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**United University Professions
Albany Chapter**

Labor-Management Notes

Thursday, January 17, 2019

Management: B. Hedberg, R. Stark, B. Selchik, J. Bochino

Labor: T. Hoey, A. Major, M. Seidel, P. Stasi

1: Faculty Review Policy: Management is engaging the Deans on this with respect to developing a protocol. Not overly prescriptive given some of the traditions that already exist in departments.

FAR will be the basis and may also take this opportunity to improve this instrument. Expectation of a review and a conversation with individual faculty members. The agents of this will be chairs or Deans in professional schools and an expectation that that conversation be documented with a copy going to the faculty member who will be given an opportunity to respond. Where the scholarship is found wanting, the next step will be to develop a plan to bring the faculty member back to being a productive scholar. Over time, adjustments may be made in assignments across all three aspects of the traditional obligation but it would be only following this review. Some version of this exists for many faculty who are in the probationary period, not not uniformly.

This new policy would create a process that every faculty member would be reviewed every year to discuss this process. We noted that this policy will be, and has already been, perceived as a hostile gesture. It will look like it is asking already strapped faculty to do more. Management noted that they will need to develop strategies to mitigate perception that this is hostility towards faculty or motivated by a sense that faculty aren't doing their job. If someone is contributing to 100% of their effort I don't see this as asking more. It will not be unilateral or arbitrary.

Management also noted that they need to be accountable to 'supporting publics' and to be able to point to a process that inspires confidence in our public that we're responsible stewards in our human effort. We noted that the policy memo alluded to some departments that have best practices. Management has not identified those departments. It's an internal invention, not modelled on other campuses, either SUNY-wide or otherwise. Management also recognized an obligation to keep in conversation with the union. We're better served if we come up with a process that everyone understands. We noted that this policy was sent by then-Provost Stellar but given change in leadership at the moment a new policy is being announced was this developed in consultation with Provost Wulfert? Management responded that this was developed in consultation with all the Deans. The exact division of labor for implementation is something we're going to nail down. Details will be forthcoming this semester.

2: Payroll status of members on external grants. We are interested in facilitating communication with our members about the implications for going off payroll when faculty take leaves or get external grants? Is this information available? How can we communicate this better to members? We described the case of a member who was on an external grant – and therefore not an employee – who found that they were not eligible for contractual benefits, possibly including health care. Given the push to get grants is there some way to make this clear to people because there are unintended consequences and what they are? Management suggested having a deeper discussion of this issue at a later meeting. There is no kind of standard arrangement to serve the interests of faculty who apply for and get various fellowships. There a fair amount of faculty who are paid through external fellowships, but the arrangements are very idiosyncratic. For example, typically when a faculty member gets a Fulbright Fellowship the campus will agree to maintain them at the minimum level for insurance coverage, but it is all worked out on a case-by-case basis. Sometimes the sponsor funnels the money through the University. More typically they send it directly to the faculty member. Bill agrees that we should try to concretize this at another meeting dedicated to this topic. We noted that this would be helpful as we need to understand different permutations of this so we can do some education on this for both us and the members.

3: Workforce planning. Management reported that there have been 36 requests for professional UUP positions over the past four months that the WPC has reviewed. 32 were approved, plus one new line, so a net reduction of 3 positions. They were all approved at the SL level that they were brought in at. Requests to the WPC carry the Vice President's approval, so adjustments might have been made, either rejected requests or lowered SL level at that point. HR does not know how many requests are held back at that level, though anecdotally they know that some positions have been held back at the VP level. Management expressed frustration at the opportunistic nature of the process, that it only grabs positions as they are vacant. I would be better to look at the whole thing to be efficient. We asked if the WPC also looks at the CSEA workforce? Our members are also concerned that they are picking up work from departing CSEA workers.

4: Budget. How do the new strategic planning initiatives fit into the current budget situation? Management does not have that detailed information and suggested inviting Todd Foreman to come and present. What are the specifics we're looking for? We're interested in understanding how these new initiatives are funded when everything else is tight. It looks like we only hired one new line on the professional side and as our now former CAS Dean we've got fewer open lines in CAS than at the height of 2010. How in this package are their moneys for initiatives? Management noted that this is just one time spending. We pointed out that there are positions that are, necessarily, recurring. It will start to seem that new initiatives are coming at the expense of other priorities. How to make sense of narrative of spending and deficit. Management reiterated that it would be helpful to have Todd here. They looked at the spending figures for SPIs and note that it doesn't add up to \$6 million, but the point remains. They are sending mixed signals. Academic Affairs is over-extended and using one-time funds to support recurring stuff. Trying not to do that – to bring actual recurring expenses in alignment with allocation. We'll schedule a follow up meeting. Management will try to get Todd for February.

5: Accrual rate. Management walked us through this process. Time records is processed through SUNY central. Every quarter they make a 1/10 adjustment. At the end of the year you get the full

value of your contractual accrual rate. It might not be visible in the screens or the paycheck on a monthly basis, but at the end of the year they should see 20 days. Same thing for employees with 1 1/3 days. We suggested adding a note to the campus time records page that made this annualization process clear to our members.