



The Sentinel

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UUP - Oneonta

March 2010

"Be the change you want to see in the world"

- Ghandi

What is to be Done? Advocating for International Faculty on the Oneonta Campus

By Rob Compton, Vice President for Academics



"[M]any academics and students felt that the "US was less hospitable than in the past."

Whenever travelling abroad, I am always struck by the hospitality, camaraderie, and insights of my colleagues at universities abroad. In fact, it the one of the most rewarding part of my journeys: to be able to learn about university life and pedagogy from a different perspective. During the Bush administration, higher education took

several steps backwards when it came to international education and international faculty in particular. For example, Adam Habib, the renowned political scientist who is currently a deputy

chancellor at the University of Johannesburg and a Research Professor at the Center for Civil Society (CSS) in the University of KwaZulu-Natal (UKZN), was apprehended and deported from the US when he arrived at JFK (2006). On his itinerary were several conferences and visits to the National Institute for Health (NIH), Center for Disease Control (CDC) and the World Bank in 2006. At the same time over the years, foreign students have become less inclined to pursue higher education in the US, preferring Australia, New Zealand, Canada, Ireland, the United Kingdom, the European Union (EU) and even South Africa. This occurred despite the fact the value of the dollar plummeted precipitously. Polls have shown that many academics and students felt that the "US was less hospitable than in the past."

Most colleges and universities state that they value the contribution of international faculty and students. Many have included references to "internationalization and globalization of the curriculum" within strategic plans. As SPARC discusses and hashes out issues of internationalization and diversity, I write this article to discuss something troubling that has been on my mind over the years. **Is the Oneonta college community serious about embracing those who bring us this internationalization and globalization?**

The reward for working with, mentoring, and promoting the success of foreign-born faculty will pay multiple dividends for this college. Despite some cultural differences, to include customs, pedagogical approaches, accents, and philosophical (to include religious) differences, the international faculty assist in preparing the College at Oneonta for the 21st professoriate and the students with working in the global economy. The success of the international faculty will determine the future placements of our students and our ability to recruit more students from abroad and students and faculty of color to our campus. Of course, I presume that many, if not most of us, aspire for Oneonta to reflect the international higher education scene. If not, you should stop reading this now.



How international faculty fare on this campus is not a test of their adaptability, but a test of our tolerance and ability to excel in the 21st century.

International Faculty Need our Support

Often, international faculty have many issues that they must contend with simultaneously. Contrary

to perception, many foreign faculty do not receive support from governments “back home.” They are frequently a few years older than their graduate school contemporaries are and have worked back home to save money to attend an American university. Since they are ineligible for US government based financial assistance, most do not have a car or computer when they graduate as they have lived by working menial jobs or relied solely on assistantships during their studies. Quite the few of the “foreign” graduate students that I know work full time, send money home, and simultaneously pursue graduate studies. Tell me about sheer determination and tenacity that get them through.

International faculty are likely to be one of the hardest working in your department. Sometimes, less familiarity with student learning styles, language barriers, cultural unfamiliarity, and greater difficulty in becoming fully socialized into the field through national disciplinary-based associations just simply require them to put in greater hours than many of us. Coupled with visa issues, especially at teaching institutions, international faculty are particularly sensitive to (Student Perception of Instruction) SPIs.

An ideal environment would create a mentoring system within the department that assists new foreign professors to acclimate themselves to the Oneonta culture. The first semester is particularly important. Poor evaluations and perceptions by colleagues can put the new hire in an untenable situation. Small institutions like ours rely heavily on perceptions by students and our colleagues. Rather than assuming that new faculty, especially foreign faculty can just go into the classroom and relate to the typical undergraduate student, greater tolerance need to be provided by colleagues and students. Often, foreign graduate students are precluded from meaningful teaching assistantship and instead given assistantships in computer labs and in research. While they are often extremely knowledgeable in their research, graduate schools coupled with the nature of their apprenticeship simply did not provide the bases for success at teaching intensive institutions such as ours.

One department on campus limits new hires to two (2) preparations a year for the first year. The teaching load varies from department to department, but there are situations where new faculty, including overseas born and/or educated ones, have eight preparations in a single year. In addition to teaching there are, of course, service, research, and even social expectations within the department. Meanwhile, the international faculty must handle the legal aspects of working lawfully in this country. I’ve asked one international professor, “why is it that foreign professors are more willing to teach extra courses, undergo extra preparations, and take on so much service?” The response was as follows: “we are guests in your country and getting institutional commitment to sponsor us for visa is difficult. Therefore, some of us feel lucky and are willing to go out of our way to make it work.” Therefore, when things go wrong, foreign faculty are more likely to blame themselves and come to believe that they are experiencing a ‘cultural deficit’ that others cannot understand. International faculty are “international” but they are part of the community here and are not “foreign or alien to us.”

SPI as a Load Gun: Erroneous Use of SPIs.

When the SPIs first debuted on this campus, it was for providing constructive comments to improve teaching. Faculty evaluations also provided input into the process. Unfortunately, over time, it appears the SPI have increasingly become the litmus test of “good teaching.” This poses unique problems for our international faculty.

The “SPI” is Student **Perception** of Instruction. Perceptions are merely perception and they may or may not reflect accurately the quality of instruction. *One of the things that I have learned over the past 9 years of teaching at Oneonta is that SPI’s are a game, somewhat similar to SATs and GREs. Some people are good at taking SATs and GREs, just like some are good at taking SPIs.* The way you speak, the way you smile, the way you look, your accent, whether you are male or female, and your idiosyncratic method of teaching, all influence the SPI numbers. Perhaps they affect SPIs more than the substance of the class. To some extent, SPI scores can be improved through an instructor’s strategy, something that many of us have come to deploy strategically after years of “teaching to the SPI.” A few obsequious colleagues have resorted to “happy student is pleased consumer, which equals high SPIs.” A few amongst us buy pizzas or cancel or nullify an exam prior to administering the SPI instrument. Clearly, SPIs have led to an increase in grade inflation and the embracement of “student as customer” mentality, both overt and subtle. Of course, all of us have come to internalize-- through socialization and sheer need to survive professionally-- the

importance of SPIs for reappointment, tenure and promotion, DSI, and to some extent a validation or refutation of our “ability to teach.”

International faculty by culture tend to be less ostentatious and less prone to engage, at least initially, in these SPIs administered in heavy doses. I once had a professor who told me “teaching is acting in the classroom.” Substance coupled with style is what maximizes SPIs. However, what happens when the style is foreign to your students? Would SPI scores decline by one standard deviation?

Too often, personnel committees rely excessively on these SPI. Sometimes, I have seen cases where the professor, who was went through a rigorous interview process, which often included teaching, suddenly received a kiss of death- the non-renewal or denial of tenure based on a couple of courses with low “over-all effectiveness ratings” despite strong peer reviews. A couple of complaints to the chair by students such as “I find that he/she doesn’t explain things well and he/she speaks with a heavy accent.” Imagine if the professor was from Jamaica and in a classroom of forty students, all white, who have NEVER had a “foreign born” teacher. For the one or two who complains, a few more will overtly declare these things in the SPIs. Many more will subtly downgrade the professor that they “cannot identify with.” In other words, the student lens and to some extent the lens of colleagues can and sometimes do become a mechanism for “heightened scrutiny” for SPI and, for the later, even personnel files.

Is it Worth It?

I recently attended a meeting where I was told, “if you don’t like it here, leave.” While that is an extreme case, a few may subtly think this, and others may not even be aware of the institutional climate that is less than supportive of difference. Sometimes, we become caught up on ourselves and want to recruit and retain those that “fit” into “our community.” We need to resist the “us” versus “them” kind of mobbing that can result in our workplace. Democracy in the workplace does not stop at majoritarianism but also must encompass consideration for minority rights, whether that is in terms of sexual orientation, gender, race and/or ethnicity, political orientation, or cultural differences. This is the Oneonta that I envision being a part. Our treatment of international faculty impinges on our ability to succeed in the future, as a college, state, and nation. It defines who we are as an institution and where we are headed. We can recoil from our national self-proclaimed embracement of globalism by focusing on superficial aspects of diversity or we can embrace our international brethren and put ourselves in the shoes of international faculty. There are some many benefits of international faculty, quite a few of them intangible. The mosaic of difference, in ideas, approaches, and personalities, make this institution a stronger one.

