

Binghamton UUP Member Lea Webb Wins NYS Senate Race



*Brendan McGovern
Program Coordinator,
Geography
Chapter Vice-President
for Professional and
Campus Political
Coordinator*

Binghamton Chapter UUP member Lea Webb defeated former Binghamton Mayor Rich David and won the race for New York's 52nd Senate District.

UUP has been all in for Lea from the beginning of her candidacy, knocking on thousands of doors for Lea as well as phone banking and sending out mailers. UUP donated to Lea's campaign from our new PAC and pushed NYSUT, our affiliate union, to announce an endorsement.

On October 22 and 23, the UUP Binghamton and Cortland chapters joined together to canvas for Lea, knocking on hundreds of doors that weekend. And UUP members were at Lea's campaign headquarters late on election night when Lea declared victory.

A lifelong Southern Tier NY resident and proud graduate of public school, Lea is a first-generation graduate of SUNY Broome, where she earned a degree in liberal arts and sciences, and Binghamton University, where she earned a degree in neuroscience.

Lea was raised in a union household



and is a proud member of UUP. She knows that joining together in unions enables workers to negotiate for higher wages and benefits and improve conditions in the workplace and will bring that mindset to Albany.

Lea thanked her supporters: "A year ago we started our campaign and were able to successfully build a collective of volunteers, organizers, voters and supporters. Our goal

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Connection

Binghamton Chapter newsletter

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ONLINE MEMBERSHIP APPLICATION:
uuphst.org/myuup/Membership/RegForm.php



UUP Binghamton Chapter and UUP Cortland Chapter members Get Out The Vote with fellow UUP member Lea Webb by knocking on hundreds of doors in Cortland, NY on Saturday, October 22.

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was simple: to uplift the voices of working people in our community. It is important for leaders to engage with key stakeholders, such as labor, so that we can create a sustainable people-powered movement that is inclusive and equitable for all. I truly appreciate

the unwavering support of UUP which has enabled us to make history in our region and state! I look forward to the great work that we will do together to ensure that all New Yorkers get the resources they deserve.”



SENATOR LEA WEBB INAUGURATION

The Inauguration Ceremony for NY State Senator Lea Webb will take place at Binghamton High School, on Saturday January 7, 2022, starting at 12 PM.
(Doors will open at 11:30 AM).

There will be speeches and performances.

Please RSVP: <https://www.mobilize.us/leawebbforstatesenatecommittee/event/545511/>

There is also an Inauguration Ball at The Binghamton Club starting at 7 PM on January 7, 2022. There will be food, music, performances, and more. Tickets available here:
<https://secure.actblue.com/donate/lea-inaugural-2023>

KEEP UP WITH CHAPTER ACTIVITIES!

Chapter Website: <http://www.uuphst.org/binghamton/>
Instagram: <https://www.instagram.com/uupbinghamton/>
Facebook: <https://www.facebook.com/uupbinghamton>
Twitter: <https://twitter.com/BingoUUP>

Student Evaluations of Teaching: Bias and Better Ideas



Benita Roth
*Professor and Director of WGSS
Chapter Vice President for Academics*

With thanks to Alissa Karl, Statewide Academic Vice President, UUP; Mary Taber, Director of Research, UUP; and Steve Lisman, Distinguished Teaching Professor Emeritus, BU

Academic members of UUP teach as part of our professional obligation — it's one leg of the "research, teaching, service" three-legged stool. For many, teaching is the most immediately gratifying part of our jobs, while for others, teaching is the most immediately frustrating part of our jobs. Sometimes it is both rewarding and irritating in the same day (or hour). Student evaluations of teaching — known as SETs — are also part of most academic members' lives, and here at Binghamton, the SET is known as the SOOT, which stands for "student opinion of teaching," and does not in any way conjure up dirty fireplaces.

In a movement that started before Covid, but has been turbocharged by changes in teaching that happened as a result of the pandemic, SETs are now being questioned as to whether they are useful tools to evaluate teaching, with consensus building around the conclusion that they aren't. There are numerous studies that confirm various kinds of bias present in SETs, but two recent ones illustrate how gender bias and ageism affect how students evaluate instructors. In one study, researchers at the Georgia Institute of

Technology found that students started with bias against female instructors and that the bias "widened after receiving grades, making this the first study to our knowledge that confirms that gender bias is fueled by feedback." In other words, for female instructors, simply performing the job of giving grades negatively affects student evaluations, and "women receive more backlash for grades than male professors." A second study found that ageism also was present in student evaluations; Jennifer Chatman of UC Berkeley and co-authors found that women were rated

lower as they aged, with "their lowest teaching ratings emerging at age 47." Chatman also noted that "[m]en do not experience this drop in ratings."¹

Pre-pandemic, there was a movement afoot to stop using SETs in hiring and tenure decisions. In 2019, the American Sociological Association² urged colleges and universities to stop using SETs in this manner; they were joined by seventeen other professional organizations including the American Historical Association. Beyond gender bias, there are concerns about bias in SETs against people of color. SETs were used because they were cheap and easy, but many schools have abandoned their use — particularly their use as a sole measure of teaching effectiveness

— and looked at more wholistic measures to assess teaching.

