

UUP Albany Chapter Labor Management Meeting Notes December 17, 2015

Attendees:

Labor: B Benjamin, T Hoey, B Trachtenberg, J Harton, M Seidel
Management: B Hedberg, R Stark, C Trethaway,

1. **ADA Study:** Benjamin inquired about the results of the recently conducted university ADA compliance survey. There have been ongoing disability concerns on campus. Members can provide anecdotes and concerns. Stark reported that there was a full ADA study planned as part of upcoming campus renovation work, but that it had not yet begun. Benjamin asked whether that survey would cover the Downtown and East Campuses. Stark was not sure, but promised to follow up with John Giarrusso. Stark was also unaware of any study conducted through the Office of Disability Services. Benjamin requested follow-up and a copy of the report.

2. **Contingent Reports:** Benjamin shared appreciation for the Blue Ribbon Contingent Panel's work. There was broad convergence between the Blue Ribbon and UUP contingents reports so there should be good opportunities for collaborative engagement on issues of substance. Benjamin sent copies of the UUP report to all chapter presidents. Hedberg is in a network of administrators at the 4 SUNY centers. UAlbany is in the lead on contingents matters. The work here could be a model for other campuses. Over the break Hedberg and Stellar will create the spring agenda for an implementation team. Hedberg encouraged Benjamin to recommend names for possible members of an implementation committee, in particular part-time academics. Benjamin asked about whether there would be additional moneys allocated to contingent salaries. Hedberg reported that he requested \$1M but only got \$400K and is now working with college offices to discuss distribution (compensation is within the campus prerogative). Benjamin asked if this could be supplemented with other funds, urging that the initial year's allocations particularly be supplemented, thus making a significant move toward better wages, a greater PR impact, and final targets appear more reasonable. Administration is considering this but has multiple projects requiring funding. Hedberg stated administration wants to get started on low-hanging fruit (e.g. visibility, website recognition, professional development). Benjamin asked how UUP could help. Benjamin has discussed a joint forum on contingents with the Senate leadership and panel members would be welcome. This is another opportunity, like the bylaws amendments, for all three groups (administration, Senate and UUP) to work together. Benjamin also suggested a forum for chairs and departmental administrators to discuss concerns and better understand the university's goals and expectations (reinforce 2 courses per contingent, evaluations, inadequacy of SIRFs, service compensation for part-timers, etc.). Bylaws may also need review related to the formal role of contingents. Hedberg stated the University Council (chiefly business people) was shocked at the low per course salary rate. Hedberg presented the contingents report to deans where it was well received. There was discussion about how dependence on part-time staff might be reduced as the U adds to the tenure track, full-time lecturers, uses the instructor title, develops new paths modeled on the regular tenure track which emphasize teaching over research, etc. New titles require BOT input and take years, campus titles do not and could be implemented more quickly. Benjamin asked about the appendix of the Task Force's report noting proposed tenure appears to be a 12-year process (3 years as a lecturer, 3 year renewal, 3 year 2nd renewal, additional 3 year post tenure review). Hedberg stated that this was actually down from an original proposal of 19 years, but that none of the details were set in stone. Benjamin noted the lack of advancement pathways was concerning. With 56% of courses on campus taught by contingents, administration is interested in helping them connect and have broader involvement. There was agreement to continue working on implementation details of various proposals within the two reports.

3. **SUNY Excels/Performance Based Funding:** Administration anticipates hearing more by 12/31/15.

