

**Executive Committee Meeting Minutes
UUP Albany Chapter
February 24, 2014**

Attendees: B Benjamin, L Bickmore, L Gallagher, J Greiman, M Grosshandler, J Harton, T Hoey, C Jewell, M Knee, D LaComb, D LaFond, G Landsman, M Manjak, R Miller, Jr., G Petry, B Pyszcymuka, P Romain, R See, M Seidel, P Stasi, I Steen, E Torgersen, B Trachtenberg, E Warnke, B Weaver, L Wilder, L Wittner, J Yetto, K Thompson-LaPerle

I. Minutes

The minutes from 12/12/13 were moved by R See, seconded by P Stasi, all approved with a minor change, and the 1/23/14 minutes were moved by R See, seconded by C Jewell, unanimously approved as is with one abstention.

II. Review of Labor/Management Notes

Notes were reviewed. C Jewell raised concern again about the Social Sciences door and the move of the bus stop from Life Sciences. Concerns were raised at the L/M meeting. Doors are at the 10 pound tolerance, but UUP will follow-up to see if there are funds in the U's budget to add a door opener.

III. Vote to Approve Budget for Next Year

R See presented the budget and answered questions. The release time figure from UUP Central differs from last year. He has a call in about this. Categories are historical, but fungible. Although UUP offers printing free, we keep a \$1000 placeholder in case something needs to be printed quickly. There is a large pool of funds for workshops, membership, committee meetings -- committees were asked to put on more events, programs, etc. Funds for Outreach (aka lobbying) have not been spent, but this is something we want to stay away from. The general membership needs to approve the budget before it is official. **R See moved, T Hoey seconded a vote to recommend the budget for approval to be taken to the next General Membership meeting (3/13/14). All approved, no abstentions.**

IV. Resolution in Support of Striking Faculty at University of Illinois, Chicago (UIC)

The resolution was pulled (see the VP for Academics report below).

V. Committee Reports

Governance: C Fox and H Scheck co chair this committee set up this year to consider ongoing relations with the U Senate, how we interface and collaborate with them and learn about issues early enough to weigh in. The statewide union is also working to build a more collaborative relationship with University Senate. Senate elections are coming soon. All were encouraged to self-nominate for at large seats and to talk with departments if a seat is available. The more who are engaged, the more effective the campus is in representing employees. The deadline for nominations at large is 3/14/14 and for senate service (on committees, also important!) is 3/18/14. The Senate GOV Committee is conducting a survey. B Benjamin will check with Institutional Research and the Senate to coordinate with the UUP's campus-wide survey on variety of issues with questions from all the committees. He will gather a small subgroup to compile the UUP survey questions to decide where there

is overlap, whether to split into several surveys, etc. A few weeks ago there was a survey regarding research support. There are also COACHE survey meetings (regarding faculty satisfaction) coming up shortly. P Stasi attended one where there were few participants, but they had the provost's attention. Attendance is encouraged.

Outreach/Legislation: Was contacting legislators to set appointments, then got an email that F Kowal at UUP Central was setting up meetings so stopped since this needs to be coordinated. I Steen has been meeting with legislators and invited others to do so. There are many upcoming opportunities. More information will be shared by email.

Solidarity: L Wittner is working with labor and social justice groups concerned about education cutbacks and social services. There will be a film showing 3/1/14 regarding factory towns. A labor forum sponsored by the Albany AFL/CIO 2/25/14 will bring labor leaders and local politicians together to impress on them labor's goals. Larry's ongoing work with the Albany County Central Federation of Labor was noted, and Larry extended invitations to EC members to join that group's meeting with local politicians, scheduled on Feb 25, 2014.

Grievance: G Petry shared there are several current concerns, and we are working closely with members on a range of issues. Seidel noted that on-call/recall got a step one decision from Ray Haynes so if we need to file one now we will have the same.

Newsletter: The newsletter was sent today to UUP Central and should be out in the next 2 weeks. The next one will have an early April deadline.

Peace & Justice: D LaFond reported the committee has been emailing (some members are on sabbatical). A new committee was started at statewide on environmental issues and justice. There will be a campus film series.

Women's: At the statewide delegation there was a call to start groups in the area and UAlbany was asked to consider a group. This committee has been actively working on finalizing the survey. They are also working on a public event with Nuala Drescher.

Professionals: An on-call/recall workshop will be held in early March. Professionals in units likely to be affected should attend.

