



**United University Professions
Albany Chapter**

Labor-Management Agenda

November 18, 2019

1. Workplace violence and safety procedures for teaching faculty: We are requesting an update on any progress made towards clarifying, or possibly revising, the Workplace Violence Prevention policy in order to better address situations involving employees and students.
 - The policy was distributed about the campus violence. Is there a policy that covering the student on faculty threat?
 - A request was suggested that a conversation that will need to occur between Community Standards, HR and the Policy Committee and a new language be added to clarify the guidelines for process and policies.
 - It was point out that some language is noted in the Community Rights and Responsibilities that may address some guidelines, however, clarity is needed for faculty and potentially editing the document.
2. Updates on Fair Use, Travel, Faculty Inventory and Career Ladder policies. We are requesting an update on the status of these three policies, including any revised language from previous drafts seen by the Chapter and targeted implementation dates. For the Career Ladder for Full-Time Contingents, we are requesting any information on the implementation of this policy (i.e. how many of such promotions will be available this year, how will the process be handled in units with no tenure-line faculty, such as WCI).
 - The issue is that because: there is a waiver in the place that “waves all the rights”, but it was not clear what specific rights were waived and which rights are specifically remain.
 - There is no updated draft
 - There are no updated implementation dates
3. Sabbatical Requests Denied: We have heard from members who have either have had their sabbatical requests denied who felt the denial was unwarranted, or who have been pressured by their chairs to defer their sabbaticals. What is the review process for sabbaticals for each college on campus? What criteria are used to evaluate the merit of sabbatical applications? What recourse is available to faculty who feel that their request is being unfairly denied?
 - University agreed that even in times of financial crisis, sabbatical leaves must be provided as appropriately.
 - The university has been challenged by the Office of Comptroller about offering too many sabbatical leaves.
 - The process is laid out on the Provost’s web site. The request must be submitted by October 15th a year ahead. The provost acts on the recommendation on Dean’s.
 - CAS has an additional review committee that provided recommendation to Dean Wulfert.
 - Only the President or President designee may hold the sabbatical

- There are about 35 leaves on annual basis.
 - It has been rare but sometimes sabbatical is denied.
 - It was not clear whether there is a feedback mechanism between the Dean and the Faculty what the recommendation has been made from the Dean to the Provost.
 - It was suggested that a reminder be sent to the Deans about necessity of the communication about all personnel actions, including recommendation or not recommendation of the leave.
4. Status of the Graduate School. We are requesting an update as to the status of the Graduate School. Specifically, we are requesting information on the School's roles and functions and a timeline for implementation.
- Kevin Williams submitted a report and an Organizational Chart to Bill Hedberg. The document will be forwarded to the UUP leadership.
 - The organizational chart will include the duties and responsibilities of the staff.
 - The mission is to provide support: marketing, student recruitment, analysis of the data.
 - A Draft of the Strategic Enrollment Management Plan has been circulated at the top levels.
5. Mentoring program for professionals. We congratulate the University for hosting the first Women's Leadership Conference and look forward to seeing this programming continue. We note that the campus lacks a mentoring program for professional employees, one that would connect newly-hired professionals with more senior members of the professional faculty to guide them through the permanent appointment process and generally serve as a career resource. We raise this item in the spirit of beginning a conversation around how we might collaborate towards the implementation of such a program.
- The process of permanent appointment is not well understood.
 - There is no mentoring process at UAlbany for professionals.
 - It would be beneficial to create mentoring process/committee. Maybe a committee will be joint collaboration between Labor and Management.
 - The mentoring opportunity will be voluntarily for mentors and mentees.
6. Campus space available for nursing mothers. We would like to raise the issue of the availability of nursing mother spaces on campus. Current federal statutes state:

Employers are also required to provide "a place, **other than a bathroom**, that is shielded from view **and free from intrusion from coworkers** and the public, which may be used by an employee to express breast milk." See 29 U.S.C. 207(r).

(from <https://www.dol.gov/whd/nursingmothers/faqbtnm.htm>)

Our understanding is that there are only two such spaces on the uptown campus, one or two spaces on the downtown campus, but no spaces in any of the other work sites where we have members. We were also troubled to learn that while the issue of providing a nursing mother's space in the new Catskill building was raised during the planning, that such a space was not included in the final design. Why is the campus not including these spaces as it renovates campus buildings? What are the current plans to expand the number of such designated spaces?

- There are two uptown locations and one downtown that are dedicated spaces.
 - Space in Fine Arts 34A and Library Basement 68C
 - Richardson 291 A
- Additional locations will be developed by summer 2020
 - LC 30 R

- ETEC
- Draper 144 B
- Part of renovation of Taconic Building will establish new room
- If needed additional accommodation a request should be forwarded to supervisor and facilities personnel – Earl Millington

7. Clarification on process for promoting full time lecturers. We applaud the campus for moving forward with the promotion of full-time lecturers. Several questions have been raised by our members as to how this will be implemented. While the announcement from the Provost stipulated the number of cases that would be heard, and that they would be based on seniority, two key issues remain unclear. 1) Does a full-time lecturer need to request to be promoted, or will the campus reach out to those who are of high enough seniority to be considered in this round? 2) Has a procedure been developed for reviewing full time lecturers in WCI and EOP--departments where there are no tenure-line faculty to perform a review?

- The deadline was Friday, November 15, 2019
- About 18-20 individuals indicated interest
- During next two weeks until December 1 to develop employment history, and rank in order of seniority. Around December 1 there will be communication to all lectures who expressed interest.
- The plan was to recommend about 10 people
- Others may reapply in future years
- Consultation with Robert Yagalski, Yalitzza Martinez and JoAnne Malatesta.
- Offer faculty an opportunity to voice feedback on the statement of criteria and standards.
- First level of review and recommendation will be done by small committee of full time faculty who worked closely with WCI and EOP plus to WCI faculty will be appointed to this committee.

Additional Updates:

- UAlbany UUP president requested that a designee be established from the President who will be the person in matters of contract. The statement should be made in writing.
- In regard to inventory of FAR is being reviewed and shared with the Deans.
- Consensual relationship policy is being worked on at the SUNY level and now is being worked on at UAlbany.
 - FAQ are being worked on
- Individual Award Applications are starting to come in. Provost's office will set up a committee for review.
- Drescher Award application are being prepared for spring semester