

**Executive Committee Meeting Minutes
UUP Albany Chapter
April 13, 2015**

Attendees:

M. Bartoszek, B. Benjamin, L. Bickmore, E. Briere, J. Gendron, J. Harton, T. Hoey, C. Jewell, M. Knee, D. LaFond, G. Petry, R. See, M. Seidel, P. Stasi, B. Sutton, R. Vives, B. Weaver, M. Weiss, L. Wilder, K. Thompson-LaPerle, Guests: K. Jaime-Benitez, D. Myers, R. Tolley, J. Holloway.

I. Minutes

The meeting minutes from 3/23/15 with minor changes were moved by T Hoey, seconded by C Jewell and approved by all (with 2 abstentions). There was discussion about what can be recorded in minutes and that minutes cannot reflect what did not transpire.

II. Labor Management Notes

There was a reminder that LM notes are for EC review, not revision.

- SUNY Excels remains a mystery. The final budget will not include the 10% holdback in funds that the governor had initially proposed, but each campus must put forward a plan. The Department of Budget will not have any say over SUNY academic programs, as originally proposed by the Governor. Performance initiatives proposed were objectionable, but may be merely suggestions for plans. UUP will ask what the U's next steps are. J. Stellar suggested he could start a draft and then seek input. UUP insists faculty governance must have a substantive role and a committee should do this.
- Contingent data was requested, but not yet received. Good data is essential for successful work.
- The U is generally supportive of the Ombudsperson proposal. A subcommittee will be created to work through the details. The President and Provost appear to be on board with the proposal, at least in principle.
- Regarding parking limitations for those coming for U events (guests getting tickets is counter to community engagement), better mechanisms need to be in place. The U recognizes the concern, but has no ideas. UUP will work with K Wilcox and J Jones to establish policies. Administration brought up the Contact stating if UUP gave up parking such spots would be available. The Contact says the U cannot take away the amount of currently provided parking without negotiation. One suggestion was a person at the kiosk who could allow visitors in who stated they were attending particular events.
- UUP continues to ask for data of associate professors at rank, but has not received its.
- UUP has asked more than 2 years for recognition of longstanding employees. The U now plans to host a reception in September to honor them as well as sending an email to recognize these employees.
- Regarding the handicap rail on ramp up to the west side of SEFCU, the U says the ramp is designed to be at a slope that does not require a handrail, but recognized that no railing was particularly troublesome with snow/ice. UUP asked that they go above and beyond particularly since it is so visible. UUP asked that J Giarusso be invited to an LM meeting.
- LM provided a preview of the President's address to all faculty later that week. Regarding the next level of excellence UUP suggested the U hire more faculty, reduce class size, offer a holistic vision of the U, not pit departments against each other, and create an academic environment for good people to come and stay.
- There has been no progress on no smoking on campus.

III. EC Members' updates on their units

There are a high number of individual cases and several large units and departments coming with concerns. G Petry and T Hoey have been busy. Some groups have had multiple directors and a lack of leadership, changed responsibilities, had little transparency, are moving to other locations that make work more difficult, are dealing with emotional and physical drains on staff when positions aren't filled.

University initiatives like compact planning and other exercises take time away from other priorities. Humanities groups sense a perception of less value with so much focus on homeland security, engineering, etc. Smaller departments who must do more with less are overwhelmed and unable to participate in all required areas (such as filing Senate representative seats). B Benjamin asked that departments share any problems or concerns.

