

UUP Albany Chapter Labor Management Meeting Minutes October 24, 2013

Attendees:

Labor: B Benjamin, T Hoey, E Briere, R Vives, J Harton, M Seidel

Management: R Jones, S Phillips, J Mancuso, C Trethaway, B Hedberg, JD Hyde

1. **Document requests:** Benjamin thanked Mancuso for sending updated chapter email lists. Hedberg hasn't received updated part-time dashboard yet and will try to provide these at the next meeting (all data comes from PeopleSoft).

2. **Contract implementation:** HR has created FAQs on how to report furlough days. Adjuncts don't accrue vacation so they often do not use the MyUAlbany leave reporting system; they must work out the furlough time with their chairs. Benjamin raised a concern regarding the HR memo's use of a calculation based on a 5hr work week for a contingent faculty member teaching one course. Seidel indicated adjunct full-time for the purposes of DRP is 4 courses, 1/2 time is 2 courses, 1/4 time is 1 course, hence an instructor teaching 1 course should be calculated based on a 10 hr work obligation. HR has not heard much from chairs or faculty with furlough day concerns, although they have received concerns about paychecks being short. Benjamin has had a number of part timers contact him. Benjamin stated that part timers whose sole obligation is instruction should use an instructional day for furlough. Mancuso and Jones spoke yesterday about DSA awards but need to discuss this with the provost before sharing more. More information should be coming soon. Mancuso has a proposal in to the president regarding on-call/recall and will let Benjamin know before he sends something out. UUP reminds that just because someone is eligible for on-call or recall pay does not mean they will get it. Mancuso plans to track this closely.

3. **Open SUNY/seamless transfer:** UUP is concerned about the seamless transfer process and what it means. Statewide was told this must be rolled out in December. A meaningful conversation with the campus should take place. Per Phillips the last 3 years SUNY has been moving toward making it easier for students to go from campus to campus and SUNY has engaged faculty in various disciplines across SUNY, but not necessarily UAlbany faculty. Each campus was charged with figuring out how this will work. UAlbany has concerns, including 1) location of gen eds--seamless transfer presumes it's in the first 2 years which is a problem in some majors and 2) UAlbany may require more than a sending college would offer and there are accreditation compliance issues. Benjamin stated part of seamless transfer seems to be faster time to degree. Phillips said seamless transfer was more about students having to take many more than 120 credits, than to get completion under 4 years. They are trying to ensure transfers don't add an extra year. Benjamin asked if online courses were driving this. Phillips indicated Open SUNY is separate (she stated it is worrisome that if another school has better marketing of coursework they could attract our students, but residency requirements don't require all 120 credits come from UAlbany). Open SUNY is morphing as we speak, with a more modest vision possibly emerging. All fully online courses are being put into a searchable catalog. Some possible components of Open SUNY include: professional faculty development where users pay for service to a SUNY Learning Network (SLN), a learning assessment system, a central service to call to deal with online access issues, a financial aid consortium across

campuses, a contract with Coursera. The chancellor has talked about experiential learning/learning assessment and 3-year degrees as components of Open SUNY, as well as the goal of enrolling 100,000 students in Open SUNY. Phillips believes that these objectives may be scaled back in the short-term, as campuses try to consider implementation. Phillips sees online courses as an opportunity for greater student access—some people only have time for education at 3am, when we don't currently teach. She sees the online world as something SUNY needs to be part of and a way to get expedited degrees. In her travels she hears “online” equated with “educational innovation” (though innovation should include much more, and on-line does not always mean innovative). UAlbany has 5 fully online degree programs already and were funded to create an information technology online degree. Faculty have been asking to do online courses in winter/summer. Students continue to be interested in online courses. Seniors seem to register online first and fill the seats. Academic integrity remains a concern. Benjamin asked for a summary of full-time versus part-time online instructors and stated UUP is most concerned with faculty control of a quality curriculum. Phillips will send Benjamin a study from a few years ago on who teaches at what level and data from last year of online vs traditional classes taught by the same people. Phillips stated online courses are the right and responsibility of the faculty and that courses need to be consistent with course learning outcomes. Faculty should ensure that this is the case. Benjamin plans to hold forums regarding online courses and Open SUNY and will invite Phillips. Phillips suggested that these forums discuss quality assurance.

