

Connection *uup*

Binghamton Chapter, United University Professions

From the Chapter President

The Challenges Ahead

*by Sean Massey
Women, Gender, &
Sexuality Studies*

This newsletter hits as I finish my first semester as your Chapter President, following the illustrious four-year term of Dr. Benita Roth who will continue to serve on the chapter's executive board as Vice-President for Academics.

Allow me to share why I chose to be considered for this role. I started my academic career as an enthusiastic social psychologist, committed to activism, social justice, and a line of scholarship exploring the concept "Impact Validity" — the extent to which research can play a role in social and political change. My tenure file was solid in terms of teaching, a bit heavy on service (I was ending a 4-year term as a member of the Binghamton City Council), but included a research portfolio with a number of publications in somewhat non-traditional or "niche" journals. Consequently, my road to continuing appointment was "bumpy."

United University Professions, together with a few strong allies, saved my job. Every step of the way, UUP's Labor Relations Specialist and Chapter President were at my side, helping me understand the contract, providing institutional history,



and working to strategize for what was to come. The union was there — an invaluable resource at a critical time. My goal as Chapter President is to pay some of that back.

THE CONTRACT

Many of you have expressed concerns about the status of the contract and discretionary raises. At the time I'm writing this (October 23), we're still in negotiations. Updates on negotiations can be found on the UUP statewide website: <http://uupinfo.org/negotiations/index.php>. Members can access these updates using their NYS and Department IDs found on your paystub. Although many issues have been resolved, there are still several im-

portant issues being negotiated:

- increased job security for contingent employees;
- applying discretionary increases to base instead of treating them as one-time bonuses;
- a minimum salary for part-time academics;
- fair compensation for work beyond the normal work-day (on-call pay, holiday compensation, overtime pay); and
- improved parenting and family leave benefits.

Once an agreement is reached, the contract will be presented to membership for a vote. Unfortunately, all discretionary increases are on hold until the contract is ratified. I will continue to send out notification of updates as they are posted.

MEMBER ISSUES

Since starting as Chapter President this summer, I've talked with members about issues ranging from the very simple to the complex, from innocuous to disturbing. Several larger themes have emerged from these meetings, and some have been brought to our monthly Labor Management meetings (which are summarized later in this newsletter).

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The opinions expressed in this newsletter are those of the authors or of the Binghamton Chapter and are not necessarily the opinions of United University Professions.

The editor welcomes letters and other comments of interest to the Binghamton Chapter.

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One theme relates to increases in uncompensated workload expectations, and “slippage” at the margins of performance programs. It’s clear everyone can benefit from a refresher course on the role performance programs play in defining members’ professional obligations; how recurring “exceptions” to performance programs should be addressed; and what demands on employee work schedules are appropriate. Hopefully, the new Online Performance Evaluation system, described elsewhere in this issue, will renew focus on the importance of keeping performance programs up-to-date with current duties. To help with this, UUP will be hosting a workshop on Performance Programs and Evaluations in the spring.

Another theme relates to concerns about reports of possible discrimination, unfair treatment, and unequal compensation. The gender wage gap continues to affect our members. The limited success in the recruitment and retention of faculty and staff of color continues to be a concern. Age-related harassment has also been reported. Academia’s focus on new and emerging scholars in recruitment and hiring may result in privileging younger scholars and lead to negative assumptions about the elder scholar’s potential for new scholarship, contributions to mission, and continued usefulness as a colleague. It may also promote impatience regarding faculty retirement decisions that should be made free from the pressures or expectations of others.

A final theme relates to concerns about how Administration will respond to the changing national political landscape, the increased

potential for hate-driven violence on campus, and faculty, staff, and student efforts to organize and resist these trends. The decision last semester to evacuate the entire Administration building in response to a peaceful student “occupation” and teach-in, has raised some questions. This semester, several overtly racist incidents have marked our campus. It is now more important than ever that Administration demonstrate both solidarity and strong leadership on these issues.