Historically, SETs were first used to help improve teaching, not to evaluate it as such; placing one or two SETs in a portfolio that could determine someone's future certainly was not

intended. UUP academic members should know that the union strongly suggests that no survey of students should be used in isolation from other methods of evaluation of teacher effectiveness, and no employment decisions should be made solely on the basis of any one survey. And no one should have to rely on student

surveys as a means of improving one's teaching. When it comes to evaluations, one size most definitely does not fit all.

At BU, we are lucky to have a service available to all instructors — tenured, tenure-track, contingent — that is run by Steve Lisman, Distinguished Teaching Professor Emeritus, who works with the Center for Learning and Teaching (CLT) on helping interested faculty improve their effectiveness as instructors. A key part of the services offered are Steve's observations of one's teaching and his written review and consultation; see <https://www.binghamton.edu/clt/ids/services/course-observations.html>.

The service is available in different

"In a movement that started before Covid, ... SETs are now being questioned as to whether they are useful tools to evaluate teaching, with consensus building around the conclusion that they aren't."

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¹ For further info on these studies, see <https://www.insidehighered.com/news/2022/10/31/ratings-and-bias-against-women-over-time>

² <https://www.insidehighered.com/news/2019/09/10/sociologists-and-more-dozen-other-professional-groups-speak-out-against-student>

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modalities: one can be reviewed anonymously, with only the instructor and the observer having access to the review; one can have “partial anonymity,” the instructor working both with the observer and with an “instructional designer” from CLT; or one can work with the course observer, CLT and one’s department. The “departmental share” option means that an instructor can show their department that they have been making efforts to strengthen their teaching, a set of actions much more relevant to success than SETs.

Steve and I have corresponded recently about the relevance of SETs, and particularly, BUs SOOT. He thinks gathering SOOTs is still a worthwhile endeavor for those interested in

teaching effectiveness, and cautions against “throw[ing] the baby out with the bathwater,” that is, getting ride of SETs entirely. I freely admit to very much hating the SOOT — it is too long, too repetitive. As well, it contains no space for students to make comments, which I feel is important, even if some of those comments are not useful or are inappropriate. I agree with Steve that peer observations are absolutely key and need to be part of any kind of file assessing teaching effectiveness. I direct Women’s, Gender, and Sexuality Studies (WGSS) and for a while now I have

been observing our instructors, tenure stream and contingent. For contingent faculty especially, the presence of an observation from a director or chair is

potentially very important.

Steve recommends a book by David Gooblar, *The Missing Course: Everything They Never Taught You about College Teaching* (2019, Harvard University Press). Gooblar was interviewed by Inside Higher Education when the book came out.³ I confess to not having read it — or having known it existed before Steve and I exchanged emails — but those interested in the different approaches to raise student engagement in all sorts of classes, it will likely be a good read.

In conclusion, I know how I feel when I think a class went well, and know how I feel when I think it didn’t. Teaching should feel good, and it is like any other skill we need to have as academic employees — we should get better at it as we do it. And we need to return SETs and SOOTs to their original purpose, that is, helping us do the job better. We need to stop thinking of student evaluations as the ne plus ultra of measuring teaching effectiveness, as study after study assures us that they most definitely are not.



³ <https://www.insidehighered.com/news/2019/08/21/author-discusses-his-new-book-college-teaching>



Steve Lisman, Distinguished Teaching Professor Emeritus, works with the Center for Learning and Teaching (CLT) on helping interested faculty improve their effectiveness as instructors.



UUP Binghamton and SUNY Upstate Chapters rally with UUP endorsed pro-labor candidates at the Broome County Democratic Committee Headquarters on November 2, 2022. Attendees included NYS Senate Candidate Lea Webb, Lt. Governor Antonio Delgado, Congressional Candidate Joshua Riley, Assemblywoman Donna Lupardo, and Broome County Legislator Susan Ryan.

