

Executive Committee Meeting Minutes
UUP Albany Chapter
July 17, 2014

Attendees: P. Abraham, B. Benjamin, J. Greiman, M. Grosshandler, J. Harton, T. Hoey, M. Knee, D. LaFond C. Merbler, G. Petry, L. Pyles, R. See, M. Seidel, P. Stasi, B. Shadrick, I. Steen, B. Trachtenberg, R. Vives, L. Wilder, L. Wittner, K. Thompson-LaPerle and guests Mike Simpson and Gladys Simpson.

I. Minutes

Minutes from the 4/24/14 meeting were moved by R See, seconded by P Stasi and approved unanimously less 2 abstentions. Minutes from the 5/19/14 meeting were moved by R See, seconded by G Petry and approved unanimously less 4 abstentions.

II. Review Labor Management Notes

The floor was opened for discussion of the L/M notes from 4/22/14 and 5/27/14. Program reactivation was discussed. For the recent Theatre major reactivation the Senate leadership did not feel a vote was necessary, which raised governance concerns. It went from SEC to UAC to the Senate floor, but no bill was submitted to the Senate for a vote. When B Benjamin raised questions about the rationale, E Wulfert and A Lyons responded. The CAS dean stated no faculty “left *because of* the deactivations,” but that the major was deactivated because of a lack of staffing. This is only partially true—some faculty were pushed out during the deactivations. Regardless, the Theatre major currently appears more understaffed, with a greater reliance on contingent faculty than at the time of deactivation. Reactivating majors with insufficient faculty and replacing tenure track lines with contingents is problematic. Concerns were raised at Senate and at L/M.

There is no formal UUP presence at Senate meetings. B Benjamin will suggest that a UUP representative participate and in turn that a senator attend EC meetings. A number of EC members participate in Senate. A formal presence would allow better communication and the ability to put questions directly to a Senate council (e.g. questions of protocol).

EC members asked when the results of this spring’s two dean reviews would be available. Officers at L/M were told UAlbany had not yet received the data from the University of Minnesota office that is preparing the results. The campus president stated in L/M that faculty/staff would receive information about the survey results. Given this was a pilot program, there are concerns that it may not bode well for future evaluation of administrators.

III. New Business

- a) R See stated the EC needed a vote for the budget to include release time for the chair. B Trachtenberg moved, R Vives seconded a motion that the chapter agrees to pay for its 10% of UUP’s 50% chair release time funding.
- b) Discussion about the “tone” of chapter engagement with management was deferred to a future meeting.
- c) J Harton requested funding for participants’ lunch at the upcoming Health & Safety workshop on office environmental and air quality. A NYSUT grant is available that will

cover the cost of an expert guest speaker. T Hoey moved, C Jewell seconded and all approved unanimously.

- d) Publishing salary and DSA lists was discussed. The chapter hasn't published either but can and has in the past and has posted information on the website. There was an incident a few years ago where materials posted online were used by a *Times Union* reporter to critique the U and UUP. The chapter receives a list of all salaries and every discretionary award given in the last cycle. The EC discussed how best to make materials available. The information is public and available outside the U, but UUP could make hard copies available for viewing (not taking) to members on campus in the main and Dewey libraries (on reserve), in the chapter office and with department reps. We could put an announcement on the website and in the newsletter where it's available for members to view. Members asked if the MC list could also be requested. In the past once a year in February the chapter president FOILED a request via Lisa Taylor. A suggestion was made to do some analysis of the UUP salaries with an eye towards preemptively defending the salaries of teachers. There was a concern that many UUP positions are managers and it may be hard to distinguish those "regular" members of the faculty from those holding administrative posts. It was also suggested that professionals are "under attack" along with teachers, and we should be mindful not to overlook professionals. It was suggested that the data will be available for all EC members, and individual members can look into doing some analysis of those figures.
- e) A resolution for St. Rose adjuncts unionizing was discussed. R Vives and others attended the adjuncts' film screening/information session. Adjuncts have tried to unionize in other area colleges recently and have faced strong opposition. A resolution from the chapter (one was circulated for review) will help support them. B Trachtenberg moved and L Wittner seconded that the resolution be accepted as provided. There was some discussion including a desire to include the need for tenure protections for adjuncts, but ultimately it was decided since the Albany County Central Federation of Labor had already agreed to the current wording that the president could add a note to this effect in his letter accompanying the resolution. All voted in favor with one abstention.

IV. Officers' Reports (more detailed written reports were provided prior to the meeting)
President: After the last EC B Benjamin talked more with Education from the Inside Out. They are enthused to have UUP's participation. Our chapter is now a supporter on their website. UUP statewide is also interested in working with them.

The Troy CommunityLAB approved at the last EC is now funded by UUP Central and the chapter has endorsed a fellow.

Benjamin sits on a statewide committee to refine the process for handling DA resolutions in the future. He shared the EC's suggestions. A policy was crafted stating items should come in advance so the Exec Board is able to review (but not vote on) resolutions for fiscal and political concerns. If anyone has time-sensitive issues, these can be submitted as a special order of business. The process should be ready for discussion at the next DA.

VP for Professionals: T Hoey will be attending a NYSUT leadership class representing statewide UUP in August. He's been working with Seidel on saving UUP jobs, loss of exclusivity and working on areas where UUP is losing members.

VP for Academics: B Trachtenberg added to his written report that there will be a second meeting of the search firm with faculty and staff regarding the provost search. He is planning a fall Workload Creep workshop and working on building relationships with the Senate. UUP needs to help ensure historical accuracy and clarity over time and keep the Senate aware of potential historical revisionism (eg a newsletter article and timeline of the deactivations may be helpful).

V. Recognition/Celebration

The chapter congratulated M Grosshandler on his new baby and T Hoey on his new grandchild.

Statewide UUP recently honored Ivan Steen as UUP Retiree of the Year. He served UAlbany 36 years, as the UAlbany UUP chapter president for many years, and continues to be an excellent union activist in his retirement.

Candy Merbler retired this week after 35 years as a full-time employee. She came to UAlbany in 1974 as a student and has served in many different capacities since, including 30+ years of dedicated UUP service, with many years as chapter president. The chapter celebrated her for her excellent work. UUP will also honor her with the Nina Mitchell Award for Distinguished Service, recognizing her extensive and significant chapter and statewide contributions to UUP. M Knee is collecting photos, memories, cards, etc.

Coach Mike Simpson was honored for his 29 years of excellent service in athletics. R Vives, who worked with him, shared Simpson has been a tremendous coach and defensive coordinator, playing a big part in all the championships. The EC passed a resolution at its 5/19 meeting honoring Simpson for his work and provided this to him printed on a plaque.

The chapter thanked them for their tireless energy, leadership and commitment.

Meeting adjourned 2:00pm.

Minutes submitted by J Harton.