



# The Sentinel

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UUP - Oneonta

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*"Anyone can steer the ship when the sea is calm."  
- Publilius Syrus*

## UUP Oneonta: 2010 Agenda

*By Bill Simons, Chapter President*

With the arrival of a new year, UUP Oneonta confronts new challenges and new opportunities. The Chapter agenda for 2010 is ambitious and significant. Its realization will necessitate wide participation by our members. None of our goals are quickly, easily, or inevitably accomplished, but let us begin.

Even more than in the past, UUP will need to advocate for SUNY through Outreach with the Legislature and the community. The fiscal crisis is severe and will persist. In collaboration with State UUP and other Chapters, UUP Oneonta will play an informed, active, and effective role in advocacy for SUNY funding. **Gina Keel** and **Fred Miller**, the Chapter's Representatives to the State UUP Outreach Committee, will provide SUNY advocacy leadership, but circumstances require your participation. Along with student leaders (Oneonta Student Association President **Rick Heil** and **Josh Symer**, SUNY Student Assembly District 2 Rep), Fred and Gina met with Senator James Seward, long-time member of the Senate Higher Education Committee, on Monday, December 7,

2009; the conversation focused on the State Budget although UUP caveats about "SUNY Flexibility" were articulated. On Friday, January 15th, UUP Oneonta, again with student leaders, met locally with Assemblyman Pete Lopez, himself a graduate of SUNY Cobleskill. We will soon schedule a meeting with Assemblyman Bill Magee to continue the dialogue on the future of SUNY. Oneonta will join with UUPers throughout the State shortly at the Legislative Office Building in Albany for the beginning of a new cycle of UUP Outreach in Albany and in-district. UUP will announce details of our upcoming local and Albany meetings with Legislators: all UUP members are invited to attend. Oneonta will also make itself heard by letters, faxes, phone calls, rallies, articles, and advocacy meetings. Participate for our students, the College at Oneonta, the community, and our families. The time to exhale has not come. The job you save may be your own.



UUPers Tom and son Julius

Strong Outreach necessitates Chapter and leadership development. Effective advocacy is not a spectator sport. Building upon the great job done by his predecessor **Teri Weigl**, Membership Director **Hanfu Mi**, sagacious and resilient, is working with State Membership Development Officer **Ed Quinn** to host a regional UUP membership development workshop, involving the various UUP Chapters of Central New York, on the Oneonta campus. Strategies for identifying, training, and activating a new generation of union leaders will emerge. Leadership development is a major priority of the New Solidarity. Emergent leaders will make presentations at Chapter programs, contribute to VOTE COPE, join the Executive Board, attend Labor-Management Meetings, participate in training workshops, deliberate at the State UUP Delegate Assembly, meet with Legislators, write for *The Sentinel*, run for office, and provide ballast to the voice of the people.

New UUP leaders will come forward to defend SUNY.

Crisis beckons, but so too do opportunities to build anew. In the campaign for SUNY, UUP recognizes the importance of collaborative alliances. We must strengthen partnerships with College President Nancy Kleniewski and the Administration, our brothers and sisters in CSEA and other unions, student leaders and those who will become so, and our friends and neighbors in the larger community.

UUP will continue to provide forums to discuss and debate the destiny of our College, proud of its outstanding achievements but confident of SUNY Oneonta's potential and the malleability of its future. The pages of *The Sentinel* remain open to discussants of that future. No single individual has access to immutable truths, but the thoughtful, vigorous, and unfettered exchange of divergent ideas illuminates options. Through an on-going series of remarkable articles, **Alex Thomas**, UUP activist, Sociologist, and specialist on cultural tourism and upstate revitalization, offers a vision of a regional university. With incisive clarity, Alex offers challenge and direction:

*Adopting our strip of New York from the Mohawk to the Delaware would give us a home area to study, to develop themes and concepts with which the college could forge a new direction on which to build on the successes of the recent past. By taking cues from our own backyard, a regional university model could be replicated by other colleges in other places but never truly duplicated. In addition to tackling tough regional issues in terms of research, education, economic development, and advocacy, we could work with other regional colleges to ensure that programs essential for the functioning of a region are provided by cooperating with one another, not competing for the same (limited) set of potential students.*

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*Regional implies a focus on the local, but it does not have to be parochial. The region is a lens on global issues, a criterion for finding similar institutions in similar places in a vastly different cultural context and part of the world. It is a call to compare the conditions of people in similar niches across the planet.*

Alex welcomes debate over his ideas, and *The Sentinel* will publish such responses — as well as of the nuanced and compelling alternatives offered by others. UUP will facilitate the articulation of a bold, original, and articulated dialectic about our future.

In the year ahead, UUP will maintain its strong network of membership services. **Mona Hughes** does an exceptional job explaining medical, dental, vision, and drug insurance programs and provisions, which can, at times, appear complex and arcane, to users. UUP appointees **Alex Thomas**, **Benjamin Dixon**, and **Vicky Lenz** bring fairness, context, and professionalism to evaluation of Individual Grant Award applications. College and Chapter Grants Director **Kathy Meeker** provides valuable information and assistance concerning various grants for which UUPers are eligible. **Betty Tirado** and **Mark Rice**, UUP appointees to the Employees Assistance Program (EAP), ensure that EAP functions as an important source of referral for a plethora of concerns, ranging from family to financial. **Ron Bishop**, Acting Health/Safety Officer, will bring expertise to the evaluation and monitoring of environmental conditions, testing, and protocols in our workplace. Now back from a much-deserved sabbatical, **Renee Walker**, Chapter Grievance Office, invests expertise and empathy in cases that concern contractual rights. Tempered by experience and training, Labor Relations Specialist **Dennis Selzner**, working with Renee, will evaluate representational issues. **Paul Conway** remains a resource for Mediation. Contact any of these individuals in the areas of their responsibilities — and you will encounter informed, thoughtful, and considerate counsel.

During the year ahead, the Oneonta chapter will engage in community service. UUP Oneonta has a longtime commitment to community service, manifested by on-site post-Katrina

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volunteerism on the Gulf, extensive flood relief work in our region, various drives to collect donation goods for those in need, participating in *Habitat for Humanity*, and staffing *Saturday's Bread*. **Linda Drake**, UUP's Community Service Director and the College Executive Director of the Center of Social Responsibility, supervises a plethora of benevolent activities that benefit our community and the world. Linda will continue to lead UUP volunteerism. This will, as it has in the past, build solidarity and membership, foster ties between the chapter and the community, and promote social justice.

The chapter will host additional College-Community panels. *College and Community I and II*, organized and moderated respectively by Outreach Representative **Gina Keel** and Vice President for Academics **Rob Compton**, brought together distinguished panelists, elicited significant perspectives about the relationship between SUNY Oneonta and the region, and attracted large audiences and media attention. **Mike McAvoy**, UUP Oneonta's superb Treasurer, will organize and moderate *College and Community III*. Tentative plans call for Mike to integrate local and state government officials, representation from the College's Center for Economic and Community Development, and a senior official from a leading Oneonta bank in the discussion. The *College and Community* series facilitates communication and cooperation between campus and region.

The Chapter will continue to play an important role in the intellectual life of the campus. UUP Oneonta will provide social networking, cultural expression, intellectual stimulation, and community involvement through the well-received films showcased by the *Labor Films Series*. **Gina Keel**, Director of the *Labor Film Series*, moderates animated and analytical post-screening audience discussion. We will ask multitalented Executive Board member **Kyle Britton** to organize and perform an encore to his *Music of the Worker Concert*. **Harry Pence**, Emeritus SUNY Distinguished Teaching Professor, Chemistry, will contribute another article in our Sentinel series on teaching and technology. UUP Officer **Ron Bishop** has agreed to coordinate a program on natural gas drilling in our region. **Miguel Leon**, UUP Latino Affairs Representative, will do follow-up to his insightful article on change and development in contemporary Peru. Multiculturalism will provide content for additional UUP programs.

Diversity initiatives will provide impetus to UUP in 2010. **Nithya Iyer**, UUP Affirmative Action Officer, inaugurated the first in a series of diversity programs last semester. She coordinated and moderated an October 7, 2009, panel featuring a conversation between Professors **Hanfu Mi**, **Ho Hon Leung**, **Daqi Li**, and the audience on the experiences of Asian faculty who teach at the College and reside in Oneonta. Approximately sixty people from SUNY Oneonta and the community attended this panel. For the next installment in the diversity series, Nithaya will invite discussants to examine perspectives from additional regions of the world as well as those deriving from gender.

