

**UUP Albany Chapter Labor Management Meeting Minutes
September 19, 2011**

Attendees:

Labor: Jewell, Seidel, Abraham, Collins

Management: Mancuso, Hedberg, Neveu, Shultis

The meeting commenced at 10:01 am.

Collins announced that he would be speaking for Merbler, who was out ill. Hedberg sent his good wishes for a speedy recovery for her.

Tamra Minor, Asst. Vice President for Diversity and Inclusion, was scheduled to speak to us, but she was not present.

1. **Tenure Case Notifications:** Collins reported that members have said there are long delays in notification; perhaps the Provost's office is a place to look? Collins gave some background on the issue. Hedberg: For 2 years, I haven't been in this loop. That being said, the focus is in the spring term for CPCA and Provost. Number of cases has increased greatly. Many cases come out late; we can do more analysis; many are past the due date. There is a substantial pile that needs to be addressed during the summer. After case goes to President, it goes to HR, for any missing information (oath card, etc.), thence to Chancellor, where it can be delayed up to 2 months. There are several areas where delay can occur in the entire process. Collins said members get nervous; we will continue to talk with them to find out if Management is not communicating with them. Hedberg: Ben Weaver is "me" in this process. We can improve communication in these issues; we welcome Labor's support in reminding the campus of due dates. Seidel: What does CPCA know later? Hedberg: CPCA gets a copy of the Chancellor's recommendation. If the case is resolved over the summer it would be the next year's CPCA that would get the letter. Members in the 8th year get put in a qualified category (This is not an indication of the final outcome.).
2. **Old Cuts Still Pending:** Collins gave background. What does President Philips' "old cuts still pending" refer to? Hedberg: in Academic Affairs, we have been managing CSEA vacancies. We are trying to minimize disruption. Neveu: Ask the President what he meant. Discussion. Many were attrition not filling professional vacancies. Hedberg: As decisions are taken, I contact Merbler promptly. Collins asked about Language and Theater folk not hearing anything since 8/19/2011. Hedberg: I am reaching out to Theater folk today. Soon, some further communication will be made. Collins: Can acknowledgements be checked on? Hedberg: Yes. Collins: Thank you very much.
3. **Shared Service Agreements—Updates:** Abraham (to Management): Do you have any updates? Hedberg: I am not in that conversation; Mancuso: me, either. Hedberg: President Philip was circumspect about reasonable opportunities for us. Anything this campus takes on will have a cost attached. In Academic Affairs, we are looking at how we collaborate with Community colleges. Seidel: Business Officers, SUNY-wide, have

been meeting in an exploratory fashion, and they wouldn't necessarily share their findings. Discussion. Chancellor and Trustees are very serious about this. More discussion. This is in its very early stages. Abraham: Thank you to President Philip regarding professionals on this campus not having to worry too much.

4. **Follow-Up: Fall 2011 Joint Training for Professionals:** Abraham: Do we have a date set? I think we said November. Mancuso will discuss with Seidel. Seidel will send PowerPoint to Mancuso. Abraham: If we can get a date, please reserve a room.
5. **IDA Campus Report:** Hedberg: I made it and will forward a copy to Merbler. I called her with clarifications. We haven't received our funds yet (Deadline is 11/1/11.) and need to be expended by 3/1/12. The IDA Committee has yet to convene. I will follow up. Labor will follow up with members to the Committee.
6. **Workload:** Collins: Members are feeling pressured. Hedberg: Summer Sessions staff reduced by 50% (4→2). We are in the process of reviewing workload. There are some things we will no longer do (i.e., waitlists for online classes), for a combination of reasons, but we are also finding new ways to use new technology. Hanifan says the faculty can't handle the waitlists, either! The upgrade from Blackboard 8 to Blackboard 9 has been a nightmare. Terrible drop/add messes. Hedberg: Reductions have forced us to look at this. Discussion. Abraham: We are also hearing about "workload creep." Members would like to be compensated for this. Hedberg: We have nothing to give them. We need to explore what we do and what we no longer need to be doing. Collins: Who are the interlocutors? Hedberg: "Equitable contribution/distribution." Provost has talked to Deans in the past, and wants to revise these discussions. The O'Leary memo is a starting point; there are many variations on that theme. More discussion. Members should ask their schools/colleges who is discussing this in their areas. Provost has engaged her senior staff and Deans on this issue. It is not a "one size fits all" situation. Collins to Hedberg: Thank you for explaining the equitable contribution concept. Mancuso: In many professional cases, workload changes rather than increases. Priorities need to be looked at. Abraham: We must educate both sides. Hedberg: some units have considered having "dark days." Mancuso: If someone's hair is on fire, call my office. Discussion. Abraham asked Mancuso to send out something akin to the memo last year that he and Seckerson sent. Hanifan: Academics can't act like professionals do in this issue (referring to waitlist issue again). (592 students were waitlisted, biggest ever, no year listed.) Part-time workload regarding teaching **must** be incorporated into this conversation. Hedberg: Yes.

Add-Ons

1. Hedberg: DSI sized last week; due date for judgments from Chairs extended to 9/21/11 from 9/16/11; I spoke to Merbler about this.
2. Mancuso: We will reschedule Tamra Minor.

The meeting adjourned at 11:17 am.

Respectfully submitted,
Carol H. Jewell, Secretary