



The Sentinel

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UUP - Oneonta

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*Every student can learn, just not on the same day,
or the same way.*

- Bill Peck

UUP Labor Day Celebration and Luncheon: Monday, September 7, 2009

By Bill Simons, Chapter President

Co-Sponsors UUP and CSEA invite all members of their bargaining units to a Labor Day picnic luncheon and celebration on Monday, September 7th, on the pond-side deck just outside the Waterfront Cafe, Hunt Union, between ***12 noon and 1 PM***. In the event of rain, we'll move inside to the Waterfront Café. The complimentary Labor Day picnic luncheon menu will include hamburgers, hotdogs, pizza, salad, baked beans, chips, cookies, soda, coffee, tea, and more!. Expressions of solidarity, colorful posters and banners, and light background music will compliment the Labor Day observance.



Ralph Watkins, Don Hill, Bill Simons, & Bo Whaley on a past Labor Day

Why does UUP advocate for appropriate observance of Labor Day? Preparation and implementation makes the Labor Day program a vehicle for recruiting new UUP members, energizing current UUP members, and increasing UUP visibility on campus and in the community. Asserting the need for proper observance of Labor Day on the Oneonta campus is central to articulating employee issues.

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On Labor Day 2008, the following SUNY/UUP campuses did not have classes:

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| 1. Albany | 11. New Paltz |
| 2. Alfred | 12. Old Westbury |
| 3. Binghamton | 13. Optometry |
| 4. Brockport | 14. Oswego |
| 5. Buffalo Center | 15. Potsdam |
| 6. Buffalo HSC | 16. Purchase |
| 7. Buffalo State | 17. Stony Brook HSC |
| 8. Cortland | 18. Stony Brook University |
| 9. ESF | 19. Upstate Medical |
| 10. Geneseo | 20. Utica/Rome |

The College Senate MINUTES FOR THE MEETING OF October 20, 2008, notes that Dr. Adam Ryburn, at the time, Presiding Officer, reported: In mailboxes last week were the minutes of the Calendar Committee from last April. Questions have been raised about who serves on that committee and what role they have in creating the Academic Calendar. According to Article VII of the Faculty Bylaws, the Calendar Committee shall be a joint Faculty-Administration Calendar Committee with its membership composed of the President of the College, the Vice President for Academic Affairs, the Presiding Officer of the Faculty, the University Faculty Senator, the President of the Student Association, and the chairs of the remaining Standing Faculty Committees. The President of the College or his/her designee shall serve as chair. It shall meet at least once a year, and timely draft minutes shall be published. It shall establish the local College calendar. The reason for mentioning this today is that the minutes, although correct, do not accurately reflect the final version of the Calendar. Specifically with regard to Labor Day. The committee approved a motion to observe Labor Day in September 2010 but the decision was later overturned by the President's Cabinet and no justification was given to the Calendar Committee. The Calendar Committee, as stated in the Faculty Bylaws, "shall establish the local college calendar." No where does it suggest that the Calendar Committee is a recommending body. This is one flaw that needs to be brought to the attention of Dr. Kleniewski.

Through the years, numerous UUPers have articulated the need for Labor Day observance. These representative comments were selected from many received by your union. The authors of these statements are articulate, courageous, and proponents of social justice. Let us consider a few of them--and find our own inspiration.

1. **John Relethford, Distinguished Teaching Professor, Anthropology:** "Labor Day is an important federal holiday that highlights the history and achievements of labor unions. It sends a message to our entire society about past inequities and working conditions and our hopes for tomorrow. These are particularly important lessons for the next generation of workers, our students. To have classes on this holiday while offices are closed sends the wrong message to our students and strips the day of its meaning of celebrating the efforts of all working people (and unions). I find that after looking at the Fall 2007 academic calendar at the other colleges in our sector, most are closed on Labor Day. Only Oneonta, Plattsburgh, and Potsdam have classes on Labor Day. Why?"

2. **Dan Payne, Associate Professor, English:** "It is important to keep in mind that the faculty who are in favor of commemorating Labor Day are not doing so to receive a day off—the instructional day will be made up elsewhere in the college calendar. The purpose of observing this national holiday is to recall the sacrifices and contributions of the working men and women of this country. For me, those sacrifices were not simply something read about in a history text, but were part of growing up in a union family. When I was fourteen years old, my family and I spent Christmas at my father's union

hall (Communications Workers of America) since the CWA was in a bitter, protracted strike against AT&T. The members of my father's union, like those in many other unions over the last century, sacrificed a great deal to stand up for what they thought was right. Observing Labor Day is a way of remembering and thanking them for their sacrifices.”

3. Bill Ashbaugh, Chair, History: “Before joining the SUNY system here at Oneonta State, I had been a student or taught in all three California higher education systems, the Penn State system, the Commonwealth of Pennsylvania system, and a private university (Drexel). None of these colleges, universities, or higher education systems required courses to meet on Labor Day. To make matters worse, here at SUNY Oneonta administrators and many people in support services DO have the holiday and get the day off. Why shouldn't professors, instructors, and students also have the right to celebrate this significant federal holiday that simply honors workers one day a year?”

4. Steve Walsh, Associate Professor (Economics and Business): Grouping Labor Day in with a few other unacknowledged holidays is a matter of administrative convenience. Unfortunately, doing so diminishes us all. We all – administrators, too – are toilers in our particular field who are making huge efforts to elevate our college and our students. In a recent article in The Sentinel, Tom Horvath noted quite correctly that many of us engage in close to 80-hour work weeks. White-collar or not, make no doubt of it, we are laborers. We are also part of a nation that was built by laborers. Both of my grandmothers suffered the loss of their husbands in tragic ways when each of my parents was quite young. The stories that I heard about the difficulties they endured and the enormous labors they engaged in were both frightening and awe-inspiring. My father was a cop whose labor resulted in his becoming the head of the homicide bureau in a Sheriff's Department in one of the most populous counties in this country. My mother was a secretary in a large school district who became the top ranked classified employee, as secretary to the Superintendent of Schools, in the last few of the thirty-one and one-half years in which she labored there. This just speaks rather superficially of two generations of my family history. Going backward to time immemorial my ancestors were all laborers as were the ancestors of almost everyone who will read this. It is time that we honored them and ourselves with just a single, thoughtfully dedicated day.

