

MINUTES

UUP Binghamton Executive Board Meeting Wednesday February 11, 2015 11:30 a.m. to 1 p.m., UUW 324

Present: S. Atav, H. DeHaan, L. Gallagher, J. Goldman, L. Havtur, B. Kilmarx, D. Kunkel, S. L'Hommedieu, S. Massey, S. Michael, N. Pages, R. Pompei, B. Roth, S. Seibold-Simpson, R. Snyder, M. Zinkin

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

Meeting was called to order at 11:36 a.m. President Benita Roth welcomed Executive Board members and guests to the February meeting.

1. Approval of Minutes:

Neil Christian Pages **MOVED TO APPROVE** the December 10, 2014, Executive Board Minutes. **SECONDED** by Stuart L'Hommedieu. **MOTION PASSED WITHOUT DISSENT.**

2. Passing the Hat for the Sunshine Fund:

President Roth announced that passing the hat for the Sunshine fund has proven useful of late and asked that Executive Board members give if they can. \$32.00 was collected at the February meeting.

3. Report of the Vice President, Academics:

Vice President for Academics, Heather DeHaan had two announcements. One concerned the salary compression of academics. Anne McCall, Dean of Harpur College of Arts and Sciences put through a proposal to the President and Provost to help correct the salary compression of academics. The bad news from Dean McCall's perspective is that her proposal was turned down. However, in about a month and a half, the Provost is going to release a University-wide plan to address the salary compression of academics. Serdar Atav stated that he attended a department meeting at the end of November and was flat out told no there were no plans and there would have to be other ways to deal with it and once again blame was pointed at the union. He is therefore surprised by Heather's announcement Benita asked Heather if she could reveal the source of this announcement and Heather explained that it was discussed by Dean McCall at the Harpur Chairs and Program Directors meeting. Because it was her proposal that was turned down, Dean McCall would not be addressing it further. Neil Christian Pages added that Dean McCall said she was almost at the point of being willing to forego new hires in order to address salary compression. Benita asked Heather if there was any sense of how this plan would be put together, to which Heather replied "no." The other news is that funding for faculty adjunct lines is being pulled on the grounds that we have been hiring tenure-track faculty. Although frustrating for Anne McCall, Heather thinks the University remains committed to full-time faculty hires rather than adjunct hires. Sandra Michael commented on her prior attempt to deal with compression as a faculty chair (of biology). One of the

negative consequences of that was how the data was looked at. An example would be two people hired at the same time. One is significantly paid higher because that person got merit raises for scholarly merit and obtaining grants at a level that is expected. The person who hadn't done this was then equal. Benita stated that she would assume, given the variety of units on this campus there would be some sort of input from the departments themselves as to the kind of metrics used to address compression, and as to who specifically had compression cases that needed to be addressed. If there is a serious effort to combat compression, that would be a good thing. If the result is the assignment of a higher teaching load to a student faculty, that would be a bad thing. Benita asked if Executive Board members hear of this to let her or Heather know. Beth Kilmarx asked if any attempt by the administration or the union was being made to address the compression issue for professionals. Benita replied that she is not aware of any initiative at Statewide but that it would be a great question for Philippe (Abraham, UUP Statewide VP for Professionals). Beth added that for the issue to be addressed for just faculty and not professionals, sends the wrong message. Benita stated that there are two ways for faculty salary increases: promotion to tenure and promotion to full professor. For professionals it is a little different because professionals have more windows and it is more continuous, although, a request for a salary increase by a professional employee does not necessarily mean they will get it.

4. Report of the Vice President, Professionals:

Vice President for Professionals, Fran Goldman was unable to attend the meeting, due to a conflict with a Library Director Search Committee meeting.

