

UAlbany Labor-Management Meeting
June 22, 2017
UNH 105, 10:00 a.m.

Aaron Major, Tom Hoey, Joe Creamer, Maureen Seidel, Bill Hedberg, Randy Stark, Joanne

1. Unilateral increases in workload across units.

Bill Hedberg opened this discussion by distributing copies of the O'Leary Memo in an effort to contextualize managements' attempts to increase teaching loads. In the 1980s when Cuomo and legislature were talking about faculty workload President O'Leary thought it would be helpful to have a doc to explain the distribution of effort. SUNY required every campus to have a "framework" for their campus. Hedberg noted that some Deans have gotten ahead of the process and acknowledged that a protocol on how this will go forward needed to be negotiated with UUP. He also noted that, moving forward, the emphasis would be on identifying individuals who are found to be not fulfilling their professional obligation. Aaron Major stated that this is a more reasonable way to approach the issue, acknowledging that we know how it hurts departments and other individual faculty members when someone is not up to obligation. Major also expressed frustration at the fact that we have had this conversation at these meetings before, but the message is not getting out to Deans. Major also noted that while UUP is sensitive to the needs of the campus to meet the demands of higher enrollment, it is important to remember that we have a faculty just getting repaid their furloughs from years back, shouldering higher health insurance premiums and feeling burdened by heavy service requirements. Being told that they are not teaching enough is not going to go over is demoralizing. Hedberg acknowledged that style in delivery matters and that in the main we have leadership will act on that strategy.

2. MOUs between UAlbany and other agencies and institutions. We asked for copies of all MOUs that exist between the Campus and other agencies or institutions that give non-University at Albany employees faculty titles. Bill Hedberg stated that he looked into these, noting that they were put in place in the early years of school. We did do them with Bassett and Albany Med College. He has asked interim Dean of SPH, Laura Schweitzer to recover them. Aaron Major asked that any expansion of these MOUs or reactivation of existing, older ones be brought to UUP's attention in a timely fashion.

3. Chapter Office Space. As a consequence of the renovations going on in the former Business School building and other parts of the campus, we have been required to vacate our Chapter office space in the Campus Center and to consolidate our Chapter office into our original space in the LC sub-basement. Aaron Major opened this discussion by asking to begin a dialogue around finding a more public, permanent home for the UUP Chapter Office on campus. Randy Stark stated that he had spoken to Bret Benjamin and John Giarusso and there are still moving parts on where folks will go. Randy said that we will work with John to see what we can work out.

4. Anti-bullying workshop. We would like to work with HR to conduct a an anti-bullying workshop sometime in the beginning of the fall semester. Randy was open to this suggestion and will have Christine contact Maureen Seidel to set something up.

5. Status of performance program data. Following up from our last meeting, we would like to know when we might expect the data on Performance Program compliance across the campus. Randy Stark stated that the report will be issued next week and will be issued on a quarterly basis going forward.

6. Status of Contingent Faculty “dashboard”. This is a follow-up from our last meeting to inquire about the progress towards producing this dashboard and when we might expect to see it active. Bill Hedberg opened this discussion by talking about several items related to contingent faculty. First, he noted that the per course minimum will be \$3,800 in the fall of 2017. They could not get to \$4,000 as hoped because of more hiring of adjunct faculty than expected last year. He also described plans to roll out new “career pathways” for contingent academic faculty, which would include ranks for part-time faculty (for example, Lecturer, Senior Lecturer then Master Lecturer), with a small pay increase coming with each promotion and also the creation of teaching-intensive tenure track titles that would be Teaching Assistant/Associate and (full) Professor. Implementation of this type of program depends on what happens with new leadership in the administration. The faculty “dashboard” is being worked out. Bill Hedberg has seen prototype versions but is working out the details.

Tom Hoey raised the question of whether the the administration had taken up an earlier Chapter proposal for an Ombudsman. Bill Hedberg noted that former President Jones was interested in the idea, but wanted it to be broaden to be conflict resolution person. Since Jones’ departure momentum around this initiative has been lost but Hedberg noted that the Chapter could raise it again.