

**UUP Albany Chapter Labor Management Meeting Minutes
August 31, 2009**

Attendees:

Labor: Abraham, Merbler, Jewell, Hanifan, Steen, Seidel

Management: Mancuso, Hedberg, Neveu, George Philip, Vellis

The meeting commenced at 10:15 am.

President Philip spoke about the incoming class (all Level 1 and Level 2, no Level 3 or waitlist students)→Unprecedented! One of the most diverse classes ever; 31% are students of color. 100 countries represented overall. 147 new international students. 140 new EOP students. All are very enthusiastic. We should all be excited about this year. Mid-year cut is possible, \$2+ million cut. President Philip is working with other SUNY presidents to address wording used for various campus accounts which are viewed by outside critics as being part of cash reserves (i.e., “cash reserves,” versus different buckets of money versus “committed funds”; attempt to clarify, etc.). People have perception of hidden wealth, but this perception is false. The current student to faculty ration is 23:1 (or higher). President Philip said this is “horrible.” If you can’t increase the numbers of faculty, enrollment needs to be cut.

1. **Update on Budget/Future Planning:** Mancuso: Nothing new. Kim found some funds; hiring freeze released, at least temporarily; handed out a document which showed 164.9 lines cut. Abraham thinks there was a ban on out-of-state travel; Hedberg not aware of hard freeze. Abraham: Maybe only my Division? Member asked for departments of faculty cuts, and where, that is, lecturer lines, professor lines? Places unsteady due to lack of staffing? Hedberg: Weakened areas: demography (senior faculty lost, especially due to retirement). Merbler to Mancuso: Thank you very much for these figures. Leave the door open for emergency meetings. Mancuso: Yes.
2. **Request Updated Totals on Number of Academic and Professional Positions Lost to Budget Cuts;** Number of Class Sections Cut: Hedberg and Mancuso distributed two color documents from the Office of Institutional Research. Discussion.
3. **DSI Procedures—Appeals Process:** Merbler: DSI Appeals Procedures submitted to Provost? Hedberg: No. But Labor’s request for clarification is timely. Brief edification of expectations. Merbler: Pleased to hear sample language. Hedberg: Will include language to clarify misleading perceptions. Seidel suggested that DSI rejection letter also include Appeal Procedure for that Department/Division. Hedberg: I will suggest a paragraph for this purpose.

4. **H1N1 vs. Policy on Expected Requirement to Provide Doctor's Note After 3-day Absence and 5. H1N1: Policy on Individual Office Closures in Case of Outbreak:** Vellis gave H1N1 facts to us all. The older you are the more immunity you have; people 25 and younger will get hit hard. Pandemic Severity Index Scale, which has 5 grades, predicts .14% morbidity currently. Goal: Minimize risk/spread of disease. Maintain distance of 3-6 feet from infected people. 24 hours fever free (100 +) without fever-reducing medications, before return to work. CDC wants us to relax "after 3-day doctor's note" and Hedberg said we will. Hedberg will get word out to supervisory chain. Vellis: We expect to see large numbers of H1N1 in the next few weeks. Look at our web resource on H1N1. Residence Halls/Residential Life can provide masks to students. Primary means of infection is air droplet vaporization. If essential services cannot be provided due to high absenteeism, that *may* be a trigger for campus closure. Primary goal of face masks is for *ill* people. N95 masks are available for Health Service Center workers, but these are extremely uncomfortable. Up to 10% of individuals who have the flu won't have any fever. Merbler to Vellis: Thank you.
6. **Timeline for PT Dashboard Data:** Hedberg: Will get done in next 2 months. He envisions a table that shows PT faculty headcount across departments and how many in each department were hired and when (1 year ago, 3 years ago, etc.). Brief discussion of recognition of long-term PTimers, etc. Merbler: Let's continue to discuss. How many seats are our PTimers responsible for? Statistics provided indicate that our part timers are responsible for over half of the filled seats in classrooms.

Add-On

1. IDA-Labor asked if there will be follow-up to make sure reports are on file. Hedberg and Merbler to write joint reminder to IDA recipients, necessity of report-writing.
2. Speaker next month!

The meeting adjourned at 11:39 a.m.

Respectfully submitted,

Carol H. Jewell,
Secretary