

## UUP Albany Chapter Labor Management Meeting Minutes May 20<sup>th</sup>, 2013

**Labor:** J. Collins, J. Hanifan, T. Hoey, D. LaFond, M. Seidel,

**Management:** B. Hedberg, J. Mancuso, C. Tretheway

Meeting commenced at 10:05am.

1. **Undergraduate Writing Program** J. Collins asked about the status on the Writing Program search for lecturers. B. Hedberg stated that the job announcement was approved on Friday May 17<sup>th</sup> and was posted the same day. The search committee will evaluate applications as they come in. Interviews will not begin until the end of June but all are poised to move ahead. B. Hedberg stated that B. Yagelski, from the School of Education is the new Writing Program Director.

J. Collins stated that he was glad to know that folks are working with all due speed and asked to clarify the language on the announcement. J. Collins stated that it is UUP's understanding that the Senate had quite clearly indicated that 3/4 courseload was to mean that the 4<sup>th</sup> course in that equation allows for service, project leave, research, not an actual teaching of a seventh course. UUP requests that construal of participation is a course release in the upcoming interviews so that what is asked of new instructors in terms of teaching is a 3/3 courseload totaling no more than 6 courses per year.

J. Hanifan also suggested the need for more clarity on this before interviews began and offered a minor re-wording to clarify the Senate position. J. Collins stated that UUP has gone back to the Senate and is requesting that this be honored.

B. Hedberg stated that he will report this back to the Director. B. Hedberg has informed B. Yagelski on the labor relations issues. B. Hedberg has not seen the announcement. B. Hedberg will follow-up with J. Collins on the discussion with the new Director of the Writing Program.

2. **Updates: NY 2020 and Shared Services** J. Collins requested status on shared services. J. Mancuso and B. Hedberg stated that there was no change. There were active issues but they appear to have gone dormant. There is nothing concrete at the moment. J. Collins asked if there was any news on "Systemness" as it concerned the Open SUNY initiative. No word yet.

Regarding Open SUNY, K. Tretheway asked if anyone participated in Webinars? In the webinars, there will be information on how credits will transfer or may be adapted. K. Tretheway will send sites to UUP chapter so that members might engage with this information.

J. Collins stated that the Statewide President of UUP has shared some information on cases including Cobleskill regarding shared services and Open SUNY.

B. Hedberg stated that efforts to normalize the market and pathways to student registration will change the market in fundamental ways to make it easier for students. This may draw us into other SUNY institutions.

J. Collins asked for clarification on what B. Hedberg meant by “normalize the market” - How has that been talked about? Have discussions concerned student credentials, transfer students, what is the language?

B. Hedberg stated that he has concerns about the diminishment of uniqueness of curricular offerings. He indicated that the Provost is well aware that we also need to maintain and enhance our research status.

J. Hanifan stated concerns regarding compensation of teachers. Students can pick up courses that are cheaper elsewhere. Will there be a per course minimum across campuses? What does our current President think about this?

J. Collins stated that there may be implications for a series of professional and academic services that fall under the Open SUNY initiative.

J. Collins asked if there was news on the new fiscal year budget?

B. Hedberg replied that they have no news on this. The Downstate Hospital situation has not been resolved.

J. Hanifan asked if there are new 2020 proposals.

B. Hedberg stated Yes, that new proposals are under review and we plan to be on time with recruitment timing.

3. **Professional Recognition** J. Collins made a concrete request regarding professional recognition: UUP asks that the President send out e-mail acknowledgements once a semester for all employees who have worked for 20 and 25 years, and acknowledgements of milestones.

J. Mancuso agreed that it is a good idea and will bring forward and get back to UUP.

4. **Kitchen Closing in Public Areas** J. Collins stated that concerns reported by members about work area kitchens closing may be a rumor but wanted to be sure. Mancuso stated that it was a rumor may be based on a potential policy that might prevent personal

equipment in offices in order to reduce energy, satisfy fire safety requirements. However, staff kitchen space was not considered. On certain change: personal refrigerators are not going to the new buildings. This may change if the refrigerators are energy efficient. Because of Fire Marshal concerns, there is the possibility of new policy on common areas. Seidel stated that this would not be the first time. J. Collins thanked all for clarifying as best as they could.

