faculty Senate?**

The Faculty Senate was created by SUNY to give faculty a formal method of consulting on faculty governance issues. It makes recommendations to the SUNY Board of Trustees on issues such as curriculum. UUP was created and is funded by its members. It is a legal entity separate from SUNY, with independent legal standing. UUP has legal standing to enforce the contract on behalf of its members. UUP and its Faculty Senate colleagues work closely to address issues of importance to our members.

## **What is a Collective Bargaining Agreement?**

The Collective Bargaining Agreement (CBA), referred to as the contract, is a set of articles that spell out the terms and conditions of employment for members of the UUP bargaining unit, including raises and benefits, leave procedures (e.g., sick leave and family leave), academic freedom protections, due process protections for disciplinary actions, funding for labor-management grants, and many other provisions.

## **What benefits do I receive as a member of UUP?**

UUP negotiates with New York state for medical insurance and prescription drug coverage provided through the New York State Health Insurance Program. UUP also negotiates for funds to run its own Benefit Trust Fund, which provides vision, dental, life insurance and other programs for members. As a result of collective bargaining with UUP and other state employee unions, New York state provides a number of programs and services designed to help state employees balance work and family life. They include the following:

- grants and training for campus day-care centers;
- a pre-tax program to help pay for child care, elder care and disabled dependent care (with a negotiated employer contribution to offset costs);
- a pre-tax program to help pay for medical expenditures;

- a pre-tax program to help pay for public transportation;
- a pre-tax savings program to cover adoption expenses (under development per the new contract)
- campus-based Employee Assistance Programs (EAP) that provide confidential help to employees who need assistance with personal and family issues; and
- wellness programs.

### **How can UUP assist you with career growth at SUNY?**

The UUP-NYS contract specifies procedures for access to personnel files and for evaluation and review for reappointment and tenure. At the UUP chapter and statewide levels, UUP provides workshops on professional development, preparing for evaluation and tenure, managing workload, and many other topics. UUP has negotiated for tuition-free courses for members at any SUNY state-operated campus. UUP members may take one course per semester or special session (e.g., winter, summer sessions) tuition-free as long as space is available in the course.

### **Are there special issues I need to be aware of if I am a part-time adjunct faculty member?**

Adjunct faculty members receive most of the benefits of full-time faculty, including health insurance, vision and dental benefits when certain minimum work requirements are met. Campuses must hold separate part-time labor-management meetings to discuss issues of interest to adjunct faculty, and a minimum of 15 percent of professional development monies negotiated by the union must be available to part-time faculty.

### **What do SUNY and UUP say about protection of intellectual property?**

Generally, written work, course materials and other intellectual endeavors subject to copyright fall under the ownership of the individuals who create them. There may be some exceptions, such as when a faculty member is under a “work for hire” arrangement with the university. Intellectual works that involve inventions, patents and copyrights are subject to federal laws and SUNY policies. UUP is actively engaged in efforts to help members protect their intellectual property and to know their rights under SUNY Board of Trustees Policies and our contract. It’s important to consult with UUP officers if you have questions and when issues emerge pertaining to your intellectual property.

### **What activities must I perform over the summer as an academic—must I teach summer school?**

Academic faculty members on an academic-year appointment have no teaching responsibilities during the summer months. If you would like to teach summer school, you will need to sign a summer school contract that spells out the terms of your extra service to your institution. Summer school salaries vary among campuses and may also depend on your rank. Faculty who are on a calendar-year appointment may be required to teach in the summer without any additional compensation if it is part of their normal duties.





## What is the professional workload obligation for academics?

For part-time academic employees and full-time academic employees not on the tenure track, all aspects of one's professional obligation and the compensation received must be clearly specified in an appointment letter before each term appointment. Term appointments vary in length, with a maximum of three-year term appointments permitted by SUNY Board of Trustees policy.

For tenure-track academics, there are no uniform, university-wide standards on the number of courses one is expected to teach. This often varies on a given campus among the various departments. Overall, however, "workload" follows past practice, meaning that faculty of a given department (or division) have agreed to teach "X" number of courses per semester, devote "Y" amount of time to scholarship, and to serve on "Z" committees throughout the year. If you are a new faculty member, it's wise to consult with a more senior colleague about what is expected and what is the norm. Librarians in general are held to the same standards as other academics except that their duties may include additional obligations, such as collection development and reference desk duties. These duties will vary from campus to campus.

You should contact your local UUP chapter to inquire about answers to workload questions. Should you be asked to teach additional courses or perform duties beyond the "normal workload," it is appropriate for you to be paid for such "extra service." Each campus (or department) has a standard rate for this.

It should be emphasized that one should not undertake extra duties without some form of compensation. This could be "extra service" pay, or reduction of some other part of one's professional obligation. Remember the old saying, "No good deed goes unpunished!" If you do take on extra duties, you may find that you're expected to continue them—worse yet, you may be establishing a practice that will affect many of your colleagues in the future.



For more information or guidance, members can contact Jamie Dangler, UUP's statewide vice president for academics, at 1-800-342-4206 or via email at [jdangler@uupmail.org](mailto:jdangler@uupmail.org)