5. Report of the Treasurer/Budget – see attached report:

Interim Treasurer Lisa Gallagher announced that the budget for 2015-2016 is due to Statewide a month earlier than last year. Lisa Havtur, Beth Kilmarx and Fran Goldman met with Lisa Gallagher to review the budget and came up with a draft. Lisa reviewed the draft of the 2015-2016 Budget with Executive Board members, explaining that Statewide fills out certain parts of the budget spreadsheet and that the Chapter will receive approximately \$26,000 in income. It was decided during the budget meeting, that \$10,000 would be earmarked for Special Projects, such as purchasing a banner for the Events Center, hosting a summer picnic, etc. Lisa explained that if the Chapter has events that are other than the terms and conditions of employment, they are considered agency fee rebateable events and \$2,000 is set aside in the event requests are made for reimbursement. She noted that if someone had requested these funds in the past, they will always get a check. Benita cautioned that often when University units don't spend allocated money, the money gets taken away from them and suggested that we start to think of ways to spend the money. She would like UUP to create more connections with others and be seen as a "fountain" for resources on campus. Benita asked Executive Board members to bring ideas. Laura Rhoads stated that she learned from a Statewide meeting that because of the chapter release time, there was some discussion of increasing what the chapters give, which is currently 10%. She cautioned that there may be some discussion in the future of increasing this to 15% or 20%. At this point, it is a Statewide conversation. Benita asked for a budget vote. Don Kunkel **MOVED TO ACCEPT** the 2015-2016 Chapter Budget. **SECONDED** by Bob Pompei. By a show of hands, the vote

was **15 TO ACCEPT, 0 NO, 0 ABSTENTIONS**. Benita announced that Lisa Gallagher would not be running for Treasurer and asked if anyone is interested in this position, to please write their name on the ballot or the name of someone else they think might be interested.

6. Newsletter update/ website update:

Newsletter Editor, Lisa Havtur announced that there will be four newsletters (annually) going forward. The next edition will be coming out in late February or early March and will be dedicated to adjuncts. Four adjuncts submitted articles for the Newsletter, which will also include an introduction written by Benita Roth and an article on the Taylor Law written by Heather DeHaan. Lisa added that Hal and Dori will send her electronic file copies of the Newsletters, and she will send them to Donald Kunkel to post on the chapter website. Benita stated that although the Newsletter will not be out in time for National Adjunct Walkout Day, which is February 25, she will give it a shout out at “Beat the Winter Blues.” Benita noted that she is looking forward to this issue and thinks it will create a little bit of buzz. [BR note: UUP does not and cannot support adjuncts’ or contingent faculty walking out of their jobs in New York State.]

Lisa Havtur asked if the chapter has a budget committee. Benita replied that although there is currently no official budget committee, she will review the new Chapter By Laws to determine what committees are required and discuss this with the Executive Board.

Benita announced that the Binghamton UUP Chapter website is now online. Donald Kunkel has posted and will continue to post Minutes and Labor Management meeting notes. He will also post the Newsletters, budget reports, the new Chapter By-Laws, announcements regarding social events and other information. The content will be driven by the Executive Board, and Don asked board members to let him know if there is something they want to see or don’t want to see, and it will be discussed. Serdar Atav asked if there is a link to salary information, but Don does not recall one. It was suggested that we add to the website an external or actual link to seethroughny.net. Darryl Wood cautioned that if this site is used, it be made clear that it is not a UUP site. Lisa Gallagher suggested that pictures be posted to the chapter website, taken at events such as Delegate Assemblies and social gatherings. Benita and Serdar will both bring cameras to “Beat the Winter Blues.” Benita thanked Don for all his work in getting the website up and running and for managing it. When the content is completed, she will send an email to the uup listserv officially announcing it.

7. Recognition for service: Fran Goldman (15 years); Neil Christian Pages (5 years). Pin ‘em and thanks for all your work!

Benita announced UUP service awards recognizing the following Executive Board members:

Wayne Jones, Jr.: 5 year black-bordered service award certificate and pin.

Neil Christian Pages: 5 year black-bordered service award certificate and pin.

Fran Goldman: 15 year service award pin.

8. Update on “Beat the Blues Event” – our annual event is February 25 from 4:30 to 6 p.m. Last year we only used part of the Mandela room, but last year we didn’t have

a band. Nick Kocan has offered to set the place up in a manner similar to the President's Holiday Party – I've never been to the campus party so – suggestions? Nick has offered us a dance floor and a stage, and a possibly out of tune piano that won't fit on the stage...what do people think is best?