Labor and Management are discussing joint-Labor Management grant applications. The proposal most advanced in discussion and development concerns a speakers' bureau, drawn from UUP Academics and Professionals, both full-time and part-time employees. If approved, the grant would provide stipends and expenses for those who volunteer for off-campus presentations in the region.

Keeping all members informed will remain a major priority of the Chapter. *The Sentinel*, edited by **Jill Attanasio**, has won several statewide awards, both for sustained excellence and individual articles, features, editorials, and photographs. Jill will ensure that *The Sentinel* remains an effective amalgam of information and advocacy. Chapter Photographer and Acting Secretary **Nancy Cannon** will chronicle UUP activities in pictures and notes. An outstanding Chapter website also connects the membership of UUP Oneonta. Check out the Chapter website at <http://www.oneontauup.org> Designed and maintained by Chapter Webmaster and VOTE COPE Director **Kyle Britton**, the UUP Oneonta website contains a number of innovative features and links. Through newsletter, website, email, group and individual meetings, and telephone, the Chapter, in 2010, will communicate with each and every UUPer.

UUP Oneonta believes in the Big Tent. True solidarity embraces all. As reflected in *continued*



the UUP Oneonta agenda, four overlapping components come together to comprise our membership — Professionals, Academics, Part-Time Employees, and Retirees.

Beyond their impressive across the board input and contributions to UUP, Vice President for Academics **Rob Compton** and Secretary **Tom Horvath**, currently on leave, worked with Management, to facilitate Full-Time Faculty applications for a reduction of teaching hours under the provision of page 25 of the Faculty Handbook as well as to bring about an across the board reduction of teaching hours. With Management, Rob and Tom helped to create the climate for progress on these important Full-Time Faculty teaching issues. Full-Time faculty who previously taught 12 semester hours each semester now alternate between 12 and 9 semester hour loads, reducing their academic year obligation from 24 to 21 semester hours of teaching. Those faculty, primarily longtime veterans, already on an 18 semester hour annual teaching, remain blameless. Our chapter retains the articulated goal of ultimately achieving a normative 18 semester hour teaching load for all faculty. During the 2010 year, UUP Oneonta will facilitate these reductions in teaching contact hours by collecting and disseminating information while engaging our own members and Management in discussions about class size, room and time slot availability, paying attention to laboratory sessions in the sciences that are more appropriately measured by contact hours than the number of courses assigned to faculty, discussing strategies to address issues of those who teach 4-semester hour courses, monitoring potential increases in service or research expectations, and other relevant matters. Please contact Rob concerning information or concerns about Faculty teaching issues.

Through UUP-Management collaboration, Professionals now have a “best practices” application form through which Professionals can apply for promotion and salary increases, and our members have elected representatives on the College Review Panel. UUP Vice President **Norm Payne**, assisted by Labor Relations Specialist **Dennis Selzner**, will conduct workshops on a regular basis to update and refresh information for our new and veteran UUP Professionals. These workshops will ensure that UUP Professionals fully understand their rights, resources, and options. The updating and distribution of relevant Professional materials will accompany the workshops. In addition, UUP will work with Management to obtaining up-to-date Performance Programs and current evaluations for all Professionals. Professionals interested in learning more about applying for promotion and salary increases, obtaining up-to-date Performance Programs and evaluations, and/or serving on a Professional Concerns Committee should contact Norm Payne.

Part-Time Employees have made gains, but much needs to be done. Issues related to job security, compensation, and respect for Adjunct Faculty and Part-Time Professionals merit attention. Gains in eligibility for benefits, DSI awards, and grant access have come to numbers of Part-Timers, but for most contingent labor equity does not exist — nor will it come easily. Former UUP Part-Time Concerns Officer **Karina Cepedes** brought a new energy and passion to the position, and like Karina, our new Part-Time Concerns Officer **Caridad Souza-Watkins** possesses courage, idealism, and wisdom. Herself an adjunct, Caridad will forcefully advocate for a Part-Time Issues, but she will need the assistance of other Part-Timers. If you are a Part-Time Employee, contact Caridad to form a network a Part-Time Advocates.

If we live long enough, we all eventually become retirees. UUP Oneonta recognizes that our protections and benefits derive from the struggles of those who preceded us. Let us reach out more fully to our UUP retirees. They possess wisdom and commitment. For campus, community, and union, our retirees remain a great and underutilized resource. UUP Oneonta Retiree Representative **Fred Miller** will serve as a conduit. In particular, UUP welcomes participation in Chapter events, the submission of *Sentinel* articles, and engagement in SUNY advocacy by our retirees.

The photo accompanying this article reminds us that union solidarity connects the family of UUP to our own families, in its multitude of definitions and structures. We invest in work, community, and union to create a better future for our families and the families of others. UUP

Oneonta Secretary and Health-Safety Officer **Tom Horvath**, presently on sabbatical in Germany, recently announced the birth of son **Julius Ernst Sattlemair** with this photo. Congratulations to the proud parents, Tom and **Sirkka**, and to big sister **Annika**. *Welcome Julius!* It is never too early to recruit union activists.


## ***Labor-Management Meeting Notes: 30 November 2009***

*By Nancy Cannon, Acting Secretary*

**For Management:** Nancy Kleniewski, Carol Blazina, Dan Larkin, Leif Hartmark, Steve Perry, Lisa Wenck

**For Labor:** Bill Simons, Rob Compton, Hanfu Mi, Caridad Souza-Watkins, Norm Payne, Nancy Cannon, Dennis Selzner

*The meeting opened at 3:05 PM.*

- Impact of midyear SUNY budget cuts: Labor asked Management for information on the effects of the budget cuts for the College at Oneonta. Management responded that the Oneonta campus share is \$952,800. Management is in the process of accommodating the cuts: no impacts on existing personnel are anticipated. Labor asked Management if they have any information on the possibility the Department of Budget sweeping the IFR accounts. Management has no projections for the IFR account for next year. 
- SUNY Outreach/Joint Advocacy: Labor commented that both the chapter and the state-wide organizations are promoting links to the local community. Management commented that a joint Labor-Management application for funding for community outreach via a speakers bureau has been submitted. Management reminded everyone to participate in the SPARC process for identifying opportunities for community outreach. President Kleniewski thanked UUP for inviting her to the College- Community Panel held on October 28. Labor expressed the desire to jointly explore additional collaboration.
- Discretionary Salary Increases: Labor commented that this is the first year UUP Professionals have had the opportunity to apply for DSI. Both Labor and Management noted that this is a good development. Labor suggested that UUP Professionals and Academics who have applied for DSI should receive letters whether or not they receive any money. Labor requested a follow-up meeting on DSI in the future.
- Performance Programs for Professionals: Labor and Management continue to work jointly to resolve this issue. A system needs to be implemented to assure evaluations of UUP Professionals are done in a timely manner. John Marino, UUP Professional Vice President, will give a workshop for Professionals on December 15.
- Update of 1993 MOU on First Notification on Internal Positions for UUP Employees: Labor recommends the inclusion of part-time employees in the MOU. A Labor-Management group will be formed to look into the issue further.
- UUP Acknowledgement/Summary of Meeting with SPARC consultant Dr. David MacFarland. Labor expressed positive comments on the meeting. Labor reiterated its availability to provide presentations and informal consultation for the three SPARC Task Forces. Labor requested another meeting with Dr. MacFarland and SPARC Chair Larry Guzy in the spring.
- H1N1: Labor informed Management that some students may be using H1N1 as an excuse to miss classes and exams. Management stated that students with flu-like symptoms are sent home: they are not tested specifically for H1N1 so there is no way to accurately gauge the extent of the H1N1 epidemic on the College at Oneonta campus. Management is exploring options for providing the H1N1 vaccine to College at Oneonta employees. Management reported they are now required to report the number employees absent due to flu-like symptoms and the impacts of their absences to the State. UUP requested that it continued to be informed about H1N1 issues as it affects the “terms and conditions” of employment.
- Follow-up on November 9 “Sidebar” on Fulltime Faculty Teaching more than 21 Semester Hours: Labor commented that some faculty are now teaching more than 21 semester hours per year due to 4-credit courses in a few departments. Labor also commented that large classes (e.g., with 100 students) are not ideal. Labor and Management will continue to monitor the situation.

