

Executive Committee Meeting Minutes
UUP Albany Chapter
December 19, 2016

Attendees: B. Benjamin, E. Briere, A. Craig, J. Collins, L. Gallagher, J. Gendron, M. Grosshandler, J. Hanifan, J. Harton, C. Jewell, G. Landsman, A. Major, M. Manjak, R. McClamrock, W. Mendez, R. Moslehi, A. Olin, G. Petry, L. Pyles, B. Pyszczymuka, P. Romain, M. Seidel, P. Stasi, R. Tolley, M. Tuohy, C. Walcek, L. Wilder, L. Wittner, & K. Thompson-LaPerle

I. Approval of Minutes

Minutes for the November meeting were moved by P Romain, seconded by J Collins and all approved with 7 abstentions. October minutes are forthcoming.

II. Labor Management Notes

Notes from November are forthcoming. J Stellar attended part of the meeting. There were two primary items and requests for follow-up on other ongoing items. Susan Starke presented on enrollment management and suggested UAlbany should celebrate what it does in an advertising campaign for students, but provided no data and indicated the U has no system for keeping up with this data. The UUP SIRF report was discussed and W Hedberg indicated he would move it forward. SIRFs go against the governing documents of the Senate and against the union contract, but if SIRFs are not used something else must replace them and a replacement will require resources. The Senate CPCA council on academic assessment plans to have the report on its first agenda in spring then Senate can discuss its concerns with the provost at its monthly Senate/provost meeting

III. Discuss Chapter Elections

Recognizing chapters function best with representatives from across the whole campus, all were encouraged to invite others in. It is important to continuously bring new people in to union work and healthy for members to rotate through different roles. All were encouraged to run as delegates again and asked to consider what other roles they might be willing and able to do. Anyone who gets at least one vote in an election is eligible to sit on the EC and be a chapter delegate to state meetings. Individuals can self-nominate. The election timeline was discussed. An email will go out to all bargaining unit members with more details. On 1/18/17 UUP will mail nomination forms. A new retiree officer position was created at the DA, so the EC may need to amend its bylaws. There will be a special election issue of the newsletter, as last time, including candidate statements.

IV. Review Meeting Dates for Spring Semester

Meeting dates will be emailed. All were asked to flag the general membership meeting date of 3/9/17, the only date in election window the Campus Center Ballroom was available. It was recommended EC also vote on its budget at this time.

V. Membership Drive

The chapter needs everyone. Emails went to all fee payers resulting in 30 signing up, but there are still many on the fee payer list. All EC members were encouraged to reach out to 3 fee payers to invite them to sign up. Reasons to sign up? With the recent presidential election workers' rights are at risk. Unions fight for workers' rights. Only signed members

can vote for the contract. Contact concerns raised included raises, that year 1 of the contract has already passed, rising healthcare costs and discretionary funds (B Benjamin will forward a letter to the provost that the discretionary system is not working—there is no single, uniform process across the school—some units do this better than others. PEF has ratified a very clean, narrow contract. In the past the other unions have tended to follow. UUP put forward a couple hundred proposals related to union concerns and discussions are moving along.

VI. Academic Hiring Data

UUP has asked for this data monthly in Labor Management meetings, first related to SUNY2020 hires, then about academic (full-time tenure track) hiring in general over the last decade. The U finally provided data. This was reformatted into a usable spreadsheet (data does not include professionals) and information is now available from fall 2007 to fall 2016. Some notable items include: more academic hiring with SUNY2020 funds, significant change over the last 5 years, a large exodus of faculty from 2008-2011, that some school fared better than others (eg BUS lost nobody 2007-2012 and gained 6 2012-2016, CAS lost 35 2007-2012 and gained 5 2012-2016, the School of Education had a net loss of 12, the College of Engineering and Applied Science is new but had many new hires this year and last), overall it appears education, arts and humanities took the disproportionate losses (eg arts were down 11, humanities down 29). Even with the SUNY2020 hires there was only a net gain of 31 new faculty. We are down 27 faculty over the decade even with special funds designate to hire 180 full-time faculty. Faculty departmental placement can make analysis more difficult, for example, BUS hired 4 who are teaching in the School of Engineering. A Major will send information the listserv. It would help to know from the departments if the numbers seem correct or if hires are actually working in other departments and not benefitting their hiring departments. If the U is hiring more applied and less theoretical faculty, this is valuable to identify. The U has said cuts were enrollment-driven, but in LLC for example that was not the case. This suggests the U viewed some disciplines as more worthy than others with the U sending messages that STEM disciplines are more important. The model of student enrollment demand is incorrect and Education is a good example. Government attacked teachers so people did not wish to teach, faculty were lost because there were insufficient students, which then led to a teaching crisis and government reform stating we since we don't have enough people to certify teachers that corporations should do the certifying, leading to privatization. The gutting of the discipline ultimately became the justification (ie enrollment numbers dropped justifying faculty losses). It was suggested that UUP send this analysis to the interim provost and L Wirkkula to inform the U's strategic planning. A quick facts sheet for departments might also be helpful. The U has lost sight of being a public educational facility.

VII. CAP Proposal on Food Pantry Fundraiser

UUP recently contributed \$1000 to working with the St. Vincent de Paul's food pantry and is working with the U publicize it and raise visibility. There will be a fund-raising march 4/30/17 at which the committee is hoping to see 200 walkers. Student will be encouraged to volunteer at the pantry. A bus now stops at the pantry. **A Olin motioned**

and L Wittner seconded that the chapter should make a CAP application to support the walk and the pantry. All approved.

VIII. Update from Officers, Senate, CAP, Committee Chairs

- The Peace and Justice Committee met and plans to hold an event each semester. They are planning an upcoming event with a peace activist on Israeli Palestinian relationships. She's asking for \$1000 to come. Journalism has raised \$600. L Wittner made a motion, seconded by G Landsman for a \$200 co-sponsorship of the speaker for the Peace and Justice event (this would be agency fee rebatable). All approved with 2 abstentions.
- The Website Committee asked the EC to consider shirts to help advertise UUP and the chapter. Pictures are worth a thousand words--the website could benefit from members in such shirts. The UUP chapter office will look into this. Agency fee funds could be used to order shirts or perhaps funds might be possible via CAP projects.

IX. Other

- The EC raised concerns after hearing that some students who work for the Dormitory Authority (not SUNY) were not being paid or being paid with podium dollars (instead of money) and noted the Times Union recently reported the Dormitory Authority as corrupt. Students are also being housed 3-4 to rooms too small for them and without appropriate furnishings. RAs purportedly permanently lose the opportunity to take work-study positions. UUP was asked to investigate these concerns. J Hanifan and P Romain will write to J Collins who will ask Senate to consider student conditions and pay.
- G Petry motioned and P Romain seconded that EC raise the amount of money to be given to the chapter assistant from today's good and welfare donation from \$100 to \$200 (ie if donations do not reach \$200. that the chapter would cover the remainder). All voted in favor.

Meeting adjourned at 2:10pm. Minutes submitted by J Harton.