



The Sentinel

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UUP - Oneonta

March 2008

"All animals except man know that
the ultimate of life is to enjoy it."

- Samuel Butler

Volunteers Needed for UUP and CSEA at Saturday's Bread — Saturday, April 12, 2008, and for the Green Campus

Bill Simons, Chapter President



On Saturday, April 12, 2008, UUP Oneonta will join our friends from CSEA to staff *Saturday's Bread*, a community kitchen that dispenses hot meals and good cheer. Linda Drake will, as previously, co-ordinate our chapter's participation in this worthwhile community service. Although *Saturday's Bread* is housed at the First United Methodist Church, 66 Chestnut Street, Oneonta, the program is a non-denominational and humanitarian service open to all. To be part of the volunteer group at *Saturday's Bread* on April 12th, you must be willing to work from 9 AM to 2 PM. As we need an exact list of the names and numbers of participants, please e-mail (drakelm@oneonta.edu) Linda Drake to volunteer. When you contact Linda, please provide her with your full name, e-mail, and telephone number.

Kudos to Linda, the College at Oneonta's Executive Director of the Center for Social Responsibility and UUP's Director of Community Service, for continuing to facilitate the involvement of volunteers in a variety of benevolent enterprises. UUP Oneonta has participated in post-Katrina reconstruction in the Gulf, flood relief in our region, collection drives, and other volunteerism under Linda's leadership. UUP is proud to collaborate with our brothers and sisters in CSEA in this current *Saturday's Bread* endeavor.

As the last issue of *The Sentinel* noted, volunteerism ought to be central to our mission:

The Center for Social Responsibility remains one of the great jewels of our College. Linda Drake, the Center's Executive Director, does a remarkable job of involving students and staff in a range of worthy, benevolent enterprises. Working with Linda, as well as observing her volunteers on post-Katrina relief in the Gulf, post-flood assistance in our own area, and serving food at Saturday's Bread, I have come to believe such community service is an essential part of everyone's education; it provides important perspective on lives different than one's own, develops leadership skills, fosters emotional maturity, builds solidarity, and connects thought and action. A public college and its students have a special obligation to the betterment of our world. Increased funding and staffing for the Center for Social Responsibility would allow more of our students and personnel to participate in social service initiatives. The College as a whole could designate a special project in which all segments of the campus could participate.

And, what might be this collective endeavor embracing UUP, CSEA, PEF, Council 82, Teamsters, management, students, alumni, retired college employees, and the Oneonta community? Perhaps a united campaign will turn the Green Campus from aspiration to reality.

I recently had the privilege of attending a presentation by Dr. Nigel Mann, of our Biology Department, at the Delaware-Otsego Audubon Society. With passion, erudition, and humility, Nigel discussed collaborating with his wife, Kim, to preserve species and land in Costa Rica — and to promote responsible eco-tourism. Nigel's lecture reminded me that we have amongst us remarkably talented and idealistic people to lead the fight for the Green Campus locally. Let us resolve to reduce our carbon footprint, conserve resources, employ new technologies — and innovate. Such an endeavor has the potential to create an unparalleled solidarity at the College at Oneonta, possessed of such energy that it would reach out to animate all areas of campus life. In 1961, JFK pledged that this nation would have an American on the moon by decade's end — and, in 1969, we did. We too can proclaim and fulfill an ambitious goal. A new administration can through persuasion, hope, and example give priority to the Green Campus. Beyond our own campus, a Green College at Oneonta would, by example, facilitate profound changes in places near and far.

Acting UUP Vice President and Health/Safety Officer Tom Horvath, a gifted biologist and environmental scientist, provides initial commentary on some of the technical initiatives needed for the Green Campus. Tom discusses promoting awareness, economic incentives, water usage, sewage, heating, air conditioning, technology, construction materials, transportation, and more. We have a long way to go, but we can succeed if we have the resolve. On the way to the Green Campus, there will be substantial contributions from every component of the College.

To further the Green Campus initiative, this issue of *The Sentinel* contains four important articles on environmental

issues: *Yellow Alert? Science and Public Policy in Our Region* by Robert Titus, Professor, Geology, Hartwick College; *DANTA: Association for Conservation of the Tropics* by Kimberly Dingess, Director, DANTA and Adjunct Instructor, Anthropology Department, SUCO; *Dreaming Green* by Joshua J. Frye, Assistant Professor of Communication Studies & Member of Green Team PR Committee, SUCO; and *Kudos to UUP Vice President Tom Horvath: Recipient of Environmental Grant*.

A Green Campus and a Green World will require reassessment of priorities and practices. Commitment and the acquisition of expertise are essential. UUP looks forward to joining with the new administration, other unions, students, alumni, and the larger community. The Green Campus and the Green World will not be easy to achieve. In solidarity, however, we can prevail. The stakes are enormous. The Green initiative is the central challenge of our generation. We cannot afford to fail.

Winds of Change: the US, Zimbabwe, Oneonta, and UUP

By Rob Compton, VP for Academics



[Editor's Note: Fulbright Scholar and UUP Vice President Rob Compton writes from Zimbabwe, a troubled and beautiful land. Rob has encountered baton-wielding police violence in the streets and went 13 days without drinking water. Despite assorted vicissitudes, Rob, a scholar-activist, remains committed to social and political justice as this fearless and eloquent article demonstrates.]

The "Winds of Change" are sweeping the US, Zimbabwe, Oneonta, and UUP. The White House and its corporate agenda have been exposed, the Zimbabwean "emperor" is now naked for all to see, and the statewide UUP is undergoing dramatic changes that will bring about a stronger and more open organization that is supportive of chapter level initiatives. On our campus, people all over have started to shed light on some what has happened here. Indeed, it is time to tell the truth so we can learn from it.

National Changes

Dr. Gina Keel, UUP Acting Secretary and an accomplished Political Scientist, in last month's *Sentinel* article eloquently wrote about the excitement emanating at the New Hampshire primaries as it mirrored a nationwide movement for change. It looks like the US will have its first black or woman president for the first time. Americans clearly understand the betrayal of public trust under the Bush administration. Every member of the State Department I met believes that the next president will have a lot to overcome to restore that trust with countries that are "disappointed" by our propensity toward violence to solve problems. It's difficult for our voice which calls for democracy to be heard when the US continues to spend more on its guns than the next twelve countries combined.

Changes in Zimbabwe

Meanwhile, things are heating up in Zimbabwe. The announcement of reform oriented former ZANU-PF stalwart and Finance Minister Simba Makoni's decision to run for president as an "independent" signals the internal fissures of the ruling party which has, on the surface, backed the octogenarian Robert Mugabe for another term. If elected, Uncle Bob will be 89 years old when he completes the next term! Yet regardless of who wins, the winds of change are in the air. What broke the government's aura of invincibility?

During 2005, the Zimbabwean government embarked on Operation "Restore Order" Murambatsvina (drive out rubbish). The army, police, and the paramilitary "green bombers" (paramilitary ZANU-PF party youths), armed with bulldozers, shovels, and trucks destroyed entire neighborhoods and terrorized the population with clubs and the butts of guns. In this nationwide exercise, that ostensibly sought to clear the high density suburbs of "irregular structures" affect one out of five Zimbabweans directly and led to the forced internal displacement of 1,000,000 people many of whom were dumped in rural areas far removed from their place of employment. David Coltart, an opposition member of Parliament that I had the pleasure of interviewing, said that this politically driven maneuver was "symptomatic of the Government of Zimbabwe's general lack of respect for the rule of law." [The Report of the Fact-Finding Mission to Zimbabwe to Assess the Scope and Impact of Operation Murambatsvina](#) by Ms. Anna Kajumulo Tibijuka, the UN Special Envoy on Human Settlements Issues exposed the fallacy of this "cleanup" operation aimed at opposition party supporters.

Everyone knows that this government is a fraud. Just two days ago, I saw the police truck show up with a dozen officers, who all summarily jumped out of the vehicle, and ran after a political dissident who was distributing literature for the Women of Zimbabwe Arise (WOZA) and the Men of Zimbabwe Arise (MOZA). The literature said, "we love our country too" and "for the sake of your children". It was a moving moment when the police proceeded to pummel the young man, repeatedly kicking, and pounding him with police batons. He was bleeding but they would not stop. They put him on the truck and continued to beat him. It was in the middle of the city and people stood there and watched helplessly. But people knew that despite ripping the clothes off this young man, it was the government that was naked. Just like those who witnessed 3-11 in Zimbabwe when the government raided the opposition headquarters and attacked its leadership, several of whom had to go abroad for medical treatment. The opposition too, has engaged in violence against its own members and has now split over leadership issues.

