

**Executive Committee Meeting Minutes
UUP Albany Chapter
February 23, 2016**

Attendees: J. Aini, M. Aso, M. Bartoszek, B. Benjamin, P. Caban, J. Collins, A. Craig, M. Flynn, R. Friedman, L. Gallagher, J. Gendron, M. Grosshandler, J. Hanifan, J. Harton, T. Hoey, G. Landsman, A. Major, R. McClamrock, D. Myers, A. Olin, G. Petry, A. Richie, G. Robinson, P. Romain, R. See, M. Seidel, B. Sutton, R. Tolley, B. Trachtenberg, C. Walcek, B. Weaver, M. Weiss, L. Wilder, L. Wittner, K. Thompson-LaPerle

I. Approval of Minutes

The December meeting's minutes were moved by D Myers and seconded by L Wittner. All approved with one abstention. The January minutes were moved by T Hoey and seconded by D Myers. All approved with 4 abstentions.

II. Review Labor Management Notes

EC members were glad to see building access and intersession issues were raised, despite dissatisfaction with the response. While administration states the campus has security concerns they are trying to address with these measures, once in anyone can go from one building to another suggesting that limiting door access does little to maintain interior security. The campus is discussing locking tunnel doors at 5pm due to vandalism. There was no formal LM meeting in January, instead officers and M Seidel met with Randy Stark to review the UUP contract in detail and with James Stellar and Bill Hedberg to review UAlbany academic hiring 2011-2016 with a focus on NYSUNY2020.

III. B Benjamin introduced **Tomas Gomez, our new chapter intern** who will be working on the newsletter layout and template, writing articles, taking pictures, helping update the website, and helping with logistical coordination on the membership drive. The position will evolve as we move forward.

IV. University Senate Vice Chair, **Jim Collins, reported on the University Senate.** Senate and UUP are collaborating, knowing how important it is that faculty have a greater say in how the university is run and recognizing that the Senate has formal responsibilities and power distinct from UUP's. There are 3 jointly sponsored forums this semester, one on contingent concerns identified in the university's blue ribbon committee and UUP reports, one on academic freedom, and one on sustainability across the curriculum. Senate elections are upcoming. More nominees are needed. Three statewide Senate at-large positions are also open. EC members were encouraged to consider these. Statewide Senate has also been working more closely with UUP and Peter Knuepfer has been a regular attendee at the delegate assemblies. There is a role for faculty governance in the evaluation of administrators which has been discussed in Senate for years. In fall Collins sent a straw poll to constituents asking for feedback on these evaluations. Responses came from 300 and were overwhelmingly supportive of Senate involvement in administration's evaluation. This got administration's attention. Senate is now negotiating how this will go forward. Two crucial UPPC committees, which had been allowed to lapse, are being re-established, a committee on resources and fiscal planning (to look at budgets and what administration wants to do), and a committee on facilities (to keep track of facilities planning as it moves forward, where investments are going, costs, rationale, consequences of building programs, etc.) Senate is trying to reach out more to connect with its constituents. Collins thanked everyone for their help.

V. The EC needed to appoint a new Assistant Vice President for Professionals (L Gallagher resigned). At the last meeting this was discussed and nominations were requested via email in the interim; one person was nominated (P Romain). T Hoey moved and L Wittner seconded that the EC appoint P Romain as the Assistant VP for Professionals. All approved. Following the vote (for which P Romain had left the room upon request) B Benjamin congratulated him and thanked him for his willingness to serve the chapter in this position.

VI. The EC discussed the **2016-17 chapter budget.** Costs are increasing. This year we are likely to go over

on EC meetings because we cannot use the dining hall. (using the Alumni House was discussed as a cost savings measure since it is not owned by SUNY). We have larger EC and general membership meetings. Newsletter costs in election years add \$1000. We have been holding more workshops. Sodexo costs are higher. Chapter release time is a large expense we didn't used to have. We have been dipping into savings a few years now and the stated budget should reflect that explicitly. Spending down savings doing membership work is fine. If have less than \$10,000 in total funds we can ask for a supplemental allocation from statewide so it doesn't make sense to keep more than this in savings. **B Trachtenberg moved to approve the budget as presented, second by B Sutton. The budget passed unanimously.** The budget will now go to the general membership meeting for their vote.

VII. An **update on the membership drive** was provided. We are making progress, adding a net gain of approximately 120 members since last year at this time. The EC was asked to review the fee payer list, find 2 familiar names and meet them in person to ask them to sign a membership card. Talking points and materials to give out have been created. There are many in places like Chemistry and Physics and Criminal Justice, which are big units without representatives. Turnover is significant for getting members signed. We need to develop a mechanism to connect with people when they are hired. Graduate students who become lecturers or new people may not know they need to sign cards. If someone thinks they are already a member, but don't appear on the list, they should sign a card again in case it got lost and we can sort that out.

