

Connection

Binghamton Chapter, United University Professions



From the Vice President for Academics

Grow, grow, grow BU

by Jim Dix
Chemistry Department

Three years ago, Binghamton University started formulating a Strategic Plan, giving us a road map to lead us through the year 2010.

It was clear from the Strategic Plan that BU was going to grow. While there were specific numbers for some aspects of growth (for example, increase number of faculty by 20%, and decrease undergraduate:graduate enrollment to 3:1), a specific number for the total number of students enrolled at BU was not given.

A recent memorandum of understanding (MOU) signed by President DeFleur and former SUNY Chancellor Ryan (<http://www.suny.edu/provost/Binghamton%20MOU.pdf>) has now specified this number: 17,000 total enrollment by fall 2010. This projected number represents a large increase from the current 14,000+ students currently enrolled, and certainly clarifies DeFleur's statement at the University Forum last January of "slow enrollment growth over the next few years."

Of course, one always has to take official agreements with SUNY Central with a grain of salt the size of a Mack truck. The MOU can be thought of as a political maneuver by BU and SUNY to divide up the state's fiscal pie for education. One can't get more money without enrollment growth,



and one can't have enrollment growth without more money. The BU administration is wary that SUNY will allow us to grow, but then won't provide us with adequate resources. Thus, in the MOU there is a statement, "If System Administration cannot allocate tax funds commensurate with enrollment increases, the campus will, of course, need to modify its enrollment figures from year to year to

ensure that growth does not compromise quality." BU has interpreted this stipulation as meaning necessary increases in funding will include not only funds that track enrollment growth, but funds for infrastructure growth as well.

So, will we actually grow to 17,000 in three years? It is instructive to look at BU's track record as indicated in the previous MOU signed by BU and SUNY. In that document, dated December 2000, BU was projected to enroll 14,157 students by fall 2004; actual enrollment was 13,860 students. The previous MOU also contained the caveat that if fund-

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Money and more money: Check your pay stubs!

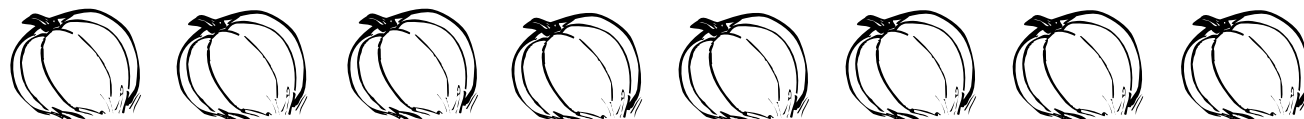
by Darryl Wood
Chapter President
Anderson Center

As many of you know, UUP is currently in negotiations with the State of New York for a successor Agreement to the one that expired on July 1, 2007. Even though we are currently working without a contract, all provisions except those with a specific sunset date remain in effect. Even so, there are still funds for salary increases to be disbursed later

this calendar year. In addition, two salary increases were paid earlier this year.

On April 1, 2007, a \$500 increase was awarded to all UUP-represented employees who had either continuing or permanent appointment, "tenure," as well as those who had received two five-year term appointments, if in Appendix A Titles. If you meet one of these criteria and did not receive this increase, please contact us immediately.

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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 reflections on what makes a university a university

I am proud to work at SUNY-Binghamton. Many interesting events occur here, events that help define Binghamton as a university. I have recently participated in two.

The first was the International Student and Scholar Services' first Coffee Hour of the academic year. Funding for this comes from various offices across campus, and the event provides an opportunity for our international students, well more than 1,500 this year, to interact with one another as well as with campus community members. Bringing together peoples of various cultures, exchanging knowledge, and building bridges is one of the reasons Binghamton is so well regarded around the world.

I also attended the first EvoS Seminars with Barbara Ehrenreich. Her talk, "Dancing in the Streets: The Human Need to Party," was not only entertaining but educational and thought-provoking. I was brought back to my own experiences in college when I left a classroom and had to not only share what I had just learned with others but also felt a door had been opened for new knowledge to enter. I look forward to other lectures brought to the campus by EvoS, the Evolutionary Studies Program headed by David Sloan Wilson.