Winds of Change in Oneonta

Just like Ralph Watkins knew. As noted at Ralph's memorial, his advocacy for the black list case cost him DSI increments for close

to a decade. Other campus activists are now on the same trajectory. Many Professionals and Academics have experiences that allow them to attest to the increasing capriciousness of DSI distributions at Oneonta. That's why UUP wants to have a genuine dialogue with the new administration to improve the transparency of the DSI process. The outgoing administration has rejected it, but we hope that the new Management will join us to seek win-win solutions through dialogue.

Unfortunately, the outgoing administration has chosen the path of obfuscation, denial, deflection, and outright refusal to answer questions or in some cases to have a discussion on issues as stipulated by the contract. The record of these interactions is contained in the Sentinel notes of past Labor-Management meetings. UUP wants to know why the Tripartite Process was manipulated for political purposes and what will be done to prevent that in the future. We want to know why Management has chosen to report dubious numbers for the course-load reduction program? We want to know why the administration did not want to proactively deal with the 2006 flooding in the area when UUP asked for a hand in partnership? Now we want to know why 1/3 of the coaches did not come back this Fall when they stood together and struggled for a pay increase a year earlier.

During the September 2006 Labor-Management meeting, the administration proceeded to go "off the record" and verbally assault UUP. This event was Oneonta's Murambatsvina. The details of "off the record" meeting cannot be printed, but it exposed what had happened due to previous years of atrophy. Management, just like the Hyundai management in the aftermath of the legalization of independent Korean unions in 1997, did not know how to deal with a strong union making demands. The past weakness of UUP, prior to the emergence of the New Solidarity of UUP Oneonta in 2003, had allowed Oneonta management to march on the road "a one party dictatorship."

I believe the record stands clear for all to see and we have had to seek repeated legal counsel in Albany. The successor to the State Ethics Commission should examine many of these issues on this campus. Furthermore, we will continue to work with the new Statewide UUP leadership to seek redress of these kinds of problems. We trust that the incoming administration will take a candid look at the present state of Labor-Management relations and make the necessary transformation in principals and agents and principles and then enter into a genuine dialogue for the good of the College Community.

Statewide UUP Changes

As many of you know, there is a new era of openness blossoming in the statewide organization. Over the past decade, the statewide organization matured and established itself as the premier higher education union in the country. Recently, there have been changes that have taken place in the leadership of statewide UUP. We congratulate Phil Smith and extend him a hand of friendship and cooperation as we move to tackle issues of mutual interest.

I believe that UUP will become a stronger organization that will assist the chapters tackle difficult issues, which include rebuilding chapters, activating the spirit of unionism in our colleagues and creating win-win situations for Management and Labor. We expect that a number of campuses are scrutinizing the Oneonta model of community involvement, leadership development, and union building and some of us may be undertaking a higher calling in the statewide organization. Rather than being swept up by the winds of change, here on the Oneonta campus, we are the purveyors of the winds of change.

Conclusion

Thank you for reading this article and letting me say some things that have been on our minds for many months and years. We thank everyone who has prayed for us, supported us in big ways and small and for your trust in us to do the right thing. We put in the long hours and do this for love of our families and colleagues, our College, our students, and New York state and even humanity itself.

UUP Benefits for Part-Time Members

(Although UUP previously alerted members to the following by Broadcast and e-mail, it is repeated in The Sentinel given its importance to our part-time members.)

Part-time members of UUP who do not meet the eligibility criteria for benefits can purchase both dental and vision benefits from the UUP Member Services Trust Fund. Open enrollment will begin on March 1, 2008 - April 1, 2008. New part time members can enroll on their hire date. We will update the UUP website by March 1, 2008 with all the details.

Monthly Premium Rates are as follows:

Delta Dental Enrollee - \$ 27.03
 Enrollee +1 \$66.78
 Enrollee + 2 or more \$97.87

Davis Vision Enrollee - \$10.50
 Enrollee + 1 or more dependents - \$18.90

Promotion Workshop Update: New Professional Application for Promotion and Salary Increase and Other Professional Matters

By Norm Payne, Vice President for Professionals



About 45 professionals attended the two workshops on the new form for Promotion and Salary Increases. Labor Relations Specialist Dennis Selzner walked everyone through a typical career path at Oneonta, using our contract as the guide. He started with the appointment letter, the types of appointments, the lengths of appointments and other important information in the letter. Different types of appointments were discussed at length, and the all important stage of permanent appointment was discussed, as well as who is eligible.

Next, the performance program was discussed. Who writes it, when they write it, how long they have to write it, how they go about determining the duties and responsibilities and secondary sources, and what it means to the professional. Also discussed was that everything you do in the daily performance of your job should be in the performance program. Items can be added, changed or subtracted in real time. It is incumbent on the professional to make sure the same old document is not used year after year if there are changes. You do not have to wait for your yearly evaluation cycle to change the performance program.

The next logical step was to review the evaluation process. When your yearly evaluation comes due, the steps are: supervisor prepares a preliminary evaluation, sits down and discusses the evaluation and a new performance program, after the discussing the preliminary evaluation, a formal evaluation and a new performance program is written. When appropriate, the report shall contain recommendations relating to: renewal or non-renewal of the professional employee's appointment (your appointment letter); promotion (more about this later); discretionary salary increase (amount you wish to be considered for); or other actions affecting the employment status of the professional employee. A discussion ensued about the pros and cons of adding new duties to the performance program. The bottom line- if your boss asks you to move something from here to there, you shouldn't say "I'll wait until I amend my program." If the duty is considerable, and you want to be evaluated on it, then have added to your program. Finally the topic of why all the above should mean something to you. A "Promotion" shall mean an increase in a professional employee's basic annual salary accompanied by movement to a higher salary level with a change in title: resulting from a permanent significant increase or change in the employee's duties and responsibilities as a consequence of movement from one position to another of greater scope and complexity of function at the same or different campus; or resulting from a permanent significant increase in the employee's duties and responsibilities as a consequence of a permanent increase in the scope and complexity of function of the employee's position.

A "Salary Increase" An employee who has been assigned a permanent and significant increase in duties and responsibilities as demonstrated by the employee's performance program may apply for a salary increase provided that the employee first has requested a recommendation for such a salary increase from the employee's immediate supervisor and been denied at an organizational level below that of the college president. This means you must apply for a promotion or a salary increase using the new form. The new form explains all the documentation needed and the process the form takes at every step. Performance Programs and evaluations are the key. They are what you use to get rewarded with a promotion or salary increase, you need them every year.

All this is not new. It has been around since 1978, we just have not closed the circle until this year. We started with educating the supervisors on the performance program and evaluation system. Ray Haines from SUNY administration came here and spoke to all the supervisors, basically repeating what is written in our contract. We then had workshops for professionals explaining the system of evaluation for professionals. Again, we read mostly what is in our contract. Now we have a promotion packet that reflects what is written in our contract.

Everything boils down to your system of evaluation. If you never got performance program, or have one older than a year, or get the same thing with the dates changed each year, and you have done more, you will never get anything more than Union negotiated pay raises (and DSI). I have worked with management to get delinquent supervisors to obey our contract, but ultimately the same thing comes down from the top. They can't force supervisors to submit timely evaluations, but they are working on it. If you are one of those delinquent supervisors, I am asking you in writing to follow our contract, and possibly your contract. If you haven't had an evaluation or a current performance program let me (Norm Payne) know at 436-2021 or PayneNE@Oneonta.Edu

(Editor's Note: Excerpts from the materials distributed at the Professional workshops appear below.)

Requirements

1. Before applying for promotion or salary increase, be sure that your Performance Program is current and on file, and you have had an evaluation within the last year.
2. It is your responsibility as the applicant to fill out the application and gather supporting documentation.
3. Your cover letter should include the following: specific and detailed changes in duties and responsibilities; level of autonomy in your position; and your level of supervisory responsibilities.
4. Supporting documentation must include at least your two (2) most recent Performance Programs or as many you feel are needed to demonstrate how your responsibilities have changed and the general percentages of effort for each item within your most recent program.
5. Supporting documentation can include items such as: evaluations written by the immediate or next level supervisor; letters of recommendation from colleagues, letters of commendation, organizational chart of other items related to your request.