How international faculty fare on this campus is not a test of their adaptability, but a test of our tolerance and ability to excel in the 21st century.

Volunteers Needed for UUP and CSEA at Saturday’s Bread — Saturday, May 8, 2010

By Bill Simons, Chapter President

On Saturday, May 8, 2010, UUP Oneonta will join our friends from CSEA to staff ***Saturday’s Bread***, a community kitchen that dispenses hot meals and good cheer. Linda Drake will, as previously, co-ordinate our chapter’s participation in this worthwhile community service. Although ***Saturday’s Bread*** is housed at the First United Methodist Church, 66 Chestnut Street, Oneonta, the program is a non-denominational and humanitarian service open to all. To be part of the volunteer group at ***Saturday’s Bread*** on May 8th, you must be willing to work from 9 AM to 2 PM. As we need an exact list of the names and numbers of participants, please e-mail (drakelm@oneonta.edu) Linda Drake to volunteer. When you contact Linda, please provide her with your full name, e-mail, and telephone number.

Kudos to Linda, the College at Oneonta’s Executive Director of the Center for Social Responsibility and UUP’s Director of Community Service, for continuing to facilitate the involvement of volunteers in a variety of benevolent enterprises. UUP Oneonta has participated in post-Katrina reconstruction in the Gulf, flood relief in our region, collection drives, Habitat for Humanity, and other volunteerism under Linda’s leadership. UUP is proud to collaborate with our brothers and sisters in CSEA in this current ***Saturday’s Bread*** endeavor. Service is central to our mission.

Flexible Tuition Poses Serious Threat to SUNY Accessibility

By Bill Simons, Chapter Presidents

[Editor's Note: Part of this article originally appeared in *The Daily Star* (Oneonta) as a letter by Bill Simons]



Rob Compton, Bill Simons, and Dean Reinhart
Rallying for SUNY at State Capital in Albany



Dr. Ho Hon Leung discusses globalism
anthology at UUP Delegate Assembly

Oneonta is a College town. SUNY College at Oneonta drives the education and economy in this region. A weakened SUNY Oneonta would seriously compromise the future of our community. The same holds true for SUNY institutions and their environs throughout New York State. United University Professions believes that the Executive Budget proposed by Governor David A. Paterson on Tuesday, January 19, 2010, poses the most serious threat to the mission of SUNY since its inception in 1948.



Governor Paterson advocates giving each SUNY campus the power to set its own tuition. Through the years, SUNY has found champions amongst all New York governors, Republican and Democratic alike. As SUNY expanded, it gained a national reputation for excellence and accessibility. That accessibility is central to the mission of a public university in a democracy.

Governor Paterson's proposal would encourage tuition increases that would deprive the daughters and sons of many New York families of the opportunity to obtain a college education. New York's working families deserve better, and New York's economic revitalization needs a workforce educated for the challenges of the twenty-first century. Make no mistake: tuition escalation sets the stage for dramatic cuts in state support for SUNY.

The Governor further proposes that SUNY institutions raise revenue by leasing their property without adequate safeguards to ensure oversight and accountability. This is wrong. Ultimately our State University belongs to the citizens of New York, and important decisions about it need to take into account the voice of the people and their elected representatives. We need to retain strong Legislative oversight of SUNY.

To diminish SUNY is to diminish the family of New York. Let members of the State

Legislature know that we want SUNY to continue to provide a quality, affordable education.

UUP's has serious reservations about New York State Governor David Paterson's proposed *Public Higher Education Empowerment and Innovation Act*. UUP will continue its Outreach on behalf of SUNY until these matters are resolved. The outcome is far from assured, and the stakes are very high. When UUP asks you to support SUNY by letter, fax, email, and in-person advocacy, respond as though your job depends on it because it just might before this is over. Go to the Home Page of the State UUP site at <http://www.uupinfo.org/> periodically to remain current and check how you can advocate for SUNY.

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This issue of *The Sentinel* features the seventh installment of Alex Thomas' remarkable and continuing series on our potential at SUNY College at Oneonta to become a great regional university. *The Sentinel* proudly headlines Alex's insightful essays during this period of transition because crisis demands innovation, fresh perspective, and critical dialogue. Crisis creates challenge — and opportunity. As Alex explains,

As a public university that defines its region as stretching from the Mohawk to the Delaware, the option of simply writing off our neighbors and focusing on the Hudson Valley and wider metropolitan area should not be an option. A regional university has a mission to serve the public and seek to redress the ills affecting our neighbors. But this does not mean simply job retraining and inventing the next widget – it means attempting to diagnose the situation and to truly understand the processes at work. It also means recording the fading cultural traits of the region before our little towns turn into McVillages. It means examining how the social and economic systems of the region that includes the Utica metropolitan area and its surrounding hinterlands in Otsego and Chenango Counties blend into the encroaching New York sphere of influence in the rural sections of Ulster and Delaware Counties, and how we in Oneonta fit in that larger picture. In other words, it means acting as a university and not just a job training center. And if we succeed in such a lofty goal, the lessons we learn can be applied by other regional universities across New York and the nation and the world.

Consider both the serious challenges posed by the proposed *Public Higher Education Empowerment and Innovation Act* and Alex's vision to create a better future. The two messages are not contradictory. Indeed, the former necessitates the latter.



UUP Officers Jeri Anne Jerminario and Janet Frankl deliberate at Albany meeting

The Demographics of Reality: Toward Our Regional University

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

Picture the moniker: Oneonta State University – the University of the Catskills. “In the middle of Everywhere.” They are both valid claims and good marketing, the first highlighting a renewed Oneonta University with a commitment to the finest ideals of a public university: student engagement, community involvement, and a powerful commitment to the liberal arts tradition. In these days of colleges selling their souls (and faculty) for the most trendy programs, a commitment to the simple integrity of a public university could be a refreshing selling point. Our college, in the middle of everywhere, also faces some demographic trends in our surrounding region of which we should take note.



- 1) A more diverse state. Like the United States as a whole, New York is becoming more diverse in terms of race and ethnicity. New York City continues to attract the tired masses of many nations, and many of these immigrants are non-white. In the suburbs of New York, burgeoning as far north as Ulster County, there are many townships that were over 90 percent white in 1970 that are well below that percentage today. In other words, it is not just New York City that is becoming less “white,” but the suburbs as well. And in the metropolitan areas that ring Oneonta – Albany, Utica, Syracuse, and Binghamton – the percent of the population that is white is also declining. In other words, our students in the future are less likely to be white, so when they hear the expression “white bread little town,” they better think South Park, not Oneonta!

If the college is to attract a more diverse student body and faculty, we need to take a good, critical look at 1) ourselves, and 2) our community. Attracting a diverse student body and faculty will require that Oneonta University have an academic product – our education – that truly merits the best of

continued

the best. Most students want to go to a top-notch university and, once there, feel that the reputation is earned. To accomplish this, Oneonta needs to take the high road as a quality public university with something unique to offer. But the college must also be a positive force in the community, helping to create the type of mountain arts community that will attract a wide variety of applicants both for college and for life.

- 2) The suburbs are coming! Well, not to Oneonta for several decades, but they are working their way north along the Thruway and Route 17. Ulster County is now classified as part of the New York Census Statistical Area (what was formerly called a Consolidated Metropolitan Statistical Area for those of us who are too geekish not to care). Sullivan County has grown by 25 percent since the 1980s as well, and early in the next decade may be reclassified as “metropolitan” as well. (In contrast, Otsego County has only added a few thousand residents in that time period, about half of whom are SUNY Oneonta students).

At one time, students flocked to that SUNY college that was two hours from the city in a funky little town: New Paltz. New Paltz is still kinda funky, but it is also increasingly metropolitan. Located in the fastest growing region of New York State, that college (rated higher than us in Money Magazine, by the way) can increasingly turn to the suburban areas surrounding Kingston, Poughkeepsie, and Newburgh as a source of students who don’t want to leave home. In contradistinction to every other region of New York, the student population is increasing there and the future is bright. But where is the SUNY college two hours from the city in that funky little town now? Increasingly it is Oneonta, at least for the burgeoning suburban populations in Orange, Dutchess, and Ulster Counties. Playing up that image and aiding our community in being that town can help both the city and both colleges, and it can help Oneonta reach “the next level.”