5. Brian Haley, Chair and Associate Professor, Anthropology: “After joining the College community in 2000, I was surprised to learn that Labor Day was not a holiday for faculty and students. All other public institutions I've been a part of in my life gave students and faculty the day off. That is the way it should be here at Oneonta. Otherwise we diminish respect among our students for the contributions of workers to the quality of life in this country, and we inadvertently create the impression that those who teach and those who study aren't really working. For an institution that prides itself in the quality of its teaching and the quality of the new teachers it produces, this is remarkably short-sighted.”

6. Steve Gilbert, Chair and Professor, Psychology: “... Benjamin Yakubovsky ... on this great day in 1921 became a citizen of the United States, and took on the American name 'Jacobs.' He was a tailor by trade, and a union man, toiling for the ILGU (International Ladies Garment Union). It was hard paying dues with money needed to feed his family. But paying union dues was to him what 'davening' morning prayers were to his father: an affirmation of faith in the future. Fast forward 85 years, and Steven, the second son of Benjamin and Rebecca's daughter 'Billie' ...daily enjoys the bounty made possible, in great measure, by 'the union,' and those who sacrificed for it. We should properly commemorate Labor Day, but not simply to edify those currently privileged. A proper commemoration forces us to ask uncomfortable and usually avoidable questions: 'Does the person next to me at the Labor Day Commemoration ceremony enjoy a decent wage, have workplace protection, quality health insurance, and an adequate pension plan?' Probably not. 'Does she deserve them as much as I do?' Yes. 'How can we bring that about?'"

7. Renee Walker, Associate Professor, Anthropology and UUP Oneonta Grievance Officer: “When

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I started teaching at SUCO..., I was excited to come to a place that was so supportive and welcoming. I was very surprised to learn that classes are held on Labor Day. Having come from a private college that does observe Labor Day, I was astonished that a state institution did not have this same tradition. I come from a family of hard working people and feel very strongly that Labor Day is not about ‘having a day off’ but about celebrating the American work force. I very much support a change in the schedule that would provide for all ... employees having the day off to celebrate properly.”

8. **Ben Dixon, Associate Professor, Geography and UUP Oneonta Representative, Joint Labor-Management Grants Committee** : “It is fitting that the SUNY College at Oneonta recognize Labor Day since this is the state where it first began in 1882 with a parade and celebration in New York City. New York State officially decreed it a state-wide holiday five years later, and in the following ten years, it was celebrated from coast to coast. A look back in old newspapers from the early 1900s to the 1930s show that Labor Day rivaled Memorial Day and Christmas as the most popular holiday of the year because that generation recognized the importance and sacrifices of our country’s labor movement in making the nation great. Our nation has continued to prosper because of the hard work ethic instilled in successive generations of Americans, and therefore, we must always remember our nation’s labor force by setting aside just this day for commemoration.”

9. **Linda Drake, Executive Director, Center for Social Responsibility, and UUP Director, Community Service**: “Labor Day is dedicated to the achievement of the American work force. All SUNY employees should be entitled to a day off for Labor Day. Everyone on our SUNY campus works hard, each employee is vital and each job is important. I feel that teaching is the most important job one can have. It is through teaching that professors are responsible for shaping the future of our society. It is because of the professor’s dedication to the students that we see SUNY’s strengths and leadership. Most office employees get to observe Labor Day, professors should get that privilege as well. They’ve earned it!”

10. **Don Hill, Professor, Anthropology**: “I’ve been a teacher at SUNY Oneonta since 1978. I have enjoyed my tenure; I like our school and the people who work here and I find it a wonderful working and living environment. Before coming to Oneonta I worked at the American Museum of Natural History, Hunter College, Indiana University, San Francisco University, Goodman Heating and Air-Conditioning Factory, and about four or five other places. This is the only place where I have worked where WORK was required on LABOR DAY. I find this very, very difficult to understand. Why do we work on a nationally approved holiday, glorified by Republicans, Democrats, Greens and other political parties? It is considered by our state and national leaders as a legitimate day of rest, a day to reflect on labor organizations and the work ethic, but not apparently by our local administration. What gives? Why do they insist on returning us to the days of yore, before the Triangle Factory Fire, before the organization of the AFL, the CIO, UUP, and my favorite workers group, the IWW?”

The Labor Day luncheon signifies new levels of collaboration between UUP and CSEA, and honors a day of great importance to all workers.

All members of the UUP and CSEA bargaining units are most cordially invited to the Labor Day celebration.

The announced candidates for Mayor of Oneonta have also received invitations.

For further information, please contact *UUP Vice President for Academics Rob Compton* at COMPTORW@Oneonta.EDU, *CSEA President John Frankl* at FranklJP@ONEONTA.EDU, *UUP Vice President for Professionals Norm Payne* at PAYNENE@ONEONTA.EDU, or *CSEA Vice President Veronica Diver* at DIVERV@ONEONTA.EDU .



Pie in the Sky: Toward Our Regional University

By Alex Thomas, Associate Professor, Sociology,
and UUP Representative, Labor-Management Grants Committee

Right now, in the midst of recession, two types of communities are becoming evident. They do not necessarily look the same, or have the same racial or ethnic or socioeconomic groups, or even have a political consensus. These communities stratify along a basic but often-neglected divide: some communities are run by responsible, pragmatic individuals who concentrated on day-to-day realities, and others are run by dreamers who devoted countless hours to ideas that seemingly, probably even, would never come true. Five years ago, the idea that the federal government would spend a billion dollars so that some of those pie-in-the-sky ideas could happen was a political fantasy, and the pragmatists probably won the day. Now, the dreamers who drew up seemingly hopeless plans see an opportunity to have their dreams realized. And so it is for SUNY.

