

**UUP Albany Chapter Labor Management Meeting Notes
January 23, 2017**

Attendees:

Labor: B Benjamin, P Stasi, T Hoey, R Tolley, J Harton, M Seidel
Management: B Hedberg, R Stark, C Trethaway, J Baronner

Hedberg and Benjamin agreed this agenda sets the table for things what to work through in the coming months.

1. **Albany Chapter SIRF Report-** Benjamin also shared the report with Senate which has committees reviewing the report to offer input and feedback. Billie Franchini at ITLAL agreed with many of the report's recommendations but explained that ITLAL cannot do all that's implied. It may be helpful to have a campus subcommittee look into the ramifications of shifting from SIRFs. Hedberg indicated the provost and deans have discussed the issue, that Wheeler is trying to engage with the Senate more regularly, and felt that a task force is a good idea. Benjamin will talk with Collins to recommend some names.
2. **Follow-up on Previous Chapter Reports-**Hedberg suggested now that the dean of East Campus is in place all should be included in a meeting to review the by-laws and procedures and take stock of where we are. In addition to the special case of East Campus departments Benjamin suggested providing a few examples of more typical academic departments and sending these with a checklist of items that need to be included, tasking departments to consider by-laws revision, and offering Joint Labor-Management services to clarify. Seidel suggested including Article 31 language that tells what contractually mandated language should be there, as well as issues related to due process. Benjamin suggested sending the report of the chapter on bylaws on to Maureen and then send along to the provost's office to try to combine it all into a template. Hedberg owes Benjamin an inventory of what was received from all the committees. Jones wanted something broader than the original UUP ombudsperson proposal. With the strengthening of the written procedures it might work to have the ombudsperson focused as before. With more hiring there will be a large number of cases passing through CPCA and contingents through the renewal process. UUP continues to believe an ombudsperson, beholden to neither UUP nor management is essential. Benjamin will resend the proposal to Hedberg.
3. **Performance Programs and Evaluations-**Stark has the data for the U (data obtained from SUNY HR, not IT) but must share it with Van Voorst first then all VPs, then to UUP in the next couple of weeks. Compliance is now 74% for UUP members. We must focus on performance programs as well as evaluations. 226 programs are overdue. Another training is possible for the downtown campus.
4. **Compact Budgeting-**Hedberg stated requests for funding should go through the deans. We have received another \$300K to work on stipends for part-time faculty beginning next year (we received \$400K this past year). The working group will submit another request for additional funds. The group is interested in instituting longevity premiums in recognition of long term part-timers. UUP continues to be concerned with pathways to permanence. Benjamin has researched this and is happy to discuss this with the committee or LM. Hedberg asked for a conversation with the committee working on this. Benjamin stated the committee's report has been helpful. SUNY can reverse the ratio of non-tenure to tenure faculty. Hedberg noted Stellar believes this is an opportunity for UAlbany to take a leadership role
5. **Critical Conversation on the Humanities-**Hedberg stated the Humanities conversation event will be held Monday 2/27/17 2-4pm in the Campus Center Ballroom. Hedberg agreed with the agenda

statement that UUP had been among the leading voices on this issue. He suggested that we reach out to the Humanities planning committee to consider inclusion.

6. **UHS Data**-Benjamin noted that Dean Wulfert's response to the original query was helpful to contextualize the program and to hear that she has captured a variety of data. However she did not provide us with the actual figures we requested. Hedberg will follow up with Wulfert and look into providing the data.
7. **CEAS Tenure Procedures**-Hedberg will provide Benjamin the section of the PowerPoint Dean Moyer delivered to his faculty last fall. Wheeler has created a committee to respond to and look more closely at the information in the report and consider the future of Information Studies. Benjamin expressed concern about the apparent lack of consultation of both CEAS faculty and UUP regarding the establishment of T&P procedures. The dean is currently reviewing tenure and promotion cases and there are reservations about the dean's willingness to engage the faculty's concerns. Processes do not seem to be in place. Hedberg noted there are not enough people to staff normal review levels. Benjamin expressed urgent concern for members going up for tenure now without structures in place. This is a mandatory subject of negotiations and there is a 4 month window in which to file an IP stating no procedures are in place. If this is not handled immediately, UUP forfeits its rights to be at the table. We cannot agree to postpone a filing deadline with PERP. We're bound by the contract to this timeline. Hedberg recognized the urgency and indicated that he would get UUP copies of the materials he had by the end of the week.
8. **CNSE**- Hedberg stated UAlbany continues to provide support to SUNY Poly as before, but there is no discussion he knows of bringing CNSE back to UAlbany. Benjamin asked that Labor be updated on any information regarding this. Faculty are asking. the local news is hinting and the loss of corporate funds will happen.
9. **Lists of Bargaining Unit Members**-Labor asked for an updated spring semester bargaining unit list, reiterating its understanding that because there are hundreds of new members every semester it is important to receive a new list each semester. Because the list from HR is the primary means of the UUP communicating with its members it is important to get the list each spring also. Starke agreed to provide this.
- 10 **UUP Scholarships**: Benjamin will meet with Jil Hanifan next week who will head up the Steve Street social justice scholarship initiative. An invitation will be sent in the next few weeks to the list of eligible students generated by the Registrar's Office
11. **Other**:
Offices across campus continue to have difficulty hiring into some CSEA positions because the civil service exams have not been offered for these positions since spring 2013 and the pool of eligible candidates is depleted. Stark stated he would follow-up with the State.

Meeting adjourned 11:00am. Notes submitted by J. Harton.