*The meeting adjourned at 3:55 PM.*



### 3 Town-Gown Projects

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

Oneonta State: the University of the Catskills. As noted in our first such article six months ago, a regional public university should be responsive to community needs, and one might add that a fiscally responsible university might find ways of investing in itself in creative ways. So let's discuss three ideas for working with the community for the mutual benefit of us all.

Several months ago I attended a swim meet in which our Red Dragons swam against the Moose of Utica College – my wife's college and thus a source of competition. We had attended the Dragon-Moose meet the year before at Utica and, in both years I am proud to say, the Dragons scorched Moose. But in another competition Oneonta did not look as good: the pool, and for that matter the athletic complex as a whole. Last year, the meet was held in an eight lane Olympic-size pool that could easily convert from yards to meters and contained a separate diving well. This year, the meet was held in a pool with narrow lanes in which the lane lines needed to be moved in order for the diving to begin. Coach Chris Schuler has put together a very competitive team, but one wonders what potential has been lost when visitors watch a meet in our pool. The solution is simple: build a new pool. The reality, on the other hand, is that there is a recession.

The college's pool problem is not alone. Across the street, the pool at Hartwick College had until recently a commanding view of the entire city and beyond, but now has a view of the roof of Golisano Hall. At Oneonta High School the pool has little seating for spectators, and at Cooperstown the pool is two inches too shallow for swimmers to dive off the blocks. In the Adirondack League of USA Swimming, the major swim organization for northeastern New York, there is no facility large enough to hold a swim meet outside of metropolitan Albany. (Actually, the pool at Colgate University can suffice when it is warm enough outside for swimmers to hang out on the lawn). A new pool for the college may be a hard sell in tough economic times, but a new pool to be shared by both colleges and the community could be a gain for all involved.

So, consider project one: a new sports complex in downtown Oneonta. Obviously, my children swim and I am partial to a premier swim complex to host regional meets and help attract swimmers to both Oneonta and Hartwick. We could call it the OH Center, and in addition to swimming we could create a center to address other needs as well. For instance, an effort to build an ice skating complex in the former Jamesway is by and large forgotten, but the need it would address is still quite apparent. In my year at a small Ag-Tech, the college invested in a second sheet of ice because it was actually making money, and there would be more demand here as both our colleges and community is bigger than that of my former employer. Not only would an ice complex allow both Oneonta and Hartwick to develop programs in hockey and figure skating, but local schools and community groups could do the same. Such a complex would be made complete with an arena large enough for our college, and by extension every other local school, to hold graduation. This would allow Oneonta to have one ceremony in an area with more points of entry, within walking distance to hotels and restaurants, and better parking and mass transit options than here on campus. Building the OH Center would be expensive, but if the College were responsible for only a portion of the cost it becomes an easier pill to swallow.

Investment in our community can bring about other benefits on campus. For instance, the College currently does not house anywhere near the number of students who attend. This creates a sizeable market for off-campus housing, and this is money that 1) could remain in college coffers, and 2) creates an opportunity for downtown investment to help both students and the college as a whole. A number of buildings downtown have no life above the first floor, and the creation of off-campus apartments by the college could bring life to these buildings. In addition, a concerted effort to rebuild the Urban Renewal area south of Main Street according to the standards of proper urban design could revitalize an area that currently drains downtown of the vitality it needs. For instance, along South Main and Market Streets an amalgam of suburban-style buildings appropriate to a retail strip detract from the area as walkable downtown core. In other words, downtowns "feel" better when you can walk them, and that's why Main Street is a more pleasurable experience than Market Street. With such a vast area, however,

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redeveloping downtown according to proper urban planning standards will take a major institutional player such as, well, Oneonta State. If we were to build multiple floor off-campus apartments in this area we could also redevelop the streetscape, ultimately creating a more inviting city. A more inviting city would not only be more attractive to students, but to attracting and retaining a diverse and talented faculty. If we build enough, we might even be able to convert a dorm on campus to new classroom and office space and, dare I say, have enough classrooms to accommodate a 3-3 load like other colleges.

Tourism is an increasingly important component of the area economy, and there are shortcomings to such an economy. Tourism tends to be volatile as an economic hiccup in, say, New York can reverberate extra loud here. Nevertheless, as we will not be building semi-conductors anytime soon it is what the area has and, as mentioned in an earlier article, we would do well to better diversify the area's offerings. In truth, beyond study of the phenomenon the College should have little direct concern with tourism, but it does provide some intriguing possibilities. The College could lend support to educational initiatives that have a tourism component. One opportunity is the creation of a Children's Museum, tentatively called Oneonta World of Learning, in Oneonta. A group that includes Megan Fulkerson, the wife of one of my colleagues, has been working toward this end for several years. Its location downtown could, in the long run, provide an excellent opportunity for not only local children and parents but also add to the diversity of attractions for visitors to the area. Similarly, the support of the Oneonta Theater, as well as the new Performing Arts Center, could provide the city with a unique attraction that would make life more interesting for locals and tourists alike. Personally, one of my favorite museum experiences of the past several years was at the Massachusetts Museum of Contemporary Art (MassMOCA) in North Adams – a Catskill Museum of Modern Art would appeal to me. And in each case, these are ideas that would enhance the diversity of the area's offerings rather than compete. An art lover might travel to the area if we had both American Folk Art (at Fenimore House) and Modern Art within a half-hour drive.

Once again, these are some ideas that make sense to me, and I am sure that others across campus have similar and even better ideas. Perhaps one day we will have a committee to examine such issues and put them into action, either within Oneonta University or reaching across the community. Or both. Now say it...Oh, you.

### ***Labor-Management Meeting: Monday, December 14, 2009, 3 PM***

**For Management:** Nancy Kleniewski (College President) and Lisa Wenck (Associate Vice President for Employee Services)

**For UUP:** Bill Simons (Chapter President) and Rob Compton (Vice President for Academics)

UUP and Management discussed the status of three possible Joint Labor-Management Committee grant applications, including a Speakers' Bureau, training related to Professionals, and conflict resolution mechanisms. The three proposals are at different stage of development and discussion.

The second item discussed concerned existing and proposed Strategies for further including Retirees into the fabric of the campus, including commons area(s), advisement, and the University Senate's "Service Corps". UUP and Management agreed to continue dialogue on this issue.

UUP and Management discussed issues related to UUP and Management collaboration involving College Advocacy, including the College-Community panels. Given on-going fiscal challenges, UUP and Management will consider other venues of cooperation.

Management agreed to forward a request to SPARC for a meeting in the Spring 2010 semester between UUP and Dr. David McFarland and Dr. Lawrence Guzy.

In addition, UUP and Management decided to continue for the spring 2010 semester the current format of Labor-Management meetings, entailing both the traditional "large group" structure and "small group" sessions.

UUP thanked Management for informing those UUP employees possibly impacted by recent time-bound retirement options and deadlines.



## ***UUP Meets With Senator Seward***

*By Gina Keel, Academic Delegate and Outreach Representative,  
and Fred Miller, Academic Delegate and Outreach Representative*

On December 7, 2009, Professor Gina Keel, Political Science and UUP Outreach Representative, two student leaders (Oneonta Student Association President Rick Heil and Josh Symer), SUNY Student Assembly District 2 Rep, and Fred Miller, UUP Outreach Representative, met with Senator James Seward in his office in Oneonta. Our conversation while ranging freely among several issues, focused on the two high priority items of Legislative concern to UUP at this time: The State Budget and the several proposals to change the nature of SUNY which are being referred to generically as “SUNY Flexibility” or, in some cases, as “20-20” in recognition of a plan proposed last year by the President of The University Of Buffalo.

Senator Seward, a long time member of the Senate Higher Education Committee, Indicated his awareness of many of the financial problems caused by, or exacerbated by, some of the cuts already implemented as well as some of the rumored and suggested cuts in State funding of SUNY. He spoke of his resistance to the over reliance on part-timers while recognizing the very special needs part timers can meet. He expressed his empathy with the students facing an increase in tuition, cut-backs in availability of classes, increases in class size, diminution of availability of full-time faculty mentors and the possibility of not being able to graduate in the traditional four years. He assured us that these and many other elements would be considered and discussed by the Higher Education Committee and be a basis for their recommendations as the Senate considers the 2010 State budget.

Our consideration of “SUNY FLEX” consumed less of the meeting time. It is a very complex issue and, while agreeing that SUNY should always be accountable to the elected representatives of the people of New York, more time needs to be given to the issue which involves such suggestions as: allowing each college to set it’s own tuition; allowing the President of each college to sell or lease college property; and other changes which would make each unit of SUNY more nearly like a private college than a part of a public system. We’re sure this will not be the last time representatives of UUP and Senator Seward discuss this topic.