- 3) The manufacturing metropolitan areas, including the ring surrounding Oneonta that includes Albany, Utica, Syracuse, and Binghamton, are, um, they need some help. A few decades ago Utica seemed to simply bleed people, but the population decline seems to have stabilized now. Syracuse had a similar problem during the 1990s, and Binghamton is taking a major hit this decade. The Capital District is the bright spot with an anemic growth rate of less than a five percent increase over ten years; upstate, not losing population is the closest thing to a good sign. There are two ways to address this issue: 1) direct our attention downstate where things are okay, or 2) attempt to fix the problem.

As a public university that defines its region as stretching from the Mohawk to the Delaware, the option of simply writing off our neighbors and focusing on the Hudson Valley and wider metropolitan area should not be an option. A regional university has a mission to serve the public and seek to redress the ills affecting our neighbors. But this does not mean simply job retraining and inventing the next widget – it means attempting to diagnose the situation and to truly understand the processes at work. It also means recording the fading cultural traits of the region before our little towns turn into McVillages. It means examining how the social and economic systems of the region that includes the Utica metropolitan area and its surrounding hinterlands in Otsego and Chenango Counties blend into the encroaching New York sphere of influence in the rural sections of Ulster and Delaware Counties, and how we in Oneonta fit in that larger picture. In other words, it means acting as a university and not just a job training center. And if we succeed in such a lofty goal, the lessons we learn can be applied by other regional universities across New York and the nation and the world.

In the future, the College at Oneonta must meet the challenges of a state where manufacturing has declined yet immigration continues to create a dynamic and diverse society. An Oneonta University must strive to be a diverse college community from the administration, through the faculty and staff, and to its student population. Failure to do so will result in a college that not only does not reflect the state at large, but fails to attract a large number of students. Part of this strategy involves the college embracing its role as the “funky school a few hours from the city,” and helping the community to play that role as well; it is a good model for future economic development and tourism. But the college also needs to fulfill its responsibility to its own community and wider region by attempting to address regional issues. In each case, it is in the best interest of the college. Personally, I am not particularly swayed by that argument, but by another: in each case, it is simply the right thing to do.

UUP Diversity Panel Discussion, March 24, 2010

UUP invites all members of the College and Community to the second Diversity Panel Discussion on March 24, 2010 at Le Cafe in Morris Hall Room, between 12 noon and 1pm.

The purpose of this panel discussion is to understand the experiences of International faculty members at SUNY College at Oneonta. This panel takes on a worldwide perspective. We are very excited to announce our panelists. They are: 1) Dr. Damayanthie Eluwawalage, Assistant Professor, Department of Human Ecology. Dr. Eluwawalage is from Australia. She received her B.A. (Design) and B.A. (Design) Honours from Curtin University of Technology, Western Australia and Ph.D. in Interdisciplinary: Design and History from Edith Cowan University, Western Australia, Australia. She joined the College at Oneonta in 2008; 2) Dr. Moussa Traore, Assistant Professor, Department of Human Ecology. Dr. Traore is from Mali. He received his M.S. in Textile Science, M.B.A. in Management Information System, and Ph.D. in Integrated Textile and Apparel Science from Auburn University. Dr. Traore has also earned a second Ph.D. in Chemistry from Wichita State University. He joined the College at Oneonta in 2007; 3) Dr. Miguel Leon, Assistant Professor, History Department. Dr. Leon is from Peru. He received his B.A. in History from San Marcos University, Peru; M.A. in History, and Ph.D. in Colonial Latin America, Church History, Social History, Ethnohistory from Columbia University. Dr. Leon joined the College at Oneonta in 2006. Dr. Leon represents Oneonta on the State UUP Latino Concerns Committee.

The moderator of the panel discussion is Dr. Nithya Iyer, Assistant Professor, Educational Psychology and Counseling. Dr. Iyer is from India. She received her B.Sc. in Physics, Chemistry, and Math from Mount Carmel College, Bangalore University, India and B.Ed. (Teaching Certification) from Annamalia University, India. She received her M.Ed. in Community Counseling and Ed.D. in Educational Foundations from University of Cincinnati.

The panel is sponsored by UUP and all College employees, students,
and the general community are welcome to attend.

Complimentary box lunch will be served. Vegetarian options are also available.

Food for Thought / UUP Chapter Meeting: Tuesday, March 30th at Noon, Le Cafe, Morris

The next *Food for Thought* luncheon/ UUP Chapter meeting will be held in Le Café, Morris, on Tuesday, March 30th at Noon, and will feature a discussion of the state and chapter budget. UUP officers will examine the implications of New York State Governor David Paterson's proposed *Public Higher Education Empowerment and Innovation Act* for SUNY, the College at Oneonta, and you.

In addition, Dr. Michael McAvoy, UUP Oneonta Treasurer, will present the proposed chapter budget for the next fiscal year. Following discussion of the proposed budget, the chapter will vote on it.

Although chapter meetings have important content, they are also occasions for respite from the workweek and relaxed collegiality. Renew old ties and forge new ones by joining your colleagues in a convivial gathering and expression of solidarity at chapter meetings. Your union looks forward to greeting you. For additional information about upcoming chapter meetings, please contact UUP Oneonta President **Bill Simons** (x3498, SimonsWM@Oneonta.Edu); VP for Academics Rob Compton (x3048, ComptoRW@Oneonta.Edu); VP for Professionals **Norm Payne** (x2021, PayneNE@Oneonta.Edu); Treasurer Mike McAvoy (x3533, McAvoy@Oneonta.Edu); Acting Secretary Nancy Cannon (x2160, CannonNS@Oneonta.Edu); Membership Director Hanfu Mi (x3000, Mih@Oneonta.Edu); Part-Time Concerns Officer Caridad Souza (x3452, Souzawc@Oneonta.Edu); or Co-Chair Political Outreach **Gina Keel** (x3505, KeelGL@Oneonta.Edu).

UUP Labor Film Series

At Hunt Union Red Dragon Theater



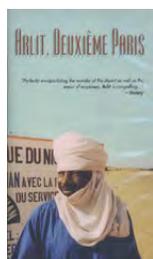
Promoting Solidarity, Justice, and Environmental Responsibility Through Educational Film Screenings and Discussions

Spring Semester 2010 Program

Arlit, deuxième Paris

Arlit, the second Paris **Wednesday, April 21, 6:15 - 7:45 PM**

Arlit is a uranium mining town in the Sahara desert of Niger developed by European corporations that extracted profits to fuel nuclear power and left behind radiation sickness, contamination, and unemployment. Arlit



flourished during early 70s when its mines employed 25,000 workers from across Africa in high paying jobs. Now, it's little more than a ghost town and place of transit. In French, Bariba, Hausa and Tamashek with English subtitles. See this film with an environmental justice theme just before Earth Day. (2005) These films run approximately 2 hrs, and will be followed by an audience discussion. For more information, please contact Professor Gina L. Keel, Film Series Director, at keelgl@oneonta.edu

UUP Meeting with SPARC Representatives: Monday, February 15, 2010

SPARC Chair Larry Guzy and SPARC Coordinator Nancy Wolters graciously met with a UUP delegation on Monday, February 15, 2010, in the President's Conference Room, at 2 PM. UUP representatives included Bill Simons, Rob Compton, Caridad Souza, Gina Keel, Nancy Cannon, Fred Miller, and Kyle Britton. UUP appreciates the time and effort that Dr. Guzy and Associate Provost Wolters as well as Committee and Task Force Members have invested in SPARC. Topics discussed at the February 15th meeting included issues related to technology, part-time concerns, diversity, retirees, the proposed Public Higher Education Empowerment and Innovation Act, the Chancellor's SUNY Strategic Plan initiative, regional phenomena, possible SPARC meetings with formal groups, opportunities for comments submitted by members of the College community, and College distinctiveness. Related to distinctiveness and receptivity to comments submitted by members of the College community, UUP subsequent to the February 15th meeting forwarded to members of the SPARC Institutional Distinctiveness Task Force the eight articles by Alex Thomas that have thus far appeared in *The Sentinel* concerning College distinctiveness. UUP noted that due to the theoretical possibility of future contractual or representational implications it has declined a formal role in SPARC deliberations and outcomes, but the union supports the concept of strategic planning and encourages its members as individuals, separate from their UUP roles, to participate. UUP appreciated the invitation to a future meeting with SPARC representatives. UUP thanked Dr. Guzy and Associate Provost Wolters for an informative and significant exchange.

