

The Sentinel

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UUP - Oneonta

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When humor goes, there goes civilization.

-Erma Bombeck

December 2007: An End and a Beginning

By Bill Simons, Chapter President



The final days of 2007 announce the end of one interval in the history of our College, and the anticipation of a new journey with exciting opportunities. Life is a continuum, and new challenges always beckon. In the months ahead, the membership of UUP will conduct additional Vision for the Future: Call to Excellence forums to facilitate the creation of an agenda for the great College at Oneonta to come, participate in the search for a campus president with the wisdom to embrace our best dreams, bring to fruition contract negotiations, renew the annual battle for a strong SUNY budget, confront misguided and bloated assessment, forge strong alliances with our sisters and brothers in other unions, evaluate current members of the senior administration, and reach out to the incoming campus administration with an heartfelt offer to create strong bonds of collaboration and trust that have the potential to take our beloved College to unprecedented achievement. Our future beckons. As the year 2007 ends, however, it is appropriate, at his holiday season, to recognize the leaders — and rank-and-file — who have rebuilt the Oneonta chapter and made it a force to reckon with.

UUP owes thanks to many more individuals than the space allotted this article. Any recounting must begin with Vice President for Academics **Rob Compton**. Now tenured, promoted to Associate Professor, and a Fulbright Scholar, he had the courage to come forward prior to receiving permanent appointment — and his example has inspired many others to do likewise. Rob is the strong right arm of UUP Oneonta, and it is a rare day when we do not speak. From workload to assessment of senior administrators, Rob's imprint is on every UUP initiative and decision. Check out the Labor Day video on the UUP website to savor Rob's eloquence — and to sign the Labor Day petition that he and **Norm Payne** put on-line. (The strong advocacy, moving words, and articulate analysis of **Dan Payne, Gina Keel, Alex Thomas, and Renee Walker** are also featured on the on-line Labor Day videotape.) The chapter wishes Dr. Compton well during his Spring 2008 sabbatical in Zimbabwe, but Rob, even from that remote and tumultuous land, will remain in constant contact with the UUP Oneonta Executive Board. Count on it.

On December 4, 2007, Vice President for Professionals **Norm Payne** announced a new application for Professionals seeking promotion and salary augmentation. Norm's hard work on this issue merits thanks. To make that process functional, Norm will soon announce workshops for Professionals. Following the workshops, Norm will monitor the implementation of this new venue. In addition, Norm is conducting important research, which will be disseminated, on areas of Professional concern. Norm remains the first UUP officer to contact for Professional problems and questions.

Wearing multiple hats, **Tom Horvath** has become indispensable to UUP Oneonta. As a member of the Executive Board, Health/Safety Officer, Secretary, and Academic Delegate, Tom has proved assertive and persistent on a variety of issues. That extensive union background will serve him well during the Spring 2008 semester when Tom ratchets up to the position of Acting Vice President for Academics during Rob's Fulbright sabbatical in Zimbabwe.

Thanks to Treasurer **Rich Tyler**, UUP Oneonta passes periodic audits with flying colors. As attested by his line item budget and monthly reports, Rich brings meticulous and expert devotion to his stewardship of the treasury. In addition, Rich is monitoring fiscal scholar **Mike McAvoy** to follow him as Treasurer. Our iconic Director of Special Events, **Loraine Tyler**, invests our gatherings, including those on Labor Day and semester's end, with grace and excellence.

With verve and enthusiasm, Professional Delegate and Facilitator **Janie Forrest-Glotzer** maintains an extensive network of contacts with UUPers on campus and throughout the state. Janie was UUPer of the Year in 2007. A multi-tasker, Janie mentors new leaders, assists Norm with representation for Professionals, serves on the ad hoc contact negotiation committee, and advocates on family issues. Janie did a fantastic job as former Director of **VOTE COPE**,

the fund that allows for a strong UUP's presence in matters legislative and electoral.

The indefatigable **Kyle Britton**, the new **VOTE COPE** Director, is off to a fine start, ensuring that the educational community is represented when important political decisions are made. In addition, Kyle contributes thoughtful articles to *The Sentinel* and provides the Executive Board with the perspective of youth. A gifted performer and promoter of music, Kyle is organizing a UUP concert, featuring the music of the worker.

Academic Delegate and Disabilities Officer **Gina Keel** has emerged as a core leader of the UUP Oneonta Executive Board. As Director of the UUP Oneonta Labor Film Series, Gina highlights the synergistic relationship between culture and politics. Her union organizational skills have, through the years, strengthened the *Rock the Vote* initiative, legislative advocacy on behalf of SUNY in Albany, local flooding relief, Labor Day speaker, and representation at the American Federation of Teachers conclave in Washington, D.C. In addition, during the Spring 2008 semester, Gina will serve the chapter as Acting Secretary.

Academic Delegate **Stephanie Bennett** and Affirmative Action Officer **Chris Keegan** represent a new generation of UUP activist/scholars. Their talents and idealism are inspiring. Stephanie has raised important issues during Executive Board meetings, chronicles *Vision for the Future: Call to Excellence* forums, and is a core UUP volunteer at *Saturday's Bread*. Committed to true equity, inclusion, social justice, and diversity, Chris brings dedication and resolve to the newly created position of Affirmative Action Officer. .

Paul Conway did a superb job as Grievance Officer. He has now assumed the position as the chapters first Mediator, a post for which his extensive background and training well equip him. In addition, Paul mentored his successor as Grievance Officer, **Renee Walker**. As was the case with Paul, those who contact Renee are often in difficult emotional straits. Renee, as was Paul, is often dealing with individuals plagued by multiple and serious problems. Despite the intensity of such sessions, Renee listens carefully, elicits relevant information, and responds with tact and discretion. She also provided eloquent authenticity to UUP's Labor Day Panel.

Benefits Officer **Ricky O'Donnell** diligently explains and advocates in matters concerning member health services. Ricky worked with Statewide UUP Manager of Member Benefits & Services **Doreen Bango** to secure the Mirabito discount for UUPers.

