

# Connection

Binghamton Chapter, United University Professions



## *From the Chapter President*

# Welcome to a new semester and a new year!

## *New salary figures available*

by **Darryl M. Wood**  
Anderson Center

The Chapter Executive Board, at its December 2006 meeting, agreed to publish new salary data at its website:

<<http://www.uupbinghamton.org/docs/BUonly/UUPSsalaryInformation.htm>>

This will include the recent discretionary salary increase (DSI), the supplemental salary increase (paid only in Academic Affairs and Ad-



ministration) and other increases paid since the 3% across-the-board increases in July or September. These data should be available by the time you read this article.

During the 2005-2006 academic year, the board discussed at four different meetings the merits of publicizing this information. We had noted the large number of you who were upset with the

process of distribution. Those concerns came from both academics and professionals and reflected a range of employment lengths. The board concluded the pros outweighed the cons and that transparency was more important than secrecy.

Upon publication of the salary data last year, the initial reaction from a number of you was upset, dismay and, even, anger that we would do such a thing. As time passed, we received different comments from you. You noted surprise and anger at the amounts some colleagues received. More and more of you thanked us for doing this. And, a number of you used this information to argue for salary increases.

Those positive comments continued late into the summer as you asked if we were planning to do this again. The executive board spent a portion of almost every fall 2006 meeting discussing this option. After much debate, they agreed it was again appropriate to share this information in a central place. You should receive an e-mail detailing how to access these data. If you do not, please contact me or Kathy Zentz (X7-4382 or [uup@binghamton.edu](mailto:uup@binghamton.edu)) for further information.

Your comments directed us in this area. Your continued support demonstrates the importance of public discourse and dissemination of information. As Dean Martin used to say, "Keep those cards and letters coming."

## The numbers and mysteries of salary increases

Our contract with the state calls for a 1% salary increase to be awarded at the discretion of the administration (the DSI). This year, the total amount of discretionary salary increase money was \$737,867. As was done last year, the vice presidents of academic affairs and of administration used the DSI process to award additional salary increases to faculty and staff. The total amount of this money was \$160,340. Salaries have also been increased by several hundred thousand dollars by unknown mechanisms outside the discretionary mechanism. The total salary base for academic and professionals as of March 8, 2006, was \$73,790, 623. As of December 13, 2006, the total was \$81,231,157, an increase of 9%.

### *Allocation of Discretionary and Supplemental Salary Increases*

	<i>Professional</i>	<i>Academic</i>
Salary base	41%	59%
Discretionary increase money	42%	58%
Supplemental increase money	22%	78%

— JD



## Connection

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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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## Committee hears testimony on SUNY, CUNY spending

(*The Legislative Gazette*, Jan. 22, as quoted by the *UUP Connection*) Representatives of New York State's public colleges and universities recently met with the Assembly committee on higher education to request a budget increase to make up for what they described as more than 15 years of neglect.

"I wish I could sit here and say that the 2006-07 budget lifted CUNY out of crisis mode," said Barbara Bowen of the Professional Staff Congress/CUNY. "But the level of funding provided in 2006-07 was simply not enough."

Representatives from the State and City Universities of New York provided the committee with insight as to how they allocated extra funding they received for the current fiscal year. Many said that although they were grateful for the increase made in this year's state budget, the SUNY and CUNY schools are still underfunded.

After hearing testimony, investigating SUNY and CUNY expenses, and seeing what Governor Eliot Spitzer proposes budgeting for state colleges in his spending plan due out later this month, the committee is expected to make its own budget recommendations.

SUNY and CUNY were given \$215 million in operating aid and more than \$1 billion in additional capital funding this fiscal year, which represented the largest increase in 15 years.

Assemblyman Joel Miller, R-C-Poughkeepsie, said he hopes the state will be able to increase funding to make public colleges and universities a top choice for many graduating high school students. As the number of high school graduates increase, the number of students seeking higher education also increases, Miller said.

For SUNY and CUNY, the problem does not lie only with a lack of capital, but also a lack of operating

**"The state must build upon 2006's progress by reversing the practice of shifting more of the burden of financing to students."**

funds, according to Alan B. Lubin, the vice president of the New York State United Teachers. For the past 15 years there was a gradual "shift of burden" from the state to the students to finance these colleges, he said.

"The state must build upon this year's progress in funding SUNY and CUNY by reversing the practice of shifting more of the burden of financing SUNY and CUNY to students," said Lubin.

