



**United University Professions  
Albany Chapter**

**Labor-Management Minutes**

**August 22, 2022**

1. Introductions: The Chapter would like to introduce Dr. Meredith Weiss, who will be serving as our Vice President for Academics while Paul Stasi is on sabbatical and joining us in our labor-management conversations.

M. Introduced Claudia Hernandez, new Special Assistant to the President. Keiffer Peralta will be filling the role of Director of Employee Relations until Gary Evans arrives.

2. Follow up on departments being required to list 50% of courses as available to be taught on-line: During our May meeting we raised the issue of departments being directed to list 50% of the courses as available to be taught on-line. As part of that conversation, we raised questions about the form that departments were being asked to fill out which requested very specific, detailed information about curricular plans and projected enrollment. We would like to follow up on this conversation, asking again how these forms are being used and how the information that is being requested on them is being gathered.

M. While re-registration of courses has been happening, the Provost wanted to find out what departments can go online and to what degree, in order to be nimble. This is not a response to an emergency or pandemic situation. The greater interest is in degree completion. Regarding teaching modality, faculty should talk to their Dean about teaching remotely.

L. For governance, the planning stages of online teaching requires Senate approval. How does a department craft an online program and is it required?

M/L. A separate meeting devoted to this issue will be helpful.

3. Campus budget update: We are requesting an update on the campus's budget projections for this academic year. As part of this request, we would like:
  - a. The campus to provide a budget overview that shows revenue and expenditures over the previous five years.
  - b. The campus to specifically address how both the federal COVID relief funds and the new state money authorized in last April's state budget factor into these

projections.

L/M. It was agreed that a separate meeting between the UUP Chapter and Vice President of Finance is needed to cover this

4. Data request on the number of employees: We are requesting data on numbers of employees across all bargaining units and in management confidential positions.

M. The Financial tab on MyUAlbany has a data report from the past 10 years that will help answer this question.

5. Information request: Extra service payments: The Chapter is requesting that the campus provide a list of all extra service payments made to UAlbany employees over the past five years. We would like the data to include

- a. Name
- b. Employee ID
- c. Employee state title
- d. Employee campus title
- e. Payment amount
- f. Description of work performed (if available).

M. We will work on this data, but it is a 5-year request.

6. Follow-up on Contingent Academic Job Security Issues: A recurring issue in our discussions is that of the term length for contingent academics (both full-time and part-time lecturers). We are pleased to learn that some lecturers are being put on longer term contracts but that many part-time lecturers still remain on semester-by-semester contracts and many full-time lecturers remain on one year contracts. The campus's *Guidelines for the Appointment of Part-Time Faculty Members* state the goal of providing "job security through extended employment contracts for part-time faculty who have an ongoing commitment to the University" and further states: "Whenever possible, the University encourages departments to appoint part-time faculty for a full academic year rather than semester by semester." With the aim of living up to these laudable goals and the principles that undergird them, the Chapter urges the campus to create a clear, consistent set of policies for term-lengths for full and part-time lecturers. These should include:

- After six-semesters of continuous service, part-time lecturers are appointed to one-year terms; after eight-semesters of continuous service, part-time lecturers are appointed to two-year terms.
- After an initial, one-year term appointment, full-time lecturers are appointed to a three-year term appointment.

M. HR is going through a restructuring and is very short on staff. We'll look at going back to the 2-year and full year contracts. Can talk to the Provost especially about the per course adjuncts.

L. Reminder of the 45-day notice of non-renewals which is still in force.

M. Initial hires are usually 1 year, then the second contract is 1 year. And after that they move to 2 years. Performance is key. Thirty full-time faculty are eligible in the next round of promotion. The Dean is the first stop for deciding about converting part-time adjuncts to full-time lecturers.

L. Job security is important. There must be a mechanism for recognizing faculty who have shown commitment to the campus over time. Protections and benefits are crucial to prevent other schools from poaching our lecturers. Some students can lose their TAP and leave because they cannot get their required courses.

Binghamton has a model for converting course-by-course adjuncts to full-time lecturers.

Added topics:

L. Protocol for monkeypox?

M. Emergency Management Office oversees that and they may be formulating a plan.

L. There's concern Professional Faculty are being asked to work evenings and weekends, and doing more work without more pay.

M. Recruitment and retention is of utmost importance and we want to make it a more inclusive process as we have a new start with Gary Evans (who is also very positive about telecommuting). We will meet three times each year to see what units need staffing help.

L/M both agreed that exit interviews are essential, as well as anecdotal stories, for data on why employees leave.

