

The Sentinel

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UUP - Oneonta

August 2008

"All great achievements require time."

- Maya Angelou

UUP-CSEA Labor Day Luncheon with President Kleniewski:

Monday, September 1st at Noon, Butternut Room, Hunt Union

By Bill Simons, Chapter President

UUP and CSEA will jointly host a Labor Day luncheon on Monday, September 1st at Noon in the Butternut Room at the Hunt Union.

Complimentary Food and drink will be served. Dr. Nancy Kleniewski, our new College President, will speak and answer questions.



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 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.

The Labor Day luncheon signifies new levels of collaboration between UUP and CSEA, honors a day of great importance to all workers, and welcomes our new President. With a new President, the unions look forward to new beginnings.

All members of the UUP and CSEA bargaining units are most cordially invited to this historic event. For further information, please contact UUP Vice President for Academics Rob Compton at COMPTORW@Oneonta.EDU, CSEA President Phil Cook at COOKPM@ONEONTA.EDU, UUP Vice President for Professionals Norm Payne at PAYNENE@ONEONTA.EDU, or CSEA Vice President Veronica Diver at DIVERV@ONEONTA.EDU.

A Lens to See the World

By Robert Compton, VP Academics



Too often, academics and professionals do not see the direct link between UUP involvement and professional development. In past articles regarding my experiences in Southern Africa, the themes of political justice and economic fairness pervaded my writing. I tried to demonstrate how UUP involvement directly impacted my professional development beginning with my involvement with the Center for International Development (SUNY) to the Fulbright fellowship at the University of Zimbabwe. In other words, I attempted to illustrate that scholarship and activism mesh together in such ways that the whole is greater than the sum of the parts.

This article builds on past articles, but approaches the connections and my personal experiences between activism and scholarship from a particular Weltanschauung imbued with a commitment to social justice and fairness. One's view of the world serves as the foundation of research and teaching. What types of courses do you teach? How do you teach them? How do you interact with your students? What stories do you choose to tell? On the research side, you can ask similar questions. What do you research? Who do you interview? What questions do you ask? The success my sabbatical, which was made possible by the sacrifice of colleagues and my family, presents an idea time to reflect on the methodology employed.

Lens to See the World

Involvement in UUP at the chapter and statewide level provided me with a keen understanding of power and its use in contemporary society. Leaders can use power effectively in both beneficial and harmful ways. Therefore, in my study of political systems, I have come to examine the structure and use of power to promote political goals. Therefore, in the study of any system, it's important to get an accurate read on the political landscape and its flexibility and adaptability to change.

Pockets of power concentration and diffusion exist in Zimbabwe, the US, and on this campus. Power is instrumental and therefore, one's morality and commitment to particular ends play an important role in how it is used. Power needs to be used to build political capital but at the same time, it needs to be used in battle when necessary to achieve greater goals. It's not there to be conserved. As academics, we derive certain powers from our position. Therefore, when I was in Zimbabwe, at a certain point I made a conscious decision to speak with the international media despite personal danger. In class, one student asked me, "So prof, what do you think about the ZANU PF [authoritarian ruling party of Zimbabwe responsible for the destruction of lives and the country] campaign slogan of '100% Independence and Total Empowerment'?" I knew that government spies infested my classroom so I had to make an executive decision. Should I stay neutral? Or should I speak up and speak truth to power? My response: "Well in theory it is excellent. It is a powerful political slogan. However, if you examine the condition of the country today, the continuation of these policies will only lead to "100% dependence and total disempowerment". Sometimes, you have to think about the possibility that the reality is diametrically opposed to the ideal being projected." I told my students that the policies being pursued were about maintain and enhancing power rather than improving the lives of ordinary Zimbabweans.

Avoid the Royalty and Eat with the Homeless

During the occupation of Japan, General Douglas MacArthur met no one below the rank of a Supreme Court judge. What a pity that he never learned about real Japanese people who sacrificed their lives and were duped into "serving the state" that had become diabolical. I saw a lot of that in Zimbabwe and in my life in America too. It sees that power can become and "ends" rather than a means to creating a better society. The despised Chinese cadre school had one idea correct: the need for highly educated people to know what farm work is like. My Involvement in UUP gave me a strong sense of identification and empathy with ordinary citizens. As researchers, we need to speak with more ordinary people in the streets, the HIV victims, postal

employees, maids, security guards, till operators, and priests and nuns. That's why I felt more comfortable spending hours with security guards than at the diplomatic receptions. In fact, the picture of Zimbabwe that I obtained and the stories that I tell in the American classroom is about ordinary people.

When those in power eat with the homeless, it helps them to maintain a sense of humanity. It also leads them to think about the judicious use of power and its impact on people who are more vulnerable. Indeed, my work in UUP has helped to cement such a view of politics and the use of power.

As academics, we need to pay more attention to the ordinary voices. In fact, to paraphrase Fida Mohammad, our very own sociologist who so poignantly noted in a Labor Day statement several years ago, we are academic blue collar employees. Yes, the beauty of SUNY Oneonta is that we are not a community of aloof and detached scholars easily compromised by large research grants or the pursuit of power and prestige for its own end. Comprehensive public colleges nurture scholar-activists. We may be the pillars of society but we also speak for those who cannot speak or are afraid to do so. This orientation or core philosophy is not the empty rhetoric of a show horse but a call to us to become work horses for the betterment of society. SUNY Oneonta is a macrocosm of American society. Shedding light on the abuse of power is an important citizen responsibility that I learned from speaking with unionists in UUP, CSEA, and abroad.