I encourage all of you to participate in the life of the mind on our campus.
DW

Join us for breast cancer walkathon

Binghamton UUP is looking for volunteers to join them on their Making Strides Against Breast Cancer walkathon team. The walk raises money to support the American Cancer Society's breast cancer research, prevention, early detection, and support programs for patients and their families. This year, the walk takes place on September 30 at Recreation Park in Binghamton.

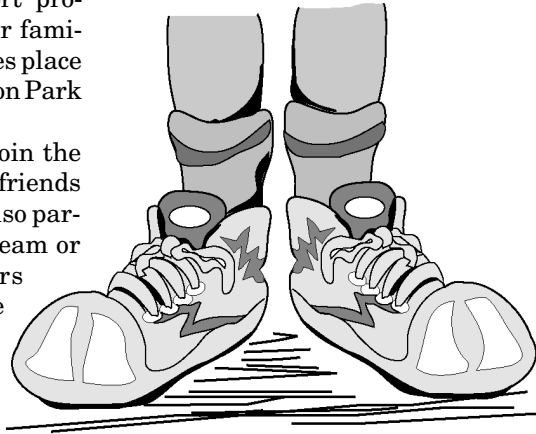
Everyone is welcome to join the team, including family and friends of UUP members. You can also participate by sponsoring the team or individual team members through donations to the American Cancer Society by credit card via the team web page or by giving cash/checks to team members.

If you are interested in walking or supporting the event, you can join or sponsor the team via the Web at <http://www.cancer.org/stridesonline>. (Click on New York state then look for Binghamton UUP under the Binghamton listing). You can also pick up a Making Strides packet by contacting one of the following individuals:

April St. John (astjohn@binghamton.edu)
Brandy Wilson (bwilson@binghamton.edu)
Jill Yaples (jyaples@binghamton.edu).

Binghamton UUP appreciates your support of this event and looks forward to a great walk!

DW



From the Chapter President

Your issues are guiding us

by **Darryl M. Wood**
Anderson Center

Welcome back to the new academic year! It is good to have the students and all of you back on campus.

I would like to review some of the issues we were dealing with last year and those that you have raised which we will be pursuing this coming year. Your concerns define our priorities.

Both Professionals and Academics have raised concerns regarding what is called "problem supervisors," and we had numerous conversations at labor/management meetings, both on and off the record, last year regarding specific individuals.

Results of those conversations have been mixed. We know that the University administration has heard your concerns and that it has reviewed them with the supervisors in question. In some instances, behavior has changed; in other instances, it has not. We continue to address these situations as they arise.

We had many administrative discussions concerning salaries. Among the themes considered were salary compression (i.e. inequities which result from longevity of employment at BU); monies for promotion, especially for Professionals; and minimum salaries for part-time Academics.

It is our understanding that certain deans and directors have attempted to address salary compression. This piecemeal approach has not been very successful. There appears to be no commitment on the part of the University to provide a consistent amount for promotions, either for Academics or Professionals. We will continue to work on this as the year progresses. While the University has not set a specific salary minimum for part-time Academics, there does appear to be a floor,



albeit lower than at other, nearby, SUNY campuses.

Issues related to personal safety have dominated many of our labor/management conversations. Areas include pedestrian safety; hazardous materials; office environmental hazards and building evacuation. There has been positive movement in all these areas with procedures currently in effect to address them. Even with these policies, we continue to hear from members with serious concerns, and we will continue to raise these issues in the appropriate fora.

We continue to hear from part-time employees, both Academic and

Professional, with concerns ranging from salary to availability of resources. Salary related concerns are also high on the agendas of our membership, which reflect many of the same issues as last year.

Also, we have heard from several of you who feel that your supervisors, whether academic chairs or deans or professional directors, are not responsive to your needs and concerns. These concerns are different from the "problem supervisor" problems noted above, but they appear to show indifferent administrative guidance about how to supervise effectively, and we are pursuing them accordingly.

We will continue to advocate for you in our conversations with the administration at Binghamton. Please continue to communicate with us.

UMU will remain within SUNY

(From *UUP Connection*)

UUP has prevailed in its months-long effort to keep Upstate Medical University in Syracuse as part of SUNY. In late August, state Health Commissioner Richard Daines approved a consolidation plan between UMU and neighboring Crouse Hospital. The plan calls for a 13-member council to explore opportunities for collaboration between the two hospitals.



