

**UUP Albany Chapter Labor Management Meeting Minutes
February 28, 2011**

Attendees:

Labor: Jewell, Steen, Merbler, Seidel, Hanifan, Abraham

Management: Mancuso, Hedberg, Neveu, Shultis, President Philip,

The meeting commenced at 10:05 am.

Speaker: Tina Reimers (10:30 am) – Report on Faculty Development Work, including feedback from focus groups of part-time faculty

1. **Budget Update/Program Changes**—BAG IV membership and transparency was discussed briefly. President Philip spoke on the budget, cuts, etc. He said, “Right now there is no tuition relief. Buffalo 20/20 will likely pass in the Senate; there will likely be a 20/20 bill of some kind. There **is** a bill for procurement. We could be hit with an additional \$10.6 million cut. Cuomo’s budget cut is 2.6% for Statewide, but 10% for SUNY! SUNY is pushing for a 5 year rational tuition plan, but so far there is no bill. The 4 University Centers have a plan to revisit a differential tuition plan.” Philip will hire an off-campus analyst to look for ways to streamline Administration (financially, combine administrative areas, create greater efficiencies, etc.). Philip would like to increase out-of-state and international enrollment, even though there is NY State opposition to this. We have more international students than out-of-state students. We need, also, to build our endowment. A variety of different tuition-raising tactics was discussed. No one knows what “maintenance of effort” means. Philip is not in favor of higher tuition in lieu of State aid; if they pay more, they should get more! At the end of the day, we are all on the same side. Labor: Thank you (to President Philip).

Tina Reimers, guest. She handed out a document on PT Faculty Needs: Executive Summary. She said that the next steps are to get the Deans to talk to Chairs about her results/PTimers’ needs. Discussion. We may invite Reimers back to talk about the other initiatives she’s working on. Merbler: Some of these items are related to terms & conditions, Bill. Hedberg: Through the PT Guidelines, we’ve communicated expectations; it’s disheartening to receive feedback that some Deans/Chairs are not on board. We should press ahead on workshops. Merbler: We agree. Hedberg will follow-up with various people.

2. **Hiring-Labor still sees hiring.** Hedberg: For faculty, hiring is coming out of the Provost’s Office, especially in areas of strength. Merbler: We have heard of a higher level hire in media & marketing which is not yet on the HR website. It’s odd that you would announce this hire when another member of that department has been told they are a target for elimination; yet another told being cut due to budget cuts. Merbler: we will continue to watch this.

3. **Delegation of Authority for Retrenchment (2-4-11)**-Philip is not making an announcement until later in the semester. He said that we will honor our commitment to students.
4. **Update on Delays in Permanent Appointments**-Several have gone through the Chancellor's Office, both Academics and Professionals. Discussion. Labor asks that any that are sitting around be expedited; otherwise we will lose some people! Seidel asked Management to stop saying that UUP wouldn't negotiate with Governor Patterson. Hedberg: Ok. More discussion.
5. **Workload**-Members say, increasingly, that their workload is being increased without any benefit for them. Does Administration have any plans to look at where the vacancies have fallen and how workload has increased, and what we do that we can stop doing?
Abraham: People need priorities, too. Employees are demoralized, it's very tense!
Mancuso: tell us when situations occur! Seidel: Part of supervisors' responsibilities is to tell their staff what their priorities should be. Merbler: Do Deans talk about this?
Hedberg: Yes. Provost is meeting with Deans to assess the temperature of the place. There is no end in sight, but the bad patch will pass eventually. Keep all our ears pressed to the ground. Merbler: We are hearing about supervisors' outbursts and how uncomfortable staff are feeling. Mancuso is going to send a blast letter to Deans, Chairs, etc., about EAP's services and ways to cope.
6. **PT Guidelines Workshops**: Hedberg has not met with Hanifan; he will set up meetings with her and include Merbler where possible.
7. **Living/Learning Communities-Request Description of Pending Program/Planning**: Hedberg: ?? Merbler: You haven't heard about it? Hedberg: No. But it doesn't surprise me that Residential Life might be working on it, in lieu of Project Renaissance and without specialized staff. Merbler: Strange ... Hedberg: I will follow-up on this; I will make some calls. Merbler: Is there another freshman experience being planned? Hedberg: There are all sorts of plans; nothing concrete. We're doing our best to become aware of skills of Project Renaissance staff to perhaps have a place for them. To be revisited next month.
8. **Class Cancellation Notices**-Merbler: re: liberal leave and class cancellation: the notice that went out was "downright offensive to professionals." Professional staff felt devalued and degraded. Then Beditz sent out a memo, but Merbler did not even receive it. Merbler: announcements have been better in the past. Hedberg: We will be more disciplined about our email to the general community. We can agree on a shell with boilerplate language. Merbler: We agree. It's important to tell people ahead of time, allow them to plan, that is, allow supervisors to cover staff points. Hedberg will work on documentation and Labor will review it. More discussion.
9. **Advocacy-3/29/11 is EOP/EOC Advocacy Day**. UUP President Smith will provide busses. Patrick Romain and Maritza Martinez will take students downtown.

10. **Journalism Program Changes**-Merbler: Any loss of faculty? The answer in Senate: There will be no loss of faculty. Hedberg: The revised program will be delivered more efficiently and will have an impact on PT faculty, though I don't know how many. Merbler: The changes to the Bill were 72 pages long. Someone needs to tell the Chair of that Committee that she misspoke and needs to correct the record. Abraham: The vote may have been different if this information was communicated correctly.

The meeting adjourned at 12:18 pm.

Respectfully submitted,
Carol H. Jewell, Secretary