

**Executive Committee Meeting Minutes  
UUP Albany Chapter  
December 11, 2014**

**Attendees:** B. Benjamin, E. Briere, J. Collins, C. Fox, R. Friedman, J. Gendron, J. Greiman, J. Harton, T. Hoey, M. Knee, D. LaFond, G. Landsman, M. Manjak, G. Petry, P. Romain, H. Scheck, B. Shadrick, P. Stasi, B. Sutton, B. Trachtenberg, L. Wilder, L. Wittner, and K. Thompson-LaPerle.

**I. Minutes**

The meeting minutes from 10/16/14 were moved by T Hoey, seconded by D LaFond and approved by all (5 abstentions). The minutes from the 11/10/14 meeting were moved by B Trachtenberg, seconded by R Vives and approved by all (6 abstentions).

**II. Labor Management Notes**

10/21/15 notes were reviewed; 11/18/14 notes to be reviewed later.

**III. Provost Candidates**

Benjamin noted his appreciation for the many attending the presentations. The final candidate will present 12/12/14. The first three candidates were discussed. All were reminded to provide administration feedback on the candidates. Benjamin and the Senate chair and co-chair plan to send their feedback in a joint letter.

**IV. University Senate**

Kudos were given to the President Jones and his administration for recommending the Senate change its bylaws to remove voting privileges from administrators on the Senate (this is a conflict of interest since the Senate is advisory to the administration). The last paragraph of the Senate Handbook even states in order for the Senate to represent the voice of the faculty, ex-officio members should not vote. To make a change there must be an amendment to the bylaws requiring a 2/3 agreement of a quorum (30% of the voting faculty—about 800 votes). This will require a large educational campaign and faculty should have the opportunity to read the president's memo (currently posted on the Senate website). The Senate drafted a bylaws amendment and the vote should be early in the spring semester. Not everyone was pleased with the Senate's spring survey results regarding governance, but the results were corroborated by the Middlestates self-study and the President was not surprised with the survey result, having heard the same from other sources across the campus. At SEC there was not uniform agreement that the bylaws should be changed and some administrators are talking down the vote and the need for the bylaws change. If the Senate is not the faculty's voice, it's not doing what it's supposed to do. Voting members must represent the constituencies. This is a teachable moment with consequences. UUP endorsed the proposed Senate amendment to its bylaws that administrators not be given voting privileges on the University Senate (moved by L Wittner, seconded by T Hoey, approved by all).

**IV. Chapter Elections**

Chapter elections are this spring and have a clear time table which will appear in *The Forum* and on the website. Statewide will run the election as always. The nomination period closes 2/4/15 (materials must arrive by US post at UUP headquarters that day and *The Forum* deadline for candidate statements is 2/4 as well). The General Membership meeting will be 2/17/15 and will include election information and a budget vote. Ballots will go out immediately following that meeting. Ballots are due 3/18/15. K Latal, chairing the elections committee, stated permission is required from the university regarding the candidates' forum on state property. Benjamin will discuss with J Mancuso. The premise of a good union and chapter is the need to constantly bring people into leadership roles. Benjamin encouraged all to run and invite others into the union. He also urged contingent membership on the EC as well as more members from underrepresented parts of campus (including the hard sciences, those on the East Campus, women and faculty of color).

**VI. Officers' Reports** (reports were also provided prior to the meeting)

VP for Professionals T Hoey shared that he will be running for the statewide Membership Development Officer (MDO) position. The election will be held at the January DA. The A28 Committee training on Monday went well. The first UUP Solidarity film was a success with a full room and a panel discussion afterwards with discussion lasting 2 hours, although he had hoped for more faculty and staff. Hoey asked for suggestions of how to get people out to view the film *Con Job*.

VP for Faculty B Trachtenberg stated travel reimbursement policies differ across campus so a meeting was held with B Hedberg, D Mason, K Bessette and J Harton to discuss creating a uniform travel reimbursement and travel card policy. An ombudsperson proposal should be coming to the EC in early spring. The purpose of the ombudsperson is to have someone available to help correct cases for review/tenure/promotion instead of going through the provost's office because this is an inherent conflict of interest (the provost office is in the line of approvals). Additionally ACC is concerned about what appears to be a glass ceiling for associate professors who are not getting promoted (many are women and faculty of color). Trachtenberg will be holding meetings to discuss this and draw attention to the issue. It may be that a Drescher-style award for associate professors would be helpful. He asked for statistics at L/M regarding associate professors since it may be helpful to understand how long faculty have been at the associate professor rank, which groups and departments seem most affected, etc. Spousal hiring and retrenchment/deactivations may also be issues for retention and hiring.

President B Benjamin asked if members were amenable to moving to EC meetings with more presentations of issues and substantive discussion and less reporting (this would require members to commit to reading reports). There would still be committee reports. The EC agreed. He also stated UUP has scholarships for students (due 3/2/15), but student applications are down. We should find ways to encourage UAlbany applicants. The contingents survey has approximately a 35% return rate thus far. He will provide a summary report to the EC and the Contingents Committee and organize a forum to share presentation results. At the end of the semester he'd like to provide a final report with policy recommendations to the campus.

## **VII. New Business**

E Briere requested funding a Women's Concerns workshop on 2/4/15 (following up on the Power of the Drescher Award event in fall) tailored to Drescher applicants/potential applicants and department chairs. Funding was requested for room and lunch moved by J Harton, seconded by P Stasi and all voted in favor.

E Briere stated the Membership Committee has been working on a FAQ document for its 2/26/15 department representative training. Funding for room and lunch was moved by T Hoey, seconded by J Harton all approved.

D LaFond stated there is a potential forum request coming from the Women's Concerns Committee related to the new sexual assault policy which may alter the standards of when and how victims can fight their cases. Title IX may lead to campus policy changes. There are many unanswered questions. Benjamin will bring it up at L/M.

Congratulations were given to B Trachtenberg and J Greiman for their new baby.

DA signups are needed ASAP.

Meeting adjourned 2:05 pm. Minutes submitted by J Harton.