

# ONEONTA UNITED UNIVERSITY PROFESSIONS CHAPTER

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## The Sentinel

**Editor's Note:** Statements made in *The Sentinel* do not necessarily reflect the opinion of UUP or any of its statewide representatives. Please send comments, ideas, etc. to: oneonta@uupmail.org.

# The Sentinel

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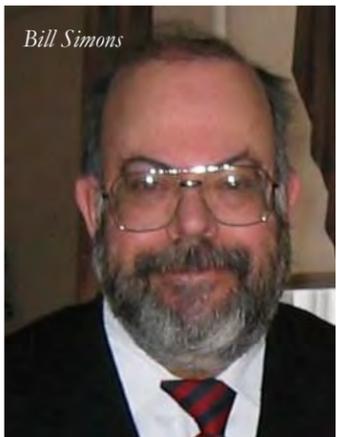
February 2007

*The roots of education are bitter, but the fruit is sweet.* Aristotle

## The Rewards of Teaching

*By William Simons, Chapter President*

David Lonborg is one of my favorite former students. He is bright, articulate, and informed. His accomplishments in and out of the classroom are considerable. Aside from course work and office hours, other forums for our discussions included Hillel bagel breakfasts, long walks, and collaboration at the Cooperstown Symposium. We have talked extensively over the years about history, teaching, politics, humor, ethnicity, and baseball. David served as research assistant and arranged an interview with his Uncle Jim when I wrote a paper about the latter's journey from ace Red Sox pitcher to dentist. I have attended two ceremonies of Omicron Delta Kappa (the National Honor Society) – for my induction and for David's. This past summer David returned to Oneonta, and we had a reunion at McDonald's. David introduced me to his fiancée, Jennifer Schecter, who like himself, is a New York City public school teacher, a strong unionist, and an idealist. Their wedding will take place on August 17, 2008, at Jericho Terrace in Mineola.



Bill Simons

On Super Bowl Sunday, David e-mailed me the fictive dialogue on teaching that appears below. Although apocryphal, it is insightful. It arrived with encouragement to pass it on to others — and so I do. Original credit acknowledgment goes to [yellowschoolbus464](http://yellowschoolbus464). Read the exchange below. I think you'll enjoy it and be reminded of the worth of what we do.

*The dinner guests were sitting around the table discussing life.*

*One man, a CEO, decided to explain the problem with education. He argued, "What's a kid going to learn from someone who decided his best option in life was to become a teacher?"*

*He reminded the other dinner guests what they say about teachers: "Those who can, do. Those who can't, teach."*

*To stress his point he said to another guest; "You're a teacher, Bonnie. Be honest. What do you make?"*

*Bonnie, who had a reputation for honesty and frankness replied, "You want to know what I make? (She paused for a second, and then began...)*

*"Well, I make kids work harder than they ever thought they could.*

*I make a C+ feel like the Congressional Medal of Honor.*

*I make kids sit through 40 minutes of class time when their parents can't make them sit for 5 without an iPod, Game Cube or movie rental... You want to know what I make?" (She paused again and looked at each and every person at the table.)*

*"I make kids wonder. I make them question.*

*I make them criticize.*

*I make them apologize and mean it.*

*I make them have respect and take responsibility for their actions.*

*I teach them to write and then I make them write.*

*I make them read, read, read.*

(continued on page 2)

## The Rewards of Teaching (continued from page 1)

*I make them show all their work in math.*

*I make my students from other countries learn everything they need to know in English while preserving their unique cultural identity.*

*I make my classroom a place where all my students feel safe.*

*I make my students stand to say the Pledge of Allegiance to the Flag, because we live in the United States of America.*

*Finally, I make them understand that if they use the gifts they were given, work hard, and follow their hearts, they can succeed in life."*

*(Bonnie paused one last time and then continued.) "Then, when people try to judge me by what I make, I can hold my head up high and pay no attention because they are ignorant... You want to know what I make? I MAKE A DIFFERENCE. What do you make?"*

*THIS IS WORTH SENDING TO EVERY TEACHER YOU KNOW (and everyone on your mailing list, for that matter).*

*THERE IS MUCH TRUTH IN THIS STATEMENT:*

*"Teachers make every other profession "*

## Food for Thought / UUP Chapter Meeting

Tuesday, February 20<sup>th</sup> at Noon, Le Café (Morris Conference Center)



A 2006 Food for Thought

The next *Food for Thought* / UUP Chapter meeting will be held in Le Café, Morris Conference Center, on Tuesday, February 20<sup>th</sup> at Noon, and will feature a presentation by Dr. Jamie F. Dangler, Associate Professor of Sociology at SUNY Cortland. Dr. Dangler, a scholar and activist, is the author of the acclaimed book *Hidden in the Home: The Role of Waged Homework in the Modern World Economy*. A dynamic speaker, Jamie will speak on the family issues that concern UUPers. UUP Cortland's Vice President for Academics and Chair of UUP's statewide

Family Leave Committee, Jamie is a strong advocate of paid family leave for SUNY employees and of sensitivity to family issues by employers. Questions and discussion will follow the formal program.

Although *Food for Thought* has important content, it is also an occasion for respite from the workweek, relaxed collegiality, and fine food. Renew old ties and forge new ones by joining your colleagues in convivial gathering and expression of solidarity. Your union looks forward to greeting you.

