

# Connection *uup*

Binghamton Chapter, United University Professions

## A Letter from the President Designee



Jonathan Cohen - Binghamton University

**Harvey Stenger**

[Soon after the announcement of Harvey Stenger's appointment as the seventh president of Binghamton University, UUP sent a congratulatory e-mail, along with a request for "a few sentences" about working together to make a great university even greater. The following is his gracious reply.]

Dear Jim,

Thank you for your recent e-mail welcoming me to Binghamton University and asking me to write a few sentences for the next edition of your newsletter, *The Connection*. I am not sure I can say enough in a few sentences to cover all the topics that I know would be of interest; but after reading your last edition of the *Connection*, I can say that I look forward to working together to find the right answers to the questions posed in the articles and columns and that I am confident that our priorities are aligned, in that a great university is made of great people who are enthusiastically motivated

to work hard to benefit the whole.

I want to start my term as president with the pledge to make people my highest priority, and while specific goals for Binghamton University will be set after conversations with the BU community, I can say that my general goals for BU are: to offer every Binghamton student a rewarding experience that positively influences their life; that every faculty and staff member achieves their personal and professional goals and that they enjoy a long and fulfilling career; that every alumnus is continuously proud of their alma mater; and that every constituent – parents, legislators, community members, corporate partners, etc. – highly value their relationship with Binghamton University.

I look forward to the frequent conversations I will have with the BU community and discussing our common goals.

Sincerely,  
Harvey

### From the Chapter President

## Dancing with the Administrators

by **Jim Dix**  
**Chemistry Department**

I've taken up dancing in my advancing years. And no, I do not aspire to be on *Dancing with the Stars*, as if. Dancing reminds me of Tae Kwon Do, which I took up in my younger years and really enjoyed. Dancing is kinesiology, on a kinder and gentler level than martial arts.

My theory is that people over a

certain age (which I am over) don't really care much about what other people think. Over that age, one can truly dance as if no one were watching.

The conventional wisdom about couples dancing is that there must be a leader and there must be



a follower, and never the twain shall meet. One partner has to signal where the dance step is going, and the other must follow that signal. In some dances, such as the paso doble, the leader is obvious, while in other dances, such as the waltz, it is hard to distinguish leader and follower.

There is no apparent leader and follower in pattern dancing, such as in country line dancing. When done

*continued on page 8*

# Connection

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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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# A New Transition in the History of this Newsletter

by George McKee  
Editor

With the publication of a letter of the president-designee in the current issue of the chapter newsletter, we enter a new kind of involvement with the culture of the campus community.

Our publication originated in a project about 25 years ago to provide a faculty and staff newspaper for BU. I believe it was sponsored almost from the start by the local chapter of UUP, and it was edited and principally written, if I'm not mistaken, by the late Eugene Vasilew of the English Department.

His ambition was to provide an independent voice for faculty and staff concerning campus issues; and the circumstances of his project included a highly controversial change of policy of the administrative organ, *Inside*: the firing of its editor and the exclusion of faculty contributions espousing view points which did not conform to opinions and policies of the university administration. Imagine that: "faculty contributions espousing view points which did not conform to opinions and policies of the university administration" were once published in *Inside*. My authority in writing this is the editor, himself, who was fired.

Vasilew's project was highly successful; and at his retirement it was taken over by Evelyn Rosenthal, a professor in Sociology (if I recall correctly), a friend of Vasilew and the wife of the UUP chapter president at the time; it was the end of the 1980s. I worked with Evelyn; and while providing an outlet for UUP information and opinions, we always sought to stimulate and publish independent commentary. And this has remained my objective for the last 15 or so years as the newsletter's sole editor: we are a house organ of UUP; and yet be-

Because we are a  
UUP house organ,  
we can invite  
independent  
commentary

cause of this, we are able to support and continue to invite independent commentary on campus affairs.

My efforts, those of the chapter Executive Board who regularly contribute to these pages — and those of our many contributors — have repeatedly received statewide recognition by UUP. Among the more memorable items was a piece by the late Richard Hofferbert calling for the selection of University administrators from the ranks of the University faculty, printed alongside an interview with the recently appointed Provost Mary Ann Swain. Also, we published the very well-founded and never denied rumor of Candace de Russey's ambitions to become BU president about 12 years ago.