Criteria upon which a decision is based:

1. Criteria for Promotion as listed in the Memorandum of Understanding (Appendix A- 28. III. E-2 of the State/UUP Agreement). Copies are available in the Office of Human Resources.
2. Duties and responsibilities as outlined in your Performance Program.

Procedures

1. Obtain the "College at Oneonta UUP Professional Request for Salary Increase or Promotion" form from Human Resources.
2. Complete the application form consistent with instructions on the application and listed in this document.
3. Gather supporting documentation.
4. Check all boxes that are applicable to your request. If you are requesting a promotion, fill in your present Title, Salary Level (SL), and Salary and the requested Title, Salary Level, and Salary. If you are requesting only a salary increase, fill in your present salary and the requested salary. Please keep a copy of your submission of your records.
5. All employees will be notified of the decision or recommendation at each level of the process.
6. An employee's request for promotion or salary increase shall be regarded as "denied: at any organizational level below that of the college president if such request is not acted upon within 45 calendar days of receipt by that organizational level.
7. If an application is denied or not recommended for approval at any level below the College President, the employee may appeal the decision to the College Review Panel.
8. Application for Promotion (change in title, salary level and increase in salary) which are disapproved may not be resubmitted for a period of eighteen (18) months, or until the employee's performance program has been changed, whichever is sooner.
9. Applications for salary increase, approved or disapproved, may not be resubmitted for a period of eighteen (18) months, or until the employee's performance program has changed, whichever is sooner.
10. Salary increases will be effective as soon as practical following vice presidential or, if applicable, Presidential approval.

Congratulation to Jacqueline Bennett for Her "Green" Grant

UUP is proud of the achievements of members of its bargaining unit. The union thus extends its kudos to Jacqueline Bennett, SUCO Assistant Professor in the Department of Chemistry and Biochemistry. The press release noted that:

Dr. Bennett has received a grant from the Camille and Henry Dreyfus Foundation's Special Grant Program in the Chemical Sciences for a project entitled "Integrating Photochemistry into the Undergraduate Chemistry Curriculum."

The Dreyfus Grant Program provides support to institutions for projects that advance the science of chemistry in innovative ways. Dr. Bennett plans to develop and implement "green" photochemistry experiments to use in labs in the College's organic chemistry courses to examine the effect of radiant energy in producing chemical changes. As "green" experiments, they will reduce or eliminate the use and generation of hazardous substances. Dr. Bennett's inquiry-based experiments will be modern and relevant and will introduce students to the use of an energy source other than heat. Dr. Bennett joined the SUNY-Oneonta faculty in 2006. She holds a doctorate in chemistry from the University of California, Riverside. Before joining the College, she taught chemistry at Drury University.

Phil Smith Elected Statewide UUP President: “There Will Be No Orphans in the New Family of UUP”

By Bill Simons, Chapter President

(Editor Note: On Saturday, February 9, 2008, at the Winter Delegate Assembly, Phil Smith was elected Statewide UUP President. His nominating speech was given by Bill Simons, Oneonta Chapter President. It is reprinted for the purpose of introducing Phil to the Oneonta membership.)

Our union is at a historic crossroad. Phil Smith understands that changes need to be implemented, and it as an honor to nominate him for the office of president. Phil had the courage of his convictions to ensure that all delegates would have the opportunity to vote in the very special election and therefore did not seek the endorsement of the caucus.

Phil’s UUP background is varied and impressive. On the statewide level, he has served as Vice President for Academics and Chief Negotiator for the 2003-2007 Contract. At Upstate Medical University, Dr. Phil Smith, is a Professor of Cell and Development Biology, and he has served the UUP Syracuse Chapter as Grievance Officer, Vice President for Academics, and President.

No previous candidate for UUP president has ever had a stronger combination of chapter and statewide leadership experience and accomplishment. Amongst Phil’s myriad national and international honors are the 2005 Nina Mitchell Award and the 2006 NYSUT Higher Ed. Member of the Year. His academic training in labor relations embraces the Harvard Law School and the Cornell University School of Industrial and Labor Relations.

Phil is and has been many thing-- professor, author of over 80 substantive publications, Chair of the Upstate Medical Faculty Senate, nonpareil master of technology and communications, Juvenile Court Justice, and UUP leader.

However, an individual is more than the sum of their accomplishments. Phil is a candidate because officers and rank-and-file members from many chapters throughout the state prevailed upon him to make this race. Phil’s leadership, experience, achievements, character, and vision are needed.

Phil has the confidence to welcome divergent views, consult widely, and listen intently, but to ultimately take responsibility for his decisions. A future-oriented UUP will develop strategic planning. Phil will strengthen chapters at the grassroots level, develop a new generation of leaders, and promote teamwork within the statewide executive board. In dealings with the Governor’s Office, the State Legislature, SUNY, and our NYSUT and AFT affiliates, he will effectively represent the best interest of the membership of UUP.

To those groups who have not received adequate representation — retirees, part-timers, and librarians, Phil promises that there will be no orphans in the new family of UUP. Faculty concerns about workload creep and gratuitous assessment will be heard. Professionals will have a transparent and fair route to promotion and salary augmentation.

Phil Smith will lead by example, affirmation, informed intelligence, wise judgment, and hard work. A vote for Phil Smith is vote for UUP.



Part-Time Concerns Report February 2008

By J McDermott, Oneonta Part-Time Concerns Officer

The February Part-Time Concerns Labor Management meeting took place on Wednesday, 27 Feb.

Two new items were placed on the table: One concerned overnight lodging rates in the Morris Conference Center (in an effort to make evening campus events accessible to part-timers who live at a distance from the campus, and to provide a safe and affordable lodging option in the case of winter weather emergencies); the other was a proposal to raise the starting salary of adjuncts. After their introduction, both proposals were taken for consideration by management.

Management reported that several earlier proposals are still under consideration; we hope to be able to report on their status after the 30 April meeting.

The recently negotiated contract is now up for a ratification vote by UUP members. You should have received both your ballot form and the “Negotiations Bulletin”. Ballots must be received by 5 p.m., 12 March. A major issue for each part-time employee is whether or not you are a member of UUP. Check your pay stub. Under “After Tax Deductions” it must state “UUP Member”. If it says “UUP Agency Fee” then you are NOT a member of the union, you are simply a part of the bargaining unit, and you are not eligible to vote. If you wish to change your status, call the office or any of the officers; we will get you a union card to sign. But it will be too late to vote on this contract: to have voting status on the contract, you had to have been a member as of mid-December 2007.

The complete tentative contract is printed in the “Negotiations Bulletin”; pages 32 through 34 offer some highlighted explanations, including specific call-outs for the benefits for part-timers. There are explanations of the salary increases, service awards, and benefits expansions. Item 9, a contracted meeting on “issues of mutual concern regarding part-time employees”, may prove to be quite important. Although it is not a perfect contract, it appears to me to be a good one. I will be voting to support it. I urge you to vote as well. The number of ballots received from each campus is a measure of support that UUP has on that campus. Let our votes show that Oneonta is a UUP stronghold!

Information About Change In UUP Dental Plan

(Editor note: Below are some of the most common questions asked about the change in the UUP Benefit Trust dental plan. This information comes from Doreen M.Bango, UUP Member Benefits Manager/Fund Administrator, <dbango@uupmail.org> phone: 800-342-4206 fax (toll-free): 866-559-0516)

When will UUP make the switch to Delta Dental?

April 1, 2008

How will our dental benefits change with Delta Dental?

Only for the better! We have added coverage for TMJ, an additional annual cleaning during pregnancy, and we have streamlined the orthodontic reimbursement process. And remember, you'll continue to be able to have two cleanings per calendar year at any point in time during that year.

Will we still be able to visit the dentist of our choice?

Yes, the Delta Dental P.O. Program allows you the freedom to visit any dentist - either in or out of the Delta Dental P.O. network. However, you should be able to find an in-network dentist with the large number of dentists that participate in the Delta Dental P.O. Program!

What does P.O. stand for?

Preferred Provider Organization

What are the advantages of using a dentist that participates with the Delta Dental P.O. network?

Well, first, you will usually pay the lowest amount for services when you visit a dentist in the Delta Dental P.O. network. Also, Delta Dental will pay the P.O. dentist directly and you will only be responsible for your co-insurance amount. Finally, the P.O. dentist will complete all claim forms and submit them to Delta Dental for you at no charge.

Is there more than one network?

Yes, there are 2 networks. In addition to the Delta Dental P.O. network, UUP members will have access to the Delta Premier network.

What is the difference between the Delta Premier network and the Delta Dental P.O. network?

