



The Sentinel

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"The best way to predict the future is to invent it."

- Alan Kay

Community Service and the College at Oneonta

By Bill Simons, Chapter President



On Saturday, November 1, 2008, UUP Oneonta again 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, coordinated 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. UUP Vice President for Academics Rob Compton and CSEA President Phil Cook and CSEA Vice President Veronica Diver made collaboration possible. With an unmatched record of volunteerism, Wendy Mitteager, in addition to her own work, graciously provided a photographic record of the event. Twenty-one UUP and CSEA volunteers participated in our latest *Saturday's Bread* venture. As always, I found it a privilege to be included and wish to thank Wendy Mitteager, Phil Cook, Rob Compton, Karina Cespedes, Elaine Downing, Devin Castendyk, Raymond Siegrist, Kristy Cable, Shiao-Yun Chiang, Janet Frankl, Jim Frankl, Hanfu Mi, Ho Hon Leung, Nithya Iyer, Megan Ackley, Sen Zhang, Donna Mott, Alessandra Stradella, Scott Dickerson, and Denise Straut. Setting up, serving, hosting, and cleaning up, UUP-CSEA volunteers worked, with zeal and verve, from 9 AM to 2 PM.

Saturday's Bread



photo courtesy of: Wendy Mitteager

Our new College President, Dr. Nancy Kleniewski, has, with eloquence and an idealism leavened by pragmatism, signaled a commitment to service. For over a century, Americans have fitfully grappled with proposals to elevate the character of the young through community service. During the late nineteenth century, Civil War veterans and Northern intellectuals perceived a softness of body and spirit amongst contemporary youth, especially those from privileged backgrounds. Commerce and comfort, it was feared, had enervated America's youth, spawning indolence and selfishness. A number of Gilded Age thinkers believed that a generation earlier than the Civil War had called forth youthful energy, purpose, and self-sacrifice, and they thus sought some endeavor that would once again regenerate the idealism of America's young. Both our College and

our nation, under President-elect Barack Obama, are poised to renew this dialogue.

It is instructive to review the genesis of this discussion. Future Supreme Court Justice Oliver Wendell Holmes Jr. advocated vigorous sport as a mechanism of character building; he asserted, “If once in a while... a neck is broken, I regard it not as a waste, but as a price well paid.” In the cultural milieu reflected by Holmes’ dictums, collegiate football emerged in the 1880s and 1890s. In his 1893 Phi Beta Kappa address at Harvard, Francis Walker, like Holmes a Civil War veteran, exalted college football, “It is a good thing that the body of students should now and then be stirred to the very depths of their souls; that they should have something outside themselves to care for.” Teddy Roosevelt, the quintessential embodiment of “the strenuous life,” extolled college athletes, frontier adventures, and war itself as rites of masculinity.

Unfortunately, however, the stratagems of Holmes, Walker, and Roosevelt neglected women and embraced an aggressive ideal of masculinity. Their shortcomings were recognized by some Gilded Age contemporaries. Through his 1887 novel *Looking Backwards*, Edward Bellamy called for the government to organize the work force as an army against deprivation and scarcity. Bellamy envisioned all young Americans, regardless of gender, race, or lineage entering an army that, rather than fighting a foreign foe, battled material want.

Like Bellamy, the social philosopher William James advocated cultivating youthful courage and empathy through peaceful, albeit challenging, pursuits. In his 1910 essay “The Moral Equivalent of War,” James advocated drafting America’s youth into “an army against nature.” By engaging in mining, fishing, construction, and other hard work in the service of the nation, James believed that America’s youth would “get the childishness knocked out of them, and ... come back into society with healthier sympathies and soberer ideas.” The lingering resonance of James’ vision influenced settlement house workers, the Scout movement, Franklin Roosevelt’s Civilian Conservation Corps, John Kennedy’s Peace Corps, AmeriCorps, Colin Powell’s America’s Promise movement, and the 2008 presidential debate between Barack Obama and John McCain.



Ed Wesnofse & Bill Simons
NYSUT phone bank encouraging voters
to exercise their right

Today community service and volunteerism are vital forces on our campus and in our nation, but are not yet given the priority they merit. As a mediator, crusader for peace, and Habitat for Humanity volunteer, former President Jimmy Carter provides the nation with a service role model. Church, synagogue, Catholic Charity, Boy and Girl Scout, YMCA, Boys and Girls Club, military, neighborhood watch, The National Alliance for the Mentally Ill, and youth sport volunteers are amongst those providing valuable service to our communities.

Moreover, many members of UUP and CSEA—as well as other components of the College community — volunteer at soup kitchens, nursing homes, daycare centers, hospitals, museums, galleries, Opportunity for Otsego programs, Catskill Area Hospice and Palliative Care, Big Brother/Big Sister, ARC, Pathfinder Village, Special Olympics, The Salvation Army, LEAF Council on Alcoholism/Addictions, Southern Tier AIDS Program, Family Service Association, American Red Cross, American Cancer Society, Heart Association, Literacy Volunteers, Habitat for Humanity, Alternatives to Violence, and so many more worthwhile organizations. Through generosity and resolve, the incomparable Ashok Malhotra, a former UUP Oneonta Vice President for Academics, has built schools in India. And College students render significant service contributions to our region.

SUNY College at Oneonta domiciles the Center for Social Responsibility and Community. Linda Drake, the Center’s Executive Director—as well as UUP’s coordinator of Community Service, does a remarkable job of involving students and staff in a range of worthy, benevolent enterprises. The Center promotes the integration of academic study and voluntary community service. Offering diverse volunteer and philanthropic opportunities, the Center has encouraged college faculty to include a service learning component within their courses. The Center’s achievements have led to its adoption of replication partners, among them SUNY Delhi. As advocates, decision-makers, and volunteer workers, students affiliated with the Center participate in

numerous community service programs.

Clearly many good people and many good programs provide valuable community service in our region and across America. Still more needs to be done. Youthful participation in community service fosters empathy, respect for oneself and others, purpose, social responsibility, resilience, and a sense of belonging. The greatest hunger of all is the hunger for use by those who go without use. Significant numbers of those amongst our youth who would most benefit by volunteerism are not involved in community service. Nor should service be confined to youth. Beyond those of us in mid-passage, retirees are a rich, largely under utilized reservoir of talent.

