

UUP Albany Chapter Labor Management Meeting Minutes

June 18, 2013

Attendees:

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

Management: B Hedberg, J Mancuso, C Trethaway

- 1. Part-Time Dashboard:** Benjamin requested the updated part-time dashboard covering the last few years and including fall 2013 (the dashboard provides data on the distribution of part-time/contingent faculty). Hedberg shared a confidential Fall 2012 draft version, not for distribution. The data is usually provided to Hedberg by HR/Payroll after the semester starts and appointments settle and then Hedberg compiles and analyzes the data. Development of part-time faculty goals included monitoring the dashboard (including length of service with markers at 3 and 10 years) and moving as many semester-to-semester appointments to full-year or multi-year appointments (the Trustees policy is a maximum of 3 years), as appropriate. Hedberg noted that this year's data was difficult to interpret with part-timers appearing in more than one section. Hedberg is getting more data from Szelest. Relative to previous years the comparative numbers shift in part because Project Renaissance was eliminated it is no longer tracked. Although it appears there are many more part-timers (100 more), this is the first year 24 who teach in student engagement have appeared on the list and the first year for 9 public health continuing ed staff. The uptick from 2011-12 is primarily part timers in Chemistry, Economics, History, Sociology, Business, Criminal Justice and Rockefeller, areas that are growing undergrad enrollment in response to NYSUNY2020. We are engaging more part-time faculty in the near term in high demand majors and gen eds. Hedberg hasn't followed Nano—other than tenure he is not in the loop on these appointments. There has been a big shift in appointing people for the year instead of semester by semester. Athletics was not included because they are not involved in delivering credit bearing instruction. Hedberg doesn't object to adding Athletics and will add that data in a separate category. He will also add data from CNSE going forward. Data does not include TA/GAs. 32 full-time continuing should have been 37 (Hedberg will update--data was from a different data set; Hedberg will make data internally consistent). Hedberg will provide previous copies of dashboards to Benjamin. In future meetings we will discuss where we can work to improve the numbers.
- 2. Update on Writing & Critical Inquiry Program:** Benjamin asked for an update on Collins' query about the posted job showing a 4/3 load. Hedberg stated this is an experimental program. Hedberg talked to Bob Yagelski and confirmed the goal is a 3/3 load meeting the Senate guiding documents, with the expectation that those hired will participate in development and evaluation of courses and in other service. He understands the concerns about controlling enrollments and not overworking lecturers. There was discussion about reintroducing the instructor title which is presently tabled by the provost. The provost has asked Ben Weaver to research practices at other SUNY campuses. PEAC (Provost's Executive Advisory Committee, all deans/provosts academic affairs--provost presides) has the lecturer vs. instructor title is on its agenda. UAlbany is one of only a few campuses that does not use the instructor title in service although other campuses have only recently started using it. Hedberg had not heard that new lecturers will be housed in BA or temporarily in the Infirmary. In future meetings we will return to the subject of Instructors.
- 3. Contract Implementation:** Benjamin asked for an update on implementation, particularly regarding furlough days and recalls. Mancuso created a document for the president re: discretionary funds, etc., but there is as yet no plan for implementation. Mancuso will let us know when gets more information so UUP can give advance notice to members. Likewise, UUP will share information. Seidel stated

UUP has executed the contract. A bill was just introduced to the legislature. Seidel shared concerns regarding those retiring on or after 9/1/13. The retroactive payment of \$500 comes after a period where members will see reductions (between September and November). Seidel stated the retro furlough pieces will be taken out over the next 2 academic years (absent summers). Hoey asked if HR has noticed more employees retiring because of the changes in the actuarial tables. Mancuso has not seen a trend but will check.