The Delta Premier dentists charge more than Delta Dental P.O. dentists. However, your costs will still be significantly reduced when using a Delta Premier dentist as opposed to going to a dentist out-of-network. Delta Dental will pay the Delta Premier dentist directly and you will only be responsible for your co-insurance amount. Also, the Delta Premier dentist will complete all claim forms and submit them to Delta Dental for you at no charge.

What can I do if my dentist is out-of-network?

You can invite your dentist to join the Delta Dental P.O. or Premier network. You can find the Recommend Your Dentist form on the Delta website.

Will there be an annual maximum?

Yes, the maximum benefit paid per calendar year is \$2500 per eligible member and \$2500 per each eligible dependent. However, and this is very exciting, effective 4/1/08 you will have a new maximum benefit of \$2500 for the rest of the 2008 calendar year. (The annual maximum includes orthodontia.)

How will that work?

For example, if you spent \$1000 from 1/1/08 - 3/31/08, effective 4/1/08 your maximum calendar year benefit would not be reduced from \$2500 to \$1500 - you would be able to go back up to the \$2500! This will only be offered during 2008.

My son is currently undergoing orthodontic treatment? How will this switch to Delta Dental affect my claim?

The last thing I want to see happen is to have a UUP member caught in the middle due to a change in dental carrier. Delta Dental will assume responsibility for the portion of all ongoing claims that occur after 4/1/08. For example, if you have completed 18 months of a 24 month orthodontic treatment, Delta Dental will assume the responsibility for the remaining 6 months.

I have a daughter who is starting orthodontic treatment in June? How will the payment schedule work?

Delta Dental's orthodontic payment process is very simple. At the time of banding (when the braces are put on) you will receive a payment for 50% of the contracted amount. And then at the 1st anniversary of the banding you will receive the remaining 50%. It just doesn't get any easier than that!

What is the new group number and where do I send the claim forms? What is Delta Dental's customer service number?

The Delta Dental Group Number is 00165. Claims can be mailed to Delta Dental of New York, One Delta Drive, Mechanicsburg, PA 17055. The customer service number is 800-471-7093 and it is open 8am to 8pm (Monday - Friday).

Is there a Delta Dental website that I can go to?

Yes, just go to www.WeKeepYouSmiling.com.

Will I receive any information directly from Delta Dental?

You will be receiving an enrollment package in the mail from Delta Dental in addition to an ID card. You'll also be able to print additional enrollment cards off the Delta website.

Can I call the UUP Benefits Trust Fund if I have more questions?

Of course! Our number is 800-887-FUND and we look forward to helping you during this exciting change to Delta Dental.

BUGBEE CHILDREN'S CENTER AND NEW FACULTY

By Matthew Hendley, UUP member and Chair, History

What makes faculty choose to come to SUNY Oneonta? In an increasingly competitive job market the college needs to consider the widest range of potential incentives to complete its searches successfully. One large incentive, often overlooked, is literally on the doorstep of the college campus – the Bugbee Children's Center. The Center has continually striven to provide excellent child care for the families of faculty and others and has recently launched a major fund raising campaign to allow it to continue its mission.

Formerly called the SUCO Children's Center, the Bugbee Children's Center has been in existence since 1985 and is located on the first and second floors of the former Bugbee School on State Street in Oneonta. 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 225 children every year which makes it one of the largest day care centers in Otsego County. It provides four levels of year round quality childcare including infant care (8 weeks to 18 months), toddler care (18 months to 3 years) and preschool classes (3 to 5 years). It also provides school age programs for elementary school children during school holidays and vacations (including the summer). Tuition is assessed on a sliding scale based on family income.

Area Kindergarten programs have praised Bugbee for instilling the qualities that lead to future success in the classroom. The Center and its staff believe that no child is too young to learn and develop socially, emotionally and intellectually. Preschoolers and toddlers have a well thought out daily program which includes both individual and group activities. Each classroom offers opportunities for creative art, music, dramatic play, books, cognitive games and puzzles and other fine motor activities. Children also have access to large indoor areas (including a large gym) as well as age appropriate playgrounds for such large motor activities as climbing, running and tricycling. For infants, the focus is on creating a nurturing and caring environment with opportunities for play and exploration. The Center provides breakfast, lunch and an afternoon snack for older infants, toddlers, preschoolers and school age children. Children go on field trips and on warmer days classes of many ages can be seen going on neighborhood walks with teachers. The center encourages all families to discover the "Bugbee Advantage": quality, convenience and peace of mind.

Newly hired faculty have shown a great appreciation for the Bugbee Children's Center. In the Department of History, two of our three new tenure track hires who began in Fall 2007 have children enrolled at the center. Dr. Miguel Leon (who teaches Latin American History) and his wife Carolyn Leon-Palm (who works at the Oneonta YMCA as a membership manager) moved to Oneonta from Long Island. Their daughter Eva (aged 2 years and 11 months) is enrolled at the Center and is in the room of Sandy and Marni. Miguel and Carolyn heard about the Center through colleagues and chose it due to its convenience and the recommendations they heard from others at the college. They have been especially pleased at the friends both they and their daughter have made at the Center. They have found the Center helpful in balancing family and professional obligations. They wrote that "having affordable, quality daycare for SUNY employees is a real benefit and also a necessity" and hoped it could even become more "affordable" to SUNY employees. Dr. Jeff Fortin (who teaches American Colonial and Atlantic World History) and his wife, Suzanne Filippone (who also teaches History at SUNY Oneonta part time and will soon begin work at the Farmer's Museum as a school group co-ordinator) moved to Oneonta from southern Maine. They learned about the Bugbee Children's Center through the SUNY Oneonta website. The availability of quality daycare was instrumental in their decision to come to SUNY Oneonta. Their sons Luca (aged 3 years 11 months) and Andre (an infant aged 1 year) are both enrolled at the Center. Jeff and Suzanne are pleased that Bugbee is a well run and licensed childcare center with "incredible facilities, caregivers and opportunities". Luca has consistency of care and has thoroughly enjoyed field trips which gave him the opportunity to go on his first bus ride. Luca's teachers Andrea and Lynn run a classroom that he looks forward to attending. Jeff and Suzanne are especially pleased at the flexibility the Center offers for childcare needs. They noted that Bugbee even added hours for their children at busy times like final examinations. They also were pleased with the help they received from Jen, Teri and Rose in helping the adjustment of their infant Andre to childcare. Suzanne recommends Bugbee to all incoming faculty and notes that "Knowing that the amazing staff that is at Bugbee is caring for my children allows me to focus on my job and improve my performance inside my classroom". Both Suzanne and Jeff feel Bugbee is an asset to the entire SUNY Oneonta community.

As the words of these new faculty members attest, one of the key factors in their satisfaction with Bugbee is the hard work of the dedicated employees at the Center. The teachers and teacher assistants (who are not considered state employees and do not enjoy state benefits) are trained professionals in early childhood education. Their goal is not merely to "baby sit" but to help children develop a love of learning and meet certain developmental milestones. The Center's employees are crucial to fulfill the mission of the Bugbee Children's Center to encourage and support children's "development and growth by creating early childhood environments that foster friendships, self-esteem and joy".

With an annual operating budget of nearly \$1,000,000, of which 80% is used to cover modest staff salaries and benefits, the Center is dedicated to furthering its educational enrichment programs with its precious few reserves. New York State offers some of the highest quality childcare in the nation but the ramifications of its rigorous state licensing

requirements present a financial burden. Increasing demands for quality from the State combined with a reduction in state subsidies, grants and donations to the Center has created a financial crunch. Consequently, the Center has had to rely on tuition increases to help meet its operating expenses. This is increasingly becoming a burden for our talented young families and the Center is reaching out for help.

On April 18, 2007 the Bugbee Children’s Center launched its first multi-year fund raising initiative entitled the “Celebrating Early Childhood Campaign”. The goal of this campaign is to raise \$ 500 000 over five years. Costs have steadily risen for the Center. The subsidies, grants and donations the Center has 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 hardworking teachers at the Center. The Center hopes that UUP members, all college employees and community members will consider making a contribution to the campaign. This is a critical juncture in the Center’s ability to continue a quality Early Childhood Education Program at Bugbee. Your assistance will help current and future SUNY families (as well as the greater community) discover “the Bugbee Advantage” and its rich history of serving the educational and emotional needs of our children. Contact the Center’s director Marie Petta (phone 436-2484 or childcenter@oneonta.edu for more details. The Center’s website is <http://www.oneonta.edu/development/childcenter>.



