

# ONEONTA UNITED UNIVERSITY PROFESSIONS CHAPTER

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www.uuphost.org/oneonta

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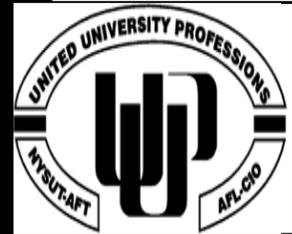
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Peg Carney, Administrative Assistant

## 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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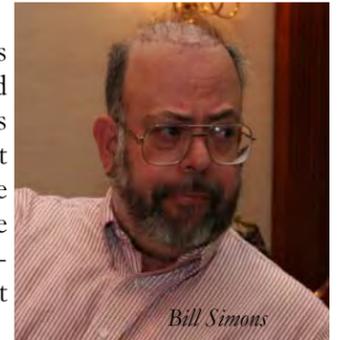
May 2007

*Do not fear going forward slowly; fear only to stand still.* Chinese Proverb

## Virginia Tech: Tragedy, Courage, and Security in Perspective

*By William Simons, Chapter President*

April 16, 2007, will remain etched in our national consciousness as a day of sadness and suffering. Seung-Hui Cho, an apparently tortured soul, killed himself and slaughtered 32 others in a shooting rampage at Virginia Tech. Preliminary reports suggest that Cho, an evidently sullen loner, suffered from mental illness. Aberrant behavior, episodes punctuated by violence, and disturbing writings preceded the tragedy. Difficult questions arise concerning whether telltale warning signs were given sufficient attention and regarding the seemingly delayed and inadequate response of authorities as the massacre unfolded. Responsibility will be affixed, but now is the time to open our hearts to the victims and those who mourn them.



Bill Simons

It is a bitter irony that April 16 is also Israeli Holocaust Remembrance Day. We must never forget that amidst the demonic carnage of the Holocaust and of the Virginia Tech rampage there were those who exhibited compassion and courage. Liviu Librescu, a Jewish survivor of both the Holocaust and Communist Romania, came from Israel to teach engineering and math at Virginia Tech. Professor Librescu blocked the door of his classroom to provide time for students to evacuate by jumping from windows. UUPer Phil Bidwell, Director of Networking, wrote of Librescu, "He lost his life providing the last, best gift he could bestow on his students."

UUP, our brothers and sisters in other campus unions, the administration, the Student Association, and the College Senate need to engage in serious and candid dialogue about security at the College at Oneonta. That discussion needs to acknowledge that in any large cohort there are individuals who potentially pose a risk both to themselves and to others. It is not an act of generosity to allow the troubled to ignite an apocalypse. Yet we cannot allow legitimate security concerns to provide a pretext for the abridgement of fundamental rights or intolerance toward individuals unlike ourselves, lest fear claim victory over freedom. Perspective is essential. This will not be easy to maintain, but a sustained campus discussion on balancing needed security with respect for personal liberties must go forward.

## End of Semester UUP Party: Saturday, May 12<sup>th</sup>

UUP will hold its traditional end of semester party on **Saturday, May 12, 2007** from **2:00—5:00 PM** at **Fortin Park** in the Town of Oneonta. Directions to Fortin Park are as follows: *Take Interstate 88 East to Exit 16; take a right at the ramp and continue past Oneonta Sports Park which is on the right; go over the bridge (Susquehanna River) and immediately after crossing the bridge and before going up the hill, take a right onto Youngs Road; follow Youngs Road into Fortin Park (all the way to the end of road - old F & F Airpark).*

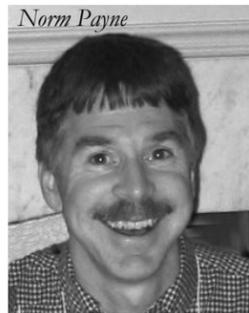
Complimentary lunch with food and drink will be served. You may wish to bring chairs, blankets, folding tables, games, and sports equipment. Fortin Park has athletic fields. All members of the UUP bargaining unit and their families are most cordially welcome. To facilitate food planning, a RSVP is required. To RSVP, please leave a message on the UUP Oneonta voice mail at 436-2135 and provide your name, telephone number, and the number of family members, including yourself, who will attend. Thanks to Special Events Director Loraine Tyler for doing a terrific job organizing this special gathering. For further information, contact Loraine at 436-3390.

## UUP Oneonta Thanks Its *Saturday's Bread* Volunteers

Community Service is an important part of the mission of UUP Oneonta and, as part of that mandate, our chapter has periodically provided volunteers for *Saturday's Bread*. Non-sectarian, although domiciled at Oneonta's First United Methodist Church, *Saturday's Bread* has weekly, for the past fifteen years, dispensed food, good cheer and friendship. For servers and guests alike, it provides an affirmative experience, breaking down artificial barriers between people through expressions of mutual respect. Linda Drake, UUP stalwart and the nonpareil Executive Director of the Center for Social Responsibility, arranged for UUP's return to *Saturday's Bread* on April 7, 2007. UUP volunteers, who worked from 9:30 AM to 2:00 PM, prepared food, set up tables, greeted guests, served meals and cleaned up. The UUP contingent included (in addition to Linda) Janie Forrest-Glotzer, Rob Compton, Caridad Souza-Watkins, Lisa Tang, Sen Zhang, Alix Camacho, Andy Van Benschoten, Wendy Mitteager, Mrs. Mitteager (Wendy's Mom), Shiao-Yun Chiang, Jennifer Foster, and Bill Simons. UUP thanks its volunteers, fine people all, and looks forward to returning to *Saturday's Bread*. And, UUP's next project will entail a day working for Habitat for Humanity. Linda and Janie will organize it, and UUP will keep you posted. (P.S. If names of any volunteers were left out, it represents the limitations of memory, not of appreciation—Bill Simons.)