By their courage and example, **Cardidad Souza-Watkins** and **Darwin Davis** remind us of that our adjuncts, who contribute so much to the College, are not treated fairly. As a new generation of Part-Times activists emerges to articulate a more assertive agenda, it is appropriate to acknowledge the contributions of incumbent Part-Time Concerns Officer **J McDermott**, which include facilitating a summer orientation, giving voice to Campus Equity Week, and offering representation to individual part-time constituents. .

Linda Drake, UUP's Community Service Director and College Executive Director of the Center for Social Responsibility, continues to coordinate the participation of UUP volunteers at *Saturday's Bread*, a community kitchen, and other endeavors. Linda supervises a plethora of benevolent activities, staffed by volunteers, that benefit our community and the world beyond. Linda's on-going flood relief work in the Gulf and in our region have made a decisive difference in many lives.

The energy and creativity of Membership Director **Teri Weigl** has significantly increased our numbers. Utilizing innovative strategies, Teri has devoted much time to chapter development, and we are all the beneficiaries. A skilled writer, Teri also continues to write excellent articles, notable for their content and literary flair, for *The Sentinel*.

Jill Nelson does a superb job as Editor of *The Sentinel*. Under Jill, *The Sentinel* continues its tradition of excellence. Attentive to content and style, Jill provides the union newsletter with an engaging and distinctive format and look. She is part of a continuum of great *Sentinel* editors that includes her predecessors, **Richie Lee, Nancy Cannon, Jim Greenberg, Kim Muller, and Kathy Meeker**. Jim, Director of TLTC, and Nancy, Acting Head of Library Reference and Instruction, retain important positions in the UUP leadership. As Electronic Archivist, Jim is making new information and tools accessible to chapter members. Besides providing a visual documentation of UUP Oneonta as chapter photographer, Nancy is an Academic Delegate, journeys to the New York State Legislature to advocate for SUNY, and serves on the Technology Issues Committee. Jill, Jim, and Nancy contribute excellence, expertise, and experience to UUP.

Labor Relations Professional **Dennis Selzner** provides advise tempered by hard experience and a detailed knowledge of the contract. My wise mentors, former chapter presidents **Ed Wesnofske** and **Denny Shea**, continue to grant sage counsel. Nonpareil philosopher and gadfly **Achim Koeddermann** provides invaluable perspective.

UUP Oneonta President Emeritus **Fred Miller**, peripatetic and informed, remains a superb political point-man, known and respected by state legislators as an advocate for higher education. Fred's efforts contributed to the passage of the ORP Bill in the Fall of 2007, which, over time, will save many UUPers considerable money.

Once the contract is completed, UUP will be ably represented on the Labor-Management Grants Committee by Sociology Department Chair (and Labor Day moderator) **Alex Thomas**, Associate Professor (Geography) **Benjamin Dixon**, and Assistant Professor (Biology) **Vicky Lenz**. Outstanding scholars and teachers, they will bring fairness, context, and expertise to the evaluation of grant proposals by UUP members.

UUP welcomes Professional Delegates **Janet Frankl** and **Rita Szczesh** to the Executive Board. They contribute insight, attention to detail, and a commitment to advocating for the Professionals — as well as important knowledge about a number of Professional concerns.. Through the Delegate Assembly and New Leaders Workshops, Janet and Rita have begun training for their important Professional positions. Serving on the Technology Issues Committee and as a Professional Delegate, **Jeri Anne Jerminario**, former president of UUP Cobleskill, is another important link to UUP Professionals.

Joe Baldwin remains a bulwark of the Elections and Credentials Committee. We salute **Chris Bulson** for her many, past years of excellent service on that important committee.

Former UUP Oneonta President **John Carney** protects institutional memory and brings meetings to order with a whistle that could stop a freight train. And Peg Carney, an incomparable office manager, loyally and expertly balances tasks and deadlines.

Most of the preceding participated in UUP Oneonta's Labor Day crusade, a campaign vital to the dignity of workers. The following also wrote articulate, courageous, and insightful statements on behalf of a proper observance of Labor Day — **John Relethford, Bill Ashbaugh, April Harper, Mike Friery, K.O. O'Mara, Brian Haley, Kim Muller, Richard Barbario, Michael Green, Brian Lowe, Steve Walsh, Orlando Legname, Geoff O'Shea, David Lonborg, Fida Mohammad, Joe Chiang, Steve Gilbert, Brian Lowe, Ben Dixon, , Matthew Hendley, Steve Walsh, Mary Lynn Bensen, Orlando Legname, Geoff O'Shea, Don Hill, and Sen Zhang**. Their words and conviction inspire our commitment to social justice. Beyond contributing an incisive statement, **Dan Payne**, of course, brought wisdom and gravitas to the Labor Day panel. And rereading the Labor Day statements of **Dan McGraw** and **Charles Dahan** remind us that this campus has lost good people

Ralph Watkins, the best of us, spoke truth to power to rally others around a talented and vulnerable colleague. We can best honor Ralph's legacy by emulating him.

Please forgive me the many UUPers that I have not acknowledged; such omissions represent a lapse of memory, rather than an absence of appreciation..

Finally, regardless of your faith or, lack thereof, may the holidays and year ahead bring health and happiness to you and yours — and to all humanity.

Kudos to Acting VP Tom Horvath and Acting Secretary Gina Keel

At the November 16, 2007, meeting of the Executive Board, the officers of UUP Oneonta approved the appointment, for the Spring 2008 semester, of Dr. Thomas Horvath as Acting Vice President for Academics and of Dr. Gina L. Keel as Acting Secretary. These appointments are prompted by the upcoming sabbatical of Vice President for Academics (and Fulbright Scholar) Robert W. Compton. Tom Horvath's UUP background is extensive and significant; he has served the Oneonta chapter as Secretary, Health/Safety Officer, and Academic Delegate. Gina Keel's impressive UUP portfolio encompasses the positions of Disabilities Officer, Director of the Labor Film Series, Academic Delegate, and Representative to the American Federation of Teachers Higher Education Special Leadership Conference. Both Gina and Tom have also undergone extensive formal training in unionism, through participation in several statewide UUP Leadership Workshops.

Tom is an Associate Professor of Biology and Director of Environmental Sciences. Gina is an Assistant Professor of Political Science. Both have well-deserved reputations for the excellence of their teaching and scholarship.

