

Labor/Management Meeting Notes –November 7, 2007

Present: Lois DeFleur, Jim Dix, Fran Goldman, Beth Kilmarx, Dennis Selzner, Sylvia Hall, Joe Schultz, Shelia Doyle, Philip St. Clare (intern)

1. *Opening Comments.* UUP stated that the Labor-Management process in discussing issues and resolving problems is improving at Binghamton, and mimics the improving UUP-SUNY statewide interactions. UUP noted the improving relations locally were in part due to the flexibility on the part of management to deal with the problems and issues, and cited Sylvia Hall for her efforts in this regard. UUP stated its favorable impression of the web site, <http://think.binghamton.edu/>. President DeFleur responded that the purpose of the web site was for a host of advocacy issues, not just those dealing with advocacy in the legislature. Binghamton University is competing more intensely with other universities, and the web site is seen as a means to marshal resources for BU. UUP offered to help management in its advocacy through the web site. There was no immediately forthcoming offer from management. UUP mentioned that they would be sending a delegation to the Broome County Republican Fall Festival fundraising event tomorrow, and enquired as whether there was any message that management wanted delivered to the local Republicans. President DeFleur responded that the (Democratic) governor has favored higher education; for example, he has not cut the SUNY budget as he did with other state agencies. President DeFleur would like to see the Republicans work with the governor in getting resources for SUNY. UUP said that they were delivering a similar message, and would incorporate President DeFleur's message into that message.
2. *Professional Development Committee.* UUP stated that the Professional Development Committee was off to a good start. One offshoot of this committee has been the two workshops done by Sylvia Hall and Fran Goldman. The first was entitled "Applying for a promotion, reclassification or salary increase: A program for UUP professional staff" and the second one, to be held tomorrow (November 8) entitled "Conducting an effective performance review: evaluating professional staff." UUP is also excited about the planned "Leadership Academy" with its support of professionals on campus.
3. *Future of SUNY.* UUP stated that they were concerned about reports from various sources indicating trends in the organizational structure of SUNY: campus closings, separation of university centers from non-university centers, and devolution of decision making back to the campuses. UUP expressed some concern if these reports were implemented; for example, the bargaining power of UUP in getting resources for SUNY would be severely diminished. President DeFleur responded that the university presidents were united in the goal of using the characteristics of the university centers that are different from the non-university centers to enhance the mission of the university centers. President DeFleur stated that she did not know how this goal would be attained (e.g., whether decision making would devolve back to BU).
4. *Binghamton Budget Requests to Chancellor.* UUP reminded management of a letter sent by Darryl Wood to President DeFleur on October 9, 2007 suggesting that President DeFleur include in her budget request to the chancellor "additional funds ... for promotion, retention, equity, compression/inversion, and other salary needs for both full-time and part-time Academics and Professional Staff." President DeFleur said that this issue did not come up at meetings with other university presidents, that requesting such salary money was UUP's job, and that there was only a fixed pot of money at BU which had other demands on it.
5. *Part-time Salaries.* UUP once again raised the issue of minimum salaries for part-time academics and professionals. President DeFleur stated that there was a wide range of salaries at BU, that BU

needed flexibility in setting salaries, that individual Deans had raised selected salaries when a good case could be made, that each department needs the flexibility in setting salaries, that having minimum salaries would limit hiring (since money going to minimum salaries would come out of other salary funds: rob Peter to pay Paul), that other schools such as New Paltz that have set minimum salaries are not as complex as BU, and that part-time salaries are be set on a case-by-case basis.

6. *Process of Dealing with Problem Supervisors.* UUP brought to management's attention the difficulty UUP has had in resolving problems with a select few high-level supervisors. The process that has worked for other problem supervisors does not appear to work with these select few. Members have brought to UUP issues related to these supervisors on a continuing basis. UUP has brought these issues to the attention of management in Labor/Management meetings. However, despite repeated notifications about the same supervisor about the same issues over a long period of time, the problems remain. President DeFleur described processes by which these issues have been addressed in the past, including informal and formal processes. UUP responded that these processes have not worked for these few supervisors, and that UUP feels that it is at a dead end. UUP inquired as to what the university's plan was to resolve these processes. President DeFleur said that these issues should be addressed by existing means, and that the process sometimes took a long time. President DeFleur expressed concern that UUP would make the issues with the problem supervisors known publicly. UUP said that they did not wish to go public.