

MINUTES

UUP Binghamton Executive Board Meeting Wednesday November 12, 11:30 a.m. to 1 p.m. UW 324

Present: S. Atav, B. Cornick, H. DeHaan, J. Dix, L. Gallagher, F. Goldman, J. Goldman, L. Havtur, B. Kilmarx, S. L'Hommedieu, S. Massey, A. Morris, N. Pages, R. Pompei, B. Roth, S. Seibold-Simpson, D Stone, M. Zinkin

Guests: D. Wood, Labor Relations Specialist
L. Rhoads, Potsdam Chapter

Meeting was called to order at 11:40 a.m. President Benita Roth welcomed Executive Board members and guests to the November meeting.

1. Approval of Minutes:

Heather DeHaan **MOVED TO APPROVE** the October 15, 2014, Executive Board Minutes. **SECONDED** by Susan Seibold-Simpson. **MOTION PASSED WITHOUT DISSENT.**

2. Passing the Hat for the Sunshine Fund:

\$26.00 collected.

3. Report of the Treasurer:

Interim Treasurer Lisa Gallagher reported that we are beginning to spend money on normal activities. The University Wide Benefits Fair is a big item. We are no longer charging vendors and will be splitting the cost this year with CSEA and Human Resources. The \$26 received from the "Passing of the Hat for the Sunshine Fund" at the October meeting will be listed on the November Treasurer's Report. Neil Christian Pages **MOVED TO APPROVE** the October 2014 Treasurer's Report. **SECONDED** by Heather DeHaan. **MOTION PASSED WITHOUT DISSENT.**

4. Report of the Vice President, Academics:

Vice President for Academics, Heather DeHaan reported that the "Tips on Getting Tenure" workshop held on Wednesday, October 22, 2014 was highly successful and she received a lot of positive feedback regarding it. Neil Christian Pages added that there was good energy, and positive awareness of the session. Susan Seibold-Simpson stated that she attended the workshop and found it to be very helpful. Benita Roth noted that three different people from the administration asked if they could attend, and the conclusion was "no." A lunch for new faculty that the Provost held that day was essentially turned into a tenure workshop.

5. Report of the Vice President, Professionals:

Vice President for Professionals, Fran Goldman, reported that the luncheon workshop for professionals on permanency and promotion held on Tuesday, October 21 was very successful, with 30+ people in attendance. She would like to do it again in the spring and noted that most of those attending were people she did not know. The IDA [Individual Development Awards] Committee met yesterday, and they are working on the guidelines. There will be one application period, because there is not that much money. Approximately \$3000 was rolled over from last year. The deadline is December 15, and Liz Abate will be working on the application. Hopefully, Linda can send it out next week. Announcements of the awards themselves will be made at the end of January.

6. Newsletter update/ website update from Communications Committee.

Newsletter Editor, Lisa Havtur announced that the deadline for Newsletter articles was November 10, but she can still take articles and encouraged people to submit them. They do not have to be long. She hopes the newsletter will be ready by the first week in December. Benita Roth stated that she will talk with Luke Williams at Statewide regarding the chapter website and see what aid they can give to us. Benita noted that she solicited an UUP informational article for the Newsletter from Fred Kowal about discretionary salary awards vs. discretionary salary increases.

7. Beat the Winter Blues event – we usually hold this in February. As noted in the October Executive board meeting, we approved a budget for the event of \$2500, and Bob Pompei promised to get us some music. Now we need to pick a date. As of now, the open slots for either the Mandela Room or Old Union Hall are: Tuesday, February 17, Wednesday, February 18, Thursday, February 19, Tuesday, February 24, Wednesday, February 25, Thursday, February 26. Shall we instruct Linda to move to reserve the space, starting with the earliest date, and moving forward? To remind the board, we also voted to invite an officer from Statewide to attend for schmoozing purposes only.

Benita Roth announced that the date of the “Beat the Winter Blues” event has to be coordinated. At this point, there are a variety of dates in February that are free, but it sounds like we also need to coordinate it with the jazz combo. Bob Pompei will talk with a representative of the jazz ensemble and get back with Linda. Benita asked Board members to alert her and Linda of any conflicting events, and believes the Dean’s Lecture Series is scheduled for February 27. Mike Carbone and Bob Pompei will work to get the jazz ensemble scheduled. Benita will invite someone from UUP Statewide. She will also put out a campus call for Management/Confidential folks to attend as well. She added that President Stenger stopped by the event last year, which was nice.