Kudos to Gina and Tom for accepting new and demanding union responsibilities. Their commitment to the membership of UUP and to social justice merits appreciation. With their talent, energy, and moral courage, it is certain that Gina and Tom will do an excellent job.

SENTINEL QUIZ

What country is predicted to have the most English speakers by the year 2015?

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

The answer to last month's question, "Who is this woman? What union do you think she belonged to?" was Rosie the Riveter, of World War II fame. As a riveter, she could have belonged to the United Steel Workers of America. The first person to answer correctly was Melissa Fallon.

Independent Studies, Rising Gas Prices and the Cost of Living:

The Grinch that Stole Christmas

By Rob Compton, Vice President for Academics



UUP Requests and Rising Gas Prices

It was the night before Christmas and the family was cuddled around the fireplace to reflect on the state of the family household. And no doubt, the G discussion ensued. "The son says, did you notice the gas prices, Dad". The Mother interjects, "and the price of food lately." The Father, being a policy wonk, said, "yes and the government says that core inflation is under 3%." And they say numbers do not lie. Well, fancy that.

Two months ago, UUP asked Management to put in a request to SUNY Albany for "an increase above and beyond the UUP contractually negotiated amount." In addition, we asked Management for an increase in Adjunct starting salaries.

In our November meeting, we were given the answer: "the President rejected the item." Rather than have a dialogue or a discussion about the increased cost of living, especially to our Roads Scholars who bear a disproportionate cost of commuting for low wages, the definitive answer spoke volumes. So, as I sit in my office, the day after Thanksgiving, looking over an old Daily Star, I thought, I would appeal to the administration and our members in a more creative way. Sure, "an increase above and beyond the UUP contractually negotiated amount" was accomplished two years in a row at the other Red Dragon (Cortland) among other campuses, but the fact remains: There is no desire to even request from Albany additional monies for salary augmentation.

So much for issues of compression, low starting salaries, adjunct pay, poor coaches' salaries, and etc. Perhaps the next President will be willing to work with UUP in partnership to resolve these issues. UUP has extended its hands of partnership repeatedly. I wish we had more to show for it.

On The Daily Star's November 21st issue, the following data was presented:

<i>Thanksgiving Gas Prices</i>			
2007	\$3.29	1998	\$1.09
2006	\$2.39	1997	\$1.27
2005	\$2.40	1996	\$1.34
2004	\$2.09		
2003	\$1.59		
2002	\$1.52		
2001	\$1.22		
2000	\$1.62		
1999	\$1.35		

These figures listed are average upstate prices per gallon of regular unleaded Gasoline.

That is a 245% increase in the price of gas. Heating fuel increased by a similar amount, too. So inflation is at a conservative estimation is at least 6% annum over those years. Therefore, based on the "Rule of 72", your pay should have DOUBLED based on cost-of-living-adjustments (COLA). Yes, we are losing ground and that's undeniable.

Independent Studies and Individual Course Enrollments: Why Do We Work for Free?

While the cost of living has increased and our budgets have become more precarious, the two consecutive budget requests submitted by the College and reports presented to UUP show that the financial situation of the College is strong. This is a product of all of our hard work and dedication. Many academics and professionals work long hours and even provide payroll deductions to the College Foundation to build up the College. We are proud of the achievements of the College and want to see it grow.

That said, let us be fair. Faculty and professionals that teach should be compensated. At the College at Oneonta, for many years, there has been a policy of **not compensating** those who teach individual enrollment and independent studies. The monies that the College collects as revenue are staggering. As the table below shows, in a five year period, the college has collected more that \$857,000 in tuition monies alone. The monies from this alone are enough to easily double the annual Professional Development Fund.

Independent Studies and Individual Course Enrollments Credits during the past 5 years - Graduate and Undergraduate Level			
<u>Independent Studies</u>			
	<u>Semester</u>	<u>Undergraduate Hours</u>	<u>Graduate Hours</u>
Fall, 2002		221	15
Spring, 2003		375	63
Fall, 2003		290	21
Spring, 2004		439	54
Fall, 2004		332	60
Spring, 2005		196	27
Fall, 2005		316	30
Spring, 2006		293	30
Fall, 2006		298	12
Spring, 2007		303	51
Total Credit Hours generated		3123	363
Ave per year		624	72
Average revenue from tuition generated		\$113,052.00	\$20,908.80
Total revenue for past five years		\$565,263.00	\$104,544.00
<u>Individual Course Enrollments</u>			
	<u>Semester</u>	<u>Undergraduate Hours</u>	<u>Graduate Hours</u>
Fall, 2002		27	33
Spring, 2003		40	49
Fall, 2003		43	41
Spring, 2004		39	51
Fall, 2004		28	84
Spring, 2005		36	49
Fall, 2005		14	32
Spring, 2006		19	46
Fall, 2006		90	3
Spring, 2007		30	36
Total credit hours generated		366	423
Ave per year		73	84
Average revenue from tuition generated		\$13,240	\$24,364.80
Total revenue for past five years		\$66,240.00	\$121,824.00
SUBTOTAL REVENUE COLLECTED BY LEVEL		\$631,509.00	\$226,388.00
GRAND TOTAL REVENUE COLLECTED		\$857,877	
TOTAL PAID TO FACULTY IN FIVE YEARS		\$0.00	

Now let us assume that it takes ten (10) students for a summer course to “run.” Payment for a Summer Course is currently \$2750. Thus each student, through very conservative estimates is worth \$275.00. Given the internal fringe rate (IFR), which Albany collects at .5 (50% of salaries), the fair compensation for each individual enrollment at the undergraduate level is at a minimum \$180.00 and slightly more for the graduate level. This simple formula allows for the College to still “make money”.

What UUP asks for is a piece of the pie, especially as the cost of living increases have escalated.

Notes on Inaugural UUP Vision for the Future Forum

(Editor's Note: The inaugural UUP Vision for the Future forum was held on Wednesday, October 31st, 2007, from 3-4:30 pm, in the Butternut Room, Hunt Union. Although the dialogue at the forum is reported below, the speakers are not identified to allow for a candor and confidentiality.)

