

# Connection *uup*

Binghamton Chapter, United University Professions

*From the Chapter President*

## Budget Crisis: Making Do at BU

by Darryl M. Wood  
Anderson Center

Budget! This has become a scary word conjuring up people losing their jobs, programs being cut, travel being denied and equipment not being purchased. What seemed like an annual ritual in New York state has now spread across the country. Literally every state is facing many of the same problems we are facing, and the federal government has an even more daunting set of issues. Now is the time for priority setting, more so than ever before.

But where is SUNY in all this? What are we going to lose? Will cuts continue here? Only time will answer these questions, but you can affect the answers if you want. We have regularly requested you to contact your legislators and do so again here. Please go to UUP's website — <http://www.uupinfo.org> — and follow the links to "Fax your Legislators." It is more important now than ever before that you do this.

There appears to be somewhat conflicting and incomplete information out there regarding the governor's budget proposals and their effect on SUNY. It is clear there are proposed cuts, but there are some interesting add-ons as well. While one section of the budget calls for negotiated increases to be withheld, another section actually funds those increases. (It is interesting to note



that most budget proposals over the last ten years have called for the campuses to eat those increased costs.) Another section asks SUNY to use its reserves, not campus reserves, to pick up some of its own expenses. At last report, SUNY has decided to distribute those cuts to individual campuses and not use its own reserves. The governor has also called for ap-  
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## Green Campus?

by Dick Andrus and  
Julian Shepherd  
Biological Sciences

Last fall a number of 50-year-old trees were cut down in Dickinson to make way for a small parking lot.

There was no consultation with the Committee on the University Environment (CUE) until the day before the trees were cut.

The University's own Environmental Assessment Form (EAF) for the new dorm construction, which had been presented to CUE, stated that no new lots would be built before 2011 because there was no need. Yet the lot was built three years ahead of schedule.

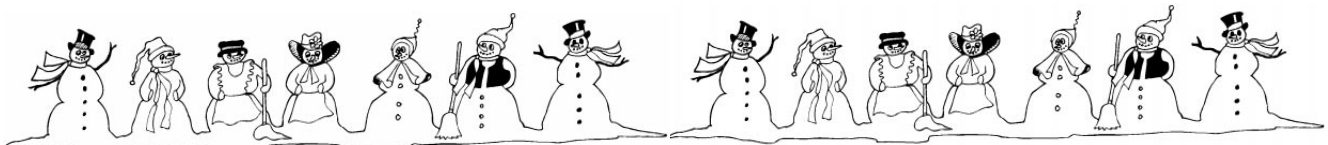
There were apparently three dif-  
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## Benefits Fair Well-Attended



*University members seek information from vendors at the UUP-sponsored Benefits Fair November 20 in the Susquehanna Room.*

*Photo by Jonathan Cohen, University photographer*



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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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# Some Recent Campus Statistics

Prepared by Jim Dix  
Vice President for Academics

The latest data point in the table of faculty numbers at Binghamton is noted below. The table clearly shows the results of the Administration's efforts to increase the number of full-time faculty at Binghamton. Given the dismal fiscal outlook for the near future, however, we may look back at this year as the halcyon year of faculty numbers.

**Table 1, Academic Faculty at BU**

	Nov.03	Nov.04	Nov.05	Nov.06	Nov.07	Nov.08
Full-time	502	505	507	543	542	557
Part-time	209	210	255	247	286	270
Undergrads	10,563	11,034	11,174	11,523	11,515	
Grad Students	2,822	2,826	2,844	2,850	2,920	

(Caveats: There are two sets of faculty numbers here on campus: (1) UUP's figures are payroll-based and give the number of faculty actually paid to teach in a given semester; (2) the Administration's numbers are based on the total faculty at BU and include persons who are, for example, on leave and may not show up on payroll lists; UUP's numbers are used above. The enrollment numbers are those published by BU. The final head count of undergraduates and graduates for 08-09 is not yet available, but is slightly above those for 07-08.)

**Salary Numbers** Our contract with the state calls for a 1% salary increase to be awarded at the discretion of the administration (the DSI). This year, the total amount of discretionary salary increase money was \$878,614. As was done last year, the vice presidents of Academic Affairs and of Administration used the DSI process to award additional salary increases to faculty and staff. This year, however, the amount of these additional salary increases was lower than last year (\$54,390 in 2008 vs \$191,254 in 2007). Salaries have also been increased by several hundred thousand dollars by unknown mechanisms outside the discretionary mechanism. The total salary base for UUP academics and professionals as of January 1, 2008, was \$82,160,349. As of January 1, 2009, the total was \$88,985,562, an increase of 8.3%. A complete listing of the DSI and other salary increases will be published on the new UUP Binghamton website. Look for an announcement soon.

