

MINUTES
UUP Binghamton Executive Board Meeting
Wednesday, March 12, 2014, 11:30 a.m. – 1:00 p.m., LN 1324C

Present: S. Atav, J. Dix, L. Gallagher, F. Goldman, L. Havtur, B. Kilmarx, D. Kunkel, S. L’Hommedieu, S. Massey, S. Michael, A. Morris, J. Oldfield, N. Pages, B. Roth, M. Russell, S. Santobuono, S. Seibold-Simpson, J. Seymour, R. Snyder, M. Zinkin

Guests: D. Wood, Labor Relations Specialist

Meeting was called to order at 11:35 a.m. President Benita Roth welcomed Executive Board members and guests to the March meeting.

1. **Approval of Minutes:**

Jim Dix asked for a correction to the February 12, 2014 Minutes. **Item 8. Issues and Concerns from the Executive Board: “Jim Dix noted that he had listened to the President’s “State of the University Address” which emphasized growth, with approximately 600 new students...” The number stated was 6000.** With this correction to the Minutes, an Executive Board member **MOVED** to approve the February 12, 2014, Executive Board meeting Minutes. **SECONDED** by Susan Seibold-Simpson. **MOTION PASSED WITHOUT DISSENT.**

2. **Passing the Hat for the Sunshine Fund:**

As was agreed upon at the September 18, 2013, Executive Board meeting, Benita passed the hat for contributions to the Sunshine Fund. She reminded Board members that contributions are voluntary. These donations are helping to replenish the Sunshine Fund. (\$39.55 was donated.)

3. **Report of the Treasurer:**

Interim Treasurer, Lisa Gallagher reviewed the budget report for February 2014. Lisa G said that she was using a new format that would make it easier to read. The current balance in all accounts as of February 28, 2014, is \$28,504.56. We have a CD (certificate of deposit) coming up in June.

Lisa G. reported that two people met with her to discuss the 2014-2015 budget (Fran Goldman and Don Kunkel) and that Jim Dix looked it over online. The 2014-15 projection is essentially estimating what we expect to have next year based on our 2012-2013 actuals. Basically, in terms of income we get an allocation, and a bit of interest money. We also got money from the Benefits Fair and NYSUT ad. Newsletter continues to be one of our biggest expense items, as are chapter assistant hours.

There was discussion re: Linda O’Branski’s actual hours: Linda works 20 hours a week

Lisa G planned to speak with Tina George at UUP statewide about some questions that members had about the budget. The people who met with her suggested that we spend down our money, because we tend to keep a balance.

Discussion then turned to “special projects” that the money could be used for, although members still had questions about what monies the projected budget included. Special projects included surveys or more frequent membership meetings. Several members noted that we would have some expenses related to the need to stop charging vendors for the Benefits fair. Benita reiterated UUP policy that vendors with state contracts cannot be charged a fee. She reported that she had been discussing the change to the benefits fair with David Lee (President, CSEA) and Kim Avery (Human Resources), who cosponsor this event with UUP. The details have yet to be worked out, but all parties agreed to cut down on some of the catering and split the cost three ways. Therefore we would be spending 500-600 dollars more than we projected next year.

Benita also noted that UUP is sponsoring a Workshop on April 1, “What the Union Can Do for You.” Lisa G pointed out that the projected budget took workshop expenses into account. Jim Dix asked about whether or not the chapter would be spending 20K between now and September, as the budget seemed to suggest. Lisa G reported that she would report back on that issue.

Susan Siebold-Simpson asked if release time (for the Chapter President) was a large budget item. Lisa G stated that we don’t manage the release time money, such that it does not appear in our operating budget. Lisa G stated that she would review previous years’ budgets to report on how and to what extent balances were carried forward year to year.

There was discussion about what a “Quality of Life Survey” was designed to do and when it was last done. Darryl stated that it was done well over 10 years ago, and used to gather concerns of members, their experiences. Later the information was presented at Labor Management. There was brief discussion about how “high or low impact” the survey was.