By Stephanie A. Bennett, Secretary of the Day and UUP Academic Delegate

Meeting was moderated by Robert W. Compton, UUP Oneonta Vice President for Academics

1. Meeting started with a viewing part of the video from Labor Day programming where 85 people came to share in a panel discussion about the importance of Labor Day.
 - Labor Day is about workers respect and an emblematic issue
2. Encouragement for signing on-line Labor Day petition
3. Meeting happening during Campus Equity Week – Last week in October every other year
 - To bring issues of pay, rights, and awareness of our impact on society
 - Coincides with Fair Employment Week in Canada
 - Acknowledge that adjuncts are 46% of our employees and partners with full-time workers
 - Union will be asking management for an increase in salary for adjuncts during the year
4. Discussion about what we would like to see on our campus
 - A. Graduate Programs
 1. While there is encouragement is talked about to improve our position, not given resources.
 2. Dean of Graduate Studies position removed last year, but push for programs still coming from administration
 3. Our Master’s programs also distinguished us because they served a geographic need
 4. Need an increase number of TA positions (paid and more than half time)
 5. Get better policy of release time, instead of unpaid overloads
 6. Policy about compensation for graduate program teaching is not clearly stated guidelines
 7. Problem is that graduate programs are developed by volunteer hrs until they gradually grow, but not compensated

B. Workload

1. Problems with the 4/4 load – can't encourage research or development of graduate programs with that workload
2. With Cobleskill moving to a 4/4 load with similar salaries, and being geographically between 2 University Centers, where do we fit?
3. To see ourselves as the level above Cobleskill we need to encourage and enrich our faculties research
4. Course reduction applications are not fully supported on campus – at many levels
5. Problems of lack of staff to allow for course load reductions sited as problems
6. Administration doesn't supply knowledge of how many applications for reduced load were put in, how many accepted, and notification to applicants problematic
7. Workloads don't allow for us to attend and gather at Campus activities
8. Need to present unified front on 3/3 workload across campus – not just “union issue”

C. Need for Transparency in Administration

1. In all policies and procedures
2. Handbook development
 - a. Not told about changes
 - b. Not published (example page 25)
3. Need to educate our own to get equity
4. Need to know what is going on around campus and not let rumors educate
5. Accidents of history define our traditions.
 - a. Course load changes
 - b. Dean structure – created to ease management not any solid foundation not based upon academic needs

D. Our Vision for New President during the search

1. Vision should be large and even encompass community
2. Emphasis on a nurturing community – not just a job
3. Related to issues of Recruitment and Retention

E. Diversity

1. Absence of Inclusion
2. Historically underrepresented not fully discussed in new Diversity Plan
3. Problems recruiting underrepresented due to lack of money, course load
4. Encourage the use of UUP Dresher Sabbatical to help encourage support of underrepresented
5. Other issues of diversity also needed – Intellectual
6. Diversity plan – 25% increase yearly very aggressive as we are only 15% people of color currently
7. Certain programs seen as niches in college not broad based diversity
 - a. ALS and Women's Studies have no Full-Time lines
8. Need to change recruitment to get better pool
 - a. Create contact with other institutions
 - b. Money is an issue

F. Need for Public Gathering Spaces

1. Faculty spaces have been cut on campus
2. These places are important for faculty to gather and create community
3. Nurture us as a community
4. Allows us to get to know each other with open discussions

G. Structure of Administration

1. Decrease in emphasis of corporate culture and encourage academic culture – best for all on campus including students
2. Administration has grown more over the past 5 years than faculty
3. Has increased money in salaries and benefits for top heavy administration
 - a. Money that could have been spent on new faculty hires
 - b. Could increase pay for faculty and adjuncts
4. Corporate structure has lead to a decrease in faculty and increase in bureaucracy
5. Decrease in corporate model could make transition to 3/3 a reality – would benefit college with increase in research and prestige
6. Prefer a new President with Academic vision – leader for students and research
7. Unify divisions between professionals and faculty

8. Create better alliance between student oriented non-faculty (coaches, librarians) and rest of campus

H. Decrease Climate of Fear

1. Professionals, faculty, students all affected
2. Can't talk about controversial issues
3. Retention of faculty and students are at risk if climate not open
4. Faculty leadership needed – tenured to protect non-tenured – act as role models
5. UUP is model of young faculty moving into tenured faculty – creating a support system for other young faculty
6. Need for mentoring – inspire faculty in all areas

I. Need for Future Discussion on Vision

UUP Labor-Management Meeting Notes for Monday, November 12, 2007

By Gina L. Keel, Acting Secretary

For Labor: Bill Simons, Robert Compton, Janie Forrest-Glotzer, Gina Keel, and Norm Payne

For Management: Carol Blazina, F. Dan Larkin, Steve Perry, and Lisa Wenck

I. UUP and Management welcomed everyone to the Labor-Management Meeting

II. Presidential Search Update:

- A. Labor asked for an update to the Presidential Search Committee and asked the following questions:
1. Are there circumstances under which there would be an acting president?
 2. If so, selection process for acting president?
 3. Will there be internal candidates?
- B. Management replied it did not foresee the likelihood that an interim would be named. Management noted that replied that the current president committed to staying on until a new president is hired and begins work. The process would be, as it is now, up to the Board of Trustees. Thus far, Management noted that it has no idea if the Board has considered nominations. The campus would work with System Administration, the Board and the Acting Chancellor. Management could not predict if internal candidates would apply.

III. Faculty Leadership Development Program Update:

- A. Labor asked for an update on the Faculty Leadership Program and stated that it is UUP's understanding that the course-load reductions emanating from that program would not be charged to the course-load reduction program.
- B. Management reasserted that the Faculty Leadership Program and the course-load reduction program were "separate programs" and Faculty Leadership Program reductions would not be included in statistics for the course-load reduction program noted on page 25 of the Faculty Handbook
- C. Labor then asked who the members of the selection committee would be.
- D. Management noted that the committee would include the two past recipients. Also, for next year's selection the committee would alumni members and a Senate member (Presiding Officer). In addition, the Associate Deans are also members. The committee was scheduled to meet on Tuesday, Nov. 13 and would subsequently inform faculty about the nomination process. Last year's memo would be the model.
- E. Labor asked if both teaching and non-teaching faculty could apply.
- F. Management noted that it would inform UUP by or prior to the next L-M meeting regarding those who can apply
- G. UUP stated that it believes that both teaching and non-teaching faculty should be eligible.

