

# UUP United University Professions

## EXECUTIVE BOARD MEETING November 15, 2006

**Present:** S. Atav, E. Chidester, J. Dix, K. Fennie, T. Flynn, L. Gallagher, F. Goldman, J. Goldman, P. Knuepfer, L. Lisman, G. McKee, L. Morales, T. O'Connor, R. Pompei, T. Preus, L. Seymour, D. Stone, S. Whittingham, M. B. Willis, D. Wood, K. Zentz

**Meeting called to order** at 11:40 a.m. by Darryl Wood.

**Approval of October 18, 2006 Minutes** – MOTION to approve the minutes for October 18, 2006. MOTION APPROVED.

**Treasurer's Report and Financial Information** – No Treasurer's Report given, Ed was absent.

### Questions, Concerns, Issues from Executive Board Members:

- One of the members was told by their department they are required to fill out a travel form in POETS string when traveling on UUP business. They wanted clarification. Darryl indicated this is not required since they are being reimbursed by UUP and not the University..
- A member was approached by a colleague wanting to know if UUP has a representative that could advise members about the choices for the various energy suppliers to this area. UUP does not. A suggestion was made to have someone who is knowledgeable in this area come and speak to our members.

### Report of the President – Darryl Wood

- **Thank you to the Board**– Darryl thanked the Board members for helping in the election process.
- **New Governor** – Darryl touched on the transition with the new governor and, the relationship with UUP and relaying the importance of SUNY to the governor. Joseph Bruno will most likely remain as majority leader in the Senate.
- **DSI Dissemination of Information** –will follow the VP's reports.
- **Labor Management Meeting w/President DeFleur** –Jim Dix took notes for this meeting and they were emailed to the Board members.
  - **Information Provision.** When UUP requests information from Management, Management often replies that the information is not available. UUP subsequently finds out that the information has been made available to other constituencies on campus. UUP stated that they had been told by Management that there was no hiring plan on campus. President DeFleur confirmed this. She elaborated that there were always discussions amongst the Vice Presidents, but specific plans are not forwarded to the President. UUP gave another example: the number of new faculty hires. Management stated that there was confusion about that particular agenda item in Labor/Management meetings, in particular, it was not clear to Management what year the faculty hires referred to. President DeFleur stated she does not see numbers, Provost gave numbers regarding new faculty hires to the Faculty Senate and that those numbers did not represent official university numbers. Management stated that it was not Management's goal to preclude information from reaching UUP.
  - **Salaries for Part-Time Academics.** UUP requested that Management set minimum salaries for part-time academics, and that this minimum salary be increased each year by the

percentage salary increase negotiated by UUP for full-time members. Management responded, “No.” Management stated that they had consulted Ray Haines, Assistant Vice Chancellor for Employee Relations at SUNY Central. Haines advised Management that it would be inappropriate for Management to negotiate minimum salaries locally; rather, such matters should be negotiated at the state level. UUP pointed out that other campuses (e.g., SUNY Cortland and Delhi) seem to be able to set minimum salaries. Management restated that it would be inappropriate for them to negotiate part-time salaries.

An article for the newsletter on the issue of part time minimum wage is being written..

- **Hiring Plan for Various Types of Employees for Coming Year.** UUP requested clarification about the hiring plans for various employees across campus. UUP asked whether there was a university policy that when a professional leaves a particular position, that position would be automatically downgraded (e.g., from a SL3 to a SL2). Such a policy has been articulated by at least one school on campus. Management stated that they delegate such plans to the management of various divisions. President DeFleur stated that she hasn’t heard from the Vice Presidents of the divisions that there was such a policy. President DeFleur further stated that she and the Vice Presidents don’t discuss such specific policies, and that the only specific initiative from her was the \$3 million reallocated for new faculty hires.
- **Environmental Issues** - UUP proposed a group be formed representing all campus constituencies to respond to environmental concerns such as energy conservation. Management suggested that such concerns be brought to the existing Binghamton University Energy Task Force.

Concern was expressed that the Energy Task Force is not looking at environmental issues but only cost saving. This will be pursued.

- **Enrollment Goals** – reported goals of 15,000, however, we hear the university is definitely talking approximately 17,000 in five years. SUNY Buffalo currently at 25,000 and looking to increase by 12,000 more. Is this part of a larger SUNY quest to increase enrollment?
- **Upstate Medical** –they currently have serious financial problems. Concern expressed how this will impact our community.
- **Phased Retirement** – 80-60-40 time & percentage implementation. Several issues need to be addressed such as health insurance, wages, etc. (In the past, salary was reduced but time was not altered.) Darryl has had conversations with Bill Scheurman and Sylvia Hall.
- **Post Retirement** there is not a whole lot UUP can do.
- **Downgrade of Positions** – Fran, Dennis and Darryl will be investigating.
- **Upcoming Executive Board Nominations** – Darryl encouraged members to seek re-election.

#### **Report of the Professional Vice President – Fran Goldman**

- **Did You Know**– The third “Did You Know” went out the day of this meeting and has been well received based on the comments by the Professionals. Fran will continue the feature.
- **DSI Surveys** – will be sent out in December 13. Fran asked that members encourage their colleagues to respond. The administration does see the final results

## **DSI Dissemination of Information (continued from Report of President)**

- A lengthy discussion was held concerning:
  - what to disseminate,
  - is the process working
  - differences between departments - how money is disseminated
  - mechanics may not be specified but the process is
  - criteria needs to be defined, not so generic
  - importance of detail in performance program, encourage everyone to do a self evaluation

Darryl wants to finalize at the December 13 Executive Board Meeting.

**Newsletter** – The **deadline** for the next newsletter will be Monday, **November 20**

**Meeting adjourned** at 1:00 p.m.

**The next Executive Board Meeting will be held on Wednesday, December 13, 11:30 a.m. – 1:00 p.m. in the PSPC, Room EF**