

The Sentinel

Volume 8, No. 9

UUP - Oneonta

July 2008

*"And in the end it's not the years in your life that count.
It's the life in your years."*

- Abraham Lincoln

UUP Welcomes Dr. Nancy Kleniewski:

A New President, A New Beginning

By Bill Simons, Chapter President

UUP Oneonta welcomes College at Oneonta's new president, Dr. Nancy Kleniewski. On June 17, 2008, the State University of New York Board of Trustees voted unanimously to name Nancy Kleniewski president of SUNY College at Oneonta. Dr. Kleniewski officially assumed the office on July 14, 2008. UUP looks forward to a constructive working relationship with her, one that will enhance our College.



As the pages of past issues of *The Sentinel* document, UUP strongly endorsed, as a result of sentiments expressed at the union's *Vision for the Future* forums, the qualifications noted in the search ad codified by SUCO's Presidential Search Committee, which called for a leader with:

- * *Outstanding academic credentials, consistent with appointment at the rank of Professor in one of the academic departments of the College;*
- * *An earned doctorate commensurate with these academic credentials, a demonstrable history of full-time teaching and research activity, such that this individual will command the respect of the liberal arts and pre-professional program faculty at the College.*

Dr. Kleniewski possesses these and other important attributes. She emerged as one of the four finalists, all of whom UUP had the opportunity to talk with and ask questions of during meetings specific to the campus unions and the candidates. As a result of these sessions, examination of credentials, and input from contacts on other campuses, UUP was highly impressed by Dr. Kleniewski. The past is the best predictor of the future, and Dr. Kleniewski's qualifications are strong.

Oneonta will have a scholar and teacher at the helm who possesses a strong SUNY background. After receiving a B.A. from Emmanuel College and an M.A. and Ph.D. from Temple University, Dr. Kleniewski, from 1981-1996, burnished her professional credentials at SUNY Geneseo. A sociologist with a specialty in urban issues, she earned the Chancellor's Award for Excellence in Teaching, promotion to the rank of professor, and election as departmental chair at Geneseo, where she was also a member of the UUP bargaining unit.

A protean scholar, Dr. Kleniewski has authored, co-authored and edited 5 books and many scholarly articles, presented numerous conference papers, and garnered substantive grants. Her books include *Cities, Change and Conflict: A Political Economy of Urban Life* (Wadsworth Publishers, third edition) and *Cities and Society* (Blackwell Publishers). At Geneseo, she also gained administrative experience as associate dean of the college and executive assistant to the president.

From 1996-2002, Dr. Kleniewski served as dean of Fine Arts, Humanities, and Social Sciences at the University of Massachusetts Lowell. At Lowell, she facilitated the introduction of a new interdisciplinary Department of Regional Economic and Social Development and a master's degree program in regional development.

From 2002 until her appointment as SUCO president, Dr. Kleniewski was at Bridgewater State College, serving as provost and vice president for academic affairs. Of her leadership at Bridgewater, President Dana Mohler-Faria said, "Among the many accomplishments to her credit Nancy led the development of a new core curriculum, managed an ambitious hiring faculty hiring plan, coordinated the institution's strategic planning efforts, and oversaw the development of the School of Graduate Studies." She also strengthened the Honors and Internship programs at Bridgewater.

Of her new position, Dr. Kleniewski states, "I look forward with great anticipation to beginning our work together." So too does UUP.

Faculty Teaching Load

On May 12, 2008, College President Alan B. Donovan announced “the time has come for our college to consider moving to a configuration of seven courses a year--four in the fall semester and three in the spring semester for a total of 21 credit hours.” The full text of Dr. Donovan’s May 12th communication appears below.

TO: All Teaching Faculty
 FROM: Alan B. Donovan
 DATE May 12, 2008
 RE: Faculty Teaching Load

Several years ago, we undertook an effort to become a “college of first choice.” We have since made solid and recognized progress toward that goal. It is crucial, nevertheless, to continue to improve our institution in every way possible for faculty and students alike. I believe the time has come for our college to consider moving to a configuration of seven courses a year--four in the fall semester and three in the spring semester for a total of 21 credit hours in any case. This would pertain to all faculty who now regularly teach four courses each semester or 24 credit hours per year. I am convinced that eventually this change will keep Oneonta both more vibrant and competitive in the years ahead. And I believe the benefits of moving in this direction should be obvious: more time for research, new course preparation, and other duties.

Of course, we still have the same number of students to teach, who must complete their degree requirements in a timely fashion. So there will be challenges if we move in this direction. Among them will be the scheduling patterns required and the determination of appropriate class sizes. Then too, we certainly have our hands full with the current budget cuts. Nevertheless, the advantages are clear as we consider the future welfare of our college, with our academic programs as the vital core of our mission.

Because this change would be a term and condition of employment, we will be meeting with union representatives of the UUP before any actual planning starts. We have already begun that consultative process.

Since we have been both prudent and conservative in our financial planning and hence have been able to increase the number of our full-time tenure-track faculty by dozens of full-time tenure-track positions in the last ten years, we are now able to take this major step in maintaining ourselves as a college of first choice. I am confident that this will enhance even further the academic excellence for which we have become well known.

[Editor’s Note: Please see the Notes for the Special Labor Management Meeting on Faculty Course Load Reduction, which appear on page 3 in this issue.]

SENTINEL QUIZ



**When wheat sells for \$10.00 per bushel,
 how much is the wheat in a one pound loaf of bread worth?**

The first person to email Nancy Cannon (cannonns@oneonta.edu)
 with the correct answer will receive a size XL UUP t-shirt.