The New York State budget is, even more than usual, a mess. Experts predict that the number of high school graduates will soon taper off, and as such we will compete for a dwindling consumer base. The upstate market is slowly shrinking, and the metropolitan market is not arriving fast enough. What does the future hold? Should we be pragmatists or dreamers? A few months ago the *Sentinel* published my article, *Next Step: Granola University*, to an apparently receptive audience – it was later reprinted in *Hometown Oneonta*. For now, let us consider how adopting a “University of the Catskills” approach might help us adapt to the future.

Adopting service to our region as an organizing principle for future growth can help us fulfill the promise of a public university. Looking to our backyard, we can address the challenges of our time. Consider some of the issues: communications, energy, environmental sustainability, and economic malaise and decline. Consider that as cellular phones overtake landlines, many places without cellular service (like my *&% living room) are being eclipsed by the new technology. In terms of communications, we are in danger of relative (as opposed to actual) decline, and this will make it difficult for the region to compete down the road. Also, consider the New York Regional Interconnect project, a transmission line meant to convey electricity from the Utica area to Orange County – in effect, an area of declining population to one of increasing population. The line would run through our region and supposedly increase electricity supply to the fast-growing metropolitan area. Of the debate for and against, however, the need for more capacity (or more efficient use of existing supplies) in both Utica and Orange County has not been addressed. Of course, without addressing the problem of supply means that the technologically and environmentally sensible ways to power both Utica and Middletown does not even hit the papers.

In a region with a plethora of fast-running streams and, well, too much wind, every little town in the region should be striving toward self-sufficiency. Windmills are nearby, and one 5 MW turbine can power 1,400 households. That is the entire Otego Creek Valley. Micro-hydro power is another example, and many little towns still have the millraces that could serve small-scale generators capable of powering themselves. The grid would still exist, of course, but the little towns in the mountains could support themselves. The small scale designs would be environmentally and aesthetically pleasing – we would not need to carve out a mountaintop for these systems! Striving toward energy independence in the region – a lofty but realistic goal given the water and wind resources of the region – would cut the cost of electricity in the long run and address our economic woes as well. We do not need to develop these technologies because they already exist. What does not exist is an entity to dream of a better future and the scientific and creative energies to make it happen. Now picture the effect of the entire college community working toward such goals. This is one example of how a focused Oneonta University can address a local concern and then export our successes to make a wider impact.

Or consider another. Right now, plans for a high-speed rail line from Albany to Buffalo are taking shape, and the extension to New York City, Boston, and Toronto seem inevitable. The plans contain one interesting example of how a committed university can help the local community: the plan for a spur to Ithaca. Personally, I am for a high speed spur to Ithaca so long as it runs through Binghamton and Oneonta on the way to Albany, but that is not the plan. How does a city only twice the size of Oneonta get included in such expensive plans? Perhaps more important, how can we provide the same advocacy for our region?

One thing is certain: such a goal must be based on an expansive vision of the university. Training the next

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generation of teachers, police officers, and other professionals is an important and necessary function of the college, but ultimately one that nearly every college provides. As our bread and butter, we need to maintain the highest standards in our educational mission. But we must also look to be more. A university is, at its best, a place to educate and inspire. This involves not a parochial interest in our home, but an expanding definition of “home” that ultimately includes the world. Solving issues of environmental sustainability in the Catskills ultimately solves such problems elsewhere. A wave of faculty and student researchers can explore the issues most relevant to our region, but the basis of comparison of necessity needs to expand our vision beyond our borders. We must be more than job trainers – we must be educators!

To do this, we must be national leaders in connecting the needs of the community with the mission of the university. This means finding ways of encouraging community-based research that also builds academic resumes, whether through journals, research centers, or other avenues yet to be considered. For too long in too many places, academics have been forced to choose between working in the community and gaining solid academic credentials. We must also be an attractive institution in which to work if we wish to attract and retain top-notch talent. This involves the “granola strategy” mentioned in my last article, but can go beyond. Aligning our calendar with that of the local schools can allow families to vacation together, and along with the two zoos, four performing arts centers, various art galleries and museums, state parks, and one butterfly conservancy with an hour’s drive, it can help us be a family-friendly institution. Similarly, expanding our winter break to allow for a short academic term could create a vehicle for more courses that involve travel to other countries, adding a global dimension to an outstanding regional university. All of these add to quality of life, and ultimately that is a marketable commodity.

So let us recap. We might want to be a university focused on regional issues and areas of study so as not to compete against the big universities on either end of I-88, to say nothing of the one at the end of that high-speed rail spur. We can focus on issues that revive the local economy, end environmental degradation as we know it, provide low cost energy generated in self-sufficient little mountain towns and, possibly, even get cell service in my *&% living room. Yes, it might seem a little pie in the sky. Right now, the College may only be able to take baby steps in this direction. Any number of us can think of reasons why SUNY Central won’t let us do it, why the legislature would never support it, why we might not want to do it. If we are content the way we are and seek to change nothing, such negativity should be comforting. If we seek to continue the progress of the past ten years, and wish to build an even better Oneonta, we need to think big. We will not achieve everything, but we will achieve something. As a great philosopher of an earlier generation than me, Mickus Jaggerus, once stated, “You can’t always get what you want, but if you try sometimes you get what you need.” Oh, you.

Labor-Management Meeting Notes: Monday, May 18, 2009

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UUP and Management held discussions on Monday May 18, 2009, on the theme of “UUP Concerns” as part of an ongoing year-long dialogue to explore new directions in Labor-Management relations. SUNY College at Oneonta President Nancy Kleniewski and Associate Vice President for Employee Services Lisa Wenck represented Management, and UUP Oneonta President Bill Simons and Vice President for Academics Rob Compton represented Labor.

