

Connection

Binghamton Chapter, United University Professions



From the Chapter President

Until the Other Shoe Drops – Notes on the Year Ahead

by Darryl Wood

For the past two weeks, I have been thinking about the beginning of the school year – really the end of the summer. My mind goes back to my elementary school and that essay that literally every teacher asked me to write, “What I did on my summer vacation.” I have been thinking about that question along with the succeeding one, “What will I do during the coming academic year?”

My summer, in truth the last 8-10 months, has been taken up with concern about New York State’s economy and its affect on SUNY – specifically Binghamton. The SUNY Board of Trustees proposed a reduction in state funding to be made up with a tuition increase. The governor changed the numbers slightly but included this concept in his budget proposal to the legislature. The legislature changed the numbers some more, not necessarily for the better, and approved what was essentially a flat budget for SUNY. Any increases would come from increased enrollment and its attendant tuition income. The governor vetoed this and the legislature overrode the vetoes – not something normally done in New York.

We all breathed a sigh of relief, not because the funding problems for SUNY or our campus had been solved, but because we had a breather before the other shoe dropped. That other shoe was the larger deficit still looming over the New York economy. Even now, many administrators on campus are plan-

ning for a mid-year end-of-fall-semester budget cut. Apparently, SUNY Central has warned them to prepare even though the legislature has indicated in clear language that SUNY has been appropriated enough money to fund current programs.

While all of this was occurring this past spring, classes were cancelled prior to advance registration and Faculty were being asked to teach more, both more classes and larger classes. Professionals were being told that colleagues in their offices who had retired or resigned would not be replaced. Adjuncts were

not being rehired. Faculty were being told to not only write more grants but that future employment hinged on the success of those grant requests. Long-time employees were being non-renewed, including some told after five years that suddenly they were no longer wanted.

The fall semester has begun. Some of those adjuncts have been rehired, but not all. Few, if any, of those Professionals have been replaced. Class sizes have gone up. Students are still being tripled in the residence halls. Faculty are still expected to do more. Enrollment has

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Let’s Do It Again!

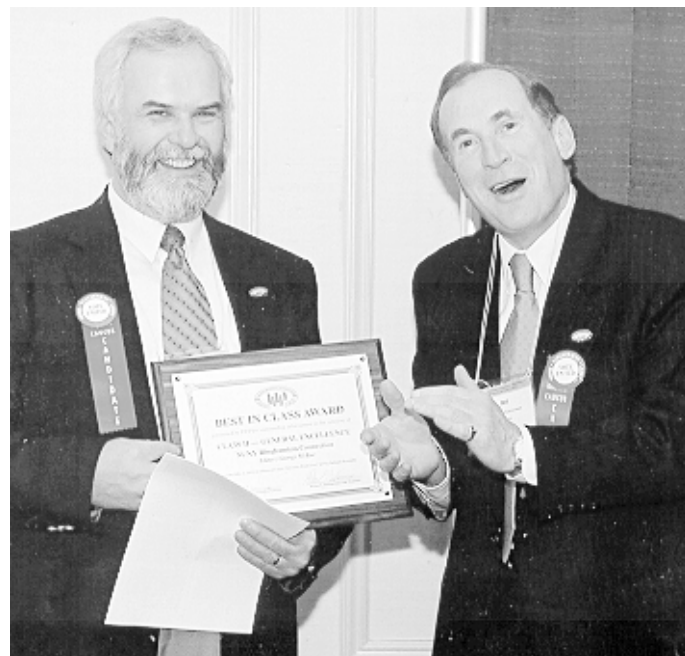


Photo by Tim Raab

Chapter President Darryl Woods accepts an award from UUP President Bill Scheuerman for general excellence of the chapter newsletter. It was honored as “Best in Class” among the SUNY University Centers at the UUP Delegate Assembly in May. This is the second time in four years the chapter has received this recognition.

Binghamton Chapter newsletter
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Editor

George D. McKee
gmckee@binghamton.edu

Circulation Manager

Beth Kilmarx

Production

Hal Smith Associates

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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.