For additional information or if you have questions, please contact:

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## SUNY is Global (continued from page 14)

### The Current Stage: Morocco and Jordan

During fall 2006, Adil Omar Fala from Morocco became the 3<sup>rd</sup> CID Legislative Fellow and, just last week, Amjad Al Fayeze from Jordan arrived! During the fall semester, I have been gathering interesting information on Islam, Morocco and Arabic. Adil took a graduate class on Public Policy at SUNY Albany and I helped him on the finer points of American academic writing. As with Kennedy and Henry, we stayed up until midnight or later discussing New York State politics, U.S. foreign policy, and life in the U.S. Coincidentally, SUNY Oneonta has been assigned Morocco for the Model U.N. (Spring 2007), and I'm sure that the students will appreciate Adil's perspective on Morocco's bid for European Union (EU) relations and its attempt to address the Western Sahara issue.

Amjad has unique perspectives on Palestine, since about 1.8 million or 60% of Palestinian refugees live in his country. My initial conversations with both Adil and Amjad have impressed on me that the status quo of U.S. policy in the Middle East is not only damaging people's perceptions of us, but is also making it difficult for SUNY CID to implement democracy-strengthening projects. Morocco and Jordan do not have oil and their success in political development, I believe, is more likely than that of Saudi Arabia and other "oil cursed" countries. Both Morocco and Jordan have to pool their human capital and develop the necessary consensus in society in order to develop economically and politically. These two countries, along with Afghanistan, are critical cases for future democratic stability in the entire Middle East North Africa (MENA) region.

SUNY CID has significant resources committed to Afghanistan, Morocco, Jordan and the Gulf states. The battle for democracy cannot be won easily. What everyone can agree on, however, is that the worst democracies are infinitely better than the abusive authoritarian systems. The people at CID, especially Jim Ketterer, Chuck Cutshall, Sladjana Bijelic, Nabeel Shohatee, Susan Crowdy, Paul Mason, and others who work for SUNY in the region know that it takes time to consolidate the deep roots of democracy. I look forward to working with the two current legislative fellows and CID to play a very small part in making the world a better place, one process at a time.

### Conclusion: On to the Future

I am fortunate how the "stars have aligned" in my career lately. SUNY CID has been one of the bright stars. The relationships created and deepened have made my hectic schedule worth it. Hopefully, more academics will become involved with CID and share the types of experiences that I have had with them.

For my sabbatical in spring of 2008, I am making plans to return to Zimbabwe. Whether or not my application to the Fulbright Scholars Program is awarded, I plan to see Kennedy and Henry. Hopefully, I can be of additional assistance to SUNY CID when I'm in Southern Africa.

Lastly, SUNY CID and I are working on a book project for Zimbabwe's Parliamentary Library. Due to the severe economic difficulties that the country is experiencing, I'd like to do my small part with CID's help. We are collecting books on democratic governance, public policy, taxation, comparative education and accounting systems, and other more practical fields. SUNY CID's webpage is <http://www.cid.suny.edu/>. Please contact me (Ext. 3048 or [comptorw@oneonta.edu](mailto:comptorw@oneonta.edu)) if you can donate a used book or two.



Rob Compton & students

## SUNY is Global (continued from page 13)

About three years ago, I was contacted by Peg Clement, who was then working on the SUNY Zimbabwe Project. She had come across my webpage and wished to chat about developments in the country. A few months later, I visited CID in Albany and expressed my interest in visiting Zimbabwe in 2003. CID was crucial in developing the early stages of a network for me in that country. Without Peg's involvement, I would not have been "discovered." Peg had spent many years living in Turkey, Zimbabwe, Jordan and many more places. Then, of course, there is Chuck Cutshall, who spent over 17 years in Zimbabwe and learned Shona (the major vernacular of Zimbabwe)!

Jim Ketterer, the Director of CID, spoke on this campus two years ago about his agency and the promotion of democracy in the Middle East to a packed Red Dragon Theater. Fluent in Arabic (learned in a madrassa [an Islamic religious school]) he has spent significant time working on SUNY CID projects throughout the world. He has up-to-date information about what is going on in Afghanistan, Jordan, Morocco and Iraq. If U.S. efforts to making a lasting and meaningful imprint on the future of the region are to succeed, people like Ketterer and his staff can make it happen.

Two years ago, CID decided to provide talented and emerging managers and analytical staff in Parliaments an opportunity to experience first hand an American legislature in operation. The CID Legislative Fellows Program was initiated, and the first Legislative Fellow happened to be from Zimbabwe. Kennedy Chokuda, then Assistant Clerk of Parliament (since promoted to Deputy Clerk), came to the U.S. in January 2005 and I was assigned to him as his Academic Mentor. I put together an academic program for him, which included readings and bi-monthly meetings on U.S. and New York State politics. In addition to an assignment to a NYS Senator, he also enrolled in a graduate course at the University at Albany. He was here with a mission – to take the academic and cultural lessons learned in the U.S. and apply them to Zimbabwe. We spent hundreds of hours discussing U.S., New York, and Zimbabwean politics, and I assisted him in making sense of our country and he taught me about Zimbabwe. Kennedy came to the SUNY Oneonta campus and made a presentation, expressing that that the opportunity to speak to the students was frankly "something that is difficult to do back home." He went to a UUP Delegate Assembly meeting to see how we work to advocate for SUNY in the New York State government system. He also attended the Model U.N. program and got to see a little of New York. I helped him with his graduate course at SUNY Albany and showed him around Washington DC and Baltimore. In six months, we said our temporary goodbyes and he departed for Harare.