That approval means SUNY will continue to operate UMU, news that UUP President Bill Scheurman hails as "a tremendous victory." UUP mounted an aggressive advocacy, advertising and Internet campaign against the Berger Commission's original recommendation to remove UMU from SUNY and have it merge with Crouse as a privately run entity.

"I thank all our members who faxed and called the governor urging him to keep Upstate in the University," Scheurman added. "Our message got through."

It's all in the moves: Some of the ways we assist arriving new students each August

by David Stone
Physical Facilities

Students coming to Binghamton University for their first semester — and returning students as well — have many cares and worries. In addition to leaving friends, family and familiar surroundings, it is necessary for them to pack clothing, entertainment equipment, refrigerators, microwaves, computers — all the necessities for college life — and travel to campus, then move into their dorm room.

What they don't need to worry about, in light of all this, is navigating the campus, finding the right dorm, checking in and moving the items from their vehicle to their room. Volunteers from various campus units, including members of United University Professions (UUP), greet the arriving students and their families.

Upon first arrival, the vehicle destination is determined and the driver provided a color-keyed name card identifying the dorm and parking lot from which to unload their belongings. Following color-keyed signs to the correct parking lot, other volunteers meet the student and

family members to help unload their vehicle. The items are loaded onto carts and/or trailers and moved to the front door of the appropriate dorm. From there, yet other volunteers provide check-in service, assist in moving the items into the building and finding the correct room.

Once unloaded, students typically stay with their belongings while a family member is asked to move the vehicle to parking lot M, and the campus provides a shuttle service to assist in this jockeying of vehicles and people. The route runs from parking lot M and circles around campus to allow for the picking up and dropping off of anyone needing a ride.



UUP Executive Board member David Stone (author of the related article) at the wheel of a shuttle bus van on Freshman Day this year.

During these few moments of transport, the shuttle driver is typically asked a variety of questions about campus and the surrounding communities, for example, directions to the local site of a favorite chain store or the best way to find a particular type of service.

It is also a moment when many
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Tony Preus, UUP Executive Board member and faculty master of CIW, awaits freshmen and families at entrance to the College.



The baggage train at College in the Woods on Freshman Day this year

Mangino Golf Tournament helps Toys for Tots

by Karen Fennie
Physical Facilities

For the past 13 years, a group of Physical Facilities employees has organized a golf tournament in memory of John Mangino, who worked as a laborer for the department for 20 years before passing away.

Over the years, and with the support of both CSEA and UUP participants, the tournament has grown, with proceeds each year donated to Toys for Tots. While the tournament and donations were modest in the early years, the event has now become the single largest source of funds in the community for the Toys for Tots annual campaign.

More than \$6,000 was raised last year, and organizers hope to collect



\$10,000 this year. In addition to the money raised, toys are also collected and turned over to Toys for Tots along with a sizeable check.

The tournament will take place this year on October 7 and 8 at Belden Hills Golf Course. A captain-

and-crew format will be used, and the fee is \$45 a person. The fee includes golf, cart, food on the course, a meal and prizes. Participants are asked to bring a toy as well.

To sign up, or for more information, contact Marty Ashman at 777-2900 or Anthony Citriniti at 777-6015 in Physical Facilities.

As someone who has participated in the tournament, I highly recommend it. While Mr. Mangino was a CSEA member, many UUP employees work for Physical Facilities and are participants and supporters of this annual effort.

It is a wonderful event for a very good cause. Since it has become the largest fundraiser for Toys for Tots, much goodwill and media attention are generated for the University and the dedicated employees who organize the tournament.

It's all in the moves

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parents experience that sudden realization that, when they leave the campus, their child is not going with them. More than once, volunteers have assured panicking parents that everything will be okay.

There is also an excellent opportunity for the passengers to learn a bit more about the campus. A big item of interest this year was the Nature Preserve and, in particular, its ramps for the

salamander road crossings.

The two days of move-in activities are planned well in advance and utilize the talents of UUP members as well as members of other campus bargaining units — CSEA, Council 82, NYSCOBPA and MC. And many offices involved with student support activities are just as busy assisting the students with the transition to college life. All in all, it just may be the busiest time for the majority of staff all across campus.



UUPer Colin Coleman, resident director of Cayuga Hall, ready for the arrival of new students and their families.

Binghamton student robbed — Be aware of your surroundings

(from BU Dateline) A female Binghamton University student was accosted and robbed by four teenage male assailants on the South Washington Street Bridge in Binghamton at approximately 9 p.m. Tuesday, Sept. 18. Her purse was stolen and she was bruised during the robbery.