**Table 2, Distribution of Discretionary and Supplemental Increases, 2008**

	Professional	Academic
Salary base	42%	58%
Discretionary increase money	42%	58%
Supplemental increase money	0%	100%

## The Other Shoe — or, ‘A Change in the Mix’ for Faculty

by Jim Dix  
Chemistry Department

Sometimes one can be redundant by saying things over again. As I sit down to write this column, I realize that what I want to say I already said in my December column: the impending budget cuts may lead to an increase in faculty workload, and if it does, the State needs to negotiate with UUP about the increased workload.

Now, the other shoe is halfway to the floor. We attended what is quaintly termed a Labor-Management meeting February 9, in which workload was discussed. (UUP is the Labor and the Administration is the Management; in the contractual jargon of Labor-Management discussions, workload is called professional obligation.) For the first time, we have an idea where the Administration is going with the budget cuts and how they view the effect on workload.

The drastic impending budget cuts for Binghamton are described elsewhere in this issue of the Connection. Because about 90 percent of the budget of Binghamton is for personnel, both UUP and the Administration recognize that budget cuts of the projected magnitude must mean a reduction in the number of faculty at Binghamton. (There are no current plans for retrenchment.)

This *de facto* increase in our teaching load will be absorbed by a “change in the mix of faculty’s duties.” In other words, it appears that the Administration may, for example, ask us to teach more with a concomitant decrease in one of the other three areas of our professional obligation (research, service, or other duties and responsibilities as assigned by the President). This approach would circumvent any obligation to negotiate with UUP over increased workload.



A “change in the mix” raises a multitude of problems. For example, while case law based on decisions by the Public Employment Relations Board suggest that teaching load can be measured by contact hours, there is no precedent on how to measure research load at a University Center such as Binghamton. A more problematic example is the promotion of tenure-track faculty. If such a person is expected to teach more at the expense of less research, then the entire set of criteria for promotion at all levels must be changed to repre-

sent the new set of expectations.

UUP Binghamton is proceeding on several fronts. We are preparing a statement on where we stand on workload. We are consulting UUP statewide and our NYSUT colleagues. We are also preparing a general set of guidelines to document any change in a particular part of our workload. Once we have completed these documents, we will disseminate them widely. We have met with Faculty Senate leaders, and the meeting with the Administration was, in fact, very productive.

With a \$10 million budget cut looming, our institution will be fundamentally and perhaps permanently changed. UUP plans to be involved in the change.

### Samuel Award Recognizes Courageous Part-timers

Nominations are open for UUP’s Faye Samuel Award, which recognizes courageous service by part-time academic and professional faculty who have served their union with courage and distinction, and whose service reflects contributions to UUP at either the state or chapter level.

The award consists of a certificate of appreciation, a gift, and a visible historical archive at UUP headquarters.

After consultation with the Part-Time Concerns Committee, UUP’s Membership Committee may recommend nominees to the statewide Executive Board. Special consideration will be given to those part-time academic and professional faculty members whose displays of courage have placed them at risk of personal and/or professional sacrifice.

Chapter Executive Boards may nominate one candidate from their home Chapter each year. Members of the statewide Executive Board may also submit nominations.

A valid nomination consists of a completed nomination form and a nominating letter, which has been received at the UUP Administrative Office no later than April 15th of the year of the award.

For the nominating form, please go to <[http://uupinfo.org/Fayez\\_Samuel\\_2009.pdf](http://uupinfo.org/Fayez_Samuel_2009.pdf)>

*Submitted by Beth Kilmarx, Library*



*UUP activists, including Darryl Wood (wearing hat on far right), marched on the Capitol in Albany January 30. Our message to legislators is to amend Governor Paterson's proposed budget to provide additional funding for SUNY and maintain access to affordable and quality higher education for all New Yorkers.*

## **Budget Crisis: Making Do at BU**

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 appropriate funding for EOP and EOC programs, a dramatic departure from past proposals coming from that office. He has also called for decreases in funding or deletion of certain SUNY-wide programs. It is unclear how SUNY will deal with this. Finally, he has called for a tuition increase, with SUNY being allowed to keep only a portion of those funds.