And while it is sometimes asserted that we are not widely read — really, this is hardly the point; rather it is that we can be read by everyone, and one cannot assume that we haven't been read by any one. Is this then an advantage of print over .html?

And so, as we welcome the recognition of a new University president in the publication of his greeting, let us look forward to a new chapter in the history of the UUP newsletter. For this is my final issue ... and I'm sure the chapter president, Jim Dix, will welcome volunteers to continue such an interesting and gratifying work. Please have the initiative to contact him directly.

## Binghamton's Controversial Presidential Search

by **A. Serdar Atav**  
School of Nursing

It is with pleasure that the Binghamton University community welcomes our new president, Dr. Harvey G. Stenger Jr. Although few of us have had a chance to meet President Stenger, those who have indicate that he is an energetic and enthusiastic administrator who understands the culture of SUNY. As one who has come through traditional faculty ranks, we are confident that he will reflect faculty values.

As discussed in greater detail in an article by Pete Knuepfer in this newsletter (page 6), it is unfortunate there was controversy surrounding the process by which President Stenger was appointed. However, it is clear that no fault can be assigned to him in this regard. During the first failed presidential search, the campus community had an opportunity to meet all the candidates and to provide input to the search committee. Although there was an expecta-



*Serdar Atav*

ernance leaders.

The purpose of a closed search is to protect the anonymity of candidates. In this regard, it is traditional that representatives of campus communities sign confidentiality agreements to enable them to meet the candidates. In this latest presidential search, the attempts of the UUP, CSEA, and faculty governance leaders to undertake such a process were ignored.

Early in the process, in their joint letter to the search committee, UUP and CSEA wrote:

"We are disappointed that the search process did not include any input from the unions that represent faculty and staff at Binghamton University. The search committee was composed of people who could

advocate for all the stakeholders in Binghamton University (faculty, staff, students, alumni, community leaders, and so on) except unions. "New York State and Binghamton University are highly unionized entities. It is vitally important that candidates for president meet with union representatives to obtain a clear picture of Labor-Management relations, so that they can make a more informed decision about whether to remain in the candidate pool."

tion that the second search would be closed, there was also an expectation that the search committee would continue to request input from various campus constituencies, including all of the unions and the faculty gov-

ernance leaders. The purpose of a closed search is to protect the anonymity of candidates. In this regard, it is traditional that representatives of campus communities sign confidentiality agreements to enable them to meet the candidates. In this latest presidential search, the attempts of the UUP, CSEA, and faculty governance leaders to undertake such a process were ignored. Early in the process, in their joint letter to the search committee, UUP and CSEA wrote:

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advocate for all the stakeholders in Binghamton University (faculty, staff, students, alumni, community leaders, and so on) except unions. "New York State and Binghamton University are highly unionized entities. It is vitally important that candidates for president meet with union representatives to obtain a clear picture of Labor-Management relations, so that they can make a more informed decision about whether to remain in the candidate pool." In their letter to Chancellor Zimpher dated November 21, 2011, after the process was completed, the faculty governance leaders wrote: "Furthermore, a secretive and insular process (in which faculty governance leaders were made aware that they were not trusted to adhere to sign confidentiality agreements) can only leave a new president facing serious challenges in establishing relationships with the campus onto which he or she is 'parachuted.' Your words to the SUNY Faculty Senate suggested that you are not insensitive to this issue, and yet you still made the regrettable decision to select a new president for Binghamton University without involving the faculty governance leaders here."

It would be unfortunate if Binghamton's presidential search process served as a precedent for other campuses. Chancellor Zimpher very recently communicated that the Binghamton faculty governance leaders' concerns about closed presidential searches have been taken under advisement and that revisions would be made to the process. We are hopeful that when Chancellor Zimpher releases revised written procedures they will respect the need for input from campus communities when presidential searches are undertaken.

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*On Presidential Selection — with a Welcoming of the Outcome of the recent Process at BU...See page 6.*

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## UUP Aids Flood Victims

The devastation caused by the September floods affected many UUP-represented employees. UUP responded by setting up a disaster relief fund. UUP Binghamton donated \$500 toward the fund, UUP statewide donated \$5000, and pass-the-hat collection at the UUP Delegate Assembly netted \$1800. These funds were supplemented by the disaster relief fund of NYSUT. Faculty and staff at Binghamton who were affected by the flooding applied for and received funding through this mechanism. Although nothing can fully make up for the loss of treasured items, the financial assistance offered by UUP does help.