VI. Officers' Reports

A. President.

- 1) B Benjamin has met with committee chairs and discussed putting on events on for spring and fall. Information will be circulated.
- 2) The provost is leading a campus committee to discuss upcoming changes related to the CNSE separation. CNSE cannot be a 65th campus per the Board of Trustees. Currently, most of the Albany-level discussion revolves around student support: courses, housing, recreation/athletics, etc. Space remains an issue of discussion. UAlbany has ASCR and the weather services in the CESTM building and there are CNSE faculty labs on the UAlbany campus. In broader terms, we have concerns about the privatization of the public U. Of CNSE's approximately 3100 employees, there are approximately 70 UUP lines and over 3000 RF lines. This ratio is not replicated elsewhere in SUNY. We continue to press for answers about how these 70 members will continue to get union representation and who is their HR contact is. CNSE students take very few gen eds here currently—CNSE manages most of their own gen eds. There are about 130 undergrads x 8 classes over 4 years. UAlbany is providing this now so it is not

additional work. Currently CNSE depends on UAlbany for significant tech support. UUP will continue to raise these concerns.

- 3) B Benjamin and B Trachtenberg met with the statewide committee that oversees Campus Grant funds. There is funding available for campus projects from the state (not the chapter). Projects can be small (seminars/mini-conferences to mentorship programs), can involve a single or multiple campuses. Funding can range from \$500-\$50,000. There is a required campus match for some of the funds (60/40). This could be a pilot program on a single campus that could be rolled out to other campuses. UUP should consider a project for next year.

B. Vice President for Academics:

- 1) B Trachtenberg pulled the resolution on striking faculty (above) because it was approved by statewide. This is relevant for us and UUP broadly and is an example of solidarity between full-time tenure and part-time contingent faculty (full-time faculty were striking to support contingent faculty). It is the responsibility of those with continuing appointment, both academic and professional, to use the privilege of our status in ways that support and defend contingent workers.
- 2) There have been many concerns since fall regarding equitable contribution in CAS. There appeared to be a new mandate to evaluate associate professors. If there were not sufficiently research-productive, they would be called in, and potentially assigned a greater teaching load. B Trachtenberg met with many members at the beginning of the semester and the concern was raised at an L/M meeting when President Jones attended. Jones said he wanted to see faculty work to their potential, but such decisions needed to be made fairly, constructively, and with consultation at the departments. B Trachtenberg, B Benjamin and M Seidel spoke with the CAS dean's office (E Wulfert, S Galime, and J Delano) on 2/14/14 and shared that the dean's message was distressing to faculty. The CAS Dean assured us that nothing was new, and that the reviews were not punitive. So long as faculty show a "scholarly pulse," they will meet the standards; no expectation to coming up for promotion within a given period has been set. Some faculty will be called in; we advise that they not agree to anything until they hear what's been said and come back and speak to UUP. If faculty are making documentable progress in research we have been told that they need not worry. In discussion UUP stated that much of the service is done by associate professors. In response the CAS dean's advice was for them to reduce their service to not take from their research time. Concerns were raised that we've lost so many full-time faculty positions over the last few years that the work looks different now and that faculty can't pay to go to multiple conferences while their colleagues elsewhere get more funding assistance. Could the U provide more assistance? UUP supports a research productive campus.
- 3) The Academic Concerns Committee will hold a forum on the review of Tenure and Promotion 4/1/14 at 4pm. **B Trachtenberg moved, R See seconded that - funds be made available to hold this event. All approved**
- 4) The Academic Concerns Committee proposes to host a meeting on edTPA. The curriculum needs to catch up to the teaching certificate requirements. There will be a meeting 3/25/14. B **Trachtenberg moved, B Benjamin seconded a request**

for funding for refreshments for this meeting (coffee/cookies for 30-40 people at a cost of up to \$100). All approved.

- 6) A boycott of Israeli academic institutions was passed by ASA in fall. Sheldon Silver (Assembly) and Jeff Klein (Senate) put forward bills punishing any campus that gave funds to an organization supporting boycott (e.g., conference travel reimbursements or institutional membership fees), by cutting off all state funding. The Senate bill passed by a wide margin. The Assembly bill, after much outcry by UUP and NYSUT among others, was ultimately pulled before a vote. Silver then put forward a less draconian bill, though likely still unconstitutional. B Trachtenberg authored a resolution opposing these bills that was passed by the UUP Delegate Assembly. **It was moved by B Trachtenberg and seconded by L Wittner that UUP declare this an attack on academic freedom and an intervention in academic affairs. A resolution will be forwarded to all appropriate parties. All voted in favor.**
- C. **Vice President for Professionals:** T Hoey submitted a written report, no questions.
- D. **Treasurer:** See discussion above **R See moved and P Romain seconded that the EC fund the 3/13/14 membership meeting at about \$15.75 (plus tax and tips) for 100-150 attendees. All voted in favor.**
- E. **Contingent Faculty Representative:** R Vives was away.

VII. Reports from DA

No concerns were raised. One EC member indicated that she would offer a report via email.

VIII. Member Issues

P Romain thanked UUP and M Manjak for their participation at EOP Advocacy Day and reported it went well. Legislators were in tears regarding one student story.

IX. New Business

None.

The next general membership meeting will be 3/13/14 12pm.

Meeting adjourned 2pm.

Minutes submitted by J Harton.