

UUP Albany Chapter Labor Management Meeting Minutes

October 15, 2012

Labor: J. Collins, B. Benjamin, J. Hanifan, T. Hoey, D. LaFond, M. Seidel

Management: B. Hedberg, J. Mancuso, L. Neveu, C. Tretheway,

Speaker: Bill Roberson, *Institute for Teaching, Learning and Academic Leadership* (ITLAL)

The meeting commenced at 10:13 am.

1. Status report on Down-Sized Departments and Programs LLC, Theater – What is Planned?

J. Collins asked for a status report.

B. Hedberg stated that he consulted with E. Wulfert who indicated that the minors are in place. They are in a transition period. There are grad students working to finish their degrees. A number of faculty are in stages of transition. A. Lyons has initiated conversations on the Theater minor, how it will be staffed. Greg Stephens has retired. J. Monfasani is the new CAS Dean for Research.

J. Collins stated that he got notice about hiring a full-time lecturer in Theater.

B. Hedberg stated that the minor is a performance based minor and the person hired has been a theater director.

J. Collins: What is the current configuration of language programs? 4 people? As enrollments rise who will be doing that work?

B. Hedberg stated that he hopes that the enrollment will rise and that would then change conditions.

J. Hanifan: Has there been any softening on faculty transferring to other departments?

B. Hedberg: As far as he knows, people will stay where they are.

J. Collins: Are there plans of assuring faculty who have been living with their status in question, even in the light of new hires?

B. Hedberg: I hope that enrollment will increase – that would present a different case.

Benjamin: Could you please clarify – “transition plans”?

B. Hedberg: Well, transitioning to retirement and such. B. Hedberg stated that he has been trying to facilitate arrangements.

2. New First Year Writing Program: Staffing Concerns –

J. Collins stated that he received a question regarding a new curriculum with a long term venture with approximately 17 lecturers. If true, where was that decision made?

Concern – This would be a long term unit structure. Are these positions with continuing appointment?

B. Hedberg stated that he had no clear purchase on the details of the writing program.

S. Faerman is the person developing this project. B. Hedberg stated that the campus does have the ability to appoint for 3 year terms.

J. Hanifan stated that there is special interest to the English department and that the Modern Language Association has consistently decried such staffing arrangements.

B. Hedberg: He hopes English would participate fully in the conversations.

Hanifan: Could we ask you to convey to the Provost some of the concerns? Hanifan – We could have a good conversation on configuring a cost effective way that is not contingent - could be configured to lose no money, a fully supported initiative.

B. Hedberg stated that he will convey that to the Provost.

J. Collins: We don't know how to be part of the conversation, how to collectively voice our concerns.

B. Hedberg stated that he would follow-up with S. Faerman and report on where the proposal is, where the process of conversation is and any timeline.

B. Benjamin stated that his understanding was that this is to happen very quickly and that perhaps the window is narrow according to reports from members of committees.

B. Hedberg stated that he would advance a conversation only if it is not straying from terms and conditions of labor concerns.

J. Collins: Since this is a long term impact, we are concerned to get as many instructorships as possible.

B. Benjamin: Doing this correctly could help shape the stability of long term doctorate programs in affiliated departments.

B. Hedberg stated that he will report back before our next meeting.

3. Budget/NY 2020/Shared Services Update

J. Collins asked for an update on Budget, NY 2020, and Shared Services.

J. Mancuso replied that he did not connect with K. Bassette. He has not heard any budget updates other than press release that the Governor's office approved.

B. Hedberg stated he was not sure we have received base appropriation. U Albany has been collecting tuition. No unexpected infusion or withdrawal of funds. There is an assumption that the 2020 was signed but he has not seen the report. The administration has authorized a wave of searches. The administration was hoping for a larger response from the Humanities. An observation has been made that physical sciences had more proposals.

B. Benjamin stated that the conditions of the program explicitly prevent more proposals from the humanities. The program insists that to merit consideration proposals have to generate revenue through new streams of students or research money. This, by its nature, excludes most Humanities initiatives.