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## ***Please Join the Union and Enjoy the Benefits***

*By Hanfu Mi, Membership Director*

While celebrating the holiday season, please consider joining the union so that you may enjoy all the benefits that you are entitled to as a full member. As the Director of Membership, I sincerely hope that faculty and professional staff will review your status to see whether you are a full member of the union. In order to be a union member, your paycheck must state “UUP Member.” If it says “UUP Agency Fee,” then you are included in the Professional Services Negotiating Unit, but are not a member of the union. The full UUP membership entitles you to:

- Vote on collective bargaining agreement;
- Hold union office and attend union workshops and meetings;
- Elect union leaders on our campus and choose state and national level representatives;
- Maintain UUP membership after retirement and be eligible for benefit programs; and
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs.

Please contact me if you need to discuss any of the union benefits or you would like to have a membership card with some further information for becoming a member.

I can be reached at [mih@oneonta.edu](mailto:mih@oneonta.edu).



## *UUP Encourages **Recycling***

**Solidarity,**

**Justice,**

**Environmental Responsibility**



*Please*

*Thanks*

### *UUP Delegate Assembly Resolution Concerning Events at Binghamton University*

**(Editor's Note:** At the Fall 2009 UUP Delegate Assembly, held in Rochester on October 2-3, 2009, the following motion was acted upon.)

\*Delegates adopted a Resolution from the Committee of Vice Presidents for Academics on recent events at Binghamton University. Each **Resolved** was voted on separately.

**Whereas**, SUNY Binghamton Administration, in the effort to hide inappropriate behavior with respect to giving special treatment to its basketball team in a number of ways, including grading; and

**Whereas**, when Professor Sally Dear, an 11 year part-time professor complained about his outrageous breach of ethnics, the administration, first reduced her course load and then non-renewed her; and

**Whereas**, the Binghamton Administration's actions have cast a pall over free speech, faculty governance and effective teaching, not to mention academic standards; ;therefore be it

**Resolved**, that UUP condemns frontal assault on academic freedom; and be it further

**Resolved**, that the Delegate Assembly directs the President of UUP to use all of his power to get Professor Sally Dear's position back and that she be made whole; and be it further

**Resolved**, that President Smith be directed to communicate our concern to our affiliates asking them to lend their voices to restoration of academic integrity at Binghamton; and be it further

**Resolved**, that this matter be sent to AAUP and it Committee A.

### *State UUP Vice President John Marino Comes to Oneonta*

State UUP Vice President John Marino for Professionals recently came to SUNY College at Oneonta to address UUP Professional employees. The workshop luncheon was on Tuesday, December 15th at Noon in Le Café, Morris. Before an appreciative and attentive audience, John provided important information on using Performance Programs and Evaluations as a means of keeping Workload in check and seeking Promotion and Salary Increase. Questions and discussion followed the formal presentation. John was assisted by chapter Vice President for Professionals **Norm Payne**, Labor Relations Specialist **Dennis Selzner**, and Facilitator **Janie Forrest-Glotzer**. For additional information about UUP Professional Issues, contact Norm Payne at [PAYNENE@ONEONTA.EDU](mailto:PAYNENE@ONEONTA.EDU)

## ***A Tribute to Dennis Brutus (1924-2009):***

### ***Fighting the Injustice of Apartheid through Sports and Poetry***

*By Rob Compton, Vice President for Academics*



**Dennis Brutus (1924-2009)**

Seldom do you meet a man whose achievements and academic contributions changed the future of his country. I've only had four exchanges with him (2007-08), once over coffee on the campus of the University of KwaZulu-Natal and other times by chance encounters in metro Durban, South Africa, but he nonetheless left an indelible imprint on me. In a shared taxi ride (he refused to allow me to pay), Dennis lamented how the "new South Africa" was failing to live up to its promise noted so elegantly, nobly, and boldly in the country's 1996 Constitution. Over coffee, he told me how he believed that the "new government's tactics in dealing with the poor and unions was no different than the apartheid government's brutal tactics" he spent his life battling. At that time, Dennis was 84 years old. What earned this man the right to critique the South African system and indeed the global political economic system and be taken seriously? You would never know just by talking to Dennis Brutus; he was never a man prone to braggadocious behavior. His life Dennis sprinted to the end,

as Abel Kiviot did in 1912 to win two Olympic medals (gold and silver) in track. Dennis believed in that motto and took pity from no one despite his long battle with cancer.

#### **Being Sentenced Working for Social Justice: No Good Deed Goes Unpunished?**

Dennis Brutus became a vocal spokesperson for social justice from his early years. Born in Salisbury, Rhodesia (now Harare, Zimbabwe) in 1924 to parents of African, French, and Italian ancestry, he moved with his parents to South Africa at the age of four. He was coded as 'coloured' by the South Africa government. After graduating from the University of Fort Hare (South Africa) famous for educating black nationalists Dennis became a teacher and did social work. As a teacher he witnessed first-hand the injustices of a race-based system which dashed the hopes of black South African athletes. In 1959, he made a monumental decision that established his political activism. In 1959, Dennis became one of the founding members and secretary of the South African Sports Association with the intent to pressurize the white sports establishment to open up sports organizations to blacks. Just as the ANC discovered at about that time, more direct and concerted action was necessary. In 1962, he formed the South African Non-Racial Olympic Committee (SANROC) and became its president. In 1963, Dennis broke into a meeting conducted by the representative from the World Olympic Committee, presented his evidence of racially based exclusion, and then he was summarily arrested.

When Dennis was out on bail, he knew that the only way to get the International Olympic Committee to ban South Africa from international competition was to go their meeting in Germany. He decided to travel to Europe via Mozambique, then a Portuguese colony. Arrested at the border, he was handed remanded to the brutal South African Security forces. In Johannesburg, he made a mad dash down the streets jumping over cars to escape, only to be shot several times in the back, with one bullet piercing through his body. Laying in front of the Anglo American gold conglomerate's headquarters, he refused treatment until a UK representative would agree to come to his bedside. Eventually, he was sentenced to 18 months of hard labor, transferred to Robben Island and shared a cell next to Nelson Mandela. The two 'broke rocks' together.

#### **Exile and Political Activism in the US**

While in prison, Dennis Brutus wrote poetry on scraps of paper smuggled out of the country. Even by the early 1960s, he was a marked man. One of his seminal works, *Sirens, Knuckles, and Boots* (1963) was published in Nigeria. His prison experiences depicted in *Letters to Martha and Other Poems from a South African Prison* (1968) and it was eventually accepted as the definitive collection of prison protest poetry. While in prison, he was dejected by the beatings, abuse, and almost died. In 1970, his third book, *Thoughts Abroad* was published in South Africa under an

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undetected pseudonym John Bruin. But he had an indomitable spirit, that was without doubt buoyed by the triumphant news that South Africa had been banned from the 1964 Olympics. Brutus immediately started to strategize a banning from the 1968 olympics and broadened his focus to include cricket and rugby from international competition.

In 1966, Dennis was given a choice to live under house arrest or to leave South Africa on a “one way visa.” Living in London from 1966 to 1970, he continued to be politically active and write. During his stay in the United States (1971-1991), he taught at the University of Denver, Northwestern University (where he earned tenure), Swathmore, University of Texas at Austin, Northeastern University, and finally at the University of Pittsburgh, where he was chair of the Department of Black Community Education Research and Development. During the 1970s and 1980s, he emerged on college campuses as the leader of the international divestiture from South Africa movement. The South African government considered him one of the top twenty most dangerous radicals. In particular, he spoke out against General Motors involvement in South Africa and in 1971, when he returned to the UK, he protested the Lawn Tennis Association’s decision allow South Africans to compete at Wimbledon.

During the 1980s, President Ronald Reagan’s Assistant Secretary of State for African Affairs- Arthur Chester Crocker (now Georgetown University Professor)- developed the policy of ‘constructive engagement’ with the apartheid government. The Reagan administration was noted for its sympathy toward the anti-communist leaning and rhetoric of the South African government. Brutus was a major critic of this policy.

In the early 1980s, the Immigration and Naturalization Service sought to deport Dennis Brutus from the US because his visa was issued by the government of Rhodesia, which no longer existed after 1979. Henry Louis Gates, Jr., a Yale professor wrote an Op-Ed piece in the New York Times alleging that his persecution was a direct result of his political positions. Dennis was eventually granted political asylum in the US. Judge Irving Schwartz said, “There is no question that Professor Brutus has made himself hated by just about every South African for his position and activities.” The US Congress, led by Senator Paul Tsongas moved to offer Dennis citizenship, but he decline the offer saying “I am in involuntary exile. It would be a compromise for me to take permanent residence anywhere until I can go home.”