## From the Professionals

By Norm Payne, Vice President for Professionals



I am working with Lisa Wenck, Associate VP for Employee Services, to put together a promotion packet for professionals. We have been discussing definitions and are in the preliminary stages of layout and design. The process will take a few months as we work through our concerns. I will keep you updated on our progress. As a result of your concerns regarding how professionals apply for discretionary salary increases (DSI), I have been working with our Administration. We are close to an agreement that will address the criteria for DSI, as well as how to know if you are being considered for DSI. More details to follow after our next Labor-Management Meeting. And, due to several construction projects last year we lost 5 of our 146 allotted Blue parking spaces. The 5 spaces will be restored, one at Hulbert Hall and four along the western edge of the bubble lot.

## UUPers Receive Employee Recognition Awards

The College Enhancement Committee conferred Employee Recognition Awards to a number of employees, including four UUP members, at an April 27 ceremony in Otsego Grille, Morris Conference Center. The Employee Recognition Program provides an opportunity to recognize employees for a job well done in two categories: (1) Single Effort Excellence, honoring one-time excellence in a particular situation; and (2) Sustained Excellence, honoring employees who are consistently great at their job for a minimum of five years. Congratulations to UUP member recipients:

### Single Effort Excellence

Diana Moseman (ILTC)  
Venessa Rodriguez (EOP)

### Sustained Excellence

Nancy Cannon (Milne Library)  
Loraine Tyler (Academic Advisement)

Additional congratulations to our brothers and sisters from other bargaining units and other staff who also received Employee Recognition Awards: Angela Craven (Hunt College Union), Debra Schwartz (Maintenance), Ellen Shufelt (Alumni Affairs), Patti St. John (Career Development), Don Jones (Maintenance), Melodi Hotaling (Maintenance), David Kelsey (Maintenance).

As articulated by the College Enhancement Committee, "Employees like you make SUNY Oneonta a special place to work."

## VOTE COPE: For a Strong SUNY and a Strong New York

By Charlie Daban, Director VOTE COPE

VOTE COPE (Vote for Teachers in Education—Committee On Political Education) provides an effective and clear voice for political issues that affect our campus and careers. However, the influence of VOTE COPE extends beyond just our campus; it helps the school districts in the towns and cities where we reside.

Your voluntary contributions are used to help non-partisan union-backed candidates and campaign committees that support education and labor, as a whole. VOTE-COPE helps strengthen political action programs on all levels—national, state and local. This resource for political candidates and committees preserves our mission and our voice.

The future of public education resides in the decision makers in Albany and Washington, DC, and even one dollar a paycheck (that is only \$26 a year) goes a long way to maintain the quality of that education and our careers.

The card to become a contributor or increase your contribution is printed below for you to complete and send in. Please contact me at [dahancb@oneonta.edu](mailto:dahancb@oneonta.edu) or 436-2216 if you have any questions.



## VOTE/COPE NEEDS YOUR PARTICIPATION

The card below briefly describes the union's VOTE/COPE political action program and how you can contribute painlessly via payroll deduction. Just complete, sign, and send the card below to UUP, PO Box 15143, Albany, NY 12212-5143. Note that you enter your contribution per pay period (not total contribution). VOTE/COPE funds are the only resource the union has for getting the message out about the importance of state funding for public higher education, so one hundred percent participation by UUP members should not be an unreasonable goal.

### PLEASE RETAIN FOR YOUR RECORDS

VOTE/COPE is the non-partisan political action fund of UUP and its affiliate, New York State United Teachers. It coordinates the voluntary contributions of members and makes contributions to UUP/NYSUT-endorsed candidates and to UUP/NYSUT-supported general campaign committees.

VOTE/COPE funds, by law, are kept separate from those of NYSUT and UUP.

Contribution Per Pay Period: \_\_\_\_\_

Effective (M/D/Y): \_\_\_\_\_

**VOTE/COPE Solicits and Accepts Voluntary Contributions.**

**CONTRIBUTIONS OR GIFTS TO VOTE/COPE ARE NOT TAX DEDUCTIBLE.**

UUP: (800) 342-4206

### UUP VOTE/COPE Voluntary Contribution

United University Professions, P.O. Box 15143, Albany, NY 12212-5143

Last Name \_\_\_\_\_ First \_\_\_\_\_ MI \_\_\_\_\_ Soc. Sec. No. \_\_\_\_\_

Address (Include Street, City, State, Zip) \_\_\_\_\_

Campus \_\_\_\_\_ Department: \_\_\_\_\_ E-mail: \_\_\_\_\_

### AUTHORIZATION FOR VOLUNTARY DEDUCTION

Effective no earlier than \_\_\_\_\_ (enter date), I hereby authorize regular payroll deductions from my earnings in the amount specified below as a voluntary contribution to be paid to VOTE/COPE, to be used in accordance with applicable law for the purpose of making political contributions in connection with Federal, State, and local elections. My contribution is voluntary, and I understand that it is not required as a condition of employment, and that I may revoke this authorization at any time by giving written notice to the Treasurer of United University Professions.

Contribution Per Pay Period (Circle One) \$1 \$2 \$5 \$10 Other \$ \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

## Walking Tour of Cooperstown: April 14, 2007

By Renee Walker, Grievance Officer

Alex Thomas was generous enough to share his substantial knowledge of Cooperstown during a walking tour on Saturday after the New Leadership conference. The tour began in the Otesaga lobby with a view of Otsego Lake. Alex informed us that the historic entry to Cooperstown would have been from the North across the lake and from the Mohawk Valley, not from the south. From the lobby we had a view of Kingfisher's tower, which was built by the Clark family in the 1880s. The Otesaga was built in 1909 to take in the view of the lake and Kingfisher's tower.