## Professional Horizons

# Greenhouse Chief Kasperek Blossoms in 'Living Museum'

by Sylvia Rabeler

Binghamton University's E.W. Heier Teaching Greenhouse is one of our university's resource gems. The 12,500 sq. ft. facility houses four biomes, including warm temperate, desert, tropical and cool, which team with life. The success of this teaching facility is due, in no small part, to the expertise and extraordinary efforts of Manager Laurie Kasperek.

Laurie holds a Master of Science degree in plant and soil science from the University of Massachusetts, Amherst, and frequently attends annual conferences of the Association of Education and Research Greenhouse Curators at the University of Connecticut, Duke University and the University of Illinois. Laurie curates and cares for the impressive collection of more than 6,000 living botanical specimens, which are available for study. Faculty, students, and the off-campus community can also access the greenhouse's searchable database, which includes 1,400 species of plants.



David Tuttle - Geology Department

Laurie Kasperek

Laurie has worked tirelessly to promote our "living museum" to the public, via television news, print media and the Internet. As a result of her efforts, the greenhouse collection's colossal *Amorphophallus Titanum*, or Corpse flower, drew

widespread public attention in mid-September, 2011, when it bloomed! Blooming is both a rare and stinky event.

In 2010, Laurie shared her professional experience with students attending a Cornell University course, Reconstructing a Living Classroom, which was designed to encourage landscape architecture and horticulture students to consider how the renovation of Cornell's historic Liberty Hyde Bailey Palm Conservatory would affect education and community involvement. As a guest speaker, she highlighted the challenges of maintaining a living collection in a university setting and discussed the many roles of E.W. Heier Teaching Greenhouse in education and public relations.

In another example of her commitment to botanical and ecological education, Laurie, working along with Environmental Studies Professor Dr. Peter Knuepfer, established an integrated pest management internship for five students, over three semesters, and most recently completed a cost/benefit analysis for the pest program.

## Professional Employees Council Honors Three

The Professional Employees Council honored three outstanding professionals with the PE Distinguished Service Award at its 14<sup>th</sup> annual recognition luncheon. The recipients are:

**Katie Ellis**, senior director, Communications and Marketing

**Krista Medionte-Phillips**, research analyst, Enrollment Management

**Bonnie Jenson**, manager, Student and Faculty Employment

UUP also applauds the following professionals:

**Lisa Altman**, Watson Industrial Outreach Assistant, Thomas J. Watson School of Engineering and

Applied Science, has recently been appointed to serve a three-year term on the board of Campus Pre-School. Lisa also volunteers assisting the Greater Binghamton section of Society of Women Engineers with its Enginpreneur Day event for the NYPENN Girl Scouts, and is the treasurer of the Broome-Tioga chapter of Mothers & More.

**Hilton Baxter**, project coordinator for ISCL, CLT and ISCL, serves as the secretary of the Leaders and Learners Toastmasters Club, which meets on campus most Fridays at noon. General info is at [www.toastmasters.org](http://www.toastmasters.org). He is also involved with Binghamton Commu-

nity Dance (BCD), and serves as chair of the organizing committee for contradance. He is responsible for scheduling performers, helping with PR, is the venue liaison, and frequently acts as sound engineer during events. Hilton is also on the governing board of the parent organization (BCD) and maintains its website (<http://www.binghamtondance.org>)

**Mark Stephens**, laboratory manager, Physics Department, serves as the director of the Physics Outreach Program (POP), which provides science enrichment content to various educational programs, in-

*continued on next page*

# UUP Chief Phil Smith Visits Binghamton

by Jim Dix  
Chemistry Department

By invitation of the UUP Binghamton Executive Board, Phil Smith, statewide president of UUP, visited Binghamton University on November 16 to meet with chapter leadership and to talk about members' concerns. Not surprisingly, the biggest concern on members' minds is the status of the contract we are currently negotiating with the State.

Smith talked at length about issues surrounding the contract negotiations at a general membership meeting in the Old Union Hall, attended by about 100 members and fee payers. Because both the State and UUP have agreed that what happens in negotiations will stay in negotiations, there is no detailed information about the progress of negotiations. Smith did emphasize, however, that nothing has been decided yet about the new contract, and that contracts between the State and other unions should not necessarily be used as an indicator of what the UUP contract with the State will look like.