UUP SEEKS GAINS FOR CONTINGENTS THROUGH NEGOTIATIONS

Brendan McGovern

*Program Coordinator, Geography
Chapter Vice-President for Professional
and Campus Political Coordinator*

UUP's contingent faculty bring the world into their classrooms. They are authors, actors, artists, entrepreneurs, health care professionals and business leaders who often blend practical experience in their fields with academic instruction. They play a vital role in what SUNY offers its students.

UUP President Fred Kowal recently met with contingent faculty at a Campus Equity Event hosted by the UUP Geneseo Chapter. "UP has made terrific gains for our contingent members," Kowal said after he welcomed contingent members and pledged continued UUP support for contingent issues. "That's only been possible because UUP members know they are one cohesive unit, and that contingents share many of the same concerns of tenure-track faculty. All of us want to do our best work possible for our students, for our campuses. Campus Equity



Week is an excellent reminder of that mission, but this is a year-round effort."

Contingents around the country suffered the greatest faculty cutbacks during the coronavirus pandemic because many are employees at will, who can be "non-renewed" with little advance notice that their services are no longer needed. UUP was advancing contingent issues long before the pandemic, and it was one of the first higher education unions in the country to achieve health care for contingents.

The immediate past contract with the state brought additional gains, with minimum per-course payments for contingents. In the current round of negotiations with the state, UUP is expected to press for greater job security for contingents, who have long sought a system-wide path to long-term employment, rather than the semester-by-semester renewals many of them have now.



Be Union Proactive!

Interested in getting more involved in OUR union? Here are a variety of ways to do so:

- Take our Contract Action [Survey](#) to share ways that you are willing to join us in solidarity actions around contract negotiations.
- Become a Union Rep! Reps are the "face" of the chapter, greeting new hires in your area, two-way communication between members and the chapter, and a source of information for our members. We are still in need of Reps, so if you are interested, please reach out to [Claire Kovacs](#).

- Become a [Delegate](#)! Delegates are the official voting body of our union at a state level and are part of the chapter's executive board. Learn more about the Fall 2022 Assembly in this newsletter, and consider running in spring 2023 for a 2-year delegate term.
- Get involved in advocacy for our members and more resources for SUNY. If you are interested, reach out to [Brendan McGovern](#).
- Attend our Exec Board meetings. They are open to all members, lunch is provided, and it is a way to learn more about what is happening in our chapter. A full calendar is available [here](#).

Updates from the Fall 2022 Delegate Assembly



*Claire Kovacs
Curator of Collections
and Exhibitions,
Binghamton University
Art Museum*

The Fall 2022 Delegate Assembly (DA) was our second opportunity to gather in person since COVID changed our world. The Binghamton contingent was made up of 8 seated delegates (6 professionals, 2 academics) of the 28 delegates (14 professionals, 14 academics) that we are allocated as a chapter. The DA is the legislative and policy-forming body of UUP and meets twice a year to establish policies for our union, make amendments to our constitution, elect stateside and executive board members, and adopt the annual budget. Delegates at Binghamton are also members of our executive board, carrying out the same business at the chapter level. As you can see, we are under-represented at the DA, and I encourage you to run for a two-year term to serve as a delegate in the spring elections.

A few highlights of the Fall DA included:

- Reproductive Rights Are Workers' Rights Workshop presented by Woman's Rights and Concerns Committee which featured presenters, including our own Dara Silberstein, talking about actionable ways to move forward in the post-Dobbs era.

- A Campus Debt Reveal workshop presented by faculty from Salem State University helping participants better understand the amount of institutional debt, how it undermines our ability to educate students on SUNY campuses, and how to organize against it.

A series of important points on the plenary agenda were passed:

- A UUP Constitutional change that allows the Retired Membership Governing Board Committee Chair to

contingent bargaining unit members. This policy helps mitigate some of the issues we face in a post-Janus era of non-members signing up only when they need representation, and then quitting afterward.

- A Women's Rights and Concerns Committee (WRCC) Resolution to support reproductive healthcare, legal assistance, and legislative advocacy in maintaining reproductive rights. More on this resolution in another story in this newsletter.



be a voting member of the statewide executive board on issues not relating to budgets or terms and conditions of our contract.

- A new Disciplinary Representation Policy that requires non-members who want UUP representation in disciplinary matters to sign a membership card, maintain membership status throughout the duration of representation, and pay a representation fee to UUP equivalent to one year of dues for a full-time or a flat fee of \$250 for

- A WRCC Resolution to join in the international demand for justice for those responsible for the torture and murder of Mahsa Amini; as well, unequivocal support for the Iranian women and other citizens who protest to cancel the mandatory hijab law and other misogynistic and patriarchal laws that deprive women of equal justice, and to stop violations of human rights and gain dignity, respect, and equality for all women in Iran.



