

# UUP Albany Chapter Labor Management Meeting Minutes

July 16, 2013, 10am, UNH 306

## Attendees:

Labor: B Benjamin, B Trachtenberg, T Hoey, R Vives, J Harton, M Seidel

Management: B Hedberg, J Mancuso, C Trethaway, R Jones

- 1. Nano Update:** What is the new proposed structure? The TU indicated CNSE will be a new degree granting unit. Jones reminded all to take media stories with a grain of salt. There has been ongoing dialogue since before Jones came. In 2008 the Board of Trustees gave Kaloyeros authority similar to a SUNY president. CNSE has been innovative and done much to bring jobs to the state, delivering on the Governor's and citizens' expectations—since 2008 13,000 jobs and 4 billion dollars coming to the state as a direct results of CNSE. CNSE is not a traditional college unit (it does not fit like RNA, CAS or the other 9 colleges)—it has taken a different path for a long time and evolved into something different, planting itself strategically around the state in satellites, part of the evolution of this new enterprise. Jones stated we need to consider how we move forward to assist in its evolution. A committee was created to see if it made sense to make CNSE an independent degree granting unit. It's unclear whether it will be a 65th campus. This morning the Board hears from a special committee the chancellor appointed (Castellana—chair of UAlbany Council—Fardin Sinai, Nano had 2 representatives, there were 2 trustees and it was chaired by Tim Killeen, the new president of the Research Foundation). If the Trustees endorse separation, moving toward CNSE becoming a degree granting entity, this could happen as early as fall 2014, depending on the path the Trustees choose for accreditation (Middle States would be involved). The only value added path forward is in advancing both the university and CNSE.

If the resolution is passed a committee will need to be appointed to clarify the relationship. Unlike the other 64 campuses, CNSE and UAlbany are geographically connected. Nano will remain dependent on UAlbany for services that they have no interest in or capacity to replicate. Concerns about and fees for financial, administrative, academic, library, student, IT, etc. services will need to be addressed in an MOU. For the immediate future it will be business as usual, with a \$6.5M pass-through providing for services. Nano has 13,000 sq ft of space on the podium assigned to them that they're not likely to want to keep, but national weather service operations and Atmospheric Science currently housed at CNSE may no longer fit there. This will also be part of the discussions. The chancellor will be thinking about a committee (UAlbany will have a representative) that will take broader issues up regarding accreditation and how this new entity will operate as a SUNY campus.

While Nano has done well bringing outside business in, they have not partnered as well with academic issues in the university. The greatest potential Jones sees regarding the separation is addressing missed opportunities that are mutually beneficial. CNSE contributes surprisingly little to the University's total sponsored research funds (~ \$200M total). Ideally our research potential would grow exponentially. Kaloyeros and Jones are talking about a more collaborative path for 3 areas with joint or collaborative research. Currently neither UAlbany nor CNSE are applying for major grants, working together sometimes UAlbany could take the lead and other times CNSE could. Clear distinction between the two will make some aspects of funding easier. In the past the legislature and funding sources have seen the two units as one and would only give to one. Increasing our research stature will shape the university for years to come.

Regarding faculty governance and transparency, the memo of CNSE autonomy that allegedly exists has been off limits. Jones said he plans for this process to be transparent and wants engagement from UAlbany and CNSE. While Jones may need to make the ultimate decision, he said he will make it

with as much input as possible. A broad based committee on campus that interfaces with the provost may be a major driver of the joint committee he and Kaloyeros will convene to work out the MOU.

CNSE has played a driving role in the UAlbany Faculty Senate while not contributing in other ways. A split would presumably include a reduction of CNSE's role in faculty governance at UAlbany. Jones agrees this needs to end. The CNSE presence has had a dampening effect in trying to initiate discourse about whether a split makes sense. This may continue over the next year, but after the new structure we need to transition. We can't have dual citizenship—dual appointment is ok, adjuncting at both is ok, but separate but not equal does not work.

With faculty with affiliations in both UAlbany and CNSE, will the separation entail another union chapter? If services are shared (like Cobleskill/Delhi) this could be shared, but if it's a separate school it can't be. Will UAlbany be providing HR? If not, CNSE will need a separate chapter. There are about 89 UUP positions at CNSE. Related to this, Kaloyeros' status is troublesome. If he's not management confidential, he's faculty, however, he's not a faculty if he's running a separate unit in which case Taylor Law would require Kaloyeros have a different title. We have concerns that more of the teaching load could fall on CNSE grad students and adjuncts/part-timers, so we'll need to stress a few full time faculty and part-timers can't do it all. In addition, we have concerns that CNSE will hire Research Foundation employees instead of union state employees. Where viable, Nano should remain a public research entity.