THREATS ON THE HORIZON

This is not an easy time for organized labor. The current leadership in Washington is hostile to organized labor and is leading attacks on public education, our students, and our core values as educators. As discussed elsewhere in this issue, the Janus v. AFSCME case currently before the U.S. Supreme Court has the potential to weaken our financial foundation, allowing non-members, who provide no financial support, to exploit the benefits gained through the union’s hard work. Consequently, building our membership is more important than ever.

In the coming months we will be reaching out to each of you to help establish a university-wide member network. Our goal is to have union voices in every department, program, and unit to provide insights into the threats we are facing; to explain why strong unions are key to maintaining fair wages, good benefits, and job security; and to encourage non-member employees to join with us!

Threats to Public Labor Unions at the Supreme Court

by Benita Roth
Sociology

In February of 2016, Supreme Court Justice Antonin Scalia died. Subsequently, the Supreme Court split four to four on a ruling in the case *Friedrichs vs. California State Teachers Association*, a case where the plaintiff (*Friedrichs*) argued that being forced to pay fair share fees for union representation was a violation of her free speech rights. (You may read my column about this case in the November 2014 issue of this newsletter at http://www.uuphost.org/binghamton/wpcontent/uploads/2015/12/NOV_2015_UUP.pdf.) Due to the four/four split, a lower court's ruling for the defendants stood, and public sector unions were allowed to keep collecting fair share fees.

However, the anti-union forces had already placed other cases in the Supreme Court pipeline, and this fall, the Supreme Court will hear the case of *Janus v. AFSCME* (American Federation of State, County & Municipal Employees), a case where the plaintiff, Mark Janus, is challenging the union's right to collect fair share fees, again on grounds of the violation of free speech. The Supreme Court agreed to hear *Janus*. It's clear that public sector unions, including ours, are very careful to separate out any collected dues from political work, and it's also clear that unions use fees for the expenses involved in doing the work of the union — collective bargaining, making sure the contract is upheld, grievance ad-



ministration and the like. Indeed, the Court acknowledged as much in the 1977 case of *Abood v. Detroit Board of Education*, where they set a legal precedent for the collection of these fees and against the existence of “free riders” benefiting from union efforts but not paying fair share fees.

The plaintiff, Mark Janus, claims that any union is inherently political and thus paying fees when one does not support unions is a free speech violation. The Court, with Donald Trump's pick Neil Gorsuch on board, is expected to overturn forty years of precedent regarding fair share fees and rule that non-members do not have to pay up.

This is a big problem for public sector unions, although a lot will depend on how the Court writes its decision — whether it will be a narrow ruling or a broad one. The real problem for public sector unions is that while the law may shift to allow non-members to get out of paying dues, it will not immediately shift enough to allow unions to stop representing non-members. Think about that for a moment. The National Labor Relations Board has established that even union non-members have a right to fair

representation. You can read about the policy at <https://www.nlr.gov/rights-we-protect/whats-law/employees/i-am-represented-union/right-fair-representation>. Current law requires that UUP and other unions have to be fair in how they represent members and non-members — they can't treat them differently. That's a good thing.

As constitutional lawyer Daniel Horowitz recently argued in an article for the online magazine *Slate*, if the court rules that unions cannot collect fair share fees from non-members, inevitably the next step will be that unions rightfully argue that their constitutional rights are being violated if they are compelled to represent non-members. Horowitz writes:

“[T]he notion that unions must advocate on behalf of non-union members like Mark Janus at all actually violates unions' First Amendment right to freedom of association. Forcing unions to advocate on behalf of non-members for free, however — as the court is poised to do — would be comically unconstitutional. As a result, if *Abood* is overturned and fair share fees fall by the wayside, then the federal mandate compelling unions to bargain on behalf of non-members must fall along with them” [Emphasis in the original] (http://www.slate.com/articles/news_and_politics/jurisprudence/2017/10/if_fair_share_fees_are_unconstitutional_so_is_forcing_unions_to_advocate.html).