The student filed a report with the City of Binghamton Police, the lead agency in the investigation. Binghamton University Police are working with them and Binghamton University officials are meeting to review the incident, including security measures.

The University continues to encourage students to be aware of their surroundings, to use the bus and to use the University's escort service.



Money and more money: Check your pay stubs!

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All UUP-represented employees, including part-time employees, are also receiving an \$800 increase, prorated for part-time employees. Calendar-year and college-year employees received their increase in July. Academic-year employees are receiving their increase in September. Employees who are not currently on the payroll, but have been, and who will return to employee status in the spring will also be eligible for this increase. Again, if you have not received, or do not receive, this increase, please contact us immediately.

Finally, the 2003-2007 Agreement calls for one more discretionary salary increase to be paid this year. This pool, one percent of total salaries, will be distributed in December. Recommendations are currently being made through supervisory

If you have not received, or do not receive, this pay increase, please contact UUP immediately.

channels to the President for her final decision.

In addition to this mandated salary increase, colleagues are reminded that Article 20.14 of the UUP contract keeps open the possibility of additional administrative awards: "Nothing contained herein shall prevent the University, in its discretion, from granting further upward salary adjustments of individual employees."

There is one more monetary benefit for UUP-represented employees approved this summer. All Tier III, IV and IVa (essentially those hired after July 27, 1976) employees who participate in the optional retirement program (mostly TIAA/CREF) currently pay three percent toward their retirement. The governor recently signed a bill that, after ten years in the system, has the state pick up that three percent.

While final details are yet to be worked out, it is expected that on April 1 of each of the next three years, one percent will be picked up by the state. Those who will reach ten years during this time will have their percentages picked up as well. After that, all employees in the optional retirement program will have their three percent picked up when they reach ten years of service.

All of these increases were brought to you through the hard work and efforts of UUP.

UUP's 2007 Fall Delegate Assembly

(from *UUP Connection*)
UUP's 2007 Fall Delegate Assembly will be held at the Hyatt Regency in Buffalo Sept. 28 and 29. Up to 400 people are expected to attend the meeting of UUP's policymaking and legislative body.

The theme of the DA is "Honoring Excellence," symbolized by giving out a total of seven awards. Three veteran UUPers — Greg Auleta, Oswego; Al Ermanovics, SUNY Buffalo; and Bob Reganse, Farmingdale — will each receive the Nina Mitchell Award for Distinguished Service. The award for exemplary service to the union is named after the late Nina Mitchell of Brooklyn Health Science Center.

Judy Wishnia of Stony Brook will be honored as the Outstand-

ing UUP Active Retiree for 2007 for her service to UUP and SUNY after retirement.

Three deserving SUNY students—Elizabeth Gray, UAlbany; Selena Hill, Old Westbury; and Allison Rent, Oswego — will each be awarded \$2,000 scholarships from the UUP College Scholarship Trust Fund.

Delegates will have the opportunity to hear the latest developments on UUP's ongoing contract talks with the state. A negotiations briefing will be held during the plenary session on Saturday morning. Chief Negotiator and VP will lead the briefing for Academics Fred Floss.

(Those wishing to attend this or future Delegate Assemblies should contact the Chapter UUP office at ext. 74382 or <uup@binghamton.edu>)

From the Vice President for Professionals

Communication: Let us know your concerns

by Frances Goldman
Asian-American Studies

Communication's purpose, no matter its form, is to give and receive information. While the most common is from the top down, upward or horizontal communications are also important. It is the latter that needs to happen within UUP and its membership if we, as your elected representatives, are to effectively share your issues and concerns with management and work with them towards achieving ongoing improvements. We need your input and questions.

In order to better augment our efforts in the communication dialog, we use this UUP chapter newsletter to transmit important happenings, "Did You Know?" e-mail postings, occasional e-mail messages, surveys, workshops and the creation of some special sub-groups in order to follow up on your specific concerns. Is this too much, just enough, or maybe the wrong kind? Suggestions are certainly welcome from our members at any time.