The SENTINEL QUIZ

By Nancy Cannon, Academic Delegate and Photographer

What portion of the United States corn harvest was used for biofuels in 2007?

The first person to email Nancy Cannon (cannonns@oneonta.edu) will receive a UUP cap.

The answer to the February quiz, “At 24 to 42 inches long and weighing in at 13 to 37 pounds, this native New York State mammal is heavily built with a short tail and a ruff around its face. It feeds on rabbits, rodents, deer, and large birds. What is it?”, is a bobcat. The first person to answer correctly was Tom Horvath.

UUP Labor Concert: Call for Volunteer Musicians

By Kyle Britton, Director, VOTE COPE



Keep your ears and eyes open for an up and coming UUP Labor Union Concert! Hear the songs of the old unions that paved the way for thousands and changed the history recorded in text books. Sing the tales of many legends and the blues of the workplace gone wrong! Be part of the celebration! Celebrate a new Era of change!

Currently the search is on for volunteer musicians and vocalists to lead a UUP Labor Union congregational concert! The concert will have a stage full of musicians and vocalists to play as a united group So if your interested please e-mail KJBMUSCMAN@aol.com for more information and as always remember that your voice counts!

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.

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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 _____

Yellow Alert? Science and Public Policy in Our Region

By Robert Titus, Professor, Geology, Hartwick College

*(Editor's Note: This article by Robert Titus is part of an on-going **Sentinel** series relating academic scholarship to public policy. UUP will consider for publication contributions to this series from its members at the College at Oneonta and from colleagues at other institutions. Honored for his excellence in the classroom, Dr. Titus, Professor and former Chair of the Geology Department at Hartwick College, writes books that are both erudite and engaging, including **The Catskills in the Ice Age**, **The Catskills**, and **The Other Side of Time**. In addition to his numerous scholarly publications, he is the author of many newspaper articles and a monthly column on natural phenomenon in our area in **Katskill Life**, a regional magazine. An erudite and charismatic public speaker, Dr. Titus has lectured at many academic conferences as well at various civic groups. The column below will be of interest to UUPers and others committed to protecting our environment. Bob can be contacted at tutiusr@hartwick.edu)*

I have, recently, had a growing sense that something has been going on geologically, here in our Catskills/Hudson Valley region. I think a pattern has been developing. Scientists notice patterns and we seek to understand them. I had better explain.

I commonly drive past the Gilboa Reservoir. Until renovations to the dam were made I saw something that bothered me. All too often, the water had been pouring over the top of the dam. That was unusual; most of the time the reservoir had been well below the dam's top, sometimes the reservoir was nearly empty. It was easy to say that it had just rained a lot recently, but I wondered.

Over the last few years there have been a number of damaging landslides in the upper Hudson Valley. First came the Delmar slump, south of Albany, which put a major road out of commission for quite some time. It had been built on the muddy sediments of an old ice age lake, Glacial Lake Albany. The sediments simply gave way and slid into Normans Kill. Well, these things happen, or so I thought at the time.

But then, a year later, there was another slump, this one in Schenectady. The edge of an old Lake Albany delta slid downhill and that doomed six homes. Soon we had a small slide just a mile from the Titus family home in Freehold. Again, the next spring, we saw still another nearby bank give way and now it seems to be oozing water. That was getting too close for comfort.

Slumps are an ongoing problem in the Hudson Valley and I had written about them before in my various newspaper columns, but there seemed to be a lot of them lately. Two years ago there was a new slump in Amsterdam. This one also seems to have involved the sediments of another ice age lake delta. Then I visited a family in Greenport who lost their brand new home to a sliding ice age sediment. They had just moved in. That's alarming; why are these events coming at such a rapid rate?

But then it got even worse. I began receiving E-mails from people in Kinderhook, New Lebanon and Valatie, complaining about flooding basements. Some houses had been experiencing serious problems for weeks. Basements flood; that's their job, but some of these folks claim that they had never seen the likes of this even after decades of residence and they were worried.

Then came the horrible flooding of June, 2006.

All this may just be coincidence and might mean next to nothing. Or, all this may just indicate that we have had a lot of rain lately. That would explain one year's problems, but it would not tie together all the events of all our recent years.

In the end, it seemed to me that there was enough to warrant a little investigation. It looks to me, on the face of it, that the region's water tables have been rising and that the recent heavy rains have finally triggered a series of problems that may have been building for years. This trend may even be something that has been developing over the last several decades. Can I document this the way a scientist should, and can that lead to an explanation? Well, I can try.

I checked with the National Oceanic and Atmospheric Administration website and found some interesting things. New Yorkers have seen some climate change over the past century. Our average temperature has climbed only a very little bit. More interestingly, however, since the 1960's our rainfall has climbed about six inches, from 36 to 42 inches/year, that's 16 percent.

If we have seen a lot more rainfall, then it follows that there should be more groundwater and higher water tables. Add a few heavy rains and it seems logical that basements would start to flood and slumps might be triggered. People might well remember that these things didn't happen in the past because they really couldn't have.

What I am suggesting is that if we have a snowy winter and rainy spring next year then we may see serious problems. Is all this good science? Certainly not; it is the result of just a little work over a short period of time in response to some rapidly occurring events. It's not theory, just hypothesis, but maybe you can help; I would like to collect the anecdotal evidence. Have you noticed any unusual basement flooding, or anything else peculiar? Is so, please E-mail me at titusr@hartwick.edu.

DANTA: Association for Conservation of the Tropics

By Kimberly Dingess, Director, DANTA and Adjunct Instructor, Anthropology Department

(Editor's Note: Kimberly Dingess is a Biological Anthropologist. She is the Co-Director of DANTA --Organization for Conservation of the Tropics -- and an Adjunct Instructor, Anthropology, College at Oneonta. At SUCO, she has created a primate behavior and conservation field course in Costa Rica. Kim's field work encompasses experience in Mexico, Bolivia, Costa Rica, Uganda, and Ecuador. Kim and her partner, and husband, Nigel Mann, Assistant Professor, Biology, SUCO, are committed to species and land preservation as well as eco-tourism. UUP readers can contact Kim at kdingess@danta.info.)

DANTA: Association for Conservation of the Tropics is a recently established non-profit organization, developed with the aim of making a contribution to conservation in the New World tropics. The tragic plight of tropical rain forests is well-publicized and yet deforestation continues at a shocking high rate. A great many people around the world are eager to do something to help, but it is often difficult to know how to contribute. At DANTA, we strongly believe that education must be the cornerstone of any long-lasting conservation policy. Through our university sponsored, SUNY, Oneonta and East Stroudsburg University, courses in 'Primate Behavior and Conservation' and 'Tropical Biology and Conservation,' and travel opportunities we aim to raise the level of understanding of tropical fauna and flora, with an emphasis on both the complexity and vulnerability of these hugely important ecosystems. Our courses are team-taught, with contribution from experienced, expert faculty who work hard and with great enthusiasm to provide a rich, authentic and diverse educational experience. Although DANTA is just one of a growing number of institutions running field classes in the tropics, we believe that we offer something a little different.

We firmly believe that global conservation can only work with a wide support base at the local, grass-roots level. Most programs visiting New World rain forests offer relatively little in the way of a direct benefit to local people in the host countries. Our stance is that it is vital that people living in and around the tropical forests must see value in sustaining these natural resources, and we approach this in three ways.

Firstly, our mission is to balance student enrollment so that eventually we are training as many Latin American students as those from elsewhere. We aim to achieve this goal through providing subsidized rates and scholarships for students from Latin American countries, using funds raised through grants and donations.

Secondly, our classes and tours utilize private, environmentally-friendly, low-impact field stations, such as El Zota Biological Field Station in Costa Rica. We feel it is important to use establishments owned and run by local people. Although significant tracts of habitat are protected under the auspices of National Parks and state-run reserves, these zones prove inadequate for maintaining much of the biodiversity of tropical regions. By supporting private ventures outside of these parks, we encourage people in local communities to become involved in ecotourism, environmental education and conservation. Furthermore, privately-owned areas of forest are crucially important for increasing the gene pool of threatened species and their contribution to wildlife corridors.

Thirdly, we are strongly committed to community education and involvement. Each year we offer environmental education programs to school children in the El Zota, Costa Rica area, and we are currently developing teacher workshops. We want to provide a positive impact on the local people and to engender an appreciation amongst them for their natural heritage.

For more information on our organization, please visit our website at www.DANTA.info or email Kimberly Dingess at kdingess@danta.info.