Discussion turned back to the CD, which comes due in April. Then Sean asked about what the parameters were for our spending money, that is, what are we allowed to do with the money?. Can we spend it for faculty development or for junior faculty? Travel, support for junior faculty coming up for tenure? Those present did not know the answer. Benita expressed a desire to hire someone to do some sleuthing around the question of adjunct pay, and look at the funky numbers we are getting. Who can we hire to do what? Maybe what we should do is have people contact me and each other and see what we can do with it.

Discussion for special projects also turned to doing a monthly labor film series, which Darryl suggested, although someone would need to coordinate it. Benita brought up the fact that she had tried to get the Art Mission to do a labor series two years ago and that we could try again.

Andrew asked about conferences that union officers can go to-- NYSUT, AFT OR UUP Statewide picked up? Benita answered that the costs of attendances were covered at the

statewide level or higher. Andrew then suggested getting a pennant to hang in the Event Center?

Stu had questions about agency fee payers requests for agency fee rebates. Lisa G replied that agency fee rebates were handled by statewide UUP. Lisa G. reiterated that statewide gave chapters a goal of having no more than 5% of expenses rebateable and that we are slightly higher than that.

Benita suggests that we ask Tina George about the experiences of other chapters who ran balances from year to year.

Susan Seibold-Simpson asked what we do for new employees. Benita answered that have the orientation breakfast for faculty in the fall. Susan suggested that something like the lunches that we had in lieu of the kick-off dinner might be a good idea for new people.

Benita asked for people to send emails of all of these ideas? Please send them to the entire Executive Board and we can continue the discussion. Doesn't seem to be a good reason to carry a balance. I want to thank Lisa G as always for her work.

Lisa G noted that we need to vote on the projected budget for 2014-15, and that she will find out how much we are actually spending, and speak with Tina about carrying the balance. We do need a vote, regardless.

Jim Dix **MOVED** to adopt the income and expenses part of the proposed 2014-2015 budget. **SECONDED** by John Oldfield. **19 APPROVED, 0 OPPOSED, 0 ABSTENTIONS. MOTION PASSED.**

Jim Dix **MOVED** to accept the February 2014 Treasurer's Report. **SECONDED** by John Oldfield. **MOTION PASSED WITHOUT DISSENT.**

4. **Report of the Vice President, Academics (Serdar Atav, acting VPA):**

Serdar reported that it has mostly been a quiet month, but that we were continuing to ask the administration to consider questions of the rights of faculty and others who do online teaching. Discussion about whether and to what extent the ownership rights of faculty and others to online materials was clear, with both Jim and Serdar noting that there is no question about ownership of online materials. Benita countered that the issue is not who owns online material, but what uses can it be used for. There was an event where online material was used without the permission of the instructor. It could have been used for discipline. While there seems to be no question, the issue is about use not ownership. We will continue to talk about it in the next Labor Management meeting and in the future. The administration is very loath to create such a policy about use of online materials. This is something that we have been pushing for a long time, but now we have an issue. We also have cooperation from the Faculty Senate on this issue. We are looking for direction from SUNY. SUNY does not yet have a policy on this.

5. **Report of the Vice President, Professionals (Fran Goldman):**

Most discussion centered on how the Leadership Program was proceeding. Fran reported that she, Don, and Beth had just come from four hours of the first session of the spring Leadership Program, and we are interested in that fact that they are all professionals and middle management - no faculty – although there are a few faculty in the other group. Fran was told by Shelly Dionne that the University is committed to the training of all 400 supervisors on this campus. If they want to go, they will give it. Don was asked to go by his supervisor. Beth and Fran asked if they could go.

Beth reported that she felt that the Leadership Program was extremely worthwhile. The program facilitators were putting out how they wanted supervisors to behave at a premier institution (of the twenty-first century, etc). While the program was positive, Beth was concerned that there was a lack of higher level administrators in the training program, and felt that change has to start at the top.