I once asked SUNY College at Delhi sociologist Dr. Robert Russell whether while serving as a volunteer at the Delaware County Jail he ever thought he was in the presence of evil; Bob answered, “No. Mainly I feel that I’m in the presence of poor souls who feel unconnected to the community.” As a participant in the League of Women Voters “Balancing Justice” forums, I learned that the United States has more of its people in prisons than any other nation on the face of the earth. Clearly, it is more productive to concentrate on the prevention, rather than the punishment, of crime, especially among the young who commit a disproportionate percentage of the misdeeds. As never before, family dysfunction, abuse, drugs, mental illness, alienation, suicide, random violence, and immoral media images menace our young. Virginia Tech and other school shootings only the most dramatic of the manifold tragedies of troubled youth.

Perhaps we should discuss community service as a mandatory requirement for College graduation. In 1992, Maryland became the first state to adopt a mandatory community service component in its schools. As the Maryland State Department of Education observes, “Serving their communities allows students to become active citizens, the kind of citizens the United States needs as we enter another century of democracy.”

The denial of new funding for AmeriCorps is a tough blow. Yet, the Center for Social Responsibility remains one of the great jewels of our College. As Adlai Stevenson observed of Eleanor Roosevelt, so it might be said of Linda Drake: “She would rather light a candle than curse the darkness.” Working with Linda, as well as observing my fellow volunteers, on post-Katrina relief in the Gulf, post-flood assistance in our own area, Habitat for Humanity, diverse collection drives, and serving food at Saturday’s Bread, I and other UUP activists have come to believe such community service is an essential part of everyone’s education; it provides important perspective on lives different than one’s own, develops leadership skills, fosters emotional maturity, builds solidarity, and connects thought and action. A public college and its students have a special obligation to the betterment of our world. Increased funding and staffing for the Center for Social Responsibility would allow more of our students and personnel to participate in social service initiatives. The College as a whole could designate a special project in which all segments of the campus could participate.

And, what might be this collective endeavor embracing UUP, CSEA, PEF, Council 82, Teamsters, management, students, alumni, retired college employees, and the Oneonta community? Perhaps a united campaign will turn the Green Campus from aspiration to reality. UUP Secretary and Health/Safety Officer Tom Horvath, a gifted biologist and environmental scientist, is one of several union activists to write in *The Sentinel* on some of the technical initiatives needed for the Green Campus, including promoting awareness, economic incentives, water usage, sewage, heating, air conditioning, technology, construction

materials, and transportation. In 1961, JFK pledged that this nation would have an American on the moon by decade’s end — and, in 1969, we did.

- Saturday’s Bread -



In Pursuit of Fairness... Salaries on the Oneonta Campus

By Robert Compton, Vice President for Academics

“The long term trend toward increasing economic inequality in the U.S. has been documented so many times that even conservatives acknowledge its reality. One simple measure: if worker’s salaries and CEO pay at the largest corporations had increased in tandem since the mid-1980s, the average workers’ salary would now be over \$200,000/year. Bill Barclay (2008), “The Financial Crisis: Roots and Remedies,” *Democratic Left*, vol. 36 (2), pp.11.



Congress debated and then eventually passed a \$700 billion rescue package for the beleaguered financial sector but many Americans have become shocked at the level to which corporate recklessness and cavalier risk-taking imperiled the economic security of the world, the country, and our families. Now we hear that the management of these firms will receive unreasonably large severance packages and the automobile industry executives have come to Washington to ask for an additional \$25,000,000,000. Folks, this isn’t Zim dollars, but US dollars! Corporate leaders have no shame; they now line up at the bailout trough seeking taxpayer funds. Despite huge and bloated salaries, these executives retort to a mantra that rings hollow. They claim “jobs would be lost” rather than taking responsibility for their poor decisions and continued excessive salaries. UUP needs to make sure that such deleterious results do not come to visit SUNY and our College.

An old curmudgeon hard-line Marxist professor once told me, “young man, the collapse of communism is not a vindication of capitalism and the corporate model.” Too bad, too many decision-makers bought the “end of history argument” and drank the Kool-Aid with their followers. In their hubris, government was dismantled and a misguided corporate ideology masked as “democracy promotion” abroad led to what has become an endless war on three fronts—Iraq, Afghanistan, and on the American working class. However, the excesses of the past are now being questioned as a new *zeitgeist* emerges. That’s what the presidential election symbolized. People have caught on to the fallacies of the misguided belief which looked to “unbridled market forces” as intrinsically valuable. Unfortunately, academe is not immune to these destructive tendencies. On this campus, there has also been a proliferation of administrative positions and compensation over the past ten years. Meanwhile the corporate based assessment regime is getting ready to unleash itself in SUNY and Oneonta. UUP insists that a university cannot be built by utilizing a McNamara-esque approach where planning processes develop a life of their own and unfunded mandates stifle faculty creativity and provide incentives that detract from our teaching and research. Furthermore, too often, these activities are conducted on the backs of exhausted full-time faculty and a contingent labor force and create an appearance, rather than a demonstrable reality of quality and accountability.

The College needs to get back to its core mission that requires all of us to remain vigilant in guarding meaningful teaching, research, and service. Income inequality on this campus detracts from a strong unified purpose as we manage these very tough economic times. Unfortunately, not all of us are positioned well to weather the economic storms evident in New York state and SUNY. In the process of addressing future budgetary and planning issues, I wanted our members to understand that in the “go-go era” of the past eight years, the income inequality on this very campus has increased dramatically. While this trend has existed for the past forty years, it picked up steam as of late. UUP believes that the last place for the corporate model is the university or college environment. Indeed, a close examination of management salaries and proliferation shows an eerie parallel with the failed corporate model. With the advent of autumn’s cool nights, UUP members are reminded that home heating costs will threaten the economic health of their families. Given the growing gap between management and worker compensation, are administrators increasingly detached from the daily struggles of labor?