Moving Forward

It's good to be back in Oneonta, although part of me will always reside in Zimbabwe. The experience of a Fulbright strengthened my convictions and opens new insights into the nature of power and the condition of humanity. My experiences with UUP allowed me to develop a teaching and research philosophy infused with the principles of activism.

We never know what the future holds for us. What we do know is that the spirit of being a scholar activist, once ignited, will become a flame that can burn for decades if properly nurtured. I'd like to have that.

Grievance Report

By Renee B. Walker, Grievance Officer

I just wanted to take a moment and remind everyone about how the grievance process works for us. Although I hope that no one ever has to go through the process, I am happy that we have it to protect our rights under the UUP contract. First, the grievance process is specifically for violations of the contract between United University Professors and the State of New York. More specifically, a "grievance is a dispute concerning the interpretation, application, or claimed violation of a specific term or provision of..." the contract (Article 7.2a). This obviously includes a broad range of important issues addressed in the contract, such as discipline and personnel files.

Second, learning the contract and determining whether an offense is a grievance or not is particularly difficult. Luckily, we have a top-notch labor relations specialist: Dennis Selzner. Dennis has been particularly helpful as I continue to learn the contract and take workshops on the grievance process.

Third, It is important to contact Bill (at 436-3498) or me (at 436-3346) immediately when an offense occurs. Many grievance procedures have a timeline, so time is of the essence. For example, once an evaluative file is submitted to the College President (having gone through the committee, Dean and Provost) and a person wants to compose a statement about any item in that file, that person has five business days to do so.

Finally, and perhaps most importantly, filing a grievance is usually a very emotional and upsetting event and I take very seriously how important it is to be as supportive as possible. Everyone should be assured that everything is held in the strictest of confidence.

In sum, it has been a privilege to serve as Grievance Officer and I hope to continue to do so to the best of my ability. The grievance process is an extremely powerful tool for protecting our rights and it is always best to check to see if an offense is a grievance immediately. If it is not, there are often many other avenues to pursue through the Union to rectify matters.

UUP Anticipates Presidential Induction of Dr. Nancy Kleniewski: September 12th

UUP anticipates the induction of Dr. Nancy Kleniewski as a new beginning for the SUNY College at Oneonta. The September 12th ceremony will also celebrate the College's 120th anniversary. The proceedings will commence at 11 am at the Alumni Field House. A reception will follow. UUP joins with all segments of the community in wishing Dr. Kleniewski a long and successful tenure as President.

At the joint UUP-CSEA Labor Day luncheon with Dr. Kleniewski on September 1st, the unions will encourage their members to attend the ceremony and provide logistical details for participants.

Al Sosa: National Recognition for a Lifetime of Service to His Profession

By Tom Horvath, Secretary and Health & Safety Officer



New York seems to be the preferred state to house sport national hall of fames, but one national hall of fame is actually not in New York. The National Wrestling Hall of Fame is located in Stillwater Oklahoma. Why should we care? Well, one of our own (faculty and UUPer) is being inducted into the NWHOF this September. Al Sosa, chair of Physical Education and former longtime wrestling coach at SUNY Oneonta will be inducted into the NWHOF this September as a Lifetime Service Award Winner. Al is no stranger to being inducted into wrestling hall of fames. He is already a member of the New York State College Coaches Wrestling Hall of Fame and the NCAA III Wrestling Coaches Hall of Fame. But he is humbled and honored to receive this national recognition for his near lifetime commitment to the sport. I've had the privilege of working with Al as a faculty Cadre member the past few summers. It is obvious that he has a wealth of experiences to share with both students and their parents, and his story telling abilities are unrivaled. Just sitting down with Al to find out more about this honor turned into a history lesson involving his interaction with people whose names I only recognize on the sides of campus buildings. Yes, Al has been a force on this campus for longer than many of us have had our diplomas.

As head coach of wrestling at SUCO for 38 years, Al was most focused on providing his wrestlers with a positive college wrestling experience. He truly embodied the ideals of the student athlete environment that is now well established on campus and a national model athletics program. He always demanded that his athletes achieve the highest academic performances while achieving high performance on the mats. Under his leadership, his wrestlers were consistently on top in their conference in terms of academics. They had the greatest number of Academic All Americans, and were among the top nationally in this regard. These days it is common to see coaches judged solely on a positive win-loss record, even at D-III. Al never saw this as a goal for himself, rather he considered what was best for his athletes. Al's philosophy was to have his wrestlers compete against their peers, but also to have the opportunities to challenge themselves individually by competing against wrestling programs of higher stature. As Al explained to me, he would build schedules with a 30-40-30 distribution – 30% of the matches would likely end in victory for his wrestlers, 40% of the matches could go either way and 30% of the matches would be against teams that would likely end in a loss but would provide those personal challenges for the wrestlers. Al knew that practicing this philosophy wouldn't result in the best win-loss record, but it certainly was successful for his wrestlers. Al has coached some very accomplished wrestlers, including 81 NCAA National Championship qualifiers, 12 Wrestling All-Americans, 12 Academic All-Americans and 77 All-State Wrestlers. Al likened this to teaching courses so that every student can get an A. It may look good on someone's transcript, but it wouldn't prepare them for life's challenges.

