

**UUP Albany Chapter Labor Management Meeting Minutes  
October 4, 2010**

Attending:

UUP: Abraham, Hanifan, Merbler, Seidel, Steen  
Management: Beditz, Delio, Hedberg, Mancuso, Philip, Phillips, Shultis  
Guest: Kevin Benn (CSEA)

The meeting began at 10:00 AM

Philip: Asked for questions.

Merbler: She assumes students currently in the programs will be held harmless. Were students admitted to the programs for the fall?

Phillips: Graduate students were admitted to Classics in the fall. All students will be held harmless.

Philip: Since we lost 30 percent of our legislative support, something had to happen.

Merbler: Asked for list of affected staff.

Phillips: Management met with all faculty in affected programs on Friday. Hedberg will speak with each faculty member individually.

Philip: they wanted to give faculty as much time as possible to decide on options, including electing to take the early retirement incentive.

Merbler: How long will staff be retained to finish students in programs?

Philip and Phillips: Not yet known.

Merbler: What about non-teaching faculty and other staff cuts?

Philip: 70 percent of cuts will not be teaching faculty. About 85 non-instructional faculty have elected early retirement.

Beditz: People will be asked to be patient regarding services.

Benn: The Plant Department already is understaffed.

Philip: Critical positions will be filled. There will be a plan to right-size facilities.

Beditz: Some of the 85 early retirements will be filled.

Merbler: What about reductions in professional staff, as was indicated in President Philip's email?

Philip: Some non-instructional positions will have to be vacated. There will be a 10 percent reduction in non-instructional services. Cuts will not be across the board, since across-the-board cuts lead to mediocrity. Most of the money being cut will not come from people.

Phillips: They are not finished making non-personnel cuts. Friday's announcement was necessitated by a need to give adequate notice.

Philip: Every rule and contractual obligation will be followed. We didn't get the tuition increase we had hoped to get. We don't know what next year will bring.

Merbler: What were the criteria for choosing the programs to be cut?

Phillips: We need to build to strength. There were concerns about enrollment. There is a connection between enrollment and dollars. They also talked about the core mission of the campus. The ultimate decision was different for each program. For the languages it primarily was enrollment. Enrollment was not the main issue for Theater. There, the faculty was depleted and funds are not available to make it whole. Classics has small enrollment.

Merbler: Will any of the individuals from Project Renaissance be shifted to other areas?

Philip: The possibility exists for them, as well as others.

Merbler: What about the chancellor's resources?

Philip: He is afraid that she may do the opposite. We are using all our available cash.

Phillips: She has had no indication that SUNY has cash to allocate to the campuses.

Abraham: Pointed out that Chancellor Zimpher told a legislative committee that she would release some resources. (Management was unaware of this.) He forwarded her testimony to those present.

Steen: The language cuts will have an impact on other Ph.D. programs. Has that been considered?

Phillips: We could still offer language instruction.

Hanifan: Expressed concern that some of the full-time lecturers non-renewed might be hired back at part-time rates to teach one course.

Hedberg: They are working to help lecturers in various ways.

Hanifan: Arts and Sciences dean would not guarantee that lower-level writing instruction would be preserved.

Phillips: Instructional obligations need to be addressed. Improvement in writing instruction will likely be one of the university's highest strategic priorities. We need to work on how that will be implemented.

Merbler: Has anything been implemented from suggestions from the suggestion box?

Philip: Ideas are being looked at. They will look at any constructive suggestions. We should be working together to improve state maintenance of support for public higher education. Under the current budget the student-faculty ratio will be 29-1.

Merbler: Concerned about loss of plantings in new construction at the Campus Center.

11:30 – Beditz, Delio, Philip, and Phillips left the meeting. Benn also departed.

### Agenda Items

#### **#2 – Early Retirement Incentive – Updated Numbers**

Mancuso: 85 classified took it; 70 UUP have expressed interest; 6 MCs have taken it.

#### **#3 – IDA Listserv Announcement**

Merbler: We included information about IDAs in our newsletter. Asked Hedberg to send out announcement.

Hedberg: He will follow up. He already has received four applications.

#### **#4 – Request for Bi-Annual Listing of UUP Bargaining Unit Email Addresses**

Merbler: We received the list.

#### **#5 – Follow-Up: Detailed Listing of Incoming/Overdue Performance Programs, Permanent Appointments and Term Renewals**

Hedberg: He will get to it as soon as he can.

#### **#6 – Follow-Up: Number of CPCA Cases Overdue in queue**

Discussed off record, outside room.

#### **#7 – Follow-Up: Reassignment of Handicapped Spaces in Front of Arts & Sciences**

Merbler: There is a need for handicapped spots closer to the location.

**#8 – Follow-Up: Listing of All New UUP Bargaining Unit Members from Last October 2009 Through Present (Academic and Professional)**

Merbler: UUP would like to do some sort of a welcome for new faculty from last October and this October.

Management: Claims she was sent the list.

**#9 – Follow-Up: safety Alerts**

Merbler: Remove from agenda.

**#10 – From August: JLMC Tri Programs Discussion**

Hedberg: He will forward the material to Merbler. We will have an email discussion.

**#11 – Parking Management Policy on Appeals**

Merbler: Question re: \$10 late fee regardless of appeal status for parking ticket. From information handed out when registering a vehicle.

Mancuso: He will call it to Dorsman's attention.

**#12 – For November: Request Updated Snapshot of Part-Timers**

Hedberg: This will be done.

The meeting adjourned at 12:05 PM.

Respectfully Submitted,  
Ivan D. Steen, Acting Secretary