We left from the main entrance of the Otesaga and continued along Pine Blvd., which has a war monument for the county on the median of the street. Alex discussed how Cooperstown first became famous as the hometown of James Fenimore Cooper. People would come to town after the author's death and have picnics on his grave site to pay homage to him. Baseball did not become the central focus of Cooperstown until 1839 when Abner Doubleday was credited with the invention of baseball. However, most scholars believe that baseball evolved in many different areas from the game of rounders. In any case, the Clark family convinced the WPA (Work Projects Administration) to build a baseball stadium in the field where Doubleday was said to have played the first game.

A walk down Main Street reveals the importance baseball has come to take in the town, and Alex pointed out that all of the businesses in the block around the field have something to do with baseball or have the word baseball in its name. We continued down Main Street to the Baseball Hall of Fame, which has expanded considerably over the years. It was originally housed on the second floor of what is now the Cooperstown village offices, was moved to the Clark Gymnasium across the street, and expanded from there to its current structure.

We turned into the park across from Fair Street to see the statue of James Fenimore Cooper. The park is situated where William Cooper (James Fenimore Cooper's father) built his house, which was later home to James Fenimore Cooper. The park was commemorated after the structure was destroyed in a fire. From the park we continued to the cemetery of the Episcopal Church where James Fenimore Cooper (who was born September 15, 1789 and died September 14, 1851) is buried.

After the cemetery, Alex took us over the bridge that spans the mouth of the Susquehanna River. This area was also the location of Council Rock, which is said to have been a meeting place of the Mohawk people. It is also the location of Clinton's Dam, which was built in 1779 during the Revolutionary War and allowed Clinton to lead an expedition to meet with forces of General Sullivan to the south. This expedition was undertaken to eradicate local Indian tribes after the massacre at Cherry Valley. From the bridge we also stopped quickly to see the Indian mound, which is said to be a burial mound, but excavations were conducted in the 1880s and there are no records of what was found.



Alex Thomas

This wonderful walk through Cooperstown was certainly enlightening for all of us who participated. I had no idea of the extent of the prehistoric and historic information of the area, and I am so grateful to Alex for taking the time to share his extensive knowledge of the locale.



Renee Walker



Otesaga Hotel

## UUP Spotlights a Professional Department: THE SICAS CENTER

By Janie Forrest-Glotzer, Professional Delegate



Janie Forrest-Glotzer

What does the acronym SICAS signify? SICAS stands for the Student Information & Campus Administrative Systems, an essential professional component of the College at Oneonta (see <http://external.oneonta.edu/sicas/>).

The SICAS Center at SUNY Oneonta provides Banner software, services and solutions for the administrative computing needs of a growing collaboration of SUNY institutions and other New York State Associate Member (non-SUNY) campuses. Charlie Young, Executive Director, and Bev Baker, Assistant Director, both UUP members, oversee a wide variety of services, programs and campus support activities for SICAS members. Everything from TAP financial aid software to tracking student inoculations against measles, mumps and rubella (MMR) requires a computer program. Being able to easily submit and track student records to Systems Administration is another focus of SICAS ingenuity.

The SICAS Center has developed many software solutions to help member campuses. SICAS works closely with college administrative professionals to provide customer support, remote DBA services and training; and develops software enhancements to the SunGard Higher Education Banner software system.

This spring the SICAS Center is planning training for twelve implementing campuses and its current membership. In-house training at the SICAS Center, Webinar training from your desk, and campus visits by our Team of Solution Specialists constitute the three types of training SICAS conducts for its member campuses.

My SICAS colleagues recently attended the SunGard Higher Education Summit 2007 in Las Vegas. Attending national, regional and local computing conferences is an essential part of professional development for the SICAS Center's staff and its membership.

This hard working dedicated group of UUP Professionals work for the common good of the SICAS membership. In doing so, the SICAS Center contributes to the SUNY system and higher education in New York State.



## The Sentinel Quiz

By Nancy Cannon, Academic Delegate

**This month's quiz:** What former CIA director was captain of the Yale baseball team? (He appears in the picture with Babe Ruth.)



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

Congratulations to Mark English, who provided the first correct answer to March's question: "What 19<sup>th</sup> century Hungarian composer wrote a symphony that has been called *quintessentially American*?" The correct answer is Anton Dvorak, who wrote the *New World Symphony*.

## Labor-Management Meeting Notes: March 26, 2007

By Tom Horvath, Secretary

For Management: Alan Donovan, Dan Larkin, Carol Blazina, Leif Hartmark, Steve Perry, Lisa Wenck

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

Guests: Janet Potter, Jim Greenberg, Deb McClenon. (Mark English, who set up the technical support equipment, also attended briefly.)



The meeting opened at 3:00 PM.