Over his career as wrestling coach Al developed and maintained strong ties with his wrestlers and

built long-lasting traditions within the program. He organized Alumni wrestling matches. His wrestlers are a cornerstone of the local Pit Run and consistently raise thousands of dollars for this worthwhile cause. Integrating himself and his wrestlers into the local community was another one of Al's strengths that would pay off in the long run. These are traditions that transcend Al and are continued by his successor Dwayne Ritter. Demonstrating the strength of Al's commitment to his wrestlers and their reciprocation, Al will be introduced at the induction into the NWHOF by David Regina, a former wrestler for Al and one of the first inductees into the SUNY Oneonta Athletic Hall of Fame. In addition to family, Al has invited about 100 former wrestlers to join him for the induction ceremony. This is the type of strong connection to the College that coaches can develop among their athletes if given the opportunity to build a long and successful career.

This dedication to students and the program continue in Al's career. In 2002 he stopped coaching to take on another challenging position – that of department chair of physical education. When he took on this position, physical education was at a crossroads. Students no longer had a PE requirement for graduation (students used to have to take 4 sh of PE AND pass a swimming test) and no major existed in the department. Al realized that he would need to provide the leadership necessary to adapt physical education to the changing curricula of the College – and adapt he did. Al's vision for the department was to develop a strong academic program that would complement existing programs on campus. This would be, and still is, an up-hill battle. Over the decades PE was eroded from 23 tenure-track lines to just 3. It has taken a few years but Al's dedication to physical education is starting to show results. With continued support from the administration, especially at the Dean's level, physical education was given its first ever tenure-track line solely for teaching physical education courses (previously PE faculty were also given coaching or other duties when hired). Under his leadership, PE now offers 3 new minors – outdoor education, personal training and dance – in addition to Health & Wellness and Sports Management. When you talk with Al about the role PE plays at the College, it is clear that he has an academic mindset. To him, PE courses are not just about how to hit a tennis ball with topspin, but they're about teaching students a philosophy of being active, making life choices, choosing a wise diet and understanding their own physiology. When you look at the minors PE offers, they are extremely interdisciplinary – they indeed compliment other programs. For example, the dance minor was developed with close cooperation with the theatre department; the personal training minor is well integrated in biology and the dietetics programs. Al has tapped into his community ties to find the very best of adjunct faculty to offer courses that also embrace this philosophy of physical education. Speaking of community ties, one of Al's passions is biking, and he has grown a group of students, faculty and community members that now ride regularly together through the hills on trails that Al and his students have constructed.

UUP congratulates Al Sosa on his induction into the NWHOF. *By the way, Al is the first SUNY Oneonta faculty member ever to be inducted into a National Hall of Fame and we are proud to call him one of our own.*

UUP Congratulates: Promotions and Tenure

Promotion is a significant milestone in an academic career. UUP congratulates members of our bargaining unit who were recently so recognized.

Gwen Crane (English) was promoted to the rank of **Professor**.

Lisa Church (Sociology), **Dora Dumont** (History), **Lisa Flynn** (Economics, Finance, and Accounting), **Angeliki Kazas-Pontisakos** (Mathematics, Computer Science, and Statistics), **Cynthia Lassonde** (Elementary Education and Reading), **Daqi Li** (Educational Psychology and Counseling), **Patrice Macaluso** (Theater), **Marius Munteanu** (Mathematics, Computer Science, and Statistics), **Renee Walker** (Anthropology), and **Jeremy Wall** (Music) were promoted to **Associate Professor**.

UUP salutes the achievements of these talented and hard working individuals.

Results of UUP Quality of Life & Administrative Assessment: 2008

By Bill Simons, President, UUP Oneonta



At its August 27, 2007, meeting, the Executive Board of UUP Oneonta voted to conduct the third evaluation of the College at Oneonta's senior administration. On or about January 16, 2008, all members of the UUP bargaining unit received the survey.

On a scale ranging from 1 (strongly agree) to 7 (strongly disagree), respondents to the survey evaluated senior administrators in the 8 areas. In addition, each respondent was asked to indicate how he/she feels about 15 areas related to the quality of their work life.

The survey also included 6 demographic items.

In addition to the statistically-based questions, UUP encouraged respondents to submit free response comments. Respondents were asked to: type free response comments on separate sheets of paper; and not to include any remarks that might identify a specific respondent. Respondents were told that if they could not fairly answer an item, mark the "Don't Know" choice. The confidentiality and anonymity of participants in the survey was protected. UUP informed respondents that the union would tabulate and disseminate the statistical and free response results of the survey.

The complete results and accompanying report (UUP Quality of Life & Administrative Assessment: 2008), which is approximately 150 pages, will soon be available to members of the UUP Oneonta bargaining unit at the UUP web site and in the chapter office. In addition, an abridged version will be disseminated in the May-June edition of the chapter newsletter, *The Sentinel*.

Thanks to Dr. Steve D. Johnson for tabulating survey results. Thanks also to respondents; their participation was important as it allow us to better understand ourselves and our priorities as an academic community, and it enable UUP to more effectively represent its members. It is evident that respondents did not view the administration as a monolith. Viewed comparatively, ratings for individual administrators demonstrated significant range. Moreover, respondents also made clear distinctions in their ratings concerning specific attributes of each administrator.

