

## Labor-Management Agenda

Thursday, March 1, 2018

### Attendees:

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

Management: B. Hedberg, R. Stark, B. Selchick

1. Status of contingent proposals: We are requesting any updates on the status of proposals related to contingent issues (paths to permanency, years of service, etc.). What, if any, feedback has been received by Deans who were given these proposals in December? Can we get a timeline of when we might be able to review the proposals?
  - a. Bill had reports to hand out. They've been provided to the deans and were discussed about 2 weeks ago in a meeting facilitated by Hedberg. He will give initial responses from deans based on each of the reports. He also sent them to Senate leadership and have put them on their agenda for a meeting of the Executive Committee. Once we read through them, maybe we could have a special meeting to focus on contingency issues. By that time, will have a clearer sense of the president's mind on this. He is schedule to meet with Rodriguez and Stellar on March 15 to discuss contingent agenda.
  - b. Guidelines for the Appointment or Part-Time Faculty. Working Group on the Professional Environment worked on this last year. Albany was the first campus in the system to develop a set of guidelines so started with that document. This is the least controversial.
  - c. Career Path for Part-Time Lecturers. (Could be adapted for Full-time lecturers). Lines out a series of titles to progress through based on a timeline and people becoming eligible to seek promotion. There would be a change in title and step increase in rate and eligibility for appointments of longer duration. These are campus titles that would be in addition to a budget title. Hedberg is optimistic about this and deans seem to recognize the value in this.
  - d. Shared Havidan's program in Texas-RGV re: Review, Reappointment, and Promotion of Lecturers. It is short of permanency. Hedberg made sense of this more in terms of full-time lecturers. There is a practice and clinical title series.
  - e. Teaching Intensive Career Path Leading to Permanency. We are the only university that has permanency for professionals. Would not make anyone appointed automatically eligible as it seems that would be too big of an ask. The permanency is subject to a recommendation by a Dean that is ultimately approved by the Provost. There are many people in Lecturer titles who have been with us for years who would be good candidates for this. Not every Dean spoke to it, but those that did had very serious concerns. They've been paying attention to what has been happening nationally. We are limited by the Trustees to renewable 3-year terms. But, that hasn't prevented us from making longer-term appointment commitments (e.g. 5 years). Some universities have offered 7-

year renewable appointments. The concern from the deans is that they become permanent, not so much the full-time teaching lines. There is a presumption that there would be a national search. UUP wondered what some of the issues were. Hedberg believes that people are persuadable. One concern is that things change over time in terms of student interest in the humanities (student demand). Writing and Critical Inquiry is something everyone is doing, but will it continue to be applicable to the curriculum down the road? WCI could be put in other departments if we ever disbanded WCI. A lot of concern about our R1 status and perhaps these positions would bring us down. In some ways, it just seems foreign, even though Hedberg sees it as cutting edge. It's a new culture/norm to try and help people to understand. Needs a more carefully orchestrated conversation. Could be blow back from statewide, other campuses, etc. too.

2. Status of contingent dashboard data: We are requesting an update on when the “contingent dashboard” data will be available. We were told at our previous meeting that we would hear back on this no later than February 15th.
  - a. Looked at the metrics – headcount, seats, compensation, courses, student FTE, and benefits. What do we think is important to measure?
  - b. Faculty Headcount document by School and Instructor Type. (BI report is the Business Intelligence Package (Oracle Product). We have grown in TT faculty in the last few years; they constitute about 50% of faculty. (BI does not pick up EOP and WCI).
  - c. Faculty and seat count, courses taught. This kind of data can be used to inform the dashboard as well as the contingent proposals. It is also a good reminder that the “the work that these people (contingents) do make it possible for you to do the work you do.”
  
3. Status of policies and procedures for evaluating contingent faculty. We sent comments on the draft document given to us in December; have further steps been taken to revise this document?
  - a. They received our input. They will re-group this afternoon and will respond with a revised draft. The protocol should be the same for full-time and part-time faculty.
  
4. Hiring data: We are requesting an update to the hiring data that was provided to us last fall that included figures for numbers of Full-Time (Tenure Track and non-Tenure Track) and Part Time faculty positions by department. Given the number of concerns that our professional members have been raising about staffing in their units, we would like to expand this request to include numbers of professional faculty (i.e. UUP) and other professional staff (CSEA and others) in each unit.
  - a. Hedberg did recover what they gave us last year and will just add a column for Fall 2017 though some of the BI data starts to get at it. We are also interested in what is going on with the professional side as well. May need to add that in manually.

- b. There is interest in getting a conversation going re: faculty diversity (on the strategic plan). We would like to get some data on that as well. Hedberg will add that to his list.
- 5. Parking in Podium West / Dutch Quad: Our members who have offices in and near the Humanities building continue to be very frustrated by the parking situation and the lack of spaces on their side of campus. We will also raise this concern with the Parking Advisory Committee.
  - a. Members are not happy with the situation over there. We will continue to check in with Jason and his advisory committee. Look forward to alter something for the Fall. We need to better distribute the shift in the parking. Randy said Dutch area is available, but what they really want is some of the flex parking back that is closer to the Podium.
- 6. Professional Obligation of Academic Librarians: This is an issue that we raised several months ago that has not been resolved. We would like to come to an agreeable understanding of what the professional obligation of academic librarians is, particularly as it pertains to the time that they are expected to be on campus.
  - a. They are being required to maintain a point of service presence, but they are academic faculty. They have no ability to self-direct the time that would be beyond point of service hours. Academic librarians should have the same privileges as academic faculty. There is an addendum in the contract that talks about librarians, but there is no resolution in there. A majority of it is motivated in terms of respect but also in terms of scholarship and their performance obligation.
- 7. Announcements: Tuesday, April 17 will be a contingent recognition event from 4:30-6:30 pm in CC 375. Randy is trying to get the employee recognition details finalized. Saturday, April 14 is the joint campaign for Hunger 5K with Sodexo that we are doing for the Regional Food Bank and St. Vincent's Food Pantry.