

MINUTES

UUP Binghamton Executive Board Meeting Wednesday December 10, 11:30 a.m. to 1 p.m. UW 324

Present: S. Atav, E. Chidester, H. DeHaan, F. Goldman, J. Goldman, L. Havtur, D. Kunkel, S. L'Hommedieu, S. Massey, S. Michael, A. Morris, N. Pages, R. Pompei, B. Roth, S. Seibold-Simpson, D Stone, M. Zinkin

Guests: D. Wood, Labor Relations Specialist

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

- 1. Approval of Minutes:**
Fran Goldman **MOVED TO APPROVE** the November 12, 2014, Executive Board Minutes. **SECONDED** by Serdar Atav. **MOTION PASSED WITHOUT DISSENT.**
- 2. Passing the Hat for the Sunshine Fund:**
\$18.00 collected plus \$5.00 from the November meeting for a total of \$23.00.
- 3. Report of the Treasurer:**
Interim Treasurer Lisa Gallagher was not able to attend the meeting. The November report will be discussed and acted on at the February 11, 2015, Executive Board meeting.
- 4. Report of the Vice President, Academics:**
Vice President for Academics, Heather DeHaan had nothing to report.
- 5. Report of the Vice President, Professionals:**
Vice President for Professionals, Fran Goldman, reported that it has been very quiet. The deadline for application for an IDA [Individual Development Award] is Monday, December 15 at 5:00 p.m. Fran noted that not many had been received as of the beginning of this week, but she anticipates that more people will be handing them as we move closer to the deadline.
- 6. Newsletter update/ website update from Communications Committee.**
Newsletter Editor, Lisa Havtur announced that the December Newsletter will be delivered on Thursday. She is very happy with the printer, although they do take a bit more time. She has received a PDF of the December Newsletter. The goal is to publish two newsletters per semester. As people want to hear from a variety of voices, Lisa encouraged people to submit articles and to urge others who are not on the Executive Board to do so as well. Melissa Zinkin asked what she would say to someone about

submitting an article and what type of article we are looking for. Lisa replied that it could be something of interest to a broad scope of people or just to academics or professionals. She does not put limits on the amount of words. Some articles she receives are brief; some longer. Benita added that her articles are generally 1000 words and suggested that people contact Lisa for more information, as Lisa is an excellent editor and can answer all of their questions. Benita reported that she and Don Kunkel have been trying to talk with Luke Williams at Statewide regarding the chapter website. Don has some material that can be uploaded but we need to have some guidance on how to access and update information. Hopefully Luke will be able to consult with Benita and Don sometime in December via telephone.

7. Beat the Winter Blues Event:

Benita Roth announced that Beat the Winter Blues is confirmed for Wednesday February 25, 2015, from 4:30 p.m. to 6:00 p.m. in the Mandela Room. Music will be provided by the Harpur Jazz Ensemble Chamber group. Benita has sent out a message for one or more people from Statewide to attend. Although the date conflicts with a higher education advocacy day, Benita is hopeful that someone from Statewide will be able to attend. President Stenger attended last year and will be invited again this year. Benita is open to the idea that other senior staff be invited. Heather DeHaan agreed that other senior staff members should be invited, as it is a very successful event.

8. University Wide Benefits Fair:

Benita Roth thanked Linda for organizing the University Wide Benefits Fair and also thanked the people who volunteered to work the UUP table. It seemed to be a success once more, as approximately 600 people attended. As soon as people pick up their door prizes, we will announce the names of the door prize recipients via the UUP listserv.

9. Issues and Concerns from the Executive Board:

Bob Pompei expressed concern for the lack of parking on the eastern part of campus. Benita pointed out that the November Labor Management Meeting notes show the unsatisfactory outcome of that issue. The chapter has appointed Bob Snyder to the Transportation Study Group, which is different than the Parking Advisory Committee. Benita has been in communication with him and sent him a list of our specific concerns about parking on this campus. We need to keep the pressure on the administration to think about the terms and conditions of employment, including getting to work. Benita added that the recent Supreme Court decision regarding the Amazon case does not give us much ammunition. Sandra Michael announced that she is also on the Transportation Study Group as a faculty representative and suggested that Benita send her the list of concerns so that she can be aware of them. Benita will send Sandra the list via email and suggested she review the November Labor Management Meeting notes, as the list is essentially the same.