The results are documented in an unabridged survey report, which is 178-pages, including free response comments. The unabridged report is in the UUP office; please call X2135 to make an appointment to see the unabridged version. There is also an on-line version on the UUP Oneonta website that includes all data save the free response comments. In addition, please find below two statistical tables that (1) summarize evaluations of ratings given to quality of life items; and (2) compare evaluations of senior administrators.

2008 UUP Survey:

Summary of Evaluation Ratings Given to Quality of Life Items

	N	Mean
I feel informed about the operation of the College.	139	5.12
I feel recognized and appreciated for my professional work.	141	4.67
I feel that the College supports my professional work.	139	4.88
I feel secure in my job.	139	5.4
I feel adequately paid for my professional activities.	138	3.74
I feel that our faculty/staff as a whole exhibits positive morale.	139	4.99
I feel positively toward those in administrative authority at the College.	140	4.75
I feel that the College has an appropriate number of upper level administrators (Assoc. Dean thru V.P.).	124	4.6
I feel that the management style of the current administration is effective in operating the College.	128	4.81
I feel that the faculty/professional staff play a significant role in the governance of the College.	125	4.29
I feel that in recent years my department chair/supervisor is more management than employee oriented.	133	3.47
I feel the administration is aware and makes appropriate distinctions in rewarding professional activities.	126	3.98
I feel technology is available to meet curricular needs.	126	5.88
I feel assessment and credentialing activities are meaningful and reasonable in scope and content.	106	4.11
I feel the administration promotes civility and professionalism on campus.	140	5.19

Scale: 1 = Strongly Disagree to 7 = Strongly Agree

N = 144

(con't next page)

2008 UUP Survey: Summary of Evaluation Ratings Given Administrators

This Administrator:	Means:							
	President Donovan	Provost Larkin	V.P. Hartmark	V.P. Perry	V.P. Adamo	V.P. Blazina	Dean Merilan	Dean Wagor
Is generally accessible if and when there is a need to discuss problems, make inquiries, or suggest changes.	5.99	5.11	5.02	5.94	5.65	5.20	5.30	5.73
Is generally tactful, considerate and concerned about the needs of faculty, professional staff, and support staff.	6.04	4.61	5.18	5.67	5.74	4.63	5.51	5.71
Is generally open-minded and flexible in responding to complicated problems.	5.79	4.11	4.91	5.57	5.27	4.35	5.02	5.40
Has a grasp of the strengths and weaknesses of the College and a vision of what we should strive to accomplish in the future.	5.83	4.19	5.23	5.59	5.89	4.94	5.22	4.90
Properly utilizes personnel.	5.15	4.04	4.98	5.35	5.49	5.08	4.92	5.03
Properly utilizes space, supplies, equipment, and budgetary resources.	5.32	4.23	5.07	5.45	5.60	4.96	4.70	5.21
Is effective in promoting the morale of faculty, professional staff, and support staff.	5.57	4.00	4.43	5.41	5.61	4.28	4.53	5.12
Is generally effective in the overall fulfillment of his/her responsibilities to the College Community.	5.96	4.45	5.40	5.71	6.08	5.07	5.26	5.31

Scale: 1 = Strongly Disagree to 7 = Strongly Agree

N = 144; Number of respondents per item and per administrator varies.

**UUP Call for Professional Candidates:
College Committee on Professional Evaluation and the College Review Panel**

By Norm Payne, VP for Professionals



Each year in the fall, UUP conducts elections of Professional employees to two bodies --- **the College Committee on Professional Evaluation and the College Review Panel** -- at SUCO that directly impact UUP professionals in a significant manner. If you are interested in running for election for one of these, please email Norm Payne by September 15, at paynene@oneonta.edu. These 2 bodies are: the College Committee on Professional Evaluation and the College Review Panel. Descriptions of the two follow below:

College Committee on Professional Evaluation. The College Committee on Professional Evaluation shall consist of three (3) professional employees serving in positions in the negotiating unit at each college, elected at large by all of the professional employees in the negotiating unit at the college in accordance with procedures developed and implemented by the UUP chapter president. The remaining two members shall be selected by the college president.

The College Committee on Professional Evaluation shall review appealed unsatisfactory evaluations for both the procedural and substantive reasons. As part of its review, the Committee at its discretion:

- shall have access to all previous formal evaluations of the professional employee concerned;
- may request and consider any additional comments by either the immediate supervisor or the professional employee;
- may request information pertinent to the review from secondary sources;
- may request that the immediate supervisor and/or the appellant meet with the Committee and respond to inquiries;
- shall be free to call upon any other individual whom they believe has information relative to the evaluation. All individuals shall be encouraged to cooperate with the Committee if so requested.

College Review Panel. The College Review Panel shall consist of not less than five (5) nor more than seven (7) members elected at large by all professional employees in the negotiating unit.

The Panel shall: (1) review applications for promotions of the type defined in Section II, Paragraph C(2) and make decisions and recommendations with respect to such applications in accordance with appropriate provisions of Paragraph E(2); and
(2) review applications for salary increases resulting from a permanent and significant increase in duties and responsibilities which are not accompanied by a change in title or rank.