DANTA Group Photo



Kudos to UUP Vice President Tom Horvath: Recipient of Environmental Grant



UUP is central to the academic, research, and service of the College. The activities of our union membership attest to this. Further documentation of this is the recent Mid-Atlantic Panel grant received by Dr. Thomas Horvath. Associate Professor of Biology and Director, Environmental Sciences Program. Tom is emblematic of the young leaders of UUP who have emerged during the Union's New Solidarity initiative. The UUP Oneonta Executive Board encompasses many of the top Academics and Professionals at the College. Books, articles, Chancellor's Awards, major College honors, and a Fulbright Scholarship are earned attainments of UUP Oneonta officers. Wearing many hats, Tom has served UUP Oneonta as Acting Vice President, Secretary, Health/Safety Officer, Sentinel columnist, and Academic Delegate. His intelligence, idealism, and commitment to the College, the membership of UUP, his academic discipline, the community, and his young family are commendable. (Tom and wife Sirkka recently welcomed daughter Annika!) Tom's unionism was forged in the rustbelt of the Midwest.

With a Ph.D. from the University of Notre Dame and a post-doctoral at the Max Planck Institute, Tom's many accolades include the Richard Siegfried Award. An inspired teacher, Tom is the author of numerous publications in his specialty of limnology (aquatic biology). The Mid-Atlantic panel on Aquatic Invasive Species grant pertains to Tom's extensive research on "Current and projected distribution of the invasive rusty crayfish, *Orconectes rusticus*, in the Upper Susquehanna River basin." Tom's study, with significant implications for local life, will assess the threat posed by this invasive species to our regional ecosystems and local biodiversity.

On Wednesday, March 12, 2008, Tom will deliver a lecture, "Passing the Torch: Careful, it's hot!" as part of the Famous Last Words series at 12 PM, Wednesday, March 12, 2008, CME, Lee Hall. His lecture will address ecological issues: "I'd like to raise the issue of environmental problems my generation was handed and what we'll be handing them, and my hope for what they'll do with it."

Hunter and canoeist, Tom remains an enthusiastic soccer player.

An Undergraduate Perspective on UUP's Legislative Luncheon

By Igor Tavuzhnyanskiy, Political Science Major, SUNY College at Oneonta

(Editor's Note: Two College at Oneonta undergraduates, Igor Tavuzhnyanskiy and Amritanshu Mukherjee, attended the February 12, 2008, UUP Legislative Luncheon. Both students are Political Science majors and had previously accompanied Dr. Gina Keel, Assistant Professor, Political Science, to the New Hampshire primaries. Igor's account of the UUP Legislative Luncheon appears below.)

On February 12, 2008, I was fortunate enough to get the opportunity to attend a UUP Legislative Luncheon in Albany. This was my first time in Albany, and it was nice to see the State Capitol and the historic legislative chambers. The Legislative Luncheon itself was an interesting experience. I got to see multiple speakers, including Senate Majority Leader Joseph Bruno, who addressed the SUNY budget issue and seemed to agree with UUP's proposals. During the luncheon, it was a pleasure to meet Senator James Seward and Assemblyman Peter Lopez.

To be able to get inside an look at how this kind of stuff works has been a rewarding experience. I always had an idea and brief understanding of the process, but that doesn't compare to actually seeing it in person as I did at this event. Being a student at SUNY Oneonta, I got a unique perspective while I was there. Considering that this event is not put together for students, being there was like having a backstage pass. It was nice to see people, the UUP members, fighting in Albany for someone like me. My college experience depends on events such as these and witnessing it made me appreciate the behind-the-scenes work and effort that goes into it.

Dreaming Green

By Joshua J. Frye, Assistant Professor of Communication Studies & Member of Green Team PR Committee

As a surrogate to Timbuk3's one hit wonder "*The Future's So Bright, I Gotta Wear Shades*", I'd like to submit this piece in the tone of "*The Future's So Obscure, I Gotta Dream Green*." Now, SUCO, Hartwick, and the city of Oneonta have made some great strides in transforming our habitat into a more environmentally thoughtful place. New electric cars for the municipal police fleet are on the way. SUCO's catering organization, Sodexo, donates its cooking grease which would otherwise be a hazmat issue to a local farm — "Maple Hill Farms", which has created a biodiesel production center. Hartwick's "Pine Lake" environmental campus boasts of a straw bale house and an organic vegetable garden. There is an Environmental Work Group which is building collaboration between and educating the public and private sector. SUCO's burgeoning Green Team now liaises with the SUNY Oneonta Task Force on Sustainability as a result of the SUNY-wide first annual sustainability conference held last November. The Green Team has created the following sub-committees to pursue a greener campus: (1) Organizing Committee (2) Event Subcommittee, with a focus group for Earth Day; (3) Recycling; (4) Curriculum and Research; and (5) Public Relations. Thanks to Sodexo, SUCO also hosted its first ever campus sustainability day last fall which hosted a number of local, small-scale, environmentally-conscious businesses and farms to raise awareness for our students, and so on. These are wonderful indicators of the fact that there is a wide swath of interest in both public and private domains to facilitate an even more sensitive ecological footprint.

However, we need to continue to dream big and put our able minds and hands together to construct even more proactive and deliberate economically and environmentally integrated permacultures and not just reactive, dragging our feet mentalities to a peaceful, balanced, fair sustainable future for all the earth's organisms and systems. My vision for such permacultures would include school lunch programs kindergarten-college that offers local, seasonal, and ideally organic foodstuffs. Other such programs have been successful in progressive communities and centers of higher learning like Prescott, Harvard, and Berkeley. More walking and biking to and from work to reduce our unhealthy dependency on the automobile. More green construction including straw bales, corncobs, passive solar, natural drainage and water catchment, living roofs. More edible landscaping around our campuses and private residences. A vibrant food cooperative in town. An ordinance allowing chickens in town (probably not free range ;) More instead of less biodiversity and greenspaces on our farms, in our school yards, in our forests and parks, on our private properties, in our city center, and around our campuses. More conscious use of ALL our resources (water, soil, wood, gas, electricity, oil, etc.) Although these are only drops in the bucket, we must remember that every action has a reaction that can send a ripple effect throughout the cosmos. Let's dream, visualize, think, talk, and be green(er)!

In solidarity with all life,
 Joshua J. Frye
 Assistant Professor of Communication Studies
 Member of Green Team PR committee

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.

UUP Winter Party at the College Camp

February 10th, 2008



UUP Labor-Management Meeting Notes for Monday, February 4, 2008

Labor: Bill Simons, Tom Horvath, Norm Payne, Nancy Cannon, Janie Forrest-Glotzer, Gina Keel, Dan Payne, and Dennis Selzner
 Management: Alan Donovan, Steve Perry, Lisa Wenck, and Carol Blazina

The meeting opened at 3:05 p.m.

UUP and Management welcomed everyone to the Labor Management Meeting. UUP conveyed Rob Compton's greetings from Zimbabwe where Rob is conducting research and teaching with support from a Fulbright grant. UUP also thanked Carol Blazina for the campus-wide email encouraging the campus community to participate in the February 5 primary election, and for the polling place information.

I. Legislative Advocacy

UUP renewed an invitation to management for joint Labor-Management collaboration in legislative advocacy in Albany on behalf of the College. UUP noted that labor and management from other SUNY campuses have collaborated in this fashion. Management did not respond.

II. Performance Programs for Professionals

- A. UUP reported that Norm Payne and Dennis Selzner had conducted performance program workshops for professionals. Forty-five attendees learned about the appointment, evaluation and performance cycle and how to apply. UUP thanked Lisa Wenck for her assistance.
- B. UUP requested an update on performance program applications. Management responded that nine are outstanding.

III. Faculty Leadership Development Program Update

- A. UUP asked how many applicants there were for the Spring 2008 Faculty Leadership Program? Management replied, "one."
- B. UUP asked who served on the selection committee for the Spring 2008 Faculty Leadership Program? Management replied that its January memo to faculty answered this question and identified the members as: Alison Black, Adam Ryburn, Deborah Farro-Lynd, Joanne Curran, and Julie Freeman.

IV. Tripartite Committee, 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. Tom Horvath asked for Management's response to questions presented by UUP at the 12/3/07 Labor-Management Meeting. Management presented the following prepared responses in writing:

- 1. How many times have formal charges resulted in the convening of the Tripartite Committee?
 - a. As it pertained to hostile work environment?
 - b. As it pertained to sexual harassment?