UUP's Advocacy Pays Dividends

Binghamton University to Hire 66 New Tenure-Track Faculty

Brendan McGovern

*Program Coordinator, Geography
Chapter Vice-President for Professional
and Campus Political Coordinator*

Last November, UUP began its legislative advocacy calling for:

1. closing the TAP Gap,
2. reforming the Excelsior Scholarship,
3. new, full-time faculty,
4. new campus operating funds,
5. support for our SUNY Hospitals, and
6. hazard pay for our healthcare and essential workers.

UUP delivered for our members with an incredible string of successes.

Because of our early advocacy, Governor Hochul announced the closing of the TAP Gap and the closing of the Excelsior Scholarship Gap in her Executive Budget. This brought \$62.5 million in new funding to SUNY. Specifically, closing these two flaws in financial aid will bring nearly \$6 million to Binghamton University.

UUP has been consistent in our advocacy of the need for new, full-time faculty. For years we have pushed very hard for it and Governor Hochul announced \$53 million for SUNY in her Executive Budget. UUP has long held the position that SUNY should also be leading the way on diversity and inclusion in hiring. This too was included in SUNY's rationale and formula for distribution of funds. This two-part strategy has now led to Binghamton University receiving \$6.5 million for new, full-time faculty hiring. Binghamton University had planned to hire 30 new-full time-tenure track faculty this year, but the additional funds gained as a direct result of UUP's advocacy have enabled Binghamton to hire an additional 36 faculty for an unprecedented total of 66 new full-time faculty hires for Academic Year 2023/2024.



UUP members from Binghamton University and SUNY Cortland meet via Zoom with 123rd Assemblyperson Donna A. Lupardo to advocate for UUP's legislative agenda

Additionally, UUP through the state budget season demanded new operating funds for SUNY campuses. After months of work and continuous UUP advocacy, the Legislature and the Governor agreed on a budget that included \$60 million in new operating funds, \$1.8 million going to Binghamton University.

Lastly, UUP was able to secure approximately \$68 million to cover the debt service on SUNY hospital capital projects. And after over a year of

fighting, our UUP members who were on the frontlines of COVID will be receiving retention bonuses. Details on the last victory are still being worked out with the Division of Budget and SUNY.

It was a historic legislative session for UUP. The work of many UUP activists across the state made a real difference. Your union continues to fight for our members, as well as for increased support for SUNY and Binghamton University.

Chapter Elections for 2023-25 Term

Chapter elections take place every two years. Positions at the chapter level include President, Vice President for Academics, Vice President for Professionals, Officer for Contingents, and Secretary/Treasurer. Chapter delegates are also elected during this time. Delegates support not only chapter activities but also represent the chapter on the statewide level (see "Ways to Get Involved" for more information).

If you are looking for ways to get more involved in the chapter, we encourage you to run for a delegate or chapter officer position. The process is as follows:

UUP's statewide office will send out chapter nomination forms to everyone's homes on/around January 19. To formally be on the ballot (for any position), you will need five (5) signatures endorsing your candidacy. The nomination period closes on February 17, at which point the nomination forms are due to the statewide office. On February 22, the nomination lists are posted on the statewide website and ballots are sent out on/around March 16. Ballots are due back to the statewide office by March 21.



PERFORMANCE PROGRAM TIPS

Your Performance Program is an important document that can impact your evaluation, salary, promotional opportunities, and tenure. Listed below are recommendations regarding your performance program. Appendix A-28 in the current Agreement between the State of New York and UUP and the SUNY Board of Trustees Policies address Performance Programs in greater detail.

DO

- Take advantage of the initial consultation with your immediate supervisor prior to the final performance program being prepared.
- Ensure supervisory relationships are clear.
- Identify functional relationships and secondary sources as individuals who affect your performance and identify specifically what they will be evaluating in your program.
- Include short term and long-term goals in the supervisory plan.
- Have criteria for evaluating the achievement of each objective.
- Obtain assurances, preferably in writing, that you and your supervisor meet to review the appropriateness of any element in the performance program, modify it accordingly in writing, and file necessary copies as needed. Your performance program is a living document and should change along with your professional growth.
- Keep your performance program up to date. Decisions regarding your promotion, reappointment, permanent appointment, and approval for discretionary salary increases can be based on the described duties and performance standards in your performance program.
- Explicitly state your objectives for the next 12 months.

Make sure the time for achieving objectives is reasonable i.e., written using SMART methodology.