During the 1970s and 1980s, in addition to Thoughts Abroad, Dennis Brutus wrote seven books and had works published in several edited volumes. In 1988, he became a founding board member of the National Whistleblowers Association (USA). He is also a major critic of the incarceration of Mumia Abu-Jamal.

### **Dennis Brutus Returns Home in Triumph**

Dennis Brutus’ comrade, Patrick Bond directs the Center for Civil Society (CCS) at the University of KwaZulu-Natal, where Brutus last worked. In an interview with Democracy Now upon his passing, Bond said, “Dennis was critical, really, in providing us the historic time frames of struggles that were timeless and his own principles and commitment and is generosity of spirit, and again these extraordinary poems that kept popping out.”

In 1991, the South African government unbanned the ANC and allowed political exiles to return home in preparation for CODESA (Convention for a Democratic South Africa). Dennis focused his interest on issues of social justice, apartheid reparations, and issues of global apartheid. Although South Africa had its first democratic elections in 1994, Dennis remained concerned about the issues that he cared so much about. In particular, he broke ranks with Nelson Mandela and especially his successor, Thabo Mbeki on economic and social development issues, including the implementation of AIDS policies (or lack thereof) and Growth, Employment, and Redistribution (GEAR), which leftists criticized as a corporate sellout. In a poem, titled “*New Monastics*” Brutus wrote about the ‘new doctrines’ emanating from the World Bank, IMF, and WTO and lamented that the “new” South African neoliberal market-based fetishism duped the public “as ordered by our Heads of State//obediently we traipse to our slaughterhouses directed by our Judas-goats//Mbeki’s herds tricked out in shabby rags.”

A fixture at the Center for Civil Society over the past decade, Dennis Brutus became involved in the anti-privatization protests in South Africa and linked it to global neoliberalism. He was a regular speaker at international events including the World Social Forum, the 2000 Seattle protests (charged with civil disobedience) and the Socialism Conference (USA). During the 2007 and 2008 years, Dennis was active in Durban protesting the government’s privatization of water and electricity and eviction of people for “non-payment” of rent. Strongly opposed to the 2010 World Cup being held in South Africa to the benefit corporations and political elites,

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he exhibited similar outrage at the 2009 Copenhagen climate conference by calling the proceedings a “sham.”

In 2007, in front of 1,000 guests attending the induction ceremonies for the South African Sports Hall of Fame, Dennis Brutus declined membership. Dennis Brutus said,

“In my case the honor is for helping rid South African sport of racism, making it open to all. So I cannot be party to an event where unapologetic racists are also honored, or to join a hall of fame alongside those who flourished under racist sport. Their inclusion is a deception because of their unfair advantage, as so many talented black athletes were excluded from sport opportunities. Moreover, this hall ignores the fact that some sportspersons and administrators defended, supported and legitimized apartheid. There are indeed some famous South Africans who still belong in a sports hall of infamy. They still think they are sports heroes, without understanding and making amends for the context in which they became so heroic, namely a crime against humanity. So, case closed. It is incompatible to have those who championed racist sport alongside its genuine victims. It’s time—indeed long past time—for sports truth, apologies, and reconciliation.”

### **Conclusion: The Life of Dennis Brutus- Sprinting the Marathon to the End**

Dennis Brutus passed away on December 26, 2009 surrounded by his family survived by his wife since 1950, May Jagers and four sons and four daughters. Patrick Bond stated on *Democracy Now*:

“Working with us [CSS] in Durban at the University of KwaZulu-Natal over the past four years, we were always amazed that, whatever the circumstances, Dennis would have a new poem ready. He wrote several this year that are classics. Probably his best, really, were the poems of incarceration, as you [Amy Goodman] mentioned, *Sirens, Knuckles, Boots* [and] *Letters to Martha*. Those will still stand decades from now as seminal works, especially here in the United States with such a high incarceration rate, really focused the word and the spirit of liberation in a form that broke out of the traditions and spoke to an ever-expanding generations of fans. “

UUP activists and members Dr. K. O’Mara said, “the lions are going, one by one” and Neville Choonoo, who taught with Dennis Brutus stated, “he knows how to get things done and he used publicity for that purpose and was very effective at it.” *Dennis Brutus, your legacy lives on, thank you for everything.*

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## ***UUP College Scholarships***

UUP College Scholarships are awarded annually to outstanding SUNY undergraduates who exhibit dedication to the goals and ideals of the labor union movement. Recipients of a UUP scholarship receive \$2,000. To qualify, a student must display both personal and academic achievement with a minimum grade point average of 3.75, and have a strong record of community service. The process is competitive and is open to fulltime undergraduate students attending a state-operated campus of SUNY. Applicants must have completed at least 16 credit hours at a SUNY campus. Only a limited number of applicants will be selected. *The application deadline is March 1, 2010.*

Faculty are encouraged to inform qualified students of UUP College Scholarships.

To obtain an application and learn more about UUP College Scholarships, visit statewide UUP’s Web site at [www.uupinfo.org/scholarships/scholarship.doc](http://www.uupinfo.org/scholarships/scholarship.doc)

Applications can also be obtained by calling the administrative office of statewide UUP at 1-800-342-4206 and requesting the document.



## *Dealing with Stress in the Workplace*

*By Fred Floss, State UUP Vice President for Academics*



(Editor's Note: This article originally appeared in the *Voice*, published by State UUP.)

The world has changed for many of our students and our colleagues. On our campuses, they may face overcrowded and canceled classes. They will also bring the pressures and problems from the outside world too.

As I watched a television report on a town hall meeting, it struck me that many of those who were most upset seemed to be under a great deal of stress. They were not just upset about the possibility of a national health plan, but found these town hall meetings and their congress persons the only place where they could let off the anger they have about all of the problems in their lives. Many said they had lost their jobs or were about to lose them. Some told how they had lost their nest eggs or learned their houses are no longer worth what they thought. Their worlds have turned upside down.

In our classroom, we—not the congressperson—will be at the podium and may face this anger from our students.

During the summer, I spent time on our campuses presenting workshops on workload to a record number of participants. I believe we are no less susceptible to the same kind of stresses as those in the town hall meetings. I will note my meetings did not have the rancor that I saw on television, and there seemed to be a genuine interest in finding answers to the problems we are about to face. Nevertheless, the stresses we face inside and outside of SUNY are still apparent.

As our students come back from the outside world, they are likely to bring all of the problems and anger so apparent on television. How are we going to react and will we be prepared? How do we fight the Glenn Becks of the world, who abuse peoples' legitimate fears and work them into irrational frenzies when they enter our classrooms and offices? What will we do to control our own fear and combat the increased stress we would be under?

As any good academic, I asked colleagues who work in the field, searched the Internet and visited the library to do some research.

First, you should know that if you are under a great deal of stress, there are things you can—and should—do. On each campus, there is an Employee Assistance Program (EAP) where you can turn for help. Many campus EAPs are already planning workshops on how to cope with stress caused by the economic recession and the fears that the housing and financial crises have caused.

If you are having a problem on the job, go to your UUP chapter office and talk to your UUP/NYSUT labor relations specialist about your concerns.

Remember, we are here to help. Before we can help our students, we need to help ourselves.

There are also things you can do before stress takes over:

- Prepare ahead of time for students who may have problems because of stress and be ready for their anger.
- Be prepared to deal with students who may have lost their jobs or their homes.
- Know who to contact and what services are available to students with stress-related problems.
- Be realistic about how much students will be able to learn when they have problems at work or home.
- Set up a department and chapter meeting to discuss what is happening on campus and what strategies we might use together to combat the stress that we see in our students and colleagues.

*We are only going to be able to get through this difficult time if we are prepared to work together and help each other.*

There are also things that we can do to reduce our own stress. Below is a list of Web sites with tips on how to relieve stress. The tip I found most interesting was to make time to clean your house and office—I am sure my wife will like this idea the best.

