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**United University Professions
Albany Chapter**

Labor-Management Notes

December 11th, 2023

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M: Steve Galime, Justine Ochs, Keiffer Peralta, Todd Foreman, Carol Kim, Havidán Rodríguez

Saint Rose

School of education, criminal justice, forensic psychology. Saint Rose is creating a teachout plan and we are listed as a partner for these programs and they'll be announcing other teachout partners soon.

Enrollment is dwindling across the country.

LACS/Africana Studies merger is due to enrollment concerns, though there are some great possibilities throughout the institution to provide us opportunities for synergies.

Programming in education is particularly gratifying for our institution.

Enrollment is up by 1.3%, which is the largest of the U-Centers. First year growth is particularly high.

While there are a number of programs that align with our current offerings, some programs do not.

There are no guarantees for positions with those St. Rose employees within UAlbany; however, they are welcome to apply for any position for which they are qualified.

There are not enough high school students for all regional institutions.

L: Where does the money come from to allow for these additional programs and faculty?

L: Would prefer that the University doesn't use any additional adjunct lines.

L: Concern that we build out these programs and then the students don't come over.

M: They would prefer that they don't bring in the Faculty on tenure lines, but as Visiting Professor lines.

M: is not too bullish about the number of students long-term that this closure will yield the university, so they are attempting to avoid over-allocation. Teacher education is a highpoint of Saint Rose since it is the only regional teacher education program.

M: No liabilities and no debts will be transferred to the University.

L: General education enrollments are being undercounted due to counting the majors only, instead of all teaching loads

M: Total enrollment yields money for the University - enrollment growth in one area will subsidize the lower enrollment in others.

L: Our students aren't wealthy - we're an engine of opportunity.

L: What is the current enrollment for the three new education programs that are being brought forward?

M: We've been hearing that we don't have an undergraduate education degree from admissions for a while, so this could help yield more enrollments.

1. Mergers. We are following up on the question of the consultant working with the Schools of Public Health and School of Social Welfare. She appears in our UUP database but her payroll department is blank.

For payroll purposes, it is on School of Social Welfare

2. Africana Studies. We were pleased to see that Marcia Blackburn received a Melon grant on behalf of Africana Studies and are curious to see how this might alter the University's planned merger of Africana Studies into LACS.

M: We are excited about the grant. At this point, it doesn't change anything.

L: It seemed like it was a grant to grow Africana Studies.

L: Timeline of the merger?

M: This is a done deal and they are coming up with a plan on what resources they'll need to move forward.

L: We know that there is no interest in rolling back the merger decision. However, it seems premature that we move forward and call them merged before we create a mission and vision.

M: The question is what resources do you need to grow your student base and to better serve our existing students? Nothing has been done to grow the enrollment; however, this is an opportunity to allow them to ask for a growth in resources.

L: There are departments that have been asking for resources. There are needs for more faculty and they are telling students that it might be difficult to be a student in the Africana studies major as it's hard to find a seat in all required courses. This then causes an issue with enrollment, which means that they cannot get additional resources.

M: Math has requested additional resources, and they are being reviewed for their need as they asked for additional resources recently.

L: There should be a review of the resource allocation rubric.

L: The answer to the question what is it that we don't need to do that we are doing?
Disinvesting

3. CAS Review: We have learned a bit more about the companies undertaking the CAS review – the Hanover Research Group and AAUSC. We are requesting the contracts for these groups. We are concerned that these seem, respectively, a marketing consultant and a lobbying group, neither of which mentions any intellectual or educational criteria on its website. Rather their focus seems to be almost entirely on a customer satisfaction model of higher education. The review has been discussed as a self-study, but it is evidently not a self-study of the type academic departments typically undergo, which are conducted by other academics in their capacity as academics (we recognize that the consultants employ people with Ph.Ds). In particular, the emphasis on “Academic Portfolio Optimization” suggests the kinds of mergers and re-structurings we've seen in recent years on campus. We are also concerned about the structure of the drop-in hours: 3 total, with visits limited to 10 minutes each for the entire College of Arts & Sciences. We hope this process will engage the members of CAS much more thoroughly than this and that their opinions on how the college is run will have at least, if not more, weight than those of outside consultants.

