

Executive Committee Meeting Minutes
UUP Albany Chapter
October 16, 2014

Attendees: M. Bartoszek, B. Benjamin, L. Bickmore, E. Briere, C. Fox, L. Gallagher, J. Gendron, J. Hanifan, J. Harton, T. Hoey, M. Knee, S. Kudzin, M. Manjak, B. Pyszczymuka, P. Romain, R. See, M. Seidel, P. Stasi, I. Steen, B. Trachtenberg, R. Vives, M. Weiss, L. Wittner, K. Thompson-LaPerle

I. Minutes

Minutes from the 9/18/14 meeting were moved by L Wittner, seconded by T Hoey and approved with 2 abstentions.

II. Review Labor Management Notes 9/23/14

The response to the assessment of Deans was interesting. It remains to be seen how sensitive they will be to our concerns. The EC wondered why do it in the first place? Administration might return to the drawing board with the survey. They plan to continue these evaluations. If we continue to feel that faculty input is inadequately represented in the evaluation of administrators, we can consider options, including conducting and publishing our own UUP surveys assessing the performance of individual administrators. We should discuss further with Senate as well, since they have considered the role of faculty assessment of administrators too. There was a good response from the interim provost at the LM meeting. They understand our frustrations. The VP for Finance and Administration, James Van Voorst, also attended.

III. Delegate Assembly Prep

There is a full delegation for the DA which begins this afternoon. The format has changed to allow several workshops including: the Koch brothers and antiunion sentiment in America, congressional progressive caucus budgets, sexual assault on campus, and student debt. B Benjamin has been on a subcommittee working on a proposal to change the manner in which UUP handles resolutions and believes it provides a "reasonable compromise" between interests. Resolutions would be required to be submitted well in advance so the board can review them (they would not block proposals from a DA vote, but could flag concerns before the DA), the proposals can be published in advance, and the delegates have time to review and consider them. The proposal allows for "emergency" resolutions to be put forward last minute and also allows chapters, not just committees, to submit resolutions. This is an opportunity for us to consider chapters in an expanded role. Another statewide resolution has to do with the Steven Salaita freedom of speech case (Salaita accepted a job offer from a second university, tendering his resignation to the first university, and then as a result of some tweets and donor pressure the second university revoked the job offer—although faculty there were in favor of keeping him—claiming they could do so because his hire had not been approved yet by their board of trustees. He is now without a job). B Trachtenberg recounted that he had been through a similar situation several years ago where his UAlbany job was threatened because of an article in the newspaper. If the chapter approves the resolution provided at this meeting, it will be stronger at the DA. **B Trachtenberg moved to endorse the resolution, R See seconded. All**

approved with 2 abstentions. Caitlin Janiszewski, a UAlbany graduate student, has won the William Scheuerman award. Caitlin has worked closely with UUP Albany on a range of issues including contingent labor, EIO, and more. Candy Merbler and Ivan Steen will be recognized respectively as winners of the Nina Mitchell and Retiree of the Year awards. A great DA for our Chapter.

IV. New Business and Committee Chair Reports

- a. **Chapter FAQ/Updated Glossary:** B Benjamin emailed copies to the EC for input. E Briere started these for department reps to help clarify their role, but it was felt broader distribution would be helpful to all. The EC though this was a good idea, that it should be on the website, dated, and updated regularly. Everyone was asked to review it to be sure it is accurate and clear. New members could receive it and it could be available at the general membership meeting. A shorter bulleted document might be good too. It was suggested that contingents could use a handbook as well.
- b. **Women's Concerns Drescher Event** will be held 11/13/14 12-2 in CC375. Over lunch Nuala Drescher will talk on the power of the Drescher Award. Recipients of the Drescher will be in the room and the committee is preparing a booklet listing all awardees since 1987. E Briere moved that UUP sponsor this lecture and lunch, T Hoey seconded, all approved. UAlbany has gotten more awards than other campuses thanks, in no small part, to the efforts of Bill Hedberg.
- c. **Contingent Concerns is hosting an event with film:** The committee proposed showing *Con Job* on 12/4/14 with St. Rose organizers (one of the directors was a graduate student at UAlbany and teaches now at St. Rose) and following the film with a panel discussion with Bradley Russell from the St. Rose adjunct organizing campaign. Concerns were raised about the end of semester timing and it was suggested a better time might be mid-February as part of a series of events to raise awareness about contingents. There will also be another paper grading in the admin building and a May Day event. A film every month was suggested.
- d. **Outreach Committee:** I Steen has been in touch with Jack McEneny and other politicians to coordinate another event and the committee is working out the best time. P Romaine moved that the chapter cover refreshments (cookies and coffee, etc.) for a such an event, T Hoey seconded, all approved.
- e. There was a request for **Holiday Gala** and annual picnic funding. Last year UUP provided 2 \$25 gift cards from Good & Welfare. 75-100 members (of 2100) participate each year. The EC agreed to provide \$5/head for the University picnic in June and spent \$220 on the picnic. There is only \$1400 in agency fee funds and EC would like to host more events using these funds (e.g., McEneny talk, Peace & Justice events, EIO). Discussion included that the EC should consider both requests a single issue to handle once a year, EC priorities, why the university does not fund these, whether there was enough participation to merit funding these, is this sufficiently visible PR or at small amounts negative PR, whether UUP should fund both, how members feel when they see other unions spending more per head than UUP does, such events are helpful to new members feeling part of the community and UUP, could these funds be better used elsewhere, and should UUP hold its own holiday event. T Hoey moved UUP give \$5/attendee for the gala and leave the picnic undecided until the EC can have a good discussion on both, J Hanifan seconded, all approved with 3 abstentions.