In order for the public higher education system to come close to being back on track, as it was 20 years ago, the state would have to increase its operating budget in order to increase salaries and hire more full-time professors. "The value of an academic experience requires a certain number of academic leaders," said Assemblywoman Deborah Glick, D-Manhattan.

According to the United University Professions, state-run universities would have to hire 2,000 more full-time faculty members to reach what they consider to be an acceptable student-to-professor ratio. How-

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*From the Vice President for Academics*

## 17,000 by Sept. 2011! What the...???

by Jim Dix  
Chemistry Department

This semester I am teaching introductory chemistry to 450 students. Teaching introductory chemistry to 450 students is akin to wetting the tips of one's fingers, then sticking them into a 240-volt light socket. It's a jolting but nonetheless exhilarating experience.

Keys to teaching such a large course are planning, organization, and delegation. For the planning parts, we rely on projected growth numbers. UUP has continually asked about the University's enrollment growth plans, and we are told that the University will grow in a slow and controlled manner. As recently as January 16 of this year, at the University Forum, President DeFleur stated that BU would have "slow enrollment growth over the next few years." The slow enrollment growth, presumably, would allow time for thinking and planning for what and how we teach.

Thus, it came as quite a surprise when we were informed last week by the Harpur College Dean's office that departments should prepare for a total University enrollment of 17,000 by 2011. That represents an increase of 21% (3,000 students) over the current enrollment, or an increase of about 5% per year for the next four years.

That might be considered in some quarters to be slow growth, but it's not clear whether that kind of growth can be controlled. To maintain the projected 20:1 student:faculty ratio that the University is now finally approaching (yay!), we would have to hire a net 150 new full-time faculty members. We would have to find space for the 150 new faculty members, and space for research labs and graduate students that come along with new university faculty. We would have to find places



for more students, more automobiles, more exercise facilities, more advisors, more seats in lectures, more instructional lab space, more of everything. How will Binghamton University cope with the average of 750 new students each year for the next four years (and how will we in the Chemistry Department cope with an average of 150 new students each year in our general and organic chemistry classes each year)? Given what UUP has learned over the years about management here, the coping will primarily be reactive rather than proactive.

Perhaps a sign of the way things will be done: departments are in the midst of course building for next fall,

with a deadline of the end of this month. Yesterday (January 30), the registrar's office posted on its listserv the announcement that a "decision has been made to offer all three-hour courses" (courses that meet for three hours at a time) at the new building in downtown Binghamton, with the exception of nursing classes and classes requiring lab or practice space. Although shuttle busses will be available, faculty, staff, and students will now have to plan for more time to commute downtown. (It's not yet clear whether the 140 or so parking spaces downtown will be sufficient to drive the commute. It's also not clear yet what the parking policy and what the extra parking charges will be for parking at the downtown campus.)

The abrupt about-face in enrollment growth is jolting. I prefer to get my jolts from teaching.

### Update on PCB-laden ballasts in Library

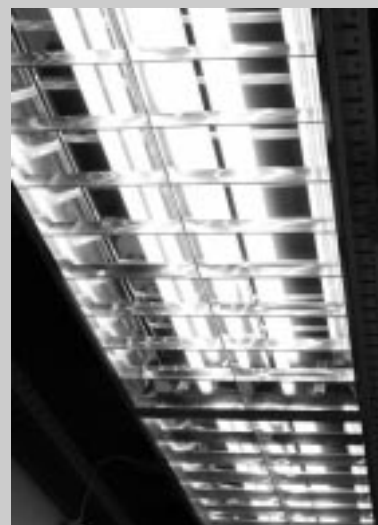
At our January labor/management meeting, the administration reported that it has almost completed the removal of PCB-laden ballasts in the main Library.

The University expects the work to be 99% complete by the beginning of February. They announced they will then move on to the Health Services building followed by Engineering and the Computer Center. Work on removal of ballasts in the residence halls is proceeding on a different schedule as a result of different funding.

We appreciate the campus' efforts in continuing to make

the workplace safe for all of its employees and students.

— DMW



# Chapter members attend legislative luncheon

by Frances Goldman  
Asian American Studies

On a recent morning I found myself headed towards Albany for the annual UUP Legislative Lunch. While I had heard about this, I had never participated and was not sure what to expect.

We arrived at the Legislative Office Building at 11:30, signed in at the UUP table and made a quick stop at Senator Libous' office to let his aide know we were here and would be looking forward to seeing them soon. Then we headed downstairs to the "Well," where lunch was being set up.

A little after noon, UUP President Bill Scheuerman introduced Senators Bruno and DeValle along with several other legislators, who all spoke about their support for higher education.