IV. UUP requested for composition of Academic Year 2007-08 Promotion and Tenure Committee and Dean's Advisory Committee (for Renewals):

- A. In response to UUP request, Management provided, in writing, the following:

Promotion and Tenure Committee Membership

- | | |
|------------------|-------------------|
| • Patrick Meanor | • Larry Armstrong |
| • Larry Guzy | • Kathleen O'Mara |
| • Yolanda Sharpe | • Bill O'Dea |

Dean's Advisory Committee Members—Division of Behavioral and Applied Science

- | | |
|-----------------|-----------------|
| • Craig Bielert | • Edward Beck |
| • Joan Marshall | • Fida Mohammed |
| • Theresa Russo | • Anna Stave |

Dean's Advisory Committee Members-Division of Science & Social Science

- Donna Vogler
- Gwen Crane
- James Ebert

- Constant Goutziers
- John Relethford

V. Continuation of the Harassment and Sexual Harassment Policy and Grievance Procedure for SUNY Employees and Students and Discrimination Policy and Grievance Procedures for SUNY Employees and Students:

- A. UUP noted that we are in receipt of Management answers to prior questions. UUP considers this issue on of utmost importance and priority. We are in process of seeking appropriate consultation, and will return to this in the next meeting.

VI. UUP Budget Request items:

- A. UUP thanked Management for 10/15/07 presentation of "SUNY Oneonta Budget Request 2008-09" and suggested the following addendums based on the needs-based budget request mechanism:
1. The Union asserted that additional Professional Development Funds should be made available as present funding does not meet the needs of the many UUPers engaging in professional development and research activities.
 2. UUP advocated Campus-based salary increases for all UUP Professionals and Academics at the College at Oneonta beyond the contractually negotiated increases negotiated between UUP and the State of New York.
 3. UUP called for raising the compensation for adjunct faculty in response to rising costs of fuel, utilities, food, and other items.
- B. Management responded by saying that faculty development funds were increased this year and will be further increased next fall. In regards to increases in compensation, Management state that both 2 and 3 were "rejected by the President". The College instead is seeking money to commit to new full-time, tenure track positions. Ads are already out for approximately sixteen (16) new-- not backfilled-- positions.
- C. UUP asked whether the 2008-2009 preliminary budget request added new professional lines.
- D. Management stated that these hires were added as needed, not treated as a cohort group the way that faculty hires are planned. Management also indicated that, at this time, two new professional positions are "in process". The Emergency Management Coordinator position would be filled soon, before the end of the year. The Mental Health position would be filled next semester.

VII. Individual Enrollment and Independent Study credits generated for the past 5 years during the Academic Year:

- A. UUP thanked Management for data on individual enrollment and independent study credits during past 5 years and stated that it will be conducting an analysis of the data and will revisit the issue at the next meeting.

VIII. Performance Program Update for Professionals:

- A. Management indicated that the numbers in regards to the Professional Performance Programs has changed and that they would send the update to UUP prior to the next meeting.

IX. Spring 2008 course reductions for full-time faculty:

- A. UUP asked about the Spring 2008 request for course reductions for full-time faculty. UUP noted that President Donovan endorsed the course load reduction program in a memo distributed Campus. UUP also reiterated its strong support for course-load reduction program, which is identified on page 25 of the Faculty Handbook.
- B. Management noted that it will provide the data by the next meeting.
- C. UUP expressed a desire that the Administration take a greater effort in ownership of the program. In particular, UUP requested that the Administration provide pro-active and ongoing information to publicize the Faculty Course-load Reduction Program already in place through the Bulletin and other information outlets as a way to encourage applications.
- D. Both sides agreed to return to the issue at the next meeting

X. Role of Department Chairs:

- A. Labor noted that Department Chairs are members of UUP and thus, it has a responsibility to accurately represent them and then proceeded to ask the following. "Has or would Management impede a Chair requesting to resign as Chair?"
- B. Management noted that it would not impede a Chair seeking to resign as Chair, and that during the tenure of the current Provost no Chair has been impeded for resigning.
- C. Management also noted that if it's personal, they would not press on. However, Management would ask why a person seeks to resign.

- D. UUP noted that “unfortunately” there have been reports to the Union that are “contrary of what management stated.”
- E. Labor then asked, “How many untenured faculty are currently serving as Chairs? Does management have a position on its desirability?”
- F. Management responded that two untenured faculty are serving as chair and that it was not opposed to untenured professors serving as chair. It also noted that it has happened historically due to necessity, turnover, and new majors.
- G. UUP noted that there can be problems with untenured individuals serving as Chairs. UUP asked if there was a training program for new chairs
- H. Management noted that it was working on such a program and that currently, there is on-the-job training with consultation with Deans.

XI. UUP indicated that at the next Labor-Management Meeting it would have questions regarding the visit to the October 31, 2007, visit to the College at Oneonta campus by Lloyd Constantine (Member of the Governor’s Higher Education Committee) and Daniel Doktor, advisor to Governor Spitzer:

- A. UUP asked whether “terms and conditions of employment” were discussed.
- B. UUP asked:
 1. What was the name and nature of the visit, the manner it was advertised, who was the decision-maker as to list of invites and criteria for list of invitees.
 2. Were the following discussed: a.) Should tenure be abolished? b.) Do faculty stick with the syllabus? c.) Should department chairs be made full-time administrators and teach no classes?
- C. Management stated that it would ascertain the nature of the visit and the questions asked, inclusive of the above
- D. UUP noted that the Union was not invited and that, ironically, at the time of the visit UUP was having a well attended “Vision for the Future” forum that put forward proposals, ideas, and analysis that should be relevant to the Governor’s Education Committee

Editorial — Academic Sharecroppers: The Plight of Adjunct Faculty

Adjunct faculty are often as talented as their fulltime colleagues. Timing, luck, and specialization, rather than expertise, frequently separates adjuncts from their fulltime faculty. Adjuncts are shamefully exploited. Nationally, about 48% of college faculty are adjuncts. The reason is obvious; widespread use of adjuncts provides a means of containing labor costs in higher education. This is true nationally, and it is true on our campus. Unless adjuncts and fulltime faculty alike raise their voices to the decision-makers against this injustice, little is likely to change. We need a definition of equity and inclusion that acknowledges the plight of adjuncts.