4. **CNSE update:** President Jones shared he, the chancellor, Kaloyeros and others met to discuss CNSE changes and implementation. He talked to James Malatras who heads the implementation team about the importance of getting the right people on the group and has asked team leaders to start meeting. The finance and academic groups are first, looking at the academic vision/model for CNSE and what finances are required to support that (other groups include government affairs and communications). The MOU between CNSE and UAlbany needs to flow out of the new structure. We need to know what the model will be at the latest in March. UAlbany will support CNSE (such as with liberal education, academic back office support, possibly dorms, food, recreation, athletics), but we can't do this at UAlbany's expense or long or short-term negative impacts. UAlbany must be compensated at the fair market value. Jones made it clear that CNSE cannot compete with UAlbany or any new projects he mentioned at inauguration. The role of the campus committee (of which Benjamin is a member) is to provide input and response to different scenarios, provide and respond to concerns, and provide questions that need to be asked. He wants transparency and engagement. There was a meeting at SUNYIT to discuss some possible arrangements with them. Bob Geer is on the implementation team representing SUNYIT. One concern with the split is that CNSE has increasingly used Research Foundation employees in positions that should have been state employees (3000 RF employees vs 80 UUP employees). The reliance on RF employees seems to undermine the educational and academic programming of the institution and its relationship to the SUNY system. Jones was unaware and will ask about the mix.
5. Benjamin applauded the **shortening of the timeline to tenure decisions** with two caveats 1) we make sure candidates are not penalized by needing to get materials in sooner and 2) we recognize that putting together department cases is a lengthy process--deadlines should not negatively impact the product. May decisions are better than September decisions. Hedberg shared the president is

very concerned about this and they know where bottlenecks are: at the school/college and CPCA levels. Benjamin stated that he had notified the University Senate of a contractual violation having to do with the makeup of CPCA, requesting that the Senate change its bylaws or charter as necessary. Benjamin asked if other schools at UAlbany who have a secondary level of review for academics include any professional staff on those committees. Hedberg believed they all academic reviews are conducted by tenure track academics as stipulated in the contract.

6. **Business intelligence database** categories are being assessed. Hedberg indicated it has nothing to do with assessment, but rather understanding our costs. The provost is concerned that we have different business systems that don't communicate with each other. Benjamin asked who is using this information. Bruce Szelest is coordinating this. Mancuso will invite Szelest to come to the November meeting to discuss. Benjamin asked that Szelest give a top level overview and also address the SIRF role in faculty evaluation.
7. When Benjamin asked what President Jones had in mind for **shared services**, he indicated he could not share specifics at this time, but the hope is that these measures will reduce costs and redundancy helping UAlbany and other parts of SUNY to increase efficiency, save money and expand our academic profile. UAlbany recently received an award for being innovative in sharing services with Hudson Valley Community College. UAlbany and HVCC will share off-site IT redundancy. In an effort to leverage our assets, UAlbany's new data center may become a regional resource for other schools and offices. A Berkeley expert on shared services gave perspective on Berkeley's experience (eg consolidating people from multiple locations to a single building, using a single vendor for copy paper, changing the school's culture). UUP's concern is to avoid job loss such as in ITS where staffing is down significantly from a few years ago. Jones is concerned that we have adequate coverage across campus offices, but we need to recognize it's ok to do things a new way if it saves time and makes UAlbany work better. This not a labor reduction effort, it's about efficiency. He hoped to see any resources saved through consolidation returned to the units to provide better service. There was a concern that the U may be contracting out for services U staff we can provide which could be a revenue stream. Jones stated it was business as usual this academic year.
8. The **Employee Recognition Program** is not ready to launch. HR is very busy with DSA, DRP, and chancellor's awards and needs to reconfirm calculations taking into account leaves of absence, volunteer time, GA positions, military service, resignation from and returns to UAlbany, etc. HR stated that they have no easy way to calculate the number of years of service of the University's employees. Benjamin stated the purpose for the recognitions is congratulatory, not official or contractual. Benjamin handed Mancuso a list of UUP members with 20 or more years of service generated from UUP's data. Despite having previously agreed to the program, it is now unclear when or if the professional recognition program can be accomplished.

Meeting adjourned 11:50am. Minutes submitted by J Harton.