B. Hedberg: Some will depend on the initial performance of early recipients. They must sum to a target using performance metrics. If early investments are productive, that is, if the initial proposals exceed their revenue targets, it creates potential for flexibility, meaning that some proposal that generate less revenue could be funded. That, however is contingent upon the first proposal exceeding projections.

B. Hedberg noted that U Albany is still short of meeting its grad student enrollment target. Its goals to grow the faculty are predicated on maintaining the base. Social Welfare did make their enrollment goals.

B. Benjamin: CAS as a whole has not made enrollment target but individual programs have.

B. Hedberg: I think of CAS more like 21(?) separate units than one single entity.

J. Collins: Has there been discussion with the Deans to clarify? if that is the case, is there more flexibility?

T. Hoey: So we don't have a budget? We heard that the Chancellor has not asked for more money.

Hedberg: This is the time of year when call is initialized.

J. Collins to J. Mancuso : If K. Bassette returns your call, please ask whether there are implications that she perceives for U Albany in the SUNY-thinking about "Systemness"? Regarding shared services, there are so many things happening at different campuses; smaller campuses are combining programs. It looks as if someone is thinking how to reconfigure the system and UUP would like to be in the loop.

J. Mancuso: University Centers are not noted in the Chancellors Press Release on Shared Services, but folks from University Centers are on committees. Tends to be smaller campuses where there are shared services. For example, Utica and Morrisville are doing a lot of stuff together.

B. Benjamin: Once the NY SUNY 2020 proposal is signed by the Governor, is that when SUNY can charge tuition?

B. Hedberg: Yes, the spring semester it will be added.

B. Benjamin: How much service will be maintained by the state? Do we feel confident that that money will remain with us?

B. Hedberg: President Philips does feel confident.

Benjamin: Does the "Semesterly fee" (now \$75.00) escalate? Does it end at the 5 year mark?

B. Hedberg – Differential tuition... Yes, the fee rises and will be applied for five year from now.

Benjamin – Are we in year two of the tuition hikes? It appears that, in effect, it is a 7 year rather than a 5 year hike if these fees rise for five years from now...

Hedberg: Binghamtpn held back all their billing until the Governor's announcement to collect the research fee.

4. Follow-up New Faculty List – Lecturers

B. Hedberg shared a list of newly hired tenure track faculty at the last meeting and at this meeting B. Hedberg shared a list of newly hired non-tenure track Teaching Faculty.

5. Follow-up Update on Overdue Performance Programs and Evaluations – J. Mancuso, stated that RSVP's are coming in droves. J. Mancuso also stated that he could put together a list of who has not been preparing performance programs.

Hedberg: The stick, encouraging participation was the announcement of the new President coming in.

C. Tretheway stated that for the workshop on performance evaluations, 290 supervisors were invited. The program will be at 10:30am on October 30th in the Assembly Hall. J. Mancuso is planning to come. M. Seidel and C. Tretheway have worked together.

6. Speaker Request – Diversity and Affirmative Action – J. Collins asked that Tamra Minor, Office of Diversity and Affirmative Action give us a presentation on what her office is doing in ODAA as well as offer an update on the work of the Diversity Council. J. Mancuso will invite.

7. Speaker: Bill Roberson *Institute for Teaching, Learning and Academic Leadership (ITLAL)*

(Summary) – B. Roberson shared a copy of ITLAL's Annual Report and invited questions and comments. B. Roberson shared some of ITLAL's approaches to small and large classes as well as faculty consultative services that are offered. A discussion including several perspectives, those who teach, those who support teaching, those who administer, addressed perspectives on effective teaching, the ways in which ITLAL's goals, pedagogical assumptions, techniques and philosophy may directly impact effective teaching and also impact labor conditions. Specifically, UUP members asked about the pedagogical efficacy of large lecture classes, the administrative pressures to adopt this format, and the ways that that contingent academic labor affects instruction. The subject of academic inequities effecting pedagogical and academic success was raised and was clarified to be a category not specifically addressed by ITLAL.

J. Collins and all thanked B. Roberson for the dialogue and for taking time to attend.

Meeting was adjourned at 11:31 adjourned. Next meeting is scheduled for November 19th, 10:00 am