John M. Crisp, a member of the English Department at Del Mar College in Corpus Christi, Texas, addresses the adjunct issues in a compelling article, “Part-Time Professors Carry Too Full a Load,” which was syndicated by Scripps Howard. A few excerpts from Crisp’s commentary makes clear that he is a genuine American muckraker, belonging to a proud and patriotic tradition, extending from Upton Sinclair’s expose of abuses in the meatpacking industry to Michael Moore’s critique of health care. We can no longer hide from the truths that Crisp speaks:

The part-time system is, at its heart exploitive. Business, of course, has learned to cross international boundaries to find the cheapest possible labor; colleges and universities are forced to find efficiencies closer to home.

After a few years, poverty may drive the adjunct out entirely, which means that she’s no longer available to students for any sort of long-term mentoring or letters of recommendation.

Finally, adjunct faculty who constantly walk on a narrow ledge of employment are much easier to control. But our society benefits from maintaining a group of people who are free to articulate their vision of the truth, whether the rest of us agree with it or not.

This becomes much harder to do when next semester’s paltry wages hang from such a tenuous thread. In fact, this may be the chief administrative attraction of this false economy.

Ralph Watkins: Kudos to a Great Teacher

By Jack Callaci, College at Oneonta Alumni

(Bill Simons' Note: Jack Callaci is a SUCO Alumni, a member of the Class of 1978. He starred on Coach John Hurley's stellar track teams of the late 1970s. Jack's athletic achievements and sportsmanship won him election to the College at Oneonta's sports Hall of Fame, and his plaque resides in the Alumni Field House along with that of a select group of SUCO athletic greats. Jack was a History major, and Dr. Ralph Watkins had a profound influence on him. In the years that followed graduation, Jack went onto a career as a labor leader, and Ralph's influence is still felt in Jack's life and work. When Jack learned of Ralph's passing, he drove from Rhode Island to Oneonta and spoke in a most moving and authentic way at Dr. Watkins' memorial service. Jack was kind enough to share with us in the words below some of his reflections about our dear friend and colleague Ralph Watkins.)

The words that I am writing have been composed in my mind hundreds of times over the last 20 years. I intended to write and send them the next day to Professor Watkins. I regret deeply that I never got around to writing and sending the letter to him while he was alive

When I arrived at Oneonta State as a freshman, I was determined to be a good student. I never missed a class and I completed every assignment. I did my school work by routine and discipline — no passion, no curiosity, and no excitement about learning. Attending classes made me feel very anxious and insecure.

That all changed the first semester of my sophomore year when I took a class taught by Professor Watkins. There was something very kind and reassuring about this man. He made me feel comfortable in his class. As the class progressed, I even started to feel some confidence. I started to feel the joy and excitement about learning for the sake of learning. Most important, Professor Watkins taught me how to be a student in the greater sense of the word. What do I mean?

Professor Watkins taught me how to think critically. He taught me to be curious and to learn for the pure joy of learning. That semester I started to do several things differently. One, I would read for only 30 minutes at a time. Then I would stop, close my eyes and think about what I had just read. Two, when he mentioned a book that wasn't on the required reading list, I wrote it down, went to the library and read that book. In finding the book, invariably I would see all of these other wonderful books right around the one he recommended! The list of one became the list of ten and so on.

For the next three years, I learned to go to all of my classes and do all of my homework before dinner. My reward was that every night and on weekends, I had all of this time to read for myself and think for myself.

One day in class, Professor Watkins held his hand up as though he was holding an object. He said that one could look at the object and with 100% surety claim the object was yellow just as someone else could claim it was blue with the same zeal and certainty. The lesson of course is that both could be right as well as other perspectives. One must be careful and deliberate in studying an issue or problem and when doing so, study and look at the issue or the problem in every way possible.

Similarly, on another day, Professor Watkins asked if I told you I crossed the street to get to my car what does that mean? I assumed that he parked his car directly across the street. He then had the fun of pointing out how many routes or directions the person could take with the same simple statement being true in all of the different scenarios.

Teaching me how to be a student of life and for life is a great gift Professor Watkins gave to me. My life has been deeply enriched and rewarding because of him. I think that many lives other than my own have been the better because of Professor Watkins (what I hope I have done as a union organizer and union representative has helped many people. I couldn't have done what I have done without Professor Watkins' influence on me). Let me tell you about one example.

I was organizing three hundred workers several years ago. The employer tied us up legally at the Labor Board and was moving in for the kill. But as the hearings progressed the noose got tighter around our necks. One night I was driving home after the hearings and I was really down. I relaxed a little and thought of Professor Watkins standing in front of the class holding up the imaginary object telling us to look at it from every possible direction. When I thought more about the jam we were in, I came up with an astonishingly simple but brazen solution. I won't bore you with the particulars but today there are 300 service workers at the Brattleboro Retreat with better pay, more time off, better staffing levels and good day to day representation- thanks to Professor Watkins.

I do not claim to have been one of Professor Watkins' better students. I am sure much of his insights and subtleties were missed by me. However, I think they lay dormant in me only to be passed on to my daughter. My daughter Emily is a third year PHD student in African studies at Northwestern University. There has got to be some of Professor Watkins' influence there.

(Donations may be made to the “Dr. Ralph R. Watkins Scholarship for the Study of African American Life and History” at the SUNY College at Oneonta, College Foundation, 308 Netzer Administration Building, Oneonta, NY 13820-4015.)



April Harper's Medieval Sexuality: A Book of Distinction

By Bill Simons, Chapter President

UUP Oneonta takes prides in the accomplishments of its members, and there is a new achievement for our union to salute. Dr. April Harper's Medieval Sexuality: A Casebook constitutes a major milestone, the latest addition to Routledge's distinguished Casebook Series. April is, of course, an Assistant Professor of History at the College at Oneonta — and a charismatic classroom teacher. April's recently published collection, co-edited with Caroline Proctor of the Department of History, University of Warwick, features eleven essays by distinguished senior Medievalists and emergent leaders in the field. Intellectually significant, compelling, and accessible, the anthology provides new perspectives on sexuality in the Middle Ages.

