

MINUTES

UUP Binghamton Executive Board Meeting
Wednesday, April 9, 2014, 11:30 a.m. – 1:00 p.m., LN 1324C

Present: S. Atav, J. Dix, L. Gallagher, F. Goldman, J. Goldman, B. Kilmarx, S. L’Hommedieu, S. Massey, J. Oldfield, N. Pages, B. Roth, 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 April meeting.

1. Approval of Minutes:

Lisa Gallagher requested a change in the date of the renewal of CD from April to June in the March Minutes. With this change, Jim Dix **MOVED TO APPROVE** the March 12, 2014, Executive Board Minutes. **SECONDED** by Neil Christian Pages. **MOTION PASSED WITHOUT DISSENT.**

2. Passing the Hat for the Sunshine Fund:

\$22.00 collected.

3. Report of the Treasurer: There was continuing discussion of what to do with the budget surplus and discussion about the March 2014 Budget report. Lisa Gallagher said that we had no money coming in but that was normal. Last month we received \$39.55 for the Sunshine Fund by “Passing the Hat.” Jim Dix **MOVED TO APPROVE** the March 2014 Treasurer’s Report. **SECONDED** by Neil Christian Pages. **MOTION PASSED WITHOUT DISSENT.**

There was a brief discussion about the wisdom of keeping money in a CD, since interest rates were so low. The CD will be kept in place for now.

Discussion moved on to the Projected Budget 2014-2015. Lisa G stated that a group met to talk about the proposed 2014-2015 budget (Fran Goldman, Don Kunkel, Jim Dix and Lisa G). Lisa reported that she had redone the numbers based on questions that Jim had asked at the March meeting about the chapter balance. The money didn’t add up because Lisa G had not factored in all of our assets and had only looked at our checking account. In the proposed budget, some of the expenditures had a zero amount before, so we plugged in numbers. We also added a couple of expenditures. Most of the proposed budget is all expenditures. Lisa G. spoke with Statewide about having someone help with adjunct salaries and web development/social media. Both could be covered by Statewide support. Statewide has media and IT support and they will help us. Tina George thought there were some resources available through Jamie Dangler to look at adjunct pay. The upshot is that we can hire people. If we pay them more than \$600, we have to do a 1099.

The issue of the CD was returned to. Stuart L'Hommedieu **MOVED** to renew the CD at the most optimal interest rate and time frame. **SECONDED** by Jim Dix. **MOTION PASSED WITHOUT DISSENT.**

Joe Goldman **MOVED** to accept the revised 2014-2015 Proposed Budget. **SECONDED** by Jim Dix **VOTE: 16 YES VOTES, 0 NO VOTES, 0 ABSTAINED.**

4. **Report of the Vice President, Academics:** Serdar reported that one faculty member had an issue that he shared with Darryl and Benita. Serdar, Sean and Benita also met about intellectual and privacy issues, which are ongoing.
5. **Report of the Vice President, Professionals:** Fran reported that there was nothing to report.
6. **Newsletter Update/Update from Communications Committee:** Jim reported that there should be another issue of the newsletter in the spring semester. All are encouraged to get any possible ideas for stories or stories themselves to Lisa Havtur, who would like them by April 14th. Jim further reported that the Communications Committee met and talked about what their charge would be, and decided to take the charge that is in the new Chapter By-Laws, although they haven't yet been approved. Under the new By-Laws, the Chair would be appointed by the President. Benita has appointed Lisa Havtur as Chair. There are three people on the committee as of now: Lisa Havtur, Jim Dix and Donald Kunkel. There are three first areas of business: website, newsletter and social media (Facebook and Twitter). Lisa Havtur has been appointed the Newsletter Editor, Donald Kunkel the Website Master, and Jim Dix, the Social Media Master. They thus have duties but as of yet no real content, which will be the challenge, and the committee welcomes suggestions. The committee will be "gatekeepers," so that if you have something to go on Twitter, send it to Jim and he will discuss it with the Committee to see if it goes out. For Twitter there are some restrictions on what we can tweet. We don't want to tweet something against Statewide policy. We thought Twitter would be best used for breaking news. Jim reported that the committee would meet again to discuss Twitter and other issues.

Jill asked if the committee had thought about recording some of the workshops and posting them on Facebook or the website? Jim answered that Don is skilled in video and has agreed to do that. Melissa Z asked if the newsletter could accept contributions from graduate students. Benita answered that generally we do not seek GSO contributions unless it has something to do with UUP – generally haven't sought contributions from students as such. Not saying it is a good or bad idea, Jim will pass it on to Lisa H. There was discussion about posting salaries and DSI (or DSA) awards on the website, as they had been in the past. Benita said that she strongly suggests salaries be part of the website, as people come into the UUP office and look for salaries, especially this time of year. Jim noted that in the past, we had a vote of the Executive Board to post salaries. Jim **MOVED** that UUP Binghamton post salary information from the last time we posted it up to the present. **SECONDED** by Neil Christian Pages. **MOTION PASSED WITHOUT DISSENT.**

