

Albany UUP
Labor-Management Notes
Thursday, October 19, 2017

Labor: J. Creamer, T. Hoey, A. Major, L. Pyles, P. Stasi, M. Seidel

Management: S. Kumar, R. Stark, C. Tretheway

1. Research support: Some of our members in multiple Colleges have reported that the University, through the Vice President for Research's office, has been eliminating its support for research centers and institutes. In addition, information from the VPR's office website that describes the policies and procedures for centers and institutes lays out a procedure for review and evaluation before support is pulled, but our understanding from our members is that this procedure is not being followed. These actions impact people's appointments and their ability to get support for their research and thus to advance their careers.

We requested background information on what is spurring this action. Current policy states that closing an institute can occur if there is "inactivity or insufficient funding." Kumar stated that the Council on Research is conducting a global review of institutes. Management stated that the university intends to follow their policy.

2. Invitation to Campus Contingents Event: We invited management to attend an art opening and reading that has been organized by our Contingents Concerns Committee. The event features the work of UAlbany contingent faculty. It will take place on Tuesday, October 31 from 1-8 p.m., with the reception and readings beginning at 4 p.m. It will be held in the Art Department Gallery, Fine Arts 223.
3. Extra Service for Contingents: Some of our part-time adjunct faculty have taken on University Service Roles and have received extra service payments for doing this work. Our sense is that this has largely been arranged on an *ad hoc* basis which leads to significant delays in getting paid and discrepancies in payment amounts. We would like this process to be routinized, and to go through the regular procedures as set by the OSC. From our standpoint, part time contingents should really have their percent of full obligation increased, and a new appointment letter written reflecting these extra duties when they take on this service.

We requested information on where these funds come, and who authorizes payments and amounts. More clarity on these appointments would result in fewer problems with health insurance and would prevent potential state audits. While it is a positive thing to recognize service, it seems that the arbitrary amounts for different kinds of service is problematic.

4. Status of contingent proposals: We requested any updates on the status of proposals related to contingent issues (paths to permanency, years of service, etc.). This item was postponed as Bill Hedberg was on vacation.
5. Compact Planning process and budget cuts: This is a follow up from our last meeting when management informed us that College-level budget deficits being reported this year, and resulting cuts to support staff, are the result of budget reductions that came out of the Compact Planning process. In the spirit of that process, which was supposed to be fully transparent, we requested information on which units in the University had budget cuts due to the Compact Planning process and the amount of those cuts for each unit.

There was a .5% efficiency cut and we wonder how the efficiencies were re-distributed. Management said that they will follow up with Bill on this.

6. Follow up on form for asking for raises and promotion: This is a follow up from our last meeting when we presented management with a draft form that we would like to see put in use for our professional members who are seeking a promotion or a raise.

Randy said they are working on it internally and will send it out in the next week or so for comments.

7. Move of Information Sciences to CEPHSC: Our understanding is that the Department of Information Sciences is still within the CEAS while it is transitioning to its new home in the CEPHSC. However, members in Information Studies report being systematically excluded from CEAS since the beginning of the semester--removal from College listservs, faculty from that department were not invited to a "welcome back faculty" meeting, and the Chair of Information Studies was stripped of his Chair's stipend. We asked that the Department of Information Studies be restored to full participation within CEAS until their move to CEPHSC is final and complete. It's not only problematic for faculty morale but students are worried about the situation too.

Management will follow up with Bill on this.

8. Training for workplace violence/bullying

These trainings are offered and managers are getting emails announcing it but somehow employees are not seeing this information, academics in particular. Management will check the distribution lists on this, as technically every employee is supposed to attend. Also, they are working with an e-learning company to make trainings more effective and efficient, which will allow for tracking of compliance.

9. Performance programs in ITS: We have heard from members in ITS that new, mandatory items (for example, "professional development") are being added to

performance programs in that unit. Across-the-board changes to performance programs need to be negotiated with UUP. We are also concerned that new duties and obligations are being added to performance programs without comparable duties and obligations being taken away.

There are challenges in paying for professional development as well as getting time off. Randy stated that professional development needs to be done on university time and paid for by the university. Maureen suggested some language for the ITS Performance Program vis a vis the contract – “We will assist you in achieving the goal as it is part of the professional obligation.”