

## UUP Labor Management Meeting Notes

Monday, April 20, 2015

1:30 - 3:00 p.m.

AD 712

**Present:** H. DeHaan, F. Goldman, B. Roth, S. Seibold-Simpson, S. DeClemente-Hammoud, S. Doyle, V. Hampton, J. Schultz, Vice President Navarro, Provost Nieman, President Stenger

Benita Roth introduced Susan Seibold-Simpson and announced that Susan will be the new UUP Binghamton Chapter Vice President for Academics beginning June 1, 2015. She added that current Chapter Vice President for Academics, Heather DeHaan will continue to be part of the Executive Board.

### **New Items from UUP:**

*Pharmacy School/Nursing School move?: We have heard conflicting reports of what will happen to the Decker School of Nursing given the planned opening of the Pharmacy School in Johnson City. On the one hand, management has said there are no concrete plans to move the school; on the other hand, we have good reports from members who state members of the administration in DSON are expecting the move to happen. We would like clarification of what is planned and how our members will be consulted going forward.*

UUP (Benita Roth): We have been hearing conflicting reports on what will happen to the Decker School of Nursing with the opening of the Pharmacy School. Although we have been told there are no concrete plans to move the Decker School, both Deans (Pharmacy and Decker) have been talking about moving the Decker School and blueprints have been circulated. UUP would like clarification of what is planned and when and how our members will be consulted.

Management (Provost Nieman): The Pharmacy School is being designed now and nothing else. The only building we have money for is the Pharmacy School. I had hoped that there would have been resources to build facilities for Pharmacy and Nursing. I asked Dean Ferraro: she thought it was a very good idea. As we designed, there was close to the amount of money for the Pharmacy School. In the last three or four months, there will be another round of SUNY 20/20 proposals. What we, Joyce (Ferraro) and Gloria (Meredith) as well. Part of the proposal is moving the Clinical Campus of Upstate Medical, as they are currently out at the old Psychiatric Center, which is pretty remote and not a good location for their students. Hoped that perhaps the Castle would be renovated for Upstate. We are talking about 80 students; approximately 14,000 square feet would be what their needs are. With this 20/20 proposal, we have been talking with Upstate on partnering with us for Upstate Clinical and the Decker School of Nursing. We have land for it in Johnson City. We have gotten the space needs from Upstate and the

space needs for Decker. We don't know if it will be approved. The proposals are due in a couple of weeks.

UUP (Benita Roth): When?

Management (Provost Nieman): Probably in the fall. As yet, there are some schematics but no blueprints. We don't have any money, and we don't have any guarantee of money. Medicine, nursing and pharmacy, and that would constitute a health sciences campus. Inter-professional integration, training facilities, training health professionals to work as teams. This would offer a really great opportunity for that. Sim labs – Decker has relied on sim labs for a long time. Pharmacy requires sim labs.

UUP (Benita Roth): We have some concerns about whether there is enough space put aside for animal research.

Management (Provost Nieman): There will be no animal research on the Johnson City campus. All animal research will be done here. They will use the facilities on campus. We have been looking at how we can utilize parts of Science IV for additional animal research space. We don't have any additional money for animal research space. It would be far too expensive to recreate it over there.

UUP (Benita Roth): My understanding is that putting the three together rests on whether or not our proposal is funded.

Management (President Stenger): The next round of SUNY 2020 has been funded—the figure is \$55 million.

Management (Provost Nieman): We would need \$20 million of that \$55 million in order to move Decker and Upstate Clinical Campus. This would not only bring these three professional groups together but powerful collaborations between Upstate and Binghamton.

UUP (Benita Roth): Is it the kind of thing that you asked for \$20 million, but they will give you \$15 million?

Management (President Stenger): We can't do it for less than \$20 million.

UUP (Benita Roth): Everything would be on hold unless we get it. Management (Provost Nieman): This is an opportunity and would have tremendous benefit for the university and hopefully they will see it that way.

UUP (Susan Seibold-Simpson): This is very consistent with what Joyce told us. Nursing and medicine together and you are talking interprofessional work. I would also expect social work to be involved. There are also some challenges with classrooms. We have precedent with downtown shuttles.

Management (President Stenger): What percentage of students (from Upstate Clinical) go to UHS?

UUP (Susan Seibold-Simpson): Just undergrads go to the hospital. Other sites include Ithaca, Syracuse, Sayre, south into other parts of Pennsylvania.

Management (Provost Nieman): UHS is the largest.

Management (President Stenger): Nurses will outnumber the doctors.