UUP Chapter Officers

Darryl Wood
dwood@binghamton.edu
President

James A. Dix
dix@binghamton.edu
Vice President for Academics

Fran Goldman
frances@binghamton.edu
Vice President for Professionals

Edward Shephard
Secretary/Treasurer

Jeanne Eichelberger (Co-chair)
Mary Beth Willis (Co-chair)
George McKee
Darryl M. Wood
Grievance Committee

Dennis Selzner
Labor Relations Specialist

Kathy Zentz
Chapter Assistant
uup@binghamton.edu

Chapter phone 777-4382

UUP Sponsors International Coffee Hour



International students exchange ideas and socialize as guests of UUP at their monthly coffee hour in the University Union.

Students from all over the world gathered in the University Union Mini Mall on the afternoon of Friday, September 5, to enjoy a popular tradition at BU: International Students Coffee Hour, a relaxed atmosphere for ending the week with free refreshments and new friends.

Each month, a different department or program funds the event; UUP sponsored September's Coffee Hour, with nearly 100 students dropping in throughout the afternoon.

Representing UUP, executive board member Bob Pompi, associate professor of physics, welcomed the international students and thanked them for adding to the University's intellectual climate.

"We do this Coffee Hour as a small token of thanks for the richness you bring to the University, just by virtue of being here," he said as students dug into cookies and brownies.

Ellen Badger, director of International Student and Scholar Services, said several departments and programs have sponsored the coffee hours over the years and they've grown in popularity. "Around 75 students typically attend each one," she said. "It's a nice way to spend a Friday afternoon."

A. Sunaryo, a doctoral candidate in sociology and treasurer of the Graduate Student Organization, who came to BU from Indonesia, said the coffee hours are a good chance for people to talk and social-

ize. "The main purpose is to exchange ideas," he said.

Pompi said UUP sponsors the Coffee Hour to support the intellectual climate on our campus.

"Recognizing the significant contributions, both culturally and intellectually, that international students give to the University makes supporting this extremely worthwhile."

*Ingrid Husisian
Harpur College Dean's Office*

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A Rock and a Hard Place

by James A. Dix
Chemistry Department

What wonderful things sabbatical leaves are. We can get away from the pressures of two of the three legs we academics stand on – teaching and service – and concentrate on research.

Along with a re-stoking of the desire to teach and a deeper understanding of our research fields, we usually return to this University with a new perspective. I've just returned from a sabbatical leave in the sunny western climes of the U.S. My first impression after getting back was, wow, it sure is cloudy here. My second impression was, wow, there sure are a lot of students here. For the first time, Binghamton has admitted more than 3,000 new first-year and transfer students, and the enrollment in my introductory chemistry course is pushing 600. And my third impression was that, wow, Binghamton doesn't have a lot of resources.

We've been hovering around 500 full-time faculty for a few years now, and adjunct money is scarcer. More students, fewer resources: looks like it's crunch time for BU. Times of scarcity tend to flush out priorities. I think I've parsed out President DeFleur's letter to the campus community of last Thursday as follows: money from the extra tuition dollars of undergraduates and other sources is being allocated for graduate tuition waivers and research infrastructure. Overall, there is a 4% reduction in the instructional budget.

While we may or may not agree with this reallocation of funding, at least it is consistent with the university's march to become a more research-intensive institution. Where does that leave us faculty members? Between a rock and a hard place. De facto, more students and fewer resources means we have

a choice of three paths to take: do more with less, do the same with less, or do less with less.

The university administration would prefer we take the first path. If we do nothing different, we take the second path. Our contract with the state and a large body of labor law on workload suggest we should take the third path. In the first two paths, the burden is on us to find the extra time and effort to provide the same quality of education to our students. In the third path, students receive a lower quality education.

We faculty at Binghamton University are dedicated teachers and



we don't want to screw the students by lowering the quality of their education. We faculty at Binghamton University are also human, and many if not most of us are already maxed out on the time and effort we can devote to BU.

What are we supposed to do? Follow the University's tune and spend the same amount of time with our graduate programs and less with our undergraduate programs? It is frustrating that statewide fiscal realities, along with the administration's enrollment policies and apparent funding priorities, have put us in this position, between a rock and a hard place. Which path we take as individual teachers and researchers will determine the character of this University in the near and mid-term future. I for one am not hopeful that the character of BU will turn out to be something I like.

