



**United University Professions
Albany Chapter**

Labor-Management Notes

October 5, 2020

Attendance: (L) Aaron Major, Zakhar Berkovich, Paul Stasi, Michelle Couture, Maureen Seidel, Greta Petry, Anne Wolfe

(M) Brian Selchick, Carol Kim, Havidan Rodriguez, Bruce Szelest, Kevin Wilcox, William Hedberg, Keiffer Peralta, Todd Foreman, Steven Galime, JoAnne Bocchino

1. Dresher Applications (UUP): We would like to thank the campus, and especially Bill Hedberg and his staff, for supporting the Dresher leave program and shepherding those applications to GOER. It is always a pleasure to sign off on those applications.
Aaron thanked both Bill and campus as a while to support this initiative. Aaron asked to extend the thanks to the rest of the staff who is processing these applications. There are 12 applications have been submitted. Bill H. reported that not many campuses submitted these applications.
2. Status of the IDA (UUP): We are requesting information on the status of the Individual Development Award (IDA) program for this year. Typically applications are solicited during the fall semester and reviewed by a joint labor-management committee late in the term. Is the campus expecting that IDA funds will be available this year? If so, will that same process and schedule be followed?
Bill H. reported that he has heard from GOER and that the program will go forward. The balance from last year was swept but there is an anticipation that the balances will be returned. The RFPs were updated and it is possible that the message will go out later today. The deadline will be November 1. There is a need for additional members added to the committee from Labor Side. Once all appointments are made the committee can meet and start reviewing the submitted application. GOER has done an audit on the funds, there were some recommendations made and they will make their way to the guidelines for the applications.
3. Covid-19 case count and the threshold for going remote (Mgmt):
President reported that he and the team has been providing a lot of information re: COVID-19. There are 27 positive students during the period of September 28-October 9.

There are 0 employees overall. There is an increase in the pooled testing. VP Foreman instituted waste water testing. This test may provide an advance warning 6-8 days prior to spike. President noted that campus will continue to follow SUNY and State protocols regarding COVID numbers. President noted that if the chapter is disagreeing with the protocols, maybe the chapter should correspond with the SUNY-wide UUP. President noted that one of the epidemiologists published a study suggesting that classroom is the safest place. President noted that university has decreased the population throughout the campus. President also noted that since he has been on campus on regular basis and have observed good practices on campus. About 1/3 of UAlbany employees are coming to campus. 3/4 of the UUP employees are working remotely. Nearly 90% of the CSEA employees are coming on campus. Just over 80% of tenure and tenure track faculty are fully remote as measured over this recent three-week period. 2/3 of UUP are fully remote. 70-75% lecturer are remote. 90% of part time adjuncts are fully remote. 94% of GAs and TAs are fully remote. UAlbany running 56% capacity in the residence halls. 99.6% of UG students are fully or partially only online. 3/4 of graduate students are online: 98% masters and 56% Ph.D. students.

This fall compare to last, UAlbany teaching in-person about 125,000 fewer student seats in a given week. Last fall, there were 141,613 student seats filled during a given week in organized classes [lectures, labs, seminars, discussion sections] as opposed to the 16,704 that are meeting in-person this fall. In other words, the in-class presence by students is at 16% of last fall's level.

HR has not received any grievances and improper practices regarding the modalities. Planning, oversight, must be in consultation with Provost, Deans, and Faculty.

Aaron major noted that the resolution did not call on campus to change the process but it was call on UUP Statewide. Aaron further noted that while we understand that is the standard that UAlbany is holding itself to, but it may beneficial to have messaging done to explain how the decisions are being made.

Paul noted that it is important to separate the push to online for health and safety reasoning vs. pedagogical strengths

Kevin W. noted that there will a minor change to the dashboard. It was noted that UAlbany's dashboard has received a grade of B-.

4. Update on the surveillance testing program (UUP): We are requesting an update on the pooled surveillance testing program including: total number of samples tested since the program began in earnest (i.e. excluding the pilot pools) and a breakdown of samples tested by main population group (on-campus students, off-campus students, all employees, and UUP members); total kits registered and kits registered by main population group.

Kevin W. reported that UAlbany is at 99% compliance with registration. There is still work to be done with off campus students. The students who live off campus are split into

two groups: students who are coming to campus for classes and students who are not coming to campus for classes. Additional bags are being distributed to both on campus and off campus students. 4,000 students who are living on campus, about 1,000 of them are taking fully remote schedules. There is work being done with UUP, CSEA and PEF members, there is still work to be done to making sure that test kits are registered and tests are submitted. There is a strict separation between names and kits. Only time the names will be accessed if the pool is found to be positive.

Aaron about the number of students who are living off campus but are taking an in person class. Kevin W reported - 5,300 students are coming on campus for classes.

Brian S. noted that information is being gathered. Some data is already required to be submitted as part of the MOU.