Serdar Atav stated that the date of the Winter Delegate Assembly is not good for the nursing study group and for most of the Binghamton University campus, as it falls on Sunday, February 25 and Monday, February 26, which is the first day of classes. Benita Roth replied that it may be scheduled that way so that some members will stay over on

Monday evening and participate in Advocacy Day on Tuesday. This has been a problem in the past, and Benita suspects it will come up again. She suggests writing to Statewide individually telling them it is a bad idea. Fran Goldman added that it may be a possibility that Statewide needs to sign three-year contracts and may be stuck with the date because there have been previous discussions at the Delegate Assemblies about not having it on Sunday, Monday and Tuesday. Sandra Michael suggested the chapter make a resolution that the Winter Delegate Assembly not be held on these days but on Friday and Saturday. Bob Pompei cautioned that in a Statewide situation, many schools start at different times. Incorporating “after the spring semester starts” is going to add smoke and confusion and will defeat what we are trying to make happen. Sandra Michael **MOVED** that the UUP Binghamton Chapter send communication to the Statewide Chapter that we return to the Friday, Saturday meeting time. More faculty are going to be able to attend that pattern than with the Monday pattern. Ideally after the first week of classes. **SECONDED** by Serdar Atav. **ONE ABSTENTION** .

- 10. Bylaws—Jim Dix messaged UUP Statewide about the bylaws. I haven’t heard anything about whether or when a vote on them will be set up. I will keep the Board in the loop.**

Benita announced that the revised Chapter Bylaws are being reviewed at Statewide. Her assumption is that they will be given Statewide’s stamp of approval.

- 11. Winter Delegate Assembly – see attached. Please let us know about your attendance at the Winter DA. The Winter DA is from Sunday January 25, 15 to Tuesday the 27, so that delegates who choose to can do advocacy. You do not have to stay until Tuesday. We need to know if you are coming. Please consider doing so – there’s a lot you can learn at the DA.**

Benita encouraged Executive Board members to attend the Winter Delegate Assembly.

- 12. Report of the President.**

a) There has been a discussion about how, or really whether UUP can support the National Adjunct Walkout Day. The answer is we cannot directly support a walkout. I’ve attached a recent message and reply by Fred Kowal and Peter Brown about the issue.

Benita Roth stated that there have been a number of questions regarding the National Adjunct Walkout Day to be held on February 25. In the message from UUP President Fred Kowal, he lays out why UUP members cannot actively support this Walkout. It all goes back to the Taylor Law. UUP members can’t not teach, and UUP cannot encourage them not to teach. Benita asked if anyone had questions or comments regarding this issue. Melissa Zinken asked how we could take a stance or if we are able to and suggested wearing T-shirts or pins. She stated that it is also important to educate the students on this topic. Benita replied that we could do something to acknowledge this day. Heather DeHaan liked Melissa’s suggestion, as we cannot advocate the walkout on that day, but we can have a day of expressing solidarity. Darryl Wood added that picketing and the dissemination of information is perfectly fine, and Statewide may have signs and buttons available for our use.

Neil Christian Pages suggested that we include something in the Newsletter explaining the constraints of the union and asking what the membership thinks we should do. Heather DeHaan asked if we could put Fred Kowal's article in the Newsletter. Fran Goldman suggested finding or asking a question that might solicit some feedback from the membership. Benita suggested turning over the entire Newsletter edition to adjuncts. UUP received a list of names of adjuncts from Human Resources in the fall and the chapter sent them a welcome letter with a membership card inviting them to join UUP. We could send a second letter inviting them to "Beat the Winter Blues" and announce in the letter the opportunity to contribute to the Newsletter. The next Newsletter will come out when Lisa Havtur has enough material, editing time, and the printer completes the job. Lisa noted that a four week turnaround time is doable.

Considerable discussion followed regarding adjunct pay on campus, which seems to vary from \$3000 per course to \$15,000 per course. A number of our adjuncts are graduate students who have exhausted their four-year funding. Benefits are also a consideration. Adjunct pay in a University Center is significantly different than at a four-year campus. Sandra Michael stated that her department employees long-term adjuncts because many of them received their PhD's with the department and want to stay in the area. They are not interested in research, they just want to teach. The irony is that often the adjuncts are making far less than their own teaching assistants. Benita Roth reported that some individual chapters have made deals to put floors in place. Darryl Wood added that Fredonia has agreed to pay \$3000 per course.

Andy Morris cautioned that walking out of teaching roles is one thing but gathering in front of the flagpole and making the presence of adjuncts visible might be viewed poorly with regards to marketing. Raising the visibility could have negative issues compared with other campuses as in the past the percentage of adjuncts at BU compared with other campuses has been significantly lower.

In response to the question of negotiating an agreement, Darryl Wood explained that once you have negotiated something, it is negotiated; however, the State and UUP can agree to look at an item. Fran Goldman cautioned that we have to be careful that what we are opening will not lead to negative effects, as once you open an article, the entire article is opened.

Serdar Atav suggested keeping "Beat the Winter Blues" and advocacy for adjuncts separate, as it is supposed to be a social event. Fran Goldman reminded Executive Board members that we do have to hold a meeting during this event. Benita stated that having shirts, flyers or pins available should not have a negative effect on "Beat the Winter Blues." It was suggested that the meeting be no longer than five minutes, summarizing what UUP is advocating for members. Susan Seibold-Simpson added that the Beat the Winter Blues event is a nice opportunity to summarize what UUP has done and then move on.