UUP has reopened 25 contract articles and seven appendices; the State has reopened three contract articles and has proposed an addi-



*UUP-members in the Old Union Hall listen as Phil Smith addresses issues surrounding contract negotiations*

tional contract article. Details on these proposals, along with updated information on contract negotiations, can be found at the statewide UUP web page ([uupinfo.org](http://uupinfo.org)). Click on the "2011 Contract Negotiations" link in the upper right of the page.

The latest update on the UUP statewide web page is a summary of the negotiations meeting that took

place Nov. 10 and 11. At that meeting, there were clarifications of information related to health benefits along with discussion focused on some of UUP's non-monetary proposals under specific contract articles and appendices.

Once a proposed contract is negotiated by the UUP Negotiations Team, it is presented to the Negotiations Committee for approval. If approved there, it is presented to the UUP statewide Executive Board for approval. If approved there, the proposed contract is presented to the membership for a vote. Smith emphasized that regardless of the approvals of the Negotiations Committee and Executive Board and the contents of the new proposed contract, the final say on whether to accept the contract lies with the membership.

[Note that only members, not fee payers, can vote on the new contract. To see if you are a member, check your pay stub. You are not a member unless there is a notation "UUP Member 26P" in the After Tax Deductions section.]

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## Professional Employees Council

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cluding African Road Elementary and Vestal Hills Elementary schools' after-school Science Clubs. The outreach program delivers safe, interesting, highly interactive programs in a small group, multi-station format that gets kids "up close and personal" to science. Both school programs enroll over one third of their student populations! POP also includes BU Day at the Mall, Kopernik summer science programs and the Event Center Flood Relief Shelter. POP is supported by departmental funds, an Individual Development Award (UUP), and

personal funds.

**Erica Thompson**, assistant director of Residence Life, College-in-the-Woods, serves as one of the programming coordinators on the Directorate of the American College Personnel Association's Commission for Social Justice Educators. In her role on the directorate, Erica actively collaborates with other social justice focused student affairs professionals from across the country to plan social justice meet-ups, drive-ins, and other professional development events.

# On Presidential Selection — with a Welcoming of the Outcome of the recent Process at BU

by Peter Knuepfer  
SUNY Faculty Senator  
Geology & Environmental  
Studies

About one and one-half years ago, after then-President Lois DeFleur announced her retirement, I wrote an article for this newsletter about what I hoped to see in the process of selecting a new president, and what I saw then as some of the imperatives this person must face. With the announcement on November 22 of the appointment of Dr. Harvey Stenger by the SUNY Board of Trustees, followed by his first public visit to campus on November 28, the cycle is now complete. Here are my impressions of the process—both its strengths and flaws—and some first thoughts about President Stenger after meeting him on the 28th.

Presidential searches have become increasingly secretive. As I noted in 2010, most candidates for a campus presidency seek anonymity so as to not risk their current position. I had urged that the final group of candidates identified by the search committee be brought to campus in a public way. That was done in the first round of the Binghamton presidential search, which unfortunately failed to identify a candidate with whom the SUNY Chancellor (not to mention many members of the Binghamton community) was satisfied. It was therefore predictable that the follow-up search phase, which began around six months ago, would be more secretive—especially because, as I heard from many sources, “good candidates” had withdrawn from the first search once they knew their names would be made public.

What happened in this second search phase, however, took secrecy to a new (and, in my opinion as well as that of many others, an unacceptable) level. In place of a broad campus review of final candidates, there

**The search process took secrecy to a new level, with no input outside of the search committee**

was no input outside of members of the search committee. The Faculty Senate leadership wrote first to the co-chairs of the search committee, and ultimately to the Chancellor, arguing for the importance of involvement by faculty leaders in interviews with a short list of candidates for president. UUP and CSEA campus leaders requested the same opportunity. All such requests were rebuffed or ignored.

To my knowledge, no members of the Binghamton University community outside of the search committee had any interactions with the candidates until Dr. Stenger had been selected. As the Faculty Senate leadership argued, this places the new president in a difficult position of being selected to lead a campus when almost no one knows him, nor has any sense of how the search played out (except for its conclusion). That is certainly a less-than-ideal way to start a presidency. As Prof. Susan Strehle, chair of the Faculty Senate, emphasized to a reporter for the Press and Sun Bulletin, it’s not a reflection on Dr. Stenger; it is rather a condemnation of a process that leaves the campus largely ignorant of the president and, frankly, vice-versa.