Talk Radio Goes Labor

by Cheryl Spiese
Library

Talk radio's current stars – Rush, Dr. Laura, and G. Gordon, to name just a few – can be aptly described as ideologically opposed to the concerns of labor. It's hard to imagine any of them giving air time in support of, say, the right to strike or the issue of minimum vs. liveable wage, or an employer's responsibility to provide benefits.

But there's a change in the air. About four years ago, the United Auto Workers purchased a talk radio network. They have totally upgraded the equipment, revamped it and renamed it the America Radio Network. The programming, progressive and definitely union-friendly, is beamed to a satellite and the resulting signal can be received

– and rebroadcast for free – by most AM radio stations in the country. The UAW media venture is detailed in a fascinating article by Thom Hartmann, published on the Common Dreams web site <<http://www.commondreams.org/views03/0811-02.htm>>.

Will it succeed or are Rush and his ilk just too dominant? Hartmann thinks not. First of all, the preponderance of conservative talk shows has resulted in what he calls market saturation, with each show chipping away at the audience of the others. Second, Hartmann points out that the last "election" left a lot of people disgruntled, to say the least – about 104 million of us, counting those who voted for Gore or Nader and those who didn't vote at all, but who describe themselves (to pollsters) as

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Notes from the Community

by Stanley Scobie

8 Million Workers Face Loss of Overtime Pay

Recently the U.S. Department of Labor has, without any public hearings, moved to change overtime regulations. In brief, they want to eliminate eligibility for guaranteed time-and-a-half pay for work beyond 40 hours per week for about 8 million workers.

These regulations were won in very hard battles a long time ago. They serve to protect workers from exploitation (you can't refuse overtime work, even though it may be extremely inconvenient for your family and may be excessively fatiguing and thus a threat to health and safety). With the current regulations, at least there is a monetary payoff and a negative incentive for employers to exploit workers.

Businesses think the proposed change is great. Now they can work people 60 hours a week, not pay extra overtime, pay one set of benefits, and not hire any additional employees. Youza! Maybe this attitude is part of the reason the U.S.

Join Making Strides Against Breast Cancer

Let's make breast cancer a thing of the past.

Breast cancer will strike more than 200,000 times this year and claim 40,000 lives. Getting involved with Making Strides will raise funds for American Cancer Society research, education, advocacy and patient services. You can help defeat this disease!

On October 5 come to Recreation Park, Binghamton, for the opening ceremony at noon. The Making Strides walk begins at 1 p.m.

For more information, a sign-up sheet, or a poster, please call Ingrid Husisian at 7-6285.

has lost 3 million jobs over the last three years despite the purported stimulus of repeated federal tax cuts.

The AFL-CIO is campaigning mightily against this change and for Senate passage of blocking legislation. Stay tuned.

Democracy Now! Host Plans Talk on Campus

Democracy Now! is the name of a major "alternative media" program hosted by award-winning journalist Amy Goodman. Left-leaning and radical? Possibly, but it gives views and presents in-depth interviews that are largely absent from mainstream media.

Think of it as counterpoint to

Rush Limbaugh.

Locally, Democracy Now! is carried by WSQX 91.5 FM from noon to 1 p.m., Monday through Friday. It is also available on <democracy now .org>.

Amy Goodman, the host of Democracy Now!, will be speaking on our campus on Thursday, Nov. 6, at 7 p.m. in the Anderson Center. Her talk is free and sponsored by several campus groups.

For homework, I suggest listening to some Rush Limbaugh (locally on WNBK 1290 AM, noon to 3 p.m. daily); reading some Al Franken (*Lies and the Lying Liars who Tell Them*), and maybe some Ann Coulter and Molly Ivins. (See related story, below, and "Talk Radio Goes Labor," on page 3.)

Libous Takes a Shot at Democracy Now!

In reference to other items on these pages dealing with Amy Goodman's radio program, it has been brought to my attention that our state senator, Tom Libous, has weighed in heavily on this subject at the expense of our struggling local public radio station.