Salary Data and Analysis

As many of you are aware, some of our comrades continue to live on the fringes of the American nightmare. For our adjunct “roads scholars”, their stagnant salaries amount to minimum wage, especially after transportation costs and the number of hours worked are calculated. Most of us eagerly await our measly 3% annual salary increases and possible augmentation by DSI. Many of us face an onerous task in “putting in for DSI”, especially equity, and some of our professional comrades are not even empowered to put themselves in for DSI. In contrast, senior members of administration have received unacceptably large increases. What is the process by which administrators obtain their merit increases? Do administrators rank each other as we faculty often have to do? Or do these increases show up automatically, courtesy of the past Alan B. Donovan? Meanwhile a whole cadre of young faculty increasingly chases a finite pool of professional development funds as they think, “perhaps we can use part of our salaries

increases to cover the shortfall of attending a professional or academic conference.” Indeed these are tough times. We are all willing to “chip in” to help, but the pain and gains should be distributed much more equitably.

On the Oneonta campus, the DSI process has lost its legitimacy. Many questions linger around the inequity of the entire process. A few years ago, part-timers were *de facto* excluded from the entire process. UUP pressed for changes and Management working with UUP made sure that our PT faculty would be eligible for DSI. However, today, some professionals cannot even put themselves in for DSI but can only be recommended by their supervisors. When comrades try to comply with the DSI program designed by Management, they find a paucity of information. Sometimes, members have resorted to FOILING for comparative data and even that data, may not be sufficient. As the memoranda from the Vice Presidents clearly state, data may or may not be sufficient to justify an equity adjustment. Compare this to the Management increases, which appear automatic. What is the mechanism by which they receive these increases and why are their increases substantially greater than UUP increases? As late as a decade ago, Management salary increases were tied to UUP negotiated increases. That does not seem to be the case any longer.

The analysis of salary data since 2000 shows a disturbing trend that mirrors the failed corporate model. A large number of new administrative positions were added and others were upgraded thereby creating a disturbing proliferation of campus administration. Despite stagnation of UUP salaries, administrative remuneration continues to rise significantly faster than the rate of inflation. The average salary increase for Oneonta management for 2006-08 was 15%. **Indeed, Provost F. Daniel Larkin’s salary increased by \$28,504 during that time. The increase is comparable to the annual salary of a full-time Residence Hall Director on this campus!** A fiscal crisis of this magnitude requires close scrutiny over these kinds of increases. New York simply can no longer afford administrative proliferation. On the faculty side, despite the exhortation and rhetoric that faculty “is our most important asset,” the compensation patterns do not bear this out. The matter of fact is that faculty implements the core mission of the College: educating students.

The table below shows the salary patterns for Oneonta management and faculty from 2000 to 2008. Some important highlights and additional points of interest are:

- Administrative salaries increased almost twice as faculty in the seven-year period (48% vs. 27%).
- During 2007 and 2008, due to contract expiration, UUP members deferred their increases, prompting a decline in the average salaries for the year. In addition, a large number of senior faculty retirements depressed the aggregate institutional salary that forms the basis for calculating the 1% DSI pool. Yet management salary increased by an average of 15% from 2006. That’s an average of \$17,175.
- For your information, our faculty salaries are now up to 20% below our benchmark Pennsylvania State System of Higher Education (PASSHE) colleges and universities as their full professors’ average salary exceeds \$90,000.
- The ratio between the Academic VP’s remuneration and the mean salary of an assistant professor is currently 3.59:1 (\$190,978:\$53,238). In 1972, the ratio was approximately 2.5:1 (\$31,925: \$12,500). Therefore inequality, based even on this basic indicator, also increased.

Conclusion

Misinformed students and the conservative think-tank the Manhattan Institute believe that tuition has increased due largely to escalating professorial salaries and union negotiated contractual increases. A *Chronicle of Higher Education* (November 1, 2008) article titled “College Too Pricey” Don’t Blame Faculty Pay,” stated that “Professors’ salaries are a big part of budgets but are not the big driver of tuition increases...” That article noted the proliferation of administrative salaries, declining state support, and student expectations for more services and a Club Med type college experience as the primary drivers of the “sticker shock”. In fact this article demonstrates that, like the national trend, faculty salaries have stagnated. However, at Oneonta, some members of the administration received unjustifiable increases over the past eight years.

Last year at a Labor-Management Meeting, UUP Oneonta asked for an increase in our salary “above and beyond the contractually negotiated amount;” the former Donovan administration refused emphatically. Now, the economic tide has changed, and the dire budgetary times will preclude us from making such a request. UUP will continue to work for a more equitable distribution of contractually mandated increases and to fix the broken DSI system on our campus. Let us reject the corporate model. **If pressure is placed on us for contractual concessions,**

UUP Oneonta will ask our statewide organization to request that the SUNY Board of Trustees to freeze management salaries of those making over \$100,000. This is not unprecedented. For example, a similar proposal is already being considered at the University of Illinois. Even in the corporate sector, American Express recently decided to freeze management salaries.

Without a doubt, there are issues that we do not agree with Management. We will continue to be assertive in representing our views. Our overall philosophy has been and will continue to be one that seeks partnership with administration. Rest assured that UUP will continue to do what is best for SUNY and our members by engaging in effective outreach with citizens, the Governor's Office, and the New York State Legislature for strong SUNY budgets — and an end to capricious cuts. **We look forward to joint outreach activities with our new President, Dr. Nancy Kleniewski so we can protect the college in these perilous economic times.**