8. University Wide Benefits Fair – Thanks to Linda for organizing the event and to all who volunteered to be at the table. As many of you know, we have stopped selling the SaveAround Discount Books, but in the past we have given them away as door prizes. In the past the SaveAround people have donated the books but now we have to buy them from PEC, so it will be \$75 total to do that. It seems worth it to me to do this (and some money goes to PEC anyway). Comments?

Benita Roth reported that we are track with the University Wide Benefits fair and thanked all of the Board members who volunteered to work at the UUP table. She noted that UUP has stopped selling the SaveAround Discount Books. As we are no longer selling these books, the Chapter will have to buy them from PEC if we want to continue giving five books to UUP employees as door prizes. As the books cost \$15.00, the amount would be \$75.00. An Executive Board member **MOVED** that we spend \$75 to utilize as door prizes for our benefits fair tomorrow. **SECONDED** by Sean Massey. **MOTION PASSED WITHOUT DISSENT.** As David Stone is selling them for PEC, he will get the books to Linda along with the payment information.

9. Issues and Concerns from the Executive Board:

Andrew Morris reported that one of the things that many people in his area are unclear of is the deficit reduction leave program and asked if employees would see it coming out of their pay checks. Fran Goldman replied that the two-day reduction was already taken out in December and January of last year. She added that the rest of the days will be given back at the end of the contract. This information was announced by Human Resources and appeared in Dateline. There was also an article in the chapter newsletter. The DRL had to be taken by December 31 of last year and cannot be charged now. Sean Massey asked about whose responsibility it was to give permission to take the days off. Fran Goldman explained that most people took the days off between Christmas and New Year's. Faculty had a very narrow window but professionals had a larger window to take the two days, and it was supposed to have been worked out between the individual and his/her supervisor. Benita Roth stated that there is a Labor Management meeting scheduled for next Monday, and she will try to raise this issue with Management under a "Below the Line." agenda item. Andrew Morris explained that there appears to be an issue with communication in his area and doesn't know of anyone in his office that claimed this time.

Bob Pompei announced that he really appreciates getting the notes from the Labor Management meetings and finds them extremely helpful. Benita Roth stated that these are notes not minutes and the goal is to get these notes posted on the chapter website. She explained that generally Management is pretty good about adding items as "Below the Line" after the agenda has been established.

Andrew Morris explained that offices have been moved to the east side of campus (financial aid, student records, admissions, enrollment management, room assignment office, and some others), which is causing a parking problem. As it now takes approximately fifteen minutes to walk back and forth to their cars, employees can't even go out to lunch. When the situation was brought up to the architects and planners, the response was that we are doing a parking survey. That survey was completed a while ago. Benita Roth stated that a transportation study group has been convened, and Bob Snyder is the chapter UUP representative. Serdar Atav explained that he is on the campus Parking Advisor Committee, which has become basically non-existent and hasn't met in over a year. The shifting of personnel from one end of the campus to the other has caused parking to become a nightmare. Many spots are filled with construction workers'

vehicles and there are no commuter lots over there. ITS is going to move approximately 80 people to the east side and Lot M is filled to capacity as well. Serdar Atav stated that Parking Services usually takes statistics of spots throughout the day. When the Parking Advisory Committee has raised these issues, it really is a losing battle as Parking Services say there are spots available, and that we are keeping the contract's status quo demands. Stuart L'Hommedieu noted that the East Gym parking lot is now filled at 8:30 a.m., and he doesn't see a solution. Discussion followed regarding the possible allowance of commute time from the parking lot to campus offices, the feasibility of campus shuttles, metered lots, rumors circulating that several parking lots are going to be eliminated around Dickinson to be used as green space, etc. Benita stated that campus growth has been faster than expected and that UUP has grown to about 1750 employees, which is quite striking. As Monday's Labor Management meeting agenda is light, she will try to see what Management has to say about parking and the parking survey.

