UUP Albany Chapter Labor Management Meeting Minutes
November 19, 2013

Attendees:
    Labor: B Benjamin, B Trachtenberg, T Hoey, R Vives, J Harton, M Seidel
    Management: J Mancuso, C Threthaway, B Hedberg, JD Hyde, B Szelest

1. **Updated Part-time dashboards**: Hedberg continues to compile information for years of service/duration of employment, but it is not ready yet. He will redouble his efforts. Bruce Szelest, a guest speaker, provided some information on part-time teaching:

    686 PT faculty/970 individual sections
    35% of all sections taught by PT faculty
    49% by FT Tenure Track faculty
    16% by TAs, FT contingents, and staff

2. **Contract implementation on-call/recall**: The contract DSA announcement came out yesterday and went to senior staff a week ago. Vice presidents were asked to submit recommendations to Mancuso by Friday. There is nothing new regarding on-call/recall. Hedberg hasn't heard back from the president and will let Benjamin know when he does. Eligibility lists a major concern. UUP will help educate/share expectations with members and supervisors.

3. **Open SUNY/seamless transfer:** UUP remains interested in being represented on the campus steering committee for online education. Hedberg said the provost is mindful of UUP's interest in this and noted that UUP members were on the committee. Benjamin insisted on the distinction between having members on the committee, and having a UUP representative, whose role is to specifically speak to labor concerns. Hedberg was not aware of specific plans. There is only one MOOC (in IT, with Trudy Jacobson and a professor at Empire State), but it is not credit-bearing except for students enrolled in a course here in which some of the coursework will count. Listings of SUNY online courses are not complete yet. Monday 12/2/13 4:30-6:30pm the UUP Technology Concerns Committee will hold a workshop on online education. Benjamin will share the flier.

4. Bruce Szelest from Institutional Research (IR) gave an overview of the institutional data available and the new **business intelligence** (BI) program that is able to draw from the multiple databases in use. IR has department profile data since the 1980s which has been used in budgeting for 20 years, but was unable to "drill down" into program-specific information before. It is now possible to quickly see who teaches what kind of courses, cost per credit, compare across programs, aggregate by different levels, and more easily analyze against benchmarks like the Delaware Study (data regarding online courses, grade distributions, course GPAs, etc. will be available). Those with access include deans, senior staff, department chairs and their staff. RF data, space inventory, My Involvement, Community Service and some HR pieces are not yet incorporated. BI is currently geared to meeting academic needs but will be adding non-academic units and will continually evolve to meet needs. Data goes back to fall 2007. Historical data is frozen, but moving forward

history will be captured daily making trends analysis easier. Questions like "Is online education not optimal for first-time students or weaker students?" may be clarified by drilling down to individual student data. Answers may help faculty fine-tune teaching to meet needs for specific classes. Information about decision rules, definitions and searchable fields is on the opening pages of the database. Benjamin requested UUP access to the BI database as it will be more efficient use of L/M resources.

Szelest chairs a committee on instructional evaluation of **SIRF** scores that created a draft report looking at the effectiveness of SIRF evaluations, dropping rates of participation, etc. and made recommendations. The report was finalized, updated and placed on the web. The provost asked Szelest to create an ongoing committee (one of their recommendations). Nominations came from Senate governance, some members were on the original report team, some came from governance councils, part-time faculty, etc. The provost asked them to keep an eye on how this is working and implement the recommendations the provost supported. They will be issuing an RFP for a new external vendor for the program that has the capability to accommodate the recommendations. Plans considered include incentivizing students to participate with access to results, limiting the number of overall questions, and allowing faculty to include questions for their own use. A new system is anticipated late in spring. Benjamin asked Szelest to consider having a UUP representative on his committee to share union perspective. Although they may be one piece of information, SIRFs should not be the sole or primary criteria for the evaluation of teaching effectiveness for full-time or part-time faculty. UUP has particular concern about the over-reliance on SIRF scores in the evaluation of contingent faculty. Benjamin asked Hedberg how SIRFs are used in tenure and promotion. While Hedberg is no longer directly involved in tenure and promotion, he stated that peer reports/observations, grade distributions, syllabi, course materials and sample presentations are also considered. However he indicated that he, like Benjamin, shared a concern that SIRFs were used disproportionately in the evaluation of teaching for contingents. Benjamin would like to see this information distributed to departments to clarify the role SIRFs play in tenure and promotion.