In line with our present practices, over the summer, Darryl Wood sent out an inquiry to all



Professional staff asking what issues were important to them. At our Executive Board meeting in September, the Professionals got together to discuss some of these issues: discretionary salary increases (DSI), salary equity, part-time issues such as permanency, workload, comp time and alternate work schedules, timely receipt of appointment letters, loss of sick leave, promotional opportunities, the evaluation process, emergency preparedness, space issues such as the location and size of an office, increased enrollment and its impact on workload and environmental concerns.

Although some of these issues are strictly contractual — such as DSI, permanency, and sick leave limits — others are issues that we have heard from you as being important and have taken to our monthly labor/management meetings where we have sought to reinforce the need for timely and effective communication from the administration to the UUP membership and to resolve these concerns.

Additional issues surrounding local procedures for DSI, comp time and alternate work schedules as well as health and safety issues have also been brought to the labor/management discussion. In some respects, we have moved forward with this agenda, while in others the going has been much slower. In all cases, however, we have tried to keep you abreast of new developments and happenings.

However, we also decided that maybe there are better ways that we, as your representatives in negotiations, can address your concerns in more constructive and positive ways. But, in order to do this, we need to hear from you and get your input. While we can discuss what we think is the "best" way, it is you, our members, who need to let us know if what we are doing is the most effective and efficient way to help you.

UUP is only as strong as its membership, and while I understand that everyone doesn't want to — or can't — become very involved, it is easy to send an e-mail or make a phone call to let me know what you are feeling and what is happening in your area. I look forward to hearing from you.

Review window for consideration of promotion or salary increase near

Under the provisions of the collaborative agreement between UUP and management, last April was the first "official" period when Professional staff could request consideration for a promotion, reclassification or salary increase.

The next period is November. Now is a good time to begin thinking about your performance program and whether it accurately reflects

your duties and responsibilities as well as speaking to your supervisor about a promotion and/or salary increase that better reflects your present circumstances. If you have questions about the process, your performance program and evaluations or any other matters relating to this issue, please give me a call at 777-4938.

FG

Any Changes?

Unless you notify the UUP office when you have a change of address or name, we are unaware of the change. To report changes, you may e-mail our office at uup@binghamton.edu or contact Kathy at ext. 74382.

Grow, grow, grow BU

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ing were not sustained, “Binghamton’s plans — and the level of System support — must be revised.”

The time span covered by the previous MOU had some fiscal shenanigans. For example, the increase in tuition during that time period was accompanied by a drop in state support, and the university centers’ slice of the pie was decreased. Despite these apparent indications that funding was not sustained, BU came close to meeting its enrollment target.

At this juncture, it is not clear that BU will grow by 2,500 students in three years, but given our track record, it probably will grow significantly.

One of the issues raised by many UUP members during the discussion of the Strategic Plan three years ago is the loss of Binghamton’s special qualities: we were small enough to have great student-teacher relationships, but large enough to do significant research. Growth could diminish the former while enhancing the latter. We would become just another big state school.

Some things, small and big, indicate we are headed in that direction. For example, since soccer was instituted as a varsity sport here, there has been no charge for admission. BU is now charging faculty and staff

The worry is that, as BU grows, much of the increases in funding will go to fund the infrastructure, leaving deficiencies in funding for our educational mission.

\$5 to attend BU soccer games. Given the small attendance of faculty and staff at these games, the change is likely to generate on the order of \$100 per game. Clearly, the charge is not going to pay for the upkeep of the new soccer fields. The administration has justified the charge by saying most other America East teams charge admission for soccer;

local high schools charge for games; and “the product we put on the playing fields far exceeds the value of the cost of admission.”

Binghamton athletics is becoming the athletics of a big state school.

Another example: the downtown center. UUP, through its advocacy in the state legislature, has largely been responsible for big increases in the overall SUNY budget: last year, about \$150 million, and this year, another \$160 million has been added. BU’s share of this extra money amounts to around \$4 million.

The new downtown center has taken a portion of this money for recurring charges for staff, utilities, security, and bus service. Ideally, with growth to downtown, BU’s base should have been expanded, and the UUP-advocated increases should come on top of that base to fund, for example, more full-time faculty. The worry is that, as BU grows, much of the increases in funding will go to fund the infrastructure, leaving deficiencies in funding for our educational mission.

UUP will continue its advocacy role in getting more total money for SUNY and BU. BU, for its part, must ensure that its share of the pie is adequate to fund physical growth as well as to maintain and improve its academic mission.

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