Several issues were discussed briefly including: a follow-up to a separate joint meeting on parking concerns, a request by UUP to again be invited to the large group benefit orientations hosted by Human Resources in the fall semester, scheduling a budget briefing for UUP leaders in June, an invitation to Management to participate in a campus-community panel discussion in the fall, and options for L/M meeting styles for next year. The main topic of discussion was ways to further involve emeritus faculty and staff in campus activities. Both sides agreed to collaborate on developing a contact list for retired faculty and staff and to publicize opportunities for retirees to participate in college events and projects.

Honor's Program as a Foundation for the University of the Catskills (SUNY): An International and Academic Vision

By: Rob Compton, Vice President for Academics



One of my greatest joys while employed at Western Kentucky University consisted of working with honors students and supervising their theses. It is gratifying as an educator when I hear from these students about their successes. My students in the Honors Program when on to places like Harvard and Vanderbilt Law Schools, University of Kentucky's Ph.D. political science program and the MA in International Diplomacy and Commerce (Paterson School). Others have joined the staff of then Senator Hillary Clinton, while yet other have joined the Peace Corp, an important instrument in the US Public Diplomacy arena. Some have become public and non-profit administrators and policy analysts upon completing an MPA. ***This came about due to a strategic vision of an honors program and the commensurate commitment of resources and an administrative recognition that a vibrant honors program sets them apart from their educational peers.*** How does our Honors Program fit into the Strategic Vision of our College?

The modal student at Oneonta is increasingly than at Western Kentucky University. Unfortunately, I believe that we do not attract enough of the top 10% of a graduating high school senior class or challenge those that come to Oneonta enough. We need to do this for the growth and success of our students, faculty, and the college itself. It is increasingly a matter of survival and cannot be neglected any longer.

As this college, like many others, moves into a new era premised on academic excellence and value, the University of the Catskills at Oneonta must increasingly emphasize areas of writing, critical thinking, multiple language acquisition, and internationalization. ***The Honor's Program could be and should be a focal point of such an endeavor. It needs to be the "crown jewel" of our academic prowess for recruitment and retention of students and faculty.*** However, for a variety of reasons, our College has not come close to realizing its true potential in this area. This editorial offers a vision about how program of academic honors excellence would function.

Across the Curriculum

At Binghamton University (SUNY), a program called Language-Across-the-Curriculum provides students an opportunity for extensive language acquisition that continues beyond the confines of the languages courses at the university. Whether by design or by coincidence, this forward-looking program was visionary because it tapped into the need for student learning across the curriculum. The irony of higher education is its specialization, which runs counter to the resolution of problems that exist in the world today. My personal thinking is increasingly embracing the idea of interdisciplinary education, rather than a multidisciplinary one. In other words, rather than bringing experts from variety of fields to solve policy problems, a more efficient and coherent method would be to bring forward those trained inter-disciplinarily. Faculty has to undergo re-education and re-learning to be able to meet the demands of such magnitude. However, life-long learning is what most of us embrace. At the very least, educational program must become more multidisciplinary. That was why the Department of Political Science worked to create the first SUNY wide program in International Development Studies. Disciplinary territoriality made the establishment of the program difficult, but strong administrative support can make a difference.

It is a well-known fact that the "Ivory Tower" resists major changes to curricular changes. As Thomas Kuhn in *The Structure of Scientific Revolutions* noted, an entrenched paradigm resists changes and labels critics that propose new ideas as heretics. ***Only when existential conditions become so severe, when the anomalies inherent in the paradigm create such cognitive dissonances that it is swept away, that a new set of approaches can arise from the ashes.*** I believe we are at such a stage with the Honors Program.

While Binghamton has established Language-Across-the-Curriculum, what I would like to propose goes beyond that. It consists of three foundations:

Language-Across-the-Curriculum (LAC)

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Writing-Across-the-Curriculum (WAC)
Internationalization-Across-the Curriculum (IAC)

Through a process of augmenting traditional courses, students would select a total of two courses during their junior and senior years within their major(s) and minor(s) for the purpose of Honors designation based on the extensive use foreign language material to design, execute, and produce a paper or project as assigned in the class.

Students would also participate in the Writing-Across-the-Curriculum (WAC) program. Very often, I have juniors and seniors who cannot put a coherent paragraph together. Odd, those high school teachers used to say that about their students prior to their graduation! It appears that the inability to write cancer has inevitably spread to higher education. By selecting one course per semester (8 total) as “writing enhanced,” of which at least four courses during the baccalaureate career must be outside the major or minor, the student would hone strong writing skills, which would set them apart from their peers. Students would work with the Honors Center, staffed with a full-time writing specialist, to fulfill this requirement. ***During the first, second, and third year, the Honors Colloquium would integrate inter and multi-disciplinary components of the Honors experience and allow students to fulfill some of the LAC, HAC, and IAC requirements while simultaneously preparing students for their Honors thesis.*** Additionally, it would build camaraderie among the Honor’s cohort.

IAC could be fulfilled in a combination of two approaches. First, students would be required to go abroad on either short-term study abroad programs or semester abroad programs. The College would need to re-invigorate established and develop new strategic relations with colleges and universities abroad for student and faculty exchange programs. Secondly, through a program of internationally based internships and domestic internships with a significant international component, our Honor’s program would differentiate us from all others. Whether in marketing, accounting, sciences, music industry, or the social sciences, such internships and opportunities abound. Restructuring and making the S.T.E.P. program more transparent, with greater funding, and a committee structure for awards to our best students would go a long way in enhancing affordability for them to go abroad.

An Honor’s housing system, established by Student Life, would add to the camaraderie and cement the experience of the students. The Honor’s Program would facilitate a monthly faculty presentation at the residence hall and once a year, the Honor’s Program would host a presentation and discussion by a renowned professor with interdisciplinary or multidisciplinary import.