On balance, based upon UUP's analysis, SUNY's budget is about neutral. It is clear that individual campuses may be disproportionately affected, especially if they have significant graduate programs or out-of-state student populations. How SUNY deals with that set of problems is an internal issue that will greatly affect our own campus. The more money that we can convince

the legislators and the governor to give SUNY will only help us.

We, of course, are still dealing with cuts from the 2008-2009 budget year. It is unclear what next year will bring since it is SUNY, neither the legislature nor the governor, that really determines each campus' allocation. Our campus administration has responded to the 2008-2009 cuts with a dramatic reduction in hiring and plans to hire only very selectively for the next year. This has created disproportionate impacts in certain departments as individuals leave with no real opportunity for replacement. Applications by prospective undergraduates is at an all-time high, and enrollment is expected to remain essentially the same next year.

But where does Binghamton stand in all this? Based upon infor-

mation presented at the University Forum in January and our most recent Labor/Management meeting, we are not in good shape! The current expectations are that our campus will face a \$10.3 million cut from its 2007-2008 budget allocation of slightly more than \$140 million. Different divisions on campus are planning to deal with cuts from three to ten percent for next year. The president has repeatedly said, "We will have no retrenchment." What then? If enrollment stays steady — an absolute must if we are to continue receiving state support which is based upon enrollment — and if our support is cut, then the options are few.

We are already facing an increase in expectations from the campus administration. We don't want to cut quality of service to our stu-

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# UUP Rallies to Save Access to SUNY and Its Hospitals

(From <uupinfo.org>, Jan. 30) — Chanting, “1-2-3-4, don’t shut SUNY’s doors” and “2-4-6-8, help our students graduate,” more than 300 members of United University Professions and their statewide affiliate, NYSUT, rallied at the state Capitol in Albany urging the state Legislature to amend Governor Paterson’s proposed state budget and provide additional funding to prevent the doors of SUNY from being closed to thousands of qualified students.

“SUNY is suffering under the weight of massive budget cuts, with many campuses limiting future enrollments, cancelling classes that students need to graduate, and not replacing departing full-time faculty,” said UUP President Phillip H. Smith. “Especially in this time of economic stress, students need access to an affordable, quality public

higher education now more than ever. Unless more state support is made available, thousands of students will find the doors to SUNY closed.”

The demonstrators also called upon lawmakers to reverse a steep \$25 million cut in the state subsidy for SUNY’s three teaching hospitals in Brooklyn, Stony Brook and Syracuse and substitute it with a \$40 million increase.

“SUNY’s hospitals are at the breaking point after years of prior underfunding,” Smith said. “Without additional funding, the uninsured and underinsured — whose numbers are increasing as the ranks of unemployed swell — will have nowhere to turn for life-saving treatment.”

Smith also urged lawmakers to change the proposed budget to allow UUP members to receive their nego-

tiated three percent salary increase this year.

“The governor’s proposal to deny us our agreed-upon pay raise is nothing less than a breach of our contract,” Smith said. “We will not let the budget be balanced on the backs of our members.”

NYSUT President Richard Iannuzzi also spoke at the rally, saying that a greater state investment in SUNY is essential.

“Even in these recessionary times, SUNY must be well-positioned to help New York lead the way in developing innovative technologies in emerging fields,” Iannuzzi said. “For New York to take the lead in transforming to an economy with an emphasis on cutting-edge technology and energy, SUNY campuses must be positioned to play an important role in preparing students for careers in these fields.”

## Budget Crisis: Making Do at BU

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dents, but it appears we might have to. What will we do? UUP is already talking to the administration regarding how they will be making these decisions regarding expectations and quality. We have continued talking to the Faculty Senate and the PEC regarding these same issues. We know we have to work together, or we will all fail.

UUP will work with the campus administration to solve these problems while protecting the people we represent. That includes coordinated messages to our legislators and the governor as well as extended and extensive conversations regarding the impact of these changes. In his column on page 3, Academic Vice President Jim Dix discusses that impact and how we might respond as needed.

We know that many, maybe all, of us will “be doing more with less” during the next couple of years. While none of us likes that prospect,



*Binghamton UUP activists Jim Dix (left) and Pete Knuefer marched on the Capitol in Albany January 30.*

we are willing to pitch in to get the job done. UUP is committed to working with the administration to make this work.

