

**UUP Albany Chapter Labor Management Meeting Notes
May 19, 2015**

Attendees:

Labor: B Benjamin, B Trachtenberg, T Hoey, R Vives, J Harton, M Seidel
Management: J Stellar, B Hedberg, D Szelest, C Trethaway, JD Hyde

1. **Joint Statement on Shared Governance:** B Benjamin thanked administration for its efforts to help correct the Senate bylaws' conflict of interest. The overwhelming faculty vote shows how important this was. UPU is hopeful that this will lead to improved university governance.

2. **Contingent Employees:** B Benjamin-thanked administration for the opportunity to address the contingents panel. UUP is eager to work with the panel on whatever aspects are within our mutual spheres of interest and concern. J Stellar hopes to have a report out in a few weeks. The second phase (through summer and fall) will be accepting feedback on the report, including which areas to address first. The implementation process will need to be worked out and is anticipated to be an intense, ongoing and lengthy process. B Benjamin asked to include an additional item for the committee, compensation per course in relationship to credit hour obligations (there are disparities with some who have had 4 or 5 credit courses, courses with labs, supplements, etc. who have only been compensated for 3 credit hours). J Stellar stated he is familiar with the literature related to workload (ex: writing classes have a greater burden, large class enrollment numbers vs small, etc.), but he does not recall the committee looking at this issue specifically. It might be an implementation detail for next year. There will be a general call to be more thoughtful about the hiring process (ex: fewer last minute changes of assignments, assigning 1 course when contingents could have 2 for health benefits). B Benjamin inquired about UUP's ongoing request for demographic data on contingents. B Hedberg provided some draft data that he has been compiling on the dashboard for the last five years. There are more professional staff in contingent status than academic staff. Some departments (like NCSP which employs 100 actors ("staff assistants") to do the national center for homeland disaster trainings) hire hourly very short-term and that information is not captured. Other items not captured may include visiting lines, athletics, development, Appendix A lines (these are not eligible for permanent appointment), temporary professionals (such as in Res Life and Student Success) and temporary staff hired on MOUs. UUP requested additional detail regarding titles, duration of service, departments, distributions across major units and historical data to identify trends. If the preliminary list of fall contingents was provided to UUP in July that would be helpful for reaching out to them early and making them feel welcome, a good first step in responding to the UUP Contingents Survey and UAlbany Contingents Panel findings. B Benjamin was surprised to see 50% or professionals are contingent, which reinforces the degree to which we've come to rely on this group in our professional employment as well as academic instruction. Administration raised concerns about sharing sensitive data, but our LRS pointed out that union members also have a fiduciary obligation not to release confidential information and that UUP is entitled to information about members within our bargaining unit.

3. **Toward a Managerial Culture of Consultation with Faculty**
B Benjamin raised a concern that the best intentions of upper management regarding faculty communication and consultation are not always communicated downward throughout the managerial ranks. Most academics and professional do not interact with the provost or president, but with deans, directors and mid-level managers. A culture of consultation is in the best interest of everyone, promoting good morale, helping faculty feel welcome and leading to the best decisions for both individuals and for the institution. He provided three recent examples at UAlbany (in the newly created Engineering College, in ITS, and in English) in which faculty were not consulted during unit reorganizations, or where faculty consultation was summarily disregarded without any substantive

acknowledgement. He asked what we can do to communicate more effectively up and down the chain to develop a broad culture of consultation. J Stellar suggested setting a different tone with the new managers (noting the considerable degree of managerial transition underway) and talking to current ones. He stated that it is on administration to correct this problem. He asked to be informed when difficulties unfold, so that administration can immediately address concerns. B Benjamin suggested a good opportunity to work on this is SUNY Excels which is due the end of fall. There should be consultation and conversation to understand the chancellor's expectations and develop appropriate measures for disciplines.

4. Over the last few years there have been situations where supervisors have moved unilaterally (or given the impression of managerial prerogative) to move employees into **Qualified Academic or Professional Rank** (QAR or QPR). Moving to QAR/QPR must be consensual, mutually agreed to by the person being moved and the supervisors. A memo from a dean, chair or director stating this will happen is not sufficient. The employee needs to be educated as to the implications. All agreed that UA should provide a quick notification to UUP whenever there is a plan to move someone so that UUP can offer guidance and that regularizing this process universally makes sense, even when a faculty member initiates the process. B Hedberg suggested he, K Trethaway and D Szelest draft something brief to share with B Benjamin that will help clarify this to deans and chairs. The initiator may not fully understand the implications. Something in writing will help. As reflected in the Agreement, it is UUP's obligation to educate and explain what QAR/QPR is (not to tell the individual what to do), and to do so UUP must be informed. K Trethaway asked that UUP send her any examples of unsigned QARs to investigate. M Seidel stated UUP has always worked well with administration to protect employees and any changes to terms and conditions must be covered.
5. B Benjamin stated the GSO has pledged funding next year to help UUP develop a **Campus Food Pantry**. Ongoing support will be needed, perhaps from Res Life, Student Support, other groups or rotating between groups). UUP is trying to finalize details (including space, logistics and legal matters). J Stellar suggested food not be denied to those outside UAlbany who may ask. A program that is open to the community would have real benefits. He suggested considering housing the pantry downtown (or having a downtown satellite office) and including the community and Social Welfare (whose new dean is to spend 12% of work time championing public engagement), using this as a community service opportunity. This would help the community feel more welcome, reduce anti-ivory tower sentiments and help address persistent food insecurity within Albany (25% of whose population lives in poverty).
6. **Follow-up requests:**
 - a. B Hedberg has the **Ombudsperson Proposal** and is evaluating it. He asked to schedule a time when he, B Benjamin, J Stellar and K Bessett can go through it and historical data.
 - b. B Hedberg, B Benjamin, J Stellar and K Bessett should schedule a time next week to discuss **campus hiring** (including NYSUNY2020).
 - c. B Hedberg stated there is a solution (although not a complete one) coming for the **travel procedures**-issues which should be ready by fall.
 - d. B Hedberg shared some **associate professor data**, a snapshot as of 2/1/15. 42% of tenure track faculty are at associate professor and there is a gender imbalance for women at the full professor rank. B Hedberg offered to share a breakdown by years, gender and race with the provost and deans. Some deans responded that this warrants further study. J Stellar noted there are a variety of structural problems including: no/limited institutional travel funds which discourages faculty from traveling, UAlbany needs professional development for associate professors and there is a thesis that promotion is based on research. J Stellar noted that UAlbany has underinvested in teaching. Service is also not recognized, in fact, the culture tends to promote not on service, but concentrating on scholarship (which is recognized). Both sides agreed that the challenges of

promoting current associates was an issue to take up in the coming months and years. Benjamin noted that punitive approaches recently proposed by at least one Dean would be broadly counterproductive. Affirmative support for professional development is likely to be more effective.

7. **Add-ons:**

- a. T Hoey stated there is money available through the joint labor management campus grants, particularly for mentoring projects. J. Stellar agreed that this is something we should consider pursuing. B Trachtenberg is working with T Minor in ODI on another campus grant to expand access to the National Center for Faculty Diversity and Development. The pilot project funded last year was very successful for the faculty involved, and we are looking forward to making these resources available to more faculty.

Meeting adjourned 12:00pm. Notes submitted by J. Harton.