Conclusion

As the demographics of high school graduates change by becoming more culturally and ethnically diverse and their numbers decline, SUNY Oneonta can no longer expect that students will automatically choose our college. The competition for the best students will increase over time. When I attend Open House programs, many students and their parents ask me about how the Oneonta’s Honors Program operates and what makes it distinctive. At present, it is a difficult question to answer honestly. I am sure many of my colleagues have similar experiences. ***By refocusing our program and emphasizing language, writing, and internationalization across the curriculum, the University of the Catskills (SUNY) would provide a unique program that would allow us to bring in the best students.***

Such a program would not only attract the strongest students, but also invigorate the faculty. The dynamism of such a program would also draw students and faculty on campus and beyond into a collaboration that would create a new paradigm of learning on the Oneonta campus. Bureaucratic inertia, administrative recalcitrance, or faculty lethargy could prevent the inception of such a program. However, successful colleges and universities must adapt. ***Are students, faculty, and administrators up for the challenge that would take us to the next academic level?*** The power is in your hands and we must seize it for the future of the University of the Catskills (SUNY). Will we become a university that aspires and embraces academic excellence and internationalization?

Fulltime Faculty Teaching Load: Collaborative Dialogue Facilitates Substantive Progress

Faculty teaching load constitutes one of the most important areas that UUP Oneonta has addressed with Management over several years, and the results represent significant progress. To provide context: when the New Solidarity of UUP Oneonta assumed office, it encountered a situation, despite differences between departments, where most veteran faculty taught 9 hours a semester and most faculty hired in recent years taught 12 hours a semester: this was unfair and created generational friction. Through formal Labor-Management Meetings, “sidebars” with the administration, surveys of our membership, articles in *The Sentinel*, and activation of a program for faculty to apply for course reduction on a semester-by-semester basis, substantial, albeit incomplete, progress took place on this important academic issue.

To sustain and retain talented young faculty, however, more needed to be done. UUP Oneonta discussed this with Dr. Nancy Kleniewski and other finalists in the College at Oneonta presidential search process, and the finalists indicated that the faculty teaching load issue needed to be examined. Within this context, the outgoing College at Oneonta president, Dr. Alan Donovan, issued the following statement, in his final weeks in office: “I believe the time has come for our college to consider moving to a configuration of seven courses a year — four in the fall semester and three in the spring semester for a total of 21 credit hours in any case...Because this change would be a term and condition of employment, we will be meeting with union representatives of the UUP before any actual planning starts. We have already begun that consultative process.” Although UUP engaged in dialogue prior to Dr. Donovan’s departure as campus president in mid-July 2008 to facilitate the reduction of faculty course load, it was left for UUP and his successor, Dr. Kleniewski, to discuss many matters — technical, logistical, and programmatic — to address details. Quite apart from specifics, the goal of a retaining talented faculty, burnishing the concept of employer of choice, and benefitting students, College, and region animated dialogue. Labor Relations Specialist Dennis Selzner provided counsel. Both UUP and Management recognize substantive progress on this issue.

During the 2009-2010 academic year, faculty currently on a 24-hour per annum teaching load will go a 21-hour per annum teaching load. Veteran faculty and departments already on an 18-hour per annum teaching load will remain blameless, and it remains the articulated goal of UUP Oneonta to ultimately facilitate an 18-hour per annum teaching load or less for all faculty. Although UUP and Management will carefully monitor implementation of the course-load implementation in its many aspects during the coming year, collaborative dialogue has resulted in a substantive milestone to the benefit of our membership, our students, and the College.



UUP Oneonta Professionals Can—and Should –Seek Promotion

By John Marino, Statewide UUP Vice President for Professionals

During numerous visits to SUNY College at Oneonta, I have had many UUP Professionals ask me: “How do I get a promotion and salary increase.” I counsel Oneonta UUPers to see chapter Vice President for Professionals **Norm Payne** because one of the benefits of being in the UUP bargaining unit is that Professionals can ask for a promotion and salary increase at any time. There are no structural impediments in the contract or other documents that prevent you from asking.

But I’ve also learned over the years that most questions are like onions—they have multiple layers, each answer giving rise to another question.

I suggest that Oneonta Professionals start trying to figure out where you want to be in five, ten, or twenty years. Do you aspire to be a supervisor or an administrator? Are you content with what you are doing, but want to grow and gain expertise in your professional field? You should also realize that some of your dreams and aspirations might not go as planned. So you should develop Plan B.

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Obviously, your Performance Program is a crucial document and all UUP Professionals should have an up-to-date Performance Program. The best time to ask for a promotion or salary increase is right after you are evaluated on the duties and responsibilities you agreed to perform over the course of the year as part of your Performance Program. Don't expect to hear your supervisor say, "You're SUNY's best employee! We're going to give you a big promotion and lots of money to go with it." The reality is that you have to ask for a promotion or salary increase—and you have to be prepared to present your case.

Once you've asked for a promotion or salary increase, your supervisor has 45 days to respond. If the 45 days pass without any word from your supervisor, then according to the UUP contract, your request has been denied.

If you were "on the fence" about your request in the first place and don't wish to pursue further action, then I would suggest you take this opportunity to ask your supervisor, colleagues, and **Norm Payne**, UUP Oneonta Vice President for Professionals, what you need to do to get promoted down the road. There are more immediate options, however.

To challenge the denial also speak to **Norm Payne**, UUP Oneonta Vice President for Professionals, about appealing the decision to the College Review Panel. The College Review Panel typically consists of several UUP members elected by UUP Professionals on your campus. The College Review Panel at the College at Oneonta will review your application for promotion if you were denied anywhere below the level of the campus president.

UUP Professionals who appeal to the College Review Panel will be informed, in writing, if it is determined that a promotion is unwarranted. Should the College Review Panel determine that a promotion is warranted, it will forward its recommendation to College at Oneonta President Nancy Kleniewski. The UUP Professional will receive a copy of the recommendation.

