

## **UUP Albany Chapter Labor Management Meeting Minutes March 25, 2014**

### **Attendees:**

Labor: B Benjamin, B Trachtenberg, T Hoey, R Vives, J Harton, M Seidel  
Management: B Hedberg, J Mancuso, C Threthaway, JD Hyde

### **1. Budget Updates and Analysis**

Management had no news about the budget or capital funds, stating the governor plans to have the budget out in a few days. Hoey shared that some campus capital projects are moving forward (ex: the old wrestling rooms are becoming an academic support area for students and there will be a telecom upgrade). SUNY has no endowment, where other schools have billions in endowment funds. UUP is advocating for endowment funds to reduce the need to request state funds annually, but there will need to be clear delineation for how these can be used (eg not for maintenance). There is some positive movement on the Downstate medical situation with AFT joining in the effort.

Currently the University sees no initiatives or messages that UUP members could speak to in their advocacy efforts. The University sees no shared legislative agenda with UUP.

### **2. CNSE Updates**

The Board of Trustees resolution seems positive for UAlbany and SUNY-IT (whose concerns were articulated within it, including retention of tenure with the move). Hedberg stated a committee continues to meet to discuss what UAlbany will continue to do for CNSE, that the list of these items is shorter than before and that costs are being discussed. There were no specific updates.

### **3. E-TEC Building**

The last time Mancuso checked with John Giarusso, they were still working on site selection and unsure about parking. Mancuso does not believe that faculty/staff parking will be affected initially. There will be a mid-April campus invitation to an open meeting about capital projects. Mancuso will check for more information on parking for the next meeting. Concerns were shared that construction can cause parking difficulties.

### **4. Provost Search**

Hedberg spoke with the chief of staff who said that both she and the president received the UUP resolution about the search. The president is committed to conducting a transparent search process while respecting the confidentiality of applicants prior to the final round. The public phase would include on-campus visits for finalists (including opportunities for faculty involvement) and the public phase would probably be in September. A search webpage will be established to assist the campus in following the process and submitting feedback. The president plans to review nominations for members of the search committee tomorrow. He plans to create a broadly representative committee with 12 members, including 4-6 teaching faculty, a librarian, a professional staff, a graduate student, an undergraduate, an alumnus, and a chair. The bulk of the work will be over the summer. They anticipate that the new Provost will be in place by January, 2015.

## **5. VP for Finance and Administration Search**

In the search for the VP for Finance and Administration Hedberg said there was a candidate visiting campus yesterday and one today. The president is moving to closure. Benjamin asked if the campus will have access to the CVs of these new candidates; he stated that it seems highly irregular to share CVs of some candidates but not others and to announce public meetings with some candidates but not others (one candidate's CV was shared in February, and his visit was announced publicly). Hedberg said that he would look into the matter and report back.

## **6. Management Review**

Benjamin stated that he was pleased to see the emails announcing the new management review initiative (starting with the deans of CAS and Education) that provides faculty and staff the opportunity to give evaluative feedback on senior leadership. He asked if this was to be an ongoing process and whether survey results will be made public. Hedberg responded this is routinely done at the University of Minnesota and that ultimately all deans will be reviewed. The reviews will take place in the spirit of professional development as is done with the Faculty Activity Report. He stated the provost meets annually with deans and senior staff referencing performance programs for the year. He expects reviews to be completed soon. Hedberg also stated that President Kermit Hall had started 360' analyses of leadership. Benjamin stated that a year ago when the faculty senate tried to initiate an evaluative process for senior administration, this was blocked by the then-president. Hedberg responded that president did not object to evaluating a unit, but did not wish to evaluate individuals. Benjamin noted that the current plan was precisely about evaluating individuals, and hence marks a significant and welcome change.

## **7. Guest Speakers**

Mancuso asked about speakers for upcoming meetings. Benjamin stated Tamra Minor would be a good choice to discuss diversity initiatives on campus, her role as diversity officer, how faculty and staff complaints about harassment and accessibility go through her office, and what kinds of support and action she can offer. Other possibilities included: John Giarusso (Facilities), Paul Berger (Police), John Murphy (BRISK/CUBIT, crisis response teams), Tina Reimers (faculty development) and Brenda Seckerson (EAP).

## **8. Individual Development Awards**

Hedberg shared the campus committee has made its recommendations for the individual development awards, accounts were set up yesterday, and award notices are being written. Benjamin will be available to sign the letters when they are completed.

## **9. UUP Workshops**

There are several upcoming UUP campus workshops, including edTPA (today), Review, Tenure and Promotion (4/1) and Performance Programs (4/3).

Meeting adjourned 10:45am. Minutes submitted by J. Harton.