The lunch serves as a vehicle for UUP to formally introduce its 2007 legislative agenda, which includes such issues as the need to eliminate the funding crisis surrounding SUNY hospitals and health science centers, continue to restore full-time academic and professional faculty, invest in campus needs to safeguard access, quality and programs that promote student success.

In addition, the object of our visit was to let Senator Libous and Assemblywoman Lupardo know some of our local concerns. These mainly focused on how great the new Downtown Center is and how fast it seems to be progressing, but also that, once the building is complete, funds will be needed to staff it to avoid further depleting our main campus resources. It was good to be able to sit one-on-one and discuss these issues and both legislators understood our message.

While you may not have attended the lunch and been able to speak directly to legislators, you, too, can get involved by writing to them and letting them know how you feel about SUNY issues relevant to you.



*At the UUP Legislative Luncheon in Albany on January 29, Chapter President Darryl Wood, left, and VP for Professionals Fran Goldman, right, discuss campus issues with our legislators, Assemblywoman Donna Lupardo and Senator Tom Libous.*

## UUP pushes legislative agenda

(From *UUP Connection*) The immediate threat of privatization for the SUNY hospitals has abated, with key legislative leaders publicly stating that they will not allow the state Health Department to take such a damaging step. But UUP will make the SUNY hospitals the highlight of its legislative push this session, to ensure that the state's lawmakers keep these valuable institutions in the public conscience.

UUPers will also emphasize campus needs, especially the need for more full-time SUNY faculty, as they gear up to meet with legislators in their home districts and in Albany during the legislative session.

"Legislators know how important the SUNY hospitals are, and that's why we're optimistic that they'll fix this mess," said UUP President Bill Scheuerman, who is urging all UUPers to continue faxing and calling their legislators in a statewide public awareness blitz on behalf of the hospitals.

UUP's legislative effort in this session kicks off with the Legislative Luncheon Jan. 30, the day before Governor Spitzer unveils his first state budget proposal. For the schedule of other legislative events this session, go to the UUP Web site ([www.uupinfo.org](http://www.uupinfo.org)) and click on the "Calendar" link. Members with questions on participating in an Advocacy Day or other UUP event can ask their chapter leaders or call the UUP Research/Legislative Department at (518) 640-6600.

The SUNY Outreach Committee under the direction of co-chairs Glenn McNitt and Tom Tucker and vice chair Kathy Southerton will be leading the advocacy and steering the 2007 contributions campaign for VOTE/COPE, NYSUT's voluntary, nonpartisan political action fund. UUP contributions to VOTE/COPE this year are on pace to reach a record-setting \$200,000.

"We are thrilled by this show of support from members," Scheuerman said. "For those who have not yet contributed, we hope you will realize that VOTE/COPE is the single easiest way for you to help UUP make a difference. Speak to your chapter leaders or call an officer in Albany. We'll be glad to speak with you about this critical effort."



# Benefits Fair

*Photos from the Benefits Fair, December 12, in the Mandela Room of the Old Student Union, contributed by Diogenes Agcaoili, Jr., assistant photographer, Communications and Marketing.*



## Canestrari's promotion leaves higher ed committee without a chair

*(The Legislative Gazette, Jan. 16, as quoted by the UUP Connection)* Democrats welcomed Ronald Canestrari, D-Cohoes, with open arms to be their new majority leader of the state Assembly, but with Canestrari's promotion, the committee on higher education is left without a chair.

Many Democrats on the committee said they would be flattered to be named the new chair, but everyone was kept in the dark as to who Assembly Speaker Sheldon Silver, D-Manhattan, would choose.

"I can't call it," Canestrari said when asked about possible successors. "There are a number of members who are interested in that position; it is a very important committee."

Canestrari said that serving on the committee has been one of the highlights of his career, but many of the struggles that the committee faced in the past will not be an issue under the Spitzer administration. The committee spent most of its time fighting tuition hikes at SUNY schools and trying to improve fund-

ing in order to update the campus resources.

Some Democrats like Assemblyman Kevin Cahill, D-Kingston, said that being chair would allow him to continue his work to improve public higher education.

"This position is one of the most prestigious and attractive," said Cahill, a graduate of SUNY at New Paltz. Cahill said his major goal is to make sure that the committee keeps a lid on tuition increases and to increase the number of full-time faculty members in the SUNY system.



# Spitzer promises to improve SUNY

(*The Legislative Gazette*, Jan. 8, as quoted by *UUP Connection*) During his State of the State address, Governor Eliot Spitzer promised to improve the state university system by providing it with a competitive edge over private universities.