This tradition continued under Henry Ndlovu, also from Zimbabwe, who has an M.A. in African Languages and Literature. Kennedy was cautious, seasoned and tenacious. Henry was outspoken and charismatic. He provided incredible advice to our students for the Model U.N. program; as in 2006, we represented Zimbabwe. Henry was from the minority Ndebele ethnic group, while Kennedy was from the majority Shona group. Just as Kennedy and I stayed up late on Friday evenings until midnight and beyond discussing politics, so did Henry and I. Together, their stories painted a more complete mosaic of the troubled complexity of a beautiful country. In January 2006, I went to Harare to visit the SUNY Zimbabwe staff and to visit my friend Kennedy. He commented that "since I have come back from New York, I have become so independent and oriented to change. I have to slow down." Beth Velasquez, another Senior Associate at CID, was in charge of the Zimbabwe project and she was instrumental in organizing the January 2006 trip for me. Her detailed knowledge of the Zimbabwean Parliament, both in terms of her understanding of key personnel and institutional practices, results from keen analytical skills developed through many years of engagement in "democracy and governance projects" in countries such as Peru, Mozambique and Zimbabwe, among others.

Henry, too, returned to Zimbabwe in July 2006. I worry about his family and Zimbabweans who struggle daily in a country with 80% unemployment and 1200% inflation, and where the economy has contracted 50% in seven years. I hope to see my friends again in the summer of 2007 as I continue to learn about the politics of social justice and land reform in the Southern Africa region. Although I will spend most of my time at the University of KwaZulu Natal's Center for Civil Society in Durban, South Africa, I plan to make a trip to visit my friends in Zimbabwe. I can go by either plane or bus for \$50.00; however, despite the grueling 12 hour trip, I'll go "Greyhound" and talk to the people on the bus.

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## Greetings to Part-Timers: "So how are you settling in?"

By J McDermott, Part-Time Concerns Officer

With the new semester just a few weeks old, here's a hearty welcome to those new Part-Time hires, professionals or adjuncts. And, yes, when it's cold and snowy, there does indeed seem to be even a greater lack of accessible parking spots on campus!

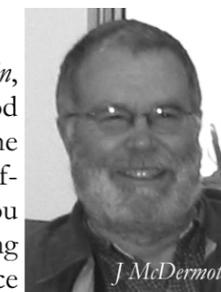


You've got your parking sticker, right? On *both* cars that you *might* drive to campus? There's nothing more frustrating than using your significant other's car, or even your own old back-up vehicle, to come to class only to realize that you don't have a sticker on it, and yes, you *will* get ticketed. It is always a problem for adjuncts, arriving at the last minute for class (because we don't get paid to be here earlier!) and then finding nowhere to park. So we drive around and drive around and then park in an illegal space...and get a ticket. It is well known on this campus that there are more cars than desirable parking spaces at peak times, and that campus police enforce the stickers. Rest assured that all classes of sticker-holders face the same parking problems. So, you'll have to get a sticker and then plot a strategy: Try holding your office hours before class, and try to arrive at those swing minutes, 25 minutes before a class change, or 15 minutes after one, when individual spaces come and go quickly. Find ALL the red/blue spaces on campus and try them all. Park your car where you'll be at the end of the day rather than the start of the day.

So, now you're parked. Here's another question: Have you joined the union? UUP has bargained your contract, and you pay a fee for that. But just because you're here does not mean that you've joined UUP. Did you sign a card? Can't remember? Your pay stub will tell you. Bring it to our office in Human Ecology, and we'll tell you where to look. You didn't sign because you're already an AFT or NYSUT member, or a UUP member on another campus? Contact UUP Oneonta Membership Director Teri Weigl at [weiglt@oneonta.edu](mailto:weiglt@oneonta.edu) or 436-3079 to join UUP Oneonta — we want you to be a member of this local chapter of UUP. It's for your benefit as well as ours!

Please participate in the full life of the campus. Pick up and read *The Sentinel*, *The Bulletin*, and *The State Times*. Attend UUP's monthly *Food for Thought*/Chapter Meetings for good food, forging friendships, and becoming informed. Come hear a lecture, work out in the gym, use the library. Don't be a stranger to your department's office, even if your own office is across campus. And by the way, how is your office? Do you have everything you need to function to fulfill your contracted responsibilities? Adjuncts should be meeting students in their offices, not hallways, library niches, or parking lots! Does your office work for you? If not, let me know.

Adjuncts and part-time professionals are an important, indeed a crucial, part of the SUNY Oneonta community. The brothers and sisters you have in UUP want to help make sure you know that you are valued for what you do, and that you have the full protection of the contract while you labor here. And once we know you, we'll always say hello!



## The Sentinel Quiz Returns!

What popular sturdy fabric, named for a city in France, originated in the 19<sup>th</sup> century and is alleged to have been used for clothing for the 49ers?

The first person to email Nancy Cannon ([cannonn@oneonta.edu](mailto:cannonn@oneonta.edu)) with the correct answer will receive a UUP pen.

