



**United University Professions
Albany Chapter**

Executive Committee Meeting
Minutes

1.24.2019

Attendees: M. Aso, E. Briere, J. Collins, M. Dzikowski, T. Evans, R. Friedman, J. Gendron, J. Harton, T. Hoey, C. Jewell, D. LaFond, Z. Lawrence, A. Lotmore, A. Lyons, A. Major, P. Ng, A. Olin, G. Petry, L. Pyles, A. Richie, G. Robinson, P. Romain, M. Seidel, B. Shadrick, B. Sutton, R. Tolley, M. Varisco, C. Walcek, L. Wilder, and K. Thompson-LaPerle

1. Approval of minutes from December EC meeting (attached).

Marco motioned and Zina seconded. Passed unanimously with 8 abstentions.

2. President's Report / LM Notes.

Todd Foreman will be invited to our next Labor Management meeting. We are wondering how is it that we have a budget deficit yet there are \$3-4 million for new initiatives in the strategic plan? We have additional questions about the process of the strategic plan.

We discussed updates on the status of the workforce planning committee; units are anticipating their requests and downgrading them; this may be an opportunity to work with the other unions (CSEA, PBA and PEF) on this issue.

Discussed unions settling on No Smoking policy with the university; concern with how university is handling the policy.

Annual review of academic faculty; we asked how it will work and they said they don't know. We need to do some work on this and see how we can shape the process. We discussed concerns with the Faculty Activity Report. Management identified pressures re: "being accountable to external publics." We should bring up the issue of annual review in the

next DA. We are concerned that they will say we are not doing enough research and say we have to teach more classes (e.g. SPH). Management has not laid the groundwork and they are trying to do that; workload creep is happening in the area of service/administration, e.g., more reporting. Better to work it out as colleagues than have it handed down by the administration. Can be problems at the department level though that would reinforce biases of the chair. What is going to be the empirical basis for these decisions across the extraordinary diversity of scholarship? This is an evaluation of workload not performance (contract mandated). Standards should be set at the departmental level and if there has been any change, document why. May be important to reiterate the importance of an ombudsperson.

L/M dates in the notes are wrong

Winter DA and constitutional amendments; please come if you can, especially on the Sunday (9-4) with the voting on the amendments; it is at the Albany Renaissance downtown. Discussed some of the upcoming amendments.

3. Announcements / Reports from Officers and Committees

Discussed providing lunch for General Membership meeting and some wondered if it was necessary. Some people perceive it as a sense of community and their fees at work. Could be a question budget-wise but we have been okay. We have never asked for a supplemental allocation from statewide.

a. Elections (R. See)

Reviewed the nomination process underway. A second nomination form had to be sent out for the AAVP and APVP positions. Nomination forms need to be received at statewide by Feb. 13. We will have a candidates forum at the general membership meeting and print candidate statements in a special issue of The Forum.

4. Discussion: Statewide advocacy: agenda and advocacy days

Feb. 12 is higher education lobbying day. We have a more supportive political environment but there are a lot of people clamoring. MOE budget was vetoed. UUP advocacy is focused on restoring funding to SUNY hospitals and closing the TAP gap (what campuses have to cover to make up for gaps in student financial aid). We can focus on issues that can build coalitions with students and other constituencies. We need to see funding for SUNY restored.

We affirm and support Title IX and Title VII and are concerned with policies by the Chancellor and BOT and concerned that their policies are aligning with DeVos. Being addressed by SUNY and UUP and GOER. Nothing has happened with respect to policies that were circulated to the Senate; they are on hold while they are being negotiated.

5. Discussion: Preliminary retro DSA distribution analysis

Reviewed data on the distribution of retroactive DSA awards across the campus. We need to encourage people to go to dean or chair and ask what the criteria were. No way to appeal the amount of the award though you could appeal whether you got one. Members don't have a sense of the criteria. We have a survey out to collect member feedback on this process. One suggestion was to change the Google survey to include a "don't know" option when asking whether they thought the process was fair. Will present aggregate data to membership and have a conversation about it. It would behoove Deans to be more forthcoming about how this is done. There is a question of transparency. Are there structural arrangements that keep rewarding people in terms not only of individual identities but in terms of the units themselves? If the department wasn't invited to be part of the decision making process, it is still nice to know in terms of transparency. Being told that it was distributed for x reason, but then the dean or chair did whatever they wanted is problematic. Heads of units were supposed to articulate their criteria. More transparency and accountability is needed. Business school is perhaps a good model as they articulated a criteria and asked people to explain why they are deserving. Units don't get a lot of time and they need more time.

6. New Business

Are there any campus employees who are actually federal who have been affected by the shutdown? We could reach out to Randy to find out.

Labor Council – New York Health Act – to get single payer healthcare; a number of unions are trying to work on that. Has UUP taken a position? Also, environmental organizing action coming up.

A colleague was denied a sabbatical recently because she didn't actually have tenure at the time but would have it by the time of the sabbatical itself. One should be able to apply with the proviso that it is contingent on getting tenure. Would like to address this in CAS.

There is still no IDA money. It has been held up somewhere in the process. The committee is ready but they haven't gotten the money. The Joint-Labor Management committee sponsors this and there other awards that members can apply for.

Steve Street Award for undergraduates doing a project on social justice. Last year there were zero UAlbany applicants. There is a lack of publicity. There is one award per year. We will send the application around.