

UUP Albany Chapter Labor Management Meeting Minutes

August 6, 2012

Attendees:

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

Management: S. Beditz, B. Hedberg, J. Mancuso, L. Neveu, G. Philip, C. Tretheway

Guest Speaker: Bob D'Andrea

The meeting commenced at 10:10 am.

1. **Budget & Shared Services** - Merbler invited G. Philip to share any news. G. Philip stated that the concept paper has been accepted. It turns out to be the second iteration of the first concept proposal discussed one year ago. "Shared Services" will be the mantra but that there is a perception that IT and Purchasing will be the focus. Merbler: Would the date for tuition increase coincide with new semester? G. Philip was unsure as to whether the \$75.00 increase would apply but hopes that there is no scenario such as one school getting it and UAlbany missing out. Regarding the budget, G. Philip stated that for future allocation models, we are trying to get our fair share. Merbler asked whether shared services includes new inroads with vendors. Philip - Yes, that's the low hanging fruit. For example, consolidated medical records is under consideration. There are opportunities. Sometimes better deals can be made individually versus collectively. Sometimes spot purchases are to our advantage. G. Philip is unsure about the potential short-fall with medical colleges. Merbler stated that Downstate medical jobs are of great concern to the union. G. Philip stated that SUNY may have to absorb overall losses if the cuts in the downstate medical don't occur.
2. **Smoke Free Campus** - Merbler raised the University Life Council's proposal for a smoke-free campus. Seidel stated that – there is legislation pending and therefore other campuses will stop negotiating until the outcome of that is known. Merbler stated that this is a major concern for CSEA members. S. Beditz stated that it is better if done by the legislature, that takes "improper practice" out of it.
3. **Acknowledgements:** G. Philip expressed his thanks to the group on his last meeting (or potentially last meeting). G. Philip thanked Merbler and the group for acting as a team--constructive partnership. Merbler reciprocated with thanks.
4. **Guest Speaker:** Merbler welcomed Bob D'Andrea, Interim Director of Undergraduate Admissions/Enrollment

Discussed new freshman components, graduate components and stated that he has worked closely with Kevin Williams. D'Andrea shared updates, statistics and challenges going forward. D'Andrea indicated that there has been successes especially given the competitive recruitment for students in the Northeast region (finite market).

- Total enrollment of 500 students
- 17, 615 new continuing freshman and graduate students
- 17, 112 last year.
- 2550 New Freshman
- 1475 New transfers
- Successful planning conferences...
- Balance and equity – Distribution of gender has been very successful ...
- Among new freshman - 49% women, 51% men non-international 41% (other than white or unknown)
- International Student enrollment is up slightly - 10% entering class is from China or Korea.
- 183 new freshman and transfers (145 last year)
- Conscious effort to increase non- New York enrollment. 202 new out of state compared to (182) last year
- Quality... grade point 90.1 21% top of class (incoming freshman) geographic distribution from freshman - New York 26% Long Island 23% Hudson 20% 9.7% Capital Region
- Offer a select group applying out of high school to the School of Business...(Direct admits to School of Business)...
- Tracking Intended majors though this shifts throughout the year. School of Education and College of Arts and Sciences are two top schools to get graduate students. Over half of the graduate target - 4600 new grads this year
- Business, Psychology, Chemistry, Math Sociology, showing up in significant numbers for freshman.
- Transfer Feeder schools – 20% Hudson Valley, Rockland 3%, Fullton Montogery 2%, Nassau/Suffix 2.2 (Half from community college and half from SUNY 2 year)
- Native students need 3.25 GPA to be admitted

Merbler asked what is the impact of articulation agreements with other campuses? What percentage are we turning away?

D'Andrea: 48% of applicants who applied will be admitted.- transfer admitted. The Provost has focused (David LaVallee) interest in transfers in the system and are trying to make it as seamless as possible. We are looking at how to make transfer of credits more seamless. The Provost has asked S. Faerman to look at articulation agreements.

D'Andrea cited challenges and unknowns impacting the picture: Decline in New York High School Population- Since 1981, there are 2.7% fewer high school graduates. Projected that by 2015, there will be 10% fewer which is why we need international students. Cost consciousness of the populations - focusing in on how much money they borrowed. Student debt is a reality and we need to understand those dynamics as we go forward. Federal and State Aide are declining. Previously, if a student took 2 credits, they didn't need to show high school graduation but now students must show high school diploma in order to receive aide. Previously students could enroll as non-matriculantes but can no longer get Federal funding. Program integrity, loan default rates...banks are assessing potential default projections.

There are several colleges in the North East. Everyone looks to the NorthEast for public and Private school recruitment. Private schools throwing money at bread and butter of SUNY. Privates are giving significant scholarship and support through endowments. Though this is not sustainable, it can cost less to go to a private school based on the difference of the packages offered.

California doesn't have enough seats for high school grads. Geographically, 18-22 year old students tend to stay within 6 hours from home. U Albany is adding a national and international recruiter. One will be living and recruiting in China.

P. Abraham: Latino populations are going up... are we recruiting that population? They come with different needs. D'Andrea: There are 2 Hispanic speakers on the recruiting staff. Domestically, we are where that population is recruiting wise, but could do a better job once they get here.