## Academic Excellence through Course Load Reductions

By Tom Horvath, Secretary and Health & Safety Officer

I think we have reached a milestone in terms of recognition of a notable program – course load reduction – which helps provide our undergraduates with quality classroom experiences. UUP has been working hard to make this program viable. Since 75% of you, our fellow members, told us through the UUP survey on workload (2005) that the expected workload was negatively impacting your ability to conduct meaningful research and publications, UUP decided to help improve the academic atmosphere on campus. We began to advertise this possibility of applying for course load reductions month after month in *The Sentinel*. We have continuously pointed out that faculty, students, and indeed the College benefit when faculty pursue professional development. Of course, we have long had the possibility to request course load reductions, but until UUP started its advocacy the track record was almost null (in the 3 years prior, only 3 requests were made, 1 of which was granted). Since our campaign, faculty have been applying for and receiving reduced teaching loads for the reasons outlined in the Faculty Handbook.\* Nine requests were approved last semester, and this semester 25 faculty have been granted a reduced teaching load! We hope this is the beginning of a new trend.



Although we are still trying to gather data that would allow us to give you a better idea of which faculty are applying and receiving course load reductions (not by name, of course, but possibly by rank or division), we know anecdotally that junior faculty are receiving them. I mention this to encourage all of you to apply for a reduction if you feel you qualify. I think it is clear that the administration looks positively on this program. President Donovan highlighted its success in the recent flyer on Academic Excellence, along with the other great campus accomplishments. By applying, you show a dedication to continuing the positive direction this campus is heading with regards to academic excellence.

Look over the provisions in the Faculty Handbook (still on page 25), which you can access via the Quick Link on the College's home page, and consider applying if you qualify.

\*As excerpted from the Faculty Handbook:

*Appropriate justifications for reductions may include but are not limited to the following:*

- a. *exceptional involvement in specific instructional activities, such as preparation of a new course, the revision of existing course materials, involvement in the development or instruction of new academic programs, or the instruction of graduate level courses;*
- b. *exceptional involvement in a specific program of research and scholarly activity;*
- c. *exceptional involvement in specific service activities, such as assignment to special college projects or committees;*
- d. *involvement in professional development activities, such as retraining for another specialty area or to address departmental needs;*
- e. *administrative assignments, such as service as department chair or designation as program or area director;*
- f. *an exceptionally heavy workload in teaching assignment, due to reasons such as participation in courses with large class sizes resulting in unusual time commitments, such as assignments that generate a total of 375 credit hours or more;*
- g. *supervision of internship activities for program or department;*
- h. *an unusually high teaching load or other assigned professional responsibilities in a previous semester or planned for a subsequent semester;*
- i. *other assigned professional responsibilities or scholarly activities as deemed appropriate.*

## SUNY is Global: Democracy Strengthening and SUNY CID Around the World

By Rob Compton, VP Academics



### What is SUNY CID?

SUNY Middle East/Gulf Project? SUNY Morocco? SUNY Afghanistan? SUNY Jordan? SUNY Zimbabwe? SUNY Malawi? Yes, they really do exist. The map above shows the imprint of a giant in international development that we, on the academic side, often do not even know exists. Perhaps because the SUNY Center for International Development (CID) is part of the Research Foundation of SUNY, or because they are not in UUP or part of the University Faculty Senate, the academic side has not had much interaction with CID. This article seeks to shed some light on the positive aspects of how SUNY CID has worked to strengthen democracy abroad, explain the Legislative Fellows Program, and demonstrate how SUNY Oneonta has benefited from our relations with SUNY CID, based on my experiences and observations.

SUNY CID, headquartered in Albany, reports to Amb. Robert Gosende, Associate Vice Chancellor for SUNY's International Programs. CID has been involved in "governance and democracy" projects for decades. When there were political transitions in Latin America, Eastern Europe, and Africa in the 1990s, CID was there working with political leaders and staff to institutionalize democracy. Funded by grants (totaling hundreds of millions of dollars to date) from the U.S. Agency for International Development, the Organization of American States, the Inter-American Development Bank, the United Nations Development Programme, the U.S. Information Agency, the Organization for Security and Cooperation in Europe, and the Andrew W. Mellon, Tinker, Ford and Soros Foundations, CID creates, implements, and evaluates "democracy strengthening projects." The training provided to government employees, members of legislators and their staff, and civil society organizations (CSO) make it possible for countries to maintain and strengthen democratic institutions and processes. Recently, the forte of CID has been legislative strengthening, which involves training parliamentary staff and members of parliament on budgetary matters, bill drafting and constituent service. As part of their outreach efforts, CID staff engages in teaching and research at the University at Albany and other colleges in the vicinity. It also sponsors the SUNY/CID International Speakers Forum. For students, the CID sends qualified graduate students to spend summers working on projects overseas in countries such as Kenya, Tanzania, Peru and Jordan. They also offer a \$1,000 Arthur Sist Fellowship to one student each summer.

### The Early Stage of Involvement: Fascinating People at CID

Most of the staff at CID has advanced degrees in languages, urban and agricultural development, education, political science and sociology. In fact, one of their Senior Associates, Paul Mason, is a graduate of SUNY Oneonta. (I keep inviting him to come back; hopefully soon he will make a presentation on African agricultural policy to the college community.) The people of CID are from all parts of the world: North America, Middle East, Africa, Latin America, Eastern Europe and Asia.

(continued on page 14)

## Editorial – Checks and Balances in a Democracy: The Campus as Microcosm

"The first principle of a free society is an untrammled flow of words in an open forum," wisely observed the late political savant Adlai Stevenson. The preceding has particular relevance at our institution: the state of the procedures for re-appointment, tenure, and promotions has broken down in some departments. This is a product of years of governance atrophy on this campus, which has allowed disenfranchisement in certain departments. Demonizing dissenting voices and hiding behind the shibboleth of confidentiality is unworthy of us. A true democracy allows divergent viewpoints the opportunity to compete in the free marketplace of ideas: this is true in national, state, community, and campus discourse. Rights unasserted wither and die. As any good parent or teacher knows, constructive criticism is not a negative; it is a manifestation of concern and assertion of possibilities.