1. Given the presence of guests, the meeting commenced with introductions.
2. The administration provided information concerning a question raised by UUP at the last Labor-Management meeting concerning the number of fulltime faculty who had applied for and the number who had received, under the exemptions listed in the Faculty Handbook, a course reduction for the fall 2007 semester. Management indicated that 35 fulltime faculty had applied for, and 28 fulltime faculty had received, a course reduction under the exemptions listed in the Faculty Handbook for the fall 2007 semester. [Editor's note: See below.]
3. UUP requested a briefing/report on the College's Technology Training Program for faculty and staff. Janet Potter, Associate Provost for Library and Information Services, gave an extended presentation about the many facets of the training program that are currently in place on campus. She gave an overview of the mission of technology to the campus community, and explained the organization of the College's technology offices, including the Help Desk; the Teaching, Learning, and Technology Center (TLTC); Academic Support; and service support. TLTC Director Jim Greenberg gave an overview of the role that the TLTC plays in helping academics improve the use of technology in teaching settings, and gave examples of TLTC resources and how they have been used by faculty, mentioning the Technology Award and fellowship grants that are available to faculty. Deb McClenon, Technology Training Coordinator, highlighted the software/hardware training opportunities available to anyone on campus. As an example, she modeled a compact PC and distributed the March-April-May schedule of training sessions.
- 4/5. UUP shared perspectives on the legacy of Chancellor John Ryan, and asked management for their evaluation of the Chancellor's role in SUNY. Management remarked that he has been an effective leader and learned the SUNY culture well. UUP emphasized that one of Chancellor Ryan's singular achievements was to form an alliance with UUP for purposes of advocacy for SUNY funding. UUP and the Chancellor both shared a vision of SUNY as a great university. The SUNY budget passed last year was, asserted UUP, the best in many years and came about in large measure because of the joint work of statewide UUP, the best in many years and came about in large measure because of the joint work of statewide UUP and the Chancellor. With a new Governor, Elliot Spitzer, who will make appointments to the Board of Trustees, UUP believes that SUNY has the potential to take dramatic strides forward. UUP Oneonta hopes that on our campus administration and labor can emulate, as some other campuses have, strong joint legislative advocacy on behalf of SUNY. UUP pointed out SUNY Binghamton's combined contingent of labor, management, and students, numbering over 100, who traveled together to Albany to advocate jointly for a strong SUNY. A similar coalition of UUPers, students, and management from Stony Brook brought over 600 to the Legislative Office Building. These numbers were achieved at Stony Brook by proactive management incentives that UUP views positively.

(continued on page 5)

## UUP Spring Leadership Workshops: Developing Skills to Help Solve Member Problems

By Gina L. Keel, Disabilities Officer

UUPers from across the state gathered on April 13 and 14, 2007 in Cooperstown for the annual Spring Leadership Workshops. Several new and experienced leaders from Oneonta attended and I was happy to count myself among them. The Oneonta delegation was the largest and included, besides myself, Janet Frankl, Cuiting Li, Mike McAvoy, Teri Weigl, Dennis Selzner, Janie Forrest-Glotzer, Alex Thomas, Renee Walker, Paul Conway, Rob Compton, Nancy Cannon, Bill Simons, and Tom Horvath. Attendees spend one hour in a workshop on the first night and two hours the following day; here they receive information, training and support from expert practitioners. Each attendee focuses on one workshop to develop specialized knowledge and skills, and these include Chapter Development, Grievance, Collective Bargaining and the Taylor Law, Problem Solving, and Effective Meetings.



This year I participated in the Problem Solving forum, having previously attended the Taylor Law workshop. It's impressive how much detailed information is organized, presented, and discussed over two days. We explored the meaning and application of key terms: good faith negotiations, mandatory and non-mandatory subjects for bargaining, fair representation, term and condition of employment, agent of management, past practice, improper practice, contract grievance, disciplinary grievance, settlement agreement, arbitration, and indemnification. Workshop leaders, many of whom are NYSUT labor relations specialists, presented real-world cases to demonstrate how these issues challenge union members every day. The cases presented and hypothetical cases raised by attendees helped me distinguish between problems that can be addressed by the union, in what forum, and by what process. Our professional and academic members are frustrated by a variety of problems that may be rooted in departments, or are campus or system-wide. A large part of the frustration may come from confusion about whether the matter is actionable, whether a contract grievance can be filed and by whom, whether the matter is best addressed in labor management meetings, or whether it is a discrimination issue that should be referred to a state or federal agency. The workshops helped me understand how to characterize problems and what resources to use to address them, keeping in mind that we always consult with our chapter's labor relations specialist. I left with another fat binder of reference material—laws, policies, forms, contact information—and I would be happy to share this material with any interested UUP member.



We always manage to enjoy professional networking and social activities at these union meetings. This time we profited from two informative excursions led by our colleagues, Dr. Alex Thomas and Dr. Thomas Horvath. I opted for the more physical nature hike along the trails of Thayer Farm, a 256 acre farm donated to the SUNY Oneonta Biological Field Station for research and education. We tramped through snowy hemlock and pine forest, marveled at views of Otsego Lake, listened to woodpeckers, and watched waterfowl. It was a great end to an enlightening and empowering gathering, and the hike helped burn off calories consumed at the impressive Otesaga Hotel buffets.



### Chris Schuler-Ghiorse (continued from page 11)

As our conversation turned to her athletes, in particular, there was a definite sparkle in her eye. She's very proud of them and considers them an extended family. Chris believes that these students want to know they are more than just athletes. She establishes ties with her students that last forever, giving her a "nostalgic sense of immortality." This is what provides her with that extra spark during frustrating times. As Chris recounted an experience with a student who had left the College and then applied for readmission, going on to graduate with a 3.20 GPA, her eyes began to glisten as she remembered the look on the face of the student's father on his son's graduation day. We sat together in that little room, both of us teary-eyed, because I knew exactly what she meant. I believe that one of the reasons we all work in higher education and love coming to work each day is the fulfillment we feel when our students succeed. It's a benefit we all share unique to working at an academic institution. For Chris, especially, it makes all the hours of recruitment, supervising, training and coaching worthwhile.

Between her commitment to family and her commitment to her professional life and athletes, Chris is a testament to the modern professional woman. She is a good role model to her students, building not only their athletic ability but also their understanding that you can bring professional life, family life and community service together into your career. In Chris's case, it certainly seems that she got it right!

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## A UUP Memoir: The Life and Times of Fred Miller

By Fred Miller, UUP Regional Director of the Committee of Active Retired Members

**[Editor's Note:** In his early 80s, UUP Oneonta's Fred Miller possesses the energy of someone half of his age. His life has been and continues to be colorful and significant. Fred has been a circus acrobat, star of the radio show *Circus Boy*, professional baseball player, soldier, civil rights activist, actor, director, professor of speech and theater, lobbyist, political operative, delegate at the Democratic National Convention, artist, raconteur, and labor leader. Ten individuals—Denny Shea, Ed Wesnofske, Bill Benedict, Reuben James, Fred Miller, John Carney, Lenore Foster, Janet Potter, Norm Payne, and Bill Simons—have served as president of UUP Oneonta. To preserve our history, The Sentinel will publish a series highlighting the defining events during the tenure of each of the past presidents. Fred Miller's UUP memoir is the first in that series.]