J. Hanifan: Interested in International Students and their competency in English and asked, "How do students dis-fluent in English get here?" Sometimes these students land in the Writing Center – there is not enough assistance. This has cascaded into enormous complaints by adjunct and part-time faculty. What kinds of credentials are expected for speaking English? 50% of students are international students who cannot pay for another program. Are international students paying more and getting less? Hanifan stated that there needs to be better coordination. Glad to know that players are talking but no money is being directed. The Writing Center needs more staff.

D'Andrea- English competency should be done on a test level. Admittance and competency rests on the TOEFFL exam and transcript. D'Andrea agreed there should be better coordination. We will have to face this if we want to grow the international base. John Pomeroy tries to verify where this happens, ie if it is a specific area or cluster. Need to monitor more closely. Hedberg: Do we have a practice to interview through Skype? D'Andrea – yes... particularly transfer students can come over but plan is to do more.

Abraham: Could the IELP program be grown? Education program used to feed that program in the past. D'Andrea - Linda Leary coordinates the IELP program. They don't have enough seats in that program. Good model.

Hedberg: Shared a mutual concern that gap be made up... SUNY 2020 funds require that we grow enrollment by 1350 students over the next 5 years. Provost indicated that there will be a new structure. D'Andrea – We are on target to hit the fall number (2550 flat now through 2016 - Transfer 1475 will stay). We also have a good sized January entrance – helps to offset shortfall. 17615 for the fall is the target compared to 14k.

Hanifan: “Please clarify what is meant by “distance learning”?”

Hedberg: Summer and winter session - developing online. There are 2 MA programs offered entirely online- Instructional Technology and Reading. Traditional students love online. Hanifan argues that they may at first but the love dissipates as they learn what is expected. Hedberg - strategic... locus for developing online courses will move to ITLAL as it makes more pedagogical sense. Do we have an advertising program for online? D'Andrea... so important, need better efforts.

Abraham put in another plug for Hispanic advertising. D'Andrea – College Week Live. Everyone is out there ready to take our money to solve our problems... We do need to advertise more. Brockport does have a good advertising.

D'Andrea cited challenges with parents. For Parents, “education for education sake” is no longer the conscious choice– We are working on an outcomes piece for parents to indicate where graduates go to earn after college. Parents are not as ready to accept the fact that “education for education sake” has a cascading benefit and that this may in fact be what gets the graduate good employment. Debt ratio makes this difficult.

Hedberg: Student graduating from Union has less debt than U Albany? Financial Aid at Harvard comes out of endowment.... No difference in going to Union vs SUNY??

D'Andrea : Private colleges have endowments that can replace tuition costs offering better packages to students.... though this is changing... if student has \$22000.00 need we can close gap with Title IV money... PELL, TAP, Assuming parents come up with the 10K – UNION may have

the same gap but Union can replace 10K with Endowments. We are less expensive but not in-expensive.

D'Andrea: In our day education was a sacrifice. For example, vacations were not a given- if education was a must, vacations were sacrificed... whereas today, people believe that vacations and educations should both be afforded.

5. **Follow-up University Presence at Nano-X** : Merbler asked if he had information to share regarding the numbers of potential UUP members. Mancuso. Doesn't think anything will change... Mancuso will talk to Rhonda Haines.
6. **Request for listing of new faculty**: Hedberg – working on it. Hedberg asked if what Merbler wanted were names, contact? Merbler said yes. Hedberg: Approximately 40 tenure track faculty, an impressive list.
7. **Follow-up: Update on Overdue Performance Programs & Evaluations**- Mancuso: Denise was close to getting report done for internal use but not to send out. We are on same page as UUP, this need to be done. Need to do more training. Seidel- Training piece in October, P. Abraham and Mancuso need to talk.
8. **Request for Bruce Szelest to speak about implementations on Future Labor Management Meeting & Report on Findings of the Task Force on Student Evaluations**: Hedberg: Just the timing... no problem.

Hanifan: This issue is crucial to the contingent faculty.

9. **Request to Re-issue 2006 memorandum on Compensatory Time** – Merbler: There has been turnover and questions posed to the union – it may be a good idea to re-issue. Professionals. Mancuso will get with Candy, Jim – Good housekeeping thing to do.... EAP/HR/ should be involved.
10. **Verify fall meeting schedule**; Candy wants to know if dates are acceptable

10:00 AM Labor Management on (Mondays Sept. 17th, October 22, November 19, December 17

Orientation 101 for new faculty August 21st – kick-off for program for the duration of the semester.

Money for the faculty event: Hedberg invited UUP representation to program and reception. Approximately 10 minutes.

Merbler: UUP can assist with funding for reception, but if in excess in \$100.00 needs to have pre-approval of Chapter Executive Committee. Hedberg will give Candy a figure to bring to the Exec.

Abraham would like professionals to be invited.

11. Ideas for Fall Speakers:

Suggestions: Financial Aid- Diane Corbett, International Students - Ray Bromley, ITLAL- Bill Roberson, (Further Distance Learning Program), Steve Pearse – Executive Director for UAS, New President, Potential participation in Campus Social Networking plans

Meeting adjourned at 11:50am

Respectfully Submitted by Deborah LaFond, UUP Secretary August 8, 2012