There was discussion on the use of Twitter, with Benita asking how much breaking news do we have, and noting that Twitter strikes fear in the heart of Statewide. Susan stated that she signed up for Twitter at the national meeting to hear about what was happening, which was one positive way of using Twitter. Serdar suggested that Twitter could be used to post meeting reminders and upcoming raises. Melissa Z suggested that we could use Twitter to post links to other union related issues across the country. Sean noted that Twitter was used a lot during lobbying events. It is really valid when you are in the middle of some type of lobbying event, two ways: communicating with membership or talking about your organization with the world. In terms of membership tweets – it is more about getting more updates to your memberships. Benita noted that the membership would have to choose to follow the account. Sean stated that someone has to do some work and cultivate those relationships through Twitter. We can address this when it is happening. It does sort of die off. Benita noted that dying off was the fate of Facebook and Twitter in general -- it sort of lags after the heat of it. Was someone is willing to moderate the Twitter? Jim would be the one that would be tweeting. Darryl stated that Twitter was another way to advocate for academic freedom and simply to let the membership know these are the issues that the UUP chapter is doing. Might get people to read it by directing it to members. Benita stated that if the Communications Committee could meet again and present to us in May a kind of plan, a projected game plan for getting us up to speed for social media and the website. We could vote on it. She stated that it is great that there is a Communications Committee. If you have items, write to Lisa Havtur or Jim Dix @ dix@binghamton.edu or it will go to his son, or Don Kunkel and give ideas. Are we still using the same website address? Yes, and Don Kunkel is repopulating the website with the stuff that was there before.

7. Report from ad hoc committee on intellectual property/privacy. For those who are interested see attached documents, which detail some responses to the question of privacy of recorded material:

Benita stated that we (Serdar, Sean, Benita) have been talking about concerns about breaches that have happened how faculty and professionals Serdar did a quick search and a lot of larger universities actually have policies on privacy and intellectual property. But they are separate and do have very clearly written policies of what purposes the recorded classroom materials can be used for. Serdar sent them to Sean and Benita, and asked the Exec. Board to notice that those statements are very, very clear that recorded material can only be used for classroom purposes and if they are used for any other purposes it has to be with permission of instructor. We hope to go to the administration with a statement of understanding that they would agree with and we would all agree with and the university would have a clear understanding. Benita noted that many of the policies are focused on who owns intellectual property and who profits. But privacy and control are actually separate issues. Beth – the question of who gets to see has been one libraries have been dealing with as professors tape courses. Privacy is about who has the right to view material. If a professor records the class --and most of us do -- the only reason is for education purposes. It becomes very clear that the administration has used the recording for disciplinary purposes and tenure and promotion. The idea is to get

through to the administration if there is a voluntary recording by students or professionals that it will be for education only.

Benita stated that the university is waiting for SUNY to give them guidance. Sean asked if he were teaching a class and being evaluated, do I have control of material in class or the administration and who gets to decide? Jim asked if we got the sense that SUNY wants to change things? It's not only the teacher who owns the material he/she also owns copyright. The privacy statement could be an extension of intellectual property.

Benita answered that intellectual privacy is not about reproduction per se but about action. One of the things that we discussed is getting the Faculty Senate on board to make a joint statement of some kind which will put the timeframe back a bit on our statement. We need to tell the administration that they need to come up with some kind of policy that would protect people and staff of abuses of policy. Sean stated that the intellectual property committee should come up with examples of the urgency. Jim asked about a recent case of classroom recording. Darryl answered that in NYS as long as one person is aware of it being recorded you can record. A student can secretly record a class and you don't have to approve it. Darryl stated that we should still talk about recording policy with the administration but at least in NYS, recording was not a copyright issue per se because copyright is copyright. Student can record it secretly and legally you can do nothing about it. If student sells it or uploads it is a violation of copyright law.

Neil-Christian asked about the expectation of privacy in a classroom and that instructors should be able to use their discretion re: who might record. Benita noted that intellectual privacy was a complex issue and that we want a real strategy and get this before the administration sometime in the fall. Serdar noted that the Faculty Senate was notified of the situation on campus and talked to the administration, and the Provost said they would take care of it. Neil-Christian noted that the issue was not on the Faculty Senate agenda.

Beth noted that given the law in NYS, "I would assume that anyone is being taped at any time," and Serdar answered that the issue was can a student record you and then give it to the chair or dean to discipline? Can the recording be used in tenure and promotion decisions? Benita noted that even the knowledge that NYS has this peculiarity in the law is important as it increases the needs for ethical standards. The recording of stuff we teach is not going away. It is going to be more and more a part of the landscape of how we teach. Jill Seymour asked if we have talked with Barbara Scarlet (BU's legal advisor). Committee had not. Committee asked for any thought to be communicated to Serdar, Sean or Benita.