UUP Encourages *Recycling*

Solidarity, Justice, Environmental Responsibility



Please  Thanks

Part-Time Concerns for 2008-2009: An Agenda

By J McDermott, Part-Time Concerns Officer



Hello again. Another academic year begins. I hope (I'm writing this before the event happens!) that I saw many of you at the PT Orientation. This has become a regular 'kick-off' for the academic year for Part-Timers--you get a lot of the 'little jobs' out of the way at the one-stop, one-hour gathering, and we get to see you at the UUP table! A big objective every year is to get the ratio of our members to fee-payers to balance more favorably on the member side, and the orientation session is an easy time for you to check your status. Some people want to be only fee-payers, which is your right, but others have that status unintentionally, and its those members we love to bring into full membership!

Regarding the headline for this column: "Part-Time Concerns for 2008-2009": these are your concerns that I try to represent, and how do I know what your concerns are? I see some of you around campus, I see some more at events like the orientation or the Labor Day observation, but here's an idea for you...if you want to send me a concern of yours, photocopy this page, and on the back side write out your concern. Drop that sheet into an inter-office envelope and send it to me at UUP, Human Ecology 206, c/o J McDermott — or e-mail me directly at MCDERMJ@Oneonta.Edu. I'll get it, and if you send your name and a way to contact you, I'll be in touch ASAP. Or if you wish, send it without a name, and if I can validate the idea or concern, we'll try to address it.

This should be an interesting year on campus and in the country. I hope our best expectations are fulfilled. Oh, and by the way, are you registered to vote? Are your students? Do they know how to vote by absentee ballot? These are all good September questions...

Payin' It Forward from the Center for Social Responsibility and Community (CSRC)

By Linda Drake, Executive Director, CSRC and UUP, Director Community Service

The Center for Social Responsibility and Community (CSRC) mission is "to instill a sense of social responsibility and an understanding of the various means by which individuals can be involved in building strong communities." CSRC has been making a difference since 1994 when it was initially funded through a Kellogg Foundation grant. And yet, after all these years, many members of our faculty do not know what CSRC offers to them and their students.

CSRC connects students to volunteer opportunities with local nonprofit agencies, helps professors create service-learning courses and place students, and helps to promote other civic engagement activities throughout the year. One of my goals is to encourage more faculty members to add a service-learning component in their classes. What better way to enhance learning than by joining theory with experience through making a difference while fulfilling a need in the community. Learning through service can guide students to see the significance between what is being taught and the real world.

Last academic year, SUNY Oneonta students logged in 57,243 volunteer hours. Our students have served more than 546,375 hours during the past 14 years! It is rewarding to be able to introduce students to the experience and values of community service and to challenge participants to volunteer on a regular basis. Serving the community is a valuable learning experience that complements the students' academic work.

I also serve as the director of community service for our local UUP chapter. There is no better way to bring people together than by helping others. In the last few years our UUP members have joined each other by volunteering for friends who are in need or making new friends by helping them in a crisis. Together, we have helped Hurricane Katrina survivors, aided Central New York flood victims, organized collection drives and worked in local soup kitchens. UUP looks forward to continuing our teamwork and working together with our sisters and brothers in CSEA.

This year we have planned two events in November for UUP and CSEA volunteers. On November 1 we are looking for volunteers to join us at Saturday's Bread from 9:00 a.m. to 2:00 p.m. On November 15 we will need volunteers to join our group helping Habitat for Humanity. Volunteers are needed to help with construction (no experience necessary), in addition to providing lunch for the construction volunteers that day. Please e-mail at DrakeLM@Oneonta.Edu to volunteer.

Strategic Discourse & the Neoliberal Academy: a view from the United Kingdom



Dr. Liz Morrish, Principal Lecturer,
Linguistics, School of Arts and
Humanities, Nottingham Trent University
--Tues. Sept 2, 2008, 7 pm, location TBA

Sponsors: Africana & Latino Studies Department and United University Professions (UUP)

UUP Labor Film Series At Hunt Union Red Dragon Theater

Promoting Solidarity, Justice, and Environmental Responsibility Through Educational
Film Screenings and Discussions

Fall Semester 2008 Program

American Dream

Tuesday, September 16, 4-6 p.m.

An unsettling account of the months-long strike of employees at the Hormel meatpacking plant in Austin, Minn., in 1984. Juxtaposed against the Reagan administration's demolition of the nation's air traffic controllers' union, the Hormel strikers found themselves picketing during the worst climate for organized labor since the 19th century. Oscar winner for Best Documentary in 1991.

Maquilapolis [City of factories]

Tuesday, October 21, 4-6 p.m.

Explores the environmental devastation and urban chaos of Tijuana's assembly factories and the female laborers who have organized themselves for social action. Maquiladora workers produce televisions, electrical cables, toys, clothes, batteries and IV tubes, they weave the very fabric of life for consumer nations.

A Killer Bargain

Tuesday, December 2, 4-6 p.m.

An indictment of the corporate irresponsibility of various Indian textile companies, who expose their workers to dangerous chemicals (long since banned in the developed world) and pollute their surrounding environments.