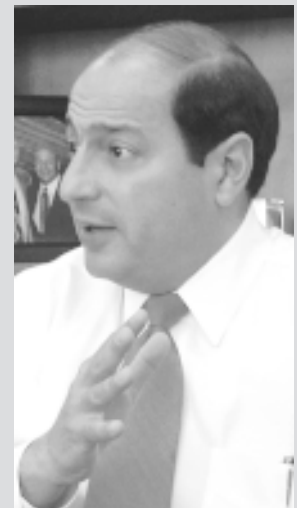
In forwarding the complaint of a member of his constituency that the broadcast is politically partisan, Tom has implicitly raised the question of WSKG's non-profit charter and, consequently, its qualification for state funding.

Nice going, Tom!

Although the program itself is quite popular, having raised more than its cost of \$4,000 in a single recent pledge drive, WSKG was forced to expend \$3,000 on legal research in order to be prepared to deal with this threat, according to WSKG management.

A cheap shot, perhaps, in view of the fundraising prowess of Tom's own political party – but wouldn't you think he could do his own legal research next time? – and maybe not exercise the influence of his office in a manner which openly or otherwise jeopardizes and is a burden upon the cultural affairs of his home town?

Of course, this is only a personal opinion. Tom Libous has also become an important advocate of Binghamton University – and deserves in exchange our continuing genuine support.



Senator Tom Libous

GM

Humanities at Risk in SUNY?

What's happened to the humanities at SUNY?

This is the subject of a forthcoming study in UUP's *Voice*, due in October.

The idea is to compile and study many anecdotal tales of cutbacks and attrition across SUNY and to look into whether or not "these crucial areas of the University's core curriculum are being generally ignored."

According to a recent UUP circular, the *Voice* staff is going to document some of those accounts, in a solid story that makes a strong argument for why the humanities are essential, and also takes a good look at what's happening to them at different SUNY branches.

Although the deadline has just passed for input for this article, there may certainly be continuations and other kinds of follow-up. UUP is seeking "contacts, stories, interviews and statistics that will illustrate the tough times faced by the humanities. Have you lost 20 adjunct language instructors? Have all the Shakespeare courses been cut because no one is available to teach them? Does the student symphony in your chapter's music program lack workable instruments? Are history and philosophy classes disappearing?"

Please contact any of the chapter officers if you wish to participate.

GM

TRY DANCING!

Contradance in Binghamton

Second Saturday of every month: 7 - 10 pm; price: \$5; students with ID \$3. (Where else can you get great live music for that?). Trinity House, behind Trinity Memorial Church, Main and Oak (opposite Binghamton High School). Clean, soft-soled shoes required, partner not necessary.

- October 11 – caller: Margaret Mathews; band: Kitchen Chair
 - November 8 – caller: Bob Nicholson; band: Fiddle Free Zone
 - December 13 – caller: Pamela Goddard; band: Stringband Central
- Contact: Ross Geoghegan, 798-0787, ross@math.binghamton.edu

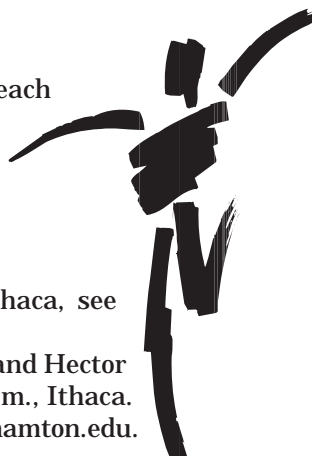
English Country Dancing

Classes, beginning Sept. 17, for 8 weeks, each Wednesday, 7:30-9 p.m. in the West Middle School cafeteria. Contact Lee Shepherd, 722-9327. All music is live.

Argentine Tango in Ithaca

For weekly classes and social dances in Ithaca, see <<http://www.rso.cornell.edu/tango/>>.

Special workshop with Mariela Franganillo and Hector del Curto (bandoneon), Sunday, Sept. 21, 1-6 p.m., Ithaca. Contact George McKee, 777-4903, gmckee@binghamton.edu.



Activists Prod TIAA-CREF for Improved Social Change Fund

(Forwarded by Sheila Cohen, Cortland Chapter, UUP)

In the 1980s, participants lobbied TIAA-CREF for five years to set up a socially responsible fund. Now we're pushing for an improved fund with practices that are becoming standard in socially responsible investing (see specifics below).

We've been endorsed by many academic and activist groups, faculty/staff unions, and such individuals as Noam Chomsky and Howard Zinn.