*The answer to the April quiz, “What unit of measure does the last nine on the price of gas represent, e.g. 3.149?” is 1/1000 of a dollar (or 1 mil, described in the US Coinage Act of 1792).
 The first person to answer correctly was John Schaumloffel.*

Notes from Special Labor-Management Meeting on Faculty Course Load Reduction:

June 25, 2008, 3:00 pm

By Robert Compton, VP Academics



For UUP: Bill Simons, Robert Compton, Tom Horvath, and Dennis Selzner
For Management: Alan Donovan, Dan Larkin, and Lisa Wenck

Note: This meeting, requested by UUP Oneonta and agreed to by Management, focused exclusively on President Donovan's May 12th memorandum to faculty regarding a move to a 4-3 course workload.

- I. UUP congratulated Management for its decision to move toward an across the board reduction in teaching load. UUP has advocated, assertively and through diverse venues, for a course load reduction for many years. UUP looks at a 4-3 course workload as an interim step toward 3-3 course workload, which remains UUP ultimate goal.
- II. UUP is here to provide Management with feedback from consultation with members. Management welcomed UUP feedback and noted that this is merely at the beginning stage.
 - A. UUP noted that some members sought greater flexibility in scheduling. For example, why must it be 4 in the Fall and 3 in the Spring and not vice versa?
 1. Management noted that given the greater demand for General Education classes, this would be most possible.
 2. UUP responded that some capstone seminars required for graduation often take place in the Fall semester and departments would like some latitude to make adjustments.
 3. Management noted that we are just at the beginning and there could be flexibility. In addition, issues of sabbaticals, illnesses, and etc. have always been taken into account through planning and the use of adjuncts.
- III. Those currently teaching 3-3
 - A. UUP noted those who already teach 3-3 should be held blameless or harmless and should remain so and Management responded noted that that will definitely remain the case.
 - B. UUP asked if there would be "no impact on their class size" and Management noted that a constant class size cannot be guaranteed.
 - C. Management suggested that implementation could potentially be done very quickly, as it was circa 1970 when each department made decisions about teaching loads. Management noted that faculty workload was not uniform when the incumbent administration took office. UUP stated that since the mid-1990s news hires have generally been forced to sign 4-4 contracts, creating generational divides within departments.
- IV. Science credit hours vs. contact hours
 - A. UUP noted that rather than credit hours, in the sciences, the standard load had been based on contact hours due to labs. How will this be addressed?
 - B. Management noted that Deans and Department Chairs discussions on this will continue.
- IV. Concerns about timing and ongoing consultation
 - A. UUP asked why this has occurred at the end of the Donovan Presidency and the semester.
 - B. Management responded that there was a whole series of prior discussions and data mining that culminated in the memo at the end of the Spring Semester.
 - C. Management stated that consultations with the Deans and Chairs have already begun and that Chairs will be asked to participate more as the new semester begins. This will be done as the Deans will be asked to schedule a meeting with Chairs early on in the new semester.
 - D. UUP asked if the new incoming administration was aware of the whole process?
 1. Management stated that all four candidates were aware of this process and the President discussed this with Dr. Nancy Kleniewski over the one and a half hour lunch.
 2. Dr. Kleniewski is aware of the memo and is glad that the process has commenced.
- V. Concluding Comments
 - A. UUP noted that this issue is complex and requires ongoing consultation, especially in a collective bargaining environment.
 - B. Management noted that it will continue to work on this issue.
 - C. UUP reiterated that is willing to meet at any time or any place to bring resolution to faculty workload reduction.

UUP Labor-Management Agenda for Monday, June 23, 2008

By Tom Horvath, Secretary



For UUP: Bill Simons, Nancy Cannon, Rob Compton, Janie Forest-Glotzner, Tom Horvath, Norm Payne, Dennis Selzner

For Management: Lisa Wenk, Dan Larkin, Steve Perry, Carol Blazina, Lief Hartmark

Meeting started at 3:00pm

I. UUP requested to be present at both the summer orientation for new fulltime hires and for new part-time employees. Management will email the information regarding the orientations to UUP. Fliers are going out to the affected employees to encourage attendance. UUP also asked if Resident Hall Directors were included in these orientations. They are in part, but they also have a separate orientation. UUP requested to have a presence at that orientation also.

II. UUP requested the latest data concerning Course Load Reduction for fulltime faculty for Fall 2008. Management delivered the data in writing (see table below). UUP indicated that some of the data was not complete based on its knowledge. Management would look into this again. UUP also asked if special arrangements have been made between the Deans and faculty for course load reductions other than through the provisions in the Faculty Handbook. Management was not aware of any such arrangements and couldn't comment on the appropriateness of such an arrangement because of its lack of knowledge of such.

Full-Time Faculty Course Load Reduction Numbers by Department within Division

Fall, 2008			<i>Behavioral and Applied Sciences</i>		
<i>Behavioral and Applied Sciences</i>			<u>Department</u>	<u>Number Requested</u>	<u>Number</u>
<u>Department</u>	<u>Number Requested</u>	<u>Number</u>	<u>Approved</u>		
<u>Approved</u>			Biology	2	2
Human Ecology	4	4	Earth Sciences	2	2
Elementary Education	2	2	Chemistry	3	3
Management, Marketing & Information Systems	8	8	Philosophy	1	0
Economics, Finance & Accounting	12	12	Foreign Language	1	1
Total approved for BAS	26	26	Total approved for BAS	9	8
			Total approved for Fall, 2008	35	34

III. UUP mentioned the upcoming June 25, 2008, meeting between UUP and Management concerning the May 12, 2008, communication from President Donovan concerning faculty workload. UUP is willing to enter into a Memorandum of Understanding concerning faculty course load.

