Labor-Management Notes

February 5th, 2024

Attendance

L: David Banks, Paul Stasi, Patrick Romain, Michael Dzikowski, Michelle Couture

M: Justine Ochs, Keiffer Peralta, Gary Evans

Discussion Topics

St Rose

Topic: We are curious to know if there are any updates concerning the Teach-out with St. Rose. In particular, we are curious to know if the university has any sense of potential enrollments, given the fierce competition for these students and the multiple colleges that created Teach-out agreements. We are also interested to hear more about the "hotline" for St. Rose employees mentioned in the President's recent communication. We would like to know what the interest has been from St. Rose employees, what the process will be for their hiring and whether there will be new positions created specifically for these employees.

M: Athletes are looking for other institutions
800-900 students looking for teach out
15 teach out partners
55-65 students might come for UAlbany
This is all Statistical, not actual numbers
M: St. Rose Hotline – Hannah's information was given to St. Rose HR to be given out to employees over there for options here. HR is looking at CVs/Resumes and forwarding employee opportunities to departments, so long as they have labor requests. They may make available a waiver process.
L: What is the interest looking like?
M: It's low.

M: In the education program, there may be use of a waiver; however, professionals may be more difficult to waive.
L: Will these positions be UUP members?
M: Could be UUP, CSEA, or MP, depending on where they land.
L: Is there some targeting of some offices?
M: Education; however, others may be possible

UAlbany's Four Campus-Wide Academic Initiatives

Topic: In the Provost's recent email she referred to our "four campus-wide academic initiatives" listed as "AI Plus, the Healthy Aging Initiative, the Institute for Social and Health Equity, and the Global Center for AI in Mental Health." This list seems to us to leave out the vast majority of work done on campus. We are curious to know exactly what this means. How can something be campus-wide if it excludes much of the campus?

M: The intent is not to exclude, but to include.
L: There is a concern over the requirement to re-align our disciplines based on management initiatives.

AI Initiative

Topic: Relatedly, the Provost's email refers to a "faculty-led University AI Academic Committee" that "will be meeting throughout the semester to further our campus-wide AI strategy and support development across the curriculum." We would like to hear more about this committee, its charge and what exactly is meant by "across the curriculum."

L: What is the committee? The thought was that no one is being forced into AI.
M: The effort is to ensure that graduates have knowledge of the skillset as they move into the world. The first two courses in the AI+ curriculum have been created; however, there is going to be a committee formed around coordinating next-steps with Deans, Chairs, etc. This is meant to be as inclusive as possible as we make philosophical changes to education.
L: There have been few people who teach writing in the curriculum on these committees. Students were confused about the validity of sources already and the fear is that more people will think less due to generative AI. We can't put the genie back into the bottle; however, there is question to the integrity of the education that is being made. We ask that WCI and other people who teach writing have membership on the committee.
L: An analyst from UBS called AI a Stranded asset. May not have long-term growth in the investments we make with it.
M: The question that we pose is how do we not be afraid of the AI, but how do we integrate it.
L: We may need to be careful about how we proceed as it could generate our obsolescence. That is, it's not clear why parents would pay for college if they feel it is easy for their students to use AI to get their grades.

L: If we get WCI, can we also get EOP as the classes are parallel to one-another?

Governor's Budget and UUP Legislative Agenda

Topic: We are sending along UUP's legislative agenda for the next budget cycle. We hope we can work together in areas of mutual interest. We are also curious to hear more about the University's response to Governor's Budget proposal.

L: Sharing the legislative agenda. Possibly looking to collaborate where both sides desire.
M: Meeting with Sheila (Vice President Sheila Seery) may be appropriate.
L: There has been a good amount of discussion about the situation with Downstate. Most doctors in NYC graduate from Downstate.

Library Reorganization

Topic: We are returning to the question of the library reorganization and curious to hear how this process is going.

M: During the Fall, several Library members spoke with other libraries about how they organize their department. Working groups from these efforts were generated: Marketing, Digital Scholarship, Academic and Research Scholarship, and Operational Efficiencies
L: The libraries are being used in different manners. On a good day they get 10 people in the downtown library; however, it doesn't mean that they aren't being used. Even Paul (Paul Stasi, Chapter President) is using the library in different manners than 10 years ago.
M: The dean has been working with the coordinator for training and development. Training on emotional Intelligence, civility, professionalism, and collaboration were given to library employees that took place during the intersession.
M: When was the last time that UUP had asked to have the dean at the LM meeting?
L: It may be a good opportunity to bring him back. An update to the PowerPoint that was presented may be in order; however, since there are transformations ongoing, we may want to wait. We'll discuss this internally and get back to M.
M: Carey has been very collaborative with the libraries.
L: There appeared to be two halves of the library; however, they said good things about Carey's collaborations.

New Employee Orientation

Topic: We are following up on the plans to implement a new New Employee Orientation and wonder about the timeline.

M: Currently pending with Todd; however, there is a pause on it due to some turnover in HR. There is not enough personnel in HR to roll-out the full set of changes that were

discussed. All of Todd's direct reports have heard of the ideas. One hesitation is making people start on the first day of a pay period.
L: The number of HR offices (and all offices) that are understaffed is bad for the organization's operations.
M: The NEO has received a lot of great discussion and feedback.   M looks forward to implementing the changes.

In-Position Promotions and Salary Increases

Topic: The chapter requests data on the number of in-position promotion and/or salary increase requests for professionals in the last three years. We are looking for # requested by Administration and number of those approved; number requested by employees and number of those approved and time between the initial request until the final determination.

M: They can get this - query on request through HRTS. However, we cannot tell which ones were driven by employees, reorg, or supervisor. Limited data. There was a form that existed for professionals; however, the form was "turned off."   There hasn't been a specific A.28 process since that form was "turned off." There has been some feedback from other institutions as to how they handle their A.28 processes, which would help us track these requests better. However, there may be a need to make a formal request versus a discussion on the topic.

Promotion Procedures for Academic Departments

Topic: Years ago, the chapter collaborated with the Provost's office to try to make sure all departments had updated bylaws and, in particular, promotion procedures. We think it might be a good idea to restart this process, which we are not sure was ever completed. To start this, the chapter is requesting a copy of the promotion procedures of all academic departments.

L: Would like to do this again. It is a lot of work; however, it was beneficial.
M: This is helpful for HR as well. The provost will ask departments for their bylaws/tenure/promotion criteria. These were updated 1 year ago; however, they have not been reviewed by academic affairs as a whole.
L: Some departments didn't have bylaws and some were inadequate. This can lead to grievances if we don't have these updated and on file. It is a preventative measure.

Miscellaneous Topics

M: On the topic of UUP integration with training events over intersession – M appreciates the collaboration.

L: Trainings on Performance Programs and Supervising with Union Values - HR is welcome to join. Joint presentations for Supervisors on Performance Programs and Evaluations should be held.

M: Those should be routine.

M: M is looking to redo forms Performance Programs and Evaluations - no attachments were found in some situations which cause issues. Want to make sure that the substance of the Performance Program & Evaluation is included with the submission. Long-run, it'd be electronic; however, right now it's paper.

L: Initial draft, edits, etc. tends to be problematic with the electronic applications via PDF. Often, they'll be done in Word and then copied into a PDF.

M: Long-term would be in an IT solution cloud-based environment. Those Performance Programs and Evaluations would then be always available to all employees and supervisors.