

UUP Albany Chapter Labor Management Meeting Minutes

July 9, 2012

Attendees:

Labor: J. Collins, C. Merbler, J. Hanifan, D. LaFond, M. Seidel

Management: B. Hedberg, J. Mancuso, L. Neveu, C. Tretheway

Guest Speaker: Dr. Tine Reimers, Special Assistant to the Provost for Faculty and Program Development

The meeting commenced at 10:05 am.

1. Budget:

Shared Services: C. Merbler asked for news and update. J. Mancuso: No new updates since March.

M. Seidel stated as far as she could see, there is more rhetoric on this than actual shared people services and asked if the potential shared services are not so much actual shared services of people. For example, allowance for the campuses to do this... repository for some info – possibly make people available...

Mancuso: Statewide contracts may be shared, more than people in relation to “shared services.”. Other than Morrisville and IT, we are not hearing much on this.

B. Hedberg – There is an expectation of efficiencies through “shared services” but specifically in purchasing and IT, in terms of candidates.

SUNY 2020 C. Merbler - Any news on SUNY 2020? – Mancuso: No news...

Hedberg: The latest iteration is with the governor. We are waiting to be called and should commence this fall..

C. Merbler: Why does SUNY Albany keep getting put off?

J. Collins: noted that the process is different in Binghamton and asked if it is now in the Provost’s office at U Albany.

Hedberg: The Provost had solicited proposals in anticipation and has gone through an evaluation. The Provost is eager to authorize searches and anxious to get on track. However, until this is signed we cannot administer on this

Hedberg: The latest iteration... benefits from all – We can't sit down til we are ready to sign. The session is holding us up. Provost has started some dialogues which will help to see what results we get if we meet certain milestones in preparation for going forward.

Hanifan: Is this similar to compact planning, selective investment? Is the writing task performance on the Provost's desk also or is this different? Hedberg: Yes, this proposal in on the desk of the Provost as well. Hanifan: Does this include larger curricular changes like those of GENED? Hedberg: Yes.

Hedberg: 2020 funds have requirements. For example, they must generate additional students. The Provost has more flexibility with other funds. She is a master at trying to keep all this in her field of vision. Feedback is going back to authors of proposal though it is unlikely that funding will occur in this round. There may be a need for a "revise and re-submit" process.

2. University Presence at Nano-X –

C. Merbler referred to the new College of Nanoscience building going up on Washington Ave. Do we understand that the only people at Nano-X will be privately funded or will they be UUP?

Mancuso stated that, as far as he knew, there will be no hires from both UUP and CSEA.

C. Merbler asked if J. Mancuso could get back to her on the following: C. Merbler asked how many people in general were being hired. The front page of yesterday's Times Union on Kalayeros quoted approximately 2600 hires. C. Merbler raised the concern regarding increased traffic jams particularly at shift changes. Also, what will be the impact on at the parking?

Hedberg: We will be recovering Washington Ave. which should alleviate some of this.

J. Collins: Who is the Director of Human Resources at the College of Nanoscience? Reply: Director for Human resources is Rhonda Haynes.

3. New Faculty – August Event

C. Merbler: Will there be an academic orientation/workshop for new faculty at the beginning of the semester. Is there an opportunity to include UUP?

T. Reimers stated that there will be "Welcome Wednesday" events that UUP is welcome to attend. There will be other events, one focusing on "Who we are as a university" for new tenure track faculty. The time and date is to be determined. There are approximately 35 new tenure track employees.

Hedberg: If not on the August event, UUP is always part of the Welcome Wednesday's. There will be a Fall Faculty Retreat on August 23. B. Hedberg will send a list of new faculty to share with UUP.

C. Merbler reminded B. Hedberg and T. Reimers to contact Jim Collins after August 31st .

4. Delays/Disruption in Building Renovations

C. Merbler: We all understand that there is a lot of construction going on. For instance, the Education building, folks had to move out of their offices for 2 weeks and it has now been over one month. Conditions that employees are working in cement dust and odors that were unexpected. People would be better prepared if correct notice would be given.

J. Collins: We wanted to bring it up understanding of course that there are unclear and unforeseen events... bags of dust, asbestos problem.

J. Mancuso: No action made. Mary Murphy stated that the abatement finished a while ago.

J. Collins - then moved on to other floors... Dust process created??

Trees installed...

Incidental bumping into each other....

B. Hedberg: did a welcome to the EOP students... new fountain, new construction and the students applauded. Interpretation was that students viewed this as a sign of investment and perhaps that the whole enterprise warrants renewal.

5. GENED passed by the University Senate – How does it apply to new and continuing students?

C. Merbler raised the question: DO new GENEDS apply to new and old students or do old rules apply?

B. Hedberg: There are opportunities related to these requirements. B. Hedberg stated that he is not on top of this and it sounds as if there is a gap there that needs to be clarified. B. Hedberg will ask Sue Faerman.

J. Collins stated that an announcement came out in his department indicating that new GENED standard applies to all. Needs clarification.

C. Merbler asked B. Hedberg to bring this to Sue Faerman's attention as well as the question of whether or not there will be enough seats in the classrooms. Will there be blocking of some courses for new freshmen?