### **Web sites of interest**

- <http://www.stressmanagementtips.com/causes.htm>
- <http://www.brighthub.com/education/special/articles/38663.aspx>
- <http://www.rd.com/living-healthy/37-stress-management-tips/article14565...>
- [http://stress.about.com/od/studentstress/a/back\\_to\\_school.htm](http://stress.about.com/od/studentstress/a/back_to_school.htm)
- <http://stress.about.com/od/fearandstres1/a/anxiety.htm>
- <http://www.thestressmanagementguide.com/blog/stress.about.com/cs/a.htm>



## ***UUP Professionals: Know Your On-Call Rights***

*By John Marino, UUP Vice President for Professionals*

One issue that is facing UUP Professional members is the need to have them provide services to SUNY after completion of their daily professional obligations: specifically being on-call.

“On-call” is defined as being required to be available to return to work within a reasonable period of time after completing the professional obligation and having left the work station. A limited number of employees are assigned on-call status on a rotating basis. Their movements are restricted, and they remain on-call and available for immediate recall. Carrying a pager, cell phone or any other communication device does not qualify as on-call, unless a member is obliged to respond and return to work. Carrying any of these devices during a normal professional obligation also does not fit the definition.

According to the 2007-2011 contract between UUP and New York State, UUP has a mutual understanding with management that employees in the Appendix A-16 list of titles and services are eligible for on-call and recall pay as provided in sections 20.16 and 20.17. Also, upon mutual agreement between the state and UUP, changes may be made to the titles on the list. The union is restricted, however to those employees who support patient care.

What about UUP members who do not work in a hospital or whose titles are not on the list, but are required to be on-call?

Members who are told they will be on-call in the future should insist that it be made part of their performance program and that they receive a salary increase for this “permanent, significant increase in duties and responsibilities.”

UUP Professional members who are already on-call should discuss, with supervisors and UUP Oneonta Vice President for Professionals **Norm Payne** how to work out recognition for their on-call obligations through a salary increase. Employees can—and do—get compensated for on-call by salary increases, even when their titles are not included on the on-call list.

Let’s face it: In this world of technology, it is increasingly common to have work extend into our personal time. It may seem like no big deal at first, but it can easily be abused. The only recourse a UUP Professional member has is to insist on getting some type of compensation for this increase in duties.

Our long-term goal is to have all UUP members who participate in on-call duties compensated as outlined in the contract. In the meantime, Professional members of UUP who believe they are eligible for on-call pay should contact UUP Oneonta Vice President for Professionals **Norm Payne** at 436-2021 or [PayneNE@Oneonta.Edu](mailto:PayneNE@Oneonta.Edu)

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### ***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 go to the UUP Oneonta chapter website, which is designed and maintained by Kyle Britton, go to the following link <http://www.oneontauup.org>

The chapter website contains a number of innovative features and links.

The statewide **UUP website** is located at [www.uupinfo.org](http://www.uupinfo.org) It contains information about members benefits and many other important topics.

## **GOVERNOR PATERSON SIGNS GENDER IDENTITY AND EXPRESSION EXECUTIVE ORDER**

### **Executive Order Will Protect State Workers from Discrimination Based on Gender Identity**

**(Editor's Note:** The following is a press release from the Office of New York State Governor David A. Patterson.)

Governor David A. Paterson ...signed (on December 16, 2009) Executive Order No. 33 that will prohibit New York State agencies from discriminating against any individual on the basis of gender identity and expression in any matter pertaining to employment by the State. Executive Order No. 33 directs the Office of Employee Relations, in consultation with the Executive Director of the Division of Human Rights, to develop and implement clear and consistent guidelines prohibiting gender identity and expression discrimination by all State agencies.

“For generations, New York has been a national leader on civil rights, yet the State has lagged far behind in securing basic civil rights for transgender New Yorkers. I am proud to sign this important measure to not only bring workforce protection to the transgender community under the law, but to bring greater equality and civil rights to the State of New York,” Governor Paterson said. “From now on, transgender New Yorkers will be protected from discrimination because of who they are.”

Currently, 13 states and over 90 municipalities and counties – including the City of New York – prohibit discrimination on the basis of gender identity and expression by statute, and numerous others have imposed such a ban through executive action or policy.

In addition, there is no evidence that any such statute or policy has undermined in any way the functioning of a workplace, and to the contrary anti-discrimination practices are important tools to attract and retain competent and effective employees.

As a longtime civil rights activist, Governor Paterson has supported the LGBT community throughout his public service career, in addition to his support of marriage equality. Shortly after taking office in 2008, the Governor issued a memorandum directing State agencies to afford recognition to same-sex couples legally married outside of New York to the full extent permitted by law. In 2007, he walked the floor of the New York State Assembly in support of the marriage equality bill.

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The following statements were provided in support of Executive Order No. 33:

Senate Majority Conference Leader John L. Sampson said: “For too long, transgender New Yorkers have been denied the basic rights and legal protections others enjoy. Today, New York joins a proud chorus of states, cities and counties across the country who are standing up for the transgender community by prohibiting baseless and inexcusable discrimination. I applaud Governor Paterson for his leadership on this issue and commitment to the civil rights and equal rights movement.”

Assembly Speaker Sheldon Silver said: “By signing an executive order today banning discrimination by state agencies based on gender identity, Governor Paterson has made it unmistakably clear that New York has zero tolerance for discrimination. He has joined with the Assembly Majority, which has consistently supported equal rights, equal benefits and privileges, and equal protection under the law for all New Yorkers including members of the LGBT community. We hope this important step will help transgender New Yorkers to live their lives openly and without fear.”

Senator Thomas K. Duane said: “Governor Paterson deserves great credit for once again demonstrating his commitment to the entire LGBT community. He has carried the cause of transgender rights very far on his

own today by prohibiting discrimination on the basis of gender identity or expression for employees of New York State agencies. Now, we must redouble our efforts to pass The Gender Expression Non-Discrimination Act (GENDA), which would ban discrimination against transgender and gender non-conforming people across New York State in housing, employment, credit, public accommodations, and other areas of everyday life. I have been pushing for this measure since 2002 when then Senate Minority Leader-Paterson and I fought for its inclusion in The Sexual Orientation Non-Discrimination Act (SONDA) and we will not stop working until equal protection under the law is a reality for all New Yorkers.”

Assemblyman Richard N. Gottfried said: “Governor Paterson knows that working for the people means all the people, including transgender New Yorkers. His executive order will protect State government employees against discrimination in their workplace and help lead the way for enacting GENDA – the Gender Expression Non-Discrimination Act – which would extend New York’s anti-discrimination laws to protect transgender people.”

Assemblywoman Deborah Glick said: “I congratulate and thank Governor Paterson for signing this executive order to end discrimination on the basis of gender identity and expression. The modern gay rights movement began with the Stonewall Riots in 1969, and members of the transgender community played a key role in that rebellion. While we have gone on to see many anti-discrimination laws enacted, the transgender community continues to face more discrimination and the most severe hate violence. This is a significant signal that New York State will not tolerate bias.”

Assemblyman Micah Z. Kellner said: “Discrimination against the transgender community - and against people that may not identify as such, but don’t look the way people expect them to - is unacceptable, but all too common. In this difficult economy, workers have enough problems without having to worry that they could lose their job due to bigotry without legal recourse. I am proud to stand next to Governor Paterson today and be part of this important announcement that protects our state employees. Soon, I hope the Gender Expression Non-Discrimination Act (GENDA) will pass both houses of the legislature, so that all New Yorkers may enjoy these protections.”

Assemblyman Daniel O’Donnell said: “I applaud Governor Paterson for taking bold action to ensure that transgender individuals have additional protection against discrimination. No person should be denied employment or harassed on the job because of gender identity. This policy will benefit not only the transgender community, but all of New York State.”

Assemblyman Matthew Titone said: “Governor Paterson truly takes to heart that all people are created equal, and he has used the power of his office to ensure equal rights for all New Yorkers, including people of transgendered experience. We could all learn from the Governor’s example.”

New York City Council Speaker Christine C. Quinn said: “Today, Governor Paterson took an important step in extending crucial employment protections to Transgender New Yorkers. This important Executive Order will bring workforce protection to the transgender community at all state agencies. I applaud the Governor for rightfully recognizing that government must use all the tools at its disposal to ensure our citizens are protected with full civil rights, be it by statute, executive order or policy. In 2002, NYC passed the Transgender Civil Rights bill, which outlaws discrimination in NYC based on gender identity and expression in all public accommodations. We call on the NY State Senate to act now and pass the Gender Employment Non-Discrimination Act (GENDA), as a first step towards full civil rights protections for Transgender New Yorkers.”

