

Connection *uup*

Binghamton Chapter, United University Professions

From the Chapter President

Unions and Life Satisfaction? There's a Link

by Benita Roth
Sociology Department

It is coming up on two years since I was elected to the UUP Binghamton Chapter presidency, and I was recently re-elected, so thanks to those of you who voted.

During this first term, I experienced a steep learning curve. There have been tons of new things to learn about the University, about the UUP Agreement with the State of New York (otherwise known as our contract) and about my own strengths and weaknesses. I've been lucky to work with a lot of good people here locally and in our state-wide office.

The way I see UUP now is as a complex institution dovetailing with other, equally complex institutions—the rest of the University, SUNY, the governor's office, the state Assembly and the state Senate. I do think in terms of institutions—after all, I'm a social scientist. All of these institutions and all of us have a role to play (“role” being another good social science-y concept) in making sure that our work lives work.

Unfortunately, those of us in labor unions, and particularly those of us in public sector labor unions, have been targeted by others, by politicians and business leaders who wish to confine the exercise of democracy to picking a name in a voting booth every few years. I see belonging to a union as a way to liberate democracy from that booth, and install it in other places.

But increasingly, the political cli-



mate has made even belonging to a union a contentious matter. The so-called “right to work” laws passed in recent years in states like Michigan and Wisconsin have undercut unions’ ability to represent members by targeting our ability to collect dues from members that we represent.

Make no mistake about it—it

**Union membership
is a way to liberate
democracy from
the voting booth.**

takes money to do everything that UUP does. UUP is transparent about how money is spent, as a few minutes checking reports at that UUP website will show (uupinfo.org). And UUP represents everyone in our bargaining unit, not just those of

continued on page 8

Curtis Kendrick Named Dean of Libraries

Provost and Executive Vice President for Academic Affairs Donald Nieman has announced that Curtis Kendrick, university dean for libraries and information resources at the City University of New York, will become dean of libraries at Binghamton University, effective July 15.

“Curtis brings a wealth of experience in outstanding research libraries to Binghamton,” Nieman said. “He is creative and collaborative and will work well with faculty, staff and students in the Libraries and across campus. I know that members of our community will enjoy getting to know him just as much as I have during the interview process.”

“I am delighted for this opportunity to join Binghamton University as dean of libraries,” said Kendrick. “The libraries have a critical leadership role to play as Binghamton becomes the premier public university of the 21st century, and it is an exciting time to be joining the University.”

For the complete story: <http://www.binghamton.edu/inside/index.php/inside/story/11430/dean-of-libraries-named/>

Connection

Binghamton Chapter newsletter
Number 89 May 2015

Editor

Lisa Havtur
lhavtur@binghamton.edu
777-5104

An official publication of the Binghamton Chapter of the United University Professions, Local 2190 of the American Federation of Teachers, AFL-CIO, and affiliated with New York State United Teachers; the Binghamton Chapter is a member of the Broome County Federation of Labor.

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.

UUP Chapter Officers

Benita Roth
broth@binghamton.edu
President

Heather DeHaan
hdehaan@binghamton.edu
Vice President for Academics

Fran Goldman
frances@binghamton.edu
Vice President for Professionals

Lisa Gallagher
Interim Treasurer

Darryl M. Wood
Labor Relations Specialist

Linda O'Branski
Chapter Assistant
uup@binghamton.edu

Chapter phone 777-4382

Persons wishing to reprint any of the contents of our newsletter are invited to request permission of the authors directly or through the editor, lhavtur@binghamton.edu.

From the Vice President for Academics

UUP as a Vehicle: Driving Diversity and Inclusion

by Heather DeHaan
History Department

Ever since the Ferguson protests, police brutality and the persistence of systemic racism in American society have been hot topics on campus. In December, 2014, the campus group, "Students for Change," set out a list of 25 demands, designed to address problems of harassment, discrimination and inequity at Binghamton.