8. Items for Discussion for meeting with UUP Pres. Fred Kowal and Pres. Stenger on April 28th ad next Labor Management Meeting (Pres. Stenger will be in attendance; Pres. Kowal will NOT be in attendance.): (NOTE: THIS MEETING WAS CANCELED AND RESCHEDULED FOR MAY 27TH)

Benita wanted to get a sense from Exec. Board about what Kowal and Stenger should be discussing. On the trip to Albany and back, Stenger charged Benita with fashioning an agenda, and Benita has communicated with Fred about what he wants. Are there items

that people would like between Harvey and Fred? And at the Labor Management meeting?

Susan Seibold-Simpson: There are so many classrooms on campus that are so poor to teach in. Science I, hot, broken windows; we make reports and I do see there is money coming down the pipeline that we are adding classrooms. Some of these classrooms are embarrassing.

Benita: We have some of the least space per student in the country.

Beth: They spent on science buildings across the way. How are they going to do that to meet the needs of students, not just incubators. What is the plan for growth of space and classrooms?

Neil Christian Pages: Classrooms are pretty embarrassing. Really awful. Neil-Christian was concerned about the elimination of paper towels from the administration building.

Benita noted that she spoke briefly with Fred about agenda items at Chapter Leadership retreat – possibilities include the endowment for salaries, Open SUNY, Start-Up NY, the low salaries at BU for faculty (and Fran added, “for professionals.”). I think I would like to dovetail Salaries lowest of University Centers and trend

Bob Pompei wanted to know about whether or not employees of start ups would have union representation (used the example of privatization at the College of Nanoscale Technology in Albany). My question is these people are going to be on the campus and what representation is there for this group?

Neil Christian:: Start up NY employees are not union employees and Start UP NY will not work if the entrepreneurs have to be SUNY employees. Benita stated that for the moment, BU’s plan was in truth a very minimal plan but we should be concerned about the example of the pharmacy school and who will be represented by whom as we grow concerned about representation as we grow.

Neil Christian made several points about the way in which administrators are not taking salary compression seriously, and how administrators at every turn and every meeting were complaining about the 2 per cent raises they have to come up with. Suggested we remind the President about morale. Suggested buttons: I deserve the 2 percent --Stop talking about UUPs 2% raise. That UUP deserves it for a job well done. I’ve heard it in about 10 meetings this year. Fran noted that Zimpher did not push to cover the raises in the pay bill. Benita chimed in that when the pay bill was being written, you had Nancy Zimpher telling Andrew (Cuomo) no, no you don’t have to pay for this. I think Fred Kowal can tell you a story about this.

Melissa Z wanted to talk about an article in the Chronicle of Higher Ed – administrative salaries are going up; can we talk about this? Darryl replied that we could find out their salaries if they are state employees and that we have in the past requested

Darryl: If State employees, we can have that information. We have in the past requested that information on Management/Confidential salaries.

9. Issues and Concerns from Executive Board:

None reported (see above discussion).

- 10. Report of the President:** Benita reported that the workshop on April 1, “What Your Union Can Do For You/Know Your Contract,” went well with Jamie Dangler, Vice President for Academics and Philippe Abraham, Vice President for Professionals presented and Darryl Wood was in attendance. 45 people attended, but only one academic raised their hand. This is pretty good evidence that academics will not come to workshops from 11:30 a.m. to 1:00 p.m. Benita think it was a pretty successful – basics were covered, along with some topical items like, EDTPA, Open SUNY, saving Downstate. They traded microphones back and forth and took questions from the audience. Bob Pompei stated that there were a whole lot of people he hadn’t seen before. Workshop was drawing a new audience and part of a membership plan. Fran reported that she got back to the office and had an email from a professional about performance programs. New employee; did garner some questions.

Benita announced that Neil Christian Pages and she would put together a “hat do you need to know about tenure” workshop and gear that more towards faculty – perhaps others could put on a performance and evaluation and permanent appointment workshop geared towards professionals. The overall strategy is to start having more frequent meetings besides the Executive Board meetings. Fun events, like basketball games, drink beer, have it more of a UUP day like CSEA does.

Benita reported on the meeting between Chapter Presidents and SUNY Faculty Senate, Campus Governance Leaders at Cooperstown before the Chapter Leadership retreat. Meeting was between UUP chapter presidents and SUNY campus government leaders. Fred Kowal and Pete Kneufer, President of SUNY Faculty Senate, and about 35 people in attendance. Benita was told that CGL from BU were invited and did not come. Several items on agenda: What general relationship should be between UUP and Faculty Senate; EDTPA (teacher certification); diversity; contingent workers issues. No time left for diversity and contingency issues. General upshot is there needs to be more communication and that strong folks in UUP exec boards should run for Faculty Senate. Fran Goldman: We do have a professional delegate on FS through PEC, Bob Mess. Benita said the meeting was a good idea but the focus was a bit undefined – she didn’t think a meeting like this had happened before.

Fran Goldman **MOVED** to adjourn. **SECONDED** by Sean Massey. Meeting adjourned at 12:50 p.m.

The May Thank You Luncheon will be held Wednesday, May 7, 2014, from 11:30 a.m. to 1:00 p.m. in UUP 324.