



**United University Professions
Albany Chapter**

Labor-Management Notes

September 19, 2022

1. Introductions: We welcome Gary Evans to the campus and our labor management conversations. We would like to begin the meeting by introducing Gary to our labor management team and to outline three key areas where we hope to have sustained conversation: telecommuting, job security for contingent faculty, and workload and staffing issues caused by the loss of some 100 UUP academics and professionals since FY 19-20.

L. Attention was brought to the 2015 Blue Ribbon report on contingents with proposals on job security, representation in Senate, workload and pay. Shared a chart that reflected the drop of full-time employee numbers over three years although there's funding.

2. Follow up on Information request: Extra service payments: The Chapter is requesting that the campus provide a list of all extra service payments made to UAlbany employees over the past five years. We would like the data to include
 - a. Name
 - b. Employee ID
 - c. Employee state title
 - d. Employee campus title
 - e. Payment amount
 - f. Description of work performed (if available).

L. Would like to get a broad aggregate for extra service payments, to see that extra work is not treated as normal job duties. Would like to have it by the end of the semester.

M. HR can probably pull the aggregate data.

3. DSI distribution: We would like to discuss management's plans for distributing this year's

DSI pool. The Chapter has long argued that these funds should be distributed as broadly as possible across the UUP bargaining unit. We draw management's attention to the fact that no UUP members will be receiving across the board salary increases in a year when prices have risen dramatically.

L. Guidance would be helpful regarding the decision-making method between the chairs and the deans. Right now, the decision on who's worthy for DSI varies by department. Also, DSI awards now stand at \$2,000-2,500 for full-time/ \$200-1,000 for part-time. Lowering the given amount would allow it to spread further.

M. Some of the decision-making is based on the FARS, but it doesn't seem necessary for per-course adjuncts to fill out the FAR.

Would lowering the amount disappoint folks who really strive for it?

L. It's a negotiated benefit, but there may be other tools that are less divisive. Salary compression is especially a problem for people of color. The inequity is public and clear.

M. is working on the recent history of compression and DSI's implementation. Major overhauls won't happen in time this year because the compression payment is slated to come out with the January paycheck. Information on DSI should be published in March so there's an easier timeline that allows folks to work on projects in the summer.

4. Drescher Award continuity: The expiration of the UUP collective bargaining agreement means that there is no funding for the Nuala McGann Drescher Affirmative Action/Diversity Leave Program. We would like to discuss ways in which the campus can continue to provide pre-tenure leave to support early career faculty.

M. It will be difficult to address Drescher during contract negotiations because of the budget. This year, there's a \$15 million reduction in Academic Affairs, plus a one-time reduction of student enrollment of \$2.7 million. Is it possible to reduce course load? As a side note, UAAlbany gets the most approved awards of any campus.

L. Perhaps a pool for contingents and pre-tenure faculty could be created. Identifying those who are eligible, and making clear the availability of money as a message from the Provost would be helpful. Anything that targets the lower end of rank would be helpful.

5. Restoration of research funds for academic faculty: Many members have contacted the Chapter concerned that, after being cut during the COVID-19 budget emergency, travel funds have not been restored. This is making it very difficult for academic faculty, especially pre-tenure faculty, to present work at academic conferences and develop their research. Is the Provost going to restore these funds and, if so, when?
6. IDA process for 22-23: We would like to begin discussions on the process for the distribution of IDA funds for this academic year. We would like the IDA chair to convene the committee soon to review the process from last year and to set procedures in place for this year. We note that, again because of the expired UUP agreement, IDA funds will

only cover eligible expenses through March of 2023. This also highlights the importance of restoring research and travel funds from the campus.

L. The process of asking for an IDA is cumbersome. Perhaps a two-tier process could be established so that small requests require less paperwork. The funds will sunset in March and there should be messaging about that because the event/conference for which money is given must happen before the March deadline. Junior faculty especially need funding.

M. has been focusing on junior faculty.

L. \$2,000 max will be maintained through this year. A group that oversees IDA from the UUP side will be assembled.

Also, there's now a NYS loan forgiveness program that needs to be communicated.

7. Posting of faculty workload document: We would like to discuss the posting of the tenured academic faculty workload guidelines on the Provost Office website. The document is, in essence, a repackaging of the so-called "O'Leary Memo" and, disappointingly from the Chapter's perspective, was posted without further conversation with the Chapter or follow-up on the feedback that we provided on the initial draft. We state, for the record, that this document is not the result of good-faith negotiation with the Chapter and we reject it as a framework for adjusting tenured academic faculty workloads. As we noted in our comments on the draft document, these guidelines are inconsistent with New York State's Taylor Law provisions and so any use of them by management to make adjustments to tenured academic faculty workloads will come with an Improper Practices charge from the Chapter.

M. Associate Vice Provost for Faculty Success and Assistant Director of Employee Relations are best to go to for ironing out workload specifics.

L. What are the professional obligations in terms of time buckets: research, teaching, and administration? We'd like to see what the norm has historically been for these categories.

M. There are spreadsheets in the units as a resource for planning, although these are not designed to address the time buckets. These are used as guidelines only. It's best to ask the Provost.

M. The Provost needs to be clearer in messaging.

Submitted respectfully by Elizabeth Strum