Thus, although UUP, by democratic election and law, represents its members on matters related to terms and conditions of employment, we welcome and encourage the discussion about rights and policies by all segments of SUNY Oneonta. Sisters and brothers in CSEA and Council 82, the Student Association, the administration, the Council of Chairs, the College Senate, and other entities, through institutional infrastructure and as individuals, have the right – indeed the responsibility – to vigorously assert their own rights and of those they represent. The coming of age of the College Senate reflects this phenomenon and is to be applauded. At the Statewide level, the University Senate and UUP have begun an unprecedented level of cooperation and information sharing.

Long moribund, the College Senate on this campus is resurgent. The new Presiding Officer of the College Senate, working with a strong Steering Committee, possesses a vision and moral courage. It takes considerable time to facilitate the work of the Steering Committee and activate Senate Committees. A good meeting entails careful preparation of agenda items. A strong college Senate can nurture new leaders, provide a forum for the debate of important issues, and become a vital component in a system of checks and balances. Meaningful examination and analysis of College policies will announce the emergence of the Senate as an effective counterbalance.

The new College Senate has begun a long overdue discussion on the issue of Faculty Governance. It has done so by raising the issue of departmental bylaws. Some Departments have current and effective bylaws, and others do not. Without functional bylaws, Faculty Governance, on a departmental level, may find itself compromised. One department found itself in disputation over which of two competing bylaws possessed legitimacy, resulting in a dean, rather than an elected chair, presiding over the department. In recent times, more than one department has found a dean acting as its de facto chair. Such a situation deters faculty governance. The bylaws, perhaps antiquated, of another department prohibited junior faculty from voting on personnel matters, which apparently has long had a deleterious effect on certain younger members receiving permanent appointment. Another department, concerned about an "atmosphere of fear and intimidation within the Department," recently voted overwhelmingly to censure and remove its chair; said department may also have found updated bylaws relevant.

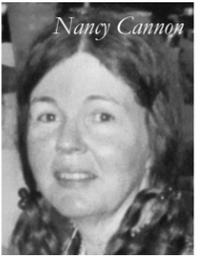
The College is ready for a discussion on strengthening checks and balances. Clearly, consideration of faculty governance needs to be part of such a discussion. Thus UUP finds salutary the Senate's willingness to examine issues related to departmental bylaws.

## UUP's On-Going Legislative Advocacy: Call for Volunteers SUNY University College and Librarians Day on March 13

As it does every winter and spring, UUP is leading the campaign for strong funding for SUNY. Telephone calls, faxes, and e-mails to members of the New York State Assembly and Legislature are important to this process, and we will call upon you to make them. It is also imperative to present the case for SUNY in person at district offices and at the Legislative Office Building in Albany. UUPers, from all parts of the State, journey to Albany repeatedly — and Oneonta plays a major role in the campaign for a strong SUNY. UUP Oneonta has come to know well the I-88 corridor.

There will be a particularly important advocacy day on Tuesday, March 13, which has been officially designated as University College Day. UUP and its allies will continue to advocate that additional lines and increased funding are essential for SUNY to fulfill its mission of excellence and accessibility. March 13 is also SUNY Librarians Day; in addition, the days will emphasize the needs of the Educational Opportunity Programs (EOP) and Educational Opportunity Centers (EOC).

More academic and professional lines do not happen because of wishful thinking – nor do salary increases. UUP advocacy is essential for transforming aspiration into reality. Executive Board activist Nancy Cannon will lead UUP Oneonta's delegation on March 13. To accompany sisters and brothers from our campus to the State Legislature on March 13, e-mail Nancy at [cannonns@oneonta.edu](mailto:cannonns@oneonta.edu) and provide her with your name, telephone number, and campus address. UUP will provide a complimentary lunch and reimburse transportation costs for those traveling to Albany for SUNY advocacy. We will depart at 8 AM sharp from the front entrance to Hunt Union and arrive back in Oneonta about 4 PM.



**Remember: advocacy for a strong SUNY is not spectator sport.**

## UUP Supports Work and Family Balance

*By Janie Forrest-Glotzer, Professional Delegate and Member, Statewide Family Leave Committee*



UUP's Family Leave Committee (FLC) has a mission: "To investigate issues confronting families and make recommendations to the President of UUP for legislative or collective bargaining action by June 2007, at which time the committee's work shall be complete."

The FLC will meet and report its progress at the Winter Delegate Assembly on February 9-10. There is an FLC page on the UUP website ([www.uuphost.org/committees/flc/uup\\_flc.htm](http://www.uuphost.org/committees/flc/uup_flc.htm)) that includes posters for downloading, among other pertinent information. UUP supports a gender and equity analysis of the SUNY System that is being conducted. The efforts of the FLC are ongoing and, at their completion, will provide UUP with a profile of family leave, gender, and equity issues within the SUNY System.

The Committee's work is a reflection on how changes in society are putting new pressures on families. Whether we are Baby Boomers or Generation Xers, we share a common identity as members of the "Sandwich Generation," having responsibilities to both growing children and aging parents. Common assumptions about families do not reflect the realities of contemporary family composition and structure. Issues such as child care, elder care, birth, adoption and the rights and responsibilities of domestic partnerships, are just a few of the issues confronting the broad array of families in our society.