Citing other legal scholars, Horowitz argues that the notion

that unions must pay for the needs and benefits of non-members is patently unconstitutional, and would be so according to the Court's own logic, if it indeed rules that paying fair share fees is a violation of free speech. Any ruling that requires unions to injure themselves — deplete their already over-tapped resources — by providing services for non-members, would be and should be challenged immediately on a number of constitutional grounds. Forcing unions to pay for non-members would not only endanger unions' free speech rights, it would also violate unions' free-

dom of association. The rights of organizations to guard their choices about who members are and what members can expect has been consistently upheld by the Court. The freedom of association also implies a freedom not to associate, and not to pay for people outside of the group.

If you choose to read Horowitz's short article, or dive more deeply into the constitutional issues at stake, it will become clear that, as Horowitz puts it, "the Constitution does not guarantee anyone the right to a free ride." Ultimately that is what Janus and his supporters

are asking for — a free ride and a disempowered public union sector. *Janus v. AFSCME* is a direct assault against the good lives that UUP members — and non-members — have been able to build for themselves because they are represented by a union. If fair share fees go away, expect chaos to ensue, as UUP and other public sector unions lose power, and institutions are ultimately forced to negotiate different bundles of rights and benefits to different groups of employees. That isn't what public unions want, but it is the reality we might all be facing soon.

The Canadian Health Care System: Debunking Alternative Facts

*by A. Serdar Atav
Decker School of Nursing
and
Malcolm Gunter*

As UUP members, you should know that we enjoy some of the best attributes of the American health care system while tens of millions of other Americans either are uninsured or underinsured. What you may not know is that our health care system does not compare favorably to most other systems in the world!

While Trump repeatedly attempts and fails to dismantle the Affordable Care Act, our northern neighbors and best friends watch the health care debate in disbelief. Over the years, various pundits have trashed the Canadian health care system by using a series of lies (alternative facts).

Whether one supports a single payer system or not, there are many objective metrics on which a health care system's performance is evalu-



ated. To simplify, let's use the three most common key metrics: universality, affordability, and quality.

Canada shines on the first metric, universality. All Canadians are insured under the Canadian Health Act with all necessary hospital and physician procedures free at the point of delivery. Even though hospitals and physicians provide services in private settings, they are compelled to accept only the Canadian Health Act insurance if they want to continue accepting funds

from the Canadian government. Private insurance exists but only applies to services not covered by the Canadian Health Act such as dental and vision care. In the U.S., through the Affordable Care Act, the number of uninsured non-elderly went down from 48 million to 27 million. This number excludes another 25 million or so individuals who are underinsured. The U.S. fails with respect to the universality metric.

In terms of affordability, the Canadian system again passes with flying colors. Canadians never see a medical bill; their health care bills are paid through general taxes. In the United States, even individuals with insurance struggle with premiums, co-pays, deductibles, and rejected claims. There are criticisms that the Canadian system is expensive, but a comparison to the U.S. system shows this not to be true. Here are the Canadian and U.S. numbers on costs:

- As a percent of the GDP, 10.4% vs. 17.1%;
- Per capita expenditures (US\$), \$4,600 vs. \$9,451.

The final metric is quality. We have all heard of the long wait times to see a specialist or to have surgery in Canada. Indeed, Canadians may wait longer to see a specialist, but not if their condition requires immediate attention. According to a recent study of access and quality rankings in *Lancet*, Canada ranked 13th in the world (same rank as France, Belgium and Austria) whereas the U.S. ranked 35th (same rank as Montenegro and Estonia, just ahead of Lebanon). The U.S. had the worst

ranking among the wealthier countries of the world ([http://www.the-lancet.com/journals/lancet/article/PIIS0140-6736\(17\)30818-8/fulltext?elsca1=tlpr](http://www.the-lancet.com/journals/lancet/article/PIIS0140-6736(17)30818-8/fulltext?elsca1=tlpr)).

Canadians love their health care system. Despite stories (that are relatively few in number) of Canadians running to the U.S. to seek health care, an overwhelming majority of Canadians, 86%, support their health care system. This figure has been consistent over the last decade. On the other hand, in the U.S., overall satisfaction with the system is at 62%; among the uninsured it is 40% (<http://news.gallup.com/poll/186527/americans-government-health-plans-satisfied.aspx>).