Management Response:

- (i) From February 28, 2006 to November 30, 2007, one (1) Tripartite Panel has been established to address a Formal Claim of Hostile Work Environment. The Affirmative Action Officer does not have statistics prior to February 28, 2006.
- (ii) From February 28, 2006 to November 30, 2007, there have been zero (0) Tripartite Panels established to address a Formal Claim on Sexual Harassment. The Affirmative Action Officer does not have statistics prior to February 28, 2006.

- 2. How many times have charges been brought against a supervisor, chair, administrator, or director? How many times have charges been brought by a supervisor, chair, administrator, or director?

Management Response

- (i) From February 28, 2006 to November 30, 2007, there have been zero (0) Formal Hostile Work Environment Claims against a supervisor, chair, administrator, or director.
- (ii) From February 28, 2006 to November 30, 2007, there has been one (1) Formal Hostile Work Environment Claim by a supervisor, chair, administrator, or director.
- (iii) From February 28, 2006 to November 30, 2007, there have been zero (0) Formal Sexual Harassment Claims against a supervisor, chair, administrator, or director.
- (iv) From February 28, 2006 to November 30, 2007, there have been zero (0) Formal Sexual Harassment Claims by a supervisor, chair, administrator, or director.

- 3. What legal protections does the College provide members of the Tripartite Committee in the event that the defendant was to seek to bring legal charges against the Tripartite Committee for harassment or other inappropriate actions?

Management Response

- (i) If a lawsuit is filed against an individual as a result of serving on a Tripartite panel, the individual would be entitled to defense and indemnification by the State under Public Officers Law, Section 17, for acts and omissions within the scope

of his or her employment, under the terms and subject to, the conditions set forth in the statute.

4. Do defendants/individuals have the right to examine witnesses or know who the witnesses are as is customary in the practice of American jurisprudence?

Management Response

- (i) The Tripartite Panel is composed by one member chosen by the Complainant, one member chose by the Respondent, and the third member chosen by the two chosen Panel members.
- (ii) In the investigation process, the Panel members hear testimonies by the Complainant and Respondent.
- (iii) Complainant and Respondent can identify witnesses who are offered confidentiality to the extent that the law allows. Neither the Complainant nor the Respondent confronts the witness.
- (iv) The State University of New York Discrimination Procedure, Page 7 Section 9, provides both the Complainant and the Respondent the opportunity to submit written statements, other relevant information and material evidence, and provide rebuttal to the Panel's findings and recommendations.
- (v) The Tripartite Panel does not act as a Court of Law. It investigates a claim and makes recommendations to the President.

B. UUP stated that it would closely examine and seek consultation prior to addressing Management's responses concerning the Tripartite Committee.

V. Course Reductions for Fulltime Faculty for Spring 2008

UUP thanked Management for providing figures but expressed disappointment with the results and the reporting. Reductions for Management, Marketing, Information Systems faculty and Economics, Finance, Accounting faculty were not previously counted but are now included. Labor supports these traditional reductions and recognizes the good reasons, accreditation and competitiveness, and recognizes faculty file courses reduction applications. Yet, if you subtract these reductions from Management's figures, only one other course reduction has been granted in the Behavioral and Applied Sciences Division. In the Science and Social Science Division, the number of course reductions are not as great as UUP hoped. Management reporting concerning course load reduction has been misleading. UUP reiterated that workload is an issue very important to its members, as it contributes to faculty retention and a sustainable human environment. UUP strongly advocates a normative 3-3 course load for fulltime faculty. UUP and Management agreed to revisit the discussion of course load reduction when Provost Larkin was in attendance at a future meeting.

VI. Campus Meetings with Lloyd Constantine (Senior Advisor to Governor Spitzer and the Governor's Representative on the New York State Commission on Higher Education) and Daniel Doktori (Deputy Assistant Director of Policy, New York State Governor's Office) on October 31, 2007

UUP asked the following questions of Management:

- A. In what capacity did Lloyd Constantine and Daniel Doktori participate in meetings/information gathering at Oneonta?
- B. What was the purpose of the visit/meetings?
- C. How were the visit and meetings advertised?
- D. How was the decision made as to who they would meet with?
- E. Who met with Lloyd Constantine and Daniel Doktori?
- F. Were the following discussed:
- (i) Should tenure be abolished?
- (ii) Do faculty follow syllabi?
- (iii) Should Department Chairs be made fulltime Administrators and be relieved of all teaching responsibilities?
- G. Were matters related to terms and conditions of employment germane to UUP members discussed?
- H. Why wasn't UUP invited to meet with Lloyd Constantine and Daniel Doktori?
- I. Were other campus unions invited to meet with them?
- J. Were Lloyd Constantine and Daniel Doktori informed that UUP was conducting the first in its series of Vision for the Future: Call to Excellence forums on the day of their visit?
- K. How should UUP and other voices excluded from the October 31 meetings communicate their insights to Lloyd Constantine and Daniel Doktori?

Carol Blazina responded that she was contacted by Dan Doktori's office and she was responsible for setting up the meetings, although she was absent from campus on the day the meetings took place. She said Mr. Doktori was very specific about what he wanted: one hour with the president, one hour with three faculty and one hour with three students. In consultation with the Provost and President, Carol Blazina put together the groups. Faculty included a Distinguished Teaching Professor, a Distinguished Service Professor, the Presiding Officer of the Faculty Senate, and the University Faculty Senator. Students included the Student Association President, RSO President, and a student representative chosen by the SA President. Mr. Doktori made no agenda available to Management and requested no commingling of the groups; he later reported that all went well.

President Donovan added that our campus was among the last visited by Mr. Constantine and Mr. Dokotori, and that he had no idea what they talked about in the faculty and student meetings.

UUP asserted that it was our understanding that the Union had opportunities to meet and speak with Mr. Constantine at some SUNY campuses. UUP also stated that it was ironic that at the exact time that Mr. Constantine and Mr. Dokotori were meeting with a small, select contingent UUPers were gathered, a short distance away, in substantial number in a Union-sponsored Vision for the Future forum to discuss future directions for the College.

President Donovan stated that UUP seemed to know more about what was discussed in meetings than he did. He suggested that Labor should feel free to contact Doktori with questions.

VII. Use of Monies Paid by UUP Statewide for Service of Chapter Presidents

- A. UUP asked how Management uses monies provided by UUP for the purchase of release time for the President of UUP Oneonta. UUP asserted that money paid to the College at Oneonta to purchase the time of present or future UUP chapter presidents should return to the academic or professional department of the chapter president to replace functions. Management questioned the rationale for such expectations.
- B. Labor and Management agreed to revisit the subject when Leif Hartmark returns for the March meeting.
- C. Given UUP's and Management's espousal of diversity, UUP asked for consideration that a portion of the UUP monies be donated to the "Dr. Ralph R. Watkins Scholarship for the Study of African American Life and History" at the College.

VIII. Status of Head Coaches

UUP asked the following questions of Management:

- A. How many of the present coaches were on payroll in April 2006?
- B. What were the head coaching positions in April 2006?
- C. What were the head coaching positions at present?
- D. Have there been exit interviews for those coaches who have left since April 2006?
- E. Who appoints members of the IAB?

Management asked where Labor was going with these questions. UUP replied that it was a matter of interest to the Union. Management recounted last year's move from lecturer to professional coaching lines and the fall 2006 financial commitment to support them. UUP asserted that those commitments are salutary but that important questions about the coaches are on the agenda and are of significant interest. Management asked if there is a larger issue that needs discussion. UUP stated that that Labor was looking for data at this time. Management asked whether the transaction forms didn't provide sufficient information. UUP noted that for tabulation purposes a direct response to Labor's questions would be easier. Management agreed to provide the numbers.

Management asserted that exit interviews are conducted for coaches.

Management stated that the College President appoints members to the Intercollegiate Athletic Board.

UUP stated that there is a context for discussion concerning the Athletic Department.

IX. Computer Super User Accounts

UUP asked the following questions of Management:

- A. What is a computer "SuperUser?"
- B. How are computer "SuperUsers" selected?
- C. How are computer "SuperUsers" monitored to ensure that they do not engage in inappropriate practices?
- D. Who are the computer "SuperUsers?"
- E. To whom do computer "SuperUsers" report?

Management said it could not find the term in an online search and didn't understand what was being asked. UUP replied that the context was the discussion of the surveillance policy and concern for privacy issues. Further, super-user accounts provide access and powers that other users do not have. UUP asserted that pages 30-31 in the Faculty Handbook are quite specific and wanted to know whether administration was going beyond this policy. UUP confirmed that SICAS is familiar with the term and that Sunguard super-user accounts exist.

