

Connection

Binghamton Chapter, United University Professions



From the Chapter President

A Very Personal View of the Vision Survey Results

by Darryl M. Wood

I have been on campus for more than 28 years; the first two as a graduate student in both the School of Management and in the Department of History, then for over ten years in the School of Nursing before moving to the Anderson Center, where I have been for more than 15 years. As both student and employee, I grew to believe the stories I heard about Harpur College and the characteristics that made Binghamton great.

I began to appreciate the dedication of our academic and professional staff, the clerical and maintenance employees, and others associated with the university. I saw the importance those individuals placed on "teaching and research" and on service to students. I know that Binghamton is a special place — we are not like the other SUNY schools — we really are unique!

As time passed, external pressures wrought changes on this campus. Our enrollment increased without a concomitant growth in people to support that increase. Funding for most areas of the university decreased. Understanding of the importance of what we do here eroded among our elected officials. Throughout all this, the individuals who

worked here kept those qualities alive. Teaching, research and service were still important.

During the last few years, however, cracks have begun to appear in those three pillars. Those external forces have been inexorable in their movement.

The results of the Vision Survey detail where you want Binghamton to be five to ten years from now. It is exhilarating to me that the qualities

I, and many others over the years, cherished are still important. We still believe that teaching and research are the cornerstones of what we do here. We understand the importance of providing services to our students. We know the only way to do that is with more full-time academics and professionals. We can change with the times to emphasize different areas of science and tech-
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Exhibit Set for Dousmanis Photographs



Van Dousmanis photographed this candlelight vigil, above, which Binghamton students held on the evening of September 11, 2001.

Emotion is a common characteristic of his photography, especially facial expressions. "It shows the intensity of the activity, and that is really what appeals to me," he has said. "The kind of photography I do is about people."

We offer the image in this issue of the UUP Connection as a silent antidote to the furor of the political season.

Van's work as a photographer and his career as the official BU photographer are to be recognized in an exhibit opening at the University Art Gallery on October 8, with a reception from 4-7 p.m.

His treatment for prostate cancer continues. He thanks everyone for their kindness and support and would enjoy hearing from colleagues and friends at <vand@binghamton.edu>.



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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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It's official! — www.uupbinghamton.org

Chapter Launches New Website

**Ingrid Husisian
Harpur Dean's Office**

Looking for information about UUP? Want to get in touch with chapter leaders? Binghamton University's chapter now has its very own website located at <www.uupbinghamton.org>.

The website explains UUP's charge of providing members with advocacy, protection and representation. An "Officers" page has photos, titles, contact information, and e-mail links for all members of the Executive Board.

We've included a link to UUP's newest contract with New York State, as well as a link to UUP's main website from our statewide office in Albany.

Chapter President Darryl Wood has written a welcome message explaining UUP's mission and encouraging participation.

A "Benefits" page offers links to UUP membership benefits, Davis Vision, Cigna Dental, and Individual

Development Awards (which includes information about the Dr. Nuala McGann Drescher Leave Program, Campus Grants Program, Dr. Herbert N. Wright Memorial Safety and Health Training Award Program, and Grants for Employees with Disabilities).

A link to the UUP Benefit Trust Fund Scholarship contains detailed information and an application. Other buttons connect to UUP's membership application, information for retirees, BU's Human Resources, and other UUP chapters throughout SUNY.

The website also connects to UUP's Legislative Program, NYSUT's political action page, and contact information for our state and national lawmakers.

We will update the website regularly so it remains timely, accurate and informative.

Your feedback is crucial to making the web page a success, so please send your comments to <uup@binghamton.edu>.

Are We Now the Enemy?

by Darryl Wood
Binghamton Chapter President

As part of the process of finalizing the Vision Survey Report (see elsewhere in this issue), I contacted the administration for the list of our "peer institutions." This list is regularly discussed and used by the administration as a means to measure us against other schools across the country.

We wanted to use that list for the

same reason, to compare some of the survey results with our peers' characteristics. I made a phone call to an office in the Couper Administration Building and made the request to the secretary. I have made previous requests to this office which have always been granted, so I know the individual and she knows me. Once we established why I wanted the list of our peers, I was told the individual who could make the decision was out of the office but would be

back within 36 hours later.