In January, 2002, TIAA-CREF's then-CEO John Biggs stated in a *New York Times* article that he would support creating a new fund that moves in this direction if there was sufficient financial interest. We've now gathered over \$18 million in pledges to transfer current TIAA-CREF retirement assets should the fund materialize! In August, 2002, TIAA-CREF finally made some changes in their current socially responsible fund. But much is still lacking.

Here's how you can help:

CONTACT TIAA-CREF in support of the proposed fund, noting one or more of these components: (a) community development investment; (b) social venture capital; (c) stock in particularly responsible small companies; and (d) socially responsible shareholder advocacy. Call CEO Herbert Allison at 800-842-2733; 212-490-9000 (ask for him and leave a message with his assistant).

VISIT <http://www.manchester.edu/academic/programs/departments/peace_studies/fund/> to pledge to the proposed fund. For the campaign details,

VISIT <http://www.manchester.edu/academic/programs/departments/peace_studies/njw/>

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Legislative Training Session

UUP has scheduled a regional Legislative Training Session in Binghamton on Monday, September 22, 4 - 5:30 p.m. in UU-West Room 324. Light refreshments will be provided. All are welcome to attend and participate.

Statewide legislation committee members, as well as UUP staff, will discuss UUP's legislative agenda and seek input on prospective changes. Information on VOTE/COPE, NYSUT's and UUP's non-partisan political action fund will be provided. Finally, information and training on visiting legislators will be reviewed.

If you plan to attend, please contact Kathy Zentz, chapter assistant, uup@binghamton.edu or ext. 7-4382, to confirm your participation.

Until the Other Shoe Drops

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gone up, especially at the freshmen level.

All this points to a decrease in quality. And quality is what Binghamton trades on!

So what do we do now? I don't have all the answers, particularly for problems that are complex and involving economic and political issues that are larger than New York, but I do have some suggestions.

First, we must work with the administration here at Binghamton. This doesn't mean we just do whatever they ask. Rather, we must become partners with them in first understanding the problems and then jointly acting to address those identified problems. We must see the common goal of preserving the cachet of a Binghamton education and act in concert to maintain it. We must be honest with one another as we respond to short-term problems and not implement long-term solutions when those are counterproductive.

Second, we must understand that this is largely a political problem that will largely be solved with political action. Political solutions normally mean political pressures. And political pressures normally involve either money or votes. We must use both if we are to retain the luster of the crown Binghamton has always prided itself on being in SUNY.

This is largely a political problem that will largely be solved with political action.

Third, we must be willing to change. Not all change is necessarily for the better, but change must be considered. Some of that change we will make because we respect what we do and we know that educating students is what we are all about. We will accept those changes with the expectation that they are short-term, with the expectation that the administration cares as much about educating students as we do, with the expectation that times will get better and we will go back to the old ways, and with the expectation that "I" am willing to give for the greater good that is Binghamton.

These thoughts have been part of my thinking regarding what I will do during the coming academic year. I request your support and participation in these activities as we work to maintain Binghamton as the flagship campus for SUNY.

Talk Radio Goes Labor

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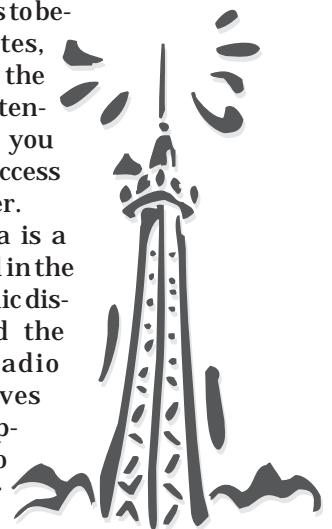
liberal-leaning. That's a huge potential market to be tapped, a fact not lost on advertisers, upon whom networks depend for income.

In *The Christian Science Monitor*, Hartmann has noted that Clear Channels, a major commercial media entity with over 1,200 stations, is looking into a policy to combat ideologically dominant shows with "all-day back-to-back all-liberal talk show hosts" <<http://monitor.net/monitor/0306a/liberaltalkradio.html>>.

