

Executive Committee Meeting Minutes
UUP Albany Chapter
March 21, 2016

Attendees: J. Aini, M. Aso, M. Bartoszek, B. Benjamin, E. Briere, J. Collins, M. Flynn, R. Friedman, J. Gendron, J. Harton, T. Hoey, M. Knee, D. LaFond, K. Latal, A. Major, M. Manjak, D. Myers, A. Olin, G. Petry, B. Pyszczymuka, A. Richie, P. Romain, R. See, M. Seidel, B. Sutton, R. Tolley, E. Torgersen, B. Trachtenberg, C. Walcek, L. Wittner, K. Thompson-LaPerle

I. Approval of Minutes

Minutes were moved by A Olin, seconded by G Petry and approved with 5 abstentions.

II. Review of LM Notes

III. Update and Discussion of Membership Drive

Thirty more cards were signed as a result of the membership drive email to all fee payers. 340 fee payers remain. All were asked to personally contact three fee payers and report back (department reps will also be asked to make contacts). A cell phone picture of the signed card is all that is needed. The online application also works well from a phone or anywhere and sends a confirmation email to the member. Developing relationships with fee payers helps to personalize the union. We want cards signed, but more important, we want people to know about and turn to the union. Talking points and cards are available. Academics should be asked before they leave for the summer.

IV. Officer's Reports

President B Benjamin noted upcoming programs included:

- 3/25 1:30-3pm CC Assembly Hall joint UUP/Senate CAFFECOR Forum on Academic Freedom
- 4/4 12-2pm CC375 Department Representatives Meeting (EC members are welcome)
- 4/5 3-5pm HU354 joint UUP/Senate Forum on Contingents
- 4/7 12-2pm CC375 joint L/M Permanent Appointment Workshop for Professionals
- 4/11 12-1pm CC375 Information Security Workshop for Faculty
- 5/13-14 Delegate Assembly (this is commencement weekend)

He shared that UAlbany had many scholarship applicants this year. St. Rose has a new tentative union agreement.

VP for Professionals T Hoey noted 50 have signed up for the Permanent Appointment Workshop/

VP for Academics B Trachtenberg-shared that there is currently no continuing funding for faculty to attend the national spring bootcamp at the Center for Faculty Development and Diversity. He and Tamra Minor are trying to identify other funds. The report on renewal, tenure and promotion has been finalized and went to Management. A copy will be sent to the Senate soon. One significant change based on feedback was that department names were not used. The goal is to work with departments to get uniform procedures in place. At the next Academic Concerns Committee a report on SIRF scores will be discussed. Senate should abolish the use of SIRFs for evaluation and recommend appropriate measures. Individual cases continue to take much time because the university is not following its own policies.

Officer for Contingents R Tolley's Contingents Concerns Committee will meet Thursday at 545pm to discuss plans for the semester, put together visible adjunct office hours, develop a recognition event for contingents who have served the university for multiple years. UUP has been asking the university for three years to begin recognizing employees again (a similar recognition event has been requested for full-time faculty). If the university won't host this event now UUP should. T Hoey moved and A Major seconded funding for coffee and dessert for 2 contingents events: office hours and the recognition. All approved.

Treasurer R See reminded all if a member wants to be reimbursed, the request must be within 30 days of the event per UUP policy.

V. President's Nomination of Co-Chairs for Women's Concerns Committee

D LaFond moved and E Briere seconded that this item be tabled to allow time for further discussion and deliberation, and so that D LaFond could prepare a statement about the work of the WCC and LaFond's efforts in her capacity as a member. Concerns were voiced about whether a committee chair appointment should be made by the chapter president or the EC, the need for the Women's Concerns Committee to begin meeting, and the chapter president's stated position that untenured assistant professors should not co-chair committees. It was noted that we must follow our by-laws, which state committee chairs are appointed by the chapter president and approved by the Executive Committee board and that it is the Executive Committee's prerogative to approve or not approve. The question was called to vote on tabling the president's nominating the Women's Concerns Committee chair today. 9 approved, 15 opposed, 10 abstained. The president stated that he appreciated the concerns and agreed we need a Women's Concerns Committee. Karyn Loscocco (professor in Sociology) who is working on the diversity dialogue in action with the university has agreed to serve as co-chair along with Kristen Hessler (associate professor in Philosophy) who works on human rights issues and gender concerns. An EC member stated that she had asked a member to co-chair and expressed frustration on learning that this member would not be given the opportunity. The president reiterated that the by-laws state that the committee chairs are presidential appointments with EC approval. He had been weighing names and speaking with people for some time about co-chairing. The president stated he would be glad to involve any members who have expressed interest in WCC involved in the committee, taking part in union work and getting more connected. He stated that he believes there are legitimate concerns about putting untenured faculty into situations where they are asked to take positions contrary to the university. Tenured faculty have more security to voice institutional critique. Some departments do not count union work as service. If possible, we do not want to put anyone in a position where union work might undermine their tenure cases. The president's appointment of Loscocco and Hessler as co-chairs of the Women's Concerns Committee was called to a vote. The EC approved the vote, all in favor with one abstention.

