

**UUP Albany Chapter Labor Management Meeting Notes
January 29, 2015**

Attendees:

Labor: B Benjamin, B Trachtenberg, T Hoey, R Vives, J Harton, M Seidel

Management: R Jones, S Philip, B Hedberg, T Mulcahy, J Mancuso, JD Hyde

1. B Benjamin **congratulated T Mulcahy on his retirement**, stated it has been a pleasure working with him and that UUP appreciates all his work. T Mulcahy said he will let J Stellar know the value of the provost's presence at Labor Management meetings on a monthly basis, that this group has averted and resolved problems in ways not otherwise possible.
2. The **contingents committee** has been appointed with the help of input from UUP, the Senate and GSEU. The Senate approved members and alternates. J Stellar will chair the meetings which should start early in the Spring semester. There will be listening sessions across campus to provide input, specifically from contingents. T Mulcahy is working out compensation for participating part-time contingents. The group may meet as much as weekly. B Benjamin volunteered UUP to review the committee's charge, which was being finalized. UUP also plans to conduct public fora and events starting on 2/25/15 when UUP will provide a preliminary report on the recent contingents' survey. T Mulcahy thanked UUP for beginning this process. B Benjamin thanked administration for addressing this important issue.
3. B Benjamin commended administration for initiating a process to **improve faculty governance** structures by recommending that the Senate amend its bylaws to restrict voting privileges of ex-officio administrative members. R Jones and T Mulcahy thought it odd at their first Senate meeting to be asked to vote and stated they would not vote, believing administration's votes in Senate are fundamentally wrong. Knowing there is some resistance to change and that a change in Senate bylaws will require a significant number of votes, Benjamin suggested a short joint statement from administration, UUP and the Senate regarding the value of shared governance and clarifying the roles for the constituencies. This could help persuade people to vote. Some have speculated the proposed change is only in response to the recent Governance Committee survey, but this is not true. T Mulcahy stated at an SEC meeting that the survey provided the opportunity to take action on something that had already been discussed. Some have claimed the survey is flawed, but T Mulcahy stated it was read and reviewed at Senate and is in Senate meeting minutes without Senate objections. R Jones stated the survey to review governance and Senate effectiveness was not administration's idea, but that the Senate brought it to him and asked for his support. L Wirkkula and S Philips both reviewed the survey. It was agreed that B Benjamin will draft a brief statement articulating the vision of shared governance and send to R Jones, T Mulcahy and J Stefl-Mabry for their review and revision.
4. UUP inquired about practices related to copies of completed **performance programs** coming back to the employee. J Mancuso stated sending completed performance programs back to employees was too much work and ultimately unnecessary. HR's position is that **once the immediate supervisor signs the form, it is final**. The VP's signature merely indicates the VP has seen it. J Mancuso stated that if the VP wants input he should provide this before the supervisor signs and the employee sees it and if the VP adds anything to the form after the supervisor's signature, the amended form must go back to the employee. UUP stated the form as it stands may be misleading and suggested the text on it be modified to reflect current practice. HR will examine the wording. J Mancuso stated employees can review their files in HR at any time and asked that any concerns come to his attention. J Mancuso stated HR is working on putting trainings online. UUP suggested that we need to continue working to

ensure that all parties understand the process, and that clear communication from supervisors, VPs, and HR to employees is essential.

5. UUP again requested data on **associate professors and years at that rank**. B Trachtenberg is convening a group of associate professors to discuss barriers to promotion. T Mulcahy stressed to J Stellar the importance of reviewing time, rank, gender and race to determine if we do not give incentive to move up or whether the environment is inhibitory. B Hedberg expects to have the data on associate professors in a few days.
6. S Philip has been working at **Downstate Medical** to establish a “provost function” there and on aligning research agendas and academic programs. Downstate and UAlbany have mutually agreed there is potential for great synergy and more opportunities working together than separately. S Philip has been on a listening tour since September and is developing a list of opportunities for working together, including the sciences and public health as well as social welfare, psychology and communications. Although the distance is a concern, there are opportunities for shared gen ed courses, online teaching, and most notably research collaboration.

Albany Law and UAlbany are similarly exploring the full gamut of possibilities (combined JD and social welfare, public affairs, criminal justice, public policy, public health, or business degrees). UAlbany is looking at an initial affiliation by fall and developing academic synergies before deeper discussions. Financial analyses assuaged concerns about Albany Law’s basic financial situation. B Benjamin asked about the role of UAlbany faculty in these joint discussions. R Jones has groups involved already, will share information with faculty, anticipates open forums for academic input and wants UUP involvement and transparency. S Philip invited ideas for synergies and opportunities.

7. UUP requested an update on the **ETEC building**. R Jones stated it is on schedule (start in June, be completed in spring 2018 and will probably be adjacent to the Life Sciences Building). As part of the 2020 plan it will help advance public/private innovation and scholarship and free up space on the podium needed for other academic purposes (it will house atmospheric and environmental science, physics and portions of chemistry). Administration is planning to mitigate parking issues, both during construction and in replacing permanent parking. Partnerships are planned with the national regional weather service to refine predictive models. The governor has made this a high priority.
8. B Benjamin will share UUP’s **legislative agenda** with R Jones for his support. R Jones also solicits UUP’s support of the university’s legislative agenda. R Jones has begun meeting with legislators regarding where UAlbany is going, positioning UAlbany as growing into becoming a comprehensive world class university, including a new school of engineering, Albany Law, Downstate Medical, a college of emergency preparedness, with strength in atmospheric sciences, criminal justice among many other excellent existing programs. UAlbany is asking for capital funds for deferred maintenance. Faculty help reiterating these areas is welcome. UUP is concerned about performance based funding programs undermining academic integrity, is advocating for a SUNY endowment to sustain the system long-term, tenure issues, moving contingents to full-time status, and the dangers of using poor measures in the current economy such as how fast students graduate and high paying jobs. R Jones will ask his legislative staff to contact UUP to discuss legislative strategy.
9. UUP asked that the **new Title IX coordinator** has begun her be invited to a future L/M meeting to provide an overview of her work, and address concerns raised about the university’s sexual assault policies. Administration will invite her and will look to schedule a visit.
10. B Hedberg will schedule a follow-up meeting regarding **faculty travel issues**.

11. B Hedberg is setting up Individual Development Award accounts and hopes to get notices out next week. There were more applicants than expected so awardees may only get 1/3 of their requests.
12. The Health & Safety Committee has raised concerns about the **handicap ramp at SEFCU** no longer having a handrail (particularly problematic when it is not plowed). J. Mancuso will investigate.
13. The recent **snow day announcement** was communicated via Facebook and Twitter before being shared with staff or posted on the university homepage. Students hearing about the cancellation were inquiring of faculty and staff who had not yet been informed. UUP asked that administration inform faculty and staff first in the future.

Meeting adjourned 12:00pm. Notes submitted by J. Harton.