Given these facts, why haven't we adopted a plan similar to the Canadian health care system? Each country's health care system is a reflection of the values, culture, and history of that country. Even though the U.S. and Canada share some commonalities, there are other factors that define our differences. Nevertheless, if the Canadian health care system works better than ours, shouldn't we be more open to a discussion of how to achieve a system that encompasses greater universality, affordability and quality? As UUP members, we should support any effort that attempts to achieve better health care for all.

Yin and Yang: A Holistic Approach to Career Happiness and Success!

*by John Wojcio
Certified Career Coach Manager
Binghamton University
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Yin and yang—how seemingly opposite or contrary forces may actually be complementary, interconnected, and interdependent in the natural world (Wikipedia).

Michael thinks he deserved the promotion, but watched a coworker get the job instead of him. He has no idea what to do to prevent this from happening again. As a result, Michael could be missing out on a more fulfilling role and future career opportunities.

Val has had an ongoing personality clash with one of her coworkers, but her only strategy has been to put up with it. Maybe the other person will leave someday. As a result, Val drives to work every Monday stressing about the co-



worker problem, and feels that way all week long.

Why do we put up with these things? The main reason is we don't know what else to do. We develop a laundry list of ready-to-go rationalizations such as 'I'm too busy' or 'It could always be worse.'

We humans have masterful cop-

ing skills, and sadly, with enough conditioning, we become numb to the debilitating consequences of our inaction over time. Many of us—like Michael and Val—fail to recognize the power we have to bring about different, more desirable outcomes.

In Michael's case, his coworker got the promotion for good reasons:

- She fulfilled her assigned responsibilities well.
- She knew what she was good at.
- She knew what she needed to do to get even better at her job.
- She demonstrated promotional potential through her behavior every day.

She also made a point of letting her supervisor know her job and career aspirations. Michael did not.

Val was continuing down the slippery slope of passive-aggres-

sive behavior for months, thinking the worst of her coworker and making disparaging remarks about her to others. Val lived with the stress because she didn't know how to use basic conflict resolution techniques to solve the problem.

Emotional intelligence (EI) and Social Intelligence (SI) are terms used to encompass a host of skills that are intangible yet important for our happiness and success, at work and in life. The list of skills includes self-awareness, emotional self-control, empathy, adaptability, the ability to recognize the behavioral preferences of others, especially those with behavioral styles different from our own, and the ability to get along well with others. If you want to learn more about these competencies, Daniel Goleman has helped popularize the importance of emotional and social intelligence over the past 20 years. His books are a good place to start, notably his *Emotional Intelligence*, *Emotional Intelligence in the Workplace*, and *Social Intelligence*. Or, knock yourself out reading EI literature elsewhere.

Let's look at two cases with which I've been involved. Chris was told at a performance review meeting after six months in his new organization that his my-way-or-the-highway personality was causing problems with customers and fellow employees alike, and that he had to improve quickly or he would be let go. Given that he had recently bought a house and moved his family to the area, precisely for this job, Chris was highly motivated to make it work. There was a lot of work to do. When I asked what others thought of him, his eyes went blank and he said: "How should I know? Shouldn't you ask them?" Chris was woefully lacking in all four of psychology researcher Daniel Goleman's EI domains: self-awareness, self-management,

awareness of others, and relationship management. He was a blank slate, for sure, but also smart and eager to improve. He did improve, gradually and steadily, and he remains successfully employed at the same company today.

In the second case, a sharp contrast developed. I gave a presentation for new faculty hires at a college in New Jersey a few years ago, focusing on the importance of EI and interpersonal communication in one's success. During a coffee break, one of the professors sidled up to me to say: "If you think I'm going to waste my time on how I communicate, you're crazy. They can figure out how to communicate with me!" This person was not motivated to learn and grow, at least not when it comes to people skills. I can only hope for his students' sake that he's good in the classroom.

If we have the will to improve, using our EI/SI skills can be an effective way to do it. Or, work with a coach.

- Do you know what you want?
- Do you know what's getting in the way of you getting what you want?
- Do you know how to go about getting what you want?

If you can answer yes to all three, you're in good shape. If not, working with a coach can help.

