

## MINUTES

### UUP Binghamton Executive Board Meeting Wednesday October 15, 11:30 a.m. to 1 p.m., UUW 324

**Present:** S. Atav, H. DeHaan, J. Dix, F. Goldman, B. Kilmarx, S. L'Hommedieu, S. Michael, J. Oldfield, N. Pages, R. Pompei, B. Roth, S. Santobuono, S. Seibold-Simpson

**Guests:** D. Wood, Labor Relations Specialist  
L. Rhoads, Potsdam Chapter

Meeting was called to order at 11:38 a.m. President Benita Roth welcomed Executive Board members and guests to the October meeting.

**1. Approval of Minutes:**

Stuart L'Hommedieu **MOVED TO APPROVE** the September 17, 2014, Executive Board Minutes. **SECONDED** by Neil Christian Pages. **MOTION PASSED WITHOUT DISSENT.**

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

\$26.00 collected.

**3. Report of the Treasurer:**

As Interim Treasurer Lisa Gallagher was unable to attend the meeting, Benita Roth reviewed the September Treasurer's Report and asked for discussion. No discussion followed. Stuart L'Hommedieu **MOVED TO APPROVE** the September 2014 Treasurer's Report. **SECONDED** by Bob Pompei. **MOTION PASSED WITHOUT DISSENT.**

**4. Report of the Vice President, Academics:**

Vice President for Academics, Heather DeHaan reported that she had nothing to report for the October meeting.

**5. Report of the Vice President, Professionals:**

Vice President for Professionals, Fran Goldman reported that the elections for the College Review Panel and the College Committee on Professional Evaluation are complete. Joe Schultz has appointed George Bobinski and Cornelia Mead as the management representatives to the College Committee on Professional Evaluation. A workshop on professional issues is scheduled for Tuesday, October 21. The response has been overwhelming, and necessitated a waiting list. Darryl Wood will be the facilitator. Fran is involved in some other issues but they are confidential. The IDA [Individual Development Awards] Committee is meeting on October 30 to come up with guidelines.

**6. Newsletter update/ website update from Communications**

## **Committee.**

Newsletter Editor and Communications Chair, Lisa Havtur was unable to attend the October meeting due to a conflict but submitted her report to Benita via email. Benita read Lisa's report. The text of the report follows:

### **Regarding the Newsletter**

- Thanks for all who submitted. The content, combined with the new print vendor, gave us a very professional result. Great job by all!
- Thank you, Benita, for your excellent Newsletter article and for your recognition of the good work of all those who submitted. (Your kind words for me were also appreciated!)
- Thank you as well, Linda, for your help and for your efficient dispatch of the Newsletter's distribution.
- With that being said, it's time for another issue! I will be sending a follow-up e-mail, however, as a heads up: to the usual submitters (except Heather, who has submitted already), please send me your submission by COB, Monday November 10th.
- Members of the Executive Board are *strongly encouraged* to submit articles, although ideas for articles are also welcome (and may be sent to me.)

**Regarding Communications Committee** (Benita, I leave it to you if you think it best to wait until our next meeting for this discussion/announcement.)

- I have recently accepted an interim position in the Libraries, which I could not be happier about, however; I find that the challenge of my new role does not allow for the time and attention this committee deserves and I am officially stepping down as Communications Chair. Jim, Serdar, Don, (and Andy by e-mail!) - thank you, I'll miss our lively discussions! Thanks also to the committee for your confidence and for this opportunity. I was really enthused about the potential within this and regret very much that I won't be able to continue.