We look forward to welcoming Dr. Jamie Dangler, Associate Professor of Sociology at SUNY Cortland, Chair of UUP's Statewide FLC, and member of UUP's Negotiations Team, as the speaker at the upcoming *Food for Thought*/UUP Chapter Meeting (Tuesday, February 20<sup>th</sup> at noon, Le Café–Morris Conference Center).

## UUP Legislative Luncheon 2007, an Advocacy and Learning Opportunity

By Gina L. Keel, Disabilities Officer

*“Most of my time as a student is spent in the classroom. However, the trip to Albany to observe this UUP luncheon allowed me to learn through experience and this was truly exciting. When I saw the Professors standing up and clapping for their representatives, and politicking with them over lunch, it showed me how important the political process is to the distribution of money and goods and just how vibrant and alive it is within the University profession.”—Chris Rooney*

On Tuesday, January 30, UUP introduced its 2007 legislative agenda and its budget priorities during the Union’s annual Legislative Luncheon. The luncheon was held in the well of the Legislative Office Building in Albany. This year’s luncheon was enhanced by the participation of SUNY Oneonta Political Science students Bob Assante, Chris Rooney, and Maureen Verdier.

*“The trip to the UUP luncheon provided a rewarding experience and gave me a sneak peak as to how lobbying in general is conducted.”*

Bob Assante

The students were welcomed by UUP State leaders at a pre-luncheon briefing at NYSUT/UUP headquarters, and toured the magnificent gilded-age legislative building interior and assembly chamber prior to the luncheon. Their tour experience was deepened through numerous New York stories told by our own Chapter President Bill Simons.

Many State legislators and their staff members attended the luncheon and several prominent lawmakers spoke to the crowd, including Senate Majority Leader Joe Bruno and Senator Kenneth LaValle, Chairman of the Higher Education Committee. Dozens of UUP members from SUNY campuses across the State rallied to welcome lawmakers and show their appreciation. Senator Bruno received a standing ovation for his consistent support of higher education and in recognition of his leadership in adding \$30 million to the 2006-2007 SUNY budget.

UUP President Bill Scheuerman urged lawmakers to resist hospital privatization, prevent a fiscal crisis at the teaching hospitals in Brooklyn, Stony Brook and Syracuse, and protect the hospitals’ vital public health mission. He then reiterated that UUP’s legislative agenda seeks funding to hire additional full-time faculty to achieve at least 70 percent full-time faculty at each campus. Scheuerman thanked the Legislature for providing funds for the hiring of about 350 more full-time faculty in its 2006-07 budget, but noted that the additional funding helps meet enrollment growth but does not make up for chronic under-funding.

All speakers affirmed their commitments to supporting SUNY’s educational mission and many asserted SUNY’s key role in the economic development of New York State and recounted personal and familial ties to various campuses. Lawmakers representing our area, Veteran legislators Senator Jim Seward—a long-time friend of the College at Oneonta—and Assemblyman Bill Magee met with the Oneonta delegation, as did freshman Assemblyman Pete Lopez. All three were generous with their time, engaging with the students and indicating their enthusiasm about future contacts to discuss our shared interests.



Bill Simons, Assemblyman Pete Lopez and student Maureen Verdier (left to right)

Maureen Verdier ventured beyond the SUNY Oneonta table:

“It was a great experience and I met a lot of interesting people within UUP, the Senate, Assembly, and representatives from across New York. I also met contacts close to my hometown who I plan to keep in touch with.”

(continued on page 7)

## Labor-Management Meeting Notes: January 22, 2007 (continued from page 10)

A. Management asked for clarification to some of the terms used in the question; for example, what was meant by verbally transmitted materials? UUP explained that any unsubstantiated material conveyed verbally, i.e. not in written form in the candidate’s file, is verbally transmitted. Management asked if UUP’s question implied that no verbal communication was part of the evaluative process. UUP asserted that it did not imply that, and repeated that its concern was with any unsubstantiated material not a part of the file. UUP asked if such verbal information was encouraged to be gathered at any stage of the process. Management replied that it could only go by the policies and procedures in place. UUP asked Management specifically if it encouraged such actions; Management did not respond but pointed to their statement of the policy and procedure guidelines. UUP asked hypothetically if such information was knowingly collected in this manner, would it be used in the process. Management suggested that such a situation is conjecture and laid out the exact steps in the review process from department to the President, and acknowledged a set grievance policy that could be enacted by individuals.

B. UUP noted that variation is high in the level of mentoring that individuals receive during the assembly of review materials. Management noted this. UUP pressed again on the issue of verbally transmitted information, to which Management wanted an example. UUP responded that unsubstantiated material conveyed verbally would be an example. Management said that the President has a right to consult with whomever he feels appropriate. UUP asked if, at any step in the process, a designee of the President (e.g. a member of a review committee) could also seek such verbal information. Management mentioned the President’s rights to consultation at any step in the process. UUP fully acknowledged the President’s rights to consult, but wanted assurance of only non-corrupted materials being involved in the process. UUP asked if it is possible for any other type of information outside of the file to enter the review process.

C. At this point Management suggested that both parties were unclear as to the particulars of the questions posed so far, and suggested that tabling the issue may be in everyone’s interests. Both sides mutually agreed to readdress this issue upon further reflection.

8. UUP asked Management about the rationale of the Pilot Leadership Program and how it may impact the course load reduction process. Management replied that the program would in no way affect the numbers of applications approved for course load reductions, nor the people that apply for such reductions. It is a pilot program designed for professional development and is not intended to circumvent any process for course load reduction. UUP expressed concern that faculty could be doing administrative work, which Management assured would not be the case.