- State, where possible, relevant percentages of your obligation that each duty requires.
- Take advantage of an informal, ongoing evaluation process with your immediate supervisor.
- Include performance objectives should include wherever applicable,
- Your freedom to make decisions
- Your communication responsibility
- Your problem-solving functions
- The breadth of organizational impact on your work
- The consequence of errors you make
- Responsibility to manage and direct others
- Your personal goals and/or objectives

DON'T

- Allow statements of undescribed duties (for example, 'and other duties as assigned').
- Be passive or general in your description of duties (for example 'responsible for all activities in the residence hall').
- Include objectives other than your own, or which you do not understand.
- Include objectives which you have no authority to conduct.
- State objectives controlled by someone else as your sole responsibility.
- Allow a program to become outdated. If so, follow up on with your union representative if you receive a negative evaluation based on an old performance program reflecting irrelevant duties.

CONTRACT NEGOTIATIONS

*Claire Kovacs,
adopted from the November 2022 Negotiations Bulletin*

Our Union's strength is in its members and in order to succeed at the table, our Negotiating Team (including our own Benita Roth) needs broad and vocal support from our membership. The Team has put together an ambitious package of contract proposals that addresses pressing needs articulated by our diverse membership. Moreover, we are concerned that our members face the prospect of losing essential rights and protections if we are unable to fight off several of the State's more aggressive proposals.

We plan to escalate our pressure on SUNY and the State as negotiations progress, asking members to pledge their readiness to show up and speak up when we most need collective membership pressure. To get the contract that we all want and deserve, we need our membership educated, informed, and ready to take collective action. If you have not already done so, please fill out this form (https://docs.google.com/forms/d/e/1FAIpQLSeIWH-9Bpd48KrN1KnBBxFRaP_b2YpXmNYTdaJB9I3GcFtebA/viewform), indicating your willingness to participate in various campus-level actions around our contract.

Our Team had a bargaining session with the State on October 18 and 19, during which we made a series of detailed proposals on all our remaining items save one—Compensatory Time—which they presented on November 18 (details of that session forthcoming). The State also detailed its proposals on several issues including drug testing, a vaccine mandate, job security rollbacks for

employees who provide direct patient care (DPC), and the inclusion of additional director and fundraising titles in Appendices A and C.

UUP has made our concerns and strenuous objections to each of these proposals abundantly clear at the table. Job security promises to be a crucial point of contention in this round of bargaining. UUP is trying to significantly expand security for our members, and, as the above proposals abundantly illustrate, the State is trying to erode or eliminate the security that our members currently enjoy. The State proposals on DPC employees are particularly galling after the heroic efforts of our health care workers during COVID;

however, each of these proposals would have far reaching consequences for segments of our membership. The UUP Negotiating Team is acutely aware that protecting and expanding job security is a bedrock of unionism; our approach at the table will continue to be guided by that principle.

Our success at the table will be determined, in no small part, by the power we are able to mobilize with our membership. Get educated, get involved, and most important at this stage, reach out and help us broaden our circle by convincing your colleagues to become part of the process. Solidarity and collective action are our best tools to win the contract that UUP members deserve.

To learn more details about our contract negotiations, log into the Members Only section of the UUP statewide website (<https://uupunion.org/myuup/MembersOnly/>). You will set up a password for the site, and to do so you will need your **UUP membership ID number**, which can be found in the lower left-hand corner of your UUP membership card. You will also need our **UUP chapter code** which is 28020.



If you'd like to know how to grow and strengthen our union, here's your chance: The UUP Organizing Academy, back by popular demand for the Spring 2023 semester.

UUP offered the Organizing Academy for its inaugural semester in the spring of 2022 as a training program on the skills of internal union organizing. Members responded so enthusiastically that UUP offered an additional round of courses in the early summer.

The Spring 2023 semester will offer the 100-level "Basics of Organizing" courses again, as well as a new level of training: the 200-level "Applied Organizing" series. The 200-level trainings will build on the foundational skills of the 100-level series so that members can extend their skills to larger-scale projects such as team building and campaigns.

The full schedule of trainings is available [HERE](#). Members can also visit the [academy webpage](#) to learn more and sign up.

(excerpted from *UUP Connect*)

Fall Frolic

United University Professions (UUP) “FALL FROLIC” on Wednesday, October 26 in the Mandela Room, University Union. UUP members received an update on contract negotiations and had an opportunity to directly ask questions to the UUP statewide chief negotiator, Bret Benjamin, as part of the festivities. Music was provided by the Harpur Jazz Conspiracy Quartet.

Enjoy these photos from the event.





Fall Frolic





Individual Development Awards Program

Eligibility and Applications



Donald Kunkel
*Director of Information Technologies,
Watson College
Membership Development Officer*

The Individual Development Awards (IDA) Program supports various professional development projects or activities. Administration of the Binghamton IDA Program is by the Campus Professional Development Committee, comprised of UUP and management representatives.