Regarding the Communications Committee, Benita suggested that it might be a good idea to meet and discuss what it has done, what it plans to do and what we might want to do about our state of communications. She would like to think in terms of the website and getting it in shape and thinks it would be great if we could hire someone to do an actual design of the website. There are some websites that are quite but perhaps we should start with a seed. Benita opened the discussion on the feasibility of hiring someone to do this. Serdar stated that he feels it is a good idea and thought it had already been decided to hire someone to design the website. Benita asked for guidance on a budget amount to set for this. Sandra Michael noted that the Biology Department hired a graduate student in Computer Science to help with its website. The pay was the equivalent of a TA line. Heather Dehaan added that it should be simple and attractive site and Neil Christian Pages agreed that we would not want anything complicated. Benita agreed to take it upon herself to find that person and consult with Executive Board members about what should be included on the website. Suggestions were Minutes of Executive Board meetings, Labor Management meeting notes, Newsletters, notification of events, contact information of committee members, pictures of meetings and events,

Heather DeHaan **MOVED** to invest up to \$1000 to hire someone to update the existing chapter website and teach the current chapter Communications Committee on how to maintain it. **SECONDED** by Serdar Atav. During discussion of this **Motion**, Stuart L'Hommedieu suggested that we look not only at Computer Science students to update the chapter website but members at large in the UUP organization. The question was raised if Statewide would allow this expenditure. Benita Roth will consult with Statewide regarding this suggestion. Jim Dix stated that Pipe Dream has a very clean and modern website and his suggestion would be to contact someone from Pipe Dream to see how it was set up and by whom. He added that there is a mobile site to go along with this website. **MOTION PASSED WITHOUT DISSENT.**

**7. Upcoming Workshops/Events:**

**a) Breakfast workshop on tenure will take place October 22, 2014. As of now we have approximately 20 participants from all through the university.**

Benita stated that the workshop has intrigued many members of the organization. Although there were requests from Management Confidential employees to attend, for now it will just be open to employees of UUP.

**b) Workshop (lunch) for professionals on permanency and promotion October 21, 2014. We are maxed out on this and have a waiting list. Perhaps we should approve the scheduling of another in the spring semester?**

Benita Roth entertained a motion that we hold another professional workshop in the spring to accommodate the people on the waiting list. Heather DeHaan **MOVED** that we hold another professional workshop in the spring. **SECONDED** by Fran Goldman. **MOTION PASSED WITHOUT DISSENT.**

**c) Beat the Winter Blues event – we usually hold this in February. At the last year's November meeting, the Executive Board voted on holding this event. The text was: "Jill Seymour MOVED to continue the "Beat the Winter Blues" event. SECONDED by Jim Dix. MOTION PASSED WITHOUT DISSENT. This event cost \$1,906.97. Perhaps we should approve the budget for this event, which is popular, and invite someone from UUP Statewide to attend?**

Benita asked for approval of another budget for this event, with a budget similar to last year's. It was well attended and something nice for the members. She also suggested inviting someone from Statewide. She noted that Eileen Landy attended the event held last year, recalling an interesting conversation at the event between herself, Fran, Harvey Stenger and Eileen Landy. Bob Pompei added that he thinks it is an excellent event because it involves the membership at large. Benita would like to have a DJ or some type of music. Bob Pompei suggested a quartet or Harpur Jazz Ensemble, for live music. He will give Benita a contact number. Bob Pompei **MOVED** to establish a budget of up to \$2500 for the 2015 "Beat the Winter Blues" event. **SECONDED** by Fran Goldman. **MOTION PASSED WITHOUT DISSENT.**

**d) Professional Employees Council Luncheon, November 5<sup>th</sup> 2014: We have been asked to co-sponsor this, which we do annually. Last year's co-sponsorship was for \$475. Should we approve this year's co-sponsorship?**

Benita Roth asked if we should approve this year's cosponsorship of the PEC Luncheon. Bob Pompei provided the board with a history of the sponsorship of this event. As UUP cosponsors the Dean's Lecture Series for faculty, UUP was looking for a parallel in which to honor professionals on campus. A donation to the PEC luncheon served as the equivalent. Benita noted that she has not heard anything about this year's Dean's Lecture Series but will contact the Harpur Dean's Office. Fran Goldman **MOVED** that UUP donate \$475 to the 2014 PEC luncheon. **SECONDED** by Bob Pompei. **MOTION PASSED WITHOUT DISSENT.**

**8. Update on bylaws ratification – UUP Statewide has some questions on our bylaws. Jim Dix is scheduled to speak to them on a conference call next week:**

Benita announced that Statewide has some questions regarding the revised chapter bylaws and Jim has scheduled a conference call with Statewide next week. Although Benita cannot be available for the conference call but asked Jim to send her an e-mail of the conversation, and she will send it to the Executive Board. Jim agreed to do so.