2. **New Hires:** UUP had requested a list of all new faculty hires who will begin in fall, including which lines will be funded from NYSUNY2020 to facilitate UUP outreach to new faculty, welcoming them to the campus and union. Mancuso/Hedberg provided information on 35 new hires; there should be 50+ new FT faculty, including some visitors in 2-year terms (some are pending--they are starting to make offers for the Critical Thinking Writing Program). Hedberg will provide updates. Hedberg was reluctant to label faculty coming in as NYSUNY2020 since the funds are investments in departments, not faculty. Departments are being held accountable for performance metrics via MOUs with expectations, milestones/goals to achieve targets (increase funds or enrollment). This doesn't factor into faculty tenure, only into departments' ongoing support. Departments should not hold new colleagues accountable for SUNYNY2020 goals. They are trying to not put faculty in the middle. They're also trying to avoid labeling diversity hires.
3. **Contract Implementation:** What decisions have been made? What needs clarification? Are there anticipated concerns? The governor has not yet signed off on the contract. The trustees are discussing it today. HR cannot act on it yet. Mancuso created a summary document for senior staff about DSI proposing we implement DSI as we have in past, have 2 DRL days in the winter holidays and provide a policy from the president's office about recall/on-call and who makes the decisions and in what circumstances. Benjamin asked for a copy of Mancuso's memo to senior staff. Mancuso will send this. The broader the DSA distribution, the better. Large amounts of funds going to individuals has been problematic. UUP applauds that the percentage is being applied to both FT and PT staff. June 30 is the payroll snapshot for establishing the fund, 28% to part-timers and the remaining 72% distributed to full-time. This is a system administration figure. The chancellor's performance incentive provides everyone \$500. Benjamin and Mancuso will develop a clear document outlining deficit reduction days, DSA policies, the \$500 bonus, etc. that will be sent to all members so they will understand when and why they'll see changes in their paychecks, what days they'll be taking off, etc. Payments are retroactive to July 1 only for those on the payroll as of June 30 and will be paid in the last pay period of November or the first pay period of December. If the health insurance open enrollment period starts August 1, we need to communicate this ASAP since changes will be made September 1. We need to help people plan for paycheck decreases as a result of DRL coming out and health insurance increases particularly since the raise will not come until late fall. If the bill is not

signed by 8/1 Benjamin will talk to Dangler and Mancuso will talk to Ray Haines to discuss whether to bump dates back. Mancuso will share the Civil Service release calendar of holidays for next year with Benjamin and send to all staff after discussing it with him. Typically Election Day is a floater for the day after Thanksgiving and Lincoln's Birthday is free to use at a later date. UUP requested copies of all documents developed or received about campus contract implementation.

4. **OpenSUNY Update:** Are there any specific initiatives planned for fall? Any committees/taskforces charged with developing programs or policies following-up on the "Framework for Online Teaching and Learning" draft document? Hedberg shared this is an evolving, aggressive, ambitious objective, but it's not moving quickly over the summer. The provost is aware of interest in developments. Benjamin asked if Hedberg had a sense for whether departments are trying to ramp up online teaching. Hedberg shared summer/winter session online courses fill quickly and two MA programs in Ed and one in Public Health are already delivered entirely online. Hedberg shared one department is close to an online major. Benjamin asked if such a major would go through all the usual curriculum committees and governance. Hedberg did not know the answer. He acknowledged quality is a concern. The university will work with willing faculty on online offerings, but not force individuals. Hedberg will research and develop an inventory of programs.
5. **Shared Services Update:** Has admin received any information about how the SUNY-wide survey about FTEs devoted to campus operations will be used? UUP asked again for a copy of the final UAlbany survey data. The McKinsey consultants requested the data. Hedberg submitted the information and hasn't heard anything more. Hedberg has reservations regarding the utility of the data which had to be collected in a very short time. Benjamin requested a copy of the overview of the U's indirect cost. Hedberg will check with Kevin Wilcox regarding the last time the university analyzed indirect cost recovery, but the document is not Hedberg's to share. Hedberg suggested that Kim Bessette provide a presentation on campus finances to address any UUP questions.
6. Thanks to Facilities and cleaning staff for their work cleaning and moving the UUP office related to the **flooding emergency**. If we needed to cancel class for flooding, the snow emergency plan would be used. It serves to remind us we need more staff to care for our facilities. The skeletal staff, the age of the infrastructure and that systems are closely interrelated (eg sprinkler systems lose charge when a fire alarm goes off which then impacts chillers, etc.) make emergencies even more problematic.

Meeting adjourned 11:15am. Minutes submitted by J Harton.