In their introduction, Professors Harper and Proctor reflect:

we were interested not only in the act but in how it was perceived, its role in law, literature, societies, cultures, and religions, how it shaped the image of men, women, and their roles in society, how it determined the definitions of masculinity, femininity, gender, "normality" and "deviancy" ...Sexuality is culture; it is representative of a culture's religion, attitudes, taboos and experience. It is the cultural definitions, ideals and changes in attitudes across time, geographic distance, genre and culture with which this volume is most concerned...

Eclectic essays, drawing from diverse texts, topics, and regions, include explorations of sexuality in penance, medicine, disease, virtue, violence, drinking, scandal, homosexuality, art, drama, and political discourse. April's own article, "'The Food of Love: Illicit Feasting, Food Imagery and Adultery in Old French Literature,'" examines "the relationship between food and adulterous women, consumers and the consumed."

For her own essay, April engages the reader on an experiential level with a charming autobiographical anecdote:

My first realization of the link between the two came at age six. I was in my Italian grandmother's kitchen, watching her make my grandfather's favorite dish: a very tiny little pumpkin-filled tortellini. It was an immense undertaking, cutting, gutting, roasting, peeling and then, amidst all the work, she turned around to me, seated on my three-legged stool, and said, "There two desires a man follows, and his stomach always wins — especially when he is very young or old." She picked up a beautiful sheet of perfectly rolled out pasta and said, "Your hair will go grey, but your pasta will only get better."

Medieval Sexuality has many memorable passages, but I keep going back to the following except from the acknowledgments:

Profound thanks must also go to Thomas Beal, Rob Compton, Kathleen O'Mara, Dennis Showalter, Bill Simons, Renee Walker and Ralph Watkins for their dedication, friendship, loyalty and genuine compassion and support in navigating through truly adverse climates and treacherous conditions. Thanks must also go to Dorothy and Jeremy Wisnewski and to Bill and Beth Ashbaugh for advice, distraction, rants and raves, and food and friendship.

Dr. Watkins would have taken much satisfaction in reading the preceding, but then again, as in most situations, Ralph knew.

October Part-Time Concerns Labor Management Meeting Notes: October 22, 2007

By J McDermott, Part-Time Concerns Officer

For Management: Dan Larkin, Lisa Wenck

For UUP: Rob Compton, J McDermott



Two items were on the agenda.

First was the matter of departmental office keys for adjuncts with personal offices in other buildings. This item had come up in the spring, and it was agreed then that the keys would be issued. This fall, English department adjuncts were once again ‘locked out’, but the issue was quickly resolved, and keys were issued even before the 22 Oct meeting.

The other item concerned tuition assistance for Part-Timers, through either the UUP Space Available basis or through the SUNY Tuition Waiver process. UUP has had adjuncts report that they were told by the Registrar that they weren’t eligible for the B140 program. After initially questioning ‘who said that’, implying that there was some confusion during registrar transitions, Management eventually indicated that current practice at SUCO was that adjuncts were not considered to be eligible. UUP stated that UUP had adjuncts who taught on more than one SUNY campus, and that they were eligible on the other campuses; Management said they’d be interested to review other campus policies and bring SUCO into line with the best of them. UUP will be presenting Management with the most effective materials UUP can produce from other campuses—offering models of both good policy and good procedure.

Another item that had been raised in the spring was placement of bicycle racks on campus. Management will be sending UUP an email connection to the proper facilities manager to pursue the issue. Management has no problem with some racks being placed in strategic locations.

The Fall Delegate Assembly:

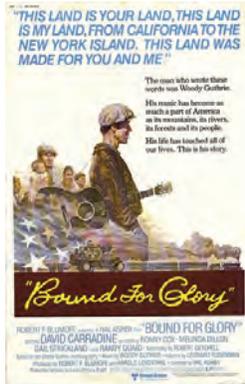
Janie Forrest-Glotzer Re-Elected to United Caucus Steering Committee



Oneonta was well represented by a large and assertive delegation at the recent Fall 2007 UUP Delegate Assembly (D.A.) in Buffalo, New York. Meeting three times a year, the D.A. is the statewide legislative body of UUP, encompassing SUNY/UUP campuses throughout New York. The Oneonta delegation included Bill Simons, Rob Compton, Norm Payne, Tom Horvath, Fred Miller, Nancy Cannon, Joe Baldwin, Jeri Anne Jerminario, Rita Szczesh, and Janie Forrest-Glotzer. Business at the Fall D.A. went

on from early morning to late at night. Training sessions, committee meetings, briefings, discussion of important issues, and several roll call votes entailed long hours of work. The status of contract negotiations and upcoming statewide UUP officer elections were amongst the agenda topics. The D.A. provides the ballast that connects the diverse UUP chapters with one another and to the state organization. Underlining Oneonta’s growing importance in the union, the redoubtable Janie Forrest-Glotzer was unanimously re-elected to the steering committee of the United Caucus. Kudos to Janie and other members of the Oneonta D.A. delegation for giving our chapter able representation.

**UUP Labor Film Series Kickoff
Monday, Dec. 10, 5-7 p.m. Hunt Union Theater**



"Oh, you can't scare me, I'm stickin' to the Union."

Bound for Glory is the inaugural film in UUP Oneonta's Labor Film series. The movie is open to UUPers, all other campus employees, and SUCO students. The 1976 film will be show on Monday, December 10th, from 5-7 PM at the Hunt Union Theater. The movie is based on folk singer Woody Guthrie's 1943 autobiography. Dr. Gina Keel, Political Scientist and Academic Delegate, will serve as Director of the UUP Labor Film series. Dr. Keel will also moderate the disucssion that will follow **Bound for Glory**.

Forged by the Dust Bowl and the Great Depression of the 1930s, Woody Guthrie did hard travelling and labored at many jobs. He was a strong supporter of the American worker and of the union movement. His music often reflected political, economic, and class concerns. Guthrie's socially conscious music includes the classic "This Land is Your Land."

Directed by Hal Ashby, **Bound for Glory** features David Carradine as Woody Guthrie. Both Ahsby and Carradine won Golden Globes for their work on the film. The music and cinematography won Acadmemy Wards.

Popcorn will be complimentary.