Back in the early 1960s, when I began teaching at SUNY Oneonta, there were several state-wide organizations of professors devoted to their disciplines. I, along with some of my colleagues in what was then the Department of English, Speech, Theatre and Foreign Languages, were members of the NY State Speech and Theatre Association. In 1968 I was asked to be a member of a SUNY Senate "ad hoc" committee to study the implications of the "Taylor Law" as it applied to college professors. The committee quickly concluded that we needed a union. Members of that committee, along with others, joined efforts with another organization, The State University Professional Association (SUPA) to form The Senate Professional Association (SPA), which was the first union of SUNY to negotiate a contract with the state. SPA merged with The State University Federation of Teachers (SUFT) to become United University Professions (UUP). I held an office as a Vice-President of SPA; when we merged I was elected to UUP's first Executive Board and, serving on it for several years, and began the interaction with our legislative interests with which I am still involved.

I was first elected President of the Oneonta Chapter in the mid-1970s succeeding, I believe, Bill Benedict. I served several terms until I was elected state-wide VP for Academics and resigned the Chapter office. John Carney, who was the Chapter VP for Academics, assumed the Chapter Presidency. In the early 1980s, I and several others organized the Tri-County Central Labor Council which represents all the AFL/CIO union locals in Chenango, Delaware and Otsego Counties. I served as either President or Vice-President from its inception until my retiring from SUNY Oneonta in 1998. I am still active as a delegate to that Council and was recently elected a Trustee. In the late 1980s-early 1990s I was elected Academic VP of the Oneonta UUP Chapter, and served until Janet Potter's resignation, at which time I assumed the Presidency and served several more terms until my retirement. Since retiring I have remained active with both the Chapter and the state-wide union, as well as with the Tri-County Central Labor Council, the New York State United Teachers (NYSUT), the American Federation of Teachers (AFT), the AFL/CIO and the UUP Retirees organization. In March 2007, I was elected UUP's Regional Director of COARM (Committee of Active Retired Members).

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### 26 March 2007 Labor-Management Meeting Notes (continued from page 4)

Although labor and management may differ on specific issues, UUP noted that they should stand together in advocating for a strong SUNY – this is what brings new lines to campus, creates programs, and augments salaries. UUP stated that such joint endeavors would significantly benefit the Oneonta campus, and enable labor and management to better transverse those difficult issues on which they disagree. Recalling how moved students were who accompanied UUP Oneonta to Albany by the rich history of New York government evoked by the legislative chamber, UUP renewed its proposal to travel together with the Oneonta administration to Albany in the next budget cycle.

6. The discussion to consider scenarios for adjuncts to use their tuition waiver during summer sessions was deferred to the next Part-Time Concerns Labor-Management meeting.
7. On the issue of parking for UUP employees, the union's preliminary reconnaissance indicated a net loss of 8 spaces on campus, which is a matter of concern. University Police will look at their parking figures. Labor and Management will return to the issue of parking.

The meeting adjourned at 4:00 PM.

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## Course Load Reductions – More Good News

By Tom Horvath, Secretary and Health & Safety Officer

Believe it or not, we are already thinking about the spring 2008 schedule of courses. I would like to remind all fulltime faculty members that now is the time to start discussing with your chairs the possibility of applying for a course load reduction. We have made great progress in this area of work load over the past few semesters. For the fall 2007 semester, 35 fulltime faculty members applied for a course load reduction, and 28 of those requests were approved by the administration. This means that these 28 fulltime faculty members will be able to devote more time to activities directed at professional development, scholarly endeavors and/or improving the classroom experience for their students.

If you are interested in applying for a course load reduction, 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 web page. 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.
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## Part-Time Concerns: Agency Fee Payers Weaken Their Position; Union Members Strengthen Their Position

By J McDermott, Part-Time Concerns Officer

My colleagues: We have a problem. As in "Uh, Houston..." What does that mean?

First, let's look at the words of that sentence.

"WE"—the plural, collective, first-person pronoun: 'We' as in all of us who are members of the union local... 'we' as in those of us who are part-timers, academic or professional... 'we' as in those of us who are actively doing the work of the chapter... 'we' as in 'me and some indeterminate group of others who act in our collective interest'... 'we' as in you and me.

"HAVE"—the present tense of the verb 'to have': not 'had' some thing and now it's gone, and not 'will have' something as an expected future arrival. 'Have' now, today.

"A"—the singular indefinite article: 'One' problem, but not necessarily the only one, nor the most important one, but just the one we're examining here.

"PROBLEM"—various definitions offer different perspectives: 'a state of difficulty that needs to be resolved' or 'a question raised for consideration or solution' or 'a discrepancy between existing and a desired state of affairs.' Perhaps even any or all of the preceding definitions.

Now, what is that problem? In examining the list provided to us by the state UUP office, it appears that a very large segment of our Part-Time membership holds "agency-fee payer status" and not union membership. And what does *that* mean?

### Agency Fee Payer/ Union Member

Do you know the difference between these terms? Do you know which you are? Is it important? To you? To us?

SUNY Oneonta, like any other campus in the SUNY system, is not a 'closed shop'—that is, you do not have to be a union member to work here, nor is hiring done from lists of members supplied through a union to the administration.

