

# Connection

Binghamton Chapter, United University Professions



## From the Chapter President

### The holidays are upon us — so let's enjoy them!

by **Darryl M. Wood**  
Anderson Center

I am writing two columns for this newsletter – here is the positive one; the one with coal in the stocking appears on page 4.

UUP is positive with the University as much as possible. We offer to assist in whatever way we can. We represent your concerns, your needs and your wants. We represent you in our discussions with the administration here just as UUP in Albany does the same with SUNY, the New York State Legislature and the gov-



ernor. These are your successes in the recent past. A number of you have approached us with your energy use/environmental concerns over the years. Encouraging the use of mass transit, car pooling and other fuel use savings have been central to many of your comments. UUP has worked with the state to implement several pilot programs for pre-tax mass tran-

sit options but this has not yet been extended to the Southern Tier. You have also clearly noted your concern for other types of energy savings on campus. Those comments have centered on power use on campus. Underlying all those comments is your concern for the environment. You know that not using fuel for transportation does more than just save money, it also saves our environment for enjoyment by our grandchildren.

At our most recent Labor/Management meeting with President  
*continued on page 8*

### Spitzer replies on funding for SUNY

*Our colleague in the Watson School, Bob Mess, shares with us the following note from Eliot Spitzer's office on this critical subject:*

October 13, 2006

Dear Robert:

Thank you for your interest in Eliot's campaign for governor.

He appreciated your thoughtful question regarding his position on the SUNY budget. New York's SUNY and CUNY systems are among our state's greatest assets, and some campuses perform very well. However, as a whole, our public higher education system can and must do bet-

ter if our state is to compete in the twenty-first century economy. We must make long-overdue investments and reforms that will enable our SUNY and CUNY systems to achieve academic excellence, to be more affordable, and to play a key role in our state's economic revitalization.

We believe that it's time for change in Albany. And we need your help to make it happen. [...etc.] Thank your for joining us on this exciting journey to restore New York State to the greatness and opportunity it once defined.

Best Regards,  
Spitzer-Paterson 2006

### Let's have minimum salaries for part-time academics!

by **Beth Turcy Kilmarx**  
Libraries/  
UUP Campus Part-Time  
Concerns Representative

UUP declared the 2005-2006 academic year as the "Year of the Part-Timer." Since that declaration, the union and individual SUNY campuses have taken steps to improve the quality of working conditions for both its academic and professional part-time employees.

For example, in the past year, UUP has established the *Fayez Samuel Award for Courageous Ser-*  
*continued on page 7*



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The opinions expressed in this newsletter are those of the authors or of the Binghamton Chapter and are not necessarily the opinions of United University Professions.

The editor welcomes letters and other comments of interest to the Binghamton Chapter.

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## An editorial opinion on negotiated salary increases

by **George McKee**  
**Libraries**

Now that it's time to renegotiate our contract, the question of salary increases comes up in various guises. For example, discussion continues in chapter Executive Board meetings whether to update the salary data now posted for the BU community at the chapter website, <[www.uupbinghamton.org/docs/BUonly/UUPSalaryInformation.htm](http://www.uupbinghamton.org/docs/BUonly/UUPSalaryInformation.htm)>.

If you've feelings about this — or any compelling insight — please contact an executive board member soon.

Unlike some New York state employee classifications, the UUP bargaining group benefits from raises awarded at the discretion of management. That is to say, management may increase your base salary at its discretion, and UUP will defend the new base against any future reductions.

Moreover, with the typical percentage salary increases which UUP negotiates in the contract, you'll get even more money than if you had not received a discretionary raise. Doubtless, it is a healthy circumstance to allow management and supervisors to award good service in this way.

However, management does not require a contractual paragraph to make discretionary awards. Each year, resignations and retirements yield a lot of spare change in the University personnel budget, and it is certainly available for distribution according to management discretion. Fred Floss, the UUP negotiations team leader, made it quite clear in his campus presentation in October (see page 5): the contractual funding of discretionary raises is always a management initiative at the negotiations table, and UUP agrees to it in the general interest of

the UUP bargaining group.

Furthermore, this contractual funding is by no means a limiting factor on the amount of awards.

