

## UUP Albany Chapter Labor/Management Meeting Minutes

December 12, 2011

Attendees:

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

Management: Hedberg, Mancuso, Shultis, Neveu

Guest: Haile

The meeting commenced at 10 am.

- 1. Budget/Shared Services Update and 6. PT Dashboard:** There are 1926 members at this chapter! But only 79% of workforce is signed. 366 PT Academics and about 853 Professionals. Where are these UUP lines? Mancuso: Athletics? Merbler: Res Life? I am not being told where they all are. Discussion. Many are low-salaried, eg., scorekeepers. Mancuso: I was surprised to see Performance Programs for them. I will get more info. Chancellor backed off concept of shared Presidents. Merbler: Our IT was part of a pilot for shared services, but they weren't told until near the end of the pilot program! Seidel: Software is for time and attendance and other stuff reporting to SUNY Central. Discussion. Processing change, but not how we do it on campus. More discussion. Hedberg: No presentation yet, no date yet. Both Labor and Management are concerned that this isn't done yet. Merbler: We will keep it on the agenda. As for #6., Hedberg asked for raw data for fall 2011.
- 2. Follow-Up: Confusion on the Minors:** Hedberg: I have a statement which has been approved for dissemination this week [Dean of A&S, and Provost and Vice Provost approved it]. Collins reiterated the confusion. Hedberg: We've never had a minor in Classics, but that was on your list. Labor: It was an error. Minors remain in Italian, Russian, French, and Theater. Merbler: Academic booklets were printed *without* minors. Hedberg: So noted. Al; e-versions are correct. Collins: I look forward to seeing it. Merbler: Chairs probably need some assistance. Collins: And redundancy. Hanifan: Blast email request. Hedberg: It is 4 sentences.

3. **Follow-Up: DSI Ineligibility List:** Mancuso: Denise thinks there won't be any names on it; I will have it to you soon. Merbler: Okay.
4. **Follow-Up: Reasonable Accommodation Policy:** Mancuso: Janet working on it over break. Still working out where it will be. Jewell: Who to send to?  
Mancuso: ODI or HR.
5. **Snow Plan:** Mancuso: It's up already. Merbler: Normally a reminder is sent.  
Mancuso: Okay. I will speak to Steve and/or John. Hedberg: Reminder should also point to procedure for cancelling classes. Liberal leave (must charge time) other than essential services, in effect.
6. **See Agenda item #1, above.**
7. **Future of ISP and CCI:** Merbler: Faculty rumors of changes to ISP and CCI. "In 5 years this program won't be here." Are you aware of any planning, changes? Hedberg: I reached out to Merbler last week. Discussion for months with faculty about changes to programs. Asked Dean; no reply yet. Reshaping of programs. Collins: Closing down departments? Hedberg: Changes to programs. Keep current and up to date. Objective to give better prospects and students for the future. Opportunities for retooling faculty to the extent necessary. Merbler: We need to know of changes so we can support our members. Hedberg: Curricular changes; no plans to eliminate departments. Collins: we can come back to it. As much transparency as possible. Hedberg: As soon as I have some clarity, I will let you know.
8. **Procedures from UA on Any Future Deactivation of Programs:** Merbler: Chancellor has asked for procedures from all campuses. Can we (Labor) have a copy? Hedberg: That's news to me. I'm not in the traffic loop. I will look into it. Merbler: Keep as Follow-Up unless I hear from you beforehand. Neveu will also check into it. SUNY Provost Lavalley may have asked for it from Provosts.
9. **Academic Freedom and Faculty Conference Attendance:** Merbler: In CAS, Department Chairs have been asked to rank conferences and then to see who attends which. VERY alarming to Academics. Why is this being done, and what will the results be used for? Collins: I am on the Committee. Rank of conference (1, 2 or 3). Some departments have told Dean, "No, thanks." Many ways to rank (regional/national/international vs # attendees, etc.). Heavy-handed rankings process. Collins gave some more background. Some conferences may have low

attendance because of few scholars in that area. How can this be done across CAS, so much variation? Hedberg: CAS Dean told me that it's a group of faculty members (CAS Faculty Council and CAS Dean) who recommend funding of faculty for conferences based on conference rank. Long-standing concern re: importance of each conference. Prior to now, the group had no process for ranking. The new ranking is an attempt to help the group. Collins will take this back to the Faculty Council. Hedberg: I don't see this as a Labor/Management issue. Merbler: We didn't want it to be. Discussion. Hedberg: This is similar to input for sabbatical requests. Collins: We will take under advisement for faculty governance.

10. **What Does a Cloud Produce?** Chris Haile arrived to the meeting. Merbler gave background on recent email migration and resultant problems. Response time is slow. Sometimes computers have turned off and people have lost stuff. Haile: It's been pretty smooth for a major conversion. Some people experienced some interruption on some devices on some days (esp Tues-Wed). Haile described, generally, the email process and how it can break down/be interrupted. Last week the problem was not on campus, so we had no control over it. Collins also described some problems he and others have experienced. Haile: There is a perceptible delay in messages being sent and received, but it's a gain for us: mail is held at more than 1 site; trade-offs, on balance, are positive. Hanifan: I'm not happy about Blackboard upgrade and upset that it and email upgrade done at the same time! And, how aware are you of the loss of productivity of faculty during upgrading? It took me 23 hours to redo 2 classes! Haile: We take stakeholder input into consideration for all projects and we do a lot of serious planning trying to find dates in the calendar to do updates is difficult. We talk to LISC, we talk to my faculty advisory board, etc. Haile and Hanifan to talk more. Haile: We are desirous of feedback on how things are working or not. More discussion. Thank you to Haile!
11. **Spring Meeting Dates:** Dates ok? Good and bad dates were discussed. Merbler to send revised dates.

#### Add-On

1. Presentation next week discussed by Seidel and Mancuso. Mancuso will attend. Monday, 12-2, CC 375. Shultis will attend. Hedberg: Maybe. Neveu-No. Seidel to provide a folder for each attendee. 40 have signed up so far; usually get about 60; members and supervisors will attend.

2. Seckerson & Rivera joined the meeting. Discussed were stress, workplace violence, etc. Rivera spoke about our 18,000 students and the various stresses they face, and the impact this has on our workforce. Rivera and her staff can tailor outreach programs to groups or departments or courses. Seckerson will come back 1/23/11, as there was no time for her today. Ask John Murphy for BRISK magnets. Seckerson brought wellness calendars and brochures to share.

The meeting ended at 12:20 pm.

Respectfully submitted,  
Carol H. Jewell,  
Secretary