“We must begin an effort to make our higher education system the best in America,” said Spitzer. “New Yorkers need more than a high school degree.”

Specifically, Spitzer said he would form a Commission on Public Higher Education to create a plan of action as a first step toward solving the state university’s financial woes and to ensure more access.

Spitzer’s remarks were well received by advocates for the improvement of the state’s higher education system. “I’m thrilled to hear Governor Spitzer voice his intention to make New York’s public higher education system the best in America,” said William E. Scheuerman, the president of United University Professions, whose members work in the state university system.

UUP represents 32,000 faculty members from 29 SUNY campuses. “We hope Governor Spitzer will maintain that momentum by proposing a new state budget that continues investing in SUNY’s faculty and other resources students need,” said Scheuerman.

Since 1994, SUNY’s enrollment has increased by 44,000, but has lost 1,000 full-time professors causing the state’s colleges and universities to reject qualified students in order to maintain a feasible student-to-professor ratio, according to UUP.

Scheuerman said he hopes that with proper funding more students will be inclined to choose a SUNY school over a private university, which will be a long-term investment to New York State.

About 81% of those students who attend a SUNY school stay in New York state after graduation and contribute to its culture and economic

**“We must ... make our higher education system the best in America.”**

growth, Scheuerman said.

“Investing in SUNY is common sense; it’s time we have a governor who is on board.”



## UUP joins rally against privatizing SUNY hospitals

(From *UUP Connection*) Neither snow nor wind nor cold could keep UUPers from protesting against the plan to privatize SUNY’s Upstate Medical University (UMU) in Syracuse.

About a dozen UUP members braved a blustery early January evening outside Upstate Medical’s emergency room entrance to rally against the Berger Commission’s mandate to merge University Hospital with Crouse Hospital, which would end the former’s status as a public hospital.

UUPers from UMU and nearby ESF joined forces with about 50 other unionists at the rally. The protest centered on a walk from Buffalo to Albany passing through Syracuse by three members of the Communications Workers of America to protest the Berger Commission’s report. UUP VP for Academics Fred Floss joined the CWA marchers ascending the hill, where UMU’s campus is located, arriving at the rally together.

“We’re using our feet here in Syracuse to keep the legislators’ feet to the fire in Albany to save our hospitals,” Floss said as he led the rally. UUP and CWA — along with CSEA, NYSUT and PEF members who were also in attendance — are pressing the state Legislature to amend the commission report, which became law Jan. 1, to stop the privatization of UMU, plus the likely privatization of the two other SUNY-operated public hospitals in Brooklyn and Stony Brook.

“This is really about economic development,” Floss told the crowd. “You can’t expect businesses to come to central New York without high quality health care that can only be provided by a SUNY medical center such as UMU.”

The CWA march continued moving toward Albany, where it ended at the state Capitol on Jan. 26.

UUP is urging members to keep pressure on legislative leaders by sending faxes opposing SUNY hospital privatization. Visit [www.uupinfo.org](http://www.uupinfo.org) and click the link on the right side. That will take you to NYSUT’s Political Action page. Check the box next to the letter titled “Berger Commission Letter, General SUNY Hospital.” Follow the instructions to fax a letter to Senate Majority Leader Joseph Bruno and Assembly Speaker Sheldon Silver.

***From the Vice President for Professionals***

## UUP DSI survey reveals lack of peer review processes

by **Frances Goldman**  
Asian-American Studies

I want to thank the 157 of you who took the time to answer the questions and return the UUP DSI Survey.

As I have mentioned in past newsletters, this annual survey provides a means for UUP to understand both the positive and negative issues you encounter in the process and to pass these along to the president and vice presidents. As in past years, it is evident that some things do not seem to change. These mainly revolve around the distribution of funds, where the overwhelming majority of the awards remain in the \$500-\$1000 range, with few in the \$1000 or above category, as well as the apparent unwillingness of professional staff to put themselves forward



a personal request, the results were positive.

An additional area of concern is related to the fact that there seems to be a paucity of professional peer review mechanisms within most areas or even adequate knowledge of how the process works. The lack of an adequate peer review process is evident in such comments as: "Staff do not participate... we aren't asked to;" "there is no peer review for professional staff;" or "nothing in place for professional staff;" "we opted out

for a DSI. Instead, they continue to rely on their supervisors to do this for them.

