
LCSB 51
1400 Washington Avenue
Albany, New York 12222



(518) 442-4951 • fax: (518) 442-3957
uupalb@albany.edu • www.uupinfo.org

**United University Professions
Albany Chapter**

Labor-Management Minutes

November 22, 2021

1. **Update on Telecommuting Guidelines implementation.** We are requesting information on the implementation of the new Telecommuting Guidelines implementation. How many of our members have applied for telecommuting? How many of those requests have been granted?

The number approved for telecommuting has jumped to 680 from our October meeting when the number was 189. The numbers are vastly UUP members, although CSEA are also in the mix. The number of denied is still at 5. There may be people interested in telecommuting who are getting denied by supervisors and there's no way of tracking them.

2. **Individual Development Awards.** We would like to discuss the process and timeline for the review of IDA applications. The Chapter understands that campus allocations have been made and, given the underutilization of this program over the last two rounds, the pool of available funds will be substantial.

There's now \$140,000 available to award for IDAs. Money has to be allocated before the end of the contract. IDAs are being offered during the fall and the spring, and capped at \$2,000 per person. GOER has been stricter regarding these funding requests and we need to navigate carefully so the money goes where intended. A statewide L/M meeting is in the works to get training on IDA, and guidelines will be updated. Current IDA requests are retroactive to July 2021. The activities covered and money allocated have to be concluded by the end of the contract period. There's a limit of \$2,000 per person. Some may only get \$1,000 at first and will get topped off during the second round in the Spring.

3. **Term lengths for full-time lecturers.** We are requesting information on the term lengths being given to full-time lecturers whose terms are being renewed. Pre-COVID, the campus had given many--if not most--full-time lecturers three-year appointments. During the pandemic and the budgetary concerns that it brought, many full-time lecturers were renewed for one-year terms. What is management's plans for renewing full-time lecturers going forward with respect to their term lengths?

There was never a policy on appointment terms although CAS has its own policy. The approach is by individual, and this should be looked at because of the benefits tied to appointments. Appointments are often situational because departments can't always predict their needs. We discussed the possibility of extending the CAS model across the campus so that there would be consistency and better job security for members.

Timelines for scheduling are moving earlier and appointments need to happen earlier as well. Management will look into the timing of course scheduling.

4. **Delays to implementation of full-time lecturer career pathways.** We are pleased to see the campus continue to make strides in implementing the career pathways for full-time lecturers. We note, however, that because this process has been delayed, our colleagues who have been recently approved for promotion are being penalized in two significant ways. First, the delay in implementation has meant a year of lost additional salary. Second, it has increased the amount of time that they have to wait before being eligible for being promoted to Senior Lecturer. We are asking the campus to make the *change in title* for those recently promoted full-time lecturers retroactive to 2020. We are also urging the campus to accelerate the implementation of this program by reviewing fifteen eligible faculty per year.

Management was unwilling to make the pay retroactive but was willing to look into making the titles retroactive. We also asked the campus to consider processing more applications per year (15).

5. **Status of proposal to create a new "international" school or college.** We are requesting information on the current status of a proposal to create a new school or college with an international focus.

The Provost has met with all the departments so it's still in discussion. Ideas are being weighed with input from department chairs but the proposal is only in discussion phase right now. The Provost is still discussing the configuration including within CAS by talking to dept. chairs. Chairs are invited to reach out with departmental concerns. Change always creates anxiety but this is only in the discussion phase.

6. **Teaching modalities.** We are seeking additional clarification on the process and procedure by which teaching faculty can select course modalities.

We discussed ways to continue to improve communication between the Chapter, Provost Office and HR to address individual member cases as they arise.