SUNY ONEONTA: COMPARATIVE SALARY DATA									
ADMINISTRATIVE SALARIES	2000	2003	2005	2006	2007	2008[^]	Δ00+***	%Δ 06-08**	\$Δ \$06to08
VP for Community Relations, Blazina*	\$105,455	\$117,345	\$123,699	\$133,545	\$152,914	\$159,076	51%	19%	\$25,531
Assist. to Pres. for College Communications, Mayer	\$67,580	\$74,577	\$78,222	\$83,557	\$88,175	\$103,695	53%	24%	\$20,138
Provost & V P for Academic Affairs, Larkin	\$124,967	\$136,558	\$142,786	\$162,474	\$183,580	\$190,978	53%	18%	\$28,504
Assoc Provost for Library & Info. Services, Potter	\$83,335	\$91,066	\$95,219	\$102,798	\$107,773	\$120,438	45%	17%	\$17,640
Associate Provost for Academic Support, Wolters *		\$82,826		\$101,818	\$106,754	\$116,258	40%	14%	\$14,440
Dean of Behavioral & Applied Sciences, Wagor				\$98,500	\$103,302	\$117,868	20%	20%	\$19,368
Dean of Science & Social Science, Merilan	\$90,017	\$98,368	\$102,854	\$112,103	\$117,453	\$132,590	47%	18%	\$20,487
Assoc Dean, Div of Econ & Business, Thomas*		\$86,000	\$91,080	\$105,159	\$107,629	\$111,967	30%	6%	\$6,808
Assoc Dean, Div of Education, Curran*		\$75,000	\$79,695	\$94,030	\$96,051	\$105,124	40%	12%	\$11,094
Assoc Dean, Div of Science & Soc Science, Freeman*				\$75,000	\$78,655	\$82,235	10%	10%	\$7,235
VP for Student Development, Perry	\$107,795	\$117,794	\$123,165	\$132,970	\$150,391	\$156,452	45%	18%	\$23,482
Assoc VP for Enrollment Management, Sullivan*	\$86,522	\$93,515	\$97,779	\$105,562	\$110,649	\$117,188	35%	11%	\$11,626
Assoc VP for Student Life, Miller	\$75,000	\$84,214	\$88,054	\$100,264	\$105,137	\$113,535	51%	13%	\$13,271
Assoc VP for Student Development, Ingersoll		\$83,409	\$87,212	\$104,264	\$105,137	\$113,535	36%	9%	\$9,271
VP, Finance and Administration, Hartmark	\$123,092	\$134,510		\$151,839	\$171,151	\$178,049	45%	17%	\$26,210
Assoc VP for Finance, Shea	\$80,677	\$88,161	\$100,000	\$102,936	\$107,916	\$116,426	44%	13%	\$13,490
Assoc VP for Facilities, Rathbone	\$80,849	\$88,349	\$92,378	\$102,947	\$107,928	\$116,959	45%	14%	\$14,012
Assoc VP for Administration, Wenck*	\$80,697	\$88,181	\$108,000	\$105,364	\$110,442	\$116,973	45%	11%	\$11,609
VP for College Advancement, Adamo*	\$101,339	\$110,739	\$115,788	\$125,005	\$155,070	\$161,319	59%	29%	\$36,314
Assoc VP for Development, Warren*					\$85,316	\$108,640	27%	na	na
Assoc VP for Administration & Technology, Foreman*					\$107,871	\$119,500	11%	na	na
Director of the Office of Equity & Inclusion, Zapata*				\$90,000	\$98,979	\$102,967	14%	14%	\$12,967
Assoc Provost for Inst Assess & Effectiveness, Francis*						\$128,581	Na	na	na
Ave Mgt. Salary Increases							48%	15%	\$17,175
PROFESSORIAL SALARIES	2000	2003	2005	2006	2007	2008[^]	Δ00+***	%Δ 06-08**	\$Δ \$06to08
Professor	\$61,500	\$72,100	\$76,400	\$79,456	\$79,400	\$79,934	30%	1.0%	\$478
Associate Professor	\$49,100	\$56,000	\$58,600	\$60,944	\$59,600	\$61,210	25%	0.4%	\$266
Assistant Professor	\$42,500	\$48,300	\$50,700	\$52,728	\$52,900	\$53,283	25%	1.1%	\$555
Average Professorial Salary Increases[^]							27%	0.8%	\$433
* new or upgraded position/title									
**not annualized, but aggregate % increases									
[^] UUP salaries as of Sept. 3, 08									
***not annualized; aggregate									
Source: UUP Records obtained from FOIL									

UUP Labor-Management Notes: Meeting of October 27, 2008

In attendance: **Nancy Kleniewski** (*College President*); **Bill Simons** (*UUP Oneonta President*), **Lisa Wenck** (*Associate Vice President for Employee Services*), and **Robert Compton** (*UUP Oneonta Vice President for Academics*)

The first of three single-issue UUP Labor Management meetings focused on full time Faculty Workload. UUP presented a summary of our past experiences with workload issues, including the “course load reduction program” specified on page 25 of the Faculty Handbook. Management indicated that this program is expected to continue for the near future. In addition, UUP presented its own models for course load reduction. Management stated that ongoing work for next year’s tentative schedule is proceeding with a goal of implementing the 21 semester hour teaching load for 2008-09. UUP noted its goal of an 18 hour teaching load per annum. The union pointed out implementation issues and inconsistencies brought to its attention by its members. Management stated that these issues will be examined.

The Teaching Load Landscape

By Tom Horvath, Secretary and Health & Safety Officer



Another article on faculty workload. I’m being pigeon-holed here, but that’s OK with me because the opening looks out on a landscape that is very important to me and hopefully to all of us. The buzz on campus is that we are moving to a “reduced” teaching load of 21 sh from our current 24 sh. UUP maintains a position that this is movement in the right direction, especially as it should eventually lead to an 18 sh teaching load. That would finally put us on par with our sister institutions in SUNY such as Geneseo, New Paltz and Fredonia. We just passed Fredonia in the US News & World Report rankings, but are still behind the other two, and quite far behind Geneseo.

In previous articles I’ve been appealing that teaching faculty use the Faculty Handbook provisions to apply for course load reductions. The main argument in favor of such action is that it ultimately improves our teaching and the educational experience of the undergraduates if faculty remain active in professional development pursuits. We should be embracing this program, but for reasons that are understandable, although unfortunate, most of us don’t apply. The landscape of teaching load is turning green. The overwhelming opinion of all the candidates that came to campus during the presidential search, including Dr. Kleniewski, was that we need to make a move toward reduced teaching loads to maintain our competitive position in SUNY. Deans, chairs and faculty have been active in providing data to facilitate this move. There is building momentum in the right direction. UUP has been working hard to make sure that no forward movement is lost in the process. For example, some concerns have been raised by our members that their teaching workload may actually increase because they are being coerced into teaching larger sections of some courses. This would be movement backwards. The net result would be that less time will be able to be devoted to improving teaching and undergraduates’ experiences in the classrooms. Examples may include faculty turning to less effective but more economical means of evaluating students’ performances, offering less one-on-one time with students in and out of class (a dilution effect) or trading off faculty time devoted to professional pursuits in order to maintain the same level of effectiveness. We can’t lose the rights already in the Faculty Handbook to request teaching load reductions when we’re extraordinarily involved with professional activities. The Deans, for their part, have stated that there is no intention to do so. Regardless, we need to be cognoscente of slipping backwards as we move forward on teaching load discussions.