UUP (Susan Seibold-Simpson): Nursing currently has 160-180 students. 90 students in traditional and 90 in other programs.

UUP (Benita Roth): This is good to know.

Management (President Stenger): Do you think it is a good idea?

UUP (Benita Roth): Sure. I have no stake in it.

Management (President Stenger): What about your members?

UUP (Benita Roth): I haven't heard anyone say it is a bad idea. They have heard a number of stories. It is a question about what do you talk about and when. I have heard some concerns about pulling resources from Harpur. Certain hires relocated to the Pharmacy School. I am not making a judgment call.

UUP (Susan Seibold-Simpson): It varies. Anytime you propose something new, people react. There is a lot of value in inter-professional integration and sim labs.

UUP (Benita Roth): There are concerns from members if there are animal labs, where are they putting them.

Management (Provost Nieman): There has never been any discussion. We are not going to do it. They will conduct it with animals on this campus.

Management (President Stenger): Never say never. If they need it (animal research) to save lives.

UUP (Benita Roth): So more animal labs is not part of the initial planning.

Management (Provost Nieman): I didn't want to do anything without talking to Joyce. When this became more of a possibility, Joyce was pulled into the planning process. If this came through, I think it would be positive for nursing, research and the space that we would then harvest on campus. It would help us with the growth we have experienced and will continue to experience.

**Performance-Based Funding (henceforth PBF): We understand that an \$18 million "SUNY investment and performance fund" will be allocated to each campus upon completion of a SUNY Board of Trustees' approved performance improvement plan. We understand that these plans will not require approval from the Division of Budget, and that the budget to be enacted for 2015-16 will not allow state to withhold 10 percent of the state-operating aid appropriated for campuses until they complete a campus-specific performance funding plan. While we are happy about this, we have concerns about what metrics will be applied to implement the program at BU. We have read that management is in favor of developing performance based metrics done the line and would like to know more about specifics: who will be charged with putting the plan in place, what metrics are likely to be used, and how/if management expects the creation of such a plan to affect our members (see <http://www.bupipedream.com/news/48474/in-front-of-new-york-state-legislators-suny-chancellor-pushes-for-budget-increases/>)**

“The performance management system focuses around five priority areas – criteria to improve access, completion, success, inquiry, and engagement – to track SUNY’s progress and continuous improvement toward excellence.”

Management (President Stenger): She (referring to Nancy Zimpher, SUNY Chancellor) hasn’t told the presidents what the formula is (for the metrics for PBF). There are five categories. I was on this committee that drew them up. We looked at size. How many people do we bring in? The social demographics of our students? Retention for the first year? Improved access and maintaining students here. Completion. Graduate success. High impact learning experiences. Community engagement. How that is going to be measured? Internships, service learning, volunteer work. Research funding. I think there are about 20-25 matrixes put forward but we are focusing on these five. Let’s say we already have the highest retention and graduation rate in SUNY, or will they base it on how you went from one year to the next year? To spread out \$18 million, we will get a million. Will make us accountable to tax payers and students. Won’t have much for a while. She (Zimpher) has a lot of ideas. We have established the matrixes. How do we reward the metrics? I think we are fairly true to our genius of performing our metrics. In the long run, it has to be her team that comes up with this. Out of 7-8% of the total number of 34 campuses we get out of state funds, \$1 million depending on how or low.

Management (Provost Nieman): Accountability measures are being driven by the White House.

UUP (Benita Roth): Graduate success metrics worry us -- there can be a lot of definitions of success there. .

Management (President Stenger): Loan default rate as a measure of non-success. It is definitely in the national limelight right now.

UUP (Benita Roth): How would the institution factor into it?

Management (Provost Nieman): The U.S. Department of Education does this (measures default rates).

UUP (Benita Roth): Why do they think we have something to do with why they default? [BR's note: given that we are not a for profit vocational school, why would the Dept. of Ed. expect BU to influence loan default rates]

Management (Sheila Doyle): It is a measure of success. Do they not have a job?

Management (Provost Nieman): It is going to fluctuate with how the economy goes.

Management (President Stenger): It is hard to tell. Do you measure the happiness of your alumni? Post-graduate? We were thinking of volunteer work. Yes, you are right. It is hard to measure. Important.

Management (Provost Nieman): What the outcomes are. Parents want to know this.

UUP (Benita Roth): Please communicate to the Chancellor that measuring success on how much you make is highly problematic. Women don't make as much as men and the majority of college students now are women. If there are these kinds of reductive measurements that is problematic, as income does not tell all about success. As a social scientist, I would have some issues with that.

Management (President Stenger): Perhaps the measurements would be broken down by discipline.

