

**UUP United University Professions
Executive Board Kickoff Dinner Meeting
August 24, 2011**

Present: P. Knuepfer, G. McKee, E. Shephard., D. Stone, J. Goldman, R. Cornelius, S. Atav, R. Pompei, J. Dix, L. Havtur, D. Kunke, B. Roth, G. Jackson, S. Rabeler, S. Michael, T. Perry

Guests: D. Wood

The dinner started at 5:00 pm.

Jim welcomed the Executive Board to the start of a new academic year. A broad-based discussion then ensued about initiatives and strategies for the coming year, and action items to implement them.

Increase representation on Binghamton's UUP Executive Board. The current Executive Board has good representation from some areas of campus (e.g., Division of Science and Mathematics at Harpur College) but no representation from other areas (e.g., School of Education, CCPA). To best represent all of UUP-represented employees, we should get representation from all areas of campus.

- Current Executive Board members will identify UUP members in departments, divisions, and schools with no current representation on the Executive Board who might be interested in becoming more active in UUP. The names of these UUP members will be given to Jim, who will approach the members and invite them to attend Executive Board meetings as visitors.

Non-renewal of professionals. The administration has continued to non-renew professionals, apparently for budget reasons only. The non-renewals can be devastating to professionals, especially to those professionals who have had stellar performance evaluations right up until the time of non-renewal. Professionals play a key role in the instructional and research mission of the university, and decreasing numbers will adversely affect this mission. The Executive Board needs to raise awareness of this issue.

- Jim will collect data as to which units have been affected.
- Non-renewals will be publicized by articles in the newsletter, and put on the agenda for Labor Management meetings.
- Jim will liaison with UUP officers at other colleges and university centers to share ideas on
- Jim will invite Philippe Abraham (statewide Vice-President, Professionals) to address BU employees
- The Exec Board will explore ways to incorporate more due process in professional renewal

Conflict between academics and professionals at Binghamton. Given the zero-sum budgeting model in an environment of decreasing resources, there is an apparent inherent conflict between academics and professionals: to maintain the academic mission of the university, the resources available to hire and support professionals decreases. In some areas of BU, this apparent conflict is real and has led to deteriorating relations between academics and professionals. In other areas of BU, academics fight to maintain staffing and support for professionals. [Note: I do not have any action items for this topic in my notes. Please correct me if I am in error.]

Staffing of new units. The administration has rearranged offices and support staff across campus. Are the newly created units staffed with new UUP-represented employees, or UUP-represented employees who have been transferred from other units?

- Jim will collect data on staffing of reorganized units.

Shared services. Binghamton has been paired with Upstate to explore shared services between the two institutions. The shared services, similar to corporate restructuring, may lead to job losses of UUP-represented employees at BU, as well as academic restructuring. UUP (and apparently, the BU administration) has not been consulted on shared services. There appears to be little information about the implementation of shared services between BU and Upstate.

- Jim will monitor the implementation of shared services, and share information as it becomes available with the Executive Board and UUP statewide. The information will also be publicized on the UUP Binghamton web site

Relevance of UUP; activism and volunteerism; social aspects of UUP. Anecdotally, most UUP-represented employees see little relevance of UUP in their professional lives at Binghamton. A symptom of this are poor attendance at UUP-sponsored events (such as meetings about what should be in the new contract, and call for volunteers to serve as UUP representatives on committees). UUP should be more active in publicizing the role of UUP at Binghamton, and generally raising the awareness among employees of the role UUP plays in their lives.

- UUP Binghamton will sponsor a First Friday event, perhaps centered around Don's studio.
- UUP will sponsor a film or speaker's series, perhaps at the Art Mission
- UUP will extend sponsorship of the Harpur College Dean's Lecture series to other schools on campus.
- UUP will sponsor a social hour on campus, 4:30 pm – 6:00 pm; each Executive Board member will invite three other people; the social hour will be billed as a membership meeting.
-

Meeting adjourned at 7:00 p.m.

The next Executive Board meeting will be Wednesday, September 21, 2011, 11:30 am – 1:00 p.m., LN 1324C