I waited those 36 hours, and then 36 more, before moving forward without that information. Maybe I can be faulted for not calling back but I have left requests with them before and I didn't have to make them a second time. I can't explain it except that maybe they didn't want to give it to me.

Am I just being paranoid, or are they really out to get me?

The Scholarly Communication Crisis

by Alesia McManus
Science Library

In academic circles, you may have heard reference to the "scholarly communication crisis" or the "serials crisis." Is it really a crisis, and if so, how did it come about?

Since World War II, there has been an explosion in the amount of scholarly information, especially in journals commercially owned by conglomerates such as Elsevier. Library budgets were able to keep up with the increasing costs of these publications until the economic downturns of the late eighties and early nineties. Since that time, libraries have had to cancel journals to balance their budgets. There is little if any money for new subscriptions.

The primary reason for this fiscal reality is that the cost of journal subscriptions has risen faster than the Consumer Price Index (CPI). A subscription typically inflates at the rate of 10-14% per year. The situation is especially acute for science, technology, and medicine (STM) journals and lately for the social sciences as well. In a compilation of the average 2001 prices for journals in selected disciplines from the Association of Research Libraries (ARL), political science and business and economics journals had the highest percent change in prices per

title at 54.34 and 51.17, respectively, from 1997-2001.

To highlight the problem and for some fun comparisons, Cornell University Libraries and the Health and Human Services Library at the University of Maryland at Baltimore developed online exhibits demonstrating how high these prices have risen. Based on their examples, here is some comparative information for a couple of STM journal titles. For the cost of a subscription to *Theoretical Computer Science* (\$5,914), you can buy yourself a Harley-Davidson to ride around on; for the cost of *Brain Research* (\$22,386), you could buy a well-equipped Toyota

Camry.

Library and research organizations such as the ARL have been mobilizing to raise awareness among the creators of scholarly content, e.g., university faculty. SPARC, the Scholarly Publishing and Academic Resources Coalition, helps faculty and libraries create alternative no- or low-cost journals to compete with the more expensive journal titles. There are now numerous examples of such titles and partnerships, including *Algebraic and Geometric Topology*, *BioOne*, *Columbia Earthscape*, *Economics Bulletin*, *Evolutionary Ecology Research*,
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For more information

Association of Research Libraries. *The Impact of Serial Costs on Library Collections*. ARL Bimonthly Report 218. October 2001. 9 September 2004 <<http://www.arl.org/newsltr/218/costimpact.html>>.

Sticker Shock — the rising costs of scientific journals, Cornell University Engineering Library (2002) <<http://www.englib.cornell.edu/exhibits/stickershock/>>

Show me the money — the reality of library costs, Health and Human Services Library at the University of Maryland (2001) <<http://www.hshsl.umaryland.edu/information/news/exhibits/money/index.html>>

SPARC <<http://www.arl.org/sparc/>>

Create Change <<http://www.createchange.org/home.html>>

The SPARC Open Access Newsletter. Ed. Peter Suber. 2001-2004. 9 September 2004 <<http://www.earlham.edu/~peters/fos/>>.

Part-Time UUP Employees at BU

by **Beth Turcy Kilmarx**
Campus Part-Time Concerns
Representative
for the Binghamton Chapter

On the Binghamton campus, there are approximately 104 part-time faculty members and 74 part-time professionals, for a combined total of 178 part-time UUP employees. In each group, a number of these employees have doctorates, many have one or even two master's degrees and almost all of them have an undergraduate degree.

The decision to work on a part-time basis varies from individual to individual. Some work on a part-time basis by choice, while others do so because they have no choice. As their work schedules vary, so do the number of hours part-timers work and the jobs that they perform. Part-time employees teach undergraduate and graduate courses, conduct research, write grant applications, and provide administrative assistance all over campus.

Part-timers are an integral element of this institution and one that this university has come to depend upon in its goal to provide students with a first-rate, public ivy education. As a result, our new contract is stronger than ever before for part-time employees.

Your UUP chapter sponsored a series of workshops for academic and professional part-timers during the last Campus Equity Week. These workshops were a chance for part-timers to meet informally with their union representatives and to voice any concerns or ask questions about employment, benefits, and work environment issues. Over the course of three days, several part-timers met with Binghamton chapter UUP officers: Jim Dix, VP for academics; Fran Goldman; VP for professionals, and Beth Turcy Kilmarx, part-time concerns representative.