There seems to be agreement that salary inequity is a problem in SUNY and at BU, too. Some of us make two or three times as much as others in similar lines of work. These differences and the sometimes insultingly small size of so-called discretionary awards are evident from the salary figures posted at the Chapter website, so colleagues who input to the deliberation of discretionary salary increases are able to consult them.

Salary inequities are sometimes the subject of studies undertaken by UUP in collaboration with the state — and they have sometimes been specifically addressed by funding in the UUP contract. However, it is very difficult to identify and to prove salary inequity across a population as diverse as ours.

Consequently, one is puzzled, in considering salary negotiations in our behalf, why UUP consistently accepts a system of across-the-board non-discretionary raises which exacerbates existing inequities. To settle — as we shall inevitably do once more — for percentage increases based on current salary levels produces raises for some of us that are two to three times as much as for others.

This situation is not in the interest of the bargaining group; and while it may be in the interest of management, management always has the means to address it independently of the contract. Although percentage pay increases are also a part of the *lingua franca* of the North American workplace, mightn't we ask the premier academic union in the country to show some leadership on this particular subject? Isn't it time for a serious look at simple lump sum raises across the board?

## Roadblocks on the BU Information Highway

by Jim Dix  
Chemistry Department

For quite a while now, I've been somewhat mystified at how the administration manages Binghamton University. Part of the mystification is on account of the paucity of hard information UUP Binghamton receives from the administration. On page 4, Darryl Wood details several cases in point:

Since the start of the semester, UUP has been trying to get the net number of new faculty hired this year. We have been unable to get this information from the administration (even though other faculty constituencies on campus have been given this information).

Another case in point: For some time, we have requested details on the hiring plan for new faculty. We have not been given any detailed information about a hiring plan. Why is it that UUP has so much difficulty in obtaining detailed information at this University?

UUP meets once a month with the administration "to discuss matters of interest raised by either party" (the so-called Labor/Management meetings). President DeFleur attended November's meeting, and one item on the agenda was the difficulty UUP Binghamton has had in obtaining information. In response to UUP's concern about the apparent lack of a hiring plan, President DeFleur stated that at her level, there was no specific hiring plan. Instead, she discusses general objectives and initiatives with her senior staff, and then delegates development of hiring plans to the various divisions and units. (An exception to this *modus operandi* was DeFleur's reallocation of \$3 million earmarked for new faculty hires.) Specific hiring plans are not forwarded back to the president for review. In response to UUP's con-



cern about the lack of information about the net number of new faculty hires, President DeFleur stated that at the time of UUP's requests, she was not aware of specific num-

bers. The numbers given to other faculty constituencies on campus were not official numbers. What I gathered from these exchanges is that the President's management style, perhaps by necessity, is long on vision and delegation but short on detail.

It appears that UUP has been asking the wrong people for information. We really should be asking the administration officials who actually develop and approve specific plans. Alas, when we take that tack,

we are told that there are no official plans or numbers, and that such plans need to have an official stamp of approval to be released to UUP. We can't seem to get access to any point in the information pipeline: the lower-level administration officials develop plans but don't give them to us because they are not official, and the upper-level administration officials declaim no knowledge of official plans.

The key issue here is the reluctance on the part of the administration to give UUP anything but official plans and numbers (and it's not exactly clear at what juncture proposed plans and preliminary numbers become official). This reluctance is based on the formal arms-length relationship the administration insists on having with UUP. For whatever reason, the administration prefers to treat UUP as a separate en-

*continued on next page*

### Full-time faculty numbers increase

President DeFleur's reallocation of University funds toward the hiring of new full-time faculty has finally paid dividends. According to figures provided to UUP by SUNY Central, the number of full-time faculty this year has increased by 7% over last year, while the number of part-time faculty has remained the same:

Academic Faculty at BU			
	Nov. 04	Nov. 05	Nov. 06
Full-time	505	507	540
Part-time	210	255	257

The 7% increase in full-time faculty is greater than the 2.6% increase in enrollment over the past two years, and marks progress in reducing the student:faculty ratio. The numbers are indeed good news, and shows what can happen when a priority academic area at Binghamton is identified and resources are allocated to that area. Given the excellent SUNY budget this year, we hope that next year's faculty numbers will be even larger.