9. UUP asked for any new information since the December 11, 2006 discussion on the applications for promotions and salary increases for professionals. Management replied that it will continue to use the current form. UUP regards this as matter of continuing concern.

10. Under other terms and conditions of employment:

A. UUP again invited Management to informally discuss issues and problems related to the last round of DSI. UUP indicated that such an informal consultation might be salutary. Management so noted UUP’s offer.

B. Also briefly discussed were the orientation opportunities for new hires to meet with the Deans and discuss the Contract Renewal process, which Management mentioned in regards to the variation of mentoring among departments. UUP mentioned that they were referring to more of a mentoring process whereby examples of Contract Renewal materials could be provided as a guide. Management mentioned that the Employee Recruitment & Retention Task Force was looking into this issue.

Both sides pointed out the areas of common interest that have the betterment of the College as a focus. The meeting adjourned at 3:50 PM.

## Labor-Management Meeting Notes: January 22, 2007

By Tom Horvath, Secretary

For Management: Carol Blazina, Leif Hartmark, Dan Larkin, Steve Perry, Walter Wagor, Lisa Wenck

For UUP: Bill Simons, Nancy Cannon, Rob Compton, Janie Forrest-Glotzer, Tom Horvath, Jeri Ann Jerminario, J McDermott, Norm Payne, Dennis Selzner

The meeting opened at 3:02 PM. Both sides welcomed Walter Wagor (Dean, Behavioral & Applied Science) to his first Labor-Management meeting.

1. UUP congratulated all members of the College community for their work in achieving recognition in Kiplinger's recent rankings, Oneonta's third such accolade in recent months. Given the centrality of adequate funding to sustained excellence, UUP announced its January 30 Legislative Luncheon and the beginning of its annual campaign for a strong SUNY Budget. UUP mentioned the participation of student leaders and members of the College Senate, and continued to extend a hand of cooperation to Management in funding advocacy and other initiatives.

2. UUP requested an update since the December 11, 2006 request for information regarding Professional Performance Programs. Management replied that they now have 100% compliance, which UUP termed a milestone and significant achievement.

3. UUP asked for updated numbers of applications for fulltime faculty course reductions under "appropriate justifications" as listed on page 25 of the Faculty Handbook. Management did not have any numbers to report at this time, as the schedule for fall 2007 is still being developed.

4. UUP acknowledged the sense of mutual agreement with Management on the importance of course load reductions to the academic excellence of the College, as has been recently highlighted in both UUP and Management publications. UUP also asked for additional data related to who may have applied for and received these reductions for the sake of evaluating the program. Management responded that they would not supply that data because they are not required to do so.

5. On the return to the issue of summer school 2006 information, UUP requested information about number of courses offered, number of courses cancelled, and criteria used for cancellation of courses. Management contended that summer school is not a term and condition of employment and not covered by the contract; therefore, they are not required to discuss it. UUP noted that summer school matters received discussion at previous Labor-Management Meetings and that it was a matter of mutual interest. Management indicated that it would inform Systems Administration that UUP considers summer school a matter of mutual interest.

6. UUP asked for an update on its December 11, 2006 request for compensation for summer Open Houses. Management replied that staffing such events is purely voluntary and employee participation is not currently compensated, but that they were reviewing how such events are viewed and conducted.

7. UUP asserted that they are committed to protecting the integrity of the review process and the centrality of the UUP contract-regulated evaluative file from being corrupted by informal processes that potentially damage the rights of employees to a fair review and appointment process. Given that, UUP asked Management how the Administration guarantees within the employee appointment process that review and advice rendered by College Committees and officers to the College President is based on the official prepared evaluative file and does not include informal material about the employee that may be verbally transmitted or solicited independently by such reviewers, or lack factual standing?

(continued on page 11)

### UUP Legislative Luncheon (continued from page 6)

This was just the first time this season for UUP representatives from across the state to meet with their local representatives and press for legislative and budget goals including:

- Funding for more full-time professional faculty;
- Part-time faculty opportunities for full-time employment;
- Funding infrastructure improvements—libraries, laboratories and IT;
- Equity for UUP member and retirees—pension equity, unemployment for part-timers, maintenance of health insurance benefits;
- Restoration of public employee rights diminished by U.S. Supreme Court decisions; and
- Reform of the public university trustee selection process.

At day's end, we hurried back to campus so that the students could attend their 4:00 classes (after a power nap in the car, of course).



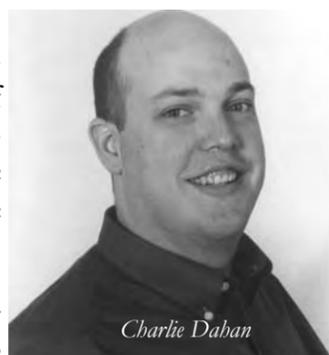
Bill Simons, Senator Jim Seward, Bob Assante, Chris Rooney, Gina Keel, Maureen Verdier (left to right)

### UUP at *Saturday's Bread* — Saturday, 7 April 2007: Volunteers Needed

On Saturday, April 7, 2007, UUP Oneonta will again staff *Saturday's Bread*, a community kitchen that dispenses hot meals and good cheer. UUP's Linda Drake will again co-ordinate our chapter's participation in this worthwhile community service. Although *Saturday's Bread* is housed at the First United Methodist Church, 66 Chestnut Street, Oneonta, the program is a humanitarian, non-denominational service open to all. To be part of the UUP Oneonta volunteer group at *Saturday's Bread* on April 7<sup>th</sup>, you must be willing to work from 9:30 AM to 2 PM. As we need an exact list of the names and numbers of participants, please e-mail Linda ([drakelm@oneonta.edu](mailto:drakelm@oneonta.edu)) and provide her with your full name, e-mail, and telephone number. Kudos to Linda, the Executive Director of the SUNY Oneonta Center for Social Responsibility and UUP's Director of Community Service, for continuing to facilitate the involvement of chapter members and others in a variety of benevolent enterprises.