4. **Swipe-card Building Access:** Members have been asking if there is a more rational way to manage building access. External swipe card access to individual buildings is useless when anyone once in a building can gain access to any other building. All staff having access to all exterior doors makes more sense. This allows those with disabilities to enter more easily as well as those coming into the building in bad weather. Stark and Giarusso are evaluating building access and working with UPD. Those with handicaps/special needs should work through HR to request accommodation. Given campus shootings in the news, members have real safety concerns. Benjamin asked what the active shooter policy is. A few years ago campus had discussions about this. Benjamin asked that administration distribute the active shooter policy electronically to everyone. Posting safety information in every classroom is also a good idea. This would reassure and reiterate the campus plan. Hedberg recommended everyone register for emergency alerts and if they see something suspicious to report it. HR offers workplace trainings and UPD can provide active shooter training.
5. **Information Studies and Informatics Departments:** Benjamin received concerns about Interim Dean Boyer moving departments out of the College of Engineering and Applied Sciences and asked for an update. Hedberg indicated there was no discussion to eliminate programs, but rather where to locate programs on the organizational chart (which is still uncertain). Benjamin stated he was glad to hear these were not department closures, but reiterated such discussions can be unsettling. Benjamin expressed concerns about last spring's Senate deliberation on the creation and renaming of this college. The new College of Applied Engineering naming was done with explicit understanding that existing departments, explicitly including Information Science, were at the core of the new College. Yet a semester later we are told that this Department will be moved. Hedberg stated it changed because Boyer, an engineer who knows how engineering colleges are constructed, was hired and he has informed the leadership. Faculty were concerned that in addition to being moved, a number of faculty who seem more beneficial to Engineering were enticed to stay in the College of Engineering which depletes the units they were being drawn from. Hedberg stated all was still under discussion, he was not certain of the next steps. The provost wants to create engineering and applied sciences but not at the expense of other groups and wants to hire faculty who are helpful to the whole, including generating external funds and enrollments. The University and Boyer are working with the Senate to come to a resolution.
6. **Winter Shutdown:** The U asks employees to make changes to work routines over the break to facilitate energy savings, including not working in cold offices and considering taking vacation. These can pose real challenges. UUP asks administration to have a slightly more liberal policy on how employees do their work during this period to make it easier on everyone. Stark indicated there was a Q&A provided at the end of November, that schools and departments are given discretion on how to handle this and that work can be done from home. Benjamin has heard concerns from a number of areas around campus and noted that CAS seems to micromanage this process, superseding supervisors' management of staff these 2 weeks of the year by requiring another layer of approvals for work that are not required the other 50 weeks of the year. Stark reiterated that nothing had changed from previous years. He pledged to review the CAS instructions.
7. **UUP Scholarships:** Last year the deadline was inadvertently missed so few or no UAlbany students were in consideration. This year the chapter wants to be sure to encourage all eligible UAlbany students (graduate and undergraduate) to apply. Trachtenberg asked Management to run a query of student records to identify who is eligible and provide an address list. UUP can draft a letter inviting these students to apply. There is likely to be more funding this year since this is the first time SEFA donations could be directed to these UUP scholarships.

8. **Employee Recognition:** Benjamin asked for an update and asked how UUP can help HR get this done. This has been in discussion for several years. Stark wants a more robust plan going forward. Trethaway stated there were database problems with changes to the new SUNYHR system and resulting unreliable data. Self-nominations were discussed as a possibility. Low-hanging fruit of 25 years+ seems simple. UUP can provide employment data with SUNY start dates if that will help for cross-checking purposes. We need to get the recognitions started again. A few errors in recognizing people too early would be acceptable. Benjamin urged HR not to let the perfect be the enemy of the good in this case. The University should put on a modest recognition ceremony as soon as possible.
9. **CIO Hire:** UUP was glad to see this position has been filled and that the concerns raised about educational expectations were met. UUP requested that Simeon Ananou be invited to LM as a guest speaker. UUP would welcome a dialogue with him from the start. ITS has had concerns related to retention, internal promotion, union issues, diversity and realigning state titles with ITS job duties.
10. **Guest Speaker:** Benjamin requested Laura Schweitzer be invited to a spring LM meeting to discuss her vision and progress in working with Wadsworth, and the School of Public Health academic units on the East Campus, etc. It would be helpful to hear her thoughts on the relationships, any MOUs and how these groups will integrate, UAlbany's expectations and their missions.
11. **Add Ons:**
 - a. In the interest of working together with the legislature for our common good, Hedberg will provide the U's **legislative agenda** to Benjamin and Benjamin will likewise provide UUP's to Hedberg. Hedberg also suggested Sheila Seery might also be a good LM guest in spring.
 - b. Administration received over 140 **IDA** applications requesting \$129,000 (the allocation was \$55,000, of which about 15% goes to part-timers). This is the largest number received. Hedberg said the committee will receive the information 12/8/15 and he plans to convene the group next week in order to make decision by the end of the calendar year. Most requests are for funds to participate in conferences. If all applications are eligible and appropriate, about 40% of requested funds for full-time applicants and 60% for part-timers should be available.

Meeting adjourned 11:35am. Notes submitted by J. Harton.