**State University of New York Effective July 1, 2009,
UUP 1% Discretionary Roster - Oneonta**

I certify that the salary adjustments authorized by this roster are consistent with the SUNY Board of Trustees Policies regarding the distribution of discretionary funds. The total amount does not exceed of June 30, 2009 salaries and has been spent in its entirety. All employees receiving are entitled to a salary increase pursuant to subdivision 20.3 of the 2007-2011 Agreement between United University Professionals and the State of New York.

President _____

Date _____

Amount Authorized: \$299,200.00

LAST	FIRST	TITLE	AMOUNT
Ackerman	Donald	Director	\$1,000
Ackley	Megan	Staff Assistant	\$750
Allen	Tracy	Asso Prof 10	\$1,500
Allison	Donald	Asst Prof 10	\$1,000
Anderson	Allen	Instrucl Supprt Spec	\$500
Anderson	Sven	Asst Prof 10	\$700
Andreic	Aleksandra	Senr Staff Assnt	\$750
Andrusyszyn	Peter	Sr Prog/Anal	\$1,522
Angell	Katherine	Asso Prof 10	\$1,100
Angiel	Randal	Adjunct Lecturer	\$100
Arakaki	Jon	Asst Prof 10	\$700
Arango	Gustavo	Asst Prof 10	\$750
Artale	Maureen	College Registrar	\$1,000
Attanasio	Jill	Staff Assistant	\$1,500
Bagby	John	Asso Prof 10	\$800
Bagby	Jennifer	Staff Assistant	\$1,000
Baker	Beverly	Assnt Dir Comptng Sv	\$1,745
Balcom	Brenda	Financial Aid Asst	\$750
Banks	Dennis	Professor 10 Months	\$1,100
Bao	Liang	Counselor	\$750
Barnes	Christine	Instrel Support Tech	\$500
Barnhart	Joann	Senr Staff Assnt	\$500
Barton	Scott	Fac Prg Crd	\$1,000
Bassette	Lynda	Dir Eop	\$750
Baxter	Julia	Senr Staff Assnt	\$800
Beal	Thomas	Asst Prof 10	\$500
Beardslee	Serenity	Financial Aid Advisor	\$750
Beitzel	Brian	Asst Prof 10	\$1,450
Benjamin	Kay	Associate Librarian	\$1,500
Bennett	Jacqueline	Asst Prof 10	\$1,250

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Bensen.....	Mary.....	Librarian	\$1,000
Bercovitz.....	James	Adjunct Lecturer.....	\$100
Bernardin.....	Susan.....	Asso Prof 10	\$2,000
Betsinger Callender.....	Tracy	Asst Prof 10	\$1,250
Biazon	Ramon.....	Sr Prog/Anal	\$825
Bidwell.....	Lesley.....	Sr Prog/Anal	\$750
Bidwell.....	Philip.....	Staff Associate	\$1,200
Biltucci.....	Anthony	Programmer-Analyst.....	\$1,000
Bischoff.....	Paul	Professor 10 Months.....	\$1,100
Bishop	Ronald.....	Lect 10	\$500
Black	Suzanne.....	Asst Prof 10	\$1,000
Black	Kathleen.....	Asso Prof 10	\$1,450
Blechman	Jerome.....	Professor 10 Months.....	\$1,000
Bonderoff	Mary.....	Staff Associate	\$300
Bookhout.....	Dawn.....	Sr Prog/Anal	\$525
Bouman.....	Nathaniel.....	Asst Prof 10	\$700
Boyles-Carpenter	Dayna.....	Staff Assistant	\$600
Bridgers.....	Leah	Asst Prof 10	\$1,250
Brockert.....	Elizabeth	Staff Assistant	\$700
Brown.....	Robert	Sr Prog/Anal	\$800
Brown.....	Karen	Dir Adms.....	\$1,000
Bueche.....	Jennifer	Asso Prof 10	\$1,550
Bugyi.....	John.....	Programmer-Analyst.....	\$750
Byrne.....	Ian	Head Coach.....	\$750
Cable	Kristy	Dir Career Plan	\$750
Callahan	Nancy.....	Professor 10 Months.....	\$700
Cannon	Nancy.....	Associate Librarian.....	\$1,000
Capristo.....	Dale.....	Asso Dean Stdnt	\$500
Cashman.....	Maureen.....	Staff Associate	\$1,000
Castendyk.....	Devin	Asst Prof 10	\$1,500
Chase.....	Donna.....	Senr Staff Assnt	\$539
Chatman	Lisa	Rsdnc Hall Dir	\$500
Chiweshe.....	Annacleta.....	Asso Prof 10	\$700
Choi.....	Yun-Jung.....	Asst Prof 10	\$1,450
Christie.....	Charlene.....	Asst Prof 10	\$1,450
Chryst.....	Carolyn	Asst Prof 10	\$700
Clark.....	Shirley.....	Supvg Prgmr Anlst.....	\$1,388
Clemons	Susan.....	Staff Associate	\$500

continued

Coe	Lawrence	Senr Staff Assnt	\$300
Comerford-Roman	Doreen	Asst Prof 10	\$1,450
Compton	Robert	Asso Prof 10	\$750
Coulson	Joel	Lead Prgmr Anlst	\$500
Crousepowers	Amy	Staff Associate	\$750
Cui	Jian	Asst Prof 10	\$1,450
Curch	Lisa	Asso Prof 10	\$1,450
Dauria	Arthur	Professor 10 Months	\$1,200
Davis	Geoffrey	Adjunct Lecturer	\$100
Davis	Mary	Lead Prgmr Anlst	\$602
Day	Janet	Asst Prof 10	\$1,100
Dean	Carol	Asst Prof 10	\$1,450
Delancy	Hilgrove	Staff Associate	\$593
Demeo	Thomas	Staff Assistant	\$500
Dennis	Jeffery	Asst Prof 10	\$1,450
Dixon	Benjamin	Asso Prof 10	\$750
Dorn	Mary	Academic Tutor	\$250
Doughty	Amie	Asst Prof 10	\$1,500
Dowdell	Mary	Asst Prof 10	\$700
Drake	Linda	Senr Staff Assnt	\$777
Ebert	James	Dstg Svc Prof 10m	\$1,700
Edwards	Christine	Staff Associate	\$1,000
Eichler	Graig	Admissions Advisor	\$750
Ellis	Todd	Asst Prof 10	\$1,900
Eluwawalage	Damayanthie	Asst Prof 10	\$700
English	Mark	Instrcl Support Tech	\$1,000
Errico	James	Rsdnc Hall Dir	\$750
Exley	Carol	Adjunct Lecturer	\$100
Fages	Guiomar	Asst Prof 10	\$500
Falbush	Arthur	Lect 10	\$1,584
Falk	Cynthia	Asso Prof 10	\$1,250
Fallon	Melissa	Senr Counselor	\$1,000
Farmer	Michael	Assnt Dir College Hsg	\$750
Farro Lynd	Deborah	Asst Prof 10	\$1,000
Ferrara	Mark	Asst Prof 10	\$1,000
Flinton	Michael	Asst Prof 10	\$750
Flinton	Pamela	Sr Asst Libr	\$750
Flynn	Lisa	Asso Prof 10	\$1,450