IV. UUP asked for updates on the status and implications of 2008-2009 Campus Budget as it affects UUP professional and academic employees. Management noted that they were aware of no new developments since the President Donovan memo. The College does not plan on retrenching any positions. Management will, as stated in the memo, have 15 open positions remain vacant.

UUP questioned whether the unfilled positions will cause current employees to take on the additional work planned for the unfilled positions. Management noted that these were wish-list positions, and that current employees' job descriptions would not be affected. Management indicated that new work is being added to employees. UUP indicated that potential workload creep needs to be monitored.

V. UUP raised contractual concerns about a personnel evaluation being circulated in a component of Student Development, which appears to evaluate areas that are not part of employee job descriptions. UUP expressed concern that the personnel evaluation in Student Development was in violation of A-28. UUP's NYSUT Labor-Management Specialist has begun discussions with management in order to resolve this matter.

VI. UUP requested answers to questions concerning the processes involved with the Tripartite Panel. Answers were given to UUP in writing (shown in italics).

A. Where are copies of Tripartite Panel reports kept? The report that is sent to the president is kept in a locked file in the President's Office. The copy of the recommendation sent to the Affirmative Action Officer is kept in a locked file cabinet in her office.

B. Who has access to copies of Tripartite Panel reports? The President and the Affirmative action Officer

C. How long are copies of Tripartite Panel reports kept? 3 years

D. Updates:

1. How many Tripartite Panel reports have been issued during Dr. Zapata's time as director of Office of Equity and Inclusion/Affirmative Action Officer

a. as it pertains to hostile work environment? 1

b. as it pertains to sexual harassment? 0

2. During this period

a. How many times has the respondent been a supervisor, chair, administrator, or director? 0

b. How many times have charges been brought against a respondent by a supervisor, chair, administrator, or director? 1

E. UUP noted that at the May 5, 2008, Labor-Management Meeting, Management indicated that 2 Tripartite Panel reports have been issued during Dr. Zapata's time as director of Office of Equity and Inclusion/Affirmative Action Officer and at today's June 23rd Labor-Management Meeting, Management indicates that only 1 Tripartite Panel report has been issued during Dr. Zapata's time as director of Office of Equity and Inclusion/Affirmative Action Officer. UUP expressed concern about this inconsistency.

VII. UUP asked about President Donovan's decision regarding the recent recommendation by the Calendar Committee regarding observance of Future Labor Days by not holding classes. Despite the strong favorable vote in the Calendar Committee to not hold classes in observance of Labor Day, President Donovan went against the Committee's recommendation. When UUP asked for a rationale, Management responded that President Donovan makes the final decision regarding the College Calendar and that his decision does not require a response on why the decision was made. Management offered no rationale for President Donovan's decision to hold classes on Labor Day though September 2010 despite a strong vote by the College Calendar Committee not to do so.

VIII. UUP asked if administrators exempt from normative academic promotion procedures. Management acknowledged that administrators are not exempt from the normative promotion procedures pertaining to promotion of academic rank (e.g., Associate Professor to Full Professor). These must go through the procedures outlined in the Faculty Handbook.

IX. UUP asked for updated data on the numbers of Performance Programs overdue for (1) Permanently appointed Professionals-- all due on the same date each year (Response was that this is in progress) (2) Professionals who do not have permanent appointment (Response was 5). Related to this, UUP asked if Management maintains a list displaying the date of the most recent Performance Program and most recent Evaluation for all UUP Professional Employees. Management does keep a record of such, not necessarily a list. They are trying to come up with an electronic process that would auto-alert supervisors of due Performance Programs.

XI. Under other terms and conditions of employment, UUP asked about the possibility of an electronic site to facilitate carpooling among employees in hopes of gas-savings and ride-sharing. Management is thinking along these lines, including information for incoming employees regarding housing options in the area or other useful information.

UUP also asked if UUP service under President Donovan had been explicitly considered as SUNY, College, and Community service, as it is at many other SUNY campuses relevant to discretionary salary increases, continuing appointment, promotion procedures and tenure process. UUP noted the union's leadership role in securing and facilitating SUNY funding, benefits, grants, health/safety, College advocacy, lectures, forums, programming, personnel procedures, public relations, parking, emergency response such as extensive flood relief activities, staffing a community kitchen, and much else. Management did not provide a definitive response, and indicated that President Donovan would provide such clarification. UUP underlined that the question dealt with past decisions of the outgoing administration.

UUP was updated on the schedule of the incoming President and that she would be taking her position effective 14 July. A formal ceremony is scheduled for 15 September on campus.

UUP questioned Management about the SPI procedures changing to an online process. Management assured UUP that the announcement mentioning SPI forms being completed by students via an online process is in a pilot study phase and is only planned currently for the Summer Sessions 2008. They mentioned that any long-term changes in the processes would be discussed in College Senate before any official changes would take place. UUP indicated that it would be part of any such discussions.

Meeting ended at 4:00pm

UUP Labor-Management Meeting Notes for Monday, May 5, 2008

By Gina L. Keel, Acting Secretary

Labor: Bill Simons, Rob Compton, Tom Horvath, Nancy Cannon, Janie Forrest-Glotzer, Norm Payne, Gina Keel, Dennis Selzner
 Management: Leif Hartmark, Steve Perry, Bart Ingersoll, Lisa Wenck, Dan Larkin, Carol Blazina



The meeting opened at 3:05 p.m.