Benita asked for discussion on the setup for "Beat the Winter Blues." Last year, only part of the Mandela Room was used for this event. Bob Pompei stated that he would be meeting with Nick Kocan at 1 p.m. regarding the setup as well as to see if the available piano is adequate. The plan is to have the Harpur Jazz Ensemble Chamber Group set up in a corner with no amplification except for the guitar. This setup would require two power outlets, which are available. It was agreed that a stage and dance floor are not necessary and that only part of the Mandela Room will be used. Benita urged board members to attend and to encourage their friends to come to the event.

- 9. Sponsorship/funding request from the Center for Civic Engagement's Institute on Community-Engaged Teaching, Research & Scholarship – see attached description. I've been part of the planning of this two day event (March 18 & 19th). CCE is looking for sponsors for this first ever institute on community-engaged, service learning. Jessica Arends (jarends@binghamton.edu) is the point person on this. They would like as many campus entities as possible to cosponsor. As most of you know, Governor Cuomo's budget actually includes a proposal that service learning/experiential learning be made mandatory for graduation from a SUNY. UUP opposes making this mandatory, seeing it as a possible burden on our students and seeing the Governor as someone who is overstepping bounds by making curriculum. In my opinion, our support for the Center for Civic Engagement's Institute would not imply support for Cuomo's proposal; I was actually asked about sponsorship before the governor's budget speech. I can ask that as a condition of sponsorship that we have a brief opportunity to say something to the audience at the Institute itself. What do we think?**

Benita announced that this is a first-ever request and the event will involve some people from off campus. The keynote speaker is from Cornell University. Jessica Arends is a faculty liaison for the Center for Civic Engagement, and she attended our Tenure Workshop. They want more faculty to incorporate more internship components/ volunteer components into their classes. The wrinkle here is that service learning be made a requirement to graduate from SUNY. UUP opposes it and so does the Faculty Senate. In light of this, Benita thinks the Chapter can still sponsor the event and asked the Executive Board for approximately \$500 to keep it open to as many people as possible. Off campus attendees will be paying a small amount. Lisa Gallagher noted that this would be agency fee rebateable. She added that the Chapter budget is fine in that particular category as we are now at \$800 and have a cap at \$2000. The guideline is chapters shouldn't have more than 5% in agency fee rebateables, but Statewide will warn us, not penalize us. Donald Kunkel asked if some contingencies could be put on the money. Benita stated that the money will go to support the two-day event. It was **MOVED** to give \$500 for sponsorship of the event. **SECONDED** by Lisa Havtur. **MOTION PASSED WITHOUT DISSENT.** Neil Christian Pages warned that we should be very concerned about this and that faculty need to be at the control panel as the experience learning projects are integrated into the curriculum. Serdar Atav suggested that if we are going to sponsor such events, we will bring some suggestions. These

events are going to be evaluated on a case-by-case basis, so we might want to have a plan, perhaps a few sentences that would qualify certain events. Darryl Wood suggested that such a statement might be found in previous Executive Board Meeting Minutes.

NOTE: UUP Binghamton Executive Board Meeting MINUTES, Wednesday, October 17, 202. Item 12. Discussion of Revised By-Laws and Policies:

a. Policy Statement Regarding Requests for Funding from Outside Sources

At the September 19, 2012, Executive Board Meeting, a consensus was reached by the Board regarding requests for funding from outside sources: Jim Dix drafted a statement and asked the Board members for a vote on its adoption. A discussion followed with regard to the wording and how this policy should be presented.

MOVED to accept the Statement of Policy as follows:

UUP, Binghamton Chapter, asserts the following policy regarding requests for funding from outside sources:

The Executive Board will evaluate requests for funding from individuals and organizations. The criteria used in evaluating the requests are: furtherance of the goals of the UUP Binghamton Chapter; past history of funding by the chapter; need of the individual or organization making the request; solidarity with other organizations; benefit to UUP-members represented by the chapter. Decisions on funding will be made by a majority vote of the Executive Board members who cast a ballot.

MOTION PASSED WITHOUT DISSENT.

BR Note: The Center for Civic Engagement agreed to honor our request to have wording in the program that supported the local nature of the initiative on service learning.

