

Executive Committee Meeting Minutes
UUP Albany Chapter
January 22, 2018

Attendees: M. Aso, Z. Barta, B. Benjamin, J. Collins, A. Craig, J. Creamer, A. Cybulski, M. Dzikowski, T. Evans, R. Friedman, J. Gendron, M. Grosshandler, J. Harton, T. Hoey, D. LaFond, Z. Lawrence, A. Lyons, A. Major, R. McClamrock, A. Olin, G. Petry, A. Richie, G. Robinson, P. Romain, M. Seidel, B. Shadrick, K. Smith-Howard, P. Stasi, B. Sutton, R. Tolley, M. Varisco, C. Walcek, & K. Thompson-LaPerle

I. Approval of Minutes

Minutes (with minor changes) were moved by J Collins, seconded by M Varisco. All approved with 8 abstentions.

II. Labor-Management

Concerns related to Public Health School issues and teaching loads have been discussed with administration. Usually only officers attend the meetings, but guests are allowed to attend with notice. Items related to the whole group and within the scope of LM can be taken there. Individual's issues are not resolved there, however, the officers can often link individual members' issues to larger campus concerns and bring these to Management.

III. Discussion of President's Report

The campus is moving ahead with the strategic plan, budget, personnel changes. There are more questions and concerns from professionals regarding workload issues, duties outside their area, reassignment to different positions, and being moved to other offices, related to campus restructuring. Management can reassign duties as long as duties are in title. Office space and equipment are not mandatory issues. Workload must be able to be completed in the same amount of time. If Management says the employee can get to the additional work whenever (not within a specific time), it's not an issue. Most issues are solved informally. Management cannot tell you to not talk to others about what's going on (they cannot exclude UUP). It is a violation of the law to keep employees from talking to union members or attending union meetings. Some professionals have been feeling their jobs may not exist any longer. Change is filtering down and supervisors are uncertain like members, not knowing unit budgets and information. UUP can help shift the way this manifests. Change can happen with enough feedback. Direct members to UUP for questions you can't answer.

IV. Announcements / reports from officers and committees

The Treasurer's report was emailed. At the next meeting we need to vote for the 2018-19 budget. The EC votes and then all members vote at the General Membership meeting. An audit of last fiscal year's budget went well with no exceptions noted. Thanks to A. Olin and K. Thompson-LaPerle for their work. Statewide is paring down expenses in light of upcoming court decisions, but chapters are not being asked to do so yet.

V. Report on Senate Activities

Jim Collins from Senate shared that once a semester Senate and UUP are meeting on common concerns. That shared governance is not a UUP matter is one assumption they are working against. Three current issues the group are working on are: 1) The contingents' blue ribbon panel produced a report two years ago. There has been some movement on salary, but not as much on permanence and working conditions. We need to call on administration to provide draft reports on related issues and get feedback from Senate and UUP so necessary changes can be made. 2) Workload

issues—we need to watch for threat of increases and address these. 3) It's being presented that there is a structural deficit because of the union contracts, however the state got what is essentially an interest-free loan from unions because the contract is so late. Last year they would have had to pay the usual salary increases for every bargaining unit. Funds are spent on unsuccessful programs. UUP and Senate need to hold Management and the state to account for their spending decision and practice. Everyone should review the U's planning documents on MyUAlbany under Finances. In planning for the deficit, it lays out what steps are to be taken in units to save money. Senate asked why with a planning process where ongoing expenses are known these are continually a surprise. Management said they can't get money unless they are expanding or increasing services to students, so while the U is growing, we must erode some areas. Senate and UUP representatives should be on the budget planning groups. Friday afternoon the U announced Monday's schedule of candidates coming for the VP for Finance position. Despite the short notice everyone should make the effort attend the meetings to see the candidates. Three Senate forums are planned for spring, the first 2/13/18 on gender equity and inclusion.

VI. Discussion: campus strategic planning

Now that the strategic plan is no longer on hold and is moving ahead, how does the chapter contribute to the process? UUP and Senate are not on the strategic plan document or in the "roadshow" timeline. Management does not seem to want to deal with these organizations as collective groups. We must clarify that the process must go through Senate and UUP. While administration notes people were on subcommittees, they weren't representing UUP and very few academic faculty who aren't chairs or deans were involved in the final process. Faculty don't feel their input mattered. For example, the present plan seems to be student-centric, contradicting faculty input in strategic planning meetings that research and academics should be the focus and that the plan cannot be student-driven. Managing greater enrollments without additional faculty negatively impacts workload and compromises teaching and research excellence. The plan cannot be successful or in the best interest of all without considering the faculty's input and obtaining their buy-in.

If UUP and Senate believe the process has gone too fast, lacks legitimacy, that the current plan lacks substance, and the process has not gone well, this needs to be stated quickly. Administration will stop taking feedback soon. All were encouraged to review materials on the strategic planning website, keeping in mind that the strategic plan will control funding. Faculty were urged to provide feedback and to ask questions. Schools, colleges and divisions will be asked to align their plans and budgets with the university's strategic plan.

A survey of what members want regarding the plan was discussed, but there is little time to do this effectively. Another biannual shared governance survey will be coming out soon from the Senate. Z Lawrence moved and M Varisco seconded that we invite the provost, M Christakis and the president to the February EC meeting to ask them questions. 9 voted for, 10 were opposed, and there was 1 abstention. After further discussion, it was felt a joint UUP/Senate statement to administration should be crafted, recognizing that no strategic plan can have any legitimacy without the two primary organizations that engage the faculty that work on campus. A Major will work on a joint letter with Karin Reinhold in Senate and invite EC members to sign before it is circulated to the strategic plan co-chairs. There was then a motion from P Stasi, seconded by M Varsico, to circulate the letter to members as an open letter. All were in favor, none were opposed, there were no abstentions.

VII. Discussion: spring goals

At the February meeting department reps will attend. We'll discuss member outreach, larger goals for spring, the strategic plan, and shared initiatives to pursue. Due to time constraints spring goals could not be discussed. One goal was suggested, sexual assault.

VIII. New Business

R Friedman announcement there is progress on divestment of the NYC pension funds from fossil fuels and invited all to participate in lobbying efforts 1/23/18 to get New York State to divest its pension funds from fossil fuels. There continues to be work to do the same at the state level. All are encouraged to help at lobby days.

Meeting adjourned at 2pm.