Who is eligible?

The IDA Program is available to all UUP-represented full-time and part-time academic and professional employees. Part-time employees are encouraged to apply as 15% of available funds are allocated to them.

Awards

The program will fund up to two projects or activities per employee. The maximum amount awarded for each employee is \$2000.

Timing for funded activity

The professional development activity must occur between July 2, 2022 and March 31, 2023. The application deadline is 11:59 p.m. Sunday, March 5, 2023.

Objective

The IDA program provides funding for projects or activities that will assist eligible employees in developing professional skills. Examples of activities:

- Registration fees for conferences or workshops
- Travel and related expenses
- Books, fees, and tuition
- Continuing education and certification

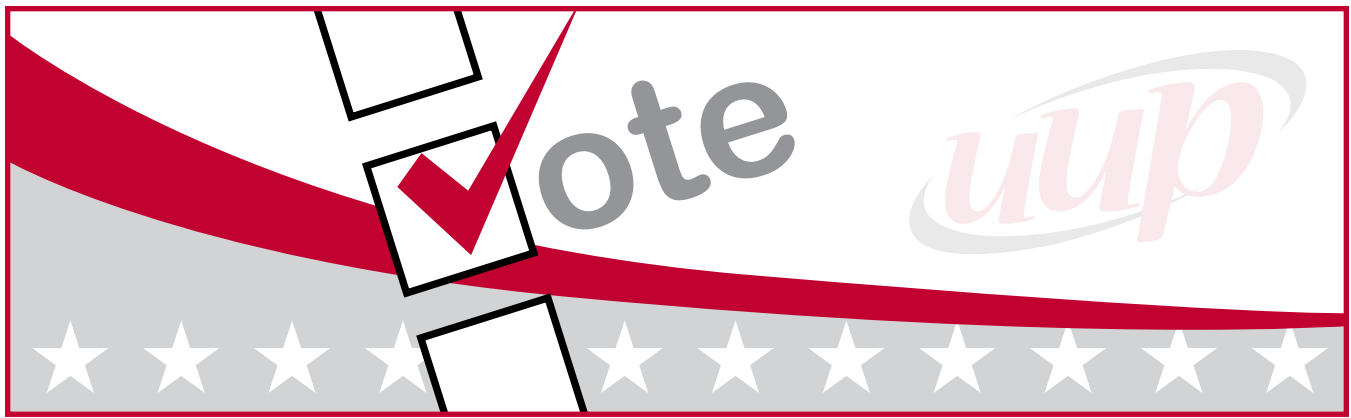
Information that should be in your application

Submit a well-thought-out, quality application. The reviewer should not have any questions about the project/activity date, purpose or expenses.

- Date - Ensure the project/activity occurred between July 2, 2022 and March 31, 2023.
- Why – Explain how the project/activity will further your professional development, benefit your department, or assist in preparing for advancement.
- Reimbursement - Provide a detailed description and supporting documentation of the project/activity expenses.

Useful links:

- [IDA Guidelines updated September 2022](#)
- [Instructions for the Fillable PDF form](#)
- [Fillable PDF form](#)
- [Binghamton University IDA webpage](#)
- [Complete the online application](#)



Chapter Elections for 2023-2025 Term

*Claire Kovacs
Curator of Collections and Exhibitions,
Binghamton University Art Museum*

Chapter elections take place every two years. Positions at the chapter level include President, Vice President for Academics, Vice President for Professionals, Officer for Contingents, and Secretary/Treasurer. Chapter delegates are also elected during this time. Delegates support not only chapter activities but also represent the chapter on the statewide level (see “Ways to Get Involved” for more information).

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chapter, we encourage you to run for a delegate or chapter officer position. The process is as follows:

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Membership Development Week



UUP members share information about contract negotiations, political outreach, and ‘how to get involved’ inside the Engineering Building and outside The University Union during UUP’s Week of Action on October 6th and 7th, 2022.

Reproductive Rights are Workers' Rights

Claire Kovacs, Women's Rights and Concerns Committee Vice-Chair (Statewide)/Curator of Collections and Exhibitions, Art Museum

June 24, 2022, changed the world for all of us who have the ability to bear children. The UUP Women's Rights and Concerns Committee (which is co-chaired by our own Fran Goldman and vice-chaired by me) has been working hard ever since the leak of the majority draft opinion to help our union speak out clearly in support of reproductive rights and their connections to labor. Our first action was to craft language for a statewide executive committee [resolution](#) issued on May 18, 2022, stating its unequivocal support for abortion rights and all reproductive rights in the United States and the world.