The College at Oneonta President has ninety calendar days to render a decision. If the campus president denies the promotion, a UUP Professional can appeal to the University Review Board.

The complete description of the process can be found on pages 105-108 in the *2007-211 Agreement between New York State and United University Professions*.

Rights that are not asserted wither. Contact UUP Oneonta for Professionals **Norm Payne** at 436-2021 or PayneNE@Oneonta.Edu to learn more seeking promotion and salary increase.

George Zimmerman: Longtime UUP Activist

We are saddened by the death of longtime union activist **George E. Zimmerman, 88**. George joined his first union when he worked summers in the coal mines of Pennsylvania. He was a long time member of UUP at State University College Oneonta. Even as a retiree, he joined us on a bus to Albany to march for union rights.

A World War II and Korean War veteran, George served in the Pacific Theater as a Photographer's Mate, participating in action at Wake Island, Iwo Jima, and other campaigns. He was a notable member of America's greatest generation. As a Professor and Chair of Studio Art and Art History at the SUNY Oneonta, George was an excellent teacher and scholar. Founder of the photography program and an award-winning artist, he was highly regarded on campus and within his discipline.

UUP extends its condolences to George's wife, Helen, and to their family as well as to friends, colleagues, and former students.

Contributions in George's memory can be made to Catskill Area Hospice and Palliative Care or the Martin-Mullen Fine Art Gallery through the College at Oneonta Foundation.

Rich Couch: A Life Well Lived

It was with shock and sadness we learned of the sudden and unexpected death of **Dr. Richard A. Couch** on June 20, 2009. He fell while playing golf, with his eldest son, at the Oneonta County Club. Just nineteen days before, Rich was part of a winning foursome at the A.O. Fox Memorial Hospital Golf Classic. At 61 years of age and with two teenage sons, Rich departed too early. ***We will miss him, and send our condolences to his wife, Nancy, and their children.***

A Professor of Education and a UUP member, Rich originally came to SUNY College at Oneonta in 2002 as Dean of the Division of Behavioral and Applied Science. Former Student Angie Hazen wrote,

I had the pleasure of having Prof. Couch for one of my education courses. I often went to class early and had man great conversations with him. Being an adult student and having young children, Prof. Couch encouraged me and told me that I had the will to do it. I am going to miss seeing him around campus and am saddened to now that I will not be able to have him again. My love goes out to his wife and sons. He talked fondly of his family. He will be truly missed!

In addition to Rich's teaching, numerous publications, conference presentations, workshops, seminars, committees, and grants attest to professional accomplishments.

Beyond academic attainments, Rich reminded us to live a full and balanced life. A native of Kansas, he was centered. Family, community, and good works mattered in Rich's friendly, caring, and joyful days. His journey included passages as mountaineering instructor, professional ski patroller, youth baseball and basketball coach, stalwart of the First United Methodist Church, Upper Catskill Council on the Arts booster, and golf.

Rich derived great, contagious joy from golf, and he excelled on the links. Over the years, he won many golf trophies and tournaments. In 2003, Rich captured the New York State Golf Association Men's Senior Golf Championship.

Friends and colleagues may contribute to a memorial fund established to honor Rich's legacy and to support the college education of his sons, Martin, 18, and Mitchel, 15. Contributions may be made to the Richard A. Couch Memorial Fund, P.O. Box 1384, Oneonta, NY 13820.

Long Goodbye: Harvey Delaney, College Fixture and UUP Stalwart

We lost **Harvey Delaney**, longtime Director of the College Hunt Union Activities Council and a UUP stalwart, a few months ago. His passing merits notice. Prior to his retirement a few years ago, Harvey was a ubiquitous presence to two generations of College students and faculty. At the vestibules of Hunt Union, concert pit-crew setups, student club meetings, bus stops, and certain downtown venues, he was a fixture. A straight talker who got the job done, Harvey was a College icon — blunt, competent, witty, sardonic, and compassionate. Big, sandy haired, and lumbering, he possessed a vividness. A direct and demonstrative style telegraphed Harvey's ballast. He didn't swallow pettiness or bull easily. Harvey's stories and aphorisms swat back at the pretentious, and he encouraged the strivers to continue the quest.

In *The Daily Star* (Oneonta), alumnus (Class of 1986) Christopher Coughlin remembered, "Throughout four years of college, Harvey treated me and fellow cash-strapped and hungry students to countless meals at restaurants that we could have scarcely afforded. Along the way, he learned about each of us, our families, relationships, goals, and dreams. And in his own... way, he tried to help and guide us to live up to the potential that he saw in each of us." Not a bad exit line.

Harvey, you'll be missed.

Have Grievance, Call Conway:

The Return of Paul

During the Fall 2009 semester, Paul Conway will return as UUP Oneonta Grievance Officer or technically Acting Grievance Officer. Renee Walker, Chapter Grievance Officer, will be on sabbatical during the Fall semester, immersed in research. In January 2010, Renee will resume the office of Grievance Officer, and Paul, at that time, will remain on the UUP Executive Board as Chapter Mediator. If you have a potential contractual problem during the Fall semester, contact Paul at 436-3923 or ConwayPG@Oneonta.Edu.

Superbly equipped to respond to Grievance Concerns, Paul will hit the group running with the start of the new semester. He previously served as Grievance Officer from 2003-2006; since then, he has filled the Chapter Mediator position with distinction. Through sessions with Labor Relations Specialist Dennis Selzner, professional training at workshops, extensive study of the contract, past experience, and judicious temperament, Paul knows the Grievance process well, including the need for consultation with the Labor Relations Specialist and the President of UUP Oneonta. He played a significant role in Renee's training as Grievance Officer. An excellent teacher, Dr. Conway, Professor, Political Science, has conducted significant research in his field. Leadership in Amnesty International, longtime work with inmates in maximum security prisons, and field-work in some of the world's most turbulent regions attest to his implacable commitment to social justice.

