

**Executive Committee Meeting Minutes  
UUP Albany Chapter  
June 10, 2015**

**Attendees:**

B. Benjamin, E. Briere, P. Caban, V. Commisso, R. Dressler, M. Flynn, L. Gallagher, J. Gendron, M. Grosshandler, J. Harton, T. Hoey, C. Jewell, M. Knee, D. LaFond, A. Major, M. Manjak, R. McClamrock, D. Myers, G. Petry, B. Pyszczymuka, A. Richie, P. Romain, R. See, B. Shadrick, P. Stasi, R. Tolley, E. Torgersen, B. Trachtenberg, R. Vives, L. Wilder, K. Thompson-LaPerle.

**I. Welcome and Orientation for new Delegates**

All were welcomed and introductions were made all around. All were asked for a non-work email to facilitate communication of matters that cannot be sent through .edu addresses.

The UAlbany UUP Executive Committee (EC) is where the power is centered for our UUP chapter. There are about 2100 members in various units, evenly split between academics and professionals, tenured and contingent. UUP is the largest union on campus. All present were elected as academic or professional delegates from the UAlbany UUP chapter to the statewide union and are EC members. There are three annual statewide 2-day delegate assemblies (DAs). Everyone can and is encouraged to attend, but each chapter sends a designated number of delegates who can vote based on the number of chapter members (UAlbany sends a full delegation of about 13 academics and 12 professionals). Those elected with the highest number of votes have the first opportunity to be delegates and if they decline, those with the next highest number of votes may attend as a delegate. Anyone can participate in UUP statewide and UAlbany committees. Last year there were 18 chapter committees with 200 committee members. EC concerns are typically raised/addressed at Labor Management (LM), in the newsletter and in forum and workshop settings. Members should attend EC as often as possible as this is where UUP communicates and discusses concerns and makes decisions. Having diverse perspectives from across the university is essential to effectively address complex issues, analyze situations and propose solutions. In most instances, the chapter president recommends, but the EC has the authority to act (spending money, ranking priorities, deliberating and strategizing about issues). Meetings usually are held the Dane's Den in Indian Quad 12-2pm and rotate between Monday and Thursday to allow academics who teach at this hour to participate. It is worth reading the bylaws (these will be provided to all). A glossary of UUP terms will be provided to all. At the first fall meeting we will discuss priorities and where we will be going.

**II. Approval of Minutes**

The last meeting's **minutes were moved by T Hoey, seconded by R See, and approved without changes** (0 opposed, 7 abstentions).

**III. Review Labor Management (LM) Notes**

Officers meet monthly with the president/a representative from his office, provost, HR director and others as needed to address a wide range of matters. Detailed agendas are provided in advance. Notes summarize these meetings for EC review and discussion which helps officers refine the conversation and include new information and concerns. EC members are eyes and ears around campus. If you're told something odd by a dean or have concerns, drop the officers a note. Something innocuous to one person may be a sign of a bigger pattern that could be problematic for others.

Officers made clear that the Food Pantry proposed should be on this campus and focused on students. Pantries are on other campuses and at SUNY schools. There could be a downtown satellite or an affiliation with an existing downtown food pantry. Social Welfare may also be interested in starting a pantry, so a partnership may be possible.

The gender and race equity and mean time to promotion to rank by gender data shared was confidential. Ethnicity data is self-reported. The data needs to be better understood. Officers intend to move forward and address this more publicly with a coherent chapter statement policy to address issues.

No meeting has been set yet regarding an ombudsperson.

No date is set for SUNY2020 (a program instituted by the State 4 years ago, stipulating a rational tuition plan of increasing tuition each year for students with the funds funneled back to campuses for new hires and capital improvements). Administration is pulling together the last 5 years of hiring data, how lines were defined, and what the conditions on new hires have done to shape the hiring patterns. SUNY and UAlbany support extending 2020 for 5 years and see it as driver of hiring and growth on campus. UUP statewide's stated position is that it will not support a new round of NYSUNY2020 unless it includes a full maintenance of effort provision.

Is UUP involved in compact planning? While UUP has no role in decisions, UUP has talked about the mechanics of budget resource allocations and stated administration is asking the wrong questions. We should be asking what resources are needed to make a unit successful and nationally competitive, not just developing new proposals. UUP has also talked about extending the duration of funding instead of requiring annual requests.

Senate leadership was congratulated for its recent victory on passing the by-laws amendment. We have enjoyed an excellent working relation with Senate for the past few years and look forward to developing that even further.

UAlbany's contingent priority focus is the result of UUP urging and the UUP contingent survey. UUP has had a prominent role in making recommendations for university task force members, in setting the charge, in providing data and context, and in making recommendations on policy initiatives. We should hear from the committee soon (a fall report is expected) about changing policies for compensation, job security, appointments, etc. UUP has asked repeatedly for data on these issues and administration has been slow getting it to us. The chapter should push for speed, and firm statements on policy.