Similarly, no part- or full-time academic or professional employee at this SUNY campus is obliged to accept as a condition of employment a requirement to join UUP, nor is anyone required to remain a member of the union to continue employment; neither can any of us be required to cease to be or not become a member in order to obtain or keep employment here. All of us in New York State have the right not to be refused employment because we are not members of a union; and we cannot be forced to agree to become or remain members, just as we cannot be refused employment because we *are* members of the union. But the union also has legal and contractual rights, under which the worker cannot refuse to allow campus administration to deduct a sum of money from wages or salaries to make a payment that compensates the union for negotiating and servicing the contract under which the employment is undertaken. This is the negotiated 'agency fee' amount. But, that fee cannot include monies to do political work on behalf of all of us, UUP members and agency fee payers alike. Members, with the differential between the agency fee amount and the union dues, pay for that work. It benefits the members and non-members alike. At least that's what we hope is the outcome.

How do we know what our members want? Because this is a union, and the members have a voice in what we do and what we are. Members do the work that we want accomplished, and/or we pay our state-office staff to help us accomplish those things. If you are not a member, you are not part of that active, forward-looking effort that involves all of us, depends on all of us, and benefits all of us.



J. McDermott

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## Chris Schuler-Ghiorse—Getting It Right!

By Teri Weigl, Membership Director

When I sat down with Chris Schuler-Ghiorse in her tiny office in the basement of the Chase Physical Education building, I found myself wishing I was with her at Jazzman's with a good cup of coffee in hand. Chris's exuberant personality and enthusiasm for her professional and family life draw you in, like sitting down and gabbing with an old friend. Chris has a very busy life. She is the mother of three children (2 boys, ages 3 and 5, and a newborn baby girl). In some ways she leads the life of a "typical" professional woman struggling to commit herself to both her professional life and her family life – running the kids to school, stopping at the sitters, making it to practice, and remaining actively involved with her athletes and professional obligations. Her energy and enthusiasm for her responsibilities, though, make her somewhat extraordinary.



Teri Weigl



Chris Schuler-Ghiorse

Chris is in her tenth year as Head Swim Coach for SUNY Oneonta. She's a bit atypical in that position on this campus as she is coach to both the women's and men's teams, a dynamic she likes very much. Chris thinks the teams complement each other extremely well, although it certainly increases her job duties. Outside of her coaching responsibilities, Chris teaches Wilderness Navigation and Lifeguard Training, and also serves as Aquatics Director. She schedules and staffs the pool during the hours of operation, including booking outside organizations that wish to use the pool facilities and organizing pool parties for student activities. She's quick to note that she doesn't do it all herself – she talks very enthusiastically about the maintenance person for her building, Tim Maricle, who takes the time and pride to help keep the pool chemically balanced and the air temperature appropriate. The facility itself is a challenge to Chris – the pool, located in an old building, has a maximum width of 6 lanes and she has 50 athletes! Chris' coaching focuses on technical efficiency in swimming, not just muscling through it. Swim meets aren't won with just muscle; winning requires good technique, necessitating a lot of coaching not just in swimming but in weight training as well.

A typical day for Chris during competition season (October-mid February) has her at the pool Monday – Friday, 2 PM – 8 PM, the whole time devoted just to practice (this doesn't include any of her other responsibilities), and on Saturday for technique training. On Monday, Wednesday, and Friday she is also on hand from 6:15 AM – 7:30 AM for weight training with her athletes. Chris speaks very highly of her Assistant Coach, Joe Maiurano; to her and the athletes he's a breath of fresh air, is light-hearted and enthusiastic, and has become a part of the swim-team family.

Not only does Chris coach the Swim Team, but she is also the SUNYAC Times Compiler, organizing and maintaining the database for the whole conference. She is involved in the Outdoor Recreation Committee, is a facilitator for the Ropes course at College Camp, and has served on a rotational basis for the SUNYAC swim coaches Meet Committee. She is also in her last term as a committee member for the College's Athletic Hall of Fame.

A major activity that Chris organizes on campus (through which I originally met her about 5 years ago) is the "Swim with the Fish" program. This program pairs her athletes with local children for swim lessons. Chris is enthusiastic about getting her athletes involved in community projects. This program, in particular, allows the athletes to get to know faculty and community members better through working with their children, and gives them some experience in coaching. Although the program has existed for many years, she still has to turn people away who want to sign up. Personally, I know my son loved the one-on-one attention he received from the student coaches; and the athletes seemed to connect to the children very well. The success of "Swim with the Fish" is a direct result of Chris' sense of family and community that she encourages in her students, in addition to training them to be good athletes.

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## Loraine and Rich Tyler (continued from page 9)

Committee. In addition, Loraine serves the College at Oneonta's Habitat for Humanity as chapter advisor. I asked them why they became involved and they stated, almost in unison: "Because people need decent housing." Such is the conviction of Rich and Loraine.

Loraine and Rich explained to me the nuances of Habitat for Humanity, from the construction side, to the ownership side, and even to the accounting and internal procedural aspects. In some ways, the complexity of the organization reminded me of UUP Oneonta. And, one thing that both organizations have in common is superb individuals and leaders who make things happen. In addition, both organizations have tremendous goodwill within the communities they respectively serve, built by members of each organization donating their most precious commodity: time. I'd like to describe a number of points about Habitat for Humanity as told to me by Rich and Loraine.

The key idea behind Habitat is homeownership and community building through families participating in the process of design, construction, and ownership. Their motto is: "A Hand Up, Not a Hand Down, Handout." Habitat does not solely provide for the construction of the home; the prospective owner(s) must put significant sweat equity of at least 500 hours into the building of the home. These homes are basic, decent two to three bedroom houses, far from luxury housing; however, most of the new owners would not qualify for a conventional loan. Prospective owners must take workshops in family budgeting and homeownership through the Family Support Committee. What I found surprising was that, despite the low income of the owners, since 1989 there has been only one mortgage default. Mortgages are interest free and recover the cost of materials and professional labor only. Each family is given \$1,000 for appliances (beyond the basic refrigerator and stove) and furnishings, and Habitat makes good use of donated items. No government monies have gone into these projects in the past, so it all depends on the community effort.