I. 2008-2009 Campus Budget

- A. Labor thanked management for the previous week's briefing on the proposed SUNY budget cuts and how they might affect the campus budget. Labor shared UUP statewide advocacy actions including:
1. The May 2nd Albany rally comprised of faculty, professionals and students from across the state and union leaders from NYSUT and the California State system
 2. Statewide UUP/NYSUT fax email campaign
 3. UUP President Phil Smith's April 22nd communication with a synopsis of the \$110M in spending limitations and their potential impacts across SUNY.
- B. Labor asked for management's updates. Management responded:
1. They have no updates beyond the President's recent memo to the campus. Discussions continue at the highest levels between SUNY staff and the New York State Department of Budget (DOB). They have no information on the magnitude or distribution of cuts.
 2. The Administration does not plan to issue a press release on the affect of cuts on the campus because it would be premature until more information is forthcoming from the SUNY Board of Trustees. Information is currently vague and confusing; the situation is fluid.
 3. There will be a selective review of all vacancies on campus—faculty, professional, and staff positions. There will be no immediate impact to the capital budget.
 4. Management reflected on documents shared by Labor and clarified the following: The DOB can't require a hiring freeze and it hasn't been imposed. DOB asked SUNY to come back with a plan.

II. Joint Advocacy

Labor asserted that the budget crisis highlights our shared interest with management in advocating together on behalf of SUNY and the College at Oneonta. Labor invited Management to participate in joint advocacy and suggested the group consider ways they might cooperate. Management replied that they would take the suggestion to the College President.

III. Update on College Protocols for Handling Emergencies

- A. Labor asked for updates on college protocols for responding to workplace violence and other emergencies. Management shared a campus document entitled "Emergency Response Plan Requirements" that summarizes SUNY process mandates for developing a campus Emergency Response Plan (ERP) and its priorities, which are:
1. Protect Life
 2. Protect critical facilities
 3. Restore campus operations
- B. Management also displayed the Emergency Response Plan, a 4-inch thick binder which is currently being updated, and provided a status report including the following highlights:
1. The campus is ahead of requirements for training drills and has conducted table-top exercises and live drills of regional emergency response, which require coordination of fire, police and other area public safety providers.
 2. The campus is working on other requirements, for example a chemistry materials inventory. Thirty-five more units of the Plan are being undertaken currently and Management expects the campus ERP to double or triple its current size (Two more binders).
 3. Some of the ERP information will be available on the campus Web site, including sheltering procedures, but others will not, including shooter response.
 4. Much of the existing emergency protocols are being rewritten to comply with National Incident Management System (NIMS). Building site plans must be written, a process that was started last summer.
- C. Management reported that an active search for an Emergency Management Coordinator was underway. Labor asked whether this was a second search, and Management responded yes, a previous search had failed last fall.
- D. Labor and Management also discussed procedures for handling emergencies on field trips, and how an incident commander is designated in an emergency.

IV. Faculty Handbook

- A. Labor asked, "Who is responsible for policies in the Faculty Handbook?" Management replied that policies have evolved and origins of some items is unclear. Big changes include the Table of Contents and Index; prior to 2004 it

was a “mess.” The Faculty Senate passed some of the items. Some policies were created by the Campus President after recommendation by the Senate. Management expressed support for a recent department chairs’ initiative to list policies and create procedures in order to widen input. Management asserted that they would not arbitrarily add to the Handbook.

B. Labor expressed concern and confusion about what is the current Faculty Handbook and asked, “Is it the Web version or the most recent print version?” Labor pointed to a lack of clarity about what is required in the renewal and tenure files submitted by faculty, leading to inconsistency and uncertainty in submissions.

V. *Residence Hall Directors*

A. Labor asked, “What were the starting salaries of Residence Hall Directors in 1998?” Management responded, “\$22, 043.”

B. Labor asked, “What were the starting salaries of Residence Hall Directors in 2008?” Management responded, “\$27, 974 plus the negotiated increase of 3%.” Management asserted that this did not include other compensation, including a basic apartment and utilities, a meal card of unspecified value, and other negotiated benefits. They estimated the worth of total compensation to be approximately \$40,000.

VI. *Professional Performance Programs Update*

A. Labor asked, “How many professionals with permanent appointment and professionals with non-permanent appointment are overdue for performance programs?” Management replied that they did not know, but would communicate the updates via email as soon as possible.

VII. *Course Load Reduction Update*

A. Labor thanked Management for the “Requests for Reduced Teaching Loads – Summary of Process” memorandum that was shared and discussed at the last meeting.

B. Labor asked for updates on the number of applications received and granted by division and department for fall 2008. Management began verbally reporting numbers, but both sides agreed that the information would be clearer if data was provided in writing. Management agreed to clarify and deliver data by email.

C. Labor inquired whether any requests and approvals of course load reduction had been made outside the formal process, specifically whether requests had been made directly to the Deans rather than through the departments. Labor asked if Management would ask Deans if they had granted such direct requests, and Management agreed to do so.

VIII. *Tripartite Committee Update*

A. Labor asked, “How many reports of the Tripartite Committee have been forward to President Donovan during his years as college president?” Management replied that records were retained for three years, and in the most recent three-year period “two” reports were forwarded to the President. Labor noted that at a recent Labor-Management meeting the answer to a question concerning the number of reports issued by the Tripartite Committee under Dr. Zapata had been “one.”

B. Labor indicated it would be a matter of strong concern if there were a report concerning an individual to which the individual was denied access. Labor asked, “Do respondents have the right to see the final report of the Tripartite Committee?” Management replied, “a respondent gets a copy of the recommendations of the committee and a copy of the President’s response and action.” Management said respondents do not get intra-agency reports. Labor asked whether these were written or verbal intra-agency reports and Management replied that they are written. Labor asked for clarity concerning terminology, and indicated that it was specifically asking about the final report of the Tripartite Committee. Labor and Management discussed whether findings and recommendations are part of the final report and whether the respondent has a right to and receives both. Management agreed to report back whether the respondent can get the full report and whether there is a difference between what the President receives from the committee and what the respondent receives. Management further asserted that in regard to a freedom of information requests, “any and all information requested was sent.” Labor reminded Management that UUP’s questions and concerns were generic.

