

**UUP Albany Chapter Labor Management Meeting Notes
November 18, 2014**

Attendees:

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

Management: R Jones, T Mulcahy, B Hedberg, J Mancuso, C Trethaway, JD Hyde

1. T Mulcahy stated there has been good progress pulling the **contingent panel** together and thanked UUP for its assistance. He anticipates providing the constituted committee its charge by mid-December and will ask for input once the charge is drafted. A similar graduate student committee will start sooner—its issues are not as complex or diverse. Open forum meetings for contingents (who now teach 40% of classes) at different times will allow their input to the committee. Topics will include negotiated items, increased per course rates, and improved representation. He is working on compensating those participating. B Benjamin stated UUP is planning forums with contingents and a survey is ready to go to academic contingents this week to identify their concerns. T Mulcahy stated R Jones wants fairness and justice for contingents and is pleased UUP is doing this.
2. **Albany Law** discussions continue. R Jones shared that progress has slowed to review financial analysis around different models (including changing tuition structures, cost projections, modeling different scenarios and types of affiliations, etc.). Their trustees vote Friday whether to continue discussions. R Jones plans to meet with them prior to the vote regarding academic programs. He is convinced working together makes financial sense and would help UAlbany's reputation and expand our programs. Following a positive vote he can involve faculty in work groups. This has potential to impact next year's enrollments. Immediate synergies with our campus could include Rockefeller, Criminal Justice, the Business School, Social welfare, Political Science, philosophy of law, human rights, medical ethics, computational ethics, and humanities and arts-related law. Albany Law would not be sustained as it exists, but become more comprehensive (like the Pharmacy School moved to include allied health) and would leverage UAlbany's international connections.

Regarding **Downstate Medical**, S Phillips is coordinating discussions as the chief academic officer there. An MOU was signed with them in 2012 regarding aligning common interests. They are exploring potential synergies, research strategies, and mutual benefits, including the possibility of multidisciplinary center projects and grants (RNA Institute-labs here and clinical trials there, Public Health School interactions, etc.). Both could be stronger integrated than separate. Online education with UAlbany may help them build capacity. Development efforts with UAlbany's help may help make them more robust. Some concerns include med school affiliation with a hospital and Medicaid/Medicare waiver issues. There are no discussions as yet regarding faculty becoming UAlbany faculty. R Jones wants to make sure all stakeholders are brought into the process and stated research alignments must be faculty driven for success.

3. In the wake of the announcement about the approval of a Start-Up NY proposal from classbooks.com, the Administration is reviewing the mechanisms to assess **Start-Up NY** proposals. The advisory committee should include a larger number of faculty able to assess the broad array of opportunities, but it would be difficult to have all the expertise needed on one committee. T Mulcahy is looking into setting up ad hoc committees to review each proposal so that these expert subcommittees could assess and recommend to the advisory committee, which would recommend to the president. He is very conscious of issues of institutional and personal conflicts of interest. Committee members must disclose all relationships and recuse themselves as appropriate. UAlbany must be able to withstand internal and external scrutiny. An independent review process may be needed. Benjamin inquired about space logistics. While it is an easy assumption that it is good to have businesses on campus, we must ask about the benefits, gains, and conflicts to the current faculty and institution. Institutional conflicts may come into play. Who will ensure academic space is not negatively impacted? The

advisory committee and the research office may be involved. Formalizing academic review of proposal will be important. UUP remains ready to provide input and suggestions for committee membership and participation in evaluation.

4. Based on recommendations from the Course Assessment Advisory Committee Report, the Provost's Office plans to send a memo to chairs and supervisors reminding them not to overly rely on SIRF data for promotion, retention and evaluation (currently SIRFs are the only easily comparable data on faculty). B Hedberg will send a draft of the SIRF document to B Benjamin for review.
5. The **provost search** committee chairs are Dean Wulfert and James Aker. Last week was the first round of confidential interviews with eight candidates. R Jones participated in the first round rather than waiting to provide input later. Most candidates were surprised as they began to understand the number of programs at UAlbany in the top 100, our STEM disciplines without engineering or medical schools, and our research portfolio. There will be up to 4 on campus interviews the first week of December. R Jones asked UUP to encourage strong participation in the on-campus interview process. He anticipates hiring by the holidays. UUP agreed to communicate to members, urging them to attend and participate in the search process.
6. Other
 - At the recent Nuala Drescher event, UUP heard concerns from faculty about **barriers moving from associate to full professor**. UUP would like to work with administration to collect data and consider matters such as time to promotion, racial and gender composition, whether some groups are disproportionately affected and identifying dynamics, noting the contemporary university is different than 20 years ago. Similar concerns were raised in the faculty satisfaction COACHE Report. T Mulcahy was amenable, noting many faculty seem to be retiring at the associate professor rank and that administration is already discussing this and planning to pull data. He wants to review what departments and the institution are doing to support faculty success. There may need to be culture change at the department and college levels with formalized mentoring and regular evaluation processes. T Mulcahy stated that colleagues' success is a top priority. B Benjamin stated there are joint Labor Management campus grant programs for national mentoring and diversity projects.
 - J Mancuso appreciates UUP support for the **SEFA campaign**. While we are half-way, we have received less than half the amount from last year. Support has been decreasing annually.
 - The papers state **SUNY is requesting a 17.8% increase in budget**. UUP asked if this will cover negotiated raises. UAlbany has its own legislative agenda for what the university needs to advance its work and mission. R Jones should know more by mid-December.
 - Administration shared a memo sent to the **Senate** recommending ex officio Senate members not vote since they are advisory to the Senate. Administration values the partnership with the Senate and faculty more than the right to vote. R Jones and T Mulcahy have intentionally never voted or abstained at Senate. R Jones stated ex officio votes there don't make sense and don't work for this administration and its strong belief in shared governance This will entail a vote to change the Senate bylaws. UUP will work with the Senate to share information and encourage voters. R Jones believes this is an important step towards building a strong shared governance model.

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