

**UUP Albany Chapter Labor Management Meeting Minutes  
May 23, 2011**

Attendees:

Management: Mancuso, Hedberg, Neveu, Shultis

Labor: Jewell, Steen, Merbler, Seidel

Speaker: Jennifer Watson, Tour of Updated Downtown Facilities

The meeting commenced at 10:09 m.

1. **Budget Update:** Hedberg: We haven't received our number yet. Possible 8%+ cut, plus our share of making the hospitals whole (about \$100 million total, or less). We are soldiering on; we have quite a lot left to do. Merbler has touched base with UUP President Phil Smith, who has been talking to members of the Assembly as late as last Thursday. Merbler: We can make a best guess as to what percentage we have to pay towards the funding of the hospitals; someone has to have a rough idea. Hedberg: We should know by 6/20 (=end of session, rent control, tax cap, etc.); rational tuition, 5 year plan, across all campuses, predictable increase plan, range of 3-5%+ increase. Premium for campuses called "Tuition Plus," 1-3% increase for UA. Discussion. Hedberg: There will be some programmatic changes and [I] will give you advance notice.
2. **Additional Programmatic Changes:** May see some; stay tuned.
3. **SUNY Report Card—Albany:** Hedberg: outgrowth of Chancellor's strategic plan, a way to measure, aggregate numbers, not campus by campus; unknown how UA will be affected/judged; response to request for increased accountability; a way to show we are a good investment for our funders (legislature and taxpayers). Steen upset with low student satisfaction reports. Discussion. Hedberg will speak to IR/Bruce Szelest about this, especially where UA is concerned (=how we measure ourselves). Also, effort at public relations as well as strategic planning. Steen: It looks good for the press/the public.
4. **NYSUNY 2020—Plans for UAlbany** (UUP did not get to review): Merbler: Can you give us a brief summary? Hedberg: NYSUNY 2020 is Chancellor's/Governor's project; only a piece of a bigger plan; 4 University Centers and challenge grants for capital needs; ours is called "UAlbany Impact." Hedberg says PP is on website. President Philip wants (for UA) "whatever UBuffalo gets." Plan at UB: to take percentage of tuition revenue increases for capital projects; another percentage to create a self-funded tuition program (like TAP); percentage recurring, to fund additional faculty and staff. [Plan to increase students to 40,000 over next 10 years<Simpson.] Discussion. UA Provost would like gradual increase to 5,000 more students. For UA: a Human Science building, retrofit 2 buildings on Harriman campus (Computer and Information Science and rent to private sector IT partners), and an upgrade and renovation of Alumni Quad, housing space (mixed use design, dorms with retail spaces) → 10 year period, a la the Portland State model.

5. **RFP Status on Administrative Structure—Update:** Mancuso spoke to Steve. They spoke to 2 finalists/groups/firms; no names. Merbler interested in more details after bid is awarded.
6. **Status of DSI Calendar:** Hedberg distributed a document (schedule for review process). Discussion of dates. Mancuso to let Merbler know of needs for help, if necessary. Merbler to provide assistance; Merbler to work with Hedberg on letter to Deans and Chairs and Supervisors; and Labor will reach out to people with late Performance Programs and evaluations. Merbler: If there's something else we can do, we will do it. Merbler to Hedberg: Thank you very much. Merbler will forward Peter Recore-Migirditch's email on DSI to Hedberg and Mancuso re: libraries calendar dates for the process.
7. **Follow-up: Change to the WP Violence policy to Reflect Non-Criminal Complaints Going to HR as 1<sup>st</sup> Responder:** Was official change to policy made? Mancuso: This is not an HR policy to change. Seidel: Then UPD MUST take these complaints. Seidel suggests Labor complain to President Philip and/or reconvene the Committee to change the policy; avoid re-victimizing an already-stressed victim. Brief discussion. Seidel: People got bounced. Mancuso: I disagree. More discussion.

#### Add-Ons

1. Proposed summer L/M meetings: 6/20, 7/25, 8/22.
2. Merbler: We may have more bullying in the workplace issues coming forward. A lot of tension going on continually, campus-wide. Stress buster emails are good. Do not want to see escalation to violence. Merbler to keep Mancuso in the loop.
3. Parking: Some changes to be undone. Proposed: Colonial to get 167 faculty/staff spaces back. It will go back to being a split lot (8-4 and open). Dorsman to send an update. Podium West will be a self-contained Faculty/Staff lot. Split in Dutch, to make self-contained purple and self-contained gold, loss of 67 spots in Dutch. These are unofficial numbers. [Rumor of petition.] Merbler told Mancuso about accessibility issues re: Podium West and doors on west side of Social Sciences building, AND doors on south side of podium (Dutch side). Discussion.
4. This is Steen's last meeting. Thank yous to Steen from both sides of the table! Steen: It's been a nice run!
5. Tour of updated downtown facilities with Jennifer Watson.

The meeting adjourned at the end of the tour at approximately 12:05pm.

Respectfully submitted,  
Carol H. Jewell, Secretary