We will need your support, guidance and knowledge as we move forward. Help us help you. Keep us informed as you hear from your supervisory chain about changes com-

ing from the administration. In exchange, we will share information with you as we receive it. We will continue encouraging the administration to share its plans with the campus. It is only through that communication among all constituents that we will resolve these issues. If we don’t talk, we will fail.

# Green Campus?

*continued from page 1*

ferent excuses for this action, given sequentially by administrators: (1) The workers complained that they couldn't park close enough to the job. (2) The Parking Committee asked for more parking (apparently they disagreed with the EAF). (3) It was needed to meet the contractual obligations to the union for ease of parking.

Who knows the real reason. There was clearly room for serious discussion before the action was taken, and there was essentially none. The discussion could have included such issues as the loss of carbon-storing trees, a modest counter force to the carbon-emitting cars.

It could also have included the increased runoff from the increase in impermeable surface — something we have been rather notorious for ignoring — or the increased heating from the absorption of solar radiation by the unshaded black asphalt. (How much infiltration of water occurs on Lot M? How many trees provide shade and carbon storage?)

As a result of last minute consultation with CUE (at CUE's initiation), several trees were "saved" by cutting the parking lot a few feet around their root mass. But a cursory reading of the guidelines for saving a tree in such a situation shows that not enough was done; the severed root mass will result in a dead tree within a few years anyway. Meanwhile, many months later, the lot is still unused, suggesting that there should not have been a real panic to construct it.

Shortly before the lot construction began, we were bragging about our #11 green campus rating from Princeton, which in retrospect may say more about Princeton's ranking system than our actions!

Apparently, the ranking came in considerable measure because of our undergraduate curriculum. We have made some improvements in energy efficiency in construction, but those have been largely because of state-imposed mandates. The real test



*With only last-minute consultation with the Committee on the University Environment, the University cut down 50-year-old trees (upper photo) to make way for a small Dickinson parking lot (bottom).*

comes when we have a choice.

In this case, just as the concern about global warming was taking off and the car makers began to sink into an economic quagmire, we chose to make car usage easier. Our prediction is that within a few years we will begin to see empty parking spaces as fewer employees drive and fewer students have cars — economic depressions have this effect.

So why do we persist in doing such ungreen things?

We're actually a bit mystified, for this seems a call that even pro-growth economists unconcerned about climate change and runoff could make: don't waste your money on something you don't need.

## Watch for New UUP Binghamton Website

The final tweaking of the new UUP Binghamton website is now in progress. The new site will feature interactivity, such as the ability to leave comments on stories and to start and join online discussions. Look for the announcement of the new site within the next few weeks!

## Workload, Professional Obligation and Budgets

by **Frances L. Goldman**  
**Asian and Asian-American  
Studies**

For those of us who attended the President's Forum or have seen the president's e-mail messages asking us to write, fax or phone our legislators, it is quite clear that Binghamton University is facing a budgetary situation far beyond any that we have known for quite a while.

Professionals, academics and classified staff are being asked to do more with less. This was brought home even more vividly at the latest Labor/Management meeting on February 9, when management announced that Binghamton will be taking a \$10.1 million hit to our \$140 million annual budget. A reduction of this magnitude has and will continue to have consequences for all professional staff.



I know that you are all aware that when someone resigns or retires in your area, they are not being replaced, and you are being asked to take on additional duties and responsibilities.

While I know that, as professional employees, we are more than willing to do this, we do need to keep in mind that there is a collective bargaining agreement between UUP and the state that lays out the parameters of what constitutes an increase in duties and responsibilities. The contract stipulates how these increases can be administered, as well as the need to document them in your performance program.

If, as one of my colleagues is so fond of saying, we consider our duties and responsibilities as a pie,

then when one piece of the pie is cut larger another piece needs to be smaller in order to keep the pie the same size overall. If this is not done, then discussions need to take place between employee and supervisor as to how the total increase in your duties and responsibilities will be addressed. Finding this balance is important.

UUP and professional employees understand that budgetary issues are a collective problem. The question is how can we work together to solve them that is fair and equitable to all.

I have often commented on how the art of communication is vital in any organization. In the current environment, it becomes essential that all parties are willing to have a dialog and to give and take, so that our University can continue to meet its mission of providing excellence in education to all students.