For more information, please contact Professor Gina L. Keel, Film Series Director, at keelgl@oneonta.edu



Dependent Care Advantage Account Provides Help with Child care, Elder care, and Disabled Dependent Care Expenses

Jamie Dangler, UUP representative to the NYS Work-Life Services Advisory Board

The Dependent Care Advantage Account (DCAA) is a negotiated benefit that can help UUP Oneonta members, UUP brothers and sisters on other campuses, and other state employees save money on expenses for child care, elder care, and disabled dependent care. It allows employees to pay for dependent care with pre-tax dollars and includes an employer contribution that provides between \$300 and \$800 toward employees' dependent care costs.

Part-time and full-time employees who expect to pay for dependent care in 2009 can enroll in the DCAA between September 22 and November 14, 2008. Enrollment is made easy through a paperless on-line application available at www.flexspend.state.ny.us. Those without internet access can apply by calling 1-800-358-7202.

The DCAA covers expenses for care of children who are 12 or younger and spouses who are physically or mentally incapable of self-care. It also covers other dependents (including elders) who need care if they live in the employee's household for more than half of the taxable year, spend at least eight hours per day in the employee's home, or receive more than half of their support from the employee during the taxable year.

Eligible expenses include payment for adult daycare, au pair, babysitters, before and after school programs, child care centers, family daycare providers, home aides, nursery school, school-age holiday care, and summer day camp.

Employees can have up to \$5,000 deducted from their paychecks and put into a DCAA account before state, federal, social security, and city (if applicable) taxes are taken. Each pay period, a portion of the total amount the employee wants to put in his/her account is taken out of the biweekly paycheck (pre-tax) through automatic payroll deduction. After paying for dependent care services, the employee must submit a reimbursement request along with receipts for services provided in order to receive payment. Reimbursement requests can be submitted as often as the employee chooses.

In addition to the pre-tax savings, an employer contribution that ranges from \$300 to \$800, depending on one's income, is available to those who enroll in the program. Employees can enroll for the employer contribution without participating in the pre-tax savings portion of the program.

The \$5,000 maximum for the DCAA is a household limit set by the IRS. If a UUP member's spouse is also a state employee eligible to participate in this program, their combined enrollments cannot exceed \$5,000. However, the employer contribution does not go to households. It is available to each individual from an eligible bargaining unit who is enrolled in the program. This means that if a UUP member has a spouse who is also entitled to a DCAA employer contribution, both individuals will receive the contribution pegged to their individual New York State salaries.

Individuals who enroll in the DCAA cannot change their minds about participating before the end of the calendar year for which they have enrolled. Their pre-tax deductions will continue through the year. There are circumstances, however, that allow for a "change in status" before the end of a calendar year. These include marriage, divorce or separation, the death of a spouse or dependent, and the birth or adoption of a child. A change in status can also occur because of a change in care provider, as well as changes in employment circumstances, work schedules, custody arrangements, and rates paid for care.

Detailed information about the DCAA, including an FAQ that covers many special circumstances, can be found at www.flexspend.state.ny.us. Employees also can have questions answered directly by calling the Flex Spending Account hotline at 1-800-358-7202.

Employee Gross Annual Salary	Employer Contribution
Up to \$30,000	\$800
\$30,001 to \$40,000	\$700
\$40,001 to \$50,000	\$600
\$50,001 to \$60,000	\$500
\$60,001 to \$70,000	\$400
Over \$70,000	\$300

Membership – “Have a Say, Become a Member Today!”

By Teri Weigl, Membership Director



Welcome new and returning faculty and professionals! We’re off to a great start for the new academic year. We’re hoping that many of the UUP members will participate this year in the “Food for Thought” and picnics that your Oneonta chapter organizes. It’s a great chance to meet other faculty and professionals in and outside of your department! Since it’s the start of a new academic year, here’s information about becoming a member for both new and returning faculty and professionals:

UUP negotiates with New York State on behalf of all SUNY academic and professional faculty. UUP also provides benefits to all members of the bargaining unit (like Dental and Vision, Free Group Life Insurance, etc.). Our Chapter here at Oneonta is working on several labor management issues, including part-time faculty concerns. As you know, there is strength in numbers.

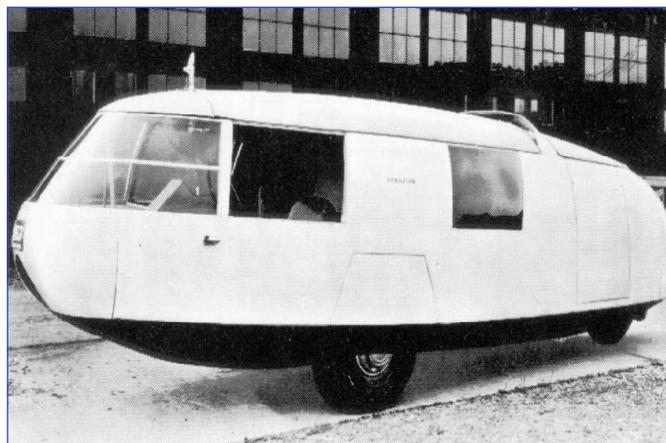
Whether you are part-time or full time, even if you think you are a member – check out your pay stub. If you have dues taken out under “membership”, then you are a member. If you have dues take out under “agency fee”, then you are not a member yet. If you are interested in becoming a UUP member, please contact the Oneonta Chapter Membership Chairman, Teri Weigl, at x3079 or email weiglt@oneonta.edu. Remember, you can’t vote on our contract unless you are a member – so have a say, become a member today!