L: We all do self-studies in our departments regularly; however, this appears to not be a self-study, which it is being billed as.

L: Students are unlikely to line up during finals week to meet with the college.

M: Will review with the dean about the session participation constraints that L noted.

L: It is important to us to know what our agreement with these external entities look like to know how these "Self Studies" run.

M: The question to ask is how do we buck the national trend in decreasing enrollments?

L: It doesn't always feel like the marketing pull is humanities.

L: Potsdam and Fredonia are cutting programs, it gives concerns on the employee side that we're not getting the resources we need. People are in understandably anxious situations.

M: Todd's campus budget message was meant to bring an optimistic view of the campus finances and reduce concerns that we will follow in the footsteps of these institutions.

4. Health & Safety. We have received a set of complaints from the Registrar's office about their health and safety. In particular, they are concerned about the lack of a second egress in their office. They have seem to have an inadequate plan in the horrifying event of an "active shooter scenario," describing a small room with an obvious breach in the wall. They also have told us that the bathrooms near their office are disgraceful, in need of repair and regularly filthy.

M: It is fire code compliant.

L: This is the first time we're hearing about this, so we wanted to share.

M: Facilities is aware of the concerns and they are putting a more concerted effort into the sanitary concerns. The concern is the number of people who use the restroom.

L: Is there a number you can call if there is a concern with facilities?

M: The customer service center for Facilities is in need of additional points of contact or a hotline to discuss sanitary or facilities concerns.

L: Is there a stop-gap for the sanitary concerns?

M: The concerned groups are aware of whom to contact.

5. Seven-Year Raises: We are returning to the issue of those members who never received their seven year raises. We hope that rectifying this can be a priority.

M: confirmed

M: To avoid overpayments, provide retroactive first and then on a second paycheck update baseline salaries.

M: If there are any questions about the last pay period of the month, please have the individuals talk to HR.

M: There has been a large amount of turnover on our HR and SUNY Central's HR that have caused issues in calculation.

6. Retro-pay: We were all pleased to receive our retro pay and raises in the November 22nd pay check. We are inquiring into how this process has gone so far, how many complaints HR has received and whether there are outstanding issues of which we should be aware.

M: 1700 calculations have been completed manually and inserted into the system. There are 20 unique issues, so the incidence rate is low.

L: Impressive! There have been few questions.

M: There have been questions about how people's math lined up with the individual requestors

The second retroactive will be in the December 20th paycheck

7. ODI process for Internal Hires. We are following up on our conversation about internal hires to see if any progress has been made on regularizing the ODI process across internal and external hires.

M: Concerns have been shared with Sam (ODI). It may be changed where the rubric may be needed when submitting the search plan.

8. CAS Chair Selection Process: We were surprised to see a change in how CAS has selected chairs. Previously departments were allowed to submit a ranking of candidates or submit only one name if only one person wanted to stand or if the department was happy with its current chair. Now, we are told that an unranked list of two candidates must be submitted to the Dean and Provost. We are curious to know if this change has occurred across the University. While we recognize, of course, that chairs ultimately serve at the approval of the Provost, we are dismayed at this seeming erosion of what little autonomy remains for Departments to try to guide their own operations.

M: Sometimes there is one person that the unit wants as their chair.

L: The changes appear to be that they have to submit at least two names and unranked.

L: There is a revision that is causing this issue.

M: Will review what has changed within the document; however, there is a discussion with the dean and the department faculty to determine who the faculty would like to choose. Is there a vote in the department?

L: Yes.

M: If there is a vote, that is different from a ranking. Will review the changes and discuss.

L: Departments would still like to rank their choices.

9. Long-Term Temps: We are looking into the issue of the long-term temps on campus. When we last left the discussion, we understood that management was going to go over the list and determine the reasons why these members remained on temporary lines (31 over a year, 18 of them over 3 years).

M: Remaining temps should be temps due to their grant-funded lines.