So, a very imperfect process. But Prof. Ken O’Brien (SUNY Brockport), president of the SUNY-wide University Faculty Senate and mem-

ber of the Board of Trustees, said a flawed process can still lead to a positive result. And, from first impressions, that appears to be the case. I had the opportunity to meet with President Stenger during his visit on November 28 along with other Faculty Senate leaders, and we found him to be open, wishing to listen, and wishing to engage in collaborative shared governance. He is enthusiastic about Binghamton, but also recognizes the need to become familiar with—and to—campus constituencies. At his press conference and his discussion with the Senate leaders, he made it clear that he values the liberal arts as the core of Binghamton University, and that no one group or program would be favored over another on any criterion other than merit—a direct response to a number of concerns I’ve heard about whether or not a faculty member from engineering is a good fit for Binghamton.

When I laid out in the UUP newsletter my opinion about what I hoped to see from our next president, I emphasized four main points. First, the president will need to have the personality and ability to be the leading fundraiser and advocate for Binghamton. Second, our president needs to focus on enhancing Binghamton as “the public Ivy,” not only in the region, but at a national level. Third, even as the president presses the importance of enhancing Binghamton’s research profile and grant productivity, the critical importance of excellence in teaching needs to be recognized as central to our institution, and scholarly contributions that aren’t accompanied by research dollars need to be valued as much as research grants. Finally, I emphasized the importance of communication, shared governance, and engagement of the campus community.

First impressions aren’t final  
*continued on next page*

## End-of-Semester Wrap-up

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

As we start to wind down towards the end of the semester, I want to remind all that the next period for requesting a salary increase and/or promotion is the month of January. The forms can be found on the Human Resources web pages at <http://www2.binghamton.edu/human-resources/forms/index.html> #Performance-Management

According to the Agreement (Appendix A28), there is a 45-day waiting period at each level below that of the president before you can consider that your request has been denied. For example, if your first line supervisor indicates approval, the request then moves to the second line supervisor and on up the chain.

On the other hand, if your supervisor denies the request or fails to respond within the 45-day period, then you may consider it denied. At that point, you



ment those who will be continuing for another year. Murnal Abate, Mary Burns, Don Guido, Bob Mess and Renee Sersen were elected to serve until 2013. They will be joining Scott Geiger and Mariah Lane who are continuing for another year on this very important committee. Don Guido has been graciously serving as the point person for the committee, so please contact him if you are considering applying or need questions answered.

I want to thank Murnal Abate, Beth Kilmarx, Jim Dix, Lisa Gallagher, Sandra Michael, Matt Schofield and Brandy Smith for serving on the IDA committee. We were

have the option of asking the College Review Panel to review your request and send its recommendation to the President.

In October you elected several new members to the College Review Panel to aug-

fortunately able to provide an award to all applicants. The monies for this award come from the Statewide Joint Labor/Management Committee through the provisions of our contract and were part of our expired Agreement.

As a provision of our last Agreement, there was also one additional Discretionary Salary Increase. These awards have been decided upon and you have, hopefully, heard from your supervisor as to whether you received an award. The official letters should be coming out at the beginning of December.

Please remember that UUP is only as strong as its membership, and while I understand that everyone does not want to — or cannot — become more involved, it is easy to send an e-mail or make a phone call to let me know what you are feeling or what is happening in your area. You can contact me at [frances@binghamton.edu](mailto:frances@binghamton.edu) or call 7-4938.

Wishing you all a very happy holiday season!

## On Presidential Selection

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sults, but from meeting and listening to President Stenger, I am optimistic that he will fulfill all four of these areas. He is energetic and personable, has a successful fundraising record at Buffalo, and indicated a need to better engage Binghamton's friends and alumni in fund-raising. He may have more of a learning curve in dealing with the political arena, but I don't have a strong impression on this as yet. He recognizes the core values of

Binghamton—an outstanding undergraduate institution with strengths in the graduate and research arenas—and sounds committed to enhancing those. He was quite clear that his goal is to enable faculty to engage in scholarship wherever that might take them. And he offered a nuanced view of the role of the University in promoting economic development—more as a partner than a driver, what I interpreted as a recognition that, while University activity can generate new jobs

from start-up companies, a University is not principally an engine of economic development.