The Part-Timers Lament, or Considerations on Personal Union Status

By J McDermott, Part-Time Concerns Officer



Think of some of the great ol' union songs...like You Gotta Go Down And Join The Union, as adapted by Woody Guthrie: "You gotta go down and join the union / You gotta join it for yourself. Aint nobody here can join it for you / You gotta go down and join the union for yourself".

Or perhaps Which Side Are You On? by Florence Patton Reece:

"They say in Harlan County / There are no neutrals there

You'll either be a union man / Or a thug for J.H. Blair

Which side are you on? / Which side are you on?"

Or even the relatively recent (1984) Stand By the Union by Lyell Sayer:

"How often have you heard it said, 'I can't afford the fees!

No, I don't need the union and they don't need me.

But when the chips are down, they're the first to complain.

When you don't join the union, you play the bosses' game!"

What do these all have in common, and what do they have to do with UUP part-timers? Do you think The Union Maid by Woody Guthrie would've been quite so popular if the lyrics had gone: "There once was a union maid, or at least she thought she was a union maid, although she wasn't sure if she'd signed a union card, but she never was afraid."

UUP part-timers have a low membership ratio to fee payers, but part-timers also have some very real reasons to put off signing a union card. If we work at more than one campus, we're allowed only to join at one campus...if we are employed by the state in other capacities, our status as part-timers is that of an "extra-service" worker, and we can't join here...if we teach just one class, we sometimes don't see the point of joining...and sometimes we come into our adjunct status from a non-union personal and work history, and we actively resist joining. But don't let any of these reasons become an excuse: if you are working as a part-timer here at SUCO, you're at least going to pay a fee to UUP, because the SUNY campuses are "union shops". This means that you don't have to be a union member to be employed here (that'd be a "closed shop"), but you do have to join the union or pay the equivalent of union dues after you're hired. This is because your 'conditions of employment' have been negotiated by, and are administered by, UUP, and the contract specifies that all employees will pay a fee to the union to compensate it for those activities. Political action fees are not included—only members pay that small extra cost. UUP would like to demonstrate its solidarity by having more fee-paying workers become members, and we're looking to our part-timers to lead that response. It's easy, it doesn't cost much, and it'll make you a full participant in our activities here on campus.

Can't remember if you ever signed a card? Check your pay stub. A line near the bottom will tell you if you are a fee payer or a member. If it says "Fee payer", stop by our office in the Human Ecology building, and we'll sign you right up!

Because "You gotta go down and join the union / You gotta join it for yourself

Aint nobody here can join it for you / You gotta go down and join the union for yourself"

And on another note entirely (pun intended), I just want to tell you about something new I'm doing for you, and for me, and for UUP. Under the terms of the most recent contract, a special executive level committee be created to examine and discuss the concerns of part-timers as we fall under the terms of the contract. It's called the "A-47 Committee" because "A-47" was the designation of the letter amended to the contract that specified its creation. There'll be about six state-wide members from UUP who will meet with a corresponding number across the table; the other side will consist of representatives from SUNY, GOER and the state budget department. The actual discussions, because they are a continuation of the recent contract negotiations, will be done in confidence, but I just wanted to let you know that I'm on that committee. There will also be a retreat in January for Part-time Concerns Officers from all the campuses, to give us a chance to openly discuss new responses to the status of part-timers. So although you might not see me all the time, I'm going to be very busy for you over the next several months.

Disability Rights & Concerns

By Janet Frankl, UUP Disabilities Office & Professional Delegatey



Prior to the November 4, 2008 presidential election, Jacqualine Berger & Gail Landsman, members of the UUP Disability Rights & Concerns Committee, submitted an article to numerous newspapers regarding the two major parties candidates' positions regarding disability rights. The Obama-Biden platform was much stronger on disability rights than the McCain-Palin platform. The article compared the parties' positions on this important issue and noted the following about the Obama-Biden platform:

The Obama-Biden "Plan to Empower People with Disabilities" addresses many critical issues. Among those of particular importance to families of children with disabilities are: full funding of the Individuals with Disabilities Education Act; an investment of \$10 billion in early intervention; the expansion of the Family Medical Leave Act to include more workers who need time to care for their children; protection of workers from discrimination because of their family obligations; support for the Americans with Disabilities Amendments Act; mental health parity, and investment in assistive technologies.

Among the most important pieces of potential legislation for people with disabilities and their family members is the Community Choice Act. It would end the institutional bias of our current system and provide people with disabilities and their families the opportunity to choose how and where services would be provided; it would offer assistance to states to provide services, including attendant care, in the most integrated setting. Obama and Biden are co-sponsors of the bill.

Regarding healthcare plans... Obama's commitment (is) to accessible healthcare in which insurers cannot deny coverage on the basis of pre-existing conditions.

The non-partisan group Disabled American Veterans (DAV) monitors legislators' voting records on issues relating to disabled veterans. Obama supported 80% of the legislative priorities of DAV. Obama and Biden each earned a rating of B from the non-partisan non-profit group Iraq and Afghanistan Veterans of America.

It was also noted in the article that whether a person is currently disabled, raising a child with a disability, providing care to an elderly relative, or just getting older, most Americans are, or will someday be, affected by disability. It is important that we continue to stay informed and support the rights of disabled persons, protection from discrimination, support for assistive technologies and related issues.

Dr Brian Lowe to Deliver Siegfried Lecture:

Thursday, November 20th at 7 PM, Craven Lounge

Dr. Brian Lowe will present the Fourteenth Richard Siegfried Lecture on Thursday, November 20th at 7 PM, Craven Lounge, Morris.