f. **Other**

- The Academic Concerns Committee prepared a Joint Labor Management Committee Campus Grant to send two UAlbany faculty to a boot camp provided by the National Center for Diversity, a semester-long mentoring program. Interim provost Mulcahy is supportive. If this program is deemed successful, the University will consider a subscription of \$20K annually for women and faculty of color to attend. There is a related conference next month that costs \$50. UUP can pay for up to six to attend. B Trachtenberg will forward the information to anyone interested to share with faculty who may benefit.
- 10/22/14 at noon in CC375 there will be a forum on academic workload creep with five speakers. Lunch will be provided.
- B Trachtenberg moved to raise the limit of Presidential discretionary funding from Chapter funds from \$100 to \$150. T Hoey seconded, all approved. This will allow the president to make some ongoing decisions more easily, such as paying for chapter assistant parking, instead of requiring an EC vote. The \$100 limit has been in place for many years despite inflation.
- B Trachtenberg moved to raise the limit of Presidential discretionary funding from Good and Welfare funds from \$100 to \$150. T Hoey seconded, all approved. This was a follow-up resolution from the previous one, extending the same limit to Good and Welfare funds as well as Chapter funds.
- R See was thanked for his diligent work on building a database that will make member data collection and manipulation easier.
- The EC discussed having an annual uniform resolution (changing the year) to approve routine annual expenditures to save the EC lengthy discussion time each September. At a recent webinar R See attended, UUP statewide suggested chapters use: "Resolution for Board approval of routine expenditures during fiscal year 2014/2015, including, but not limited to, phone, office supplies, copier contract, mailing and shipping, duplicating services, meeting refreshments, newsletter expenses, chapter release support, workshop expenses, and bank fees." The EC discussed amending this to: "Resolution for Board approval of routine expenditures up to the budgeted amount in each category during fiscal year 2014/2015, including, but not limited to, phone, office supplies, copier contract, mailing and shipping, duplicating services, meeting refreshments, newsletter expenses, chapter release support, workshop expenses, and bank fees. If proposed spending exceeds the previously budgeted amounts in any given category, the EC must vote to sanction such expenditures. Whenever possible funding requests should be brought to the EC in advance for discussion." R See moved to accept this language, L Wittner seconded, all approved.

V. **Old Business**

B Benjamin discussed funding for EIO to work collaboratively with groups already working on prison justice issues in the capital region. The US imprisons more people than any other country. Organized labor has not been very involved on this issue and, following our lead, statewide is eager to work in support of the "ban the box" campaign. This gets UUP in the community making connections. P Romaine moved, L Wittner seconded that UUP provide \$100 toward food and drink for the Capital Area Against Mass Incarceration

Speak out 11/1, all but 1 approved, with 1 abstention. All were invited and asked to invite others to attend.

VI. Officers' Reports

In addition to the detailed written reports provided prior to the meeting, T. Hoey shared there was a *Times Union* story stating Albany law professors would teach here and our professors would teach there. There was a question of whether the Albany Law professors would be unionized. If the Albany Law professors remain Albany Law employees and we pay for their services, they need not be union, however, such discussions are premature. Officers will inquire in Labor Management.

Meeting adjourned 2:00 pm. Minutes submitted by J Harton.