



**United University Professions
Albany Chapter**

Executive Committee Meeting Minutes Oct. 26, 2022

Attendance: Alison Olin, Ronald Friedman, Sandra Vergari, Michael Dzikowski, Andrew Lyons, Rob See, Loretta Pyles, Thomas Hoey, Roxana Moslehi, John Leirey, Janna Harton, Patrick Romain, Monica Bartoszek, Zina Lawrence, Bret Benjamin, Laura Wilder, Marco Varisco, Jennifer Carron, Patrick Dodson, Kate Coddington, Joe Creamer, Penny Strobeck, Mike Grosshandler, Lauren Casertino, Alec Dawson, Aaron Major, Deborah LaFond, Meredith Weiss, David Banks, Michelle Couture, Kelly Thompson-LaPerle, Elizabeth Strum

1. Approval of September Minutes.
2. President's Report – GSEU is pushing to abolish student fees. A petition will be circulated that can be signed by UUP members as individuals.
3. Officers' Reports

Officer of Contingents – Reviewed Contingent Breakfast with was a success. May make this an event every two months. Reminder of upcoming Contingent Town Halls. Contingents have not yet received contracts in many departments.

VP of Academics – discussed problems with new-hire search guidelines. Inconsistencies between website and verbal instructions. The number required for a search committee is impractical (but perhaps reduces implicit bias?). Depts are not allowed to rank candidates. We need an understanding of how the Provost office judges pros and cons. Internal candidates should get priority if qualified. A point made was that great candidates won't wait for a lengthy process. Currently 20 tenure positions are now in process, and 27 more are coming out of State money.

VP for Professionals – New employee orientations every Wednesday at noon. DEI trainings every Saturday.

Regarding hiring, internal candidates are considered first although internal and external searches are done simultaneously. Depts. are not being made aware of searches. A budget resolution was noted to prioritize professional hiring. Libraries cannot be seen as repositories, but interactive learning environments that need professionals. 300 campus professionals have been lost since 2018.

4. New Business
 - a. Campus Equity Week – important to get new folks to sign onto the UUP. Lists of non-union members were distributed. We need to track down contingents because the HR lists aren't always accurate. Great postcard effort to date.
 - b. We'll be doing more outreach during the Nov. 14-18 week of action.

c. Follow-ups: There are large questions about hiring because State money is going toward hiring 20 in the narrow field of AI, and this was not mandated by the State. There's a 16-million-dollar shortfall in the budget, a failed five-year strategic plan, and faculty needed across disciplines. Do we have a base of support to challenge the hiring priorities? The Faculty Senate is conservative but may respond to poor numbers of enrollment and lies about enrollments. Will programs be cut? We need to raise awareness and clarify our arguments. Conversations should be within the campus, not the State, so we don't appear ungrateful for State money.

Fall DA – Check DA materials for Committee for Women's Concerns. The full day retreat went well. Resolution in support of Iranian Women passed.

Lauren Casertino was thanked for her organizing efforts in ITS.

Respectfully submitted by
Elizabeth Strum