Serdar Atav raised the question on how long it takes to analyze the data from the Campus Climate Survey. Sean Massey is the person who is analyzing this data, and he is currently on sabbatical [however he was in attendance at the meeting]. Sean explained that he does have a graduate student, who is paid through a graduate stipend and works 20 hours a week. Sean has to supervise this person.

President Stenger addressed the Campus Climate Survey briefly at the PEC luncheon [Professional Employees Council]. Sean stated that there are some really provocative results. For example, 58% of Afro-American faculty said they had experienced harassment, and 60% of students of color reported experiencing harassment. Serdar Atav stated that the impression is that the results are not quite what the administration expected so they have not been released. The fact that it has not been released leads to the appearance that there is something wrong with the results. That is the impression that some of us have. Sean Massey explained that once we had done it, Institutional Research tried to take it. The first draft of the results that Institutional Research presented had answers broken down not by race but by "undergraduate" or "graduate" year in school. Sean's group took the analysis back and negotiated resources. Sean has no idea when the analysis will be done, and what will happen to the report once it is presented to the administration. Sean believes that there is some amount of commitment [on the part of management] but is not sure how much. Benita Roth stated that some schools have been doing these surveys and more and more are doing them. There is an initiative in Harpur. There is a committee to deal with diversity issues that is composed of faculty in Harpur that the Dean of Harpur put together. One effort was campus wide and the other is Harpur. The Dean of Harpur wants to have conversations with people about this issue. We will see where this goes. Sean stated that he met with that Harpur committee yesterday. The committee is looking at the archival data and seems to be committed.

The issue of Management/Confidential employee evaluations by the Faculty Senate Evaluation Committee and the confidential results of those evaluations were discussed at length. Benita Roth suggested that she begin a conversation with Tom Sinclair, Chair of the Faculty Executive Board Committee about this. Bob Pompi stated that about 20 years ago UUP did a survey of administrators, which resulted in some surprises and some of the deans went back to their first love of teaching. He explained that this entailed an

enormous amount of work and was expensive. He added that you would be asking everyone in this room to make a commitment and the survey would cost about \$5000. Andrew Morris suggested that perhaps we can propose a Road Map Team for this. Bob Pompei suggested the FOIL [Freedom of Information Law] route. Benita Roth stated that she is not going to do a FOIL request at this point. Serdar Atav thinks we should open a dialogue slowly about the Management Confidential evaluations being on the web. Benita Roth that that another person she could speak with is Peter Knuepfer. She does not want to poison relationships with Faculty Senate and she has never done a FOIL request. Jim Dix stated that a FOIL request is a simple procedure and his feeling is that Benita would need to do it, if the chapter decided it wanted that. Every administrator is evaluated every five years. The most recent evaluation was done in the Library and the person is no longer there. Bob Pompei cautioned that a FOIL request is going to put us on a different footing with the administration, because he is not sure what we do with the information when we have it. Serdar Atav stated that he brought this up just to start some conversation about transparency. Benita Roth thanked him for bringing this up. She will have some conversations and encouraged other people to have conversations as well.

10. Bylaws—Jim Dix spoke with UUP Statewide about the bylaws, and you have all been provided with a copy of what Statewide recommended. Discussion?

Jim Dix reported that after discussions with Statewide about the Chapter Bylaws, there are a few things we have to decide. We did not put in an Affirmative Action Officer and a Grievance Officer. UUP Statewide says we need to have them. Should these two new officers be appointed or elected? Neil Christian Pages **MOVED** that we vote that the two be appointed by the President of the Chapter. Beth Kilmarx questioned this appointment as they are going to be officers. Jim Dix stated that the chapter has not had a Grievance Officer for many years. This was being held by the President or other officers. The theory is that both the Affirmative Action Officer and the Grievance Officer can be one in the same. It does not mean that it has been a separate person. Beth Kilmarx explained that to her Executive Board people don't run unless they are interested or have the knowledge and thinks we will get responsible people. Fran Goldman stated that we could also get no one to run. Jim Dix explained that an elected officer can have two positions at once. Serdar Atav stated that he sees these positions as being different than the others and that these two positions are more ad hoc and is more for appointment than election. Jim Dix explained that in the past problems involving grievances have been handled by President and Vice President along with the Labor Relations Specialist. After considerable discussion regarding election as opposed to appointment of these two positions, Neil Christian Pages **MOVED** that we vote that the two be appointed by the President of the Chapter. **SECONDED** by Fran Goldman. **ONE OPPOSED. ONE ABSTENTION.**