Faculty Elected to Presidential Search Committee

UUP congratulates the six faculty elected to the College at Oneonta Presidential Search Committee. They are as follows: Dr. **Richard A. Couch**, Professor, Secondary Education; Dr. **Paul A. French**, Chair & Associate Professor, Physics; Dr. **Achim D. Koeddermann**, Associate Professor, Philosophy; Dr. **Richard Lee**, Associate Professor, English; Dr. **William J. Pietraface**, Chair & Professor, Biology; and Dr. **Gretchen Sullivan Sorin**, Director & Professor, Cooperstown Graduate Program of Museum Studies. Their membership on the Committee is the result of a contested and democratic election in which 76% of the eligible faculty voted.

For the first time in a generation, the College at Oneonta has the opportunity to consider the qualities it wants in its campus president. In our quest for excellence, we look to the future. For good or bad, a president has the potential to shape an institutional culture. The decision ahead is one of consequence.

The Sentinel and Websites

Editor's Note: Statements Made in *The Sentinel* do not necessarily reflect the opinion of UUP or any of its statewide representatives.

To read past issues — as well as the current edition — of *The Sentinel* on-line, go to www.uuphost.org/oneonta. This site also includes other material concerning UUP Oneonta.

The statewide **UUP website** is located at www.uupinfo.org It contains information about members benefits and many other important topics.

Food for Thought / UUP Chapter Meeting: **Tuesday, December 4th at Noon, Le Café (Morris Conference Center)**



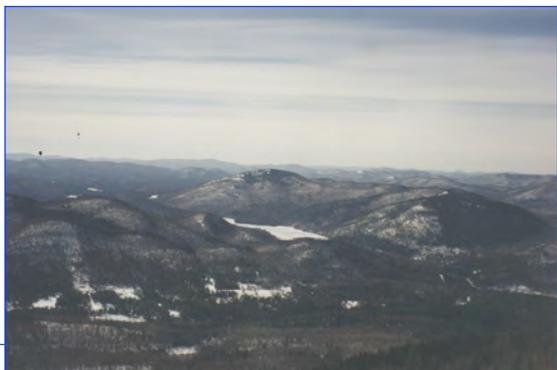
The next *Food for Thought / UUP* Chapter meeting will be held in Le Café, Morris Conference Center, on Tuesday, December 4th at Noon. **This is an important chapter meeting and will have two separate and distinct components.** During the first 10 minutes of the meeting, UUP Vice President for Professionals **Norm Payne**, along with College Associate Vice President for Employee Services **Lisa Wenck**, will introduce a new application form for Professionals to use to apply for promotion and salary increase; future workshops concerning this new Professional application and attendant procedures will be announced. **During the second and longer portion of the meeting**, only UUPers will remain in the room,

and the UUP membership will conduct the second of its *Vision for the Future: Call to Greatness* forums on new directions for the College at Oneonta. As at the previous Vision for the Future forum, which was well attended and allowed for thoughtful and candid discussion, detailed notes of the proposals presented will be taken and published in *The Sentinel*. (To encourage participation, however, the proponents of specific viewpoints will not be identified.)

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 UUP Oneonta President **Bill Simons** (x3498, SimonsWM@Oneonta.Edu), VP for Academics **Rob Compton** (x3048, ComptoRW@Oneonta.Edu), VP for Professionals **Norm Payne** (x2021, PayneNE@Oneonta.Edu), Secretary **Tom Horvath** (x3899, HorvatTG@Oneonta.Edu), or Professional Delegate **Janie Forrest-Glotzer** (x2005, ForresJL@Oneonta.Edu).



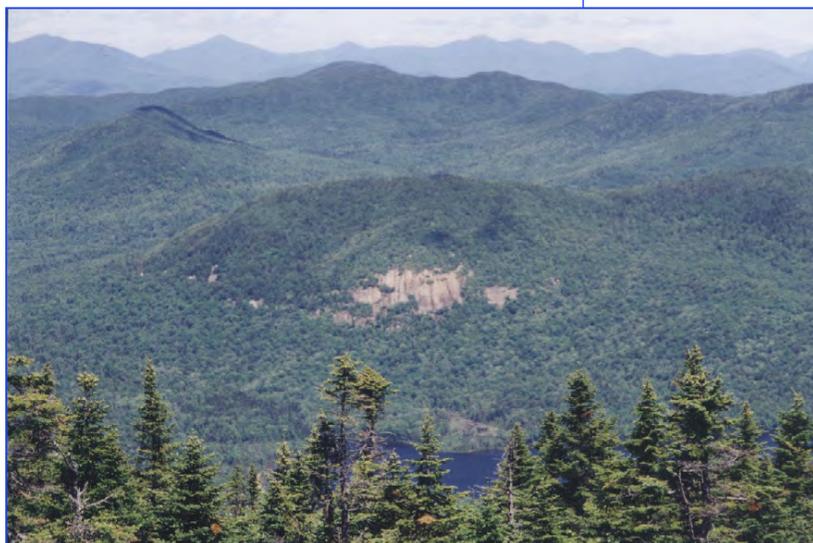
a window to the Adirondacks



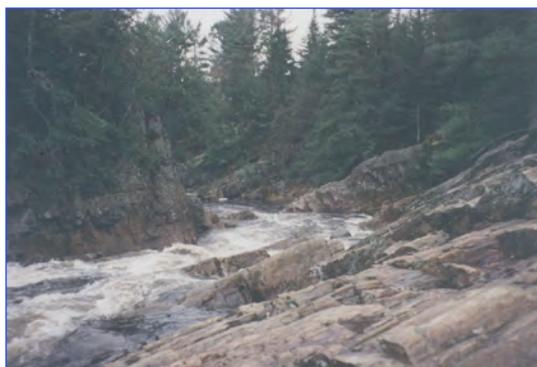
Garnet Lake
from top of Crane Mt. with
Blue Mt. (left) and Ross Mt. (right).
Directly behind Wilcox Lake Wild Forest.



Blue Mountain Lake from Blue Mountain



From Blue Mountain, **NE Tirrell Mt. and Tirrell Pond** inside the Dunbrook Mountain Range



Sacandaga River inside the Siamese Pond Wilderness Area



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(d = delegate, o = office, h = home)

