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**United University Professions
Albany Chapter**

Executive Committee Minutes

September 26, 2023

Present

Michael Dzikowski, Eric Torgersen, Sandra Vergari, Deana Myers, Rodrick Grau, Ronald McClamrock, Elizabeth Strum, Alison Olin, Sydney Faught, Maritza Martinez, Kate Coddington, Barbara Sutton, Bret Benjamin, Gabriel Hetford, Paul Stasi, Greta Petry, Patrick Romain, Penny Strobeck, Zakhar Berkovich, Jennifer Carron, Monica Bartoszek, Elliot Tetreault, Deborah LaFond, J Li, Joe Creamer, Zina Lawrence, Patrick Dodson, Janna Harton, Meredith Weiss, Mercedes Fabian, Marco Varisco, David Banks, Laura Wilder, Michelle Couture (LRS), Kelly Thompson-LaPerle (Chapter Assistant), Lydia Brassard (Statewide Organizer)

Agenda Item Discussion

1. Approval of minutes from the previous meeting

Member: Don't need to note distinction between online and not online people

Debra Lafond was phone number

Ensure not to note employee role/type

Attempt to not note specific departments, unless it is a well-known concern (LACS/Africana, SSW/SPH)

VOTE: All whom were in attendance approved.

2. President's Report

Discussion of department mergers

- Accusation of bullying from Management
- Discussion of conversation in Labor Management
- Notes on our position as to the issues present when merging two departments
- Set the record straight on how absence of vision is causing issues with CRJ merger - we have direct evidence of this not working, lack of resources for the department due to department director not having a direct relationship with the Provost

- Meeting next Friday with more SPH members to discuss the process and their concerns

Discussion with body:

- SSW and SPH - which will have the dean that reports to the provost?
 - Do the departments need a "dean" due to accreditation? This question is up in the air
 - Possibly having two deans, each with a direct report to the provost, to ensure equitable allocation of resources and personnel
- This is a subsumption of SSW into SPH not a merger
- Are we blessing their process by involving ourselves in their town-halls or would it be better to have our voices heard? Will our voices be paid attention to?
- Senate should be consulted about this prior to the execution of a merger
- It is important, due to what is happening at Potsdam, that we hold administration to ensuring shared governance discussions of the issues before closing/refactoring program structures
- When there is a savings on labor costs, is there an increase in duties of other members?
- Management's stance is that people aren't losing their jobs for now (not cost-cutting)
- Potsdam: Funding wasn't delivered from SUNY to the campuses for adjusting their current deficits to help grant time to discuss the issues and how to move forward with consultation
- Will the combination of these programs/departments decrease the ranking of the programs or other reputational damage?
- Who in the schools are in favor of this? Senior faculty, junior faculty?
- A concern that there is no plan in place to ensure that this plan will make students want to come here
- Limitation of resources occurs when joining - there are no answers to these concerns
- They are paying for a consultant when we have a consultative body - the Senate

Wrapping up:

- Senate is working on this issue - noting that they should be consulted about this in Shared Governance. There should be lines drawn between this (SSW/SPH) effort and other efforts. Administrative and Academic offices have issues getting their work done.
- Hope to have a larger discussion of this at the membership meeting
- Worries that there could be other lower enrollment programs/departments targeted for these combinations that may then be mismanaged.
- Concern about if the administration will listen to us.

3. Officer's Report

-- No explicit Officer's Report other than President's Report

4. New Business

General Membership Meeting

VOTE: All whom were in attendance approved.

4.a. Funding requests: downtown luncheon; dep reps meeting

Downtown Luncheon and Department Reps Meeting

VOTE: All whom were in attendance approved.

4.b. LM discussion

Inline within discussion during President's report and open discussion

4.c. Potsdam

- Program deactivations sounds like a way to commit layoffs of tenured faculty that may be dissenting

4.d. Organizing on campus

- Convince people to speak up about their concerns with workplace issues
Presentation by Statewide Organizers
 - Face to face contact with as many members as possible
 - Update department rep list
 - Thoughts to organize with fellow unions

4.e. Feedback on DSI process

Discussion about DSI process - notes were taken by presiding officer

5. Open Discussion

Submitted by Michael Dzikowski