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Forrest-Glotzer	Janie	Instrucl Supprt Assoc	\$502
Fortin	Jeffrey	Asst Prof 10	\$1,000
Frankl	Janet	Senr Staff Assnt	\$1,000
French	Paul	Asso Prof 10	\$1,000
Frye	Joshua	Asst Prof 10	\$1,450
Fulkerson	Gregory	Asst Prof 10	\$1,450
Gallagher	Kelly	Asst Prof 10	\$500
Gallagher	Hugh	Asso Prof 10	\$1,250
Geasey	David	Senr Staff Assoc	\$1,000
Gerberg	Andrea	Associate Librarian	\$1,000
Gilbert	Steven	Professor 10 Months	\$1,100
Gilmore	Ronald	Sr Prog/Anal	\$500
Gonyea	Nathan	Asst Prof 10	\$1,450
Goodhue	Clyde	Dir Fin Aid	\$750
Graig-Tiso	Joseph	Staff Associate	\$500
Grau	Monica	Senr Staff Assoc	\$750
Grau	Frederic	Supvg Prgmr Anlst	\$1,822
Green	Michael	Professor 10 Months	\$500
Griswold	Kim	Academic Tutor	\$250
Guzy	Lawrence	Dstg Tchg Prof 10	\$1,000
Hadsell	Lester	Asst Prof 10	\$700
Haley	Brian	Asso Prof 10	\$1,500
Hamlin	Dawn	Asst Prof 10	\$1,450
Han	Sallie	Asst Prof 10	\$1,250
Hansen	Richard	Financial Aid Asst	\$750
Harcleroad	William	Dir Stdnt Actv	\$750
Harrington	Rebecca	Senr Staff Assnt	\$750
Hasbargen	Leslie	Asst Prof 10	\$1,500
Hassard	Geoffrey	Senr Staff Assnt	\$1,000
Havenstein	Kenneth	Adjunct Lecturer	\$100
Hayes	Timothy	Staff Associate	\$500
Heilveil	Jeffrey	Asst Prof 10	\$1,500
Helser	Terry	Professor 10 Months	\$500
Heyduk	Heather	Sr Asst Libr	\$500
Hoey	Rebecca	Staff Assistant	\$1,269
Hoffmann	Dennis	Staff Associate	\$800
Hotaling	Heather	Senr Staff Assnt	\$500
Hovis	George	Asst Prof 10	\$2,000

continued

Hu.....	Shihming.....	Asst Prof 10	\$1,450
Hughes	Mona.....	Instrucl Supprt Assnt	\$750
Huntington	Elizabeth	Academic Tutor	\$250
Iyer	Nithya	Asst Prof 10	\$700
Jensen.....	Paul	Professor 10 Months.....	\$1,450
Jerminario	Jerianne	Sr Prog/Anal	\$755
Johnson	Kenneth.....	Asso Prof 10	\$750
Kahl.....	Andrew	Asst Prof 10	\$1,450
Keegan	Christopher	Asst Prof 10	\$750
Keel.....	Gina	Asst Prof 10	\$1,500
Keller.....	Kurt.....	Sr Prog/Anal	\$857
Kiakis	Amanda.....	Staff Associate	\$750
Kim	Jae	Asst Prof 10	\$700
Kinsella	Michael	Staff Associate	\$593
Klink	Cynthia.....	Adjunct Lecturer.....	\$100
Knudsen	Toke	Asst Prof 10	\$1,250
Koch.....	Michael	Asst Prof 10	\$500
Koeddermann.....	Achim	Asso Prof 10	\$1,000
Kot.....	Stephanie	Sr Prog/Anal	\$1,170
Krueger	Elise	Rsdnc Hall Dir.....	\$750
Labroo	Sunil.....	Asso Prof 10	\$1,200
Landry	Deborah	Lead Prgmr Anlst.....	\$700
Lascell.....	Ian	Instrcl Support Tech.....	\$750
Lassonde	Cynthia.....	Asso Prof 10	\$1,450
Lawrence.....	Elaine.....	Asst Prof 10	\$1,450
Lee.....	Danielle.....	Athletic Trainer.....	\$500
Lee.....	Richard.....	Asso Prof 10	\$1,500
Lehenbauer.....	Nancy.....	Senr Staff Assnt	\$500
Lentner	J.....	Financial Aid Advisor.....	\$750
Leon	Miguel.....	Asst Prof 10	\$1,000
Levins.....	Craig	Staff Associate	\$500
Levins.....	Lorin	Instrucl Supprt Assoc.....	\$600
Li.....	Guangping	Programmer-Analyst.....	\$500
Li.....	Daqi	Asso Prof 10	\$700
Licata.....	Julie.....	Asst Prof 10	\$1,590
Lincoln	David	Staff Associate	\$1,000
Lind.....	Erik	Asst Prof 10	\$1,000
Lokshina.....	Izabella.....	Asso Prof 10	\$1,100

continued

Lopiccolo	Matthew	Head Coach	\$750
Luetzger	Michele	Dir Residentl Life	\$1,250
Lynch	Rebecca	Asst Dir Adm	\$1,000
Macaluso	Patrice	Asso Prof 10	\$1,400
Mack	Mary	Sr Prog/Anal	\$600
Madelone	Laura	Staff Associate	\$1,750
Mahanta	Kamala	Asso Prof 10	\$1,000
Mahar	Jennifer	Rsdnc Hall Dir	\$500
Mancuso	Mary	Staff Associate	\$500
Mandzik	Carol	Dir Intl Educ	\$2,000
Maniscalco	Steven	Supvg Prgmr Anlst	\$1,700
Mann	Nigel	Asst Prof 10	\$1,500
Maples	Charles	Academic Tutor	\$900
Marshall	Joan	Asso Prof 10	\$700
Martin	Andrew	Sr Prog/Anal	\$800
Maskin	Deborah	Academic Tutor	\$200
Matteson	Damon	Instrucl Supprt Assoc	\$750
Mattingly	Mary	Senr Staff Assnt	\$800
May	William	Head Coach	\$750
Mc Avoy	Michael	Asst Prof 10	\$700
McCaslin-Doyle	Marjean	Instrucl Supprt Assnt	\$800
McClafferty	Eileen	Dir Acadmc Advismnt	\$1,250
McClenon	Braden	Sr Prog/Anal	\$750
McFarland	Anne	Librarian	\$1,000
McGrail	Elizabeth	Head Coach	\$750
Medici	Vincent	Head Coach	\$500
Meeker	Kathleen	Staff Associate	\$785
Miller	Karen	Adjunct Lecturer	\$100
Miller	Jane	Lect 10	\$700
Mitchell	George	Adjunct Lecturer	\$100
Mitteager	Wendy	Asst Prof 10	\$1,000
Mohammad	Fida	Asso Prof 10	\$1,100
Montoya	Maria	Lect 10	\$500
Morccone	Laura	Admissions Advisor	\$500
Morgan-Zayachek	Eileen	Asso Prof 10	\$1,000
Mott	Shawna	Rsdnc Hall Dir	\$500
Munson	Karen	Staff Assistant	\$500
Munteanu	Marius	Asso Prof 10	\$500

continued

Munteanu	Laura	Asst Prof 10	\$500
Murphy	Joanne	Academic Tutor	\$432
Murphy	Jaysen	Counselor	\$1,000
Murray	Miriam	Staff Assistant	\$500
Nahson	Daniel	Asst Prof 10	\$750
Newton	Timothy	Asst Prof 10	\$1,550
Nisler	Christopher	Rsdnc Hall Dir	\$500
Nowak	Rhea	Asst Prof 10	\$1,450
Nussbaum	Robin	Senr Staff Assnt	\$500
Oberkircher	Oscar	Lect 10	\$1,450
Odea	William	Professor 10 Months	\$1,100
Odonnell	Ricky	Senr Staff Assoc	\$750
Omara	Kathleen	Professor 10 Months	\$1,000
O'Shea	William	Asst Prof 10	\$1,450
Ost	Debra	Staff Assistant	\$500
Ozer	Mine	Asst Prof 10	\$1,450
Palmatier	Joshua	Asst Prof 10	\$500
Paugh	Barbara	Instrel Support Tech	\$600
Payne	Norman	Staff Associate	\$700
Pearsall	Michele	Senr Academic Advisor	\$750
Pierce	Diane	Senr Staff Assoc	\$1,250
Pledger	Barbara	Assnt Dir Fincl Aid	\$750
Polge	Jackie	Staff Associate	\$500
Porter-O'Donnell	Rebecca	Senr Staff Assnt	\$700
Proulx	William	Asso Prof 10	\$700
Pullyblank	Thomas	Adjunct Lecturer	\$100
Raddatz	Catherine	Staff Assistant	\$550
Ragozzine	Charles	Asso Prof 10	\$1,000
Ranieri	Tracey	Director Of Athletics	\$1,250
Relethford	John	Dstg Tchg Prof 10	\$2,000
Reyda	Florian	Asst Prof 10	\$1,500
Reynolds	Erin	Asst Prof 10	\$700
Rice	Mark	Dir Cnslg	\$1,000
Richards	Rita	Academic Tutor	\$400
Ring	David	Asso Prof 10	\$700
Ritter	Duane	Head Coach	\$500
Roberts	Richard	Staff Associate	\$700
Rodriguez	Venessa	Senr Counselor	\$500