SENTINEL QUIZ

By Nancy Louise Cannon, Academic Delegate

Question:

What US inventor and architect designed a car in 1933 that had got 30 miles per US gallon, could transport 11 passengers, and had a top speed of 120 miles per hour?



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

The answer to the July quiz, “When wheat sells for \$10.00 per bushel, how much is the wheat in a one pound loaf of bread worth” is between 11 cents and 15 cents (depending on the recipe). The first person to answer correctly was Debra Ost.

Continuity and Renewal: UUP Treasurers Rich Tyler and Mike McAvoy

UUP Oneonta Treasurer Rich Tyler has served with excellence and distinction in a demanding and essential position for the past five years. The Executive Board and entire membership of UUP honor Rich for his outstanding service. The Treasurer keeps detailed and itemized entries of debits and credits, prepares a comprehensive budget, ensures the completion of substantial paperwork, fulfills the rigorous demands of periodic audits, maintains constant communication with the Statewide auditor and Treasurer, masters ever changing regulations, and provides financial counsel to the chapter President and other officers in fiscal matters. With an expertise honed by long experience, rigorous training, and absolute integrity, Rich did a meticulous job of accounting for and advising on all matters related to UUP expenditures and income. Rich's professionalism, wise judgment, and diligence provided ballast to UUP Oneonta. He will remain an esteemed and valuable member of the chapter. To prepare UUP Oneonta for the future, Rich has trained — and will continue to provide orientation — to our new Treasurer, Mike McAvoy.

UUP Oneonta recognizes the importance of continuity and renewal. As we honor Rich for his great contributions to the UUP membership, we welcome Mike McAvoy as the incoming Treasurer. Mike will perpetuate the Rich's tradition of excellence. Mike's training as an economist augmented by his intelligence, idealism, and work ethic make him a exceptional addition to the Executive Board. An Assistant Professor of Economics at SUNY College at Oneonta since 2000, Mike's notable achievements in teaching, research, and service mark him as one of the finest young faculty of his generation. Previously, Mike was a Teaching Assistant at the University of Illinois at Urbana-Champaign where he graduated with degrees in Economics (Ph.D., 2001; A.B., 1991) and Accountancy (M.A.S., 1992). Mike's research currently focuses on the role of Henry Parker Willis in formulating early Federal Reserve Board monetary policy. His recent published research reviews the 1914 selections of locations for the Federal Reserve banks. In addition to serving as Treasurer, Mike will join such current UUP Academic officers as Rob Compton, Tom Horvath, Gina Keel, Renee Walker, and Chris Keegan as a conduit to younger faculty.

Mike's contact information is: 223 Netzer, 436-3533, <McAVOYM@Oneonta.Edu>.

Welcome Back Mona Hughes as Benefits Officer—and Thank You to Ricky O'Donnell

UUP Oneonta is delighted to welcome back Mona Hughes as Chapter Benefits Officer—and at the same time give a big thank you to Ricky O'Donnell, Director of Student Health Services, for doing a superb job in that position the last three years. Under Ricky, questions were answered with professionalism and several areas dentists became participating providers in our insurance system. Ricky graciously contributed her time and expertise to assisting UUPers with benefits concerns. *Kudos to Ricky!*

Mona has already rendered great contributions to UUP, as noted in an award for high achievement given to her by the Chapter. She has served with distinction as UUP Oneonta Treasurer, Professional Delegate, Executive Board Member, Sentinel contributor, and Benefits Officer. During Mona's earlier tenure as Benefits Officer, she resolved numerous questions, some of them quite technical and complex, while showing a genuine interest in the people who came to her, indeed many UUPers have never stopped to seek her good counsel after her previous term was over. Mona is an iconic presence at the College at Oneonta, noted for her talent, work ethic, friendliness, and concern for others. As almost everyone knows, Mona is the coordinator of the Instructional Support Center, which is the true campus crossroads.

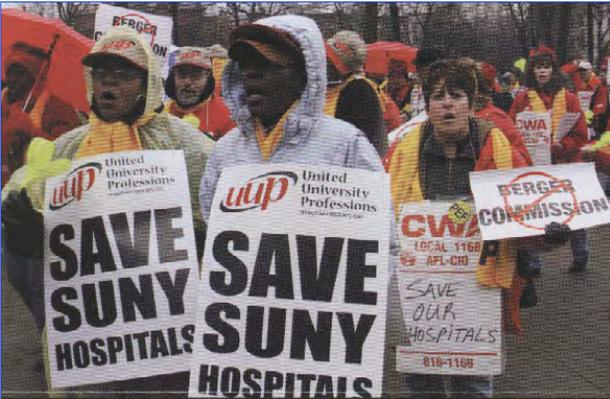
Drop by IRC 120C to say hello to Mona.

Mona can also be reached by telephone at 436-2490 or by e-mail at <HUGHESML@ONEONTA.EDU>.

Don't be a lone wolf

Political action only happens when we work together — you can't go it alone. That's why we have a political action committee (PAC). VOTE-COPE, the voluntary political action fund for NYSUT, is your way to join the fold and make us even stronger.

Run with the PAC



The elections of 2008 and the political action of the years to follow will raise issues of crucial importance to NYSUT members in all constituencies and professions. VOTE-COPE keeps your stake in those issues on the table for the candidates and officials who share our priorities. The future of public higher education, our health care systems, labor and the issues that are so important to you and all our members will be center stage in the coming year and years after.