The Grievance Office has an important and demanding job. UUPers contact the Grievance Office when they believe that their contractual rights have been violated. Sometimes the aggrieved are correct in their assessment of contractual rights violated; sometimes they are not. Not infrequently, those who contact the Grievance Officer are in difficult emotional straits. Thus, the Grievance Officer is often dealing with individuals with multiple and serious problems. Despite the intensity of such sessions, the Grievance Officer must listen, elicit relevant information, and respond with tact and discretion. Confidentiality is maintained, and professionalism is leavened with compassion. The Grievance Officer remains in close contact with Labor Relations Professional Dennis Selzner to resolve questions, drawn upon contractual research, and assess strategy. The Grievance Officer also discusses other options with the Chapter President. It is the Grievance Officer who ultimately decides if a complaint qualifies under the contract as a grievance and, if it does, handles the appeals process. Make no mistake, however: many complex and charged situations are assessed by the Grievance Officer. In the real world, most resolutions are in shades of grey, and the Grievance Officer functions in a demanding and stressful environment.

By Labor Day, Renee will commence her well-deserved sabbatical and temporarily return the torch to Paul. Renee too has rendered exemplary service as Grievance Officer, and we look forward to her return. Granddaughter of a coalminer and of the redoubtable Helen Kane, an Amalgamated Clothing Workers stalwart during her forty-three years working in a garment factory, Renee possesses a visceral identification with the labor movement. A protean teacher and scholar, Dr. Renee Beauchamp Walker, Associate Professor, Anthropology, has received both the Richard Siegfried Prize and the Chancellor's Award for Excellence in Teaching. Beyond her Grievance responsibilities, Renee has made exceptional contributions to the campus and community.

*The membership of UUP has and will receive vigilant representation from Paul and Renee.
We salute these two extraordinary individuals.*

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.

Labor-Management Meeting Notes: Monday, April 13, 2009

UUP and Management held discussions on Monday April 13, 2009, on the theme of “UUP Concerns” as part of an ongoing year-long dialogue to explore new directions in Labor-Management relations. SUNY College at Oneonta President Nancy Kleniewski and Associate Vice President for Employee Services Lisa Wenck represented Management, and UUP Oneonta President Bill Simons and Vice President for Academics Rob Compton represented Labor.

Discussions focused on issues of parking, UUP community involvement, and course-load reduction. Both UUP and Management agreed to hold a separate meeting focused on addressing parking concerns.

UUP noted areas of union involvement in community and college service, including Saturday’s Bread, Vision for the Future forums, **Sentinel** publicity for campus events, emergency relief, and Legislative advocacy for strong SUNY budgets. UUP plans to continue to strengthen ties with the greater Oneonta community and campus groups.

Management stated that the 4-3 teaching load will be implemented beginning in the fall. UUP and Management agreed that this would help build up morale and strengthen the College’s recruitment and retention. Management also noted that the guidelines on page 25 of the Faculty Handbook are still operational for those now teaching the 4-3 load and that the 375 credit hours criterion is not mutually exclusive of the other criteria.

UUP and Management agreed to meet in May to discuss “Marginalized Groups on Campus”.

Policies of the Board of Trustees, State University of New York, 2006: Article XV: RETIREMENT

Title D. Privileges After Retirement

§ 1. Emeritus Status. Members of the University faculty who retire in good standing, in accordance with the provisions of Title B or C of this Article shall be entitled to append the term “Emeritus” to the title of their academic or administrative post after the time of retirement.

§ 2. Privileges. Emeritus rank shall carry with it such of the following privileges which, in the judgment of the chief administrative officer, are feasible: use of library and study facilities, use of office and laboratory space, eligibility for research grants, and representation of the University in professional groups.

Notes of May 13, 2009 Labor-Management Meeting on Parking

For UUP: Bill Simon (President), Rob Compton (Vice President for Academics), Norm Payne (Vice President for Professionals), and Dennis Selzner (Labor Relations Specialist)

For Management: Lisa Wenck (Associate Vice President for Employee Services), Thomas Rathbone (Associate Vice President for Facilities), Barton Ingersoll (Associate Vice President of Student Development and Chief of University Police), and Leif Hartmark (Vice President for Finance and Administration)

UUP and Management met to discuss the issues of campus parking. First, it was agreed that, under terms and conditions of employment, the parking spaces specified in the 1993 MOU were accounted for. Both sides discussed that parking is a perennial problem on many campuses throughout the country and that on the Oneonta campus it has become more acute over the years. The hiring of more employees, the addition of more student cars, the clustering of courses around prime scheduling times, and the on-going phases of construction have contributed to this problem. While the College is working on a variety of solutions which would incrementally increase parking, major improvements are unlikely in the short term. Management was sympathetic to the parking problems, especially with part-time employees. UPD remains available to assist people in finding empty spots on campus, but employees should be more flexible about parking in available appropriate spaces located anywhere on campus.

The College is conducting some feasibility studies of creating large-scale new parking spots on campus and have studied traffic patterns, parking utilization, and plans of other campuses and have sought to adopt their "Best Practices". Possibilities include a parking garage, satellite parking space and shuttle service, and car pooling. Management noted that it has implemented a successful carpooling initiative. "Carpool Connections" is a password protected web page available to SUNY Oneonta employees that allows employees to post their information and connect with other employees who have posted their carpooling needs. The "Carpool Connection" web page is located on the Employee Services website. Management and UUP pledged to keep each other informed on new developments.

College Carpool Connection

The College maintains a Carpool Connection. It can be accessed through the College website at
<https://www.oneonta.edu/admin/humres/carpool/Default.asp>.

The Employee Free Choice Act: Protecting Embattled Labor

(Editor's Note: The following is excerpted from "A New Deal for Labor," *AFT on Campus*, May-June 2009, 10-11. UUP will keep members informed as to how to support the Employee Free Choice Act and other pro-labor legislation.)

American Labor has no higher priority right now than seeing the Employee Free Choice Act signed into law. And judging from the fierce battle corporate America is waging to oppose the bill, blocking its passage is the No. 1 priority of business.

