

MINUTES

UUP Binghamton Executive Board Meeting
Wednesday, September 17, 2014, 11:30 a.m. – 1:00 p.m., U UW-324

Present: S. Atav, B. Cornick, H. DeHaan, J. Dix, L. Gallagher, F. Goldman, J. Goldman, L. Havtur, B. Kilmarx, D. Kunkel, S. L’Hommedieu, J. Oldfield, N. Pages, R. Pompei, B. Roth, R. Snyder, D. Stone, M. Zinkin

Guests: D. Wood, Labor Relations Specialist
L. Rhoads, SUNY Potsdam

Meeting was called to order at 11:39 a.m. President Benita Roth welcomed Executive Board members and guests to the September meeting.

1. Approval of Minutes:

Bob Pompei **MOVED TO APPROVE** the April 9, 2014, and the May 7, 2014, Executive Board Minutes. **SECONDED** by David Stone. **MOTION PASSED WITHOUT DISSENT.**

2. Passing the Hat for the Sunshine Fund:

\$29.50 collected.

3. Report of the Treasurer:

Lisa Gallagher reviewed the May-August, 2014 UUP Binghamton Chapter Treasurer’s Report, stating there was nothing unusual to report. The only slight correction to the Treasurer’s Report, is a change in the term date of the CD. This date was changed from June, 18, 2014, to December 18, 2014. The current balance of all accounts is \$31,753.38. Bob Pompei **MOVED TO APPROVE** the May-August, 2014 Treasurer’s Report. **SECONDED** by Neil Christian Pages. **MOTION PASSED WITHOUT DISSENT.**

4. Report of the Vice President, Academics:

Heather DeHaan reported that the big issue for fall is the classroom situation and when and how we teach our classes. Adjunct pay is also an issue as well as salary compression. Heather stated that new faculty pay is significantly better than it has been in the past, starting at approximately \$70,000. However, there isn’t money to address the problem of salary compression. Considerable discussion followed regarding the lack of classrooms and the change in “prime time.” Prime time has expanded, resulting in fewer classes being taught in a much larger piece of time. This was discussed at the September 15, 2014, Labor Management meeting. Heather noted that one of the challenges we are having is that information we are receiving from the Dean and Provost is different from the information given at the Labor Management Meeting. The Dean and Provost clearly articulated a timeframe for this crunch. This creates a bit of a problem on how we respond.

Benita stated that management explained that prime time needed to be expanded because students could not take the courses they needed in order to graduate. Moreover, it is not just that they've changed the allocation they have also expanded prime time. They want fewer classes happening in a larger period of time. This has already caused chairs to contact UUP, asking how they are going to do this without discriminating against younger faculty members without families. Evening classes also affect elderly faculty members, commuters, and will have an impact on professional employees who will be required to work during these hours. Neil Christian Pages questioned how this change was made without consultation (i.e. with the Faculty Senate) and explained the difficulty he is having trying to schedule 10 sections of foreign language classes that meet four or five times a week. It is a scheduling impossibility, which may result in the loss of enrollments. Heather added that students will take the courses needed to graduate, but students also don't want to come to an 8:30 a.m. class, which could result in lower enrollments.

Darryl Wood explained that UUP employees do not have set hours, but professional obligations. They can be required to work at 8:30 a.m. What is not normal is being required to work 12 to 15 hour days. Darryl also stated that the *Faculty and Staff Handbook* is a management document, so management can change it at will. Jim Dix added there are terms and conditions of employment for UUP employees and these have changed. Benita stated that JoAnn Navarro is also looking for some type of report that shows a breakdown of when classes were scheduled year by year to see what effect different schedules had on the availability of classes. David Stone suggested that someone involved in physical space, perhaps Karen Fennie in Physical Facilities or Michelle Ponczek in Course Building and Academic Space Management be invited to give a presentation at an Executive Board meeting. Benita announced that both President Stenger and Provost Nieman will be attending the October Labor Management Meeting. The more complaints Benita hears from people, especially Chairs, the more she can share with the administration.. She will be polling people for their reactions to the administration and would like to know what board members would like them to hear from us.

5. Report of the Vice President, Professionals:

Fran stated that it was a relatively quiet summer. The College Committee on Professional Evaluation did meet and rendered a verdict on a case they received. It has been forwarded to the President, but Fran has not heard anything more about it. The College Committee on Professional Evaluation reviews, upon request, "Unsatisfactory" evaluations of a professional by their immediate supervisor. Fran reported that she and Benita met with Susannah Gal, who is the new Interim Director of Libraries and thought the meeting went well.