Jim Dix announced that UUP Statewide is suggesting that we have all the officers be responsible for the administration of the chapter. The entire "recall" section of the revised bylaws has been taken out. No matter what our procedures are, they go to Statewide, go to NYSUT, and go to AFT. Amendments to the bylaws go to the Executive Board before they go to the DA. After it is submitted, we vote on it and then the chapter votes on it. The Executive Board votes on approving the amendment. Serdar

Atav **MOVED** to approve and adopt the suggested changes of the bylaws by UUP Central. **SECONDED** by Fran Goldman. **ONE ABSTENTION**.

11. Report of the President:

Due to time constraints, President Roth did not report. She emailed the following information to Executive Board members on Wednesday, November 12.

Because we didn't have quite enough time, I didn't report. But here is what I put in the agenda, with a little elaboration. Benita

We held two successful workshops. As discussed feedback and turnout was good for each event, the lunch meeting for professionals and breakfast meeting for pre-tenure faculty.

I called for "below the line" items for the next Labor /Management meeting, so thanks for those.

I attended the Professional Employees Council Luncheon, November 5th 2014, which UUP co-sponsored. It is true that President Stenger was one of only a few senior staff who attended (I believe that Dhillon from the Management School was there as well, but not at my table). The event went well and President Stenger and I had a good chat about general issues. I spoke for 2 ½ minutes according to Stu L'Hommedieu. In contrast to what was raised at the end of the Exec Board meeting, I didn't see Stenger's talk as insufficiently thankful to the professionals attending, but I do see the fact that senior staff were not there as an issue for the PEC council to take up if they choose to do so.

I attended the fall DA, which was action packed, with added lunchtime workshops and a very good presentation by Jamie Dangler on questions of intellectual property (and privacy). UUP Statewide is still in the process of consulting with lawyers in working out these issues although they have issued a new guide for academics (<http://uupinfo.org/reports/guides/AcademicGuideRevised100614.pdf>). The guide also exists in hard form and I suspect we will be getting copies soon. I have been talking to Jamie re: a workshop on these issues for the spring and will keep everyone posted.

I have gone to my first Full Faculty Senate meeting, which proved to be uneventful. I continue to have conversations and communication with Thomas Sinclair, chair of the Faculty Senate Executive Committee, so lines of communication there continue to be open. As I mentioned in our meeting today, I will open a line of communication with him about the issue of transparency.

I would urge interested faculty to go to the November 17 "Faculty Breakfast Series: "Shaping the Future of Binghamton University" -- item appeared in November 11 Dateline. Note that RSVP deadline is tomorrow, November 13. I cannot attend as I will be preparing for our labor/management meeting. In general, as people's schedules allow, it is a great idea for UUP folks to attend these kinds of events and report back.

Binghamton University has an ambitious plan to move forward as an institution, and faculty participation in helping to shape this plan will be crucial to its success. What are the most effective ways to achieve broad faculty participation in important discussions about the University's future? Join Provost Donald Nieman and a faculty panel from 8:30-10 a.m. Monday, Nov. 17, in UU-Old Union Hall. Bring your questions and suggestions. Open to all faculty. Whether you've just started at Binghamton or have been here for a considerable time, join us for this event. Continental breakfast will be served. [RSVP online](#) by Thursday, Nov. 13. For more information, contact [Donald Loewen](#).

PEC - Beth Kilmarx stated that she would like to relay a message that she did not think that President Stenger thanked UUP professionals at the recent PEC luncheon.

Fran Goldman **MOVED** to adjourn. **SECONDED** by David Stone. Meeting adjourned at 1:01 p.m.

The next Executive Board Meeting will be held on Wednesday, December 10, 2014, from 11:30 a.m. to 1:00 p.m. in U UW 324.