C. Labor asserted concern for past cases that did not go forward to the Tripartite Committee that should have as this option was unknown to victims and their representatives.

*Due to time constraints, Labor and Management agreed to discuss remaining agenda items at the next meeting.
The meeting adjourned at 4:10 p.m.*



UUP May 17 party

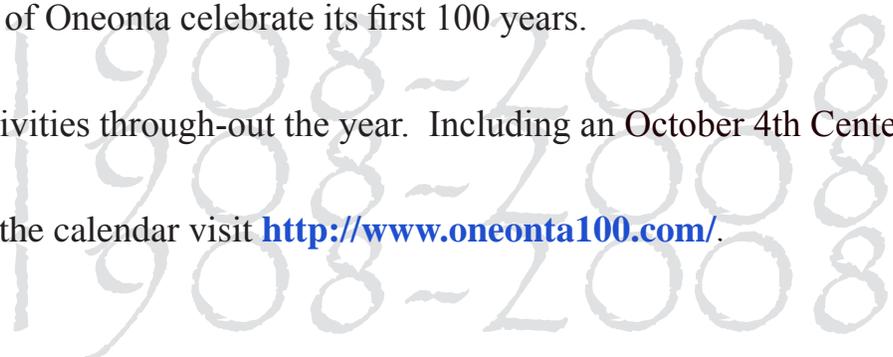


Oneonta Centennial Celebration

Help the City of Oneonta celebrate its first 100 years.

There are festivities through-out the year. Including an October 4th Centennial Parade

To check-out the calendar visit <http://www.oneonta100.com/>.



CARAMEL CORN

A great anytime snack.

- 2 tablespoons vegetable oil
- ½ cup popcorn kernels
- ½ cup (1 stick) unsalted butter
- 1 cup firmly packed dark-brown sugar
- ½ cup light corn syrup
- 1 cup roasted peanuts
- ½ teaspoon vanilla extract
- ¼ teaspoon baking soda

The peanuts can be substituted with any type of nut.

1. Heat oven to 250°. Coat a large, deep roasting pan generously with nonstick cooking spray; set aside.
2. Combine oil and popcorn in a large saucepan. Cover and cook over medium-high heat, shaking occasionally until kernels start to pop. Shake saucepan continuously until popping stops, then pour popcorn into prepared roasting pan.
3. Melt butter in a medium-size saucepan over low heat. Add brown sugar and corn syrup and bring to a boil over medium-high heat. Boil gently without stirring for 5 minutes or until mixture reaches 260° on a candy thermometer. Remove from heat and quickly stir in peanuts, vanilla and baking soda until smooth.
4. Pour corn syrup mixture over popcorn and toss to coat evenly. Bake popcorn at 250° for 1 hour, stirring every 15 minutes.

Remove from oven and cool completely. Break up into small clusters and store in small containers.



MAKES: 13 cups
COOK: 5 minutes

PREP: 10 minutes
BAKE: at 250° for 1 hour

UUP Labor-Management Meeting Notes for Monday, April 21, 2008

By Gina L. Keel, Acting Secretary



UUP: Bill Simons, Tom Horvath, Nancy Cannon, Janie Forrest-Glotzer, Dan Payne, Gina Keel, Dennis Selzner
 Management: Steve Perry, Leif Hartmark, Lisa Wenck, Dan Larkin, and Carol Blazina

The meeting opened at 3:05 p.m.

I. Labor-Management Individual Development Grants Committee Update

Labor requested an update on the status of the committee, whether it was operational and how soon it would begin its work reviewing applications for 2007-2008 monies secured under the new contract.

Management responded that the committee was scheduled to meet in two days, on April 23, and it would shortly thereafter send an announcement to faculty and professionals. The process for reviewing applications would begin before the semester ended.

II. Access to Others' Email Communications

A. Labor asked: How many people have access to others' e-mail on a college-wide basis based on job function and/or a need for data? Management said "three."

B. Labor asked: Do people with such access sign a statement that they will not engage in inappropriate activities? Management responded that it is an expectation of these employees and is part of their performance program, which is signed.

III. Professional Performance Programs Update

A. Labor asked: How many professionals with permanent appointment are overdue for performance programs? Management said "zero." The evaluation year ends in June and evaluations will be due in July.

B. Labor asked: How many professionals with non-permanent appointment are overdue for performance programs? Management said "four." The evaluation schedule is based on their contract anniversary, which varies.

IV. Status of Coaches Update

Labor and Management revisited the discussion of equity for and retention of coaches. Management reiterated in 2007 they reclassified (from lecturer status) many coaches to increase job security. Labor expressed continuing concerns and asked the following questions:

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 are the head coaching positions at present?

Management said in April 2006 there were two head coaches; one has since left; eight of the present coaches were classified as lecturers; one vacancy is in search.

D. In exit interviews, what have coaches who have left since April 2006 reported?

Management responded that exit interviews are available but not mandated and the content is confidential. Labor expressed interest in any pattern of responses regarding personal and professional issues that may explain why coaches are leaving, rather than individual content of exit interviews.

E. Does Management see a retention problem compared to other SUNY campuses?

Management said "no," and that they had provided more job security compared to the past. Labor asserted that some members have expressed that they felt pushed out; they are not leaving due to finding better opportunities. Labor stated that they wished to return to the issues of security and morale in a future meeting.