6. Newsletter update/website update from Communications Committee.

Lisa Havtur reported that she has received all of the articles and the Newsletter will be going to print next week. Hal and Dori, who do the setup of the Newsletter, stated to Lisa that the printer they normally use has gone out of business. It will now cost the chapter an additional \$100 for printing. Lisa reminded board members that we

traditionally run an ad that pays us \$100. Don Kunkel noted that no changes have been made to the UUP chapter website, except that he can now log into it. We have one host and two domain names. As Don does not write the articles for this website, he will need to receive what gets placed on the website from board members. Benita Roth stated that she has some ideas for the website and noted that the Albany website is well done. In terms of articles for the website, Benita suggested that we start small and begin by uploading the past year's Executive Board Minutes and Labor Management Committee Notes. She would also like to see a list of chapter officers added to the website. Neil Christian Pages suggested adding chapter Newsletters. It was agreed that the Communications Committee will meet and develop a proposal for the website, which Executive Board members can review and vote on at the October meeting.

7. Workshops— The Executive Board is asked to approve these expenditures:

a) Breakfast Workshop on Tenure slated for October 22, 2014. Estimated budget of \$300.

Benita announced that a Workshop on Tenure is scheduled for October 22. The Workshop will be conducted by Benita Roth, Heather DeHaan, Neil Christian Pages and Darryl Wood. The setup will be similar to the new faculty orientation, with a breakfast for attendees. Benita noted that the UUP chapter has encountered many instances of people who don't know much about the tenure process and are not told enough about the procedure by their departments. It is hoped that the Workshop will give attendees an idea of what their rights are and what the best practices are for their tenure year and tenure process. She added that there is a pre-tenure group through Harpur College, but it does not include faculty from other areas on campus. Don Kunkel stated that it would also be helpful to have something similar for professional employees. Heather DeHaan added that she agrees that we should do something like this for professional employees as well, although she noted that the problems involving faculty are quite distinct. She also noted that there may be a need for having a similar workshop for part-time employees. Benita stated that there is money in the budget for these types of events, but the problem is finding dates and people to attend. Bob Pompei **MOVED TO APPROVE** the expenditure of approximately \$300 for the Breakfast Workshop on Tenure scheduled for October 22, 2014, in UUW-325. **SECONDED** by Heather DeHaan. **MOTION PASSED WITHOUT DISSENT.**

b) Workshop on workload creep – not scheduled as yet (probably a lunch). Estimated budget of \$650.

Benita announced that the luncheon workshop held last spring, titled "What Your Union Can Do for You," presented by Jamie Dangler and Philippe Abraham was attended by mostly professional employees, with only one or two faculty members. She suggested offering a workshop on promotion and permanent appointment for professional employees. Don Kunkel added that the topic of workload creep could be added to the workshop as well. Bob Pompei **MOVED TO APPROVE** the expenditure of approximately \$650 for a luncheon workshop aimed for Professionals. **SECONDED** by Fran Goldman. **MOTION PASSED WITHOUT DISSENT.**

8. **Banner/backlit signage ad in Event Center – Thanks to Andy Morris for getting the ball rolling here. Do we want a greater presence in the Event Center? If we do it will cost \$. A 10’ by 3’ sign = \$8250 but a three year commitment makes it \$7000 a year; a 8’ by 4’ sign = \$6750 a year, but a three year commitment brings it down to \$5,500. Included are a # of season tix for all men’s and women’s regular season home basketball “events.” Asst. Athletic Director Brian Jester notes that “(t)he Events Center hosts over 80 annual events with over 250,000 spectators trafficking through our facility.” He is open to meeting with us (he might be willing to negotiate price?). What do we think of this idea? Are there are other ways to promote UUP at the Event Center (i.e. getting tickets and hosting a UUP night with pizza in one of the party rooms as CSEA does), or elsewhere? Could we have announcements on the scoreboard during a game for a lesser price? What do people think?**

Benita Roth announced that plans to establish a greater visual presence of UUP in the Events Center by purchasing a banner are expensive, but added that Assistant Athletic Director Brian Jeter is open to meeting with UUP about other opportunities, such as a social event. Benita asked for ideas on how to promote UUP on campus. Suggestions included the following: social events for members such as *Beat the Winter Blues*, offering tickets to a campus music, theatre or art event, hosting a reception before a basketball game, offering more workshops, or holding a debate.

9. **Bylaws ratification – Apparently the bylaws look good and UUP Statewide is ready to help us with a ratification vote. When should the vote happen?**

Jim Dix announced that the Chapter By-Laws are at Statewide for review and approval. Eileen Landy at Statewide has stated that she is going to review them this week. Hopefully, this review is just a formality. Once we receive the statement of approval, Statewide will conduct the membership ratification vote. Darryl Wood added that there is no charge for ballots.