Its meetings with the administration—through the Town Hall Forum organized by the Office for Diversity, Equity and Inclusion (ODEI) and a later meeting with the president—were conflict-ridden. Offering a productive response, the ODEI organized a series of events to address microaggression, diversity hire recruitment/retention and similar issues.

Meanwhile, in nearby Ithaca, Cornell Graduate Students marked May 1 by blocking traffic as they protested, among other things, systemic racism, sexism, lingering discrimination against LGBTQ members and staff working conditions on both the Cornell and Cornell-Qatar campuses.

American academia may have come a long way since the Second World War, but there is far to go, obviously. Though many changes need to be made beyond the campus, change starts here—with us.

We all need to reconsider actions and attitudes that (often unintentionally) marginalize colleagues, students and co-workers.

As a union, we might consider demanding contractual or political changes that sustain diversity and inclusion. Longer mandated maternity leaves and less regulation of access to birth control would assist



many women. We might work with union partners—like the various unions representing law enforcement—to implement more cultural

awareness training for police officers or encourage more active recruitment of diversity candidates in areas such as Binghamton. We should help find productive ways to build cultural competency in our membership.

On this campus, we can also push for more clearly defined tenure standards, setting the bar firmly and visibly in the same location for all new hires—something that would benefit minority and non-minority candidates alike. As a UUP chapter, we might make a concerted effort to recruit diversity voices to the executive board.

The academics among us should think of ways to reach outward and encompass methods, subjects and practices that help recruit new voices to our campus. Though the past 50 years have transformed scholarship and academe, we are not finished incorporating subfields or methodologies that many deem marginal, though they are central to the interests or well-being of underrepresented groups in our society.

We need to remember that our scholarship and dynamism benefit from new and less heard voices and the methodological and topical innovation that they bring.

Change starts with us—on this campus—with the choices that we make as professionals, co-workers and friends.

How You Can Mitigate Workload Creep

by Fran Goldman
Asian and Asian American
Studies

Workload creep, by its very name, signifies an increase in the amount of work you may be asked to take on. This can occur in a variety of ways, such as when your colleagues retire or leave and are not replaced and you are asked to take on some, if not all, of the responsibilities of a vacated position.

As professionals, we are too often willing to take on the additional duties and responsibilities without asking the right questions, such as: *How long? Is there additional compensation? And, Will something be removed from what I am currently doing?* (in order to be a “team player.”) Unless UUP members are diligent when such requests are made, they may, unfortunately, inherit the work of former colleagues by default.

You might also be asking, “How do I respond to such requests and



ensure that I am not taking on more work than I might be able to handle?” Talking with your UUP chapter leaders, such as the vice president for professionals, can assist you in finding ways to manage such requests as they relate to your individual situation.

Based upon suggestions from Philippe Abraham, UUP statewide vice president for professionals, you should also fully understand the basic principles that apply to your professional obligation and make sure that your Performance Program is current and up-to-date. This document is not a once-a-year review that outlines your duties and responsibilities—rather, it is a dynamic instrument that can be changed during the evaluation period as your circumstances change.

Save June 24 for UUP Central New York Professionals Conference

Binghamton University will host the Central New York Professional Conference, June 24, 5:30-8:00 p.m., in UU Room 120. Dinner is provided.

As this is the first time that Binghamton has hosted a statewide UUP conference, I would urge as many as possible to RSVP for this event, which is focused totally on professional staff concerns.

Registration is limited—Please RSVP on line at: <https://uuphost.org/myuup/Registration/PROF/RegForm.php> no later than June 17.

In addition, you should document any workload increases by keeping a log of work done in areas that may be subject to workload creep, and use written correspondence as a means to keep track of additional workload for specific responsibilities/projects—and be sure to note that you do not consider it to be part of your professional obligation going forward but rather that the added responsibilities/volunteer work does not become part of your normal workload expectations.

Remember that, if you do take on extra responsibilities/projects, you can ask for compensation in the form of a promotion to a higher salary level, salary increase, extra-service pay or compensatory time in lieu of taking on extra duties. While workload creep is often experienced on an individual basis, it is a symptom of a collective problem and we need to work collectively to address the issue.

