

**UUP Albany Chapter Labor Management Meeting Notes
December 17, 2013**

Attendees:

Labor: B Benjamin, B Trachtenberg, T Hoey, R Vives, J Harton, M Seidel
Management: J Mancuso, C Threthaway, B Hedberg, JD Hyde

1. Benjamin asked for an update on when **part-time dashboards** will be received. Hedberg worked on it over the weekend, finished last night, will share first with the Provost and HR, and **hopes to email it to Benjamin by the end of the week**. Data is more comprehensive this year including lecturer and VAP titles. An increased proportion of part-time/contingent faculty appointed to full-time status includes faculty who took themselves off tenure for leave (eg: pregnancy, Drescher). In the past those were taken out of the count. 73% of individuals were appointed for 1 semester, 17% for 1 year, 10% for more than 1 year. Years of service are also being tracked. 70% of this year's group have 3 or more years of service. 34% have 10 or more years of service. Athletics is included.
2. Benjamin followed up on **contract implementation** matters. -1) Mancuso shared that Jones is reviewing his proposal regarding on-call/recall. Mancuso is using a memo from UUP and Haines' office regarding the rules of what constitutes on-call/recall versus professional obligation. **Mancuso will send the memo to Benjamin when it's ready to be sent out**, probably in the next week. Seidel asked if the contract-required yearly designation date was set (UUP keeps asking) and believes this should be flexible as programs and jobs change (eg: mid-August demands related to the influx of students and increased plant operations requests). Mancuso said no date was set yet. Mancuso thought an annual written reminder to managers might be helpful. 2) Hedberg said the IDA committee still needs to convene to make decisions including the due date for applications. **Hedberg will let Benjamin know when the committee has convened. Hedberg will share the solicitation for the IDA program and can send this electronically so applicants can work on it during the inter-session**. Hoey asked about the Joint Labor Management campus grant. These programs involve specialized training or projects. The statewide committee likes pilot testing proposals that might be promoted at other SUNY schools or SUNY-wide (eg: some ITLAL programs benefitted from these funds) and likes proposals that help members at multiple schools; regional proposals are even better. Hoey asked if mentoring would be a good choice. Hedberg stated Reimers is currently working on faculty mentoring but could possibly expand on that. 3) Per Mancuso, DRP funds taken from salaries remain on campus and are set aside to pay back DRP when staff leave, less the two unpaid days.
3. Szelest's **Business Intelligence database** presentation was helpful. The chapter struggles with inadequate data and would appreciate access to BI data to get a better sense of the demographics of its members. As bargaining agents UUP officers should have access to the

info for members to which UUP is entitled. Mancuso said only managers may have access at this time. Hedberg, speaking for the provost, said this is an analytics management tool for line managers who are responsible for resources and people, and that the university has always restricted access to data to those who have management responsibility. Hedberg said BI is still in development and not fully rolled out yet to deans and chairs. **Benjamin asked for an overview of BI categories and whether a schema was available.** Hedberg was not sure—he hasn't had experience with it yet.

4. Benjamin inquired about **Open SUNY and seamless transfer updates**. Hedberg shared the provost thinks she may have been misunderstood, that she was not referring to gen ed requirements, those are already subject to transfers across all SUNYs. She referred to “major transfer paths,” courses in majors that should transfer from one SUNY to another. She recalls a memo referring to the paths, that courses are transferable, what courses constitute pathways and if a pathway is required or if it is possible to lead to graduation in two years. These topics are under discussion at campuses. Here some department chairs and coordinators of undergrad programs (whose names were recommended in coordination with the senate by assistant provost Freed) are shepherding the process. The provost expects it to be concluded by mid March. The system provost will make decisions after that. **Hedberg will send the URL to the major transfer paths she was referring to.** The SUNY memo suggests at any campus students should be able to complete gen eds in two years. UAlbany is specifically designed not to do that. Benjamin asked if the provost believes UAlbany is compliant with the SUNY memo on seamless transfer and gen ed requirements? Hedberg was unsure. Benjamin asked Hedberg to convey this concern to the provost. **Benjamin will review the major transfer paths.**

Benjamin asked if administration was amenable to UUP contacting Szelest regarding meaningful data on who is taking classes. Mancuso and Hedberg asked that they be copied on any such requests so they are aware. Benjamin agreed to do so.

Benjamin appreciated Hedberg being at the forum. Hedberg thought it was very useful. Fifty participants were engaged by an excellent panel for two hours. Hedberg appreciated the acknowledgement of efforts by the provost to have a dialogue. He found particularly compelling those parts of the conversation that argued for the affirmative academic experience of a physical presence on a university campus.

5. Benjamin asked for **CNSE updates**. He heard the SUNYIT council voted to approve a merger of CNSE and SUNYIT. That would mean two separate college campuses under the SUNYIT umbrella. This would drive enrollment at SUNYIT. Committees have been meeting on our campus regarding CNSE arrangements and they anticipate bringing information to the chancellor's group early in spring.

6. It was reported that all current football **coaches in Athletics were given notices of nonrenewal**. Mancuso stated that this is common practice when a new head coach comes in (new coaches bring new people) and that the university was obliged to do so. Two coaches are retiring. There is a national conference in January where coaches go to interview for jobs around the country. Some coaches expected to get jobs there. Some coaches will be kept.

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