In the final analysis, we are excited by the opportunity to welcome a new President who is clearly dynamic, engaging, and ready to move BU forward. And, as Prof. Strehle said, "his success is our success." I know I speak for many more than myself when I say that we look forward to working with President Stenger to make his tenure a success for our campus.

## Q&A on UUP Contract Negotiations

*Adapted from the Oneonta Sentinel, newsletter of the Oneonta Chapter of UUP, by Jim Dix and republished with permission.*

### **What happens now that UUP's contract has expired?**

The 2007-2011 contract between the State of New York and UUP expired July 1, 2011. Under the Triborough Amendment to the Public Employees Fair Employment Act (the "Taylor Law"), all contract articles in the expired agreement continue until a new agreement is negotiated, except for provisions that end ("sunset") upon the expiration of the contract.

### **What is my salary now?**

UUP-represented employees will continue to receive their current salaries. There will be no across-the-board salary increases unless the new contract contains them. There was another Discretionary Salary Increase (DSI) recently completed. The DSI will appear in paychecks by December 31 for those employees who received a DSI.

### **What happens to my benefits?**

Existing health, vision, and dental benefits will continue at their current levels.

### **Are there changes in terms and conditions of employment?**

There are no changes in the terms and conditions of employment. Any changes in the terms and conditions will be negotiated as part of a new contract.

### **What is the relationship between UUP's contract negotiations and contracts between the State and CSEA, PEF, and other state employee unions?**

Each state employee union negotiates its own contract with the state.

### **Are UUP's contract proposals available for members to see?**

UUP's contract proposals, along with the State's proposals, are published on the statewide UUP website ([uupinfo.org](http://uupinfo.org)). Click on the "2011 Contract Negotiations" link in the upper right of the page. Updates on negotiations will be posted regularly at [uupinfo.org](http://uupinfo.org).

## Dancing with administrators

*continued from page 1*

right, the entire mass of dancing people exhibit swarm behavior, like a flock of birds flying around in the sky.

At Binghamton, we have danced with campus presidents. What dance characterized the DeFleur years? It did not seem like a couples dance. If it was, it was a dance in which the partners were an old married couple with unresolved issues.

A better description of our dance would probably be a country line dance done badly. UUP struggled for years to learn the steps, but President DeFleur seemed to have other things on her mind than teaching us the steps: growing the endowment eight-fold, fighting with SUNY for resources for BU, expanding the campus, going Division 1. We really wanted to be struttin' and stompin' and crossin' and steppin' in a line dance with the DeFleur administration, but it never worked out.

For the past year and a half, we have danced a nice proper foxtrot with President Magrath (although I suspect given his druthers, Magrath would have preferred a boogie woogie). Magrath led, we followed. It could not have been any other dance. BU was hurting from poor decisions and bad behavior regarding the basketball team, and a conventional and steady dance strongly led by Magrath was just what we needed. Although Magrath did not give us personal instructions in the

steps, at least we knew what the dance was.

And what kind of dance will we do with President-designee Stenger? Will it be a waltz or a tango? Stenger seems like the type of person who could do either dance well. I hope it will be a tango. One of the keys in a successful couples dance is that the leader makes the follower look good. Give us the lead once in a while, and we will make President Stenger look good.

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## IDA Recipients Named

Recent BU recipients of the NYS/UUP-administered Individual Development Awards:

Annette Acuff, Stephanie Allen, Katherine Barvinchak, David Campbell, George Catalano, Lubna Chaudhry, Yulong Chen, Paul Chiarot, Tina Chronopoulos, Meredith Coles, Nicole Conklin, David Doetschman, Randy Friedman, Lisa Gallagher, Brandon Gibb, Robert Guay, Michael Hizny, Andrew Horowitz, Rachel Jaffe, Hyeyoung Kang, Suk-Young Kang, Changhong Ke, Jennifer Keegin, Neha Khanna, Dina Maramba, Ralph Miller, Eid Mohamed, Candace Mulcahy, Molly O'Brien, Linda Ricciuti, Jilla Sabeti, Mark Stephens, Cherie van Putten, Linda Wong, Marina Zalesski, Yan Zhang, Ting Zhu

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