Connection author wins in Journalism Competition for ‘Most Original Article’

Heather DeHaan, Binghamton UUP’s own vice president for academics, recently won “Most Original Article” for her December, 2014, submission, “Teaching as Gift Giving: An Ethical Dilemma.”

This original article, based on first-hand experience, explores the struggle of those wanting to make a difference through the gift of teaching in areas of the world most in need, yet not wanting to contribute to a system that sometimes exploits teachers who give.

To read Heather’s article as published in the December, 2014, issue of *Connection*, go to: http://www.uuphost.org/binghamton/wp-content/uploads/2015/03/March_2015_UUP.pdf

We appreciate you, Heather—not only your articles, but also for your input, participation and unfailing enthusiasm. Congratulations on this well-deserved recognition!

Addressing Academic and Professional Contingent Concerns

by Beth Kilmarx
University Libraries

Several years ago, I was elected to the position of part-time concerns officer for the UUP Binghamton Chapter. While in that position, I was named co-chair of the UUP statewide Part-Time Concerns standing committee.

During my tenure as BU's chapter PT concerns officer and the PT Concerns Committee co-chair, it was clear to me and the majority of UUP members, from statewide down to the individual campus chapters, that adjuncts and part-time staff members had been overworked, underpaid, and overall, had been vastly overlooked by the system for decades.

Each chapter had its own set of anecdotal tales of road warrior adjuncts, and of those professional staff members who lurched from one-year renewals to the next. Despite the dire circumstances of thousands of dues-paying UUP members, their voices never seemed to be heard nor were actions taken to acknowledge nor to signify their lot in academic life. There were always more pressing matters: the budget, the contract, the governor, the budget, the contract, the governor and so on that needed the union's attention *stat*.

However, it seems the tide has turned for contingents in New York. Through the efforts of the last two UUP presidents, former president Phil Smith and incumbent president Fred Kowal, the movement to recognize the low pay and often poor working conditions of adjuncts and part-time staff members, and to challenge these issues, has gained momentum, aided by the work of activist campuses such as Cortland, New Paltz, and Oneonta.

In fact, this movement has gone national as seen in the recent National Adjunct Walk-Out Day that



took place in February.

Although UUP members could not participate in the walk-out, as such actions would constitute a strike on their part (and there-

fore illegal under the Taylor Act), numerous campus chapters chose to participate via more constructive, engaging, informative, and legal means.

For example, at several campuses such as SUNY Albany and Oswego, seminars and panel discussions were held to inform and educate members about the chapter's contingent working conditions. Others, such as SUNY New Paltz and Fredonia, held week-long activities to highlight the contributions of contingents to the mission of each institution.

This spring, I was elected as the

next contingent employment officer for this campus (it's the same position as the part-time concerns officer, just renamed) in order to replace the irreplaceable John Oldfield, who has retired.

For 15 years, I worked part-time on BU's campus before returning to full-time status 10 years ago, and I return to this position extremely optimistic, given the recharged atmosphere surrounding contingent needs. Now that contingents are finally sitting at the table, it's time for all of us to lean in together.

For a more detailed accounting of National Adjunct Action Week, see UUP newsletter: *The Voice*, March/April 2015 edition, online at http://uupinfo.org/voice/mar/1415/March_April%20Voice%204%20MAL/index.html#/0

For the thoughts and perspectives of three Binghamton adjuncts, and Binghamton UUP's Chapter president, see the March 2015 edition of UUP Binghamton's newsletter, *Connection* at http://www.uuphost.org/binghamton/wp-content/uploads/2015/03/March_2015_UUP.pdf

Be sure you know about CROP

Campus Research Opportunity Postings database (C.R.O.P.) benefits faculty, post-doctoral fellows and advanced graduate students seeking research assistance as well as undergraduates looking to gain hands-on research experience.