UUP (Benita Roth): Not measuring disciplines against each other?

Management (Provost Nieman): Any measurement has to be holistic. Parents ask, "Will my child have a job?"

Management (President Stenger): Will they not move back in?

UUP (Benita Roth): Oh, they're moving back in.

***Making Experiential Learning a Graduation Requirement at SUNY: We were glad to see that the governor's hasty and limiting proposal to make experiential learning (chiefly in the form of internships) a graduation requirement at SUNY was not part of the budget, but we know that per budget, the Boards of Trustees of the State University of New York will likely resolve by June 1 of 2015 that SUNY develop a plan to make experiential or applied learning activities more widely available. We would like to know what management plans going forward re: this likely charge from SUNY and how the charge will dovetail with local entities that work on such forms of study, like service-learning activities, paid or unpaid internships, faculty supervised undergraduate projects and activities leading to publication of research in journals or similar***

**publications, the production or performance of creative works, and the like. It is our understanding that BU and other SUNYs will need to complete a plan June 1, 2016, which must be developed in consultation with stakeholders. While there are issues of curricular programming here, we also assert that there are questions of the terms and conditions of work as faculty and professional staff are tasked with helping to create these possibilities or aid in coordinating them. We would like to know who will be involved in working on this plan going forward, and how UUP, as a stakeholder, can be represented.**

UUP (Benita Roth): There was a push by Cuomo to make experiential learning, defined as internships a requirement for graduating from a SUNY. Some campuses already have an experiential learning requirement, for example, Stony Brook. It is our understanding that BU will need to complete a plan for experiential learning offerings by June 1, 2016. What kinds of plans are being contemplated?

Management (Provost Nieman): We don't want a requirement imposed on us by the state legislature or by SUNY. This (experiential learning) is something we do really, really well. This is a place where we perform significantly better than our peers. Measured internships, study abroad, undergraduate research and civic engagement. We have development plans to enhance these, because we know they are good for students. Roadmaps have touched on all of these areas. Career Development Center is looking at ways to expand that. Certainly speaks to internships. We have invested a lot in expending undergraduate research. We've invested in the Center for Civic Engagement. There are a lot more students in service learning. We also have invested in student study abroad through roadmap money and private funds. Very consultative and no telling anyone you have to do this. Faculty and staff are interested in expanding. I see this as something we are going to be able to continue to be very successful with without imposition of UUP membership.

Management (President Stenger): Senior staff as yet haven't been directed to do this.(i.e. come up with a plan). .Experiential learning can be hard to measure. You are going to have some kind of threshold for what counts. What is a credit hour? The standard definition? Maybe we should talk about this. Is an experiential learning course 50 hours, or can you add a lot of experiences together? We probably have an opportunity for every student.

UUP (Benita Roth): With a board definition you can. You can also have broad impact.

Management (President Stenger): (continues listing programs) Johnson City Mentoring Program, Promise Zone, student honors thesis.

Management (Provost Nieman): We prefer to encourage students to do high impact learning but most of our students find internships very useful. A lot get them on their own. It is very high rate, over two-thirds graduate with an internship. Kind of the new expectation.

Management (President Stenger): Not our intention to make it a requirement on our campus.

UUP (Benita Roth): Clearly it (Cuomo's plan/SUNY's desire for a plan) is not focused on places like here.

UUP (Heather DeHaan): So metrics for high impact learning is not something that is going to be required?

Management (President Stenger): We haven't figured out on how to measure high impact learning. We have set a goal of 100%. Our goal that everyone can do one. Some will do more, some will not do any.

UUP (Benita Roth): What was impressive about the CCE's Institute on Community-Engaged Teaching, Research & Scholarship was how homegrown it was and UUP cosponsored it. UUP did not see this as sponsoring the Governor.

**Ongoing items:**

**Campus Climate Survey: In our February 2015 labor management meeting, it was announced that the results, both a summary PowerPoint presentation and a larger report, would be released to the campus community on March 11. As yet no results of the CCS have been released. As many of our members took the survey, they are naturally interested in the results, and UUP has been fielding a number of inquiries about the results of the CCS. We would like an update on when this important survey will be released.**

UUP (Benita Roth): The Campus Climate Survey has been released and we saw it. Interesting. We saw on Dateline that there are two events oriented around the findings. We would like to see a public presentation of this survey. You had talked about it, Val. Are there plans for this? We would strongly encourage plans for an open presentation of the results. I know I have questions. I know I can email them to you but a public forum would be better.