- 10. Resolution on the Winter DA – At our last Executive Board meeting, we passed a resolution asking UUP Statewide to change the schedule of the Winter DA. On the basis of that I received a phone call from Statewide asking us to weigh in about the usefulness of the Winter DA itself...What do people think about the Winter DA?**
- Benita reported that after we sent a resolution to UUP Statewide to change the schedule of the Winter Delegate Assembly, she received a telephone call from Eileen Landy essentially saying Statewide doesn't want a Winter DA. Laura Rhoads stated that NYSUT is talking about increasing the dues. Whenever this happens, UUP suffers and has to find more money in our budget. It is going to be the same amount as it would be to run a Delegate Assembly. Benita recounted that Eileen Landy doesn't think eliminating the Winter Delegate Assembly should be decided by Statewide but should come from the Chapters. Bob Pompi added that approximately 22 years ago this was discussed and the first motion was to terminate discussion of it. It was never discussed but voted down because of the large amount of retirees that go to this. It is one of the larger social events for retirees. Benita noted that it is always the worst attended DA, and the last one was abbreviated because of the snowstorm. Beth Kilmarx commented that because so much work was done in such a compressed time, she recommends a revamping as there are ways to make it better by shortening and simplifying it. Benita thanked all that made it to the Winter DA and asked for some sort of a resolution. When asked how to submit a constitutional amendment, Laura Rhoads suggested that Benita discuss the elimination of

the Winter DA with other chapter presidents. Serdar Atav **MOVED** to ask to eliminate the Winter DA. **SECONDED** by Bob Pompei. **MOTION PASSED WITHOUT DISSENT.**

11. Issues and Concerns from the Executive Board:

Serdar Atav stated that on Monday an announcement was made by his dean that the School of Nursing will be moving to the new pharmacy building. This came as a total surprise to the faculty, as they had no clue. It had not been mentioned before and there was no consultation of any sort. The Dean did mention that it was public knowledge and is being discussed all over campus. It was announced that the Governor has given some money and Upstate Clinical Campus will also be moving into the same building. The Pharmacy School will be temporarily housed where Harpur Academic Advising is currently located, in the basement of Academic B. It is expected that the new pharmacy building will be completed by Fall 2018. Sandra Michael stated that she is on the Clinical Campus Advisory Committee and hasn't heard a peep about bringing them back to campus. Benita will put it on the February Labor Management Meeting agenda as a below the line item.

Stuart L'Hommedieu asked what happens when someone relinquishes duties. For instance, if an employee gives up three duties do they maintain their salary? Darryl Wood answered that there would not be a salary reduction. If management wants to be stupid enough to allow it then that would be their problem. If an employee stops doing assigned duties, Management could pursue disciplinary action. Darryl added that Management can reduce an employee's salary, but there would have to be a bunch of stuff that occurs and it is not going to happen. Benita added that you cannot refuse to do your job. Management can't reduce your salary, but they can take you to task. There have been written contracts where a task and money has ended.

Beth Kilmarx asked for more information regarding team leader commencement position requests that was posted on Dateline. Benita explained that she received a request from Kelly Wemette (in the Provost's office) to post this on the UUP listserv. She agreed to do so because she thought it might be appealing to some. People will be paid \$175 per graduation ceremony to serve as leaders, with a maximum of \$1400. These will be paid for through extra service stipends. Darryl Wood commented that he worked 20 some graduations before he left the campus and there is a lot of time and effort involved. Beth questioned if an employee would have to receive supervisor approval. Extra Service Stipend forms require some sort of supervisor approval.

12. Report of the President:

a) The 2015 Harpur College Dean's Distinguished Lecture, which we financially support, is Friday, February 20th, at 4 p.m. Old Union Hall of the University Union. All are invited. The lecture will be given by Nancy Um from the Art History department on "A Mosque, a Tomb, and the Arabian Legacy of Coffee." There will be food and drink.

b) I have been speaking to others about the idea of having a different kind of leadership training program for chairs and program directors. We are talking about putting together focus group/lunches with chairs/program directors in order to understand what they would want to see covered in such a training. My sense is that the administration, while committed to the current Leadership Development Seminar program, has acknowledged that it is not attracting faculty supervisors. We have an opportunity here to fashion something closer to what we would like to see in terms of helping faculty supervisors be good supervisors.