The resource provides a central location for faculty, post-doctoral fellows, and advanced graduate students to post information on opportunities for research, scholarly, or creative activity and for undergraduates to identify and apply for these positions.

There is a variety of opportunities, including, for the first time, for-credit research opportunities in the Libraries for undergraduate students seeking hands-on experience. Research opportunities may be paid, for-credit (i.e., independent study), or volunteer.

To learn more about submitting an opening to the C.R.O.P. database and for a complete listing of campus opportunities, visit the Campus Research

continued on page 5

Understanding the Value of Our Employee Assistance Program

by Ada Robinson-Perez

It is my pleasure to serve as the new associate director of the Employee Assistance Program (EAP) at Binghamton University. Prior to joining the Binghamton community, I was a state employee with New York State Office of Mental Health at Elmira Psychiatric Center, where I worked for 10 years with adults, children and families.



With experience in union leadership (PEF), adult education/training, advocacy, and mental health counseling, I look forward to supporting employees at Binghamton University to further the promotion of a healthier and more productive workforce.

As the campus grows, the number of UUP-represented academic faculty and professional staff will continue to grow. Through an extensive planning process, and the support of the president's senior staff, the Employee Assistance Program has expanded its department

and is prepared to meet the demands of a growing workforce.

The NYSEAP was created in 1983 under an executive order that declared that all NYS employees must have access to EAP services; however, the EAP at Binghamton University has existed since 1980.

With active support from labor and management, the EAP benefit provides an opportunity for employees to make personal changes to improve their lives, increase job satisfaction and workplace productivity.

Those eligible for this benefit include faculty, staff, retirees, graduate students and their dependent family members. The EAP provides voluntary confidential assessment and referrals for issues that include:

- Marital/single-parenting/family issues
- Child care and elder care
- Alcohol and substance abuse
- Emotional health needs
- Domestic violence
- Grief/bereavement
- Workplace stress
- Financial/legal problems

In addition, the Binghamton University EAP Committee exists to promote the EAP and to ensure EAP services are available to faculty and staff. The EAP Committee consists of constituent representation from CSEA, PEF, NYSCOB and UUP, in addition to all University administrative areas. We are pleased to have on the EAP Committee Ben Andrus as the UUP/faculty representative and Tony Poole as the UUP/Professional representative.

The EAP is busy planning new programs and increasing the visibility of the benefit across campus through direct outreach. The EAP wellness and prevention programs on campus can assist with professional development and personal-life enhancement. We sponsor and partner with other departments to

Helping Supervisors Manage the Tough Issues

Please join us in EAP's upcoming event:
Helping Supervisors Manage the Tough Issues

**June 10
10 a.m. – 12 p.m.
UW Room 324**

Register by e-mail at:
uctd@binghamton.edu.

present quality seminars that address the various needs of employees. The EAP will also facilitate on-site orientations to further explain the benefit to faculty and staff as requested.

Please join us in our upcoming event, *Helping Supervisors Manage the Tough Issues*, June 10 from 10 a.m. – 12 p.m., in UW room 324. Register by email at uctd@binghamton.edu.

The EAP is always looking for feedback and suggestions to improve the benefit for the well-being of employees at Binghamton University. For questions or comments, feel free to e-mail me directly at arobins@binghamton.edu, or call me at 777-2882. Our offices are located in Library South Ground (LSG 663, 673, and 675).

"When employees are happy, they are your very best ambassadors."

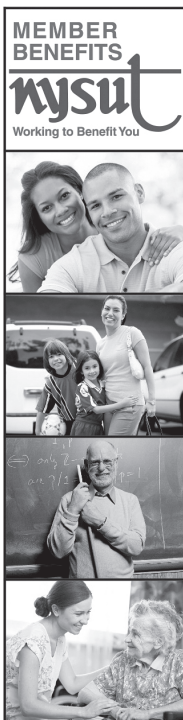
— James Sinega

CROP

continued from page 4

Opportunity Postings (CROP) site at <http://www.binghamton.edu/undergraduate-research-center/crop.html>.

