

UUP Albany Chapter Labor Management Meeting Minutes April 19, 2010

Attendees:

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

Management: George Philip, Mancuso, Hedberg, Neveau, Shultis.

Guest Speaker: Bruce Szelest, Director, Institutional Research.

The meeting commenced at 10:05 am.

Szelest gave a great presentation on Institutional Research Planning & Effectiveness. He showed us their website, www.albany.edu/ir which has an amazing quality and quantity of data, able to give wonderful reports. When questions are asked about data our campus does not collect, Joel Bloom conducts surveys in order to collect the data. Other survey efforts go on on-campus, IR likes to know all that are going on (with exception of in-class, i.e., PSY 101). They also do external reporting to SUNY and the Federal government. IR also undertakes the online course evaluations (SIRF); Labor should send their concerns. There is a Wiki for the Middle States committee. Merbler turned the floor over to Steen and Hanifan. Steen brought up some vital questions: differences between students' rating online versus in class (on paper), and why do we do this at all? Discussion. Hanifan voiced her concerns on the questions themselves, also, how many Part Timers may be affected (=undue impact on PTimers). Szelest: Budget-willing, one of our summer projects is to add archival data/evaluations to the new system. Hanifan: Students should not be evaluating faculty, this is in violation of our contract. Students CAN evaluate courses, however. Someone (through Governance) involved in part time issues should be on this committee. It doesn't have to be Hanifan. Hedberg: I can't say for sure if this will happen; Szelest can have continued communication with Labor on this. Thank you to Szelest.

1. **Budget Update (and other things):** Merbler thanked President Philip for this weekend's Open House. President Philip said, "We had great kids and energetic parents! We received about 150 deposits." Merbler talked to President Philip about the constituency/advocacy day, and Romain, Martinez and the students. Merbler, "The new mini-PHEEIA was a slap in the face to this campus." President Philip stated that it happened on a Saturday night; he called Breslin on Sunday and met him and Stavisky that day. If the bill moves forward in the Senate, Binghamton and Albany will be included. President Philip gave more background information on this. TAP and EDP will be restored, but nothing else will. Merbler said the agreements on PHEEIA are not quite there. President Philip said the trades are in favor of it. Discussion. President Philip said "I think the Chancellor has done a terrific job...in terms of strategic planning...She is not defeated in her PHEEIA plan." He went on to say that when he inherited the structural deficit, it was at about \$5 million. Merbler thanked the President.

2. **Follow-Up: Request for Copy of Tentative Layoff/Retrenchment Plan Submitted to Chancellor's Office on 3/26/10:** Merbler gave background. Mancuso: I haven't seen it. "Relatively confidential." Big picture, no details. Hedberg has also not seen it. Merbler: Anything you can share with us, we are ready to hear. After George's recent emails, morale on campus has been affected greatly. PHEEIA is not likely to go through this year. Mancuso: We are obligated to tell you, when we know. Hedberg: I remind you to encourage members to attend Town Hall meetings, Strategic Plan meetings, visit the Wiki, etc. Wiki comments are all public. Merbler asked about the Transition Opportunities. Hedberg: 6 months → condition is that the person will be obligated to retire at the end of that period (Title F). Hedberg: LWOP counseling includes discussion of COBRA health benefits.
3. **Follow-Up: Parking Issues During Snowstorm of 2/25/10:** Merbler: Was the parking emergency still in effect on that date? Hedberg: Yes, but difference of opinion as to when it ended. Parking Management said 8 a.m.; Tim Reilly's ground crews said it ended at noon. Pertained to student lots. Merbler loaned Hedberg a copy of the document. There was a parking emergency on the 24th and extended into some part of the 25th. Labor: If it continued until noon, Parking Management is in non-compliance with its own regulations. Discussion. Merbler asked Hedberg to look into it before the next Labor/Management meeting; Hedberg said he'd consider it a success if we could drop this item from the agenda of the next meeting. Merbler: I will take it under consideration, but won't take it off until it's settled to Labor's satisfaction. Discussion.
4. **Workplace Violence Training-Update:** Merbler did a mini-survey of UUP Chapter Presidents. Merbler proposes to bring summary to the upcoming campus committee meeting. She gave some information from the mini-survey in today's meeting. Shultis also has some information.
5. **Listing of Overdue Professional Performance Programs and 6. Listing of Overdue Permanent Appointments/in the Queue:** Mancuso distributed handouts to Labor. There was a brief discussion. Labor will review.
7. **Calendar Year Leaves—Need to do Matrix:** Hedberg and Merbler discussed. They agreed they need to push each other on this. Leadership Training, Mentoring to Success, Workplace Violence Training => Campus Grants Committee focal points for Statewide JLMC Campus Grants Committee.
8. **Request Copy of Position Announcement for Environmental Health & Safety Position: Bio Safety Program Coordinator and Risk Communications Specialist:** Merbler is officially taking this item off the agenda.
9. **Confirm Change in May Labor/Management Meeting Date to May 17th:** Confirmed.

10. **Work at the O.K. Corral:** Labor filed a cease and desist letter regarding the programmer analyst position. Merbler shared an undated response letter with Management (letter to President Phil Smith). Management says that the letter is not the official campus Management response. Merbler will share the letter with President Philip if he wants it. Merbler also said there may be another cease and desist letter on its way → notice to Management. Labor does not know how Kalayeros got the cease and desist letter, though he may have had heard via the Chancellor's office, since Kalayeros reports to the Chancellor. Brief discussion.

Add-On

1. Tentative summer meeting dates, all Mondays: 6/14, 7/12, 8/9. Will reconfirm next month; tell Neveu so she can reserve the room!

The meeting adjourned at 12:23 p.m.

Respectfully submitted,
Carol H. Jewell, Secretary