Dr. Lowe, Assistant Professor, Sociology and a UUP stalwart, will examine "Animal Advocacy with the Spectacular: Promoting Compassion and Capturing the Moral Imagination in Spectacular Times." His presentation "investigates the increasing emphasis on the visual as a means to shape and transform the moral imagination of the public through the case of the contemporary animal rights movement. This lecture raises the question: how does a movement rooted in academic philosophy successfully make claims and attempt to influence public opinion in the age of 'images and spectacles'?"

Recipient of a Ph.D. from the University of Virginia, Dr. Lowe joined the College at Oneonta faculty in 2003. He has authored numerous publications, and Dr. Lowe's book, *Emerging Moral Vocabularies: The Creation and Establishment of New Forms of Moral and Ethical Meanings*, has elicited notable encomiums. Dr. Lowe has considerable public speaking experience before diverse groups

A bequest to the College at Oneonta Foundation from Alice Siegfried, in honor of her late husband, provides support for the program. The Richard Siegfried Junior Faculty Prize for Academic Excellence illuminates attainments that transcend the classroom.

Free and open to all, the Siegfried Lecture renders scholarship accessible and engaging to non-specialists. Please encourage colleagues, students, and community members to attend. After the presentation, attendees are invited to a reception, featuring complimentary refreshments.

EMPIRE COPAY CONFUSION!

By Mona L. Hughes, UUP Oneonta Benefits Coordinator

Are you confused about what your actual copay should be when you obtain medical, lab or hospital services? As an Empire participator, there are two parts to your coverage and each function individually. One is United Healthcare, which covers your regular doctor appointments, any lab work, radiology, and other tests, done by a participating physician or lab. This copay is currently \$18.00, but will increase on July 1, 2009 to \$20.00. The second part of Empire is Blue Cross/Blue Shield, which covers anything done at a hospital including lab and radiology for out patient services. Currently your copay for these services is \$35.00 but will increase on January 1, 2010 to \$40.00.

Unfortunately I am hearing more and more from you about the insurance billing problems in the Oneonta area with services provided by Fox Care. Medical services are not being billed to the appropriate parts of your medical insurance. I can sympathize as I too have dealt repeatedly with this problem and currently have three claims in resolution with United Healthcare.

FoxCare Lab is a participating lab in the United Healthcare portion of Empire. If you have services done there, your copay is \$18.00. Unfortunately, all billing is done through Fox Hospital and when they submit your claims to Empire, they do not always indicate where you had the service performed, and they use Fox Hospital billing forms. They also often fail to use the proper Tax I.D. for Fox Care Lab when submitting a claim, frequently using the hospital's Tax I.D. which means the claim goes directly to Blue Cross/Blue Shield and the result is that you are billed the higher copay, or an additional \$17.00 on top of the \$18.00 copay you paid at the date of service.

I have phoned Fox Billing Office repeatedly, spent my lunches talking to them one on one, and even sent them copies of our agreement with Empire, but they continue to bill the wrong portion of Empire for services done at Fox Care.

I am asking that you please be diligent when you find that the billing department has made an error. If you are not, over time you will pay out far more in copays than you are required to. Please pay close attention to your Explanation of Benefits that you receive from Empire regarding a claim. If you find it says Blue Cross/Blue Shield on the form, and you had your services performed at Fox Care, then contact both United Healthcare and Blue Cross/Blue Shield immediately to explain the situation to them. They will be as confused with the billing as you are and will tell you that they received the billing from Fox Hospital and when you have something done there it is a \$35.00 copay and considered non participator out patient services. You will then have to explain to them that you had the service performed at the Fox Care Center, a participator, and remind them that Fox Hospital does the billing for this lab, but that your contracted copay is only \$18.00. Once you make them understand, notify Fox Billing Department and tell them who you spoke to at United and Blue Cross and that they need to return the payment that Blue Cross/Blue Shield made on this claim and will need to bill the appropriate portion of your insurance, United Healthcare. Explain that you have a contract through your union with the state for your health insurance and that you obtained your services at Fox Care Lab and not the hospital so your proper copay is \$18.00 and not \$35.00. You may have to make these calls repeatedly because I have found that Blue Cross/Blue Shield can not ask for their money back, you personally have to tell the billing office to send it back. Then, you have to wait to see what happens. It is very stressful and takes time, but it is important to be diligent. You may not hear anything, or months later you may get the same billing from Fox Hospital that you thought had been corrected.

I have had several faculty members tell me that the constant billing errors tend to wear a person down to the point that they end up paying the higher copay rather than deal with the repeated problems. I must admit, I actually dread opening an Explanation of Benefits or a bill from Fox Hospital. It is usually erroneous and I often find trying to fit in the phone calls to the proper portions of Empire and the hospital billing office extremely time consuming and stressful. UUP worked hard to get you these contracted benefits. None of us likes to pay more than we have to, so again, I ask that you be diligent. What is the sense of having a contract if you don't take advantage of it?

In closing, I would also like to suggest to you what my personal physician told me to do. When you go to Fox Care for services, ask the attendants taking your personal information to write in big letters across the top of your paperwork "Bill United Healthcare." When you deal with repeated billing problems, or any billing problem, write a letter to the hospital's Quality Control Department and send a copy of that letter to Dr. John Remillard, Director of Fox Hospital. Explain the constant problems you are having with their billing office, the numerous phone calls you have had to make, and tell them that you have a contract through UUP with Empire. If you can include a copy of the contract page that applies to your situation, that would be beneficial. Both Quality Control and Dr. Remillard will look into the matter and respond to you. If we are diligent, I believe in time we will be able to stop these constant errors and enjoy the benefits of our contract without stress.

SENTINEL QUIZ



Question: Name two former U.S. presidents who also served as university presidents.

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

The answer to the October quiz, "What College at Oneonta coach led a college athletic team to the NCAA Division I National Championship finals? What was the sport?" was provided in detail by **Tracey Ranieri** "Our famous men's soccer coach of 30 years, **Garth Stam** took our beloved team to the National Championship in 1972. Farrukh Quraishi, Herman Trophy winner that year, was [recently] named to the 50th anniversary team as one of the greatest players in the past 50 years!" The first person to answer correctly was **Iain Byrne**.

RETIREE'S HEALTH CARE LEGISLATION

By Fred Miller, Retiree Representative and Academic Delegate

There is no statutory requirement for public employers, such as the State of New York, to provide health care coverage to retirees. Retirees are not represented in the collective bargaining process. They, therefore, are powerless to stop unilateral diminution or even elimination of health insurance once the contract under which they retired has expired.

For many years, at the end of each legislative session, the NY State Legislature has extended these benefits to state retirees, one year at a time. As things stand at this time, the State could unilaterally stop or diminish the health care insurance for retired former employees of the State University of New York at the end of any year.

That is not a pleasant thought.

Senator Hugh Farley and Assemblyman Peter Abbate during the 2008 Legislative session introduced bills to their respective houses---S-6649 and A-9894---which would established a moratorium (until June 30, 2009) on any reduction in public sector retiree health insurance benefits unless corresponding reductions were also made for active employees. In essence, those bills would provide that the health care insurance for retired former SUNY employees could be no less than that of current SUNY employees. Both of Senate and Assembly passed these bills but were vetoed by Governor Paterson.

In his veto message, Governor Paterson referred to the bills in language which could only be interpreted as his being in favor of the concept and of the goal, but questioning the methods of implementation. Many believe that modified versions of those bills will be drafted and subsequently included in the NY State Legislature's 2009 legislative agenda.

UUP with input from the UUP Retiree Legislative Action Group (RELAG) and the UUP Outreach Committee again included the "Health Insurance Moratorium Bill" in its 2009 Legislative Agenda. In this current fiscal climate where there is tremendous pressure for New York State to cut costs, UUP, and its affiliate NYSUT, seek to protect the health insurance benefits afforded to public sector retirees from unilateral diminution and will strongly advocate for this bill on behalf of all New York State retirees and their dependants, including retired former employees of SUNY.

For more information on this bill and to see the actual text, please visit the NYS Assembly webpage at <http://assembly.state.ny.us/leg/> . Search by Keyword and type in the bill number (A-9894).

Grant Programs Provide Funding for Faculty Research, Creative Activity, Development, and Innovative Teaching

By Kathy Meeker, College Grants Office and UUP, Grants Officer

The New York State/United University Professions Joint Labor-Management Committees (JLMC) address mutually identified issues affecting the quality and productivity of the State University of New York (SUNY) system. JLMC Committees provide the forum for development of programs in the following areas: Affirmative Action/Diversity, Campus Grants, Employment, Safety and Health, Technology, and Professional Development. Funds for JLMC grant programs have been negotiated in the 2007-2011 Agreement, and information regarding the JLMC Committees and guidelines for various related programs are available at <http://www.nysuup.lmc.state.ny.us/>. For the **UUP Individual Development Awards** proportional allocations are assigned to each campus based on unit member population. Award decisions and deadline dates are determined by each Campus Professional Development Committee. SUNY Oneonta's appointees to the Individual Development Awards Committee are Alex Thomas, Ben Dixon and Vicky Lentz.

Additionally, a number of campus-based competitive grant programs provide funding for faculty and professional staff scholarly and development activities, including:

The **Faculty Research Grant Program** provides awards of up to \$2,500 per project to support research conducted by faculty or professional staff in all subject areas. For the purpose of this program research is defined as *the process of finding facts that will lead to knowledge. Research is done by using what is already known; additional knowledge can be obtained by proving (or falsifying) existing theories or systems, and by trying to better explain observations. Research is an analytical, systematic, organized and objective process that should answer a question or hypothesis in order to increase knowledge and information regarding a certain unknown thing.*

The **Faculty/Professional Staff Creative Activity Grant Program** provides awards of up to \$1,500 per project to support new original creative work conducted by faculty or professional staff in areas including, but not limited to, creative writing, music, performing arts and the visual arts. The creative work must be integral to the applicant's position at the College, and should represent original contributions to the creative arts.

These two programs are funded by College at Oneonta Research Foundation of SUNY indirect cost recovery and NYS Research Initiatives at Non-Doctoral Campuses monies, and administered by the Grants Development Office (GDO). **Applications for 2009 funding are due by noon on Monday, December 8;** guidelines, submission information and fillable forms for both program are available on the GDO website at www.oneonta.edu/advancement/grants/small.asp.

The **Student Grant Program for Research and Creative Activity**, funded by the State University College at Oneonta Foundation, Inc. and administered by the College Senate Committee on Research, grants up to \$1,500 per project for research and creative activity *conducted by students* with faculty sponsorship in any discipline or interdisciplinary area. Guidelines for the fall 2008 grant round (deadline was November 10), are available at www.oneonta.edu/academics/frc/; a second round will be announced in the spring semester.

Teaching, Learning and Technology Center (TLTC) Teaching Fellowships, which can range from \$500 to \$25,000 depending on the nature of the initiative, are designed to allow faculty the time and resources to use technology to improve student learning. The due date for 2008-2009 funding is Friday, January 16; guidelines and submission information is available on the TLTC website at <http://www.oneonta.edu/academics/tlrc/fellowships/index.asp>.

The **Walter B. Ford Grants Program** awards grants of up to \$2,000 in two categories: Professional Development and Faculty Research. Guidelines are usually announced in the spring semester with an April deadline. This program is administered by the Walter B. Ford Faculty and Staff Grants Committee, appointed by the President. Contact the GDO (meeckerkl@oneonta.edu) if you would like a copy of previous guidelines.

Faculty Development Funds are awarded through the Provost's Office in the categories of teaching, scholarship and service. In the past, applications have been accepted in the early fall semester and are acted upon until available funds are exhausted; therefore, it is advisable to be prepared to submit early by drafting your proposal prior to commencement of the semester.

Please feel welcome to contact Kathy Meeker of the Grants Development Office (meeckerkl@oneonta.edu, x2632) if you have questions or would like further information regarding these programs.

