



United University Professions
Albany Chapter

Executive Committee Meeting: Minutes

2.25.2019

M. Aso, E. Briere, J. Collins, M. Dzikowski, T. Evans, R. Friedman, M. Grosshandler, J. Harton, D. LaFond, Z. Lawrence, A. Lotmore, A. Lyons, A. Major, R. McClamrock, P. Ng, A. Olin, G. Petry, L. Pyles, A. Richie, G. Robinson, P. Romain, R. See, M. Seidel, K. Smith-Howard, B. Sutton, R.; Tolley, M. Varisco, L. Wilder, A. Woulfe, K. Thompson-LaPerle, R. Trimarchi, UUP Membership Organizer, A. Spriggs, Guest.

1. Approval of minutes from January EC meeting (attached). Marco motioned and Zina seconded. All approved, no opposed, 2 abstentions.
2. President's Report / LM Notes.
 - a. Introduced guests, Amanda Spriggs and Anne Woulfe
 - b. Labor-Management. Stellar had sent around a memo re: annual faculty reviews where he references departments coming up with their own approaches. We should emphasize this approach and be ahead of the game and help departments have systems in place. It seems that the reviews are not intended to be a review of the quality of the work but making sure you are "doing enough." We need to have conversations in our departments; any shifts in work load should be done in a way that is not punitive. The university be revising the FAR instrument. Reminder that there are 3 components to professional obligation – teaching, service, and scholarship. It's based on historical practice and the same is true of professionals. The question is what is the baseline norm around teaching? But, according to some, the norm keeps shifting.

The improper practice charge related to teaching loads in the School of Public Health has gone beyond the campus level. Right now they have only a few days to do something or else it goes to a full PERB hearing.

Discussed concerns about increases in workload for a course that has moved from 3 credits to 4 credits. Could get a list at LM of anyone who has had their course

load moved from 3 credits to 4.

University wants to cut costs in terms of personnel and any new initiatives will come from grabbing new resources from here and there. The new workforce planning process is taking a long time and in the meantime other people are picking up that slack.

We can't let "this campus should be a good place to work" just fall off the agenda, e.g. healthcare for contingents. The new language of the 6 credits is a point of contention with the university and is adversely affecting our members including graduate students/part-timers. Adjuncts are least likely to come forward on this issue and we need to find out who is affected and advocate for them.

Regarding the IDA process, D. LaFond, T. Evans, and R. McClamrock will be reviewing on our end. Hedberg said the spirit is spreading the money around as much as possible. Because the pot of money is fixed, is there a rolling element to it? What is the cutoff date between years? We are still waiting for final details and are dependent on management for this whole process.

We can vet the upcoming Provost candidates and ask these kinds of questions. We can demonstrate political leadership on this campus at the Provost visit show. The EC should be thinking about issues that we make sure get asked. We can also utilize the press to try and push these issues.

- c. Appointment, Interim Officer for Contingents – Anne Woulfe is willing to step in for this position and we would like to approve her as interim officer. She running for Contingent Officer in the current election as well. She has been here 18 years as an adjunct. Hoping to be someone who steps up and listens and get things done. One member was concerned that every contingent did not have a chance to take on this position. But, Major points out that we reached out to a number of contingent members. Mike made a motion to appoint A. Woulfe to the position of interim Officer for Contingents and Greta seconded. It was noted that it is a difficult post to fill due to the barriers associated with contingency. All approved with no abstentions.
- d. Review of Winter DA and constitutional amendments

Very active DA this time; one of the amendments was that write-in candidates to serve as statewide delegate will need 5 votes starting with the next election cycle. Our current policy is that you serve as a delegate and EC just by getting 1 write-in vote. We would need to change our by-laws if we want to allow single vote write ins on EC. If you are already on the nomination form, you still only need 1 vote. Statewide was getting a lot of single vote write ins who really didn't have an

interest in serving and it was causing more work for statewide to track them down, etc.

- e. Progress on DSA/DSI distribution – Received tremendous feedback on the survey. Will be holding some forums later this Spring to discuss further.

3. Announcements / Reports from Officers and Committees

- a. Elections update (R. See) – Ballots will be sent out March 6th-8th. They have to be back by April 10. Discussed the question about post-mark versus receipt date. Candidates will be able to speak at the General Membership Meeting. It was mentioned that we should work on having more contestation in elections. Discussed the need to revitalize the Department Rep system.
 - b. Budget (A. Olin) – The EC needs to approve the 19-20 budget before it goes to full membership for approval. Are we expecting to have any cash left? We would have about \$9000 starting balance. We could be eligible for supplemental funding from UUP, though such requests are getting increased scrutiny. Membership meeting meal will be \$20 per person. At some point we may need to have more of a conversation about the price of catering. Motion to bring to membership – Alison motioned and Zena seconded. Passed unanimously.
 - c. Vote COPE (P. Romain) – It's very vital for making policy change. Implored us to contribute to Vote COPE. UUP seems to be the only entity putting money into advocating for SUNY at the legislature, and this money can support the process. We could put together a list of agenda items for the administration.
4. Discussion: General Membership meeting and new hires. Meet and greet new hires; invite them to the membership meeting. Some are not on the distribution list yet. Will have to sign a card to get in the door of the meeting.
5. New Business – Peace and Justice committee has a speaker each year. Their event this year on Palestine is already funded. There is a speaker on the Korean conflict, Tim Sharp, coming to St. Rose. We could potentially contribute (\$100) to this event if UUP could come to the event or if he can come here. Motion from Ron from Peace and Justice and Zena seconded. All approved and no abstentions.

Proposed the idea of re-playing the MLK event that was video recorded to be promoted by UUP.

6. Open Discussion