4. **Shared Services:** UUP heard about shared services issues from members and would have preferred to hear this from administration first. Benjamin asked for more information on the extensive recent data collection from SUNY Central. Mancuso stated the urgent request did not come with a rationale. Hedberg does not know how it will ultimately be used. The McKinsey Consulting Firm was retained for 6 weeks by system administration to give guidance. The request for data was sent to campuses addressed to business officers with a short turnaround time, asking how time/effort was distributed across 7 functional categories and 9-12 subcategories and the number of transactions. Business officers (Steve Beditz here) of the 4 university centers had several conference calls and agreed to respond as a sector, developing common definitions for terms and how to proceed. The 4 chose to exclude faculty data since faculty were not present to consult and to use a blended salary of 65K, although this is very crude. Responses will be submitted today. Business officers urged administration not to use this data for anything important, but rather to take the time needed to collect data. There has been a similar exercise every couple years to negotiate indirect cost rates. A 3-day meeting was presented to business officers and data was due the following Wednesdays. UUP would have been informed if there had been time. Benjamin requested that the survey results be shared with UUP. Hedberg will take this under advisement. In the past management has said that because UAlbany is larger it will be impacted less re: shared services. Benjamin asked if the administration continued to hold this view. Hedberg shared President Jones believes if we're asked to do more, we will require more resources. SUNY has backed away from shared presidents, but Seidel shared some campus administrations are shared which is difficult. The plan at present is that UAlbany data will remain housed in the building being built to house it. Consolidations at CNSE are system-wide, not including UAlbany.
5. **NYSUNY 2020:** UAlbany is in the process of compiling NYSUNY 2020 information from last year. Hedberg will supply Benjamin a list of all appointments with 2020 recruitment appointments clearly identified. Benjamin plans to send letters of welcome to new hires. Tine Reimers in Hedberg's office does new faculty orientations, a brief gathering when the semester begins and another session mid-semester to touch base. Benjamin welcomed the opportunity to participate. Management asked if UUP would help pay for refreshments and was told if a date is provided, it can be taken to the next UUP Executive Committee for approval. Hedberg said no 2020 recruitment authorizations have been made yet for 2013-14. Trachtenberg stated some department say they've been approved for 2013-14 searches. The provost has asked groups to start making MOUs to define expectations for additional funds, sponsored funds, enrollment and baselines for 2020 proposal metrics. 2012-13 searches required significant startups for sciences. Benjamin asked if any professionals were hired with 2020 and was told by Hedberg there is a provision in plan for hiring about 100, over 5 years, but most would be outside schools and colleges, in support areas. Most of the authorized positions are for teaching faculty since enrollment goals are tied to this. Benjamin asked for a list of new professional hires to send welcome letters. Mancuso has a rolling annual list, but it would not be available until late September.
6. **Changes to Composition of UAlbany:** UUP inquired about the movement of Rockefeller Institute to System Admin, and any new plans for CNSE split. Mancuso apologized for not notifying UUP about the relocation of Rockefeller. Hedberg is not involved in the conversations that are underway for CNSE to split from UAlbany. The system has used different arrangements elsewhere for similar

situations (Colleges of Ceramics, Forestry, etc.). The Rockefeller Institute of Government reverted to its past organization/location (a chancellor's initiative). Payroll has returned to system administration, but services UAlbany may need to provide (building maintenance, etc.) are still under discussion. An oversight board was created on which our president and the dean of Rockefeller College have seats. SPDC (Small Business Development Center in Stuyvesant) went back to system administration last year.

7. **Recognition of Professionals:** Benjamin asked if recognition of professionals will begin in fall. Mancuso said it could. He needs to determine exactly what is wanted and present it. The proposal is that each semester professionals who achieve milestones (tenure obtained, service years every 5 years starting with 20 years of service) will be recognized by a university-wide email as faculty are recognized. A number of years ago professionals' milestones had been recognized with a luncheon, but funding is no longer available.
8. **JCOPE (add-on item from Management):** Mancuso stated notification was sent last week that the Joint Commission on Public Ethics requires all employees who must file for exemption (regarding financial disclosure of stipends of public officers) be trained by 8/15/13. There are 330 on this campus, but many faculty are not present over the summer break. Mancuso will check to see if trainings must be in person or if they can be accomplished online and will share with UUP what he learns.
9. **Departmental Bulletin Boards:** Mancuso has a memo prepared regarding bulletin boards for UUP use. Benjamin will email Collins about this.

Management appreciates the shared agenda initiated by UUP and the willingness to add items from management. The agenda will be sent by the UUP President via email from now on.

Meeting adjourned 11:30am. Minutes submitted by J Harton.