10. **Issues and Concerns from the Executive Board**

Serdar Atav reported that the Campus Preschool has lost its license, and this is going to affect some of our members. Apparently within a short period of time there were five incidents at the Preschool. Four of these were unaccompanied children found roaming around and the fifth incident was a child that fell. By law, the Campus Preschool is required to report these incidents, but apparently did not do so. The Preschool has 30 days to appeal this decision, but there is no guarantee it will be allowed to continue as before. The Campus Preschool is run by a contractor, similar to how Sodexo operates. If the Preschool loses its license the only way to get it opened again may be through a different contractor. Darryl Wood added that the last information he had was the issue was probably going to get settled with a fine. The University has a very strong interest in maintaining childcare on campus, but there may be some transition issues. It is a labor management issue because one of the Statewide Labor Management Committees covers childcare services. UUP does have a role in this, at least by raising questions. Serdar noted that someone on the Preschool Committee did not know this had happened and

some of the concerns may have originated because they were trying to keep it quiet. Apparently, the parents were recently notified through the mail.

Beth Kilmarx asked if the Leadership Development Program was discussed at the September 15, 2014, Labor Management Meeting. Benita confirmed that it was discussed and reported that the fall Program is full with 40 people scheduled to attend. She then asked Linda to send copies of the September 15, 2014, Labor Management Meeting Notes to the Executive Board. UUP received a list of attendees from Management and noted that it is again light on faculty. There is some resistance on the part of faculty chairs going through the training because it is not tailored to meet their needs. Beth noted that she attended the training, and it was not what she had thought it would be. Benita stated that she and Fran met with Shelley Dionne and Carol Bell regarding concerns about the curriculum. JoAnn Navarro announced at the September Labor Management Meeting that Shelley had made some changes to the curriculum and JoAnn is going to give UUP the Powerpoint presentation. Management thought they had covered conflict resolution; UUP does not think they did. Benita suggested that UUP wait until after the Powerpoint presentation has been reviewed to see what changes have been made. There was a suggestion that two training programs be offered, one for academics and one for professionals. Fran stated that this approach defeats the purpose of the program, because being a leader means you have to work with other people on campus. Benita reported that there is one faculty member currently enrolled in the program that Management is going to interview for feedback after completion of the training. Benita added that this faculty member has also asked to meet with her, and Benita has agreed to do so. The commitment to the Leadership Development Program on the part of the administration is there, but it still needs some tweaking.

Beth Kilmarx announced that PEC is going to form a list of campus-wide committees that are available to professionals. Although academics are given a list of committees they are eligible to serve on, one has not been available to professionals. The Professional Employees Council (PEC) represents all professional employees on campus, not just UUP employees.

11. Report of the President.

a) Ed Shephard and Tom O'Connor have resigned from the Executive Board.

Benita announced that both Ed Shephard and Tom O'Connor have resigned from the Executive Board.

b) Please sign up for one of the kick off lunches (October 1 & October 8) and bring a friend who might be interested in UUP. No commitments necessary.

In lieu of the former "Kick-Off Dinner," Benita reminded Executive Board members to sign up to attend one of the "Kick-Off Lunches," being held on October 1 and October 8 at 1:00 p.m. in the Chenango Room. She asked that attendees bring a friend. Benita added that the friends do not have to pledge they will run for the Executive Board, they just have to be interested in UUP.

c) Departmental representative structure for BU?

Benita announced that she received a letter from UUP Statewide, as all Chapter Presidents do, making suggestions for the future. Binghamton University, unlike some of the other SUNY's does not have a departmental representative structure. This is a separate entity from the Executive Board. The idea is that having a UUP departmental representative structure would increase membership and increase our diversity of information beyond the Executive Board. Benita added that she does not remember Binghamton University ever having such a representative structure. Fran Goldman stated that she did not recall a departmental representative structure, but several years ago Binghamton University did have UUP representatives from other areas on campus. The chapter brought a group of eight or ten professionals together and trained them to be UUP representatives. The names of these representatives were listed in the chapter Newsletter and UUP employees were encouraged to meet with them. Darryl Wood cautioned that there has to be a role for these people. You have to share things with them or ask them to do something, because just being a departmental representative will not get you anywhere. Beth Kilmarx stated that she thinks a departmental representative would be a positive thing, and noted that the representative would have to be someone who employees can trust. Heather DeHaan also agreed that it is a good idea, but questioned how it could be structured. Serdar Atav added that a personal touch is always good and suggested that each board member recruit at least one more person. Benita Roth cautioned that if we make a commitment as the Executive Board to recruit, we might run into the problem of not having the diversity across campus. Laura Rhoades, a guest from SUNY Potsdam reported that her campus took the approach of having at least one representative in the building. She suggested the Executive Board consider bringing in Edison Bond for assistance. When asked if there was a limit to the number of Executive Board members, Benita replied that the Executive Board, in theory, can have 100 members. There is a limit on the number of chapter delegates allowed to attend the Delegate Assemblies. The number of delegates to the 2014 Fall Delegate Assembly is 11 Academics and 11 Professionals, for a total of 22.

Benita announced that chapter elections are coming up quickly, and nominations begin in January.

Serdar Atav **MOVED** to adjourn. **SECONDED** by Beth Kilmarx. Meeting adjourned at 12:55 p.m.

The next Executive Board Meeting will be held on Wednesday, October 15, 2014, from 11:30 a.m. to 1:00 p.m. in Uuw 324.