## The Musicman as Director: Charlie Dahan to Lead VOTE COPE

UUP Oneonta is proud to announce the appointment of Charlie Dahan as the Chapter's new Director of VOTE COPE. Possessed of charisma, intelligence, moral courage and idealism, Charlie will do a great job as Director of VOTE COPE, NYSUT/UUP's Political Action Fund. Contributions to VOTE COPE are both voluntary and essential as Charlie will communicate in the months ahead. A strong VOTE COPE is necessary to ensure adequate funding for SUNY, and Charlie is the one to lead the campaign.



Charlie Dahan

A member of the SUNY Oneonta Music Department, Charlie has made a major mark on his discipline as an outstanding teacher, scholar, producer, writer and consultant. Twice nominated for Grammys, he has contributed to over 90 commercial releases. Through his articles, reviews and editing, Charlie continues to document the evolution of music. He is the preeminent authority on *Gennett Records: The Cradle of Jazz and the First Indie Label, 1915-1940*. When Charlie speaks about the music industry, he does so with a visceral and compelling authenticity. Thus, it is not surprising that Charlie's courses are highly regarded by students, many of whom he advises. Charlie is also the Secretary of the College Senate and, as such, an integral part of its Steering Committee.

Charlie's service transcends classroom, campus and scholarship. Beyond music, his interests range from ornithology to baseball. Charlie and his growing family enhance our community, and the Dahan sound is ubiquitous. When the Oneonta Tigers play at home on a summer night, head to Damaschke Field and enjoy the sound effects punctuating the game, courtesy of Charlie. Charlie's evocative selections are impossible to ignore, as will be his leadership of VOTE COPE.

## Cross the Boundaries: Build UUP Oneonta

By Teri Weigl, UUP Oneonta Membership Director



Teri Weigl

Imagine if everyone who attended *Food for Thought* brought one person with them that had never attended; we'd certainly have quite a crowd! Whether you are new to campus or more seasoned, you may work in Fizzle or Fine Arts and never once have met a colleague who has an office in Human Ecology or Alumni Hall. Well, here's your chance to meet fellow UUPers from across campus and across departments, and lunch is free! At the very least you could meet someone to wave to as you walk across the quad; at best you will help tighten the mesh of communication among UUP members on campus.

What do we do at these comfortable lunchtime get-togethers? Well, first we eat and talk to each other (and the food is pretty good!), and then there may be announcements from the Executive Board members or sometimes an invited speaker. You can learn a lot about the structure of the College and about current issues of concern, be it state-wide or on-campus. The more we communicate with each other, the more the mesh tightens. The tighter the mesh, the stronger we become. So, if you haven't attended a *Food for Thought* in the past, think about joining us on Tuesday, February 20<sup>th</sup> at Noon in Le Café (Morris Conference Center). We look forward to welcoming you!

## SUNY Advocacy: UUP and Chancellor John Ryan in Collaboration

Rob Compton, Presiding Officer of the SUNY Oneonta College Senate, reports the following exchange at the Friday, January 26, 2007, University Faculty Senate meeting on Long Island:



Chancellor John Ryan

As part of the Campus Governance Leaders, Rob forwarded the following question to the Convener who asked SUNY Chancellor John Ryan about joint advocacy: "Given the importance of joint advocacy as a necessary strategy to maximize funds for SUNY, I would like to know the Chancellor's perspective about Senate, UUP, students, and administration engaging in joint advocacy."

Chancellor Ryan said: "Thought we had this. I meet with (UUP Statewide President Bill) Scheureman a couple of times every quarter. Real success is SUNY Day and hundreds knocking on doors. It's not me. We moved it up earlier because it is effective. Teamwork is very important. We need to let them know what our needs are. Can never do enough joint advocacy. The power of advocating for SUNY and public education cannot be emphasized enough."

UUP Oneonta applauds the wisdom, leadership, and commitment of Chancellor Ryan on this issue. UUP Oneonta strongly supports the Chancellor's call for joint advocacy.

## 2007 Chapter Elections Nominations List, UUP Oneonta

### President and Delegate

Simons, William M.

### Vice President for Academics and Delegate

Compton, Robert W.

### Vice President for Professionals and Delegate

Payne, Norman E.

### Secretary

Horvath, Thomas G.

### Treasurer

Tyler, Richard F.

### Membership Director

Weigl, Theresa A.

### Part-Time Concerns Representative

McDermott, James J.

### Academic Delegate

Baldwin, Joseph C.

Bennett, Stephanie A.

Bulson Christine E.

Cannon, Nancy S.

Carney Jr., John J.

Horvath, Thomas G.

Keel, Gina L.

Miller, Fred R.

### Professional Delegate

Britton, Kyle J.

Forrest-Glotzer, Janie L.

Frankl, Janet L.

Jerminario, Jeri Anne

Szczesh, Rita C.