## UUP President Smith Addresses Lawmakers

by **Phil Smith**  
**UUP President**

(From UUP Connection) Warning that SUNY cannot withstand additional reductions in state support, UUP President Phil Smith presented the union's budgetary concerns to a panel of state lawmakers in Albany Jan. 15.

"Full-time faculty continues to be depleted with the result that courses are being cancelled, class sizes are increasing to unacceptably high levels, and admission is being denied to tens of thousands of qualified high school and community college graduates," Smith told a joint legislative hearing on the governor's Executive Budget.

Smith expressed special concern



about the fate of SUNY's three teaching hospitals which are facing a \$25 million cut in their state subsidy. He warned the quality of health care provided by the

hospitals is at great risk.

"The budget fails to recognize that these hospitals are required to serve not only large populations of underinsured and uninsured patients, but also patients with medical conditions that require very costly treatment," he said.

Smith urged lawmakers to reverse the governor's \$25 million budget slash and replace it with a \$40

million increase.

UUP's president also spoke out strongly against the governor's budget proposal to cancel this year's scheduled salary increase for union members, saying it would breach UUP's contract with the state.

The Executive Budget does have some positive proposals that UUP supports, including the creation of a \$75 million supplemental operating aid fund that UUP had pushed for. The money would be used to prevent further erosion to SUNY's programs caused by previous budget cuts. Smith also spoke in favor of a proposal to provide SUNY with a \$40 million net increase in operating funds over the next 18 months from higher tuition revenues.

# SUNY Names Nancy Zimpher First Woman Chancellor

(Albany – SUNY, Feb. 10) The State University of New York (SUNY) Board of Trustees voted unanimously to name Nancy L. Zimpher the 12th chancellor of SUNY. She is the first woman to be named chancellor in SUNY's 60-year history.

Zimpher is currently president of the University of Cincinnati. Her appointment as chancellor is effective June 1.

During the spring, Zimpher anticipates traveling to Albany on several occasions to ensure a smooth and effective transition. In addition to campus presidents and SUNY senior staff, she expects to meet with constituency groups, faculty and student governance leaders, and state legislators, among others.

Dr. Zimpher succeeds former



Nancy Zimpher

SUNY Chancellor and United States Navy Vice Admiral John R. Ryan, who stepped down May 31, 2007, to become the president of the Center for Creative Leadership in Greensboro, North Carolina.

Dr. Zimpher is president of the University of Cincinnati, an urban research university with an enrollment of more than 37,000 students, comprised of 16 colleges, an academic medical and research center and an annual budget of \$1 billion.

She became UC's 25th president, and its first woman president, in October 2003. Under her leadership, UC embarked on an unprecedented consultation process that involved a wide spectrum of the university's stakeholders and resulted in the strategic vision, UC|21: Defining the New Urban Research University.

Under President Zimpher's direction, the university continues to make significant strides in its UC|21 vision to become a leading urban

research institution for the 21st century. The university has experienced increased retention and graduation rates, improved student satisfaction and enhanced national rankings.

These achievements have been accomplished through a number of strategic actions that President Zimpher implemented, among them restructuring the university's decision-making process and introducing comprehensive state-of-the-art business practices; raising admissions standards while growing enrollment and maintaining the university's deep commitment to access and a diverse student body; introducing a series of academic reforms related to Strategic Enrollment Management, program offerings and performance-based budgeting; redesigning mechanisms for research support and opportunities for commercialization on intellectual property; as well as transforming decanal leadership through the completion of several national searches.

Prior to her arrival at UC, Dr. Zimpher served as the chancellor of the University of Wisconsin-Milwaukee, where she led the university from 1998 to 2003, developing The Milwaukee Idea strategic vision and holding a faculty position in the School of Education.

## Smith: UUP Ready to Work with Chancellor Zimpher

(From <uupinfo.org>, Feb. 10 release) Regarding selection of a new SUNY chancellor, Phil Smith, president of UUP, released the following statement:

"Dr. Nancy Zimpher is credited with guiding the University of Cincinnati through tough fiscal times. She will need to draw upon those same skills to lead the State University.

"Based on her resume, we are optimistic she will bring the steady leadership that is so vital to SUNY, as it faces the serious financial challenges caused by state budget cutbacks. We look to her to act as a strong advocate for the University's students and faculty, and ensure we have the resources to continue providing access to affordable, quality public higher education.

"UUP stands ready to work with Dr. Zimpher to send the message that SUNY is the solution to improve our state's economy."

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