On the positive side, however, the results of the survey do suggest that in most cases, where staff made

since our recommendation was denied." It is also clear from your comments that in the rare instances where such a process is in place, professional employees are often excluded and only upper level management or faculty participate in these initial reviews.

Such actions certainly raise the question as to whether these conditions are due to a lack of clearly stated guidelines within each division or, more troubling, that a culture exists on campus that does not encourage such actions, at least for a professional employee since we do know that there is a clearly defined process with a set of guidelines outlined by the provost that relate to faculty awards. On some level, then, it would appear that professional employees are at a disadvantage in this process and the resolution may still be a long way off.

## SUNY wants to expand three hospitals

(*Times Union*, Jan. 17, as quoted by *UUP Connection*) While a state-wide commission has recommended possible privatization for the State University of New York's three hospitals, the SUNY board wants to spend \$142.7 million on expansions and new buildings at the three facilities.

SUNY's Board of Trustees endorsed the construction plan Nov. 28. That day, the Commission on Health Care Facilities in the 21st Century — a panel, known as the Berger Commission, established to propose closings and consolidations of hospitals and nursing homes around the state — recommended:

- SUNY Upstate Medical Center merge with Crouse Hospital in Syracuse,
- SUNY Stony Brook University

Medical Center in Suffolk County develop more partnerships with neighboring hospitals and

- the state consider privatizing all three SUNY hospitals.

One SUNY trustee said some of the construction might be necessary but suggested some of the projects could be reconsidered in a new context.

"At a minimum, (SUNY administrators) should provide an explanation of why these hospital projects must now be pursued in light of the Berger Commission report," said trustee Candace de Russy. She would like distribution of money to be based on performance.

Among the hospital spending items, \$59.2 million would go toward a 44,000-square-foot addition at Downstate Medical Center in Brooklyn; \$45 million would be for a

150,000-square-foot administrative office building at Stony Brook Hospital in Suffolk County; and \$38.5 million would be spent on a new outpatient cancer facility at Upstate Medical Center in Syracuse.

E.J. McMahon, who follows state finances for the Manhattan Institute, a conservative think tank, said the SUNY capital plan should be re-examined because it was put together before the hospital consolidation recommendations were released.

### Any changes?

To report name or address changes, please e-mail our office at [uup@binghamton.edu](mailto:uup@binghamton.edu) or contact Kathy at ext. 74382.

## SUNY, CUNY spending

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ever, union officials said the state would have to ensure all of the professors be given full benefits.

"The proposals cannot be implemented without undermining health care quality and the capacity of these public institutions (SUNY hospitals) to continue serving, effectively, the populations of their respective communities in Brooklyn, Stony Brook and Syracuse," said UUP President William Scheuerman.

As a solution to the lack of full-time staff, CUNY hired many adjunct professors who were not provided with benefits, such as health care, said Bowen.

"This is an abusive system on adjunct labor," said Bowen. "We have a growing army of adjuncts who are underpaid and part-time staffers."

"They are alienated by the effort of finding housing in New York City on salaries that compare unfavorably with those at other universities," said Bowen.

Adjuncts are not provided with employer-provided childcare or maternity leave, said Bowen.

"It's just horrible to have those types of working conditions," Bowen said.

SUNY and CUNY still have a long way to go in order to catch up, according to Scheuerman. In 1990, the state provided about 75% of SUNY's budget and now only provides about 51%.

The growth of SUNY capital not only affects the students and professors, but also the towns in which the universities are located, according to Dennis L. Hefner, the president of SUNY Fredonia. According to Hefner, an increase in funding will enable the universities to attract more people to their campuses, specifically students, to help replenish the economy three times over.

"Improving New York's economy can be a reality if we continue to invest in SUNY, CUNY and our community colleges," Lubin said.

"Our college and university systems can be the engine that powers New York's economic resurgence."

Many argued that without state funding for these institutions they will fall victim to privatization, which could lead to detrimental consequences, according to Miller. Specifically, the medical schools run by the state are poorly funded and need to be able to compete with schools

like New York University and Columbia.

"Privatization is not always the answer, and I'm not sure it's ever the answer," Miller said.

### Additional Individual Development Awards

Because of a compiling error, the faculty and professional staff listed below were left off the list published in the previous issue of *The Connection*. Congratulations to the following faculty and professional staff who are awardees of a 2006-2007 Individual Development Award!

Eileen Bauer-Hagerbaumer  
Sally Dear  
Donald Glauber  
John Graham  
Joyce Jesionowski  
Meg Mitzel  
Kathyrn Niles  
Tom O'Conner  
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