continued

Rogers	Ibram	Asst Prof 10	\$750
Roman	Robert	Asst Prof 10	\$700
Romero	Walter	Lead Prgmr Anlst	\$750
Roseboom	Julianne	Staff Associate	\$1,000
Russo	Theresa	Asso Prof 10	\$1,450
Ryder	James	Asso Prof 10	\$500
Sadow	Jonathan	Asst Prof 10	\$500
Sakoulas	Thomas	Asso Prof 10	\$1,450
Schaumloffel	John	Asso Prof 10	\$1,250
Scherer	Sean	Adjunct Lecturer	\$100
Schlimmer	Erik	Adjunct Lecturer	\$100
Schneider	Mark	Adjunct Lecturer	\$100
Segar	Scott	Instrucl Supprt Spec	\$800
Serafin	Richard	Senr Staff Assoc	\$500
Serbay	Sheila	Adjunct Lecturer	\$100
Shannon	Thomas	Senr Staff Assnt	\$800
Sharpe	Yolanda	Professor 10 Months	\$1,400
Shrader	Douglas	Dstg Tchg Prof 10	\$1,100
Siegrist	Raymond	Asst Prof 10	\$700
Simons	William	Professor 10 Months	\$500
Siregar	Dona	Asst Prof 10	\$1,450
Small	Elizabeth	Asst Prof 10	\$1,250
Smith	Jennifer	Lead Prgmr Anlst	\$750
Smith	Susan	Supvg Prgmr Anlst	\$963
Sorin	Gretchen	Dstg Svc Prof 10m	\$2,000
Sosa	Albert	Asso Prof 10	\$1,000
Souza Watkins	Caridad	Adjunct Lecturer	\$100
Sperano	Deborah	Assnt College Regstr	\$750
Spitzhoff	Katherine	Lect 10	\$700
Spranger	Kristin	Instrucl Supprt Assnt	\$853
Straut	Denise	Staff Associate	\$500
Sullivan	Deborah	Senr Staff Assnt	\$800
Sullivan	Michael	Senr Staff Assnt	\$1,250
Swan	Ryan	Programmer-Analyst	\$750
Szczesh	Rita	Senr Staff Assnt	\$1,000
Thibault	Michelle	Staff Associate	\$900
Thibault	Robert	Dir Student Act Union	\$1,000
Thomas	Terri	Staff Assistant	\$500

continued

Thomas.....	Colby	Lect 10	\$700
Thomas.....	Alexander.....	Asso Prof 10	\$1,000
Thomas-Smith.....	Trudy.....	Dstg Tchg Prof 10.....	\$500
Thompson	Daphne.....	Head Coach.....	\$500
Tiapo	Napoleon.....	Senr Staff Assnt	\$300
Tiapo	Bernadette	Staff Associate	\$750
Tirado	Elizabeth	Senr Staff Assnt	\$724
Tonner	Danielle.....	Counselor.....	\$750
Torosyan.....	Gayane	Asst Prof 10	\$700
Tozer	Terry.....	Sr Prog/Anal	\$751
Tredennick	Bianca	Asst Prof 10	\$500
Trippeer.....	Donald	Asst Prof 10	\$1,450
Trost	Nathan.....	Sr Prog/Anal	\$1,563
Tsan-Irving.....	Loli.....	Asst Prof 10	\$750
Tyler	June.....	Adjunct Lecturer.....	\$100
Underwood.....	Curtis	Lead Prgmr Anlst.....	\$1,000
Valinoti.....	Anna.....	Admissions Advisor.....	\$750
Vanslyke-Briggs.....	Kjersti	Asst Prof 10	\$1,450
Verdon.....	Theron.....	Asst Prof 10	\$1,450
Vogler.....	Donna.....	Asso Prof 10	\$1,500
Wagner	Elizabeth	Head Coach.....	\$500
Wagner	Kerry	Counselor.....	\$750
Walker	William	Asst Prof 10	\$1,700
Walker	Renee	Asso Prof 10	\$1,983
Wang	Jenting.....	Asso Prof 10	\$750
Web	Raphael	Programmer-Analyst.....	\$1,000
Weigl.....	Theresa.....	Senr Staff Assnt	\$1,000
Weir.....	William	Supvg Prgmr Anlst.....	\$932
Welch	Timothy.....	Lect 10	\$700
Wickham.....	Gary	Staff Assistant	\$900
Wilkerson	William	Asso Prof 10	\$1,500
Wood.....	Jeremiah.....	Lead Prgmr Anlst.....	\$800
Wright	Korisa.....	Sr Prog/Anal	\$720
Xu.....	Huimin.....	Asst Prof 10	\$700
Yorks	Maureen.....	Staff Assistant	\$500
Young.....	Charles	Director.....	\$1,236
Zhang	Sen	Asst Prof 10	\$1,000
Zhong.....	Hua.....	Asst Prof 10	\$1,450

College and Community III: The Dialogue Continues—Tuesday, April 27th: Box Lunch Begins at 11:45 AM; Panel Discussion Starts at 12 Noon

By Michael McAvoy, UUP Treasurer and Assistant Professor of Economics, Finance, and Accounting



College and Community III is the third in a series of panels sponsored by UUP on the relationship between SUNY College at Oneonta and the region. This special edition of College and Community will take place on Tuesday, April 27th at the Otsego Grille, Morris. A complimentary box lunch begins at 11:45 AM, and the panel discussion starts at 12 noon. As organizer of College and Community III, I am delighted to announce our exceptional panel, consisting of Richard P. Miller, Jr., Oneonta Mayor; Douglas Gulotty, Wilber National Bank President; Erna Morgan McReynolds, Managing Director of The Morgan McReynolds Group at Morgan Stanley Smith Barney; and Tim Hayes, College Director of the Center for Economic and Community Development. These four local leaders possess a valuable perspective on the economic relationship between the College and our region. The panelists will examine the contribution of the College to the economic vitality of the community beyond the dollars and cents of SUNY Oneonta's fiscal budget.

Richard P. Miller, Jr., Mayor of the City of Oneonta, previously served as the President of Hartwick College. Mayor Miller's higher education administrative experience also includes the following positions: Vice Chancellor and Chief Operating Officer of the State University of New York; and Senior Vice President, COO, Vice President, and Senior Counsel to the President at the University of Rochester. Mayor Miller is a longtime Trustee of Hobart and William Smith Colleges. Mayor Miller's business background encompasses his thirteen-year tenure as President and CEO of Case-Hoyt. A graduate of Middlebury College, Mayor Miller, a decorated veteran of the Vietnam War, served in U.S. Army.

Douglas C. Gulotty, President and Chief Executive and of The Wilber Corporation and of Wilber National Bank, received his bachelor's degree from the State University of New York at Oneonta, graduating summa cum laude. "The Wilber Corporation," notes its website, "is a single bank holding company headquartered in Oneonta, New York, and through its Bank subsidiary serves the financial needs of the communities of central and upstate New York." Mr. Gulotty's community and civic service has encompassed the following: President, Otsego County Development Corporation; Treasurer, Oneonta Family YMCA; Director, New York State Bankers' Service Corporation; Chair, Otsego County Chamber of Commerce; and Board of Directors, Fox Hospital. Mr. Gulotty earned an advanced degree, magna cum laude, from the University of Delaware: School of Banking.

Erna Morgan, Managing Director of The Morgan McReynolds Group at Morgan Stanley Smith Barney, attended SUNY College at New York. Her areas of expertise include money management, estate and retirement planning, and endowment and foundation consultation. She was twice named to the "Top 100 Women Financial Advisors" list of *Barron's* magazine. With Tom Morgan, her husband and business partner, Ms. McReynolds co-hosts *Money Talk*, a Time Warner News television program. A Founder of the Executive Service Corps Otsego-Delaware, a non-profit group, Ms. McReynolds has also contributed community service to the Catskill Symphony and Hospice. A native of Gilbertsville, she currently resides in Franklin. Prior to entering the field of financial advisement, Ms. McReynolds gained prominence as an international journalist with NBC News.

