

UUP Stony Brook University West Campus EB Meeting, May 17<sup>th</sup> 2011

Facilitator: A Shertzer

Recorder: J. Shackelford

12 PM meeting called to order

#### Attendance

|                  |  |                    |  |                     |
|------------------|--|--------------------|--|---------------------|
| Amy Margolies    |  | Charles McAteer    |  | John Shackelford    |
| Arnold Wishnia   |  | Cheryl Hamilton    |  | Judy Wishnia        |
| Arthur Shertzer  |  | Daniel Kinney      |  | Linda Crawford      |
| Barry Tobachnick |  | Diane Bello        |  | Linda Sandberg      |
| Bill Godfrey     |  | Dominick LoGiudice |  | Pam Wolfskill       |
| Bushra Butt      |  | Edward Quinn       |  | Warren Randall      |
|                  |  | J. Watson          |  | Yuni Yoshino-Hempel |

- 1) Motion to approve April EB meeting minutes: E Quinn

Motion Seconded: W Randall

Motion Passed

- 2) Guest Speaker: Nancy Squire, Interim Provost (former Dean of Arts and Sciences) Bain and Company's presence and initiatives.

The Provost stated that there has been much of anxiety among staff mostly but also with faculty due to a lack of communication. She is going to individual departments and answering questions. She is inviting people from the departments to come in and meet her along with Bain and Company. Bain and Company are very collaborative and are talking about shared services. Bain and Company and the Provost are working with 4 clusters of departments currently. They are considering shared services. That is where they are focusing. This University is reaching an age where retirements could cripple some departments. We can't rehire. We are not talking about firing people we are talking about how to arrange people so departments can function. One of the things the Provost thinks about allot and has gotten allot from staff is that they have no career path within the department. One of the things we talk about allot is forming department collations to allow career paths to open.

The ATC department positions are being looked at as shared resources. Some of the questions the ATC's presented us with is that:

- The fear of firing people of no permanent appointment. The Provost assured us that will not be happening.
- One of the fears is that positions will be changed greatly and jobs will no longer be enjoyable. The Provost assured us that this is not a desired outcome.

Each department being examined is different and thus each implementation is different.

Questions followed discussion

Q: Does it save money to combine departments.

A: Yes and people are retiring. We have a hiring freeze. We are facing challenges. We have 90 open positions. That saves money.

Q: Bain initially said that IT was understaffed? How is that being addressed?

A: that is possible. By redeployment we can balance things out. We are working with staff to design a solution. The focus is a key concept. Certain things you do want to have centralized. Some you do not.

Q: Then will things be chopped up based upon departments. Combining departments too?

A: We are not combining departments, we are sharing services. Things will be different based on many factors. Shared service can only make sense.

Q: Will ATC's still be writing position descriptions or will Bain and Company?

A: It will be a collaborative effort

Statement from a member: Having 1 ATC working for two departments is not a shared service.

Response: Yes it is. We are talking about one department sharing one ATC and one Chair temporarily. There are many factors to consider when determining if that even makes sense. Certainly you can't have one staff person running half way across campus to make photo copies for another department. These things are being looked at and carefully considered.

Statement from UUP Member: If you have one chair and one ATC you really just have one department.

Response: No, because it's just temporary. It is not a permanent solution.

Q: In instances where you have one staff/ATC serving two departments, will there be a clear chain of command where the staff is only reporting to one supervisor?

A: Yes.

Q: Will Bain and Company be doing anything with academic programs? How will these implementations effect academic programs?

A: Bain is not going to touch the academic programs – Bain has never claimed to have academic knowledge. Bain's surveys were only useful in a global way. It's a boot strapping process that will be repeated. We've also learned some jobs have cycles. We had not considered that until it was raised, however we are taking it seriously now. We are also looking at making sure employee's get to use their vacation time. We are being careful and trying to help overwork employees be able to take their vacations.

Q : Will there be money to cover increases for those that take on additional duties. In the past we've been told there will be money to compensate employee's for taking on additional duties.

A: Can you tell me when the next contract is going to be out?

No more Questions followed, Guest Speaker left.

**Presidents Report:**

a) Release time

Chapter President A. Shertzer left the room.

VP for Academics, Dan Kinney Presiding  
Motion to Approve: W. Randall  
Seconded: E. Quinn

Discussion: Much discussion took place regarding the written request. Some of the discussion was ruled out of order as it did not pertain to the approval of the release time.

Motion to call the question: D. Kinney  
Question Called  
Motion Passed unanimously

A Shertzer returns and resumes role as facilitator:

We've been working very hard with faculty, going to them where they are, and we have a good relationship the faculty them now. Our greatest strength is our diversity and collegiality.

**VP Academics, D. Kinney** : We (academic counsel) had our last two meeting and we will be working with Paul Edelson and Ed Lindbloom (**check spelling**) . Our unemployment insurance for adjuncts talk was not as successful as we would have hoped. We faced lots of issues and have learned from it. Large geographic range and poor time (12:30 PM)

A. Shertzer: we are going to be using web presentations and streaming content to reach our people.

The adjuncts have been hit hardest

**VP Professionals, C. McAteer**: (Handout) Saturday June 4<sup>th</sup> is our 3<sup>rd</sup> annual LI Professions UUP conference. Lisa Willis (Why Appointment Type Matters) will be presenting there. See handout. Our Delegate Professionals will have a meeting or two this summer. A sort of orientation and what to expect at a DA.

**Treasurer, E. Quinn**:

\$6361.56 in Checking

\$8020.49 in Savings

\$14382.05 total

Outstanding Invoices: 2,424.32

\$11957.73 balance

\$30.69 rebate check

11988.42 Total

– This should carry us through the summer and a positive balance for the new treasurer. We did present supplemental request to UUP Statewide

We were approved approximately \$25k out of \$30k we asked for and we will can work with statewide treasurer for the last 5k as needed.

We want to purchase an external hard drive to back stuff up to. Approval to spend \$120 for external drive

Motion to allocate \$120 to purchase an external back up drive: A Margolis

Second: C. McAteer

Passed

**Professionals Grievance Chair, D. Bello**: Everything is going well. Lisa Willis has been great.

A. Shertzer: Our LRS, Lisa, has been great especially considering how busy she has been. I am concerned that Dr. Stanley personally reviews each file personally and even comes in on Saturday to do them. Some people are now being non-renewed for programmatic reasons. We need to keep an eye on this one and it could potentially be a big problem.

**PT Concerns, W. Randall:** Appendix in contract regarding unresolved issues, I believe this still has to be looked into. Regional minimums for adjuncts must be looked into. These are important topics.

**Affirmative Action, C Hamilton:** Statewide Affirmative action – there are talks about formalizing an affirmative action officer, either as an appointed or elected position. The statewide is working on a handbook; locally we have a lot of interest in this.

**Committee Reports:**

**Social Committee:** Great reviews of green cactus - very successful.

Old Business: None

New Business:

- A. Shertzer: TY for those who come and volunteer and things are bad now but things will not always be this way. Special thanks to Judy Wishnia.

Motion to dismiss: D. Kinney

Seconded: E. Quinn

Passed by acclamation

Time: 1: 15 PM