*(A note on numbers: UUP's are the number of faculty who are on the state payroll being paid to teach at a specified time. These numbers differ from administration numbers, which may include faculty associated with BU but not fully on the payroll because they are, for example, on leave.)*

— Jim Dix



# Is there really a plan for the future of BU?

by **Darryl M. Wood**  
**Anderson Center**  
**BU Chapter President**

Part of our normal conversations with the University includes asking for information regarding past as well as future actions. Those requests relate to contractual issues and University actions that have an impact on you, our members. You also ask us for this information — you have a right to know.

We ask what is planned for the Downtown Center. You want to know not only who will be there and how parking will be handled but also how emergency repairs and transportation to and from the Vestal campus will be managed.

We ask about enrollment targets, especially since we publicly hear various numbers mentioned. Enrollments have an impact on how you do your job.

We ask about hiring plans. We want to know not only how many new Academics were hired for fall 2006 but also where the University expects to be over the next few years with that type of hiring. We hear that Professionals are not going to be replaced when they leave and we want to know if that is University policy.

We have asked how the University will measure progress toward its Strategic Plan goals. We fully agree with many of those goals but just want to know how the University will determine whether it has met them. For example, there are goals related to internationalization and sponsored research activity but no statements expressly defining those terms nor how they will be measured.

You might argue, with some validity, that those are University issues and UUP has no right to this information. You might also argue that UUP should not be involved in that type of decision making. Also potentially valid, depending on your perspective of the role of UUP, the administration and various gover-

nance groups on campus. Regardless, we ask because you want to know what is happening on campus and where the University wants to go. More importantly, rumors can be detrimental to the operations of the campus and we want to dispel them, not create them.

The general response to these questions and others is a variation of, “We don’t know,” “We haven’t decided,” or “There is no plan.”

We raised questions about the Downtown Center when it was announced more than two years ago. We have never been formally told who will be there or received responses to our other questions about parking and travel issues. A committee is exploring these issues for implementation in less than ten months, and there was a commitment from the president that we would be appropriately consulted. We await that consultation.

The University’s publicly stated enrollment target is still 15,000 students, although we hear numbers ranging from 17,000 to more than 20,000 are being discussed. When we ask about these higher numbers, we are told the lower number is still

the target regardless of what any particular campus vice president or other campus official says in public.

When we asked in June what was the University’s hiring plan for the coming year, the response was, “There is no plan.” When we asked how many new Academics and Professionals were expected for the academic year, 2006-2007, we were told that number is not available. When we asked for an estimate, we were told they could not provide an estimate. We have since asked whether the University has any type of hiring plan and been told, “There is no hiring plan.”

We began asking questions about the Strategic Plan in September, 2005, and have not yet received a complete answer to our questions. We have been told that each division is still working on how it will implement those goals and how success will be measured. We think you want to know that information, too.

We are a very good university, the best in the system, but it sure does appear we have stumbled into that ranking, because, based upon these responses, “We never planned to get there.”

## Roadblocks on campus information

*continued from page 3*  
tity, with a relationship straight-jacketed by a strict interpretation of state-labor relations emanating from the Office of Employee Relations at SUNY Central. The epitome of this relationship was when I, as UUP vice president for academics on campus, wanted to set up meetings with the Provost, as chief academic officer on campus, to discuss items of mutual interest. The provost insisted that Darryl Wood, chapter president, be physically present during any discussion with the provost even though Darryl would not contribute to the discussion.

A SUNY-UUP relationship does not have to be like this. An excellent example of more fluid administration-union relationship was the one

established at SUNY Albany when they hired their new president, Kermit Hall, in February of last year. Before his untimely death in August, Hall brought a new way of thinking about the role of UUP in the University. He reached out to the union, was proactive, and focused on how to solve problems cooperatively with the union. As a result, issues of concern for UUP Albany were resolved with a minimum of fuss. Union leaders at Albany wax ecstatic when they talk about the halcyon days of Hall’s presidency.

UUP Binghamton has a lot to offer in the way of improving this University. We only wish that the administration would adopt a less rigid working relationship with us.



**Contract Negotiations Update**

## Chapter visits wrap up with great results

(From *UUP Connection*) The two-month round of visits to UUP chapters has drawn to a close.