VIII. Officer Reports

President: - Scholarship notices went out and there has been a good response (he has answered 100 emails). All were encouraged to show solidarity at the 2/26/16 11am-2pm St Rose protest.

VP for Professionals - All congratulated T Hoey for his election to his new role as statewide MDO (membership development officer). We are behind on the Nina Mitchell and Faye Samuel awards which should be on the website by the end of the week. This year these will be by self-nomination. An A828 committee was recently formed to review a bad evaluation (the first time in over 10 years). Hoey and Trethaway in HR met this morning to give the committee its charge. There are plans for 2 workshops this year for professionals related to performance programs and permanent appointment.

VP for Academics - In recognition of many difficulties with tenure, renewal and promotion on campus, the Academic Concerns Committee has been reviewing campus departments' documents. The majority had documents, but not all and some had no bylaws or documents were many years out of date. Departments should be clearinghouses for information. **The committee would like UUP endorsement to present its findings to Senate, administration, LM, and to publish these to the UUP website and newsletter.** **P Romain moved, J Hanifan seconded and all approved.** The committee plans to request that Senate institute a policy of regular review of these documents, perhaps the year before departments come up for external review. Many problems encountered have been because people are not sure of procedures and faculty sometimes don't know their rights until it is too late. This speaks again to the needs for an ombudsperson. The committee wants departments to have clear expectations (what's required in teaching, teaching load, service, etc.) available and for these to be in accordance with the Agreement. Faculty are being evaluated on some criteria. The criteria should be clear to all. The continued reliance on SIRF scores remains a problem, especially for contingent faculty. UUP is interested in procedural clarity; it has nothing to do with setting the disciplinary or curricular content on which faculty will be evaluated.

IX. B Benjamin sent notices out inviting members to participate in the **Chapter Action Program** in Cooperstown and reiterated the invitation. This is a UUP 4-day new leaders membership organizing training workshop funded by a grant from NYSUT. Chapters were asked to send 1 elected officer and 3 chapter members who will work together to develop a chapter plan. Attendees' commitment is for ongoing work over the next 3 years.

X. The EC discussed **electronic distribution of salary lists** (UUP members, MC, discretionary raises).

Electronic distribution has the potential for circulation issues. Placing copies in the libraries was difficult because we could not control who accessed them. Paper copies to all EC and department representatives uses much paper and few reported needing them. T Hoey moved and B Trachtenberg seconded that the list be kept at the UUP office and special requests for copies can be provided to EC members or departmental representatives for their areas. If there are disability access concerns, special arrangements can be made. All approved.

XI. Funding and Co-Sponsorship of Proposals:

- a. Proposal to fund departmental representatives lunch workshops this spring. P Romain moved and B Trachtenberg seconded. All approved.
- b. Proposal to fund refreshments for a training workshop on mobile device security-led by M Manjak. P Romain moved and G Landsman seconded. All approved.
- c. Proposal to fund a Joint Labor Management Training on permanent appointment for professionals led by – M Seidel and K Trethaway in HR. Romain moved and T Hoey seconded funding All approved.
- d. Proposal to co-sponsor (\$200 contribution) with LACS to bring Juan Gonzalez to campus (he is the cohost of Democracy Now, a long time NYC activist, and wrote “Harvest of Empire: A History of Latinos in America.” The total cost of his visit is \$9000 so LACS is asking many groups for funds. The Peace and Justice Committee would like to support his visit. P Romain moved, L Wittner seconded and all approved.

XII. Other:

- a. L Gallagher’s resignation from the Assistant VP role (item V) results from insufficient staffing in her office at this time. Because **Civil Service only administers its exams every 4 years** (exams are very expensive to run statewide so they decided to move offering testing from every 2 years to every 4 years), the pool of available candidates is very limited. Multiple openings on our campus (and at others) make it challenging to hire which means workloads increase for remaining staff and ultimately workload creep involves faculty. B Benjamin was asked if he could have a conversation with CSEA to see if the unions together could find a positive solution. M Seidel will discuss this concern with regional contacts.
- b. L Wittner represents the chapter at the Albany AFL/CIO. A key issue for the labor movement in NY is to raise the minimum wage to \$15/hour. It seems to be won via executive action for fast food workers, but not others. Legislation is being considered and has the governor’s backing, but it may have strings attached, like being phased in over the next decade or with 2-tier training wages below \$15 and subsidized corporations that pay less than minimum wage—millions of our tax dollars could go to this. There will be a demonstration in support of the \$15/hour minimum 3/15 at the state capital. He would like to raise the Albany UUP banner there in support. G Petry moved and M Weiss seconded that the chapter endorses this. All approved.

Meeting adjourned at 1:55pm. Minutes submitted by J Harton.