QAR (qualified academic rank) is a mechanism contractually stipulated to stop the tenure clock while the candidate does something else and the clock resumes when the candidate returns (faculty as well as professionals). UUP objects to QAR being done retroactively and states QAR must be done with the agreement of all parties (i.e. all parties must be notified and discuss it). QAR has been used as a tool to let someone go who, in QAR, is not in tenure status. If asked to work 99%, individuals should say no. A decrease in the appointment percentage moves the individual to part-time status and stops the clock.

#### **IV. Review Summer Schedule**

The EC decided not to meet in July since many members will be away. The next meeting will 8/31/15. If an emergency meeting is needed in the interim one can be called. There will be two LM meetings 6/18/15 and 8/25/15. Agenda items should be sent to B Benjamin. A fall schedule is being created with 9/9/15 as the tentative date for the Welcome Back BBQ which will be at last year's location by the Interfaith Center. A shuttle bus is being considered for this event.

#### **V. Officers' Reports (written reports were provided prior to the meeting)**

In addition to his written report the **president** added that a few weeks ago incoming and outgoing officers met to discuss priorities and goals. He will provide materials in advance for discussion at the 8/31 meeting. He also reminded the EC that UUP maintains public education, protects tenure, and advocates for SUNY and public higher education, but because union dues can't be used for political activities, no dues go to politics. VOTECOPE is a PAC we can support to help UUP with its legislative work, but higher ed members have not been contributing—of 12,100 members only about 100 have given. K-12 teachers contribute much more. Everyone covered by the union should consider contributing and those

who already contribute, committing a little more each year. EC members asked if NYSUT could provide a breakdown for how the funds are used, that this might help raise awareness and increase giving. VOTECOPE cards will be available at the 8/31 meeting.

B Trachtenberg, **VP for Academics**, noted the ombudsperson proposal in consideration was raised due to a conflict of interest with tenure and promotion cases since concerns were channeled through Bill Hedberg's office, the same office that approves tenure and promotion cases. Too often UUP hears about concerns too late and UUP cannot go to a department chair to resolve such matters. An ombudsperson is not official/in the formal university process. The ombudsperson would not have the authority to redirect the process, but would still serve with the weight of the president's office. An emeritus faculty beyond the control of administration might be a good choice. Article 33 provides an appeals committee when a tenure case goes bad. There is an administration and UUP-agreed list of fair, impartial possible Article 33 committee members. The ombudsperson should be someone like that.

**Contingents** are working to balance action with the cooperation of the Provost's contingents committee this coming year. The committee's first report should come in a couple weeks and we assume it will be widely distributed and appear online. Contingents are looking for meaningful changes as a result this year. Salary increase are coming from tuition increases. Plans are to maintain public pressure on specific issues and share truth. The more information is shared, the better. Fundraising is a challenge. Housing for contingents who need it has not yet been discussed. Many contingents don't know they're in a union and are afraid of retaliation for getting involved since public employees are punished for striking, get fined, non-renewed, etc. and the most vulnerable members are harmed. The question is how to educate members about what they can do. We need to build confidence and competence. Most Americans lack experience with unions and don't understanding how they work so UUP should show how the union supports the whole university and share that message with supervisors.

E Brière, **Assistant VP for Academics**, stated the Membership Committee would like two department representatives for every unit. Suggestions for good candidates in areas needing representatives should go to the committee and the committee will reach out to individuals.

#### **VI. Feedback on UUP DAs and Constitutional Issues**

At the last DA B Benjamin agreed to chair the UUP Constitutional Committee. The committee is examining the need for three DAs each year versus two. The EC's initial response was it would be satisfied with two.

#### **VIII. Other**

As discussed at a previous meeting, lists of **salaries** of all union members and discretionary awards were provided to EC members and will go to department representatives. These should not be distributed, emailed, or leave the office of the EC member of department representative (copies should not be made). While salaries are available on <http://seethroughny.net/>, this information is more current. B Benjamin will email information about the DRP reductions ending, the 2% raise in fall, the chancellor's award (which is back to \$500 prorated on base), etc. Officers are asking again at LM for across the board DSA increases (discretionary salary award, or DSA, is not added to base) so that all benefit. UUP policy has been that UUP advocates for increases on base for everyone.

**Contract negotiations** begin next year. In fall our chief negotiator (Philippe Abraham) will be on campus to discuss negotiations. A survey should be coming late summer/early fall to better understand members' needs and priorities. B Benjamin has asked for statewide materials to help us focus on what to pay attention to.

Meeting adjourned 2:05pm. Minutes submitted by J Harton.