Michael Silverman, Executive Director of TLDEF, said: “Like everyone else, transgender employees deserve to be judged on their ability to do the job, and not on who they are. This executive order will ensure that hard-working transgender employees of New York State can work without fear of discrimination, and provide for themselves and their families. We applaud Governor Paterson for taking this important step for transgender equal rights, and for recognizing that transgender New Yorkers should have the chance to earn a living and provide for their families without being refused a job or fired for reasons that have nothing to do with their ability to do the job.”



Alan Van Capelle, Executive Director of the Empire State Pride Agenda, said: “Now transgender New Yorkers who work for the State will no longer have to worry about on-the-job discrimination simply because of who they are. This is a big step forward for the basic civil rights of transgender New Yorkers and we are extremely grateful for Governor Paterson’s leadership on this issue.”

Melissa Sklarz, Director of the New York Trans Rights Organization (NYTRO), said: “Being transgender can be hard and the journey difficult. But stability can be achieved with a roof over one’s head and a job to maintain it. The transgender community of New York thanks Governor Paterson for his leadership in recognizing that all New Yorkers need a stable workplace to create stable lives. Perhaps the legislature can follow his lead and pass GENDA to provide all trans New Yorkers basic civil rights and a legal identity.”

Pauline Park, Chair of the New York Association for Gender Rights Advocacy (NYAGRA), said: “Governor Paterson has taken an important step in helping members of the transgender community secure full legal equality under state law in New York, and we applaud him for this historic executive action. In extending protections from discrimination based on gender identity or expression in State employment, the Governor creates momentum for enactment of the Gender Expression Non-Discrimination Act (GENDA). We in NYAGRA call on the State Senate to follow the Governor’s lead and take action on GENDA now.

## ***SUCCEEDING AS WOMEN IN HIGHER EDUCATION CONFERENCE***

*(Editor’s Note:* The following remarks are reprinted with permission from *The Cortland Cause*, Vol. 35, Issue, December 2009. *The Cortland Cause* is the newsletter of UUP Cortland. UUP Oneonta plans a future forum on women’s issues in higher education, and finds the remarks below relevant to providing a framework for such a program.)

*From October 23-25, 2009, the SUNY Cortland Center for Gender and Intercultural Studies hosted the “Succeeding as Women in Higher Education Conference.” During the conference, regional and national experts and scholars met to discuss changes in academic practices, values, and institutional change. Opening and closing remarks are printed here as read at the conference.*

### **OPENING REMARKS**

OCTOBER 23, 2009

—**Barbara Wisch**  
Art and Art History

Good afternoon! My name is Barbara Wisch, professor of Art History here at SUNY Cortland and a member of the program committee. I have the special privilege to welcome you to this remarkable conference, the title of which succinctly and adamantly expresses our goal: *Succeeding as Women in Higher Education*. Quite frankly, we will accept nothing less.

By bringing together colleagues from across the campus, across the country, and across the globe, SUNY Cortland is itself becoming a “transformational space.” Never in its history—from its founding as a Normal School in 1868, to its establishment in 1948 as an original member of the new SUNY system, through the following six decades—have so many accomplished, insightful, inspiring, and outspoken women gathered at this college to challenge the explicit manifestations as well as the insidiously implicit institutionalization of the “chilly climate” in higher education.

Encompassing the varied perspectives of administrators, the professoriate, undergrad and graduate students, as well as international members of the faculty—while adding race and ethnicity into this vibrant mix, the conference will examine stages of the life of academic women: that oh-so delicate balance of work and home—giving new meaning to the concept of “homework”—all the way through active retirement and the concomitant worries of enough savings—not solely from the recent devastation of pension funds, but from the *long-term* effects of salary inequity.

Academic and advising workloads, tenure and promotion patterns, family leave policies, the “myth of

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meritocracy,” incivility and sexual harassment, and that old chestnut, “You throw like a girl!” are among the pertinent issues to be investigated. So, too, we will follow up the work of diverse task forces that were instituted within the past decade. The plenary session, featuring female university presidents and top administrators in the SUNY system, will afford insiders’ views of advancing up the university hierarchy—the strategies, the costs, as well as gendered perceptions of distinctive leadership styles and traits.

What is so striking about each of these panels, addresses, and workshops is the determination to collaborate, find creative solutions, and enact them. We will learn about articulating effective search and hiring practices so women’s advocacy comes from *within* the existing power structure. We will underscore the fundamental value of Women’s Studies programs as a catalyst for the advancement of women in higher education. We will promote gender-sensitive STEM courses—Science, Technology, Engineering, Math—as integral components of Women’s Studies—ensuring “a lab of her own.” (In fact, a STEM conference recently organized by SUNY brought together almost 200 participants from 35 campuses.) The demand for dynamic initiatives is judiciously summed up in the title of the keynote address to be delivered by Dr. Sarah Fenstermaker tomorrow morning, “Ivory Towers, Playing Fields, and Glass Ceilings: Beyond Metaphor to Best Practices.”

2009 is a remarkably auspicious year to gather here for this endeavor. In February, Dr. Nancy L. Zimpher, who will address us tomorrow afternoon, was appointed Chancellor of SUNY, the first woman to hold that esteemed office, after having served as the first female president of the University of Cincinnati and the first woman chancellor of the University of Wisconsin at Milwaukee.

In the past weeks we’ve celebrated (at long last): the first female economist to become a Nobel Laureate; two American women who received the prize in physiology and medicine (joining only eight other female honorees); and an Israeli woman awarded the Nobel in chemistry, the first since 1964.

And across the most distinguished institutions of higher learning—UCLA, Oxford, and Barnard College among them—leadership conferences dedicated to the status and prospects of women in the academy are underway. SUNY Cortland now proudly joins this illustrious group. As we wholeheartedly thank our sponsors at the college and at SUNY, we also expect to see that support transformed into committed and courageous action.

To further our mission of gender equity, I have the pleasure to introduce two esteemed visitors from SUNY. First, Carlos Medina, Cortland class of ’78, who serves as Assistant Provost in the SUNY Office of Diversity and Educational Equity. Many of you may remember Mr. Medina’s keynote address at Cortland’s Unity Dinner last February.

Our second guest, who will offer some opening remarks, is Dr. Pedro Cabán, Vice Provost for Diversity and Educational Equity at SUNY, and Professor of Latin American, Caribbean, and US Latino Studies at the University at Albany. Dr. Cabán is a well-published scholar and author of *Constructing a Colonial People: Puerto Rico and the United States, 1989–1932* (1999). Since his appointment in 2007, he has been active in “developing initiatives to increase faculty and students from underrepresented groups and implementing programs that enhance diversity and strengthen the academic mission of providing accessible and affordable education”—and here I quote from the SUNY website. I expect that the development of female leadership across the SUNY system is situated high among these significant core endeavors. Please join me in welcoming Vice Provost Cabán. □

### CONCLUDING REMARKS

OCTOBER 25, 2009

—Mechthild Nagel  
Philosophy

Over the last three days we listened to presentations that were dedicated to the theme of women’s advancement in academia. I wish to congratulate the program co-chairs Dr. Anne Burns Thomas and Dr. Kathy Lawrence for putting together an excellent program, which brought to light a diversity of

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perspectives nationwide.

Importantly, given that Cortland is a SUNY institution, we are delighted to see so many faculty and administrators of our sister institutions coming together to dedicate time to “best practices.” With Chancellor Zimpher’s participation in our conference, we should be well situated in turn to participate in her strategic plan by developing an action plan with those of you who are interested in participating in person or via teleconferences. Chancellor Zimpher emphasized that she will address the pipeline problem by creating women leadership opportunities.

I won’t do justice in trying to summarize the discussions I was privy to, but I do think there are some important conference themes to highlight. First of all, figuring out a way to balance family with paid work; we see that the timing of tenure decisions “clashes” with childbearing dreams, where women have to decide which “clock” to pursue—tenure timelines or socio-biological “ticking” clocks. AAUP notes that “[o]ne possible manifestation of these conflicts is that tenured women in academic science are twice as likely as tenured men to be single. Moreover, women academics who have children still shoulder the majority of domestic responsibilities, and those with children of pre-kindergarten age are less likely to be in a tenure-track job than their male counterparts” (F. Dominici et al, 2009, 25).