IV. Course Load Reduction Update

In response to questions concerning application and notification procedures, too few applications, and divisional differences, raised at the 3/3/08 Labor-Management meeting, Management provided a document "Requests for Reduced Teaching Loads – Summary of Process" for review and discussion. The summary document asserts that the "process is formalized and recorded through the campus' longstanding document Request for Less Than 12 s.h. Teaching Commitment," which must be "fully completed" and "signed by the department chair." Labor expressed concern about whether this form is consistently used for course load reductions and Management asserted that the forms are used.

In response to Labor’s request on behalf of members for timely notification of course load reductions, Management stated that the document reflected the existing process and included a new step: “The dean’s office will return a photocopy of the completed form to the originating department or program director as confirmation of finalized approvals.”

Labor reiterated its goal to not only improve the existing course load reduction process and enhance participation in the program, but to move all faculty to a 3-3 load.

VI. Campus Presidential Search Update

- A. Labor thanked Management for providing unions the opportunity to meet with each of the candidates.
- B. Labor stated its view that the finalists were excellent in terms of their qualifications, visions for the college, and openness to partnering with campus groups. Labor said it looks forward to a successful conclusion of the search and to working with the new president. Labor expressed its availability to working with the incumbent and new administrations during the transition.

VII. Joint Advocacy on Behalf of the College and SUNY

- A. Labor renewed its invitation for joint Labor-Management collaboration in legislative advocacy on behalf of the College.
- B. Labor provided highlights of the UUP Legislative Agenda, emphasizing shared interests in fully funding academic and professional faculty staffing, infrastructure improvements and student opportunity programs.

VIII. UUP Purchase of Release Time of Chapter President

Labor stated that UUP expected Management to ensure replacement coverage for UUP president. Labor asked: At present and in the past, how has Management used monies provided by statewide UUP for release time of chapter president? Management answered that some portion of the money goes to Academic Affairs for hiring replacements. Labor and Management discussed the more difficult situation of a professional serving as Chapter President. A professional might face the problems of being expected to complete all work in a shorter period of time of work waiting for them, rather than being completed by a replacement.

Due to time constraints, Labor and Management agreed to discuss remaining agenda items at the next meeting. The meeting adjourned at 3:50 p.m.

UUP Encourages Members to Support Chinese Relief Efforts

UUPers have responded generously in the past, participating in Katrina relief, helping flood victims in our own area, staffing a community kitchen, and through hands on work and donations supporting many other efforts. The recent earthquake in China now calls for our response. Members of the UUP bargaining unit--Huimin Xu and Jian Cui—have provided the information below concerning donation to Chinese relief efforts. UUP is confident that its members will, as they have in the past, respond with compassion.

Thanks for your generosity.

*Checks payable to the “Chinese Consulate General in New York” with the note “Earthquake Relief Donation: may be mailed to Liu Lei, 520 12th Avenue, NY, NY 10036. These contributions are not tax deductible, but they may reach victims more quickly.

*Checks payable to “The American Red Cross” with the note “5/12 China Earthquake: may be mailed to the American Red Cross, P.O. Box 37243, Washington, DC 20013. These contributions are tax deductible.

*Credit card donations to The American Red Cross can be made by calling (800) HELP NOW or (800) 733-2767, selecting 3 for “International Response Fund,” and mentioning “5/12 China Earthquake” as the intended use for the donation. These contributions are tax deductible.

***UUP Congratulates Chancellor's Award Winners:
Nancy Cannon, Donna Vogler, Steve Walsh, Bill Ashbaugh, and Tom Rathbone***

UUP congratulates the 2008 Chancellor's Award for Excellence recipients — Donna Vogler, Steve Walsh, Bill Ashbaugh, and Nancy Cannon. Donna, Steve, and Bill were recognized for their Teaching, Tom for Professional Service, and Nancy for Librarianship. Prior to appointment to his current management position, Tom was UUP's Health/Safety Officer. Donna, Steve, and Bill are union members, and Nancy serves on the UUP Executive Board

As Reference and Instruction Librarian, and Electronic Services Librarian, Nancy Cannon is ubiquitous at Milne Library. In the courses in which Nancy participates, the improvements in student research are well documented. In 2007, the College Enhancement Committee recognized Nancy with an Employee Recognition Award for Sustained Excellence. Following a period of upheaval and turnover, Nancy responded to a call for service, assuming the position of Acting Head of Reference and Instruction. During her stint as the innovative Acting Head of Reference and Instruction, Nancy led her department through redesign of the physical setting, enhancement of electronic resources, reconfiguration of the website, and exploration of new technologies to augment library services.

Nancy has been an active member — and often leader — of numerous Library, College, SUNY, professional, and community committees. Nancy's organizational activities are diverse. Her volunteerism extends to *Saturday's Bread* — a community kitchen, regional historical societies, and the Delaware-Otsego Audubon Society. During the many years that Nancy served as Program Director of the Audubon Society, she organized, publicized, and introduced many important and well-attended programs, recruiting many faculty from the College as speakers. She was, through her writings and role in community meetings, a sagacious resource in public debate over wind turbines.

Nancy's advocacy for SUNY libraries has included both SUNYLA and United University Professions; in the latter, she has also served as an award-winning newsletter editor and columnist, Academic Delegate, Executive Board Member, and photographer. During its formative period, Nancy rendered exceptional service to the College Research Committee. She has given the College and the Library a prominence at regional historical societies and other settings as a speaker and consultant.

Nancy's scholarship is impressive. Her numerous publications, encompassing articles, books reviews, essays, and edited works, leaven the highest standards of scholarship with accessibility. Her many conference presentations have received accolades from SUNYLA, CIT, and other professional organizations. She has generously served as the featured speaker at a plethora of regional groups. Moreover, she is a significant innovator in the use and development of electronic resources.