Whether they were part-time academics or professionals, the number one concern for all workshop attend-

ees is job security. Very few part-timers have or are even eligible for tenure or permanent appointment. In some instances, consecutive appointment periods are often less than one academic year. Most of the attendees feel vulnerable with the con-

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stant underlying knowledge that they could be let go at any time.

Adding to the stressfully uncertain nature of their jobs, many part-timers find it difficult to contribute to the University's mission. Since they are often unsure of their professional or academics futures, some part-timers are hesitant to participate in long-term projects or activities.

Without a doubt, part-timers could vastly contribute more to the University if they had a more dependable and longer employment contract. For example, some workshop attendees stated they would collaborate more with other colleagues on research, grant applications, or other long-term projects if they knew that they would be on campus to follow through with such endeavors.

UUP was aware of the part-time employees concerns over job security when it renegotiated its contract. As a result, in the new contract there is an extremely important amendment to Appendix A-30. This amendment addresses the issue of longer contracts for part-time employees. Appendix A-30 strengthens the language on full-year term appointments for part-timers as it states "*The University shall instruct campuses to appoint part-time term faculty to full year appointments where they are in a position to do so.*" It is understood that only in rare instances should part-timers be given less than one-year term appointments or renewals.

UUP made other significant gains for part-time employees elsewhere in the contract. Specifically, Article 8, which deals with monthly campus joint labor/management meetings, and Article 20, which concerns the issue of direct compensation.

In Article 8 §8.4b, it states that *A College President, or designee, shall meet with local UUP representatives once each month to discuss matters of interest pertaining exclusively to part-time employees raised by either party, including those matters necessary to the implementation and administration of this Agreement which are local in nature.*

This article creates required monthly campus labor/management meetings that are devoted exclusively to part-time employee issues. These meetings will provide a forum for part-time staff and faculty members to directly discuss specific part-time related issues with university management.

ARTICLE 20 addresses the issue of direct compensation. It states in section §20.2:

An \$800 lump-sum payment, prorated for part-time employees, will be paid to employees who had at least one semester or the equivalent of service starting July 1, 2003, and who are on the payroll April 29,

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A Weekend of Community Dancing in Binghamton

by **Hilton Baxter**

In my youth, I never did very much dancing. I was much too klutzy and shy. But then I experienced American contradancing and within a remarkably short time I became enthusiastic, energetic, even graceful. It was like a gateway to a wonderful garden of delights.

Come experience the local variety of this at the Kindred Spirits Dance Weekend on November 13 and 14.

Community Dance in Binghamton, a non-profit organization with many participants from Binghamton University, is sponsoring this exciting, "mountaintop" experience: two days of enjoyable dances, learning opportunities for beginners, opportunities for experienced dancers to develop their abilities, great live music and many friendly people to share it all with.

The program will include sessions with English country dance, such as you might have seen in films like *Pride and Prejudice* or *Emma*. This style traces its roots back about 400 years and epitomizes elegance and grace.



© Ted Crane

Mark your calendar for the Kindred Spirits Dance Weekend on November 13 and 14.

The North American cousin of this tradition, now often called New England Contradance, is popular in hundreds of communities, and blends some of the same patterns of English country dance with the energy and music of an old barn dance or celtic jigs and reels. And to top it off, the weekend will include at least a glimpse of Scottish dance.

All these exciting possibilities will

be facilitated by top-quality teaching by national and international dance caller Scott Higgs (from Philadelphia), and well-known and locally beloved Pamela Goddard (Ithaca).

And we'll have two wonderful musical ensembles in residence throughout the weekend. Jiggermeister has played at Binghamton dances a couple of times. Their energy level and creativity are infectious, to say the least. Fine Companions (formerly Roodiments of English) are known throughout the region for refined playing which matches the dances perfectly. Three of its members are BU colleagues.

These kinds of dances were not developed for performance, so the styles are easy to learn, yet provide pleasures and rewards for people of all experience levels. If you can walk, you can do this. Just make those walking steps with loops, turns and spins, combine with other friendly people, mix with wonderful live music and you have a recipe for fun.

For more information, go to <http://www.tier.net/contradance/kindred.htm> or contact Hilton Baxter at hiltonb@binghamton.edu or Ross Geoghegan at ross@math.binghamton.edu.

