



**Professional Employees Council
Binghamton University**

<http://pec.binghamton.edu/>

PROFESSIONAL EMPLOYEES COUNCIL

May 7, 2003

Couper Administration Building, Room AD 148

Present: S. Ballard, K. Burke, K. Fennie, F. Goldman, D. Guido, S. Hanifin, B. Kilmarx, M. Lennox-Dunn, M. Loveria, R. Mess, S. Repine, M. Sollis, R. Stanek, D. Wood; **Excused:** S. Birchard, I. Batista-Blair, D. Denoncourt, C. Dimick, L. Gilroy, K. Holmes, S. Lewis, L. Nesslage, P. Russell; **Absent:**, C. Cullinane, W. Kroll, G. Slater

I. Approval of minutes of March 12, 2003

On motion by R. Mess and second by D. Wood, the minutes of the meetings of April 9, 2003 & April 17, 2003 were approved.

II. Announcements

K. Fennie spoke with David Hagerbaumer, Director of Campus Activities, about attending a PEC meeting. He will attend the June 4th PEC meeting.

III. Standing Committee Reports

a. Communications: No report

b. Rules: D. Wood reported that deadlines for the ballots are (were) Friday, May 9th and that counts will take place (took place) on Tuesday May 13th

c. Professional Development: No report

d. Distinguished Service Award: A meeting will be set-up soon to start the process for this award.

IV. Old Business

Distribution of minutes via Listserv

It was announced that distribution of the minutes via the listserv will begin with the May 7th minutes.

V. New Business

UUP Chapter President

UUP Chapter President, Darryl Wood, encouraged PEC to begin a dialogue among itself initially, and then its constituencies, regarding the current budget situation. Questions he put on the table included: What are the issues/problems each department is facing? How are they being addressed? These questions were specifically raised so that departments may learn from each other. The first issue brought forward by a member of PEC, that many could relate to, was the frustration of simply not knowing how bad the budget situation will be. Another issue mentioned was the cuts to the adjuncts in Harpur. The results/management of such a large, sweeping cut were discussed, including cuts to programs, the impact on class size/availability and how the learning environment and overall quality of the University may suffer. In some departments, graders will be used to help with the load that adjuncts or TA's once handled. The tuition hike and the potential impact on graduate students was discussed. Because such a large number of graduate students are on assistantships and because a large number are from out of state, it was expressed that an undue hardship would be placed on departments. K. Fennie explained how Physical Facilities is approaching its budget challenges with a focus initially on the department's core mission and essential services. For more than a year, Physical Facilities has been closely examining several areas of its operation and exploring ways to become more efficient. One effort involved using a consultant to assist in the reorganization of the custodial operation.

A major portion of the rest of discussion focused on actual personnel issues and the extra burden being placed on professionals, faculty and other staff because of potentially large cuts. Because so many employees are dedicated to this campus, they cannot and will not let quality suffer. Therefore, people will be and already are working well

beyond their normal capacity and there is a lot of concern about burnout. Supervisors may begin to think that people can perform their jobs in 40 hours when in fact many employees are working much longer hours to meet current needs. Many council members stated that they felt their own supervisor was very aware and sensitive to what an employee can get done in a 40-hour workweek, but there is a sense other supervisors may not be as sensitive. There is a lack of consistency across campus in sensitivity and in how some are “patted on the back”. Not every supervisor does evaluations and performance programs. The importance of these tools (evals and performance programs) was discussed as well as the “unofficial compensation time” policies that many departments have since there is no “official” way to reflect extra time through human resources. A point was made that those who cannot put in extra time because of realistic family and other commitments outside of work may begin to feel that by only working 40 hours a week, they are somehow, not a good employee. There is concern that resentment among employees and a disconnect may result. Several people stated that there is recognition that the cause of the budget problems lies in Albany and not with University administration, but the issues need to be seriously addressed by our campus administration. At the end, it was mentioned that we might need to go back to our basic mission as a University and be sure that we are providing the essential services. During this time, we may have to adjust priorities to reflect diminishing resources.

VI. Other

Officer’s seats still available (PEC chair, vice chair, and secretary)

K. Fennie announced that all three officer’s seats are still available.

VII. Next Meeting: The next meeting of the Professional Employees Council will be Wednesday, May 21, 2003 at 3p.m.in AD-148.

On motion by S. Ballard, and seconded by D. Guido, the meeting was adjourned at 4:07 p.m.

Professional employees are encouraged to provide PEC with responses to items discussed and reported in the minutes. Professionals are also encouraged to suggest agenda items and to attend PEC meetings. Please direct suggestions or your request to be added to the PEC listserv to Karen Fennie, PEC Chair, x72692 kfennie@binghamton.edu.

Please also note that PEC Council meeting minutes are posted on the PEC website <http://pec.binghamton.edu/>