Nancy's web site, *Voice of the People: Daily Life in the Antebellum Rural Delaware County New York Area*, grew out of her sabbatical research. Through meticulous research at various libraries, historical associations, court houses, old homes, and cemeteries, Nancy located valuable primary documents, many of which were physically fragile and previously unknown for several generations. The web site, which she continues to augment, has received more than 700,000 hits and provides a model for other librarians. *Voice of the People* can be viewed at <http://www.oneonta.edu/library/dailylife>.

Donna Vogler, Associate Professor of Biology and Environmental Science, earned a Ph.D. from Pennsylvania State University, a M.Sc. from Iowa State University, and a B.S. from Ohio State University. She joined the SUNY Oneonta faculty in 2000. Donna teaches several introductory and upper-division courses for the Biology Department and Environmental Science. She also coordinates departmental internships. Widely recognized as a leading expert on biodiversity, ecology, and botany, Donna selected as a Kenan Fellow by the National Topical Botanical Gardens, has published widely in *Nature*, *American Journal of Botany*, *Ecology*, *Evolution*, *Heredity*, and other prestigious journals. As "a user of natural resources," Donna leavens her erudition with a resolve "to treat our world gently."

Donna received the 2006 Susan Sutton Smith Award, which recognizes outstanding achievement in research, scholarship, and/or art by a tenured faculty member as well as a facility for public speaking. Her Smith lecture, "Earth, Wind, Fire, and Water: A Global Assessment of the Natural Resources That Sustain Us," examined "the threat of global climate change" and its "potential impacts on ecosystem services in the face of diversity." An engaging and accomplished speaker, Donna is able to render her research accessible, interesting, informative, and significant to students and to the general public.

Donna's many service contributions include membership on the Academic Excellence Committee. Scholar, activist, and citizen, she is a Board member of the Otsego County Conservation Association and Senior Chair of the Oneonta

Susquehanna Greenway. Donna observes, “Hope does not require a Pollyanna view of obviously dire conditions; rather hope plus realism are the best tools we have to design a sustainable future.”

Steve Walsh is an Associate Professor in the Department of Management, Marketing, and Information Systems. He received his Ph.D. from the University of California-Riverside, his M.B.A. from the California State University, and his B.A. from Loyola University of Los Angeles. A combat veteran of the war in Vietnam, Steve taught for a number of years in California prisons. His recent publications: “Collective Service Learning Experiences Uncovered Both Personal and Interactive Student Potentialities: A Case Study within an Academic Setting,” Journal of Nonprofit and Public Sector Marketing, Vol. 10, No. 2 (Spring 2002); “Multifaceted Location Issues in Electronic Marketing,” The Journal of the Association of Marketing Educators: An International Organization, Vol. 4, No.2 (Spring 2001); and “Student Product Mix Analysis Transforms a Business,” The Journal of the Association of Marketing Educators: An International Organization, Vol. 4 (Fall 2000). In addition to publication in his discipline, Steve has published several poems.

Steve is a dedicated teacher whose influence has made an important difference in the education of countless students. His teaching encompasses offerings in business, marketing, and writing. For many years, Steve has been the Advisor to the Marketing Club. Under his mentoring, the Marketing Club has won regional and national awards. Steve is a recipient of the Advisor of the Year Award. The Marketing Club, under Steve’s tutelage, provides students with practical experience with business and community groups. In addition, Steve has guided the Marketing Club’s participation in a plethora of community service activities that foster character while assisting others.

Steve’s departmental, college, and university service is extensive and significant. He rendered long and notable tenure as University Senator. On campus, Steve is a stalwart of the College Senate. He is respected by students and colleagues for his professionalism, commitment, and thoughtfulness.

Bill Ashbaugh is an Assistant Professor and the newly elected Chair of the History Department. His instructional offerings include courses in Japan, China, India, World War II, the Cold War, and American foreign policy. Recipient of a Ph.D. from Temple University, Bill joined the History Department in 2001. His research has appeared in reviews, essays, conference presentations, and on-line publication. Greenwood Press has contracted Bill to write a book on Japanese history. The intersection of culture and international relations is one of Bill’s special interests. At the 2007 Annual Meeting of the Historians of American Foreign Relations, he presented a paper examining “Three *Anime* Classics Interpret Japan’s Role in the Pacific War and Beyond.” A California native, Bill collaborated with his late father on an essay chronicling the history of San Clemente.

Bill’s College service embraces the Redfield Committee and the Senate. He founded and advises the Oneonta chapter of Phi Alpha Theta, the history honor society. Bill is much appreciated as the advisor to the Gamers Guild. Bill has mentored students beyond course selection. As a teacher, Bill brings intelligence and an appreciation for divergent viewpoints to the classroom.

Tom Rathbone, Associate Vice President for Facilities and Safety, supervises facilities planning, facilities operations, energy management, infrastructure, construction and Environmental Health & Safety. He continues to coordinate many notable infrastructure improvements and additions at the College, including the Information Commons, the field house, athletic fields, Human Ecology, the Science building, music studios in Fitzelle, and Robin Ross Higgins dormitory. From blue prints to materials to costs to personnel, Tom expertly directs construction, operations, and safety. Tom did a superb job coordinating the College-based relief response following local flooding in 2006.

Tom came to Oneonta in 1988. He is a graduate of the United States Naval Academy at Annapolis, Maryland. Tom has traveled widely; serving on Naval ships in many areas of the world. When he left active Naval duty in 1983, Tom retained his commission as a reserve officer, serving in a variety of commands, including as Officer in Charge, Forward Logistics Support Site, Jeddah, Kingdom of Saudi Arabia during Operation Desert Shield/Storm. He retired from the Naval reserves in 2004. Tom is bright, affable, energetic, and a top-flight professional. His interests are wide-ranging and eclectic, encompassing baseball (particularly the Baltimore Orioles), theater, and Rotary. Many of us who have gone on golf cart tours of the College with Tom can attest to his commitment and vision. The first impression many prospective students and visitors have of the College derives from the physical plant, and thanks to Tom that is one of the College’s great assets.