A client asked me for suggestions about leadership training, that is, did I know of a program or book that would benefit both his career and his parenting skills. I gave him the same advice I'm sharing here: EI is a lifelong learning endeavor. It's not a magic elixir or wonder drug that, swallowed once, ensures our success forever. No, our success and happiness — however each of us defines success and happiness — are determined in large measure by our current level of work competencies (hard skills, or yin) com-

bined with our confidence, positive attitude, motivation, resourcefulness, adaptability, critical-thinking skills, and perseverance, to name a few of the soft skills (yang). The good news is that we can always improve "soft" EI/SI competencies.

If IQ were the measure of human happiness and success, those with the highest IQ would be happiest and most successful. We all know it rarely works like that. On the other hand, EQ, our Emotional Intelligence Quotient, is often the too-seldom-used secret ingredient. IQ is difficult to improve; EQ is not. It's an area where we all can learn and prosper.

Prepare for your next one-on-one meeting with your supervisor, or your next performance review meeting, by answering these questions:

- What's been going well for me since the two of us last met (success stories)?
- What's not been going well (challenge or challenges)?
- What am I doing about the challenge(s)?
- What might I ask the supervisor to do to help me resolve the issue(s)?

This preparation will enable you to demonstrate that you're working at doing your job well. It will also show your willingness to learn and develop, to get better at your job—all desirable attributes in almost any job today.

How do you do it? If your supervisor is results-oriented, a big-picture thinker, and detail-averse, make your statements short, to the point. If (s)he is reserved, reflective, methodical, and detail-oriented, make sure to be thorough and logical in your explanations. It's not rocket science, and a conscious, concerted effort to adjust what you say and how you say it to accommodate the communication pref-

erences of the other person goes a long way toward your success.

We can be happy and successful in our work lives. Having the

skills, knowledge, and experience to do our job is key. In equal measure, knowing HOW to get along with others is also essential. Hard

skills and soft skills, combined. Yin and yang. It's that simple.

Retirees' Corner

*by Bob Pompei
Physics, Applied Physics
and Astronomy*

I was recently elected Retiree Delegate to the Binghamton University UUP Executive Board. I will be meeting on a regular basis with the UUP Executive Board and bringing retiree issues to their attention. If you have any issues you wish me to convey to the Board, contact me via email at bandkpompi@yahoo.com.

In the meantime, I will be periodically submitting a column with items of interest to retirees or those who eventually will be retirees—that includes just about everyone.

Binghamton University is invested in keeping retirees involved with the campus. Corinna Kruman is a half-time employee of the Human Relations office. Her duties involve developing programs on campus for the benefit of retirees. Each semester Corinna comes up with a rich variety of programming that is both entertaining and informative. We have had hikes in the nature preserve, hearing evaluations, photography seminars, tours of the greenhouse, and presentations from faculty about their research interests. The programs have been uni-



Photo by Jonathan Cohen

formly excellent. It is also pleasant to reconnect with fellow retirees.

There is a Binghamton University retiree group meeting the first Thursday of the month during the semester at Little Venice in Binghamton for lunch and a speaker. We have a selection of menu options available and a speaker from BU or the community. On December 7 our speaker will be Elizabeth Chilton, Professor of Anthropology and newly arrived Dean of Harpur College. Annual dues for this group are \$5.00. Throwing caution to the winds, one can become a lifetime member for \$50. I have been attending these meetings since my retirement in 2010 and find that I look forward to the first Thursday

of each month and set my personal schedule accordingly.

One can retain UUP membership in retirement. This retired membership costs \$50 per year. There are a number of benefits if you continue your relationship with UUP. You can retain access to the vision and dental insurance plans. You have to pay a premium for each and can choose either, both, or none. I have maintained my enrollment in the vision program. My vision prescription seems to change markedly every year and I really need the once per year benefit. The state UUP Retiree Chapter, COARM, sponsors two no-cost luncheons per year on the Binghamton campus for retired UUP members. Along with the death benefit and a feeling of satisfaction in remaining a member of the organization which is the major advocate for public higher education in NY, I am happy to remain involved with UUP.