The two-week program has started this week. The number of tests is also increasing. Initially the number of tests has been 200-300 and now it is ramping up to 2,500 per week.

5. Revised health and safety plans (UUP): It is our understanding that SUNY is requiring all campuses to submit revised health and safety plans ahead of the spring term. We are requesting a copy of these plans.
Provost noted that UAlbany has not been informed about this request by SUNY. There is a revision being made on campus on this document. President noted that SUNY did request that changes are being made to the document on the ongoing basis.
6. Other Covid-19 Measures (Mgmt):
7. Preliminary figures on teaching modalities for the spring (UUP): We are requesting information on the teaching modalities currently anticipated for the spring, including the total number of courses being taught and the percentage of those courses being taught as fully in-person, hybrid, or fully on-line. We are also requesting this information broken down by college and in how it compares to the current, fall semester.
Provost mentioned that 2,528 courses are being offered this term. About 75% of the are online. Aaron asked about access to the appropriate technology for a synchronous class for students. Provost noted that last semester both desktops and laptops as well as hot-spots were mailed out.
8. Projected hiring of contingent faculty for the spring (UUP): We are requesting a projection on how many part-time, contingent faculty the campus plans on hiring for the spring, how many courses, in total, are anticipated to be taught by these faculty, and how those figures compare to Spring, 2020.
Bill H. reported based on the Dean's plans that it looks that over 900 courses will be taught by part-time instructors, compare to last spring 2019 882 courses that were taught by contingent faculty. Aaron noted that the chapter would urge, if possible, that pat-time employees are offered two courses to gain or maintain health insurance.

9. Other spring 2020 planning (Mgmt):
Provost noted that Registrar has all of the modalities and are working on making final changes to the schedule of classes. It was also noted that semester will start February 1, no spring break, and end of exams as scheduled.
The Forward Together task force will be either reconstituted or reformed. There structure is still being formed.
10. Working from home / Pilot Telecommuting Agreement (Mgmt):
Brian S. reported that 33% only reporting in person and about 24% of 2,300 UUP members report to campus. The Telecommuting agreement has been extended through January 1, 2021. There is a communication between Brian and Aaron regarding how future telecommuting may continue as appropriate. There could be a local agreement executed as needed. VP Foreman seconded the point made by Brian S. that there is an intention in the communications to recommend that members stay at home and work from home.
11. Promotions for full-time contingents (UUP): When will the first round of promotions of full-time, contingent faculty go through? When will the review for the next round of promotions begin?
Bill H. noted that the process is behind. The committee is being formed and the information will be discriminated in November. The guidelines have been updated and will be sent to the eligible members this week. Bill H. noted that President's Excellence Awards will be announced shortly that will include part time and lecturers.
12. Essential employees list (UUP): We are requesting a list of all UUP members that have been designated "essential" by the campus.
Brian S. noted that new letters are being created and sent to the employees as well as put in their personnel file. Aaron followed up with a request for the roster to be sent to Labor.
13. Clarification on tenure clock extension procedures (UUP): We are seeking clarity on the process by which members who had their tenure and permanent appointment clocks extended will go through their schedule of term renewals.
Bill H. noted that dates have been extended appropriately where necessary. The rest should be following regular timeline. There could be a confusion between Deans and a communication will go out to them.
14. Budget and student housing (UUP): Per the President's latest report to the campus on our projected budget situation, we understand that having (or not having) students in residence has had the most significant impact on our budget. We are requesting information on the per-student revenue to the campus derived from room and board and other on-campus expenditures (i.e. meal plans, campus-specific fees, etc.). We are also requesting information on our current number of students living in campus housing and the maximum number of students that we could have in campus housing assuming that the same social distancing and other health and safety protocols remain the same for the spring.

6937 is COVID capacity students; pre COVID there are 7,800 beds. UAlbany is at the 52% of COVID capacity. The president used pre-COVID numbers. A lot of change occurred 2 weeks prior to the beginning of the semester. The question is will students return to campus in fall 2021 or in fall 2022. The projections are being made on 75% rebound.

15. Welcome to Samuel Caldwell (UUP): We would like to congratulate Samuel Caldwell on his appointment as Interim Chief Diversity Officer and extend our sincere desire and commitment to work with him, and the campus as a whole, to promote diversity and inclusion. During our UUP Open Forum that was held as part of our Virtual Teach-In for Racial Justice, it was made clear that we not only need to hire a more diverse academic and professional faculty, but find meaningful ways to support those employees once they join our campus community. We also note that the outgoing CDO held the title of Assistant Vice President for Diversity and Inclusion. Will Mr. Caldwell retain that title, or has that Assistant VP position been eliminated?

Brian S. noted that Sam C is maintaining the title of Interim CDO and AVP.

16. New Business

There will be a communication going out to faculty/staff regarding the changes in the academic calendar for Spring 2021.