5. At the last meeting President Jones was hoping to announce some more information on **shared services**. Hedberg has not heard any news. Benjamin noted an apparent disparity between what the president said in the previous meeting and what has been discussed at L/M meetings over the past six months. The president claims to want to be an innovator and leader in the field of shared services; we have previously been told that shared services will likely have little or no effect on UAlbany. The president stated a desire to find consolidations where resources would be recycled back into units and course offerings: Are there any concrete examples where this is happening on our campus? Hedberg and Mancuso had no specific examples to cite at the moment. Benjamin asked whether in the absence of NYSUNY2020 funds for faculty hiring this year there are resources to continue the hiring momentum since we are not at the promised 180 new faculty. Hedberg stated 2020 is a major new resource which is not completely exhausted yet, though is dependent on meeting enrollment targets (which has been a challenge). We have been recruiting with it a couple years. Other resources include turnover and CAR funds (when positions turn over in colleges or schools 30% of the salary goes back to a central investment pool that the provost manages and that deans can request funds from. Funds can be reinvested in different

colleges. For junior faculty positions deans can request restoration of CAR funds to have a competitive replacement salary. The theory-is that higher paid senior people retire and schools should still have enough to recruit a junior faculty. At this point, however, there is no news about the number of active searches underway or the degree to which NYSUNY2020 monies will be used for faculty hiring this year.

6. The UUP Women's Concerns Committee has learned that some members who are nursing mothers have not had access to appropriate **campus spaces for the extraction of breast milk**. Trethaway researched the legal requirements which include providing appropriate space with a lock or signage (not a restroom) within walking distance from the office and with a table in the space. Benjamin stated that this is an opportunity for the campus and UUP to do a good job communicating with employees by clarifying with supervisors, department chairs and employees that these spaces exist and where they are. HR will consider posting the information online and communicate with mothers going on maternity leave. Currently the onus seems to be on the employee to go to HR and ask. One issue has been identifying locations within reasonable walking distance on such a large campus, so spaces have been set up case by case. The Women's Committee would be happy to discuss concerns with HR and help educate the campus.

7. Hedberg stated he and the provost have heard no plans for **post-tenure review** for faculty although deans have mentioned it in discussion and he shared such a process is in place at U Minnesota. Hedberg stated post-tenure review must be negotiated as terms of agreement. He did not think deans could impose this, but stated faculty could decide they wanted to impose it on themselves and many departments have developed their own standards for "equitable faculty contribution" regarding course load. UUP heard some deans have initiated this and is looking into it. UUP has also heard faculty candidates were told in their meetings with deans of a new initiative, to expect post-tenure review and that criteria must be met or the course load may change. Hedberg distinguished between the normal annual review of faculty productivity that might lead to workload alterations, and a required review that might happen every five or eight years and look more like the current tenure dossier. No plans for the latter have been made.

8. UUP was told the finance and academic subcommittees of the **CNSE implementation** team would be meeting immediately. Benjamin asked if there were updates. Hedberg shared the provost is working on this but it is moving slower than expected. Mancuso stated the finance team has met once and has a series of meetings planned to the end of the academic year.

9. Add ons:
    - Hoey is working on another performance program/evaluations workshop in spring.
    - Hoey is planning another bullying workshop with Seidel and Trethaway's assistance.
    - Wireless funding for UAB has been approved, potentially with upgrades over the winter break. Another area needing wireless upgrade is the Campus Center Ballroom.

Meeting adjourned 11:50am. Minutes submitted by J. Harton.