

Executive Committee Meeting Minutes
UUP Albany Chapter
October 19, 2016

Attendees: B. Benjamin, P. Breiner, J. Collins, R. Friedman, J. Gendron, M. Grosshandler, J. Harton, T. Hoey, C. Jewell, M. Knee, A. Major, D. Myers, A. Olin, G. Petry, L. Pyles, B. Pyszczymuka, A. Richie, G. Robinson, P. Romain, M. Seidel, B. Shadrick, B. Sutton, M. Tuohy, C. Walcek, L. Wittner, & K. Thompson-LaPerle

I. Approval of Minutes

Minutes were moved by P Romain, seconded by T Hoey. All approved with 5 abstentions.

II. Review of LM (Labor/Management) Notes

Additional funds were allocated in the compact budget. This year's allocation includes 400K and will contribute toward the increased minimum per course salary which was moved from \$2800 to \$3600 this fall. Next year 300K more should be added to that to facilitate another planned increase in the per course rate. There was a discussion of salary compression issues created by raising the per-course minimum without factoring in longevity. The EC asked that UUP address these compressions. Benjamin asked the EC to discuss this with colleagues and share the results with R Tolley, J Collins, or B Benjamin. This work has been this chapter's initiative for years and now other SUNY chapters are following suit. It has been a great success. Meaningful steps taken by the University and put into writing help in contract negotiations. This is a good example of how we don't have to wait for negotiations for positive change; that working at the campus level can make a difference both for our campus and other campuses. We can raise the profile when members pay attention to contract negotiations and show interest. Members were invited to take UUP contract bumper stickers, buttons, etc. to put on their windows, doors, cars, etc. UUP is working with administration on current performance programs and the lack of updated compliance (compliance is up to 77%--had been 40% in summer). A workshop on performance programs is planned for next week. The U needs to insist on this contractual obligation of supervisors. If supervisors are out of compliance, they need invitations to attend the workshop. The U is reluctant to give names of those without performance programs in place. UUP is pressing to get full data from HR. Regarding DSA funds, in the past W Hedberg suggested departments split funds equally across the board, but departments were not given enough for that. UUP argued they should be and were told this was the case. Recently we learned it was not. The UUP Office has a list of who got what. That the method of disseminating faculty discretionary awards is at the discretion of the Campus President is clear. UUP has never advocated for discretionary funds because of these issues. When the State offers discretionary funds UUP cannot decline and meet its goal to get as much as possible for its members. In the past the funds increased base salary, but under the last contract have only been a bonus. When this was DSI and increased base salary, it was used by chairs to address salary compression and inequities. 28% of funds must be distributed to part-timers and all funds must be distributed. Regarding the years of service recognition ceremony T Hoey has advocated for reinitiating for years, the U has decided it can't do coffee/cookies, but instead will send an email and post names to a website. This concern came up at a faculty meeting in spring related to morale and President Jones had stated in response that he believed a recognition ceremony must be done. Since this has not happened, the UUP Chapter discussed holding its own recognition for long-serving UUP members and put this forward as part of a bigger CAP project in spring. UUP did this for contingents last year. All were encouraged to share concerns and these will be taken to LM.

III. Officer Reports

VP for Professionals T Hoey has been busy working on negotiations, A28 matters asking for a raise, a retirement seminar, the performance program workshop (scheduled for 10/25) and has been traveling the state. He noted UAlbany has some of the best UUP participation and attendance, citing the fall BBQ's attendance of about 400 members. He promoted the CAP (chapter action project) as a way to get more people involved in the chapters, on the EC, in committees, and as department representatives. We need more participating and using CAP funding. Different kinds of projects can be done including community

outreach, such as, get out and vote, education about the constitutional convention, food pantry, building infrastructure. There will be CAP trainings.

Assistant VP for Academics A Major stated the department representative meeting will be 11/16/16 12-2pm. He asked for help identifying new faces in departments. There is a big push for enrollments on campus. The funding that came from the tuition hike has ended and the governor's office has not done real maintenance of effort. We cannot get new tuition increases and less grant funding is getting back to departments. The administration's plan is to grow enrollments by 2020 and so increase revenue. Enrollments have plateaued and they made commitments for new state programs that weren't funded. Pressure to increase enrollment is only going to get worse. All were encouraged to share if enrollments are going up leading to overloads/more classes, online, hybrid classes, etc. The EC asked if the U will hire more faculty to manage the additional 4000 students anticipated. Albany is unique in that it has a significantly higher # of professional contingents than other campuses with many part-time hires at the staff assistant level.

Treasurer A Olin reviewed the chapter spreadsheet detailing actual and expected expenditures.