Part-Time UUP Employees at BU

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2004. The proration for part-timers is:

Part-time professionals and academics who do not teach courses and who earn:

Up to \$10,346	\$200
\$10,347 - \$15,521	\$400
\$15,522 - \$20,695	\$600
\$20,696 or higher	\$800

Part-time academics who teach:

1 course	\$200
2 courses	\$400
3 courses	\$600
More than 3 courses	\$800

All part-time employees are eligible for this lump sum payment. Please check to see if you received the appropriate amount, as some mistakes were made in the distri-

bution of funds. The contract in its entirety is available on UUP's website. If you have any questions about your lump sum payment, please contact Darryl Wood or myself.

UUP remains dedicated to preserving the rights and benefits of part-timers. The union recognizes the fact that part-timers represent a highly educated and dedicated workforce that tends to be invisible to most on campus. UUP will continue working to improve the working conditions for part-time employees in the SUNY system. If you have any questions about part-time employee issues, please contact me at 7-3403 or bkilmarx@binghamton.edu.

Looking to save money?

These discount programs from New York State United Teachers Member Benefits will save you money!

Simply Certificates

Perfect for gift giving! Gift certificates purchased from Simply Certificates on-line or by phone are discounted 10 percent for NYSUT members and agency fee payers. You must identify yourself as a NYSUT member to receive the discount. Note: This discount is not valid at Simply Certificates retail locations.



Certificates are accepted at hundreds of participating restaurants, day spas, resorts, golf courses and ski areas. Merchants are located in many areas within New York, as well as in 14 other states and D.C. Participation in the downstate area will be expanded in the near future. Request a merchant listing from NYSUT Member Benefits.



Working Advantage

If you like to save money on entertainment, then this program will interest you. Purchase discounted tickets for movie theaters, video rentals, theme/amusement parks, skiing, Broadway shows, museums and special family events through Working Advantage.

You can order tickets through the mail, Internet or phone. You must identify yourself as a NYSUT member and use the special NYSUT identification number.

Lifeline

If you have an older relative living at home, Lifeline can give both of you peace of mind. It's an easy-to-use personal response service that ensures older adults living at home get quick assistance whenever it is needed, 24 hours every day.

A push of a button dials a monitoring center and establishes two-way voice communication. A Lifeline representative communicates with the individual, assesses the situation, summons appropriate help and follows up to ensure help arrived. Lifeline also allows the user to answer the phone without rushing and risking a fall. Additionally, it can give reminders about medications, appointments, etc.



NYSUT members receive discounted pricing. Note: Some communities may offer Lifeline through hospitals or service agencies. You should check with these facilities for availability and pricing.

How to Access

For information and ID numbers for these programs, contact NYSUT Member Benefits: 1-800-626-8101, e-mail: benefits@nysutmail.org, or on-line: www.memberbenefits.nysut.org.

Two Committees to Help Professionals

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

Have you recently sought a promotion or salary increase that didn't go anywhere or received an unsatisfactory evaluation from your supervisor and are not sure what you can do?

As outlined in the provisions of the Memorandum of Understanding between UUP and the State University of New York, two separate committees of your peers may be of help in addressing these issues.

In August, you and your fellow UUP professionals elected David Cannone, Rose Frierman, Don Guido, Beth Kilmarx and Bob Mess to serve for the next two years on the College Review Panel, and Sara Ballard, Tammara Behonick and Allan Greene to the College Committee on Professional Evaluation. The latter will serve along with management rep-

resentatives Sheila Doyle and Fran Littlefield.

Binghamton University's College Review Panel has been established to respond to UUP professional employees who pursue a promotion or salary increase by submitting the forms for "How to Request a Promotion or Reclassification" and/or "Instructions - Form for Salary Increase" (on the Human Resources' webpage through normal University channels) and have had the request denied at any level below that of the president. You then have the option of pursuing further consideration as provided under the guidelines set forth in the Memorandum of Understanding by appealing to the College Review Panel. Once the Committee has reviewed the necessary paperwork, recommendations will be sent to the presi-



dent for her consideration and action.

Professional employees who receive an unsatisfactory evaluation may appeal to the College Committee on Professional Evaluation. It is the responsibility of this committee to review such evaluations. In this regard, the committee examines both the process and substance of an unsatisfactory evaluation and performance program that is being appealed and provides the president with any information they deem helpful to her in considering the evaluation and subsequent personnel actions that are the result of the evaluation.