The Employee Free Choice Act provides workers with a level playing field when they set out to organize and then to secure their first contract. The law gives employees the option of filing cards that are signed by a majority of workers and getting automatic union recognition, or choosing to request a secret ballot election. Currently, it's the employer who decides whether to recognize the union or require the secret-ballot election when employees file their cards. Demanding an election, as employers almost always do, gives management the opportunity to wage protracted campaigns of fear and intimidation.

JOIN THE FUN!

Take Care of Paperwork!

PART-TIME FACULTY ORIENTATION TO COLLEGE SERVICES

Join us at the Orientation to College Services for Part-Time Faculty! Whether you are new to the College or returning, you will be able to: **socialize with other part-time faculty; complete many of the required tasks associated with the beginning of the semester; and learn about the many resources and opportunities available to you as a member of the SUNY Oneonta faculty.** All of these services are available to you throughout the semester however **this is the one-time opportunity to have representatives from a wide variety of areas available all in the same location!**

DATE: Tuesday, August 25, 2009

TIME: 4:30 p.m. to 6:30 p.m.

LOCATION: Center for Multicultural Experiences, Lee Hall

The following departments will have representatives and information available:

- ⌘ **University Police Department** – Receive your parking registration decal and Emergency Response pamphlets (Make sure to bring your car registration. There is a \$10 charge for the parking decal)
- ⌘ **ID/Dining Card Office** – Receive your SUNY ID (Make sure to bring photo ID)
- ⌘ **Registrar's Office** – Receive information on faculty services
- ⌘ **Human Resources** – Complete paperwork (Make sure to bring appropriate identification)
- ⌘ **Payroll** – Direct deposit and other payroll forms
- ⌘ **Academic Computing Services** – Student Computer Labs and Information Technology Help Desk
- ⌘ **Teaching, Learning, & Technology Center** – Faculty technology support for research and instruction
- ⌘ **OAS Bookstore** – Learn about discounts available to faculty
- ⌘ **OAS General Services** – Learn about Dragon Dollars and College Camp opportunities
- ⌘ **Student Disability Services** – You are required by law to provide accommodations, learn how SDS can help
- ⌘ **Counseling Center** – Learn how to recognize students in distress and referral process
- ⌘ **Computer and Telecommunication Services** – Learn about Telecommunication services, email, and NY Alert
- ⌘ **Library Information Services** – Course Reserves, Interlibrary Loan, Online Databases, Library Instruction, and more...
- ⌘ **Academic Affairs** – Deans will provide divisional information
- ⌘ **Student Development** – Student conduct and other policies
- ⌘ **Technology Services** – Classroom Technology Availability and Use
- ⌘ **United University Professions (UUP)** – Local Union Chapter
- ⌘ **Grants Development Office** – Learn about research and grant opportunities
- ⌘ **Creative Media Services** – Video library, Instructional Support Center, Document and electronic media duplication. Multi-media and print design

Attendance confirmation is requested but not required. To confirm your attendance, please call 607-436-2509 or email us at AFO@ONEONTA.EDU. *Individuals who confirm attendance prior to August 25, 2009 will have their name automatically included in a special give-away drawing.*

Refreshments will be served! Door prizes will be drawn!

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 | Tom Horvath | HORVATTG..... | 436-3899 (o) |
| Health/Safety Officer(d) | | | |
| Treasurer | Michael McAvoy | MCAVOYM..... | 436-3533 (o) |
| Grievance Officer (d) | Renee Walker | WALKERR | 436-3346 (o) |
| Mediator | Paul Conway | CONWAYPG | 436-3923 (o) |
| Benefits Officer | Mona Hughes | HUGHESML | 436-2490 (o) |
| Disabilities Officer | Janet Frankl | FRANKLJL..... | 436-3227 (o) |
| Facilitator, Professionals (d) | Janie Forrest-Glotzer | FORRESJL..... | 436-2005 (o) |
| Director, Special Events..... | Loraine Tyler | TYLERLL..... | 433-2452 (h) |
| Membership Director (d) | Hanfu Mi | MIH..... | 436-3000 (o) |
| Electronic Archivist | Jim Greenberg | GREENBJB | 436-2701 (o) |
| Part-Time Concerns Officer (d) | Karina Cespedes..... | CESPEDKL | 436-3231 (o) |
| Director, VOTE COPE (d) | Kyle Britton..... | BRITTOKJ..... | 436-2263 (o) |
| Retiree Representative (d)..... | Fred Miller..... | MILLEREW..... | 988-9323 (h) |
| Editor, Sentinel..... | Jill Attanasio..... | ATTANAJE..... | 436-2680 (o) |
| Director, Labor Film Series (d)..... | Gina Keel..... | KEELGL | 436-3505 (o) |
| Grants Officer..... | Kathy Meeker..... | MEEKERKL..... | 436-2479 (o) |
| Director, Community Service | Linda Drake..... | DRAKELM..... | 436-2633 (o) |
| Photographer (d) | Nancy Cannon..... | CANNONNS | 436-2160 (o) |
| Facilitator, Professional (d)..... | Thomas DeMeo..... | DEMEOT | 436-2188 (o) |
| Administrative Assistant | Peg Carney | ONEONTA@UUPMAIL.ORG... | 436-2135 (o) |

UUP Oneonta Office: 206 Human Ecology Building

Other Delegates & Alternates



| | | |
|---------------------------|----------------|--------------|
| Joe Baldwin..... | BALDWIJC | 436-3517 (o) |
| Chris Bulson | BULSONCE | 397-9345 (h) |
| John Carney | CARNEYJJ | 432-5360 (h) |
| Michael Flinton..... | FLINTOME | 547-8926 (o) |
| Nithya Iyer..... | IYERNN | 436-3128 (o) |
| Jeri Anne Jerminario..... | JERMINJA..... | 436-2377 (o) |

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