We then got to work on a resolution to bring to the entire Delegate Assembly this fall. This resolution was particularly important because it provided actionable ways for our union to link these rights with the welfare of workers. The WRCC catalyzed the process by pledging 10% of our 2022-2023 budget and asked other statewide committees and the executive board to make similar contributions, in order to make equal donations to three organizations that provide reproductive healthcare and legal assistance for maintaining reproductive rights: Planned Parenthood, the National Network of Abortion Funds, and the ACLU Reproductive Freedom Project.

The resolution does three important things: 1) it creates a member-driven campaign to make financial contributions to the above-mentioned organizations on a semi-annual basis in recognition of UUP's position that reproductive rights are workers' rights and that such funds shall provide support for reproductive healthcare, including abortion, legal assistance, and/

or travel expenses to persons deprived of such care by their state government; 2) that UUP supports the WRCC in the development of educational and advocacy materials about a) gaining greater support within NYSto make reproductive healthcare available to all persons in need of such care b) supporting federal legislation guaranteeing bodily autonomy and reproductive rights across the nation, and c) promoting the necessity of reproductive rights to ensuring workers' rights; and 3) that UUP support and actively engage in advocacy for legislative bills in NYS that support reproductive healthcare for all, including those that look to create reproductive rights' sanctuary clinics at all SUNY campus health clinics for all students, staff, and others in need; and that UUP members shall work with other unions, labor federations, community groups, and reproductive justice organizations to gain federal legislation ensuring the right of all persons to reproductive healthcare, including abortion, throughout the United States and its territories.

There was much hand-wringing and furrowed brows behind the scenes, worrying about whether or not the resolution would meet resistance on the Delegate Assembly floor, so I positioned myself near a microphone and rose to speak first in support of the resolution, connecting it directly to the foundations of the labor movement, and basing my remarks on a recent *Jacobin* article, which I will quote here because of the power of its words:

In the labor movement, we are only as strong as the weakest among us. Revoking the right to abortion undercuts much of the workforce's bargaining power — which means reproductive freedom is a cause the entire labor movement must champion. There is a direct relationship between abortion rights and

workers' rights. Outlawing abortion severely impacts the economic freedom of folks with the ability to bear children: if a person can't choose whether, when, and under what conditions they become pregnant, they lose control over their economic and working fate.

The purpose of the union movement is to increase the worker's power over the conditions they work in, the hours they work, and their relationship to their employer. Forced pregnancy, on the other hand, increases the employer's power over workers with the ability to bear children. Solidarity demands that we in labor stand against the outlawing and criminalization of abortion. We need to act with urgency but be prepared for the long haul. For people who can get pregnant, reproductive laws determine our fate as workers. The labor movement belongs to us, and we should be prepared to come back tomorrow — and the next day, and the day after that — for as long as it takes to win our rights.

Thankfully, the resolution passed unanimously, and to raucous applause.

The final bit of work at the DA around an issue that is still unresolved, but on which movement was made. One of the priorities of WRCC is to get a budget line in the 2023-2024 budget, and subsequent annual budgets that would match member contributions of up to \$6,000 to be distributed equally among the abovementioned organizations. In other words, to proverbially put our money where our mouth is on the issues of abortion care access and reproductive rights. While this was planned to be part of the original resolution put forth to the Delegate Assembly, the Executive Board had reservations about its inclusion in the resolution. To get their support, we had to remove this portion of the resolution.

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Statement from UUP President Frederick E. Kowal on SUNY's New Chancellor

The following is a statement from United University Professions President Frederick E. Kowal regarding the selection of former U.S. Secretary of Education John B. King Jr. as the next SUNY chancellor. UUP is the nation's largest higher education union, representing more than 37,000 employees at SUNY and its public teaching hospitals.

“We welcome Dr. John King as SUNY's new chancellor, and we look forward to working with him to strengthen the SUNY system and keep SUNY as the premier public higher education system in the nation.

“UUP shares Dr. King's commitment to equity and excellence for all students and making a college education affordable and accessible. These are attributes we believe SUNY's new chancellor must have to be effective.

“We are hopeful that Dr. King, a Brooklyn native, will be a strong

advocate for SUNY, especially when it comes to securing more state funding for our public higher education system and our public teaching hospitals.

“A fully funded SUNY system will support the working conditions that UUP-represented employees deserve and guarantee that our students and patients will receive the rigorous education, high-quality academic services, and excellent health care that they are entitled to. He will have an equally strong ally in UUP in making that happen.



Dr. John King

“UUP also thanks Deborah Stanley, SUNY's interim chancellor, for her service during the search for a new chancellor.”