With the completion of the campus-by-campus "Listening Tour" scheduled for Nov. 16 in Buffalo, the negotiations team is looking ahead to the exchange of proposals with the state. That's likely to take place in early 2007.

Members still have several avenues open for communicating their concerns and questions about the negotiations process, noted Fred Floss, UUP vice president for academics and chief negotiator.

Although the deadline for the

negotiations survey at the UUP website <www.uupinfo.org> is now past, members can speak to their chapter representatives on the Negotiations Ad Hoc Advisory Committee. Or, they can speak at a hearing at the upcoming winter Delegate Assembly, Feb. 9-10.

"More than 1,000 members turned out for chapter visits, and their input will be extremely helpful to us as

we sit down and prepare for the next phase of this process," Floss said. "We want to thank every member who came to a chapter visit, filled out a survey, or spoke to an Ad Hoc Advisory Committee member. We value their time and their concern."

Thousands more have also weighed in via the negotiations survey and member suggestion forms, Floss said.

## No tolerance for graffiti at BU

(*University Dateline*, Oct. 6) Following an investigation, Binghamton University Police, with the cooperation of the campus community, have made an arrest in connection with the recent incidents of graffiti on campus. A student has been charged with criminal mischief in the fourth degree. The student is no longer enrolled at the University or living on campus.

The University takes incidents such as these very seriously. Binghamton University is a diverse learning environment that welcomes students, faculty and staff of all races, cultures and religious beliefs. Bias-related acts such as these graffiti incidents run counter to our principles and values and we condemn them in the strongest possible terms. They have no place on our campus.

### Any changes?

To report name or address changes, please e-mail our office at [uup@binghamton.edu](mailto:uup@binghamton.edu) or contact Kathy at ext. 74382.



*On October 17 in the old University Union, representatives of the UUP negotiations team visited BU to discuss contractual issues and the UUP negotiating platform. Negotiations team leader Fred Floss, left, spoke with members of the BU community and fielded questions about negotiation points and procedures.*



*Next to chapter President Darryl Wood, below, left, are Martin Coffey, assistant director of field staff at UUP, and BU Executive Board members Dave Stone and Joe Goldman. At the farther table, we can make out Executive Board members Beth Kilmarx and Bob Mess alongside Dennis Selzner, the NYSUT labor relations specialist.*

## Congratulations to the awardees of a 2006-2007 Individual Development Award!

Aneesh Aggarwal  
Jeffner Allen  
Nancy Appelbaum  
Serdar Atav  
Susan Bane  
Susan Beederman  
Juliet Berling  
Corrine Bertram  
Maureen Boyd  
Anne Brady  
Bonni Brennan  
Marney Buss  
Elisa Camiscioli  
Sandra Card  
George Catalano  
Andy Cavagnetto  
Aynur de Rouen  
Heather DeHaan  
Emily Edmonston  
Carmen Ferradas  
Marcia Focht  
Randy Friedman  
Jeffery Gates

Leslie Gates  
Peter Gerhardstein  
Joseph Goldman  
Kartik Gopalan  
Madhusudhan Govindaraju  
Joseph Graney  
Donald Guido  
Holly Hansen-Thomas  
Jennifer Hapgood  
Gerilyn Harris  
Kevin Heard  
Holly Horn  
David Hubeny  
Angela Hwang  
Gary James  
Daniel Jardine  
Laurie Kasperek  
Jennifer Keegin  
Neha Khanna  
Mohammad Khasawneh  
Beth Kilmarx  
Celia Klin  
Kenneth Kurtz

Sarah Lam  
Kristina Lambright  
Timothy LeFebvre  
Susan Lewis  
Xiaohua Li  
Donald Loewen  
Yi Lu  
J. Koji Lum  
Steven Lynn  
Steven Machlin  
Dina Maramba  
Alisa Martin  
Randall McGuire  
Alesia McManus  
Ralph Miller  
Pamela Mischen  
Frank Mols  
Elaine Moran  
Mary Nemcek  
Dianne Oakes  
Thomas O'Brien  
Jennifer Orton  
Matthew Parker