5. **School of Education- Curriculum and Instruction in Department of Educational Theory and Practice – French** J. Collins raised a concern regarding the impacts of deactivation. In several cases, students working for secondary educational certification in foreign languages are expected to fulfill requirements that can no longer be fulfilled due to the deactivation of language programs. Students place the fault and inconvenience at the foot of the faculty. For example, a student needs 6 credits in a foreign language to fulfill their program, particularly in French. This student had contacted the French program, Dr. Lotfi and had e-mailed two people in the School of Education who still requires completion of 6 graduate courses in French. J. Collins asked that the School of Education be required inform the students when they enroll of how they need to satisfy requirements. Otherwise, this puts the language faculty in a very difficult situation. Hedberg agreed that this situation adds insult to injury when the language programs were taken away. We have visited this issue before. At that time we were still offering and there were 3 options –, or paying to enroll elsewhere. We are out of the business of graduate education of French. Hedberg agrees. Action item: Provost’s office should inform ETAP about the need to explain their teaching certification program requirements for graduate study in foreign languages and students options (taking courses at another institution or studying abroad).

6. **Open SUNY Online Education** J. Collins asked, “When will the word be official?” B. Hedberg stated that the Provost and Chris Haile will send out a message, thanking the task force and will provide a link to results (survey, plan of action) that will start over the summer and will begin next fall. The strategy is to work with the willing. No one will be forced into this. The strategy involves inviting departments – online instruction where this makes sense including substantial programs or moving programs. J. Collins asked that the link be sent to him and all faculty.

J. Collins stated that UUP has members who are experienced and would be helpful in working on this. UUP asks to recommend members to future UA committees for online education. B. Hedberg said he will take that back to the provost

J. Hanifan stated concerns about platforms being developed for online education, that “the devil is in the details” of the programs and how well they will correspond to the

teaching mission. For example, some platforms have removed features that include in better monitoring of students with regard to cheating.

J. Collins stated that UUP will continue to bring these issues to the table. J. Collins stated that we are interested in articulating the impact Open SUNY online education may have on the quality of education and also addressing labor concerns.

B. Hedberg: It is not our intention to phase out our faculty. Again, we need to keep our identity as research University.

7. **Professional Promotion Committees** T. Hoey informed management that the election for UUP members of the Professional Promotion Review Committees was completed. T. Hoey will send e-mail to J. Mancuso
8. **Chancellor's Review Panels** J. Collins requested a copy of the Chancellor's Review Committee Panel.
9. **Dashboard** J. Collins asked for update on status.

B. Hedberg's tabulations on part-time and contingent faculty numbers are up. Last fall there were 24 individuals which can account for some of the explosive growth. Still reviewing but some shifts such as Project Renaissance coming off the list is part of explanation of stats. There are more faculty in economics, history, sciences (many undergraduate advisors), where you might expect, cumulative growth. Hedberg will consult with Denise Szelest and get that info to UUP before the next meeting. We do have the spreadsheets for 2-4 years.

J. Collins – Where basic general education is occurring we want people to learn about your data set, what is in the dashboard data set. We have a common concern with the quality of education and also concern for fair labor conditions. We are particularly concerned about creating “precarious” labor conditions. We want to preserve the integrity of teaching, and we will need to work with governance on these issues. J. Collins thanked Hedberg for making Dashboards available.

J. Hanifan raised the concern that some courses aren't included on the dashboard.

B. Hedberg – Institutional program may be able to construct a profile of the person who has been teaching in the curriculum. B. Hedberg stated that he has always believed that faculty are the responsible agents for the curriculum.

10. **Status update on Bulletin Boards.** Collins reminded management about the issue and the need for supervisory staff to be informed. Mancuso will do what he had promised to do at previous meeting and put out the notice. J. Collins shared 1997 memo to UUP from S. Beditz to then chapter president Ivan Steen, cc'ed to B. Hedberg. J. Mancuso asked for a copy. J. Collins provided Mancuso with a copy.
11. **Proposed L/M Schedule** J. Collins asked about alternate days, such as Tuesdays, for LM Meetings. Hedberg doesn't mind meeting on Tuesdays. Without further discussion, it was agreed that LM meetings might change to Third Tuesdays of the month.
12. **Contract Implementation** M. Seidel asked, "If the UUP contract is implemented, how will [campus] Management know?" That several chapters are asking. Implementation? J. Mancuso stated that there is a Human Resources Director's meeting on the June 4, 5. M. Seidel suggests that if we put something out describing questions of contract implementation, UUP would prefer to be in sync with SUNY management.
13. **President's Schedule** UUP would like to know in advance when the UA President will attend Labor Management meetings. J. Mancuso will get together with incoming President B. Benjamin in terms of schedule. President Jones is responding to how the furloughs will be addressed.

Meeting Adjourned at 10:55am

Introductions of newly elected UUP Chapter Officers: Secretary, Academic VP, Assistant Academic VP, Assistant Professional VP

Minutes Respectfully Submitted by Deborah LaFond, Acting Secretary; final revisions, Chapter President, James Collins.