***Congratulations
to Donna, Steve, Bill, Tom, and Nancy for receiving a
Chancellor’s Award for Excellence!***

UUP Appointments to Labor-Management Grants Committee: 2008-2009

UUP is honored to announce the appointment of three distinguished scholars as the union representatives to the 2008-2009 Labor-Management Grants Committee. The UUP committee members are: Dr. Alexander R. Thomas, Associate Professor, Sociology; Dr. Benjamin Y. Dixon, Associate Professor, Geography; and Dr. Vicky M. Lentz, Assistant or Associate Professor, Biology.

Part-Time Concerns Report: May 2008

By J McDermott, Part-Time Concerns Officer



The final PT Concerns Labor Management meeting for the Spring semester was held on Wednesday, 30 April. There was some good news as several points discussed earlier in the semester were confirmed.

Form -140 Tuition Waivers are now available to part-timers/ adjuncts, and the application forms will be available online through the SUCO homepage. Please remember that this is a limited-size pool of money open to many segments of the campus community, and decisions will be made on a first-come, first-serve basis. It was previously not the policy on the Oneonta campus to make Form-140 waivers available to part-timers.

In addition to the tuition waiver forms, we are finding that the administration is amenable to making as many forms as possible accessible online. We will continue to follow this issue, because adjuncts/pt employees are often employed on campus at times when the offices that have these forms are closed.

Overnight lodging in Morris Hall is available to part-timers on a cost-reduced basis. Single-night fees will be \$25, which management says 'does not cover our costs'.

Salaries for adjuncts continue to be under discussion. This is an issue that is currently pursued statewide on a campus-level basis, and therefore we are pursuing it here at Oneonta. Although many of us were initially disappointed when there was no state-wide minima included in the most recent contract, a side discussion at the PT Concerns statewide committee meeting during the spring DA revealed an important consideration about the new contract language: for the first time ever, PT salaries were mentioned in the contract language as a 'structural issue', and that is seen as getting the horse's nose under the tent. Although the salary issue did not make it into the contract, the topic is now a legitimate item for discussion in future contract negotiations. Sometime labor union work produces quick results, but most often it is a step-building process, and this is one such instance. UUP has not forgotten the PT/adjunct salary issue; it is simply an issue at play in the long term.

It was nice to see so many of you at the year-end party. I hope you enjoy your summer, and don't forget to look for information about the adjunct orientation in a few weeks. I'll see you there. Please attend this session—whether it's your first time or your third time, this is a great way to start the new campus year. It can simplify your first days of the semester because so many services and so much information is available at this one session.

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 Advocacy with the State Legislature: A Student Perspective

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

(Editor's Note: College at Oneonta undergraduate Igor Tavuzhnyanskiy participated in the April 1, 2008, UUP advocacy on behalf of SUNY. He was part of the Oneonta contingent, which joined with UUP delegations throughout the state to advocate for a strong SUNY with members of the New York State Legislature. A resident of Brighton Beach, Brooklyn, and a native of the Ukraine, Igor is a Political Science major, and previously accompanied a SUNY Oneonta group led by Dr. Gina Keel to study the New Hampshire primary.)

On April 1, I joined Dr. Bill Simons, UUP Oneonta President, for a day in Albany to advocate for a better SUNY budget. Throughout the day, we met with numerous senators and assemblymen, including Clifford Crouch, Gary Finch and Joel Miller. In addition, we met with the aides of John Bonacic and Pete Lopez.

Most of the legislators and their aides seemed to agree with us regarding the need for a better SUNY budget, but not all of them responded in the same way. Some said they will do whatever they can to try to get us what we are calling for. Others seemed less optimistic about the situation and were more straight forward, saying there is not much that could be done. Some reasons given included a limited budget and other priorities.

This turned out to be a great experience. It was very interesting to speak directly to different legislators and make our pleas face-to-face. I also think my presence might have helped the effort. Being that I am a current student at SUNY Oneonta, I personally witness some of the downsides of an unsatisfactory SUNY budget, and I am glad I got the opportunity to express my views to the legislators.

Thanks to UUP and CSEA Volunteers — Saturday's Bread

On Saturday, April 12, 2008, UUP Oneonta joined in solidarity with our friends and fellow unionists from CSEA to staff *Saturday's Bread*, a community kitchen that dispenses hot meals and good cheer. Linda Drake, as previously, co-ordinated our chapter's participation in this worthwhile community service. Although *Saturday's Bread* is housed at the First United Methodist Church, the program is a non-denominational and humanitarian service open to all. 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 Facilitator Janie Forrest-Glotzer and CSEA President Phil Cook and to CSEA Vice President Veronica Diver merit accolades for making collaboration possible. Special thanks to all those UUP and CSEA members on the volunteer sign up sheet, including Bill Simons, Stephanie Bennett, Maggie Ostrander, Candy Sweet, Wendy Mitteager, Hanfu Mi, Huimin Xu, Nithya, K.O. O'Mara, Elaine Lawrence, Ray Siegrist, Sen Zhang, Kristen Hilpert, Oscar Boerkircher, Amanda Tabolt, Joyce Thorsland, Elaine Downing, J Letner, Charlene Christie, Chris Whitman, Shih-Ming Hu, and Shiao-Yun Chiang.

UUP Oneonta has participated in post-Katrina reconstruction in the Gulf, flood relief in our region, collection drives, and other volunteerism. UUP looks forward to continued collaboration with our brothers and sisters in CSEA in volunteerism in the future

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