And the continuing labor-hostile policies of the Bush administration, such as cutting benefits to veterans, is fueling a sense of outrage among many and a demand for public airing and discussion. Hartmann points to Amy Goodman's progressive program, *Democracy Now!*, calling it "one of the most successful programs in national syndication," and in the *Monitor* article, he cites impressive numbers of listeners, for both webstream and conventional broadcasts.

The America Radio Network has a web site at <<http://www.ieamericaradio.com/>> with a link to the webstream for the current live broadcast. You can see the entire schedule, too. And if you like what you hear, consider urging local AM radio stations to become affiliates, so you have the option of listening even if you don't have access to a computer.

The media is a powerful tool in the forum of public discussion, and the America Radio Network gives unions the opportunity to make their voices heard.



Fall Information Meetings for Professionals

This past spring a group of labor/management representatives met to revise the Professional Evaluation form based upon the information we received from the focus groups held last summer.

As mentioned in my recent e-mail to all professional staff, that form has been approved by management and is currently available on the Human Resources web site.

To help explain the changes in this form, a series of brown bag lunches is being organized by UUP and the Office of Human Resources. These will be held on October 2, 7 and 16 at noon in Room E/F of the Public Service Center. You will be receiving additional information soon. We hope to see you there.

Professional employees are a wide and varied group with diverse jobs and responsibilities. To learn more, I began to meet with them to discuss in detail how UUP could be of help. I will be continuing this practice this coming year. If you would like me to meet with your particular group, please let me know.

FG

TIAA-CREF

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RECEIVE CAMPAIGN UPDATES (every two weeks) from njwollman@manchester.edu.

FORWARD THIS MESSAGE with a short personal endorsement to listserves, organizations, and your colleagues nationally.

Also, see <http://www.maketiaa-crefethical> concerning a coalition of national activist groups that seeks for TIAA-CREF to be more socially responsible in its various investments.

*Neil Wollman
Manchester College
njw@manchester.edu*

From the Vice President for Professionals

Why Join the Union?

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

I was taken with a recent article in the *Press & Sun Bulletin* that spoke of the decline in the number of workers covered under collective bargaining systems and how that number has decreased over the past decade with the exception of the public sector.

Part of the reason for this, of course, can be traced to the economy and the practice of companies shipping jobs overseas.

But on another level, even when collective bargaining agreements are in effect, there are some who choose to remain as "fee payers" and not "official"

members of their respective unions and are, thus, not reflected in the statistical data.

However, it is good to bear in mind that unions gain strength from the number of their "card carrying" members. For instance, UUP currently has over 29,000 members statewide. These numbers serve to increase the political capital of UUP when its leaders speak to members of the Assembly and Senate on behalf of their constituents and during contract negotiations, which are presently underway.

I do understand that some do not want to be affiliated with a union. But whether they are fee payers or members, these individuals are treated equally by the collective bargaining agreement negotiated between the State and

UUP. To name a few benefits fee payers receive: equitable treatment in relation to pay, discretionary salary increases, promotion and continuing appointment or tenure; and additional protections against disciplinary actions and discharge as well as a venue to address grievances. In other words, the terms and conditions



of employment that are articulated in detail in the current agreement between The State of New York and United University Professions.

UUP, as do the other unions at Binghamton (CSEA, PEF and Council 82), operates under the provisions of the Taylor Law. This law has also been used as a model by other states in order to recognize and certify their collective bargaining units.

Therefore, it is good to keep in mind that New York is not alone in its distinction as a public sector collective bargaining state since it joins the approximately 42 other states and the District of Columbia who have enacted collective bargaining laws that covers some or all of its public sector employees.

So the next time you get a phone call or receive a membership card in the mail, please seriously consider "officially" joining the union that represents you.

**UUP's membership
numbers give us
clout in Albany.**

Binghamton Executive Board Minutes

Meeting of April 23, 2003

Present: H. Eichelberger, J. Eichelberger, F. Goldman, L. Lisman, R. Pompei, A. Preus, E. Shephard, M.B. Willis, D. Wood., K. Zentz
Guests: Ingrid, Husisian - Local AFL/CIO Union Liaison; Dennis Selzner - UUP Field Staff Representative, Susann Thiel & Bridget Torrance

Meeting called to order at 11:36 a.m.

1. March 19 Executive Board Minutes – Approved as written.

2. Guests – Darryl introduced Susann Thiel and Bridget Torrance who have both been nominated as Professional Delegates to the Executive Board. Susan and Bridget will be attending the Spring Delegate Assembly as visitors.