Patrick Regan  
Jenny Rickard  
Kelvin Santiago Valles  
Hiroki Sayama  
Randi Scheiner  
Oktay Sekercisoy  
Alexsandra Silva  
Pamela Smart  
Marinda Souva  
April St. John  
Marcy Strong  
Ying Sun  
Lisa Tessman  
Beverly Watson  
Deanne Westerman  
Lucius Willis  
Thomas Wilson  
Lijun Yin  
Mohammad Younis  
Nan Zhou



### BU chapter launches 'Did You Know' feature

One of UUP's priorities is keeping our members informed. In recent conversations with Professional members on the UUP Executive Board, we explored ways to better communicate with the Professional membership. One of the things that seemed to be on everyone's mind was a feeling that many of our colleagues are not aware of important employment issues in their everyday work life and their relevance to the contract, or just general information that would be helpful. It was suggested that we send out one- or two-line announcements via e-mail. We could also use this method to introduce you to Professional members of the UUP Executive Board.

Thanks to Tammy Flynn, who designed the "Did You Know" logo, which headlines such announcements. We have tried to better serve you by, for example, disseminating information related to DSI and our new mentor group, which is further explained in my monthly column, and the date DSI awards would be in your paychecks. We hope that you like this new feature and are finding it useful.

If you have questions or topics you would like to see addressed through this means, please contact me or other members of the Executive Board (Tammy Behonick, Ed Chidester, Henry Eichelberger, Karen Fennie, Tammy Flynn, Lisa Gallagher, Joe Goldman, Linda Morales, Beth Kilmarx, Linda Lisman, Bob Mess, Laurie Seymour, Dave Stone and Mary Beth Willis). Or, you can reach me at 7-4938 or e-mail frances@binghamton.edu.

*Fran Goldman*  
VP for Professionals

### UUP committed to EOCs

(From *UUP Connection*) Members of the statewide Educational Opportunity Centers Coalition met in October at UUP headquarters to address the issues that affect both students and faculty at the state's 12 EOCs.

The coalition includes members of NYSUT, UUP and Professional Staff Congress/CUNY, and is chaired by UUP Executive Board member Lorna Arrington of SUNY Buffalo.

UUP President Bill Scheurman listened as coalition members discussed many of the issues at SUNY's EOCs. He then promised the union's legislative and financial support in implementing strategies to confront the mounting challenges.

"UUP will stand hard and fast with the EOCs," Scheurman said.

Support for the EOCs is in tandem with other UUP efforts to promote ethnic diversity within SUNY. At the Delegate Assembly in September, Scheurman said that the union was instrumental in gaining SUNY's assurance to create a diversity office and that he had recently named a statewide task force to study racially-based pay inequities at SUNY.

***From the Vice President for Professionals***

## What's happening at UUP

by Frances Goldman  
Asian-American Studies

As mentioned in the last newsletter, we recently held elections for two-year terms to serve on the College Committee on Professional Evaluation and the College Review Panel.

I am happy to report that you have chosen Cheryl Foster, Nancy Lamberty and David Stone as your UUP representatives to the College Committee on Professional Evaluation who will serve with Fran Littlefield and Sheila Doyle from the Management side.

Members of the College Review Panel are Cindy Altmansberger, Kathy Brunt, Dave Cannone, Don Guido, Beth



Kilmarx, Pepi Levene and Tony Poole. Our congratulations to all, and a big thank you for volunteering to serve. In October, a group of Professional staff agreed to serve as a resource for their colleagues on campus who might have questions concerning performance programs and evaluations. Sara Ballard, Lisa Gallagher, Joe Goldman, Stu L'Hommedieu, Bethany Beecher, Connie Naccarto, Ann Hull, and Laurie Kasperik, are part of the "mentor group" that has been trained and is available and

willing to answer your questions surrounding these issues. Please feel free to call or e-mail them for help.

As you all know, the campus has recently completed the process for Discretionary Salary Increases. As has been past practice, I will be sending out a survey in order to gather information on the process in your area shortly after the Thanksgiving break. Please take a minute to fill these out and return them to Kathy Zentz in the UUP Office. The information you provide is sent to the president and the vice presidents and has resulted in some very positive changes in the process over the years.

## Let's have minimum salaries for part-time academics!

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*vice by Part-Time Academic and Professional Faculty*; conducted a survey to obtain accurate data about part-timers; established a Commission on Part-Time Labor; and provided strong support to campus chapters as they advocated for better pay and working conditions for part-timers through labor-management meetings.