David Stone suggested the use of Survey Monkey to educate and solicit information. Heather DeHaan also liked this idea, as often when it is a crisis, people don't want to

appear to be a trouble maker. Darryl Wood announced that he would like to make an editorial comment. He congratulated the Executive Board, stating that when he was UUP President at Binghamton University he did not think the group would have had this type of conversation. He added that he feels this Executive Board has grown tremendously. It recognizes the part-time people on this campus and is ready to take action. From Darryl's perspective, that is a wonderful thing. Benita added that it is an issue or concern for many of us. When Benita gets the Minutes from Linda, she will sit and think about this. A lot of good ideas were shared, and she believes something will happen on campus to show our alliance and concern without violating the Taylor Law.

b) Agenda for the next Labor Management meeting is light (see attached) so if people have any "below the line items to add, please do.

Benita stated that if anyone had any below the line items they want to add, the agenda is very light. Sandra Michael stated that the Faculty Senate Executive Committee is discussing the misguided policy of having final exams changed from opt in to opt off. 1500 exams have been scheduled, and probably the biggest crisis happened in Math and Chemistry. In Chemistry there is a 300-student overlap of final exams, because there aren't enough classrooms. A lot of faculty are unhappy that their final exam classrooms are not double seated. Sandra also noted that there are no plans for building new classrooms and believes the renovation of current buildings is not going to solve the problem of insufficient classroom space.

Serdar Atav questioned how many faculty members have attended the Leadership Development Program. Fran Goldman replied that very few faculty or upper level administrators have attended. Benita Roth added that this remains a problem. It is becoming clear to JoAnn Navarro that chairs will have to have different training. Benita would like to talk further with the Faculty Senate and Tom Sinclair regarding this. Fran Goldman stated that she feels the current program is very touchy, feely and it is not what academics or professionals need. What is currently being taught appears to be transformational leadership, but what is needed is information on how to address conflicts and resolve issues within a department. Neil Christian Pages added that he would hope UUP would also advocate for training that has content. The conflicts arise when procedures are not clear and no one knows who to call. Stuart L'Hommedieu added that he wanted to complete the Leadership Development Program so that he could learn the BU style of leadership but found it to be by far the worst leadership program he has ever participated in. Benita Roth stated that the administration is committed to the success of this program and a goal is to have all supervisors attend. The administration is open to tweaking it, and Benita will discuss the program with Tom St. Clair upon his completion of the program.

c) I have gone to my second Full Faculty Senate meeting, which was much more informative than the first, including reports from the Faculty Senate Executive Committee Chair, Tom Sinclair and a report on the SUNY Senate meeting by Randy McGuire. I was pleased to note that Sinclair publicly, albeit gently, took the administration to task for their lack of consultation re: the changes to prime time, etc.

Benita Roth announced that she has been to her second Faculty Senate Meeting. More concrete information was discussed at the second meeting than at the first. Benita was struck by how many things UUP brings up at Labor Management meetings that the Faculty Senate also brings up. Benita would like to have more communication between UUP and the Faculty Senate Executive Board.

d) Please run again for the Exec Board and consider getting your colleagues to do so as well – see the timeline attached.

Benita encouraged Executive Board members to run again in the upcoming elections. If members know of people who they think should be involved, please nominate them or invite them to nominate themselves. Benita announced that she will run again for one more term, but that is it. Along with the current Executive Board members, she would like to see some different people and new faces become involved.

e) Jim Dix, former Binghamton Chapter President, Academic Vice President, and Exec Board Member is retiring this semester. Jim was unable to make it to today's meeting, so I encourage all who wish to wish him well to do so at dix@binghamton.edu. We have sent a gift to him in thanks, and thanks to those who contributed toward the gift. We will use the Sunshine Fund to fill in any shortfall and in general, I would like to encourage us to use the Sunshine Fund for these kinds of purposes, since it is easier on Linda (and the rest of us) if she doesn't have to collect from folks.

Benita announced that Jim Dix was unable to attend the meeting. She asked Executive Board members to sign the card for Jim that was being circulated during the meeting. She purchased Jim a \$100 gift certificate from REI camping. Benita stated that from now on she will use the Sunshine Fund for these types of things and thanked those who contributed to Jim's gift.

f) Have a great break/holiday season/trip to Florida/time at the mall shopping sales.....

Benita wished everyone a wonderful holiday season.

Stuart L'Hommedieu **MOVED** to adjourn. **SECONDED** by David Stone. Meeting adjourned at 12:58 p.m.

The next Executive Board Meeting will be held on Wednesday, February 11, 2015, from 11:30 a.m. to 1:00 p.m. in U UW 324.