B. Hedberg- Greg and Cathy Gersowitz -giving CAS extra money- taking a systematic approach – notional distribution across the department using historical patterns – where seats might be larded in will continue to be monitored. Sue Fried is also looking at this... in preparation for each semester... everything gets scrambled in August. Drop/Add period changes everything...

CAS procedure... setting aside slots will happen with Cathy Gersowitz? Yes...

J. Hanifan... churning... student hoarding until their schedule fits... acting like economic citizens.

B. Hedberg is open to looking at that to make it better.

Candy lots of changes... what's in the hopper??

Guest Speaker Tine Reimers -

Reimers reported that there are lots of things going on regarding faculty and instructional development... Our subcommittee has broken into a variety groups.

Integrating part-time faculty... collecting best practices and contacted faculty, survey and a handbook in production for orientation and integration of part-time faculty in a department. Second handbook 2013 – mentoring and evaluation....

Incentives for the department to orient their part-time faculty more intentionally... Dept's can apply and we give a gift bag for each dept. part-time faculty. There are long terms plans as well.

Another group: Evaluation measures and standards for teaching... list of recommended best practices... General principles... what does it mean to do good teaching? Can be used for evaluation purposes. Here are our excellence teachers... Other ways to honor people doing a really good job.

Group: Building a strong sense of community... way to feel more like a community... checklist for supervisors... checklist for bringing on new faculty. Structure for orientation for newly hired staff... information throughout the year... since folks get hired all through the year. Need a conversation with Denise Szelest... What do other parts of the university do and how does that help me do the e work.

Sessions in August for mentoring... invitations ... strong expectation that all depts.. will have a mentoring program for new hires. We are planning a buddy system for new faculty. GO-to people for new staff... have't

Cheap ways to change the physical distance for people to interact. Identifying spaces on campus where changes to physical space can be made.

Candy asked: Who would be in charge of the orientation for staff?

Tine: Denise Szelest.

Tine, doing 4 sessions for faculty –resources available for faculty.

LANA – Will info be shared on UAS grants... Tine said – hadn't thought of UAS.

Candy- don't get a lot of applications from faculty.

J. Collins- New set of 8 principles to evaluate - Do you see these being used in Excellence Award or other areas? Where did these come from? Jim's experience – seems pretty inductive... folks have a sense they have been productive – receptivity to students... Jim's experience generates a lot... as they get scaled... applicability they get people to talk to each other. Would hate to see 8 principles that measure alone... increase diversity of teaching

Tina- once these are established and documented... it will leak into promotion and tenure. A list that needs to be ticked off is a bad idea... There can be excellence that doesn't all look the same. Potential ways to document stuff that goes under those principles. Here is how you might document them... Tina agrees that they won't be restrictive, more common sense. It would be good to have in writing that some things should not be done to students.

Jim Collins - checklist for supervisors... orientation... unaware of the processes that must be done. For example, how you buy things... How does it relate to community? Sociability and interaction...

Tine – handbook of how supervisors can explain how to do things... important for retention...information that will help people feel welcome and want to work for

Round tables with chairs... coffee carts...

University Library should be the intellectual hub...

Smoking legislation...

Increased sociability on campus: Downtown campus... more friendly architecture. J. Collins... scaled oddly tables in the Science – more tables with chairs for folks to congregate...

Dutch Commons... so much better – play ball and benches...

J. Hanifan - Survey responses... could you give us a sense of what the part time committee is envisioning?

Tine- Some are perfectly happy, some are feeling left out in the cold... don't know the other faculty in the department. Not asked to join other functions... not mentioned in newsletters...

simple communication would make them feel valued. Wanting to know more information... don't always know opportunities for students... handbooks meant to help departments understand how to do this better... Integration piece is the loudest. PAY US MORE... is not going to change.

L. Hanifan... We are not at parity. Way below parity... What kind of incentives could be given to departments?

Tine – subcommittee of the strategic planning didn't feel they could address this...

Hanifan - Why can't it be on the table if evaluation is also part of the contract...

Part-time faculty are saying that they are not being evaluated... Why is the evaluation of part-time not high on the list of priorities?

J. Hanifan - how to get traction on the evaluation piece? Part-time folks have begged to plan

Tina – wants to get the 8 principles accepted first... Chairs are busy doing what they are already doing. The rules already say they should do this... How to support chairs and part-time faculty? Tina agrees – We need to figure out a way to do this.

J. Collins – Expressed his experience. Perhaps the committee could consider another structure instead of telling the chair what to do. This is an important part of our goals... evaluation of part-time faculty is part of the goals. Should be a shared... evaluation of our colleagues is part of our professional work... Need more of a unified voice that this matters... chair could set up but not necessarily handle. University reaches down... must be 21 points on your syllabus. We don't do much for adjuncts... formal process??? No comment.

Tina- need to set up a community with a department... takes special communication to bring everyone on board... Figure out ways to extra-departmentally to encourage inter-departmentally

J. Hanifan... step systems... creating internal titles... deploy... **J. Hanifan sent contingent action survey of 30K survey... sent to Tine. Are you adding people to this committee?**

Labor Management meets again first part of August.

Mancuso stated to C. Merbler that he just checked his e-mail. The Third floor of the Education building is clear the remaining work will be finished soon.

Meeting ended at 11:30am.

Respectfully Submitted by Deborah LaFond, July 11, 2012