For assistance, contact Ashley Serbonich or Janice McDonald in the Undergraduate Research.



Benefits that matter to you!

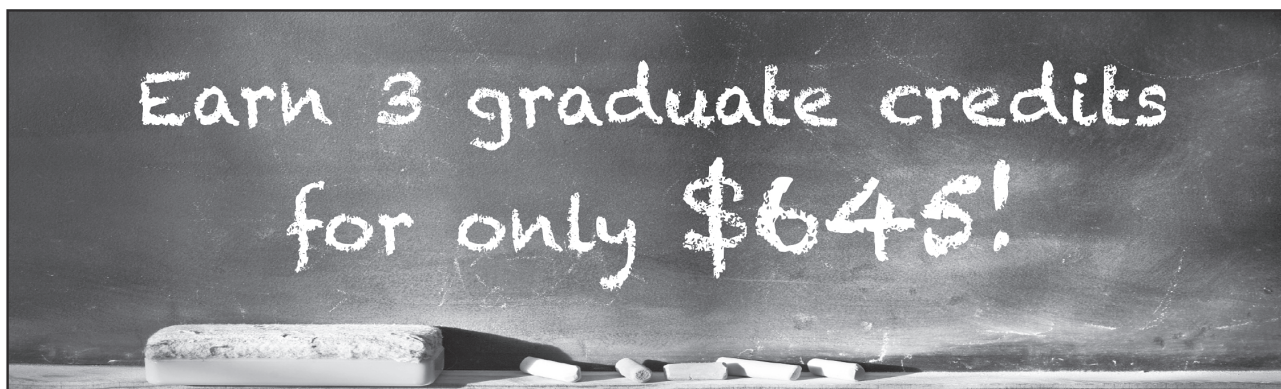
Membership in NYSUT allows you to enjoy the benefits of the more than 40 programs & services endorsed by NYSUT Member Benefits.

These endorsed programs include crucial products that the majority of NYSUT members already purchase:

- Homeowners Insurance
- Auto Insurance
- Legal & Financial Services
- Life Insurance
- Shopping & Travel Programs

To learn more about Member Benefits-endorsed programs & services, visit memberbenefits.nysut.org or call 800-626-8101.

For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.



For more than 30 years, the NYSUT Education & Learning Trust has been offering professional development programs created with the NYSUT member in mind -- providing an extensive online inventory with studies to fit your busy schedule.

The Education & Learning Trust offers online, VESi or in-classroom courses for graduate, undergraduate and in-service credit. Professional development training is available for public education issues such as:

- School Quality
- Student Achievement
- Achievement Gaps
- Teacher Retention
- Special Education
- Cultural Diversity
- Classroom Management
- And Much More

To learn more about ELT programs available and/or register online, visit nysut.org/inspire or call 800-528-6208.



Understanding Your Health Insurance in Retirement



Have you been wondering . . .

- Will I be eligible for health insurance in retirement?
- How will I pay for insurance as a retiree?
- Can I cover my dependents when I retire?
- How does Medicaid work with my retiree plan?

All of these questions, and more, will be answered during an informational session: **Your Health Insurance in Retirement**

PLEASE JOIN US ON ONE OF THE FOLLOWING DATES:

Wednesday, June 17, from 10:00 to 11:30 a.m.

Tuesday, June 23, from 2:00 to 3:30 p.m., OR,

FOR THE LATER NIGHT SHIFTS:

Tuesday, June 17, from 11:00 to 12:30 p.m.

All sessions will be held in University Union Room 108 and each session will present the same information.

SEATING IS LIMITED: register soon with Christine Koban at ckoban@binghamton.edu or 607-777-4850.

Seeking Anthology Contributions on Aging, Integrated and Palliative Care, Medical Homes and Social Work

Laura Pasquale, consultant and colleague of a current campus adjunct (and recent guest submitter for *Connection*) has requested that the Binghamton UUP chapter share this opportunity, which may be of interest to adjunct and other non-tenured faculty:

To mark the *Care Management Summit 2014: Achieving Excellence*, held at the University Downtown

Center last year, contributions are currently being sought. Abstracts and full submissions for this peer-reviewed publication in the areas of aging, integrated care, palliative care, medical homes and social work are welcome through June 1, 2015.