Tim Hayes, Director of the Center for Economic and Community Development (CECD) at SUNY College at Oneonta, completed the Leadership Otsego program in 2005. CECD, a Division of College Advancement, provides training and resources in the following areas: leadership training, grants writing, issue research, community and organization survey, meeting and project facilitation, organization development, and economic development. Prior to assuming the directorship, Mr. Hayes served for three years as CECD Associate Director. His diverse background includes stints as managing editor of a weekly



Oneonta Mayor
Richard P. Miller, Jr.

continued

newspaper, *The Freeman's Journal*, and coordinator of a nonprofit coalition.

I am pleased to be the moderator of College and Community III. UUP Oneonta is committed to examining means of collaboration and partnership between town and gown, and emphasizes, "SUNY is the Solution." Our distinguished panelists will present their thoughts on the role of the college in the local economy, and audience questions will follow the formal remarks of the panelists. Beginning at 11:45 PM, UUP will provide complimentary box lunches and beverages to attendees. The panel discussion starts at 12 noon. The box lunch and panel discussion are open to all. College employees, students, community members, and others are welcome to attend and participate. If you wish further information, please contact me at: mcavoym@oneonta.edu

The Toughest Fight Yet?

*By Gina L. Keel, Academic Delegate
and Outreach Representative*



The NY State budget deficit estimates seem to grow every few months, up to \$8.2 Billion for the 2010-2011 fiscal year according to the Governor's office. This is bad news for the state and for SUNY. This season's fight over budget cuts threatens public higher education to its very mission. Will the system's mission to "provide to the people of New York educational services of the highest quality, with the broadest possible access, fully representative of all segments of the population in a complete range of academic, professional and vocational postsecondary programs" be effectively killed this year?

Your union, its leaders, and representatives to the statewide Outreach Committee are fighting to prevent severe cuts to SUNY through lobbying in Albany and district offices, protest marches, coalition building, and a print and broadcast media campaign. Every Tuesday your representatives are in Albany talking to legislators from all areas of the state to challenge the Governor's budget and the risky "SUNY Flex" plan. We have made some gains, including a commitment from Assembly Higher Education Committee Chair Deborah Glick to "Do everything I can to minimize the damage this year" and fight privatization of SUNY.

How big are the cuts and will they really affect us dramatically? In his 2010-2011 budget, the Governor proposes \$118 Million in cuts to the SUNY operating budget and another \$31 Million cut in "personnel services" for a total of \$148M in the next year. Cuts in the last two years totaled \$410M, though the tuition increase last year partially offset state funding cuts so that our *recurring* operating budget reduction was \$244M prior to the latest proposal. This is sizable reduction of system resources, equivalent to the operating budgets of two SUNY campuses—Binghamton and Genesee, or Albany and Buffalo State. Another illustrative comparison: State funding cuts exceed total state support for the 13 comprehensive colleges. Again, these are the cuts SUNY has already sustained, before the latest proposal. Can the system eliminate the equivalent of a university and two colleges without serious consequences to educational quality? How much will tuition have to rise, and accessibility diminish, to maintain quality?

De facto privatization of public higher education is the long-term threat. Campuses face decreasing options to manage decline in state support—aggressively seek external funding for research and programs, embrace SUNY Flex plans that allow tuition increases of 10% per year, leasing of public assets and public/private experiments that may generate revenue, or start furloughs and retrenchments of employees like other state systems.

These are dire times, and it is our mission and our jobs at stake. Remember this when you get an action alert asking for your help to contact legislators and advocate for SUNY. Remember this when asked to consider donating or increasing your donation for VOTE COPE to fund advocacy activities. Don't wait for New York to do to our higher education system what has been done in California and New Jersey.

UUP's Ron Bishop Asked: "Is Now the Time to Exploit Natural Gas, with Technology and Regulatory Systems so Immature?"

*By Nancy S Cannon, Acting Secretary
and Academic Delegate*



Dr. Ron Bishop, standing on the left in photo, discusses gas drilling before large audience

UUP sponsored a presentation on the gas industry by Dr. Ron Bishop, Lecturer, Chemistry & Biochemistry, and UUP Health & Safety Officer, on Thursday, February 18, at 6:30 PM, in the Craven Lounge, Morris Complex. Dr. Bishop earned his Ph.D. in Biochemistry from West Virginia University School of Medicine (1990). In addition to his campus responsibilities, Dr. Bishop's community service encompasses education and activism related to large-scale extraction of natural gas from unconventional reserves in New York State.

Dr. Bishop's presentation addressed the following: "The energy we use has to come from somewhere. But is now the time to exploit natural gas, with technology and regulatory systems so immature?" Buttressed by meticulous scholarship and thoughtful analysis, Dr. Bishop raised significant questions concerning the impact of natural gas drilling on air and water quality, human and animal health, and noise. He examined the record in other areas of economic boom followed by bust associated with gas drilling. Dr. Bishop noted that historically drillers are secretive about the chemical additives they employed and that the flow back of hazardous materials associated with gas drilling is treated as general industrial waste, not as hazardous waste. With the headwaters of the Susquehanna River and the Delaware River as well as the New York City watershed located in our region, the decisions made locally about gas drilling will have consequences for millions of people in the Northeast. Given the scale of contemplated drilling, neither the technological nor regulatory systems are currently equipped for such a venture.

The presentation was very well attended, attracting attendees from the College and community. An animated session of questions, answers, and discussion followed Dr. Bishop's formal presentation. With appreciative applause, the audience thanked Dr. Bishop for his informative, incisive, and important presentation.

UUP will sponsor future presentations and Sentinel publications on issues related to gas drilling.

UUP Labor-Management Meeting Notes: Monday, February 1, 2010

By Nancy Cannon, Acting Secretary

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

For Labor: Bill Simons, Rob Compton, Norm Payne, Nancy Cannon, Caridad Souza, Dennis Selzner

1. The meeting opened at 3:02 PM.
2. UUP and Management will discuss possible collaboration on Haitian relief.
3. Labor and Management will schedule Part-Time Concerns Labor-Management Meetings for the Spring Semester
4. UUP and Management discussed the possibility of finding a common room for retirees.
5. UUP thanked Management for facilitating an upcoming UUP meeting with SPARC representatives Larry Guzy and Nancy Wolters on Monday, February 15 at 2 PM.
6. Labor and Management discussed their recently submitted Joint Labor-Management Grant Application for a College Speakers Bureau. Both sides thanked one another for their contributions to this positive and collaborative endeavor. If the Grant is approved, the JLM Committee will provide 60% of the funding and the College will contribute 40%. The College envisions continuing the program beyond the duration of the grant.
7. Management discussed a UUP Professional Supervisor Information Series. The first installment will emphasize the need for Performance Programs.
8. Management indicated that exceptions to the 21-SH ceiling would be addressed and rectified through a system of rotation.
9. UUP stated that after its own internal evaluation of DSI it looked forward to sharing those perspective on DSI with Management.
10. UUP asked for “any information that Management can provide on the impact on SUNY College at Oneonta should the Executive Budget for 2010-2010 be passed.”
 - A. Management responded that specific campus allocation numbers are not yet available. It is still early in the budget process. The fiscal situation is tight. At this point, it appears that with midyear cuts the College at Oneonta would lose \$1.3 million in annualization of base support with an additional \$1.7 million unfunded cost for collective bargaining salary raises for a total projected shortfall of \$3 million. The impact on adjunct and part-time employees is unknown at this time. At present, there is no stated or intended freeze on searches, and fifteen fulltime faculty searches are on-going or have been recently completed.
 - B. UUP indicated that it would continue to advocate strongly for adequate state funding for SUNY in general and for this College in particular.
11. The meeting adjourned at 3:53 PM.

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. It contains information about members benefits and many other important topics.

The Ralph R. Watkins Africana Studies Lecture Series

Wednesday, March 17 @ 6 p.m in CME, Lee Hall.

“La Blanche Negresse:

Ourika and the Re-Assimilation of Colonial Elites in Post-Haitian Revolutionary France”

Robin Mitchell - Dissertation Fellow, Women’s and Gender Studies, Ph.D. Candidate, History, University of California, Berkeley

Wednesday, April 21 @ 6 p.m in CME, Lee Hall.

“Linguistic Connections Between Africa and the Caribbean: The Case of Guadeloupe”

Dr. Ama Mazama - Associate Professor, African American Studies, Temple University

Sponsored by an Inclusion Diversity Equity Action (IDEA) Grant

For More Information Contact: Ibram Rogers, Assistant Professor of African American History
(rogersih@oneonta.edu)

Helping Haiti Long Term

By Ed Quinn, State UUP Membership Development Officer

There is a way that you can help the people in Haiti right now and in the long term. It is by buying coffee from the co-operative in Haiti.

Go to Partners in Health(www.pih.org), an organization that has been providing health care need to the Haitian people for over twenty years. It is easy to do just visit Deans Beans web site, <http://www.deansbeans.com/coffee/HAITI.html>, and place your order.

You can continue to help the people in Haiti by making this a regular purchase throughout the year. Your purchase will support their co-operative in Haiti and provide funds for community projects which are democratically voted on by members of the cooperative. Some of these projects include building schools, building bridges, providing clean drinking water, building health clinics. So your purchase of a pound (a real pound, 16 oz.) of coffee will go a long way.

SENTINEL QUIZ



This dark brown bird of prey, with a wingspan of about 6 to 7 feet, is characterized by striking yellowish brown plumage on the head and nape. Several of these raptors have been observed near Cooperstown this winter.

What is it?

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

The answer to the last Sentinel quiz, “*After his retirement from the Coast Guard, this author, born in Ithaca, NY, became a senior editor for Reader’s Digest and conducted interviews for Playboy. He collaborated on an “as told to” autobiography with an iconic black leader who was felled by an assassin. He became famous for a multigenerational saga, recounted in a best-selling book and on a landmark television mini-series that allegedly related the history of his own family. Who is he?*” is Alex Haley. The first correct answers were provided by Scott Dickerson and Hugh Holden.

I AM NOT JUST “PASSING THE BUCK!”

By Mona L. Hughes, Benefits Officer

Many times when a member phones or emails me with a benefit problem, I must refer them to our UUP Benefits Office in Albany (Phone: 800-887-3863/518-664-6680). I am not just “passing the buck,” but in order to clear up a specific benefit problem, personal information must be revealed that I should not have, nor do want access to. I can promise you though that both our UUP campus office and myself will follow through for you and do what it takes to clear a problem if your initial interaction with the Albany Office is not to your satisfaction.

When you phone the Benefits Trust Fund you will be asked to verify who you are with some simple questions such as your name and address, and your NYSUT ID number. Please have your number available when you phone. All UUP members should have a NYSUT UUP ID card. These are usually mailed to your home address every other year and are valid through the date indicated on them. If you don't have one, please contact the Benefit Trust Fund at the number above and request one.

In the October 2009 issue of the *Voice*, Doreen Bango, Manager of Member Benefits and Services, wrote an article titled: *Authorization a must for info sharing*. Doreen touched on important issues regarding what to expect when you phone the Benefits Trust Office regarding health-related benefits issues. She also gave other important information on items such as HIPAA.

HIPPA (Health Insurance Portability and Accountability Act) is a federal law to help safeguard personal health information such as a medical condition, treatment, or payment for treatment. These are privacy safeguards that are set in place for everyone, so inquiries into simple claims for a spouse, or college-age dependent over the age of 19, will not be answered unless there is a signed authorization slip on file in the Albany UUP Benefit Trust Fund office.

A HIPPA form can be found at the following website:

[www.uupinfo.org/benefits/forms/Benefit Trust Fund HIPPA AuthorizationForm.pdf](http://www.uupinfo.org/benefits/forms/Benefit%20Trust%20Fund%20HIPPA%20AuthorizationForm.pdf).

As Doreen addressed in her article, the first page of the HIPPA form will cover simple things such as your name and names of the people authorized to receive information. The second page will cover what information you are authorizing the Benefits Trust Fund to share. The Benefit Trust Fund does not process your claims, but does have access to all eligibility information. A member may authorize eligibility and/or claim information. The final section of the form asks how long you want to grant the authorization. You may indicate any length of time, but no more than two years from the date the form is signed. When all the above information is completed, you must sign and return the form via fax (866-559-0516/518-640-6699) or mail (PO Box 15143, Albany, NY 12212-5143) to the UUP Benefit Trust Fund in Albany.

If you have questions regarding the Benefit Trust Fund's privacy rules, you may review them at [www.uupinfo.org/benefits/forms/Benefit Trust Fund Privacy Notice.pdf](http://www.uupinfo.org/benefits/forms/Benefit%20Trust%20Fund%20Privacy%20Notice.pdf) or phone 800-887-3863.

If you do not have the October 2009 edition of the *Voice* to refer to Doreen's article and would like a copy, please contact me and I will send you one. As always if you find yourself dealing with a benefit problem or need some direction, contact me at hughesml@oneonta.edu or phone x2490.

What is the Truth About Public Employee's Retirement Benefits?

By Fred Miller, Retiree Representative, Outreach Member, and Academic Delegate

A recent (2/04/10) edition of the **R**etired **P**ublic **E**mloyees **A**ssociation's newsletter was devoted almost entirely to observations and criticism of the recent media coverage of statements which have been made regarding the pensions of retired public employees.

The following excerpts are from that newsletter; **"From reading the newspapers it would seem that the pensions of former public employees are too high and that you do not warrant your health insurance and pension benefits."** And continues to state, **"The articles give the impression that the benefits reflect what some see as the grossly overpaid benefits of all public employees"** The R.P.E.A. newsletter's article continues with quotations from several newspapers throughout the state which illustrate that attitude and concludes, **"The basis of the articles is misleading and at best disingenious. Unfortunately, some are quick to accept without question the propaganda big business 'good government' groups produce. These groups count on the media to simply print the trash it (sic.) gives them, hoping no one will look carefully at their reports and find their distortions"**.

As rebuttal to these statements the R.P.E.A. newsletter offers a number of factual statements, demonstrating the facts that (1) the NYS Retirement System is one of the largest pension plans in the United States, (2) over 3000 different state and local governments participate, (3) there are over one million members, of these 358,109 are retirees and beneficiaries, (4) that 95% are members of ERS and (5) that the average annual pension for ERS retirees in 2009 was \$17,615.

I can't help but worry about basing conclusions on "average incomes". I'm reminded of the joke that--- if Warren Buffet, Bill Gates and a bag-lady were in the same room, they'd have the largest average annual income in America. Having said that and to point out the painfully obvious, a \$17,615 average also suggests that some retirees are receiving less than that as well as some receiving more than that.

Many of you might like to join the R. P.E.A. and receive their newsletter. I believe you can join for about \$12.00 by contacting adorn@rpea.org. I regularly find their newsletter articles interesting.

Highlights of the 2010 Winter Delegate Assembly February 5 & 6 2010 -UUP Rallies to Save SUNY, Stop SUNY Budget Cuts

By Janie Forrest-Glotzer, Professional Delegate, Oneonta

*Photographs by Nicholas Koridis,
Professional Delegate,
Stony Brook University*

More than 350 members of United University Professions and their statewide affiliate NYSUT rallied at the state Capitol in Albany urging the state Legislature to eliminate yet another budget reduction for SUNY contained in Governor David Paterson's proposed state budget and to reject the governor's proposed Public Higher Education Empowerment and Innovation Act. The crowd turn to the Capitol Chanting, "You say cut back, we say fight back" "Budget Cuts Have Got to Go".



Janie Forrest-Glotzer

"SUNY has borne more than its share of budget cuts," said UUP President Phillip H. Smith. "If the governor's proposed \$118 million reduction goes through, SUNY would have lost \$528 million over the last two years, or 25 percent of its operating budget. Students are already suffering with crowded class sizes and

continued

cancelled courses, leading to delayed graduations. We can't afford to sacrifice tomorrow's workforce and the state's economic future," he said.

Attending from the Oneonta Chapter were Bill Simons, Rob Compton, Norm Payne, Hanfu Mi, Caridad Souza, Nancy Cannon, Gina Keel, Joe Baldwin, Janet Frankl, Jeri Anne Jerminario, and Janie Forrest-Glotzer.

At Friday's evