

**UUP Albany Chapter Executive Committee Meeting Minutes**  
**March 28, 2012**

Attendees: P. Abraham, B. Benjamin, L. Bickmore, J. Collins, S. D'Alessandro, C. Fox, L. Gallagher, J. Gendron, M. Grosshandler, J. Hanifan, J. Harton, T. Hoey, M. Knee, S. Kudzin, D. LaComb, D. LaFond, D. Lewis, M. Manjak, C. Merbler, G. Petry, B. Pyszczymuka, P. Romain, R. See, M. Seidel, Betty Shadrick, I. Steen, E. Torgersen, J. Uppal, R. Vives, E. Warnke, B. Weaver, L. Wittner, K. Thompson-LaPerle

The meeting was convened at 12:29 pm

**Report from President Merbler**

Merbler: motion to waive approval of minutes from last meeting

Vote: unanimous in favor

Merbler: motion to waive approval 10/19/11 minutes.

See: will we find these minutes?

Merbler: I think we can find them, and do not want to give up searching

Vote: unanimous in favor

Report from the President: Merbler

- Added another Professional Delegate to attend the Delegate Assembly. Now up to 13 Academics/12 Professionals
- Deadline for Spring DA attendance notification is today. Get info to Kelly
- Manjak sent in Journalism Award nomination for Newsletter. Knee likewise sent in nomination for Website
- Spring 2013 calendar presenting problems for St. Patrick's/Passover/Easter conflicts; watch for discussion and/or changes
- New registrar suggesting 16 week semesters rather than minimum of 15 weeks
- EOP Advocacy Day yesterday was a big success. Thanks to Patrick and Martiza.
- Two awards nominations due 4/16. See written report for details.
- Dates posted for UUP Calendar for March, April, May

Discussion: Collins: who sets the academic calendar? Merbler: Registrar in consultation with UPPC. Hanifan adds context to UPPC deliberations based on previous participation. Collins: to whom should faculty and staff direct their concerns about calendar decisions? Merbler: talk in your Depts., esp Senate reps.

**Report from VP for Academics: Collins**

- What we learn from Labor Management?
  - Did not meet since last EC
- Working with Members
  - Non-renewals happening before tenure. The Rights and Appeals process is rather vague in the pre-tenure years, leaving pre-tenure faculty vulnerable to administrative decisions

- How to document workplace harassment? How can our Chapter set up a mechanism for documenting forms of intimidation or harassment.
- Presidential Search process
  - We have drafted letter to Presidential Search Committee from EC to raise areas of concern. (discussion printed below)

Vote to discuss at present meeting: 2 nays, remaining in favor

- Letter makes five points: (discussion recounted below)
  - Transparency
  - Support for tenure
  - Respect for faculty governance
  - Strong humanities/liberal arts component
  - Respects labor/management and negotiating practices on campus
- Upcoming events: Spring DA (register today). Special General Meeting 4/23. Workshop: Future of University in an Age of Austerity.

Hanifan moved/Lafonde seconded to support the spirit of letter today and send around by e-mail after edits

Hanifan: move transparency language to conclusion; add idea of fair wage in relation to the idea of affordability.

Steen: What's the point? It won't affect the search.

Collins: important to make a public declaration of the key points that union members care about.

Manjak (to Steen's objection): same logic could be applied about going to Legislature. There is a value in articulating our position publicly.

Petry: We don't have much leverage here. (supports Steen's concerns)

Lewis: we need to act collectively to assert the will of academics and professionals publically as a mobilization tactic. Need to create a paper trail of evidence.

Lafond: I went to the public meeting to speak to these issues, and I think this letter supports those who stood up in that forum. Add language of "academic freedom" to language about tenure.

Hanifan: I see no down side to sending letter: Let's discuss the text. Include in newsletter as well. Take control of language in shaping campus debate.

Benjamin: supports the motion. Similar letters likely to come from Senate, and a similar letter going around to all academic faculty via Dept Chairs asking for signatories.

Important to note that we have 6 academic faculty and 1 professional serving on this committee who are our members. They are an audience to whom we can appeal.

Collins inquires about process. Collins will send final version to Kelly and Candy by 4pm. Thurs. Will send around by e-mail. Please vote by Monday.

#### **Report of the VP for Professionals: Abraham**

- April 11 Professionals Workshop
- Involved in a number of cases regarding discipline, termination, etc.  
Confidential
- EOC/EOP Day was great.
- Higher Ed Lobby Day – thanks to those who came

- Requests that members join in advocacy days

Discussion clarifying the process of seating voting Delegates at DA.

Discussion about the Desmond and potential contingency plans depending on contract negotiation with worker's union.

**Report of the Secretary: Jewell:**

Absent, No report

**Report of the Treasurer: Olin:**

Ill and unable to attend. Sent written report, asked for feedback about statewide sub committee. In particular she asks for feedback on the debate about the proposal that reimbursement for DA travel will be calculated from campus rather than home address. Send input to Allison.

**Report of the Contingent Officer: Hanifan**

- Asks that "Old Business" item about contingent workers be removed from the agenda. Unanimous vote in favor.
- Final amendment on contingent officer requirement won't come up at this DA because of elections. It will be reintroduced at a future DA after gathering feedback from chapters.
- New push to raise minimum rate for per-course salaries

General discussion about the need to raise pay for adjunct per/semester class.

**Newsletter Committee Report: Manjiak**

- Submitted one editorial piece for journalism awards
- One of our pieces reprinted by Oneonta
- Deadline for 4/14 for final newsletter

**Solidarity Committee: Wittner**

- Good support for CWA Verizon workers

**By Laws Committee Report: See**

- Need to post changes to membership at least two weeks in advance. Online special edition of newsletter.

Merbler: changes need to be vetted by UUP Statewide. See: has been working with statewide, but sees no formal provision that mandates that our changes be approved by statewide. Will follow up with both Merbler and Landy.

- By-laws committee would like to invite someone from Statewide Elections Credentials to run the discussion/voting process (motion by See; seconded Hoey)

Discussion about paper ballots to ensure anonymity in voting on difficult issues. Vote to use paper ballot: unanimous in favor.

Discussion about inviting statewide representative who can handle complexities of Robert's Rule and amendments

Proposed: plan to have someone from UUP or possibly Parliamentarian from Senate without cost (or much cost)

No vote; general consensus. See will follow up with Statewide to evaluate possibilities and costs.

- Committee proposes to amend two parts of the by-laws that do not need full general membership support. Unanimous support.

Merbler moves to approve funding for pre-DA luncheon; second Collins. Unanimous in favor.

DA luncheon to be held on Mon 4/16 12-2 CC375

Move to adjourn at 2:05pm. Unanimous in favor.

Respectfully Submitted,

Bret Benjamin, Acting Secretary