Feel free to contact me if you have any questions or items of concern. If I do not know the answer, most likely, I can point you in the right direction.

Report from the Labor Management Meetings

*by Sean Massey
Women, Gender, &
Sexuality Studies*

At this point in the 2017 fall semester, our chapter held two Labor Management Meetings. These meetings have covered a wide-range of topics, including: expectations of staff during Technology Maintenance Day; possible costs for use of electric vehicle charging stations; and implementation and training for the new Online Performance Evaluation System. We've also tackled a few more challenging issues brought to us by our members, that are described below.

We expressed concerns about the increasing number of member calls we've received that seem to result from managers and supervisors increasing their expectations of our members beyond those articulated within the contract, outlined in a member's performance program, or defined by professional obligations. Examples included replacing professional obligation with arbitrary time/attendance requirements, creating extra-contractual tracking and evaluation procedures, and mandated reporting of SOOTS data. We encouraged Administration to make sure supervisors and managers, especially new supervisors and managers, have the proper training to utilize the performance program and professional obligation framework appropriately.

We expressed concerns about the increasing number of overtly

racist incidents that have occurred on our campus. We thanked President Stenger for his strong words condemning the most recent incident, but posited that recent shifts in the political climate at the national, state, and local levels, combined with increases in anti-science, anti-academic, and anti-public education rhetoric, would likely lead to increases in overtly racist, sexist, homophobic, anti-immigrant, and anti-refugee threats on college campuses. In fact, some of our members and our students from traditionally marginalized groups have reported feeling increasingly unsafe on campus and in our residential communities. We asked what specific actions Administration was taking to address these disturbing trends.

We reminded Administration that institutions of higher education have a long and grand tradition as sites for passionate political discourse and civic engagement around issues of social justice, and that many of our members feel an obligation to help nurture new generations of democratic voices, with the skills and confidence to stand against threats to liberty, democracy, and equality. We explained that the decision to remove all staff from the Couper Administration building and initiate multiple security measures during last semester's peaceful student "occupation" and teach-in has raised some concern. Some of our members — who, as part of their professional obligation, have active-

ly mentored students responding to these threats, or who have participated themselves in some sort of response — are increasingly worried about the displeasure they are sensing from campus officials.

We encouraged President Stenger to demonstrate solidarity and leadership in this ongoing struggle by issuing an unequivocal public statement of support for faculty, staff, and students in their efforts to stand up to these incidents and the threats they represent; and to make a promise never to ask faculty, professional staff, or our students to track, surveil, or attempt in any way to interfere with or disrupt, these efforts.

Finally, we discussed our concerns about the ongoing practice of allowing outside subcontracted food vendors to hire non-union employees in the marketplace kiosks — a practice that can result in the displacement of unionized staff. Although these employees are not UUP members, we argued that the practice threatens the fair labor climate on campus and harms other bargaining units with which UUP stands in solidarity.

Minutes from the Executive Board Meetings and Labor Management Meetings are available on the Chapter website: <http://www.uuphast.org/binghamton/>

UUP Performance Evaluations to Move Online

by Logan Robinson
Information Technology Services



In the fall of 2016, conversations began with University leadership around moving the United University Professions (UUP) Performance Program and Evaluation process to an online format. The goal is to provide an intuitive, easy-

to-use interface for employees to complete and submit the forms in a digital format. In early 2017, staff in Information Technology Services began working on the project.

Requirements were gathered working with Human Resources, UUP, and members from Professional Staff Senate (PSS), to understand how the online process should look and function. Some small changes were made in the question format to create a consolidated and streamlined user experience.

On the homepage of the application, users will find “my documents” which include the performance program and performance evaluation, as well as an option to complete a self-evaluation. Super-

visors will see a list of the employees that they manage with information on those employees. A helpful component to this area is the addition of “flags” that will remind supervisors, as well as employees, when their performance program is due. The “flags” will change from “Due Date” to “Due Soon” and finally to “Past Due.” A performance program addendum is available to allow for modifications or provide clarification of items in an employee’s program. The performance program and other documents all have user friendly formatting with a full feature editor, as well as the ability to add a link to a reference document such as a portfolio of work.

