

UUP Albany Chapter Labor Management Meeting Notes
June 18, 2015

Attendees:

Labor: B Benjamin, T Hoey, J Harton, M Seidel

Management: J Stellar, B Hedberg, C Trethaway

1. Benjamin thanked management for the **contingent employee data** provided and requested a current list of all contingents as of 8/1/15 so that UUP may welcome them. Hedberg will share the list with the Contingents Panel as well. Benjamin stated 56% of instruction is currently done by contingents (the percentage is higher at the undergraduate level). Data also show disparities related to gender – while 44% of women make up the total faculty, only 37% hold tenured positions. Diversity figures are unreliable. Management plans to be more proactive in working with search committees. TAs teach 11% of courses as contingents. Benjamin suggested that better compensation for TAs and a longer duration of funding would produce shorter times to degree, more competitive graduates, better recruitment environment, and other benefits. While teaching is good for their CVs, teaching as a graduate student long-term can be detrimental. This recent data provided by the university answered most of our requests. We will work with Management to identify what was missing. Benjamin asked if data could be sent as Excel files to facilitate data manipulation.
2. Trethaway gave Benjamin a draft memo regarding **qualified academic/professional rank processes** and asked for input. Everyone should go through her office to memorialize agreements properly. There was discussion about whether there is a difference when management initiates the request vs. an employee-initiated request to go onto QAR/QPR. HR believes management-initiated requests require negotiation, but not employee. UUP's position is that since this is a change it is mandatory, regardless of who initiates the request. Seidel will consult with UUP. Seidel will work with Trethaway to develop a consistent practice on the campus.
3. Benjamin was receptive to the suggestion of a campus **food pantry** downtown location and collaboration with Social Welfare and its new dean, but the subcommittee needs to determine whether a downtown campus satellite in collaboration with an existing pantry would make more sense at this time. He will include the new dean in discussions. The proposed uptown site is the old UUP office in the LC subbasement. It is discreet, does not see much traffic, is centrally located and is currently use for storage. Hedberg stated that a formal request must be made to and approved by the Executive Space Management Committee. Hedberg will get the process started and Stellar will let UUP know about the room. In addition an annual \$5000 commitment from an office on campus is needed. There is an initial commitment of \$5000 from GSO this year. Hedberg suggested there are local programs that might help such as Crop Walk. Decisions must be made regarding how to evaluate the program. Data will be helpful. Stellar would like to see students participate in such a community engagement opportunity. The Student Association indicated to UUP that there would be plenty of student volunteers. All agreed a trial run on the uptown campus is a good start while permanent funding is being identified. The anticipated start date is January 2016.

4. **Benjamin asked for an update on SUNY Excels.** Campuses are competing for \$100M in performance funds just made available. UAlbany is being more aggressive about pursuing external grants, so it plans to submit applications for the SUNY Excels funding. Most notably it is interested in working on student retention and the student experience. There are no guidelines yet from SUNY regarding performance evaluations. There are conversations about redesigning metrics to make it easier and less time-intensive for campuses to comply with information gathering directives. Management is in agreement with much of what is being asked. Stellar will forward to Benjamin benchmarks and expectations for campus performance. Benjamin stated with current deadlines (September) there is no time for substantive discussion with faculty. Without substantive consultation with faculty, any such plans will appear more administrative than educational. Benjamin further noted that recent studies have shown poor results with performance based funding measures, especially with those that withhold money. Far more indicative of performance is the level of resources available on campus, and the socio-economic status of incoming students. UUP remains skeptical of performance based funding measures, especially in a case such as this where the faculty will have only a very limited role in designing the initiatives, and have had no role in establishing the SUNY guidelines or expectations.
5. Trethaway stated an **Employee Recognition** dessert reception for 400-500 honorees is tentatively set for 2pm 9/16/15 in the CC Ballroom, but requires presidential approval.
6. Benjamin reiterated the current **DSA** funds are one-time bonuses at 1% of salaries with 28% designated to part-time faculty and as such have no long-term effect on the U, cannot remedy salary inequities and are not stated as merit-related in the contract. Because the total is small, is not on base, departments have no simple, uniform mechanism for evaluation (it was noted SIRFs cannot be the sole measure), the process is rushed at the end of the calendar year, and the cost of coordinating through departments, chairs, deans, and the provost are high. UUP believes these funds are best distributed across the board, equally divided. Everyone would get some to help offset costs (including increased health insurance) and it would reduce appeals and frustrations. In the past Hedberg's office and UUP received complaints about the process. Other campuses have done this across the board, simplifying the process and making it more equitable. DSAs have also been used to help increase performance program compliance. Hedberg will discuss this with Stellar.
7. John Giarrusso will be invited to an upcoming meeting to discuss **facilities plans**.

Meeting adjourned 11:30pm. Notes submitted by J. Harton.