IV. Election Recap/Candidates Forum

- Kudos to our chapter for recording more votes than any other chapter in the state for this election. B Benjamin especially thanked Kate Latal who organized the election committee, shared information, and established clear guidelines throughout the year. She will join the EC next year
- Several officers stepping down were recognized for doing exceptional jobs, including: R Vives (Officer for Contingents) who had done fantastic work for years & will continue to serve on the Blue Ribbon Contingents Panel; E Briere (Asst VP for Academics) who has been one of the great moving forces of our chapter for years, chair of the Membership Committee this year, and who worked with Women's Concerns; and E Warnke (Asst VP for Professionals) has been pulled away by other commitments. Thanks to all.
- R Tolley is our new Officer for Contingents, P Stasi the new Asst VP for Academics, L Gallagher new Asst VP for Professionals. B Benjamin thanked the remaining officers for continuing.
- Of the 72 delegates, there are 28 new people. The chapter needs to continue bringing new members into leadership positions so they can be part of the conversation and help direct the chapter.
- The EC felt the candidates' forum at the spring general membership meeting was helpful in exposing members to candidates. Questions from the audience were good and helpful to get participants involved and understanding. All agreed this should be continued next time. Any way to make it easier for members to participate is appreciated.

V. Chapter Proposals

- B Benjamin sent a list of policy proposals related to the Contingents Report. The EC heard the results of the contingents survey at a previous meeting. A newsletter article has been penned. B Benjamin requested EC feedback and suggestions. Timing is important given the ongoing university work on this issue. The EC asked how to monitor professional contingents work if they are part-time doing a full-time job. Employee and group documentation of unworkable conditions is important (groups have more power). Those who are not permanent fear losing their jobs if they speak up. A survey targeting units might be helpful. If the list of job duties are impossible for the number of hours worked, that can be discussed. M Seidel will check if there is a way to find operating budgets by campus. Is there a way to have representation during the budget allocation process? Important issues receive funding. B Benjamin plans to have a final report late in the semester or early summer and will circulate a draft to the EC.
- B Benjamin asked the president to consider changing campus planning grants initiatives to 5 years instead of annual, making it easier for departments to plan further than single years.
- There was discussion about funding for the "Con Job" film screening 4/15/15 4-6pm in CC 375 (the event had been pushed to spring from December since it was so late in b/c the semester. Funding for cookies and coffee were approved (T Hoey moved, B Sutton seconded, and all approved).

VI. DA Prep

The DA is this Thursday through Saturday. T Hoey is running for State Executive Board. Education from the Inside Out will provide a workshop Friday. There are 2 good disability-related workshops. The basket theme is an evening of Albany's spirits (including alcohol, decals, sweets, signed books, a framed print, chocolate, etc.).

VII. Senate Election Discussion

UUP mobilized members and the response was overwhelmingly positive (462 voters), but there were just enough votes to get the bylaws amendment passed. There was a small minority who argued with the vote process suggesting UUP violated the U's responsible IT use policy for political purposes by mailing the

joint Senate, UUP and Administration email encouraging all to vote. Other state documents on this matter define misuse as related to partisan electoral politics, campaigning and raising funds—none of which were done—this was an internal matter about the relationship between administration and faculty governance and something both groups were in agreement upon. Senate seats were won by multiple UUP-friendly members.

VIII. Officers' Reports

Reports were provided prior to the meeting. In addition:

- VP for Professionals T Hoey stated he would like to improve retention efforts to reduce institutional brain drain and to work on professional promotions.
- B Benjamin shared VP for Academics B Trachtenberg's tentative thoughts about a yearlong seminar regarding the crisis in higher public education with a well-known speaker at the year's end addressing where we stand. B Trachtenberg is working on details and will bring more to the EC soon.
- VP for Contingents R Vives stated the Blue Ribbon Contingents Panel has been meeting weekly and listening to all constituents. He anticipates a draft report by the end of the semester. Panelists were asked to remain on the panel and continue to meet into fall.

IX. Other New Business

- a. There will be an EAP/UUP joint workshop on 4/30/15 to navigate challenges in the workplace.
- b. K Thompson-LaPerle's summer hours are need by the 4/15/15. The EC authorized an extension of hours through summer for 20 hours per week (moved by T Hoey, seconded by R Vives, all voted in favor. For Administrative Professionals Day all agreed to give today's Good & Welfare funds to her (moved by T Hoey, seconded by P Stasi, all approved).
- c. The chapter has submitted G Petry's name for the Nina Mitchell Award.

Meeting adjourned 1:45pm. Minutes submitted by J Harton.