Campus chapters across the state have been actively working to improve the salary levels of adjunct or part-time faculty members. Several campus chapters such as SUNY-New Paltz have been successful in establishing a minimum salary level for part-time academics. Moreover, not only have some of these campuses established salary minimums, but many such as SUNY-Cortland have substantially increased adjunct salary levels by either per course or credit hour. By establishing salary minimums, and at the same time, increasing the amount paid per

**Other campuses  
have substantially  
raised salaries for  
adjunct faculty**

course, these campuses have recognized the need to pay their part-time academics a fair and equitable living wage.

During this month's campus Labor-Management meeting, Darryl Wood, UUP Chapter President requested BU's administration set minimum salaries for part-time academics, and that these minimum salaries be increased each year by the percentage salary increase negotiated by UUP for full-time members. In response to the request, the

administration stated that they had consulted Ray Haines, Assistant Vice Chancellor for Employee Relations at SUNY Central, and that had Haines had advised that it would be inappropriate for the administration to negotiate minimum salaries locally; rather, such matters should be negotiated at the state level. Although Wood pointed out to the administration that other SUNY campus chapters in conjunction with their administrations have established salary minimums AND that BU's adjunct salaries remain some of the lowest in the state, the administration restated that it would be inappropriate for them to negotiate part-time salaries.

As other individual SUNY campuses continue positive discussions with their administrations about obtaining salary minimums and pay increases for part-time teaching faculty, UUP's Binghamton chapter is committed to doing the same on this campus.



# The holidays are upon us — so let's enjoy them!

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DeFleur in attendance, we recommended some type of campus-wide committee with wide representation be created to explore how your ideas could be implemented. We were pleased to be informed that the University had already created a University Energy Task Force that would be exploring these issues. While its focus might be primarily on energy savings, we fully support a strong focus on conservation.

You have also talked to us about making the campus more “family friendly.” Your comments have ranged from issues related to family leave concerns to some version of a “take your child to work day.” The former has been discussed in previous negotiations with the state and will probably be on the table again.

Interestingly, SUNY understands the importance of this type of program: as they recruit individuals, candidates ask if this is available. In a recent Labor/Management meeting this fall, we raised the concept of a “take your child to work day” and were informed the University was not averse to the concept but indicated there would be no University-wide program in this area. They also indicated that departments, programs and schools were free to implement these upon request.

You are very concerned about the safety of where you work. You want to be safe as you walk from your car to your office and when you walk across campus. You want PCBs and other hazardous chemicals removed from lighting fixtures. You also want your offices to be free from molds, bacteria and other noxious substances. We have raised these concerns many times over the last few years and have had successes. Not all issues have been fully addressed and some work needs to be done but the University is responding.

After several accidents involving UUP members and UUP raising serious concerns about crosswalk safety, the University has installed new signage, changed some lighting

**By the end of  
January, fluorescent  
ballasts with PCBs  
will be removed  
from the Library**

and revised signage—all good moves. There was a recent accident involving a student driver and a student injured while crossing a campus roadway. We have also, repeatedly, requested that only emergency and facility vehicles with an absolute need to be on campus sidewalks be allowed to drive there. This appears to finally be happening. UUP will continue to monitor these areas to ensure University compliance

There were at least three incidents involving PCBs in fluorescent ballasts in the Library in the last several years. UUP demanded these be replaced and we are happy to announce that by the end of January 2007, the University expects

this project will be completed. Side benefits include better lighting and energy savings. There are still, potentially, thousands of other fluorescent ballasts with PCBs on campus. We continue to recommend these be replaced with safer units and will continue to report to you on the University's progress.

Finally, there were several areas on campus with serious mold and bacteria problems reported last year. Again, we pressured the University to respond. We wanted not only an immediate response to those problems but also a process for future response. More important than just that process was a mechanism for follow-up once a complaint had been lodged. The University has specifically added these complaints to ones that will be addressed by the Personal Safety Advisory Committee. In addition, the University's compliance officer has been brought into the loop as a source of appeal when needed.

In one last area to celebrate, the University announced it is now at a 90% compliance rate for completion of performance programs and evaluations. We appreciate their efforts!

Based upon these issues, the glass is more than half full. Enjoy your holidays.

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