Management (Valerie Hampton): The intent is to meet with the cross section of groups. One is set up with the Student Association. We will be reaching out to UUP as a group. How do you think you would like that to happen? We will meet across campus with constituent groups. I originally did schedule a public presentation [BR: see February 2015 Labor/Management Notes] but had a change of mind. I'm inclined to prefer a more intimate setting.

Management (Vice President Navarro): People are more comfortable in a smaller group.

Management (Valerie Hampton): We will meet with students quick. We will be meeting with the Faculty Senate Executive Committee by the end of the term and gear back in the fall.

UUP (Benita Roth): It's hard at this point to get to constituent groups.

Management (Valerie Hampton): We may try to do something over the summer. 12 month employees over the summer that are here and then in the fall.

UUP (Benita Roth): Look forward to hearing about this. We noticed UUP is the second largest group behind students to respond. Split up professional employees and faculty? Fran we can talk about that.

Management (Valerie Hampton): Flexible. People who want to come can.

UUP (Heather DeHaan): You have organized a number of seminars. Hope you repeat some of these in the fall.

Management (Valerie Hampton): Tuesday the 28<sup>th</sup>. A group of students came up with the idea. That is just the beginning

Management (President Stenger): Any questions you have after reading it?

UUP (Benita Roth): It wasn't a random sample. You are going to get people who are happy and some who are not so happy. I noted that when students experience harassment and discrimination, they cite the first source as other students and then faculty. I was also surprised that those with disabilities felt that much of the campus was accessible. . A lot of responses focused on discriminatory speech, which I am not surprised by. Sociologists would call these microaggressions which are every day types of things that happen make things difficult for under or even over-represented groups who are not white. Microaggression wasn't mentioned in the survey. . Programs must proceed from this. I would hope that a follow-up survey structured a little bit differently will be done.

Management (Valerie Hampton): Idea of talking to smaller groups is to allow folks an opportunity on how they can become engaged and they talk about it.

UUP (Benita Roth): I was pleased that a majority of faculty and staff know the value of diversity policies. Compliance modules are doing something [BR: This was last statement was a joke.]. We need more work on the actual utilization of those services.

Management (Valerie Hampton): Survey will be a jumping off point not a stopping point.

Management (President Stenger): Do you want to say faculty meet in fall and staff meet in summer?

UUP (Benita Roth): Sometimes we do divide staff and faculty, such as for workshops. We will poll the membership and see what they think is most beneficial.

Management (Valerie Hampton): If there is a preference, please let us know. I am open either way.

UUP (Heather DeHaan): People are keenly interested. Understanding and interacting decently are important to our members. There are prejudices with layers and layers to them.

Management (Valerie Hampton): Another concern we have is how to heighten people's awareness without being accusatory.

UUP (Benita Roth): Darryl Wood does a workshop on bullying in the workplace. It is very comprehensive, and he does a very good job. I also notes that more women responded to the survey than men.

Management (President Stenger): Someone told me it happens on all surveys.

UUP (Fran Goldman and Heather DeHaan): Yes it is true. Women are more responsive.

Management (President Stenger): I was told more willing to help others.

Management (President Stenger): Presenter Maura Cullen will be holding a Cultural Competency Workshop tomorrow in C-4. This is open to everyone.

Management (Valerie Hampton): It is oriented a little more towards students.

Management (President Stenger): Maura Cullen will meet with the Senior Officers group in the morning for three hours.

UUP (Benita Roth): Please communicate with us, and we will communicate with you.

**Campus Construction budget: We would like an update on the initial severe cut in campus construction dollars. We would like to know what the budget now looks like the next several years? We would also like to know if there have been any changes to past practices which sought to hire outsider contractors at the prevailing wage (which would generally mean that these contractors were likely to be unionized).**

UUP (Benita Roth): Changing?

Management (Vice President Navarro): Critical maintenance budget was slashed Our share is 11 million dollars a year, considerably less than what it has been in the past.

Management (Joseph Schultz): With a potential opportunity to get more.

Management (Vice President Navarro): SUNY gets a formula from the state and divides the money up. Thought of maybe getting rid of the formula and go with \$100 million for all of SUNY. Next five years \$11 million per year.

Some renovations in the science buildings, life safety systems, infrastructure types of projects. No building projects. The ones being done are currently funded.

UUP (Benita Roth): Life safety systems?

Management (Vice President Navarro): Fire alarms, etc. Things might be delayed a bit. What we wanted to do in a year might be done in two years. I don't think the formula will change.

Management (President Stenger): Never say never. Every year is a different budget, but we are making a five-year plan nonetheless. Any particular projects they are worried about?