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

Sandra Michael alerted the Executive Board to an issue in the Biology Department in which a former undergraduate student has posted on the web, exams and lab books that department faculty have written. She added that the department is going to pursue this with the university attorney but could give no further details. Jim Dix asked if the student sold the material. Sandra stated that the student had not. In response to Benita's question of "what is a lab book," Sandra replied that many faculty in her department create their own lab books rather than purchase commercial ones. A lab book is a collection of lab exercises, which faculty members in the Biology Department sell to students. She added that this material is now available online for free. Benita noted that Statewide is working on intellectual property issues, but as yet does not have much to say about intellectual *privacy* as a distinct issue.. This issue may be discussed at the 2014 Fall Delegate Assembly. [BR's note – it was discussed at the Fall DA by VP for Academics Jamie Dangler.]

As the chapter is trying to spend money, Beth Kilmarx asked if it would be possible to establish a scholarship or an award for a student on campus. Darryl Wood replied that this is an inappropriate expenditure and is specifically prohibited. Statewide does give scholarships and awards but this money is raised, and does not come from dues.

Benita announced that the Chancellor's Award for Professionals has not been advertised and stated that this will be brought up at the Labor Management Meeting on Monday. Fran Goldman acknowledged that the awards have always been announced separately, but near the same time. Although there have been announcements for a lot of awards, the Chancellor's Award for Professionals has not been one of them. Benita pointed out that this is a strange little oversight and prodding is not working.

Fran added that the DSA [discretionary salary awards] program was announced last week, although recommendations were due this week. Considerable discussion followed regarding DSI. Last year, the Harpur Dean's Office lumped the professionals together with faculty, but this year they are separate. Heather stated that at the Harpur Chairs and Program Directors meeting, an apology was made for putting the announcement out so late but blamed it all on the contract. Heather suggested that in the next Newsletter we talk about how things came about during negotiations. Fran stated that negotiations are secret but the outcome is public. Darryl Wood suggested that Jamie Dangler be asked how much is public and perhaps ask her for some bullet points. Neil Christian Pages mentioned he had heard if faculty hadn't submitted a Faculty Report, they are not eligible for DSA.. If Chairs made a recommendation for someone who had not submitted a Faculty Report, the amount would be subtracted from the total sum. Benita noted that a Faculty Report didn't have to be submitted by the deadline, but before the money was allocated. Darryl Wood explained that there is a set amount of money that must be distributed. Serdar Atav stated that he had a meeting on Monday and his Dean asked how they wished to split the money. The School of Nursing decided to divide it up equally among all faculty and professionals. Jim Dix referred to a memo from the Provost dated October 3 announcing the procedure in which the allocations would be made. He suggested questioning the writing of this memo in a Labor Management meeting or some other forum. Beth Kilmarx stated that in the Library, professionals are limited to four sentences [about why they deserve DSA]. She added that she used colons and semi-colons. It was clear to Beth that they already had names picked with allocations. Neil Christian Pages stated that he was told years ago that salary compression was not to be addressed in the DSA, and he suggested we let people know more information about this via the Newsletter. Benita added that there is so much effort in this for so little punch. It is not added to base and it is barely there in your check when you get it. Only 1/3 of UUP has ever got a DSI or DSA. Benita does not think it will be coming back. Fran noted that UUP in and of itself has never argued for DSA or DSI. It has always come from the State. Darryl reported that in terms of DSI: if you looked at the life of the Agreement on average probably 75-80% of professionals get some DSI over the life of the Agreement. Academics are closer to 50%. The Average DSI is in the \$1000 range for academics. On the professional side it is closer to \$500. This is on average. Serdar Atav stated that UUP conducted a salary compression analysis and Binghamton was at the top of the salary compression ranking. Binghamton University ranked worse and nothing has changed.