Loraine claims that the best part of working with Habitat is getting the students involved. Rich finds it gratifying to see a new family enjoy the privilege of homeownership. He handles the accounts for each house to make sure that the proper amount is charged, and is also the liaison between the office and the construction site to ensure that prices for materials are accurate, which is critically important as this determines the price of the home. Loraine works on publicity to recruit volunteers and to let the community know when a family is ready to move into their new home. Moving in is a significant community event, with press releases and invitations to local officials to be coordinated. All of these things require planning and attention to details. In sum, Rich and Loraine put in a staggering dozen hours a week volunteering for Habitat.



Loraine Tyler

The offices of Habitat for Humanity of Otsego County have recently moved to Dietz Street and the organization plans to hire some office help. A number of fraternities and sororities on campus have volunteered their time, some of them weekly. Many other UUPers also volunteer to make Habitat successful—Adam Ryburn (Vice President), Mary Ann Dowdell (Asst. Treasurer), Bill O'Dea (Chair, Finance Committee), and Janie Forrest-Glotzer (member, Nominating Committee), all of whom are members of the Executive Board; Steve Walsh (member, Fund Raising Committee) and Anna Stave (member, Publications Committee). In addition, Lisa Curch, Vicky Lentz, Oscar Oberkircher and Marge Pietraface have served in the past as Executive Board members. Habitat also works with Linda Drake, Executive Director of the Center for Social Responsibility. You can get involved by contacting Linda ([drakelm@oneonta.edu](mailto:drakelm@oneonta.edu)) or emailing Habitat Otsego directly at [hfhoc@hotmail.com](mailto:hfhoc@hotmail.com) or calling them at 432-7874. Their website is [www.habitatotsego.org](http://www.habitatotsego.org).

UUP's presence in Habitat for Humanity of Otsego County can easily be seen.

Loraine and Rich, UUP Oneonta salutes you for your spirit of volunteerism!



Rich Tyler



## Part-Time Concerns (continued from page 6)

So why would anyone not join the union? There are many reasons. An individual may simply not like unions for some reason. Or, a person may think 'why pay any more for it since I'm already paying enough for the services through the fees deducted from my paycheck, dad gum it?' Another may believe that 'I'm already an AFT member at my other school or a UUP member at my other campus.' A person may simply not know how easy it is to join. Or, it even might be that a person has joined, but the union administration misplaced the union card! Not likely, but anything's possible. If you're working on the Oneonta campus and are part of our collective laboring community, we ask that you sign a chapter card so we can easily demonstrate that a certain percent of our part-time colleagues are members. And, we want you to receive all the benefits for which you qualify, whether they are full contractual benefits or a discount card to use at Office Max.

This is an awkward, yet important problem with a quick and easy solution. Sign the card! The part-time professionals who are not UUP members are a relatively small number, and we can reach out to them individually. However, the dozens and dozens of academic part-timers who are not members offer a larger challenge. But, this challenge can be met efficiently at a unique event that is perhaps more beneficial to each employee than to the union itself. Come sign your card at...

### The Part-Time Orientation

As is our right under the statewide contract, on this campus we regularly hold Labor-Management meetings on issues of concern to part-time academics and professionals that are separate from and in addition to the larger Labor-Management meetings that also take place on your behalf. In the course of one of these meeting held three years ago, an effort to create an orientation event for part-time academics was initiated. UUP was present at that inception, and now we are present at its implementation. It's become an annual event, held just before the fall term begins, where adjunct instructors can confirm Banner status, get ID photos taken and cards made, obtain parking permits, learn about benefits, etc. Each year more and more colleagues attend, and each year more and more campus departments that offer services to faculty members are present. And, each year UUP has a table at the event, where we can meet you, check your status, facilitate card signing, and welcome you to the chapter!

This year the orientation is scheduled for **Tuesday, August 28**, the day before fall classes begin. It will take place in the lower level of the **Center for Multicultural Experiences** (Lee Hall) from **5:00 to 7:00 PM**. Look for the full announcement in your home mail during the summer. On August 28, please come; look for the UUP table and our happy smiling faces; and say, "Sign Me Up!"

## Stop the Privatization of Upstate Medical University in Syracuse

As our sisters and brothers in the New York State Public Employees Federation note, "The Berger Commission has proposed once again to merge SUNY Upstate with Crouse Hospital and put the new organization under the control of a new private entity. These proposals are bad public policy and threaten the delivery of essential health care services to the hundreds of communities served by these hospitals. The Berger Commission presented no evidence that privatization would reduce costs or increase efficiency. Privatization would also have a dramatic impact on employees because they would lose their status as State employees. This would mean the loss of pension rights, union contract rights, and Civil Service Law protections. This would only make it more difficult to attract nurses and other health care professionals to work in the new privatized hospitals. In addition, the Commission's recommended hospital and nursing home closures and consolidations will negatively impact the delivery of health care services to [unionists] and their families."

To stop privatization, thousands of faxes and phone calls to the Governor and legislators are necessary. To fax the Governor, go to the UUP website ([www.uupinfo.org](http://www.uupinfo.org)) and click on the link: "Click Here to Fax the Governor and tell him you oppose SUNY hospital privatization." You may also leave a phone message by calling: 1-877-255-9417.

UUP calls upon every member to participate in this just fight. Please circulate this message. If Upstate Medical University in Syracuse is privatized, the accessibility of medical education and medical care will suffer.

## The Bugbee Children's Center: An Essential Resource for UUP Families

By Matthew Hendley, Oneonta UUPer and Member, Bugbee Children's Center Board of Directors



Since we arrived in Oneonta from Canada in 2001 with our then toddler son, Jonathon, our salvation has been the SUCO Children's Center. My wife and I are the parents of a true UUP family. I work as an assistant professor in the History Department. Michelle is a full time reference librarian at Milne Library. In our years in Oneonta, we have put down roots and had a daughter named Sara (now almost two years old). We have no relatives within an 8-hour drive to help us. Without the Children's Center, we could not have survived with our sanity intact.