BINGHAMTON UNIVERSITY STATE UNIVERSITY OF NEW YORK	
Online Performance Program and Evaluation	
Home Employees My Documents Logout	
Welcome Demo Supervisor	
My Employees	
Demo Employee1 [PERM] (Next Due: 1/31/2018)	
Demo Employee2 [TERM] (Due Soon: 11/5/2017)	
Demo Employee3 [Part-Time] (Next Due: 1/31/2018)	
My Documents	
Performance Program: Jan 2018 - Jan 2019 (in progress)	
Performance Evaluation: Jan 2017 - Jan 2018	
© Binghamton University, State University of New York Last Login: Sep 22, 2017 2:37 PM from 128.226.30.109 Version: 1.0.2 (TESTING)	

The process flow of the online application will be the same as the paper process. The supervisor completes the performance program in the digital format and employees will receive an email informing them that an item is ready for their review. Once the employee reviews the performance program with their supervisor, it is electronically initialed by the employee which confirms the review and meeting with their supervisor. Printing is

available through the web browser if the supervisor or employee would like a paper copy. All of the digital information and data will be saved and sent to Human Resources. Previous performance programs and evaluations will be saved within the system. An option is available should an employee wish to submit a self-evaluation prior to the supervisor creating their evaluation/performance program. It should be noted that once a document is cre-

ated it can not be deleted.

At this time, the new online performance evaluation application is in the beta testing phase with a voluntary user group from across the University. Small updates and changes are being made at the recommendation of the user group and there are plans to make the application available to UUP before its anticipated use in the January performance evaluation cycle.

Two Binghamton University Students Win UUP Scholarships



Diane Mathews

Photos by Karen Mattison from UUP statewide



Ivan Gubarev

The UUP College Scholarship Fund annually awards scholarships to a maximum of four SUNY undergraduates who excel academically. This year, two Binghamton University students, Diane Mathews and Ivan Gubarev each won a \$3,000 scholarship. The funding comes from contributions from UUP members and their families. To qualify, applicants must be full-time undergraduates enrolled at a SUNY state-operated campus, they must have completed at least 18 credits, and they must have a minimum grade-point average of 3.75.

Diane Mathews has aspired to be a doctor since she was a young child. She is a senior at BU major-

ing in biological sciences, with a minor in general anthropology. She has volunteered in Colombia, assisting with physical therapy for elderly women. She has performed rotations through a premedical internship program at Guthrie Robert Packer Hospital in Pennsylvania, and shadowed a radiologist, family practitioner and pediatrician at St. Elizabeth Medical Center in Utica. Mathews stated that her “dedication to the field stems from my desire to show appreciation for each life.”

Ivan Gubarev is a junior at BU majoring in political science. He is using his experience growing up in Uzbekistan to motivate himself to become a diplomat. Gubarev im-

migrated to New York City at the age of eleven, not knowing how to speak or write English, and is now a veteran intern at the American Civic Association. He considers his international experience to be one of his greatest strengths, because he “grew up with the view of social and economic injustice in front of me, and I told myself that whenever I will get an opportunity to, I will go out and fix that problem.”

Congratulations to Diane and Ivan, and thanks to all who have helped them along the way. If you have any questions about scholarship opportunities through UUP, please go to <http://uupinfo.org/scholarships/scholarship.php>.



UUP General Membership Meeting with Special Guest Statewide President Fred Kowal

UUP Statewide President Fred Kowal attended a UUP general membership meeting and breakfast on Nov. 8. Discussions were held concerning UUP advocates on campus and about Statewide UUP's

efforts on behalf of SUNY employees across New York State.

This event provided an opportunity to get to know Binghamton Chapter UUP officers and executive board members and to have

a free ranging discussion about UUP's role on campus and concerns of employees.

Kowal gave an update on contract negotiations and some of the challenges ahead.



Vice President for Professionals Don Kunkel, UUP Statewide President Fred Kowal, and Chapter President Sean Massey



Photos provided by Don Kunkel

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