

**Executive Committee Meeting Minutes
UUP Albany Chapter
December 12, 2013**

Attendees: P. Abraham, B. Benjamin, L. Bickmore, P. Breiner, E. Briere, J. Collins, C. Fox, L. Gallagher, J. Gendron, J. Greiman, J. Hanifan, J. Harton, T. Hoey, F. Jaquez, C. Jewell, J. Jurkowski, M. Knee, S. Kudzin, D. LaFond, G. Landsman, M. Manjak, R. McGlauflin, C. Merbler, G. Petry, P. Pinho, L. Pyles, B. Pyszczymuka, H. Scheck, M. Seidel, B. Shadrick, P. Stasi, I. Steen, B. Sutton, E. Torgersen, B. Trachtenberg, R. Vives, E. Warnke, L. Wilder, L. Wittner, B. Ziman, K. Thompson-LaPerle

I. MINUTES

The 11/13/13 meeting minutes were approved (moved B Trachtenberg, seconded R Sec, all approved with 2 abstentions).

II. REVIEW LABOR MANAGEMENT NOTES

There were no questions. Benjamin encouraged all to read the notes and share comments.

III. MEMBER ISSUES

Benjamin invited members to share concerns. These included:

- Faculty are hearing if anyone wants to go up for full professor they must send their CV and SIRFs to assess whether the Dean's office would support the case. This seems to bypass the review process in place. Similar things have also been heard regarding term renewal and tenure cases.
- Tenure for Writing Center staff. Revive the conversation about moving those lines from Lecturers to Instructors.
- Deans are reviewing faculty activity reports and strategic plans, meeting with chairs, and arguing about faculty workloads, saying if someone is not pulling their weight they must teach more or retire (the current concern seems to be senior faculty who are perceived as nonproductive). In one meeting faculty "went ballistic" and the dean backed off. Is this greater workplace surveillance with admin trying to make departmental decisions?
- Faculty are hearing about post-tenure review. UUP officers were assured at a recent LM meeting that there is no formal post tenure review process, however, ongoing review is in the purview of management and workload designations are within their rights. Criteria need to be very clear, department-specific--no generic rubric will fit. There is a concern that more full and associate profs will be moved to heavier teaching loads and research reduced citing a lack of productivity. Will there be different tracks for promotion, heavy teaching obligation vs other? Faculty are demoralized by repeated assessments and evaluations. Benjamin will share at LM. Faculty governance bodies should be concerned about this.
- Performance programs are being completed. One office has been getting updated programs as far back as 2007.
- Consider again a faculty lounge/meeting space.
- Part-timers are glad to hear they are getting discretionary money.
- Should UUP suggest to departments that a contingents rep be present at department meetings? Contingent reps should be part of this conversation before a resolution is made. It was suggested the Academic Concerns Committee and Department Rep Committee come up with language together for spring and send this to all faculty, department chairs and the Academic Affairs Committee.

IV. PRESIDENT'S COMMITTEE RECOMMENDATIONS

There are 140 members on committees, 54 EC members, and 80+ department reps, about 200 active members (about 10% of the bargaining unit). Benjamin thanked all for their work, encouraged continued

effort and shared we must budget thoughtfully with so much activity. The president's **committee recommendations were approved unanimously.**

V. POLICY ON ELECTRONIC VOTING

The chapter has voted electronically for years, ad hoc. A formalized electronic voting policy was circulated at the last meeting, including the framework for what kinds of votes should be done electronically. Trachtenberg moved to approve the **motion to accept the electronic voting policy proposed 11/14/13, Hanifan seconded. Motion was approved with 1 opposed, no abstentions.**

VI. PROPOSED UUP STATEWIDE CONSTITUTIONAL AMENDMENT

Discussion around expanding the UUP statewide board by 2 members was tabled until the 1/23/14 meeting (by Trachtenberg, Hoey seconded). More clarification is needed about why our support is wanted and more information is needed about the justification, cost and ramifications.

VII. BUDGET REVIEW

R See provided a budget overview, sharing budget priorities and invited questions. We should think now about changes and how to allocated funds, for example, next year we need to increase funds allocated to membership meetings with the increased cost of Sodexo. The year to year surplus will shrink. Release time costs have gone up. A pre-planned calendar of events would be helpful. The president may set a date for applications for event funding to facilitate planning. BYO lunch membership meetings may be helpful. A planning conversation in January will be helpful.

VIII. OFFICER REPORTS

The **president's report** was submitted with meeting materials. No questions. If questions arise later, Benjamin invited members to ask then.

The **VP for Professionals** report was also submitted. At the meeting Hoey requested funding for 3 workshops in spring: performance programs/evaluation training, dealing with an unfriendly workplace, and oncall/recall. **Funds would be for coffee/snacks, room rental and cleaning, approximately \$100 each event. Hoey moved, Trachtenberg seconded. All voted in favor (no abstentions).** Hoey will bring up the Individual Development Awards at LM to ascertain if a date has been set. There are chapter development grants that our chapter might consider, such as for growing a mentoring program. Hoey will look into this and also check to see if UAS funds can be used by UUP.

The **VP for Academics** report was provided with meeting materials and questions were invited. In addition to the report, Sean Collins (a graduate who did much with SOS, and is now an activist working with SEIU), emailed that he is looking for adjuncts to work with. If you're aware of adjuncts at private schools contact J Collins or Trachtenberg to share names. There was a meeting with CNSE members. Members who spoke up were in support of the separation moving forward. UUP's job is to represent and protect them under the contract. It's not clear which chapter will represent them post-separation. Trachtenberg thanked all for the gift and good wishes related to his illness.

IX. COMMITTEE REPORTS: More time will be planned for these reports in the future.

X. NEW BUSINESS: None.

Meeting adjourned 2pm. Minutes submitted by J Harton.