The SUCO Children's Center has been in existence for nearly 22 years. It is located on the ground floor of the former Bugbee School on State Street in Oneonta. This year, in honor of its roots, the SUCO Children's Center has been renamed the Bugbee Children's Center. Originally organized for members of the SUNY Oneonta academic community with children, the Center has expanded to serve families of faculty, students and staff at the College, as well as families from the greater Oneonta community. The Bugbee Children's Center serves an average of 300 children every year, which makes it one of the largest day care centers in Otsego County. It provides four levels of quality childcare, including infant care, toddler care, preschool classes and school age programming (during school holidays). Tuition is assessed on a sliding scale based on family income. The Center also plays an important role in the educational mission of the College through allowing up to 200 College students per semester to participate in training and internships. It has an annual budget of nearly \$1 million, of which only about half is covered through tuition. The remaining portion of the budget is covered through state subsidies, grants (including a SUNY Block grant) and donations.

The Bugbee Children's Center believes that no child is too young to learn and develop socially, emotionally and intellectually. It is vital to remember that the hard working employees of the Center (who are not considered state employees and do not enjoy state benefits) are trained professionals in early childhood education. Their mission is not just to "baby sit" but to help children develop a love of learning and meet certain developmental milestones. Children have access to two gyms, art supplies, books, dress up clothes, well-chosen toys, and several outdoor playgrounds. Children go on field trips, and on warmer days classes can be seen going on neighborhood walks with teachers.

Michelle and I are grateful to the Center for their advice about our son Jonathon. We had always had concerns about his development, but the prompting of his teacher, Becky Miller, led us to begin early intervention services for speech and occupational therapy. Eventually, Jonathon received a diagnosis on the autism spectrum, but the early intervention has made an enormous difference. Now placed in an appropriate learning environment at a local kindergarten, Jonathon is doing well and making great progress. The Center has also been of great help with Sara. We are continually impressed at how all of her teachers have themes around which the week's and month's activities are structured. Sara's current teacher, Shelley Pidgeon, and assistant Kim Morse have a bright and cheerful room filled with the artwork of Sara and other students on their current theme of the ocean.

Other UUP members have expressed similar feelings about the Bugbee Children's Center. Sallie Han, assistant professor in the Anthropology Department, has noted that she never has to worry whether her three-year-old Sabrina is happy because she realizes how well she is looked after at Bugbee. Sallie strongly feels that Sabrina has gained more confidence through the opportunities for socialization at Bugbee. Paul Bischoff, associate professor in the Education Division, notes the peace of mind that the Bugbee Children's Center gives him. When he drops his daughter Anna off every morning, he knows that she is "in a safe place and is learning both social and cognitive skills." Charles Ragozzine, assistant professor in the Mathematics, Computer Science & Statistics

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Department, has pointed to the "educational and social benefits" at Bugbee and expressed his confidence that the structured learning environment at the Center will greatly help his daughter Gabriella when she transitions to grade school. All of these UUP members and countless other families realize how crucial quality daycare can be for their lives.



On April 18, 2007, the Bugbee Children's Center launched its first major multi-year fund raising initiative entitled the "Celebrating Early Childhood Campaign." In this campaign the Children's Center hopes to raise \$500,000 over five years. Costs have steadily risen for the Center. The subsidies, grants and donations the Center has previously depended on are now insufficient to meet budget needs and maintain adequate operating reserves. The money raised by the campaign will help restore the financial stability of the Center and secure its future. A portion of the funds raised will be devoted to professional development for the Center's hardworking teachers. The Center hopes that UUP members, all College employees, and community members will consider making a contribution to the campaign. Please contact the Center's director, Marie Petta, at 436-2484 or [childcenter@oneonta.edu](mailto:childcenter@oneonta.edu) for further details.

## Loraine and Rich Tyler: Habitat for Humanity and UUP Members Who Put Community Service at the Heart of their Lives

By Rob Compton, VP for Academics

The local media has featured those who volunteer to put out fires or those from Oneonta that have gone to the Gulf to help the victims of Hurricane Katrina, for example, and these selfless acts should be applauded. However, amongst the UUP family there exist community heroes that may go unnoticed – two of whom have made community service one of their primary avocations. Loraine and Rich Tyler exemplify the model of decent and kind spirited people who make a difference in their community. They make a difference EVERY day because they give of themselves selflessly.



Loraine Tyler, previously Professor and Chair of the Human Ecology Department and now with the Advising Office, and Rich Tyler of the Mathematics, Computer Science and Statistics Department have found a calling that has rewarded them richly. For over five years, both Rich and Loraine have been integral to affordable housing in Otsego County. They have volunteered countless hours and expertise to the endeavor and have much to be proud of. Not only have they assisted families needing affordable housing, they have also worked with the Habitat for Humanity Chapter at SUNY Oneonta to make this a community wide issue.

Late last month, I had the pleasure of interviewing both Rich and Loraine at the Jazzman's Café. I saw in their eyes a firm determination to make life better for their neighbors. The same dedication that Loraine has brought to organizing all of the details of our end-of-year gatherings and other special events is apparent in her commitment to Habitat for Humanity. Rich's meticulous temperament, reflected in the exacting nature of his bookkeeping and report filing for state auditing (even to the last penny), was clear as he spoke about accounting for Habitat for Humanity.

We know Loraine as UUP Oneonta's Coordinator of Special Events and Rich as Treasurer. To Habitat for Humanity of Otsego County, they are officers (Chair of the Publicity Committee and Treasurer, respectively) and serve on the Executive Board. Rich also serves on the Finance Committee and Loraine on the Volunteer

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