Both the College Review Panel and the College Community on Evaluation are there for you. Should the occasion arise where they may be of help, you can contact the members directly, call the UUP Office (7-4382) and/or call or e-mail me (frances@binghamton.edu, 7-4938) for assistance.

UUP Responds to Governor's Vetoes of SUNY Budget

On August 20, United University Professions (UUP) President William E. Scheuerman spoke out against Gov. Pataki's vetoes.

"The governor's actions will starve SUNY, jeopardize our members' jobs and threaten the quality of education the University can provide its students.

"The \$50 million in operating funds added by the Legislature is the bare essential SUNY needs to function. By spreading the funding over three years, the governor is spreading SUNY too thin. Layoffs are looming and program cuts are almost a certainty.

"SUNY's been slammed with millions of dollars in cuts in state fund-



*UUP President
William
Scheuerman*

ing in recent years, while enrollments are skyrocketing and the number of faculty members is declining.

"If today's cuts remain intact, will there be faculty in front of the classrooms to teach the ever-growing number of students who attend SUNY? Or will the University have to close the doors on students?"

"Given this grim fiscal picture facing SUNY, it is extremely unfortunate that Gov. Pataki has chosen to veto most of the Legislature's budget additions for the University's state-operated campuses."

The governor's vetoes included a cut of the \$2.4 million the Legislature added for SUNY's financially-strapped technology sector colleges.

"That cut will wreck the technology colleges, which are critical educational and economic engines for the communities they serve," Scheuerman said. "These colleges have endured years of underfunding, aggravated by an unfunded mandate to provide four-year programs."

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Vision Survey Results

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nology in research, but we don't want to lose sight of the whole person — we also want to continue our efforts in the Humanities. Graduate students are essential to the University and should increase in numbers, but only if funds are there to support them. We might want to grow but we are very comfortable with our current size. And, we know that collegiality is essential to an effective campus — we all need to be involved in determining the future of our campus.

From a personal perspective, it is wonderful that those qualities have endured over these years with all the campus presidents. It is wonderful that we continually emphasize what made Binghamton outstanding in the first place.

But, we need to act if those characteristics are to endure through Binghamton's 75th anniversary. We have not lost sight of what is important — the SUNY Board of Trustees and our elected officials have. They are the ones who need to understand the precious commodity we are as a University. When they do, nothing will stop us.

The Scholarly Communication Crisis

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IEEE Sensors Journal, Journal of Machine Learning Research, MIT CogNet, Organic Letters, Public Library of Science, and the Stanford Encyclopedia of Philosophy.

The Create Change web site discusses how faculty sign over their copyright to journal publishers, and thus university libraries are essentially buying back the articles of their own institutional colleagues and clientele. These efforts and others have led to the Open Access (OA) Movement, which I hope to discuss in an upcoming article.

Drescher Leave Program Deadline Oct. 1

by **Angie Fondano**
Program Coordinator

(18 Aug. 2004) The State of New York/United University Professions Affirmative Action/Diversity Committee is pleased to announce that the Dr. Nuala McGann Drescher Affirmative Action/Diversity Leave Program, under Article 10, State/UUP Agreement, has been renewed. Applications are now being accepted for leaves commencing in the spring of 2005. The deadline for accepting such applications is October 1.

The program is intended to enhance employment opportunities for minorities, women, persons with dis-

abilities and Vietnam era veterans in the professional services negotiating unit by assisting them to prepare for permanent or continuing appointments within the State University of New York. Applicants must meet eligibility requirements listed in the guidelines. In order to secure a leave, the applicant is responsible for requesting and obtaining approvals, as appropriate, from the campus president or designee.

Please refer to the State/UUP Joint Labor-Management Committee web site at <www.lmc.state.ny.us> for a copy of the guidelines, application and additional information.

UUP Responds to Budget Vetoes

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Gary Edwards, UUP chapter president at SUNY Delhi, said: "We're whittled to the bone and any more cuts will devastate us."

The governor also cut the Legislature's restorations to the Educational Opportunity Program — a

program Scheuerman said is "critical to maintain access to the University" — and to the capital plan.

"Our next step will be to work with our friends in the Legislature to override the governor's vetoes and restore SUNY to its rightful position as our great state University."

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