UUP (Benita Roth): ITS – Computer Center.[BR notes: The ITS/Computer Center moved out of spaces into new spaces that could not be renovated given the budget and have moved back to their old spaces.

UUP (Fran Goldman): Some are very happy about the move back, others are not.

Management (Vice President Navarro): We are going to improve the surroundings for them.

UUP (Heather De Haan): They are very pleased about the new offices they are getting. (BR's note: as opposed to open spaces that previously existed for some employees)

**Dateline and getting information to employees: At our February meeting, management stated that there would be some changes to Dateline's format. At the March meeting, management announced that Dateline would be overhauled, likely by the fall. We have two concerns: first, we would like input into that process of overhauling Dateline. Second, related to Dateline and also to recent events re: the use of "Survey Monkey" to evaluate members of the administration, we would like to discuss the question of "opting in" and "opting out" of email communication. Contrary to what has been happening, UUP asserts that that management needs to provide a means of communication that all our members receive and that they cannot opt out of. In order for that to work, Dateline needs to be overhauled in some manner that separates information that everyone must know from general information about events and the like. While we respect the fact that many members dislike getting volumes of email, there needs to be a way that essential messages get to employees.**

UUP (Benita Roth): We would like some meetings about overhauling Dateline and about Survey Monkey, used to vote on Faculty Senate members. We are curious about "opting in" and "opting out."

Management (Vice President Navarro): You are automatically signed up to Dateline.

UUP (Benita Roth): Our concern is that we do not want members to have to ability to “opt out” of Dateline. We have noticed that Dateline Addition carries the important news and Dateline, not so important. When can we talk with the people that do Dateline? We understand there is going to be an overhaul.

Management (Provost Nieman): Most of the work will be done over the summer. We would like to, once we have a design, share it with a variety of constituents to get a lot of feedback from them. Once we have something to show, than we get feedback. I think everyone is as interested as possible in pushing information out.

UUP (Benita Roth): What do you think about “opting in” or “opting out?”

Management (Provost Nieman): We would love it to be read by all.

UUP (Benita Roth): The problem is, is that our members think, I have too much email and am not going to read it. Then something important comes up, for instance, the new travel policy, and they’ve opted out of receiving messages about it.

Management (Provost Nieman): I don’t know, maybe worth a discussion with UUP and Faculty Senate Executive Committee.

UUP (Fran Goldman): There is a link at the bottom that says “unsubscribe.”

UUP (Benita Roth): We would rather have systems in place where we cannot opt out of important notices, because then members have problems when they need to be accountable for info.

Management (Provost Nieman): Is there a way you can work with your members?

UUP (Benita Roth): We don’t think many are opting out, but we represent both members and fee payers. Both groups can leave our own message list.

Management (Provost Nieman): With respect to using Survey Monkey that is a decision that is up to the Faculty Senate..

UUP (Heather DeHaan): People get a few random surveys, and then opt out and don’t get the important information. As for Dateline - we still have people that say, “when did it change?” about some policy – they need to get the critical information. And the mixing of critical and not critical information is not good.

Management (Provost Nieman): That is one of the things they are working on, seeing what is there and going to see what they can do to the things they think are useful.

UUP (Benita Roth): Do whatever you can. You should make it harder to opt out because then for us, there are fewer problems down the road. Possibly it is more of an issue for faculty than for staff.

Management (President Stenger): It is not a policy we've talked about. We can bring it up.

Management (Provost Nieman): Absolutely.

UUP (Benita Roth): We strongly urge you not to allow people to opt out of Dateline.

Management (Sheila Doyle): It would be interesting to see how many things in the year we have that are critical messages. If there was a second Dateline Addition, for example, how many there are?

UUP (Benita Roth): If someone can count, that would be great? Someone could maybe do this over the summer?

**Cell phone policy: We understand from the last meeting that a policy is in the works. Update?**

UUP (Benita Roth): Thank you for the policy. Is it meant to be retroactive or just going forward?

Management (Vice President Navarro): I think supervisors are asking for changes based on that. It is not all that different then what we were doing.

UUP (Benita Roth): This request from us for a policy was based on members expressing confusion on this.

**Contribution to mission info/data/meetings: At the February ast meeting, Provost Nieman offered to put up a statement on the web re: the intent of the contribution to meetings and urging depts. to share info generated for the meetings as widely as they thought reasonable. Update?**

UUP (Benita Roth): The little blurb (about how the contribution to mission meeting and info should be received)?

Management (Provost Nieman): It is not there, but we hope to have it up by the fall.

**Meeting ended at 2:43 p.m.**