Lori Quigley talked about developing bridge identities or relationships and mentoring models for women of color who are often the “first” woman of color to be hired in a given department or program and therefore have to prove themselves despite the fact that they were hired with the proper credentials on par with other male and white faculty. A recurrent theme at this conference is that women of color have to shoulder disproportional burdens in historically white institutions and the perspectives of international women of color also make us aware of the linguistic aspects of discrimination. A common thread is also “to be in community”—to resist marginalization by joining a women’s faculty caucus, international women’s caucus, LGBTQ, Black, Latino or Asian/Pacific Islanders groups. However, Native American faculty/staff may not be afforded groups according to ethnic identity politics, and neither are faculty or staff whose politics of location lie primarily with the disability community, unless they find affinity through an institute, such as Cortland’s Institute for Disability Studies.

At this conference we also heard stories about enduring as women in leadership positions, dealing with stereotypes about women in leadership and tackling the thorny issue of leadership styles; in Prof. St. Germain’s terms: is it the agentic or the collaborative style that will win administrators and peers over and she suggests that we actually need to draw from both strategies to advocate effectively. Provost Madden from SUNY Potsdam holds that the strategy is twofold: it’s about values (empowerment, equity, social action and collaboration) and about the “importance of articulating one’s leadership style clearly.” OR, in the words of the Friday plenary speakers: “be authentic.”

For a Johns Hopkins study done in 2002, senior women faculty/administrators were asked the following “Are women faculty attracted to leadership positions as currently designed?” The question focused on workload expectation, and women find it less attractive than men due to the extensive range of duties involved and little administrative support provided. The Hopkins study notes that “[s]uccess in such positions often seems to depend on having a spouse who can shoulder domestic responsibilities”—often on a full time basis (Dominici et al., p. 26).

Where women are in leadership positions, their work tends to be de-valued (something the Irvine Study corroborates). As soon as she retires and a man, *usually*, gets hired, power and legitimacy again are vested with that office.

The Hopkins study also notes that where women have focused a lot of energy on is in building interdisciplinary centers that “address important unmet needs.” They labor to find office space, scarce internal resources and build these centers with external grants because they often have national/international reputation; yet these center directors find only tacit approval by department chair and deans, even though the university’s reputation is greatly enhanced due to an increase in research productivity (ibid). So, there we have it: women find leadership workload tedious but don’t mind spending equally endless hours

*continued*

building centers, running conferences without half the compensation of an administrative salary! This feeds into the Lipman OpEd Chancellor Zimpher cited in her talk: Lipman talks about the urgent need of changing attitudes—and women, we have to start with our own: self-confidence, or, in Veronica Henry’s words: self-love is what it’s about. Lipman says stop feeling “the need to be the passive ‘good girl.’” She continues, “in my time as an editor, many, many men have come through my door asking for a raise or demanding a promotion. Guess how many women have ever asked me for a promotion? I’ll tell you. Exactly ... zero.” Here, the book of two feminist economists Babcock and Laschever (2007) comes to mind. It’s titled *Women don’t ask: Negotiations and the Gender Divide*—a great economic self-help book for academics. And women are good at asking for money, at running centers or conferences, but not at advocating for ourselves (and Ibipo Johnston-Anumonwo mentioned this in her talk as well regarding negotiating for her salary when she accepted the job at Cortland). I do think that the SUNY Nuala Drescher pre-tenure leave award gives women an important tool for self-advocacy here, and the opportunity needs to be expanded to the post-tenure period, too, to encourage women to go up for early or timely promotion to full professor.

Women have to learn to build our own informal networks that provide significantly to longevity in the academy. One only needs to look into the faculty lounges and lunch rooms to see who is gathering regularly. Female professors seem to undervalue such meetings, and it’s no wonder if one has to juggle an already tight schedule efficiently. What is heartening is that some campuses have formed women’s faculty groups to address the important aspect of mentoring.

In light of the panel that brought international women together this morning, I want to share a recent much touted best practice that has come up in studies of Research I institutions: if a campus does the smart thing and hires international faculty, two benefits occur: they publish a lot more than US born faculty, and they will actually raise research productivity for everyone. Also we may have to fine tune our expectations of gender equity: international women in research institutions tend to do more research than teaching; teaching is associated with “feminine work.” Here then we find the women being pitted against each other, namely those who are turned into “honorary men” versus those who feel the brunt of the teaching and advising load and are resentful. What these rosy reports tend to gloss over, is the acute anxiety international faculty feel—going through the greencard process can be outright frightening if not annoying, for lost paper work, and other bureaucratic hurdles; and within a job market with an ever diminishing pool of available tenure track jobs, the fear of losing tenure also translates into losing legal immigrant status. For me personally, it’s been heartening to see many more international women on campus, especially a marked rise in education and the languages department, since I came to Cortland in 1999. One of our Center’s strength is its international membership and creating a transdisciplinary home for faculty from over a dozen disciplines.

Tania Ramalho noted that Women’s Studies may very well serve as “catalyst for the advancement of women in higher education,” and in that light it is encouraging that SUNY Potsdam developed a major in Women’s and Gender Studies and reflected on the impact on the campus gender climate since its creation. Taking our cue from our presenters, SUNY Cortland will develop a major or concentration in girls studies and we invite you back to join us next year for our “Girlhood conference,” coordinated by Caroline Kaltefleiter, Cortland’s Women’s Studies Coordinator. □

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### ***UUP Benefit: NYS-Balance***

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(user name: nys; password: balance).



## Ma-Po Tofu: From Mao Zedong to Upstate NY With Love

By Rob Compton, Vice President for Academics

Legend has it that a pockedmarked (ma) wife (po) invented this dish for her husband's restaurant. It is cheap, filling, and fragrant in the Sichuan tradition. All ingredients are available at Price Chopper.

### Ingredients

- Sauce
- 1/4 cup chicken broth
- 1 to 2 tablespoons of Sunluck hot chili garlic sauce (at Price Chopper)
- 2 tablespoons Kikkoman low sodium soy sauce (mix together in a bowl and set aside)



### Stir fry ingredients

- 1 lb regular or firm tofu cut in 1/2 inch cubes  
[pouch in simmering water (not boiling) while stir frying other ingredients]
- 1/4 lb minced pork
- 2 tablespoons canola oil
- 2 tablespoons minced fresh garlic
- 2 tablespoons minced fresh ginger
- 1/4 cup frozen peas and carrots (optional)
- 3 tablespoons thinly sliced scallions
- 1 tablespoon cornstarch dissolved in 2 tablespoons water
- 2 tablespoons sesame oil
- 1 teaspoon Chinese prickly ash pepper or Chinese peppercorn powder (optional)

~Heat canola oil and place pork into hot oil and stir fry until barely pink. Add frozen peas and carrots and continue to stir fry.

~Add ginger and garlic on medium low heat. Stir fry for an additional two minutes.

~Stir in the reserved sauce and add drained tofu and cornstarch mixture to thicken sauce.

~Gently stir and turn off heat after stirring.

~Add sesame oil and stir gently.

~Sprinkle scallions on top.

~Serve with steamed Asian rice. (Refrain from using Uncle Ben's rice.)

## SENTINEL QUIZ



**O**-State has had many outstanding Coaches, past and present. **Which Coach achieved the highest career winning percentage in Red Dragon history?** In a career that spanned four decades, this Coach had a won-lost record of over 80%. In addition to coaching, the Coach taught health education and sport sociology courses. A SUNY College at Oneonta publication featured photographs of the Coach with a 1976 team and the same squad at a 2009 reunion at Goodyear Lake. Name the Coach and the sport. The Coach remains a competitive Master athlete and connoisseur of ice cream. In 1976, the Coach was a Democratic candidate for the New York State Senate.

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

The answer to the last Sentinel quiz: "This huge manmade "patch" in the Pacific Ocean, claimed by some to cover over 500 square miles, is not visible in satellite photographs. What is it?" was the Great Pacific Garbage Patch, composed of plastic and other debris. The first correct answer was provided by Scott Dickerson.

## *UUP End-of-Semester Celebration: Dec 12, 2009*

*By Janie Forrest-Glotzer, Professional Delegate*

UUP held its traditional end of semester party at the Elks Club, and was a rousing success. Over 100 members had a great time at our gathering on the 12th of December. Loraine Tyler did her usual wonderful job of organizing this event. Great food and hearty comradeship meant a fine time for all. Special Guests included: **Fred Floss**, UUP Statewide Vice President for Academics, **Ed Quinn**, UUP Statewide Membership Development Officer, **Jim Fort**, Chapter President Cobleskill, **Arty Shertzer**, Chapter President Stony Brook and **Brian Tappen**, of Upstate Medical University and UUP Executive Board. Thank you to *Loraine Tyler* and all the other volunteers who made the evening such a pleasant event.





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