UUP Encourages Recycling

Solidarity, Justice, Environmental Responsibility



Please  Thanks

UUP Labor Film Series

At Hunt Union Red Dragon Theater

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



<http://www.akerbargain.com/>

A Killer Bargain

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

How good is that deal on new linens? Where do they come from?
What are the true costs?

- Farmers with high exposure to banned pesticides, textile workers earning \$60 a month, fired if they join a union, child labor.
- Toxic wastewater discharges, open tanks of fuming chlorine gas
- Punjab's "Cotton Belt" now a cancer belt

“The availability of cheap consumer goods is due to fact that they were produced by underpaid workers in environmentally destructive plants.”

An Indian economist points out that globalization may create work in the developing world, but often at the price of shortening workers' lives. An Indian doctor adds that we in the West should realize that the clothes we wear are often made at the expense of someone else's life.

<http://www.newsreel.org>

Free Popcorn too!

For additional information please contact Dr. Gina Keel at x3505 or keelgl@oneonta.edu

Work-Life Services: Tools for Addressing Work, Home, and Life Issues

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

Through collective bargaining agreements UUP and other state employee unions have secured funding for programs that can help us address a variety of life challenges. The NYS Work-Life Services website (www.worklife.state.ny.us) showcases a network of resources and services built over many years of labor-management efforts to identify and address employees' needs in face of a changing workplace and workforce.

Here's a glimpse of what's available. It will be worth your while to take a closer look.

Flex Spending Accounts Keep Money in Your Pocket

The Health Care Spending Account (HCSA) and Dependent Care Advantage Account (DCAA) allow employees to save money by paying for certain expenses through pre-tax dollars. The HCSA covers expenses not reimbursed by health insurance or other benefit plans and the DCAA covers expenses for child care, elder care, and disabled dependent care. In addition to the pre-tax savings incurred, the DCAA also provides an employer contribution that ranges from \$300 to \$800, depending on the UUP member's salary. That's money you won't get unless you enroll in the DCAA. For more details, go to www.flexspend.ny.us or call 1-800-358-7202.

Pre-Retirement Planning Seminars Help Get You Ready for the Next Step

Pre-retirement seminars help employees plan for retirement and describe the benefits available to retirees, including NYS pensions, health insurance coverage, Social Security, the NYS Deferred Compensation Plan, and Medicare. Information about seminar schedules for NYS employees can be obtained by contacting Human Resources offices. Two on-line resources you can access at your convenience are the "Self-Help Guide to Pre-Retirement Planning" at www.worklife.state.ny.us/preretirement and the Pre-Retirement Planning interactive learning tool at www.goer.state.ny.us/train/onlinelearning/PR.

Employee Assistance Program (EAP) Provides Information, Support, and Referral

New York State's Employee Assistance Program offers a network of EAP Coordinators located at worksites across the state. Oneonta's Human Resources web page provides the following information about your local EAP services. "EAP is a program designed to assist employees with numerous problems including but not limited to parent-child problems, financial concerns, elder care issues, alcohol and substance abuse, marital problems, depression/anxiety, stress and more." UUP Oneonta's appointees to the campus EAP are Mark Rice and Betty Tirado. Please contact them at the following e-mail addresses: Mark RiceSD@Oneonta.Edu and Betty Tiradoem@Oneonta.Edu

NYS-Ride Offers Pre-Tax Savings on Use of Public Transportation

The 2007-11 collective bargaining agreements between NYS and its employee unions extended the downstate NYS-Ride pilot program to the rest of the state. Program participants can save money each month since city, state, and federal income taxes, as well as Medicare taxes, are not withheld from the pre-tax amount of eligible commuting expenses. Though it's been a challenge to identify eligible public transportation options for campuses outside of major metropolitan areas, there may be possibilities in your area for use of bus and vanpool services that would qualify. To explore options, visit www.nysride.com or call 866-428-7781.

New Resource and Referral Service Coming Soon

Coming in spring, 2009 is a brand new resource and referral service that will provide on-line resources and personal consultation on a variety of work-life issues. Employees will be able to access resources on their own or get personal, customized help from a consultant on a range of issues, including budgeting and financial planning, parenting, child care, adoption, elder care, schooling and education, time management, mid-life planning, retirement, and resources for the disabled. Stay tuned for more details.

The Bugbee Children's Center Provides High Quality Daycare

As highlighted in earlier issues of The Sentinel, Oneonta's Bugbee Children's Center is part of the network of NYS Worksite Child Care Centers. This and other SUNY daycare centers benefit from training and guidance provided by the NYS Family Benefits Program as well as grants for audits, health and safety improvements, and staff training.

Questions and comments can be directed to UUP's representatives to the Labor-Management Work-Life Services Advisory Board: Jamie Dangler (jdangler@uupinfo.org) and Mike Smiles (msmiles@optonline.net).

Food for Thought / UUP Chapter Meeting:

Tuesday, November 18th at Noon,

Susquehanna Room, Hunt Union

The next *Food for Thought / UUP Chapter meeting* will be held in the Susquehanna Room, Hunt Union, on Tuesday, November 18th at Noon, and will feature a program by Doreen Bango, statewide UUP Director of Member Benefits and Services. She will discuss benefits and services available to UUP members. Doreen will examine medical, dental, vision, drug, and other benefits and services, including new initiatives. Questions and discussion will follow the formal program.

Although *Food for Thought* has important content, it is also an occasion for respite from the workweek, relaxed collegiality, and fine food. Renew old ties and forge new ones by joining your colleagues in convivial gathering and expression of solidarity. Your union looks forward to greeting you.

For additional information or if you have questions, please contact UUP Oneonta President Bill Simons (x3498, SimonsWM@Oneonta.Edu), VP for Academics Rob Compton (x3048), ComptoRW@Oneonta.Edu), VP for Professionals Norm Payne (x2021, PayneNE@Oneonta.Edu), or Chapter Benefits Officer Mona Hughes (x2490, HughesML@Oneonta.Edu).



UUP Membership Reminder

By Teri Weigl, Membership Director

Since the semester is well under way, now's a good time for a reminder about becoming a member of UUP.

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.).

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.

The Sentinel Websites and Disclaimer

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.

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