3. Treasurer's Report – Ed gave the Treasurer's report and distributed handouts of the yearly income and expenses to date to initiate an annual budget.

The board members reviewed the expenses. A suggestion was made to distribute the newsletter electronically versus paper copies to help defray costs. A discussion followed. This was tabled for future discussion when George McKee, newsletter editor, is in attendance.

Consensus by the Board that expenses need to be scrutinized since a decrease in staff will result in a decrease in allocations.

MOVED to establish a subcommittee to review the UUP budget. MOTION APPROVED. The subcommittee will consist of Ed Kokkelenberg, George McKee and Ed Shepherd.

4. Academic VP Report – Bob discussed academic problems as a result of the current budget situation and moral of the faculty. Bob referred to an article by George Basler (Education Reporter) which appeared in the April 23 edition of the Press-Sun Bulletin.

Dennis Selzner commented on the participation (lack of) by the Binghamton UUP Chapter in events such as Advocacy Day and other such events- need to get more members involved.

A lengthy discussion followed about the future of the campus and its UUP membership participation.

Suggestion to establish a column to encourage members to voice their opinions in the newsletter which can be done anonymously. Darryl will follow up in the next newsletter.

5. Professional VP Report – Fran re-

ported the Center for Quality did a report on the revised Professional Evaluation Form. The Committee (a subcommittee for the Labor/Management) has agreed to meet again to review comments and changes which were proposed.

A luncheon meeting with Fran Goldman, Mary Beth Willis and the RDs will take place Thursday, April 24 in the Chenango Room. They will discuss current RD issues and also review the Evaluation Procedure. Need to get RDs more proactive.

Fran reported that the Women's Rights & Concerns Presentation has been postponed until October 9 due to schedule conflicts of presenter.

6. Lobbying & Advocacy – Arrangements were made to meet with area representatives to discuss the Binghamton's budget situation. Assemblyman Warner – 2:00 p.m., Wednesday, April 23. Assemblyman Crouch – 9:00 a.m., Thursday, May 1, 2003 in Sidney. Senator Libous – declined, but Darryl will pursue Libous's aides.

May 3rd Rally in Albany – Empire State Plaza. – Delegates attending the Spring DA will be bused to the Empire State Plaza from the Desmond. UUP members wishing to participate can contact the Oneonta Chapter Office and take a bus from there. Contact Margaret Carney at (607) 436-3500 or e-mail oneonta@uupmail.org to make arrangements.

7. Donation Requests: Annual Citizen Action of New York Phoenix Award – Request to renew \$300 organizational membership. This award is presented annually by the Citizen Action Board of

Directors to individuals who have a history of exceptional service and dedication to the quality of life in our community; "Kids Explore" – Summer Science Program for children in grades 1-8. Request to help defray costs for facility rental, staff support, supplies & scholarships for those in need. Requested by Allison Alden, Director, Div. of Professional Development & Research, SEHD; Habitat for Humanity – Requesting money for a home which exceeded original cost; Spring Research Brown Bag Series – Request continued support for the program. Sponsored by the Office of Research & Sponsored Programs.

MOVED to approve request for the Annual Citizen Action of New York Phoenix Award and Spring Research Brown Bag Series. MOTION APPROVED.

MOVED to deny requests for "Kids Explore" Program and Habitat for Humanity. MOTION DENIED.

8. Broome County Democratic Comm. Jefferson Day Breakfast – Saturday, 9-11 a.m., April 26. The guest speaker is Dennis Hughes, NYS AFL-CIO President. Darryl extended invitations to the Board.

9. Newsletter Award – The Binghamton Chapter's newsletter, *The Connection*, selected as "Best in Class/General Excellence in the Class II division (Chapter membership of more than 500).

10. Benefits Presentation – fronted with wage and equity issues. It was suggested that the presentation be done in 2 (1 hour each) presentations.

11. The next meeting will be the Annual Board Luncheon held on Wednesday, May 14, at 11:30 a.m. in the PSPC Dining Room.

United University Professions
Binghamton Chapter
LSG 516
Binghamton University
PO Box 6000
Binghamton, NY 13902-6000