

**UUP Albany Chapter Labor Management Meeting Minutes  
November 14, 2011**

Attendees:

Management: Mancuso, Hedberg, Neveu, Shultis

Labor: Merbler, Jewell, Seidel, Abraham, Collins, Hanifan

The meeting commenced at 10:06 am.

1. **Composition of Course Assessment Advisory Committee:** Hanifan: Management promised during a Labor/Management meeting, that a Part Timer would be on this Committee. But there is none. Hanifan said, "I would like to register my disappointment. Bruce Szelest should have reached out to me for a name." So, Part-time issues are not being brought forward! Hedberg: We agreed it was important to take into account part-time point of view, but I don't remember promising. Appreciate the feedback, let's not give up. Discussion. SIF score becomes de facto evaluation and the only evaluation in Part-timer's permanent file. Labor: Unethical; students do not evaluate faculty. Labor wishes Administration would reconsider using SIFs as evaluative tool. More discussion. For online courses, no meeting with professors is possible. Hanifan discovered that departments could customize the reports but would then be responsible for collecting the data→too much for departments to do. Hanifan says not enough staff to analyze data? Who should provide the staff to do that? Hedberg: I will follow up. Merbler: Appoint someone who is there and has knowledge of Part-time issues. Hedberg: Let's draw their attention to it.
2. **Placement of Deactivated Employees Programs:** Collins: Currently there's been no way for them to begin finding placement in other departments on this campus. This differs from past practice. Why, in current deactivations, are laterals not possible? Hedberg: I don't know. Merbler: We are hearing that other departments may have interest in taking some of these folks. If they are interested and have a line, what is the process, why is it not possible, what are the roadblocks? Hedberg: Placement is based on preferred programmatic areas of growth in departments. Collins: But if Chairs (the voice of the department) want the faculty? Provost has said she wants to hear from Chairs. Hanifan: Cutting employees based on enrollment in those areas, so Management's argument does not apply, Management's answer does not reflect complications that apply. Hanifan believes Management has made decisions about people not based on any of the areas discussed. Discussion. Hedberg, "The Dean has a bill to pay." Hanifan does not accept/believe this answer. Hedberg: Nothing to keep individuals from applying to positions that have been approved for recruitment, but they may not have requirements for those placements. Merbler suggests retraining money in the summer so those faculty could teach in the fall. Hedberg: That's a helpful reminder.
3. **DSI Ineligibility List:** Mancuso: I don't have it: (1) it's not quite ready and (2) I am reluctant to share. Merbler: As per the agreement made at this table and in guidelines that go to employees, supervisors who don't do evaluations will not be eligible for DSI. We don't share the ineligibility list; it remains confidential among Officers. Mancuso: That

was an agreement (the sharing of this list) that Steve made. Merbler: We use the list to reach out to people, since we no longer get the list of people without current Performance Programs and Evaluations. We are trying to be proactive, not reactive. Mancuso: It is an internal working document which I will share with Merbler. Unwilling to share with others.

4. **Confusion on Minors in Languages:** Merbler gave background on the issue re: students being told they can't declare a minor in the languages. Hedberg: This is disturbing. The minors are intact. Collins, "The minors are 'on the books.'" "Sue Faerman assured Hedberg that Registrar's office, etc., has been updated. But I am troubled by campus lore surrounding this issue. I will craft a statement that the on-the-book minors are continuing and work directly with Collins on wording. Merbler: The students need to be told, also. There is no need for an interdisciplinary minor. Collins: Some Deans, as of 11/9/11, still believe the minors no longer exist. Hedberg: We want to encourage enrollment in the minors. Collins: I will be out of town Wednesday-Saturday, and have no email. But I'll respond to whatever you (Hedberg) send me.
5. **Budget/Shared Services Update:** Merbler: We hear rumors. Has SUNYNY2020 legislation passed? Hedberg: The Governor has not yet signed it and Binghamton and Albany have not yet made their presentations. Signing won't take place until presentations are in. We won't back-bill for this semester. Nothing new to report on shared services. Neveu to get question about Chancellor and shared services to President Philip.
6. **Follow-Up: Reasonable Accommodations Policy:** Discussion. Mancuso: Counsel's office to put it on their redesigned webpage, by the first of the year. Mancuso to look into putting it on HR page, too. Discussion. Merbler and Mancuso agree: the document Jewell found needs to be revamped. For now, send people to Mancuso.

#### Add-Ons

1. Merbler: Thank you for getting shutdown information out.
2. Merbler: Will get back to Mancuso for lunch date for professional workshop.
3. Speaker ideas for spring 2012? Giarusso, Belowich-Negron, Athletics, update on living/learning communities (Linda K), ITS (what's coming in future? Costs to faculty labor, esp PT every time there's an upgrade).
4. Dates for spring 2012?

The meeting adjourned at 11:15 am.

Respectfully submitted,  
Carol H. Jewell, Secretary