John O. reported that he received feedback from a person attending the program. One thing that is seriously missing from the program is conflict resolution. Fran responded that the program presenters are taking notes and there will be an evaluation. They did get feedback and will tweak the program as necessary. Fran reported that program participants received mentors.

John O. continued to emphasize that conflict resolution was not currently part of this program. John also reported that they were not recruiting the higher echelons into the program because they are too set in their ways.

Melissa Z. asked if chairs of departments considered mentors? Fran answered that yes, they are, but that it didn't seem that the program was advertised to chairs or that they were encouraged to go.

Stu reported that he knew of one department on campus where there were both self-nominations and nominees within that department so they have a standing list of who was coming.

Fran noted that there were 42 participants in this round and Benita noted that there seems to be commitment on the part of the administration to the program. Beth noted that there were other parts missing from the curriculum, that is, how to work with UUPers or CSEAers. Lisa H noted that there was a largely positive piece on the program in the newsletter.

6. **Newsletter Update:** Lisa H reported that the March Newsletter came out this morning. She was unsure about when the next edition will come out yet. We are budgeting for three but we do primarily one in the spring and one in the fall. I have not got enough information for the third. Jim Dix noted that in the old days, there were four - one at the beginning and end of the semesters.
7. **Website Discussion: Updating and Maintenance of <http://www.uuphost.org/binghamton/>**
Benita shared with the exec board that the last time that the website was updated was May of 2013, and that this was one (stated) reason why Per Stromhaug, who was working

on the Start Up NY plan for BU, was late in informing UUP of the campus plan. He sent an email to Jim Dix on December 20 and weeks later he was calling and saying oh my gosh why haven't you responded. Jim is no longer President of UUP. Jim reported that Stromhaug actually sent the message not just to the wrong person but to the wrong email address (Jim's son's email).

Benita stated that it was time to update the website. It needs for someone from the communications committee to maintain it monthly and make sure things are current. Lisa H is already doing the Newsletter and doing a great job of it, so someone else needs to do this. Serdar asked if we could we hire someone as a webmaster and start from scratch? What do people think about that? Serdar also stressed that we need to think about our web presence in general and social media. Jill asked if we have a social media coordinator, noting that we don't have a communications major here at BU but students want one. Maybe we can have a student intern to gain experience. Sean stated that in order to know how to guide a student, we need to know what people want; the content is the most important thing. Content and presentation. Second, Sean cautioned that there were potential pitfalls to hiring a student intern – “a lot of people think they know they can do it and a lot of people are wrong. We might want someone to have some actual experience to do this.”

There was discussion about tabling the idea of hiring a student, as there was no actual motion on the floor to hire one. However, Benita did call for volunteers for a Communications Committee and the following agreed to be part of one -- Serdar Atav, Lisa Havtur, Jim Dix, Don Kunkel, and Andrew Morris, with Lisa H as chair. Benita suggested they meet as soon as they could.

8. **Nomination of Candidate for the 2013 Nina Mitchell Award for Distinguished Service to UUP – Fran Goldman:**

Benita stated that we needed to vote on nominating Fran for the 2013 Nina Mitchell Award for Distinguished Service to UUP. This award is rather self explanatory. Someone who has done service on UUP Statewide and Chapter levels; people who have been pulling their weight and more for UUP. Is there a discussion on this selection?

VOTE: All in favor 17 all opposed 0.

9. **Workshop: April 1, “What The Union Can Do for You:”**

Benita reported that the Chapter will hold a workshop on April 1, 11:30 a.m. to 1:00 p.m. in the Old Union Hall on “What the Union Can Do for You.” Jamie Dangler and Philippe Abraham from Statewide will present, (as well as Darryl.) The notice will be sent out later today. We will provide food and there will be the topics. I've heard both present and I really do think this can be a way to actually have a forum for our members to talk to Statewide folk about their concerns. Any thoughts? Comments? Just informational.