IV. **SIRF Report from the Academic Concerns Committee**

The EC suggested changes to the introduction and conclusion, recommended inserting more sternly that academic faculty should be assessed by their peers (that doing otherwise is a violation of the contract and contrary to Senate), and noted using SIRFs to evaluate faculty contradicts existing research showing SIRF scores are not a valid measure for faculty assessment. Some faculty stated SIRFs have been useful in unfair peer reviews to show students were satisfied with instruction. There were concerns that faculty raise grades to get positive student SIRF ratings. EC members also noted it is important to change the evaluation process of contingents too. P Romain moved and T Hoey seconded that the revisions discussed be made and that the report be published on the website, sent to statewide UUP, and provided to UAlbany administration. All approved with 3 abstentions.

V. **Membership Drive**

The EC did a great job last year getting members to sign up. All were asked to review the spreadsheet of unsigned members and reach out to them to encourage them to sign up.

VI. **Chapter/Statewide Committee Updates**

Current statewide committees were reviewed briefly and those who have not yet joined committees were encouraged to participate in this important part of UUP work.

VII. **Update on Senate Initiatives**

- The Senate has a role in the presidential search process and proposed faculty representatives to the search committee. The process purports to be committed to inclusion and transparency, but committee members can't talk about who is on the list. There was discussion to suggest that Senate and UUP should send a joint letter, as was done for the Jones search, reiterating the need for transparency and that finalists be brought to campus publicly. Public vetting of finalists at a public university research center outweighs candidates' privacy concerns.
- The Survey on Shared Governance is coming out in November. It has criticisms of Senate and administration, good points about what shared governance should look like, and recommends UUP and Senate work together to improve the workplace for all. The 2014 survey was the first of shared governance in over a decade. It was not friendly to current leadership and the process was difficult to get it out of committee and before the Senate. The exercise is health and should be done every 2 years. Senate is planning forums to discuss the results.
- There are issues around compact planning. Senate has gotten notification, not consultation. Senate leadership spent 6-8 months asking how it was going only to be told at the end what was going to happen. Senate will make it clear consultation hasn't occurred.

- An email requesting members for Senate committees is coming. Those interested should sign up. All were encouraged to vote for those who are trustworthy and to convince colleagues to vote.
- We must remind administration there are 2 groups of faculty at UAlbany, academic and professional “Staff” means something else. A proportional number of professional faculty are not represented on the presidential search committee.
- A strategic planning process called “futuring” is planned. All were encouraged to participate and take advantage of opportunities to engage.
- Senate is also interested in a comprehensive set of hiring data for academic faculty over the last 10 years and plans to write up an overview concerning faculty growth/attrition/trends, what this says about priorities, and whether this was intentional or random. Senate needs to set out principles for where hiring needs to be done/what areas need bolstering. The strategic planning process could be the opportunity to initiate this.
- All were encouraged to speak up in various work groups about the role of the Humanities in a research university. Losses in the Humanities over the last few years are concerning. The data showing this needs to be discussed going forward.
- There will be a marketing survey-that all were encouraged to respond to honestly.

VIII. Food Pantry Update

In early October G Petry and B Benjamin met with Student Affairs and Neighborhood Life regarding the food pantry. 2000 student handbooks have been distributed with information about the pantry and how to use it. The hope is to announce and roll out information about the pantry in early November. There seems to be significant interest. UAS, Res Life and Sodexo are also at the table. E Landy at UUP thought work with the food pantry would be appropriate for CAP project funding, perhaps related to fundraising work to help the pantry.

IX. Revisit Decision to Purchase New Chapter Banner

This item was deferred to a future meeting.

X. Funding Requests

- L Gallagher moved and T Hoey seconded a donation for a raffle prize at EAP’s Stress Less event in November. All approved with one abstention.
- T Hoey moved and P Romain seconded that UUP subsidize the cost of tickets for the university holiday gala by providing \$7 (tickets cost \$27 so UUP members would only pay \$20). Last year UUP provided \$5 per ticket and 93 UUP tickets were purchased. All approved.
- The 5K for 5K put on by the GSA to advocate for increased contingent salaries will be 10/22/16 at 10am at the southeast corner of Indian Quad and loop around campus. Walkers and runners of all abilities are welcome. \$50 is requested for each participant. The UUP tent will be there. Volunteers are needed. C Jewell moved and P Romain seconded that UUP provide \$50 for water, granola bars and bananas at the 5K for 5K. All approved.
- There was an e-vote 9/29/16 with a motion from P Romain that our Chapter co-sponsor the film screening and discussion of “Sold” and that we contribute \$200 towards the theater rental fee from our agency fee rebatable monies. The motion passed 21 in favor, none opposed, and 2 abstentions.

XI. Other

There will be a regional Higher Education Faculty Organizing Summit at St. Rose October 21, 6-8pm.

Meeting adjourned at 2:10pm. Minutes submitted by J Harton.