Questions about the project may be directed to Laura Pasquale by e-mail at: [lauraepasqualeconsulting@](mailto:lauraepasqualeconsulting@gmail.com)

[gmail.com](mailto:lauraepasqualeconsulting@gmail.com) (with “anthology” included in subject line) or by phone at (760) 207-3693.

For more about the 2014 Summit: <http://www.binghamton.edu/ccpa/care-management-summit/>

For more about the contributions: <http://lauraepasqualeconsulting.com/2015/03/01/care-management-anthology-may-2015-submission-deadline/>

Unions and Life Satisfaction? There's a Link

continued from page 1

you who have signed membership cards (and if you haven't, let us know and we will get you one right away).

There's mixed evidence regarding what effect unionization has on faculty salaries (and little information about the effect that unionization has on university-based professional workers). The American Association of University Professors (AAUP)'s annual report on tenured-stream faculty salaries shows that those salaries are barely keeping pace with inflation (for a summary of the report see <https://www.insidehighered.com/news/2014/04/07/faculty-salaries-are-22-report-sees-many-financial-issues-facing-professors>, or for the full report see <http://www.aaup.org/file/zreport.pdf>).

In contrast, the salaries of senior administrators has risen dramatically; AAUP estimates that since the 1970s, the salaries of senior administrators have grown by 75%, while those of full professors have grown only 25%.

So if money is not the good news about labor unions—although I would argue that unions are a big part of the story about how public university employees have been able to hold on—what is? Being part of a labor union by itself seems to make people more satisfied with their lives.

Recently, a couple of political scientists, Patrick Flavin and Gregory Shufeldt, looked specifically at that question of whether belonging to a labor union affects the quality of one's life (see the full paper at <http://bit.ly/1AC29RB>).

They wanted to know if union members felt more satisfied than non-members with their lives in general. They drew from U.S. data from the World Values Survey, looking back as far as 1982, and compared how union members and non-members answered the fairly simple question, "All things considered, how satisfied are you with your life as a whole these days?" They used a simple question because, when it

Union members are more satisfied with their lives than non-members are.

comes to asking about well-being and satisfaction, simple questions in surveys about satisfaction and happiness work as well as more complex approaches.

Their findings? It turns out that union members are more satisfied with their lives than those who are not members; "the effect of union membership on life satisfaction is large and rivals other common predictors of quality of life. (U)nion membership boosts life satisfaction across demographic groups regardless if someone is rich or poor, male or female, young or old, or has a high or low level of education."

The authors speculate as to why union members are happier. They reason that since we spend most of our time at work, unions make the workplace different in ways that lead to better satisfaction in gen-

eral. They theorize that unions lead to higher satisfaction levels for members because they give employees a voice in what they are doing at work; they help employees feel more secure in their jobs; they give employees a forum for interacting with each other so as to counteract feelings of loneliness and isolation; and unions, by promoting the idea of democracy at work, tend to promote being an active citizen generally, and active citizens are happier citizens.

So it turns out that people like having a voice over what happens to them in their lives, and they value meaningful interaction with others—who would have thunk it? If you are inclined to dismiss these findings, do this thought experiment: what would it mean to not have any control over one's life and not be able to engage meaningfully with others on matters of importance?

Disempowerment and isolation is not a good recipe for one's life satisfaction in the workplace, and therefore, it's not a good recipe for one's overall sense of well-being. And that brings me back to the question of how and where to exercise democracy. Through UUP, we have chances to be democratic citizens more than just once every four years. Let's take the opportunities in hand while we have them; we'll probably be happier for it.

United University Professions
Binghamton Chapter
LSG 516
Binghamton University
PO Box 6000
Binghamton, NY 13902-6000