Neil-Christian stated that it was difficult for faculty to participate in this, it can't be from 11:30 a.m. to 1:00 p.m. and felt the scheduling was indicative of the way the faculty is

alienated. Every single person in my department is teaching at this time. We should think about that going forward. There was a brief discussion of scheduling issues and Benita promised to be mindful of this going forward.

10. **Issues and Concerns from the Executive Board:**

Neil-Christian brought up the serious inconvenience posed by the outage of the elevator in library tower, noting that Nancy Tittler and Jonathan Karp wrote to the President on the state of the elevators in the Library Tower. The President responded immediately, and there are people in there looking at it. Neil-Christian asked that the item be talked about at the Labor-Management meeting. Darryl suggested that the lack of one out of two working elevators in a 15 story building was a health and safety issue. Neil-Christian suggested that we at least put down some yellow tape on the floor to guide people to the stairs, since it was not obvious where those were.

11. **Report of the President – the Last BU Advocacy Day?**

Benita reported that she was part of the 8 people who met joined 4-6 people, mostly student interns for the BU Advocacy Day. Advocacy Day at one point was a joint measure between unions, faculty, staff and students. We were the last SUNY doing it. Visiting legislators with appointments in teams and literature about BU's impact on their districts, alum's, etc. They were gearing it up for this year, including a display in the "wall" a concourse between meeting rooms, were asking people to put where they are from on post-its. Message came down suddenly halfway or so through the preparation process that we were scaling back. Basically, we went up there to do a lot of standing around and "pop-ins" on legislators' offices- you go in and bug the assistant to take your stuff. Rumor had it that Zimpher didn't like BU Advocacy Day – Stenger denied that and said that the scaling back of the day was his decision. While in Albany, he took meetings with Donna Lupardo and several other people. Some took place by display or in other offices. Benita noted that the scaling back of the day was a bit sad. One student wrote in Pipedream that he was very upset that he was selected to go and cut from that. Benita believes that there will be no Advocacy Day next year.

Jim asked if Benita was recommending that UUP not attend Advocacy Day next year if the format remained as it was this year? Benita replied that she was not recommending that but that she, personally, would not go. Fran noted that she, and others, like Darryl had gone for many years (Advocacy Day has been in place for some 13 years) and that she thought it was a very effective event and that the legislators liked seeing BU because we didn't go to get something specifically. We had some very attentive staff people along the way, and Fran expressed sadness that BU was no longer putting forth the effort.

Sean asked why the President was choreographing what is being done with the union? If Advocacy Day was a joint effort with President's Office, CSEA and UUP, why was the decision made to scale the day back. There was discussion here about how, in the past, the union presidents went with the university president on the "gold team" to visit legislators. Darryl states that while the administration coordinated logistics, "we were actually doing the real work there." Beth asked why the other SUNYs stopped doing their own advocacy days – Benita communicated the very unconfirmed rumor that

Zimpher didn't like the individual days and felt it muddled SUNY's overall message to the legislators. Neil-Christian suggested that we talk with Stenger about Advocacy Days and the strategic goals of the union, as well as how to make the day a constructive event. Jim suggested that the proper way to frame the question was if the President no longer wants to participate in BU Advocacy Day, therefore, what are we going to do? I think we should not just participate in this on our own.

Benita stated again that she didn't think they will have it next year. If and when we start hearing about it in the fall, she intends to bring up a motion asking the exec board to respond to administration plans for advocacy day, but didn't think a motion was warranted at this point in time.

Jim Dix **MOVED** to adjourn. **SECONDED** by Sean Massey. Meeting adjourned at 1:00 p.m.

The next Executive Board Meeting will be held Wednesday, April 9, 2014, from 11:30 a.m. to 1:00 p.m. in LN 1324C.