(Secretary's Note: Time constraints precluded no more than what appears above concerning SuperUsers at this meeting. Dan Payne, however, compiled the following on the SuperUser for use in the discussion that will take place at a subsequent Labor-Management Meeting:

1. What is a computer super-user?

It is a special user account controlled by the system administrator.

**"A Superuser is a computer user who can effect change to computers or networks that ordinary users cannot" (Paul Ohm, "The Myth of the Superuser," 4").*

**Some commentators include hackers in this category. There is also something of a distinction between IT administrators*

(who may need this access to administer and protect the system) and other potential Superusers (such as supervisors).

2. How are computer Superusers selected at SUCO?

*As noted above, there is a need for some IT personnel to have this type of access; how are they selected? Are there other, supervisory (not IT) personnel with this type of access to other employees' accounts?

3. How are computer Superusers monitored to ensure that they do not engage in inappropriate practices?

*In other words, who is monitoring the monitors?

*Inappropriate practices would be those addressed in the "Policy for Use of Campus Information Technology" (Faculty Handbook, 30-31); Federal Law (most specifically the Electronic Communications Privacy Act, 18 U.S.C. §§ 2510-20, 2701-11 (1986; amended 1998).

4. Who are the computer Superusers on campus?

*Note: if this capability is being used for legitimate reasons as outlined in the SUCO policy (such as IT administration), there really should be no need for secrecy on this point.

5. To whom do computer Superusers report?

*See question 3, above.)

Due to time constraints, the meeting was recessed.

Labor and Management agreed to discuss remaining agenda items at the next meeting.

The meeting adjourned at 3:50 p.m.

St. Patrick's Day Cake

30 min prep - serves 12 -16

1(18 1/4ounce) package white cake mix

2(3ounce) packages lime gelatin

1 cup boiling water

1/2 cup cold water

TOPPING

1 cup coldmilk

1(3 1/2ounce)package vanilla instant pudding mix

1(8ounce)carton frozen whipped topping, thawed
green sprinkles

Directions

1. Prepare and bake cake according to package directions, using a greased 13-in. x 9-in. x 2-in. baking dish. Cool for 1 hour.
2. In a small bowl, dissolve gelatin in boiling water; stir in cold water and set aside.
3. With a meat fork or wooden skewer, poke holes about 2 inches apart into cooled cake. Slowly pour gelatin over cake; refrigerate until cake is completely cool and gelatin is set.
4. In a bowl, whisk milk and pudding mix for 2 minutes or until soft-set. Fold in whipped topping. Spread over cake. Decorate with sprinkles.
5. Cover and refrigerate until serving

You don't have to be Irish to enjoy.

Highlights of the 2008 Winter Delegate Assembly February 8 & 9 2008 - Phil Smith is the new State Wide UUP President

by Janie Forrest-Glotzer



The delegates of UUP elected Phil Smith as the new President of UUP. Phil Smith has the imagination and vision for the future of the UUP. Working for all our members, Phillip Smith will be the new voice of the UUP membership. He has a plan for the future, demonstrated leadership ability, and is committed to developing a cadre of new leaders prepared for the challenges of the 21st century. Phil will continue our tradition of unity in UUP as we move into the future. UUP is the union that makes SUNY work.

This was the largest Delegate Assembly in UUP's history, attending from the Oneonta Chapter were Bill Simons, Norm Payne, Tom Horvath, Gina Keel, Nancy Cannon, J. McDermott, Richard Lee, Fred Miller, Chris Bulson, Joe Baldwin, Janet Frankl, Jeri Anne Jerminario, Rita Szczesh, and Janie Forrest-Glotzer.

At Friday's evening dinner, Delegates presented two Friend of SUNY Awards. We honored Senator Catharine Young and Assemblyman Peter Rivera for their concern and contributions to our University.

At Saturday morning's plenary session, a power point presentation of the Negotiations Briefing was presented by Chief Negotiator and VP for Academics Fred Floss. For more information about the contract, please visit the UUP Web site for the most up-to-date information. Currently, the 'Frequently Asked Questions' newsletter and schedule of chapter visits are posted.

Are you a UUP member?

Teri Weigl, Membership Director



Are you a member of UUP? United University Professions (UUP) is the union on campus for faculty and professional staff. If you aren't currently a member, please consider membership. There will be no additional monies taken out of your paycheck. Having a large membership, especially including part-time/adjunct faculty, gives us stronger bargaining power both at the state level and the chapter level here in Oneonta (to address issues on campus). If you aren't sure if you're a member, take a look at your pay stub – if you have dues taken out under "membership", then you are a member. If you have dues take out under "agency fee", then you are not a member yet. If you are interested in becoming a UUP member, please contact the Oneonta Chapter Membership Chairman, Teri Weigl, at x3079 or email weiglta@oneonta.edu.

PLEASE RETAIN FOR YOUR RECORDS		UUP Membership Application	
<p>You are not a member of the union until the UUP Administrative Office receives your signed membership application.</p> <p>All Professional Services Negotiating Unit members pay an agency fee equal to union dues, even if they do not join the union.</p> <p>Signing this card will not change the union deduction from your paycheck, but it gives you the right to:</p> <ul style="list-style-type: none"> • vote on the collective bargaining agreement; • attend union meetings; • hold union office; and • elect union leaders on your campus and choose your representatives at the state and national levels. <p>Date Signed and Mailed: _____</p>		<p>Last Name _____ First _____ MI _____ Soc. Sec. No. _____</p> <p>Street Address _____ Birth Date / / E-mail _____</p> <p>City, State, Zip _____ Home Phone _____</p> <p>SUNY _____ SUNY _____</p> <p>Department _____ Title _____</p> <p>Signature _____ Gender _____ Date _____</p> <p><small>Annual membership dues in United University Professions are 1 percent of employee's basic annual salary for employees at or above the minimum salary negotiated for the bargaining unit; nine-tenths of 1 percent of employee's annual salary for employees earning less than the minimum salary negotiated for the bargaining unit.</small></p> <p style="text-align: center;">Payroll Deduction Authority for UUP Membership</p> <p>TO THE COMPTROLLER OF THE STATE OF NEW YORK: I am a member of or apply herewith for membership in United University Professions and I hereby authorize you to deduct from my salary and to pay over to United University Professions on a biweekly basis the above-stated dues in said organization. Such authorization is made in accordance with the provisions of Section 6a of the Finance Law. You are further authorized to make any adjustments in said deduction as may be certified to you from time to time by UUP. I hereby authorize United University Professions to act as my exclusive representative for the purpose of collective bargaining and in the administration of grievances. I understand this order may be revoked at any time by written notice to you to discontinue deductions for membership dues.</p>	
<p>UUP, P.O. Box 15143, Albany, N.Y. 12212-5143 (800) 342-4206</p>		<p>BE SURE YOU HAVE SIGNED THIS CARD and mail to UUP, P.O. Box 15143, Albany, N.Y. 12212-5143</p> <p><small>Dues paid to United University Professions may qualify as business expenses and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.</small></p>	



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Acting VP for Academics, Secretary and Health/Safety Officer(d)	Tom Horvath.....	HORVATTG.....	436-3899 (d)
Treasurer.....	Rich Tyler.....	TYLERRF.....	433-2452 (h)
Grievance Officer (d).....	Renee Walker.....	WALKERR.....	436-3346 (d)
Mediator.....	Paul Conway.....	CONWAYPG.....	436-3923 (d)
Benefits Officer.....	Ricky O'Donnell.....	ODONNERA.....	436-3572 (d)
Acting Secretary; Director, Labor Film Series; and Disabilities Officer(d)	Gina Keel.....	KEELGL.....	436-3505 (d)
Facilitator, Professionals (d).....	Janie Forrest-Glotzer.....	FORRESJL.....	436-2005 (d)
Director, Special Events.....	Loraine Tyler.....	TYLERLL.....	436-3390 (d)
Membership Director.....	Teri Weigl.....	WEIGLTA.....	436-3079 (d)
Electronic Archivist.....	Jim Greenberg.....	GREENBJB.....	436-2701 (d)
Part-Time Concerns Officer.....	J McDermott.....	MCDERMJ.....	436-3116 (d)
Director, VOTE COPE (d).....	Kyle Britton.....	BRITTOKJ.....	436-2263 (d)
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