Public higher education, shortchanged by a lack of adequate funding from the state in recent years, faces more of the same as we go forward. VOTE-COPE is essential in the ongoing struggle for state support of our public colleges, universities and community colleges where our colleagues teach and many of our family members learn.

Through the membership support of VOTE-COPE, NYSUT was instrumental in working in a bipartisan manner with the powers in Albany to stop the proposed privatization of SUNY Upstate Medical University and negotiate a way to meet the goals of the Commission on Health Care in the 21st Century. VOTE-COPE contributions also helped win the long battle for Optional Retirement Program pension equity. In effect, VOTE-COPE secured for you a 3 percent raise above and beyond contraction negotiations.



By donating to VOTE-COPE, you can keep this historic progress going.

VOTE-COPE was the key to our historic success in the 2006 election year. State races for the governor, the attorney general, the comptroller and the state Legislature overwhelming went the way of the NYSUT-endorsed candidates. In 2008, it can help elect candidates on both sides of the aisle who have demonstrated with their actions where they stand on the most important issues facing us today — issues like state aid for education and health care ... decent working conditions ... a secure retirement ... prescription drugs ... and affordable health care coverage. And VOTE-COPE will enable us to challenge those who do not share our agenda.

So, run with the PAC — your political action committee. Give to VOTE-COPE.



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.

JUMBO Raisin Cookies

PREP TIME 20 Min
COOK TIME 15 Min
READY IN 50 Min
Original recipe yield
2 1/2 dozen

INGREDIENTS:

2 cups raisins
1 cup water
3 1/2 cups all-purpose flour
1 teaspoon baking powder
1 teaspoon baking soda
1 teaspoon salt
1/2 teaspoon ground cinnamon
1/2 teaspoon ground nutmeg
1 cup shortening
1 3/4 cups white sugar
2 eggs
1 teaspoon vanilla extract
1/2 cup chopped walnuts

DIRECTIONS

1. Place water and raisins in a small saucepan, and bring to boil. Boil 3 to 4 minutes. Set aside to cool.
2. Preheat oven to 375 degrees F (190 degrees C). Grease cookie sheets.
3. Combine flour, baking powder, baking soda, salt, cinnamon, and nutmeg; set aside.
4. In a large bowl, cream together shortening and sugar. Beat in eggs and vanilla. Stir in raisins along with the liquid in which they were boiled. Blend in flour mixture, then mix in the walnuts. Drop by tablespoonfuls onto the prepared cookie sheets.
5. Bake for 12 to 15 minutes in preheated oven, or until firm. Remove from cookie sheets to cool on wire racks.

Executive Board Contact Info

President (d).....	Bill Simons.....	SIMONSWM.....	436-3498 (o)
VP for Academics (d).....	Rob Compton.....	COMPTORW.....	436-3048 (o)
VP for Professionals (d).....	Norm Payne.....	PAYNENE.....	436-2021 (o)
Secretary and Health/Safety Officer(d).....	Tom Horvath.....	HORVATTG.....	436-3899 (o)
Treasurer.....	Michael McAvoy.....	MCAVOYM.....	436-3533 (o)
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Mediator.....	Paul Conway.....	CONWAYPG.....	436-3923 (o)
Benefits Officer.....	Mona Hughes.....	HUGHESML.....	436-2490 (o)
Director, Labor Film Series; and Disabilities Officer(d).....	Gina Keel.....	KEELGL.....	436-3505 (o)
Facilitator, Professionals (d).....	Janie Forrest-Glotzer.....	FORRESJL.....	436-2005 (o)
Director, Special Events.....	Loraine Tyler.....	TYLERLL.....	436-3390 (o)
Membership Director.....	Teri Weigl.....	WEIGLTA.....	436-3079 (o)
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Part-Time Concerns Officer.....	J McDermott.....	MCDERMJ.....	436-3116 (o)
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Retiree Representative (d).....	Fred Miller.....	MILLEREW.....	988-9323 (h)
Editor, Sentinel.....	Jill Attanasio.....	ATTANAJE.....	436-2680 (o)
Director, Community Service.....	Linda Drake.....	DRAKELM.....	436-2633 (o)
Affirmative Action Officer.....	Chris Keegan.....	KEEGANC.....	436-2160 (o)
Grants Officer.....	Kathy Meeker.....	MEEKERKL.....	436-2479 (o)
Photographer (d).....	Nancy Cannon.....	CANNONNS.....	436-2160 (o)
Administrative Assistant.....	Margaret Carney.....	ONEONTA@UUPMAIL.ORG.....	436-2135 (o)
UUP Oneonta Office: 206 Human Ecology Building			
Other Delegates & Alternates			
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	Suzanne Filippone.....	FILIPPS.....	436-3326 (o)
	Chris Bulson.....	BULSONCE.....	397-9345 (h)
	John Carney.....	CARNEYJJ.....	432-5360 (h)
	Janet Frankl.....	FRANKLJL.....	436-3227 (o)
	Jeri Anne Jerminario.....	JERMINJA.....	436-2377 (o)
	Rita Szczesh.....	SZCZESRC.....	436-3080 (o)

*e-mail addresses are @ONEONTA.EDU
(d = delegate, o = office, h = home)