Benita discussed the idea of putting together focus group/lunches for chairs and program directors in order to understand what they would want to see covered in a leadership training program. She will be contacting certain people over the month or so and would like to have three to four people brainstorm this topic over lunch in the Chenango Room. Susan Seibold-Simpson stated that she would be happy to help out.

c) The agenda for the next Labor Management meeting is attached – we plan to ask about the campus’ plans for Start UP NY, especially since the amended plan for 2015 has been changing. I’ve already sent a copy of the amended plan to Executive Board members, but here it is again attached. It has since been amended in the full report (a huge attachment that I will send upon request only) to exclude the property at 2411 Owego Road in Vestal (which was a one story “suitable for light manufacturing and research & development”) which would have required a waiver due to its being more than one mile from campus. Also my mistake on the “commitment to mission” item – that should be “contribution to mission.” I have commitment issues, obviously.

Benita announced that the Start UP NY plan that she had attached to the Executive Board Meeting Agenda has already been amended. If anyone wants to see the 50-page document, she will be happy to send it to you. The proposal which was over the one-mile radius has been removed by the administration, although Benita does not know why. Sandra Michael said that it was a proposal to manufacture creamy salad dressing, but it is no longer on the table. The question is, who put it on the table? In any event, the proposal is gone.

There was also discussion of what depts. were doing with the “contribution to mission” information that chairs and dept. officers were receiving. Data has been given measuring depts. as to various metrics (faculty to student ratio, grants, productivity, number of majors, number of students taught, etc.) Some of the info is being compared to the norms given by the Delaware Study. Chairs, dept. officers and deans have been discussing what the information means – if you are curious you should ask to see the documents. The packets also include summaries of some of the information available to the administration through faculty members’ annual reports. Some of these summaries are wrong, so it might be a good idea to see what your chair thinks you are doing.

Melissa asked why issues of diversity were not being addressed at contribution to mission meetings? Isn’t diversity part of our mission? Neil Christian responded that the numbers generated by BU are in order to compare us to the Delaware Study metrics. The Dept. of

Education did the study and concluded that if faculty teach more students, teaching is cheaper. The DOE pointed out that you can teach printmaking to a class of 300 or piano to a large class as well. Neil Christian said that he felt that the metrics should not be our mission. Also it is important to look at the faulty annual report data because faculty members are the only ones who can tell if the data is wrong. Data can also be misleading, showing for example a deep drop in productivity where there is none. Melissa again asked why we weren't evaluating our mission in terms of diversity. Benita responded to the effect that if it isn't measured in the Delaware study, we don't measure it. Neil Christian noted that he asked the administration what he was supposed to do with the "contribution to mission" data. Benita stated that different depts are doing different things with the information, and that it is not clear to her what the deans and Provost want depts to use it. How do you want it used? What do they think it means?

Benita also reported that the results of the Campus Climate Survey will be coming out in March. Sean Massey added that the analysis has been done.

d) The Winter DA was abbreviated due to the storm. My thanks to those who came, especially since most committee meetings were cancelled. We elected a new Membership Development Officer to replace Edison Bond – the new MDO is Arty Shertzer from Stony Brook. Most of the other discussion focused on UUP's critique of the governor's budget and UUP's legislative agenda. Look to the UUP website for more information.

e) UUP Statewide would like us to have one member be the "Vote/Cope" representative for Binghamton. For more on plans for Vote/Cope, please see the latest issue of Statewide's online magazine *The Echo* (<http://uupinfo.org/flipbook/pdf/EchoVolume1No2.pdf>). If someone is willing to be the point person for this, let me know.

Benita announced that UUP Statewide would like one representative from campus. This representative would help coordinate and promote "Vote/Cope." If anyone is interested in being that point person, please let Benita know.

f) Please run again for the Exec Board and consider getting your colleagues to do so as well. If you missed the deadline for nominations, you can still write your name in when the ballots come.

Benita reminded Executive Board members that if they have not already done so, to please put your names on the election ballot when you receive it and have your friends put their names on as well. Self-nominations were encouraged. The mailing came out during the break, and a lot of people missed it. The election timeline is posted on the UUP website.

Stuart L'Hommedieu **MOVED** to adjourn. **SECONDED** by Neil Christian Pages. Meeting adjourned at 1:01 p.m.

The next Executive Board Meeting will be held on Wednesday, March 11, 2015, from 11:30 a.m. to 1:00 p.m. in UUW 324.