

Labor-Management Agenda
August 26, 2019
10:00 – 12:00
UNH 107/108

Attendance: Brian Selchick, Dr. Grace Kim (departed at 10:19), Bill Hedberg, Randy Stark, Maureen Seidel, Aaron Major, Zakhar Berkovich, Greta Perty, Paul Stasi, Joanne

HR

1. Welcome to Dr. Carol Kim: We join the campus community in welcoming Dr. Kim as Provost. We look forward to working with her and invite and encourage her participation in our monthly labor-management meetings.
 - Welcomed all around
 - UUP and Management had a cordial relationship and hope to continue so
 - Started to pay attention to Graduate Student transition from being a student to part-time lecturers from GSEU to UUP. Campus is interested in provided a road map
2. Update on DSI Proposals: We are requesting an update on how the campus is planning to move forward with this year's DSI process, including the compression/inversion and fully discretionary pieces. Has the president reviewed the Chapter's DSI proposals?
 - Proposal submitted by UUP was reviewed by president and executive committee
 - Management are still waiting for direction from SUNY on DSI and equity (but more so on equity side)
 - SUNY was meeting all summer, but still no final word.
 - Campus guidelines are being developed. Decisions will be made in the fall semester. Plan is to share with UUP EC prior to sharing with the campus, but not prepared to share that with UUP today. It was suggested that Management is ready to join UUP leadership to assure transparent process and expectations for schools and departments. The idea of committees reviewing the distribution may be considered or offered as recommendation.
3. Loss of faculty locker room in the SEFCU arena: We remain concerned about the loss of faculty locker room space in the SEFCU arena. As a reminder, this space was not only physically adjacent to the only fitness space on campus available to faculty, but was also the only changing room that was not shared with students. What steps is the campus taking to provide an alternative, comparable space to faculty?
 - Locker-rooms are being renovated and due to Title IX are being developed for 2 new women's teams. Management is hoping that with renovation new space may be available. However, currently there is no plan for return the locker room nor is there a one for foreseeable future. "We are addressing students' needs". But faculty's needs are undermined. It was noted by UUP that while this is minimal change, but it leads to lower faculty morale. Suggestion was made to provide signage to navigate to a different location. The current showers by the pool should be remodeled to create more privacy for faculty.
4. Lack of communal space for faculty on campus: We would like to discuss the possibility of creating a communal space on campus for faculty take their lunch and hold informal meetings with colleagues outside of their offices. We note that, as far as we know, no such space exists for the main campus. Such a space would not only improve faculty working conditions, but would also support university goals of inter-departmental collaboration.

- The space in Massry Center for Business may have a faculty lounge. Back room in the 1844 Restaurant? Needs space on downtown and/or east campus. Zakhar will explore some possibilities.
5. Chronic vacancies closed through WFP process: Recent budget presentations have discussed how much of the money used to close the campus budget deficit and fund new programs came from a claiming of resources tied to what were described as “chronically vacant” positions. We are repeating our request from our June meeting for a list of those positions, including unit and campus title.
 - Randy provided the list of lines not filled and lines added. He is willing to provide an electronic copy of the document for analysis. The net is about 30 FTE. The list was updated by July 31, 2019.
 6. Chronic disregard of posting rules for new positions: This summer the CAS Dean made two appointments to UUP positions in her office; we have also learned that the Director of WCI has made, or is planning to make, two appointments to new Assistant Director positions. None of the positions was properly posted. What steps has the campus taken to ensure that managers and supervisors are trained in, and following posting requirements?
 - There should be a better communication about ODI waivers and communication of vacancies to the managers and supervisors. Consider implementation of the check list for new and promotional positions.
 7. Comprehensive overview of units that have moved: Many academic and professional units have moved their physical location, or are in the process of moving. Could the campus provide a document clearly outlining which units have moved and where they have moved to?
 - It was recommended that a web page be developed to show the movement of the units or directories.
 8. Follow-up on policy documents from April meeting: At our April meeting you provided us with draft policies pertaining to annual evaluation of academic faculty and travel abroad, and we provided our feedback. We are inquiring as to the status of these policies.
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9. IDA Process for 2019-2020: We would like to review the IDA process from this past year and discuss ways that we can work together to make it go smoother in the next funding cycle.
10. Mandatory trainings during work time: In light of the recent (8/16/19) email announcing the use of the Skillsoft on-line platform to complete mandatory trainings, we are asking the campus to follow up on this message to make it clear that employees will be allocated sufficient time during their regular work day in order to complete these mandatory trainings.