Resolution

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Instead, our own intrepid, Sean Massey stood up on WRCC's behalf, perhaps surprising the executive board, and asked for its consideration as a separate resolution. At the end of the day, we could not ask for the resolution in the manner it was presented, but the goal at the heart of the resolution: asking the finance committee to consider it for next year's budget was a success, and we have plans to continue to conversation at the Spring Delegate Assembly. I am thankful to Sean for embodying the solidarity that undergirds the labor movement and to my UUP siblings for their support in protecting the welfare, health, and autonomy of those who have the ability to bear children.



What Does it Take to be a Great Instructor?

UUP member Cherie van Putten, Instructional Designer at the Center for Learning and Teaching (CLT), has created a podcast that features Binghamton University faculty and staff. Episodes of the Teaching Takes podcast will cover a variety of topics on teaching and learning. Teaching Takes episodes will be released once or twice a month starting in January 2023.



Teaching Takes has two inaugural episodes available for your listening pleasure. They are a two-part interview with Stephen Lisman, Professor Emeritus of Psychology at Binghamton University. Steve also serves as a faculty Fellow for the CLT. In the podcasts, Steve talks about the CLT's Course Observation Program and gives advice to faculty based on his experience teaching and observing courses.

“We have a lot of great professors here at Binghamton,” said Van Putten, the podcast's creator and host, “and I've learned a lot from them. I would like to highlight some of them in this podcast so others can hear their ‘take’ on teaching.”

The episodes can be found on the Open Repository at Binghamton (ORB). https://orb.binghamton.edu/teaching_takes/. (The ORB is an open platform to share and discover scholarly and creative works affiliated with Binghamton University.)

What does it take to be a great instructor? Our faculty will give you their take!

UUP-Pushed Student Loan Forgiveness Bill Becomes Law

Brendan McGovern

Program Coordinator, Geography

Chapter Vice President for Professionals /

Chapter Political Coordinator

Thousands more state workers now qualify for student loan forgiveness under the federal Public Service Loan Forgiveness program thanks to a new law championed by UUP and signed by Gov. Kathy Hochul. UUP was one of the strongest, most vocal proponents of the bill, which gives full-time employment status to public employees who work at least 30 hours per week, qualifying them for the PSLF program. The employment status change only applies to the PSLF program access.

Hochul signed the law at a Sept. 15 ceremony at the Borough of Manhattan Community College in New York City. UUP President Fred Kowal was one of five speakers at the event, joining Hochul, PSC/CUNY President James Davis and the bill's sponsors, Sen. Kevin Thomas and Assemblymember Harvey Epstein.

"This is, without a doubt, an historic occasion," said Kowal. "Today, we are taking an important step forward because this legislation...reaches out to those who have been burdened by student debt through no fault of their own. Believing in the promise of higher education, those who will benefit from the expanded Public Service Loan Forgiveness program undertook the education that they did because they believed it would improve their lives, the lives of their families and their communities.

"Due to the skyrocketing cost of higher education, far too many have been left with unjust burdens on their financial situations," he continued. "The law that Gov. Hochul signs today means that the process of loan forgiveness is simplified. It is streamlined and



expanded to those who need this help the most—the thousands of part-time faculty who teach our students in the most difficult of circumstances and are compensated with barely livable salaries."

Said Hochul: "This legislation acknowledges the significant contributions of our public servants, first responders, educators and more, by helping unlock federal loan forgiveness for countless members of New York's workforce."

PSLF is a federal program for federal, state and local government employees, as well as tribal government and nonprofit organizations. Under PSLF, employees who have made 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer can get the remainder of their federal loans forgiven.

UUP has done much to help its members get student debt reduced or forgiven through PSLF. The union's twice-monthly student debt clinics—created and led by statewide Secretary-Treasurer Jeri O'Bryan-Losee — has helped UUP members get more than \$2 million in student loans forgiven.

Adjuncts Affected

Adjuncts - who make up about 38% of UUP's membership - are directly impacted by this change. Most adjuncts had been excluded from PSLF because they didn't work enough hours a week to qualify. That is because many adjuncts had been credited only for classroom hours. Time spent working on lectures and materials, responding to students, and at office hours was not counted. This new law changes labor law to credit adjunct professors with 3.35 hours for each hour spent in class time - but only for purposes of the PSLF program. The new law also requires New York employers — for PSLF purposes only — to treat 30 hours a week worked as full-time employment.

This new law ensures that debt forgiveness, cancellation, or discharge will not be subject to taxation or required to be reported on individual income tax returns. An estimated 525,000 New Yorkers—or roughly 1-in-5 of the state's 2.4 million people with student loans - now qualify for PSLF and could have their loans forgiven with these important changes in place.