Heather and Neil Christian spoke in favor of letting UUP members know that we are not in favor of DSI or DSA. Perhaps put an article into the Newsletter. Benita offered to contact Jamie re: what she can say about the program and offered to write a "book end" intro and conclusion. Neil Christian offered to write something about the difficulty of administering DSA/I from a chair's perspective.

Discussion switched to the Harpur College dean's recent efforts to address salary compression by having donors make "grants"

A last concern of the Executive Board was brought up by Jim Dix, who saw Benita Roth's use of the term "older" in the agenda for the upcoming Labor/Management meeting (specifically in the item about the new prime time schedule) as age-ist. Benita answered that chairs had contacted her with that worry re: scheduling faculty and noted that chairs were also worried about inadvertently discriminating against younger, new, or childless faculty in adhering to the schedule. She stated that at the age of 54, she was unwilling to begin a class at 9 p.m. Jim stated that he felt the language propagated stereotypes about older people being unable to teach night classes. Neil Christian Pages agreed that the way that the item was written could be construed as age-ist. Stu L'hommedieu suggested not mentioning age at all. Benita apologized for being inadvertently age-ist.

Beth Kilmarx asked if UUP has a stance on Ebola. Benita replied that she has not seen the word Ebola. Regarding CDC Susan Seibold-Simpson stated that we need to have training on how to do so appropriately and observe them doing it. Bob Pompei noted that at last figure, 80% of West African air traffic makes its stop at JFK. [BR's note: almost all air traffic from West Africa flies first to Europe, after which many flights to come to JFK] Jim added that the chances of getting Ebola in the United States are less than getting Megamillions.

Stuart L'Hommedieu announced that it is his understanding that the alternate work location list is going to be issued on November 1 and home does not count as a location. It is his feeling that the policy has been geared towards the benefit of the university and is specifically aimed towards groups that travel, such as Admissions, for legitimacy of where they are. Benita would like a copy of this.

**10. Report of the President:**

**a) Kick off lunches – approximately 15 people came to the lunches, including some new faces.**

Benita reported that the kick-off lunches, which have replaced the traditional kick-off dinner held at the beginning of the semester were well attended. She was happy to see some new faces in attendance at the lunches. Neil Christian Pages noted that he has received great feedback from the two guests he invited. Sandra Michael made a request to have the lunches at the same time as the Executive Board meetings and begin at 11:30 a.m. rather than 1:00 p.m., as this meeting time is traditionally set aside by Executive Board members and is a time slot already set for the group. Benita said no to this request.

**b) Large attendance at Friday October 10 International Coffee hour (we co-sponsored). I dropped by and they had projected slides which announced our co-sponsorship.**

**c) Labor/Management meeting with President and Provost in attendance scheduled for Monday, October 20<sup>th</sup>. Please see attached agenda.**

**d) I've met with Thomas Sinclair, head of the Faculty Senate Exec. Committee. We had a good conversation about a number of issues facing campus and will be talking to each other in the future about issues of mutual concern.**

Benita stated that she had a very fruitful meeting with Thomas Sinclair, who is the chair of the Faculty Senate Executive Committee and is an associate professor in the CCPA. Discussions of merging with Upstate Medical have been held both at Upstate and Binghamton University. They are talking about what they see as the impact. Although the term merger is not used, some of the Vice Presidents have reported better collaborations with Upstate Medical and some have said they don't see the benefit. Benita reported that the conversation with Sinclair was interesting and they will follow up with more chats. Benita added that she is a member of Faculty Senate and Serdar Atav, Sandra Michael, and Neil Christian Pages also serve on the FSEC.

Neil Christian Pages asked how many people are going to the 2014 Fall Delegate Assembly. Approximately seven people from the chapter are attending. Benita stated that the Delegate Assembly is more interesting than you would think.

Stuart L'Hommedieu **MOVED** to adjourn. **SECONDED** by Fran Goldman. Meeting adjourned at 12:53 p.m.

**The next Executive Board Meeting will be held on Wednesday, November 12, 2014, from 11:30 a.m. to 1:00 p.m. in U UW 324.**