VI. Request for \$300 to Upgrade Survey Monkey Account for WCC Survey Statistical Analysis

The work of the Women's Concerns Committee continues on the survey data and synthesizing Survey Monkey materials. J Novkov and K Bose ask if the chapter would pay (cost is \$300) to upgrade the account to use SPSS to review and analyze the data collected (using Survey Monkey is labor intensive and will delay the results). J Hanifan moved, J Gendron seconded, all approved. If another solution can be found to get the data into the appropriate format, we will do so.

VII. Chapter Policy on Room Reservations

R See moved, J Hanifan seconded that any UUP room rentals/reservations (including cosponsored events) should be handled through the chapter assistant, which will make paying for these easier, correct, and keep the books cleaner. All approved.

VIII. Report on University Senate and Discussion of UUP/Senate Collaborations

Cynthia Fox and Jim Collins (current Chair and Vice Chair of the Senate) reported a new survey on shared governance will be distributed in April and encouraged all to respond. The survey was streamlined from last year's version to be shorter and obtain better results. The current administration seems responsive to faculty input on administrative review, something brought up in the 2010 Middle States Report. Senate drafted a resolution inviting the Emeritus Center to provide a Senate representative. Contingents are represented by two part-time contingent at large senators, but part-time faculty have no voting privileges in Senate elections. The Contingents Report and committee will help to provide a conversation about this. This is complicated involving by-laws and charter amendments and could change the balance of representation in the Senate. Other complications include the structure of the university changing rapidly with the gain and loss of colleges. Senate has taken up the UUP proposal for an ombudsperson. An ombudsperson proposal was proposed by Senate years ago. CPCA has raised some concerns about the proposal. A graduate ombudsperson exists, but not with oversight as originally supposed to be in place. Undergrad never established one—it was in progress but never passed.

A major strategy of universities and corporations is to keep unions and the people separate. Senate is the formal representative of the faculty (just as the union is the formal representative of those members of its bargaining unit). Our UUP Albany Chapter and Senate are working together and communicating well. There are monthly Senate leadership meetings with the provost. Administration states they didn't realize Senate formal consultation didn't involve picking a faculty member to sit on a committee. Administration has been given too much authority in the past to act unilaterally. Senate has been continuously working to remind administration about the need for full and formal consultation.

Diversity, equity and inclusion policies are coming from administration. A diversity officer was named. By early November they want UAlbany to have a policy regarding diversity, equity and inclusion. It is important that UUP committees like Affirmative Action are part of the discussion. This needs to be done well and good people are needed on these bodies. The speed at which this is being pushed through is concerning and meetings seem stacked with administrators. A copy of a memo from the SUNY Provost notes campuses have different programs in place and states governance must be appropriately consulted. Senate will hold SUNY to this.

Senate leadership is discussing concerns about Senate organization and its officer positions as currently constituted. UAlbany's model has a Senate vice chair for one year who is chair of GOV (a very important committee --formal consultation goes through here), in the second year that person becomes the Senate chair managing bills and resolutions, in the third year that person is immediate past chair and chairs UPC (another powerful group). There is much information for new leadership to learn and this keeps changing making it difficult to be effective. Things can be inadvertently neglected, for example the UPPC had two committees (one for resource analysis planning and the other for facilities) which had fallen into disuse three years ago. These have now been staffed and will begin functioning again. It is essential for good governance that both committees be active and faculty be kept informed of and consulted with in these areas. The Vice Provost for Finance and Administration knows he must share information with them. By-laws changes require a difficult 2/3 vote of all the faculty. It is difficult to maintain momentum with the current model. Without responsible leaders who understand the system anything Senate tries to build will fail. The model at Fredonia does not move an individual automatically from one position to another, but re-elects and individuals can remain up to six years, allowing individuals to learn to do the job well and with continuity. Committed, knowledgeable volunteers are needed to stand for offices.

IX. New Business

- a. L Wittner reminded all about the upcoming **primary**.
- d. P Romain moved and J Gendron seconded that the **EC contribute \$100 from Good & Welfare toward a chair for B Shadrick for her ongoing work with the union. All approved.**
- e. Between meetings there were several e-votes with the following results:
 1. A motion (R See) to **contribute \$200 toward the purchase of t-shirts (which will include the UUP Albany logo) for UAlbany runners/walkers who will participate in the CDPHP Workforce Team Challenge passed unanimously, 20-0-0.**
 2. A motion to **endorse Carol Jewell's nomination for the Nina Mitchell Award passed unanimously, 30-0-0.**
 3. A motion (R See) to **fund a \$5 co-pay for the University picnic passed unanimously, 30-0-0.**
 4. A motion (D LaFond) that **the Chapter co-sponsor two talks on Feb 18 and 19 by Wendy Murphy and provide \$100 towards room costs at the uptown campus event.** Murphy is a lawyer who has raised legal challenges to a series of additions/changes to Title IX legislation, including the Campus SaVE Act (CASA) and the SUNY policy on sexual assault and affirmative consent. **The motion passed** with the following vote totals: 14 yes, 5 no, 3 abstain.

Meeting adjourned at 1:35pm. Minutes submitted by J Harton.