

**Executive Committee Meeting Minutes
UUP Albany Chapter
February 19, 2015**

Attendees: M. Bartoszek, B. Benjamin, J. Collins, R. Friedman, J. Greiman, J. Hanifan, J. Harton, T. Hoey, M. Knee, D. LaFond, G. Landsman, G. Petry, M. Seidel, P. Stasi, I. Steen, B. Sutton, E. Torgersen, R. Vives, L. Wittner, K. Thompson-LaPerle, Guests: V. Commisso, N. Richardson, R. Tolley

I. Minutes

The meeting minutes from 1/22/15 with minor changes were moved by J Collins, seconded by G Petry and approved by all (with 3 abstentions).

II. Labor Management Notes

1/29/15 notes will be circulated by email and any concerns discussed at the next meeting.

III. Preliminary Results of Academic Contingents Study

The survey was distributed to 496 eligible contingents in November and ran to end of the semester. Contingents in this survey are those in teaching jobs that cannot lead to tenure. There was a strong response (191 respondents, about a 40% return rate), particularly considering this is a difficult population to contact. Results show who contingents are and what their needs are and are helpful for UUP, Labor-Management discussions, the new contingents panel and the contingents themselves. Today's information is preliminary and offers broad brushstrokes. Benjamin is relying on those with more quantitative analysis experience to provide finer grained data and more precise interpretation in the near future. A meeting will be held for contingents 2/25/15 on National Adjunct Day to discuss results. As state workers under the Taylor Law, UAlbany contingents will not be walking out as other adjuncts nationwide are, but informational opportunities will be provided on campus.

There are separate groups of contingents with differing needs, grad students vs those making a living as contingents vs those with other full-time jobs, full-time vs part-time, long-term vs short-term, etc.

Among the topics covered in the survey results are the following

- Length of employment at UAlbany
- Highest degree earned
- UUP membership
- Course load
- Curricular level of courses taught.
- Hours per week, hours outside of class
- Winter/summer teaching
- Online teaching
- Balance of appointments between teaching, research, and service
- Access to office space
- Health benefits
- Duration of contract
- Desire for tenure track job and whether actively searching
- Per-course salary
- Role in Department/University
- Level of satisfaction
- Outside employment
- Ranking of issues by order of importance.

Preliminary areas for UUP to consider targeting include:

- Asking for more funding for graduate assistantships so students are not forced into the contingent pool before finishing their degrees
- Raising per course salaries to \$5000 (with the ultimate goal of full-time tenure positions)
- Creating a step system rewarding those who have been with UAlbany longest (those teaching longer getting longer contracts, facilitating more stability)
- Moving long-term and valued contingents into full-time position and full-time lecturers into tenure positions (perhaps with the instructor title), and increasing the number of full-time tenure positions
- Ensuring health benefits wherever possible (ineligible if only teaching one course)
- Providing substantive holistic evaluations of responsibilities (SIRFs are insufficient)
- Improving workplaces: better offices, access to copiers/resources/professional development/mentoring/research funds/recognition for excellence/reduced isolation
- Removing full-time, tenure track faculty barriers to contingent participation, include contingents in faculty meetings, commencement, on websites, etc. and educating tenure track faculty
- Working for contingents' voting (not just representation) in the University Senate
- Increasing contingents' UUP membership, providing orientation about benefits, anti-retaliation, the appointment letter and contract, and educating in areas where respondents "don't know."

Benjamin asked all to consider the implications and provide specific suggestions for implementation. A final report should be published this semester.

IV. Candidates Forum

Due to time constraints conversation about the forum was postponed.

V. New Business

- a. Benjamin **welcomed guests**. Nicki Richardson, who has much experience in union work as a NYSUT regional political organizer assigned to higher ed and will be working with our chapter, and two members of the Contingent Concerns Committee who are running as delegates, Vince Comisso (Political Science) who has been a key contingent concerns advocate the last few years and Rebekah Tolley (Art) who is also running as Officer for Contingents.
- b. There was discussion about how candidates can contact all members. While candidates can request address labels from statewide, postage is expensive. Since **election materials** cannot go to .edu emails, it was suggested that non-.edu email addresses collected by the chapter be made available to facilitate contested elections. The mechanism of mailing labels that UUP has adopted ensures equal access. A different procedure at the chapter would mean superseding statewide process. Also, members were told when they gave their non-.edu addresses these would not be shared or used regularly and electioneering was not mentioned. It was suggested the chapter take up a fund to defray postage costs, but chapter cannot directly raise funds for elections. Candidate statements in the newsletter and the candidates' forum provide information to all. Candidates wishing to contact members directly beyond these two mechanisms must request mailing labels through statewide.
- c. Each semester the Peace and Justice Committee sponsors at least one event aimed at raising awareness of social justice issues. They request \$150 to **support Cheri Honkala**, an internationally recognized anti-poverty human rights and fairness in housing advocate, coming to Troy 4/17/15. **T Hoey moved UUP give a \$150 honorarium (would be agency fee if not a state employee—and if there are insufficient agency fee funds to move funds from savings for this) and that other organizations be invited to contribute (Women Studies, Political Science, etc.), L Wittner seconded, all approved.**
- d. Last year UUP gave \$200 to **subsidize t-shirts for the CDPHP workforce challenge** and UAlbany gave \$355. This year UAlbany is not contributing and UUP's been asked to split the cost with CSEA (total to come). **J Hanifan moved that UUP contribute up to \$200, G Landsman second, all approved.**
- e. Regarding the important upcoming Senate vote, UUP still has not seen the **Senate amendment**. UUP endorses the principles of the bylaws amendment coming from Senate asking that the voting privileges of ex officio administrators be revoked. UUP is working with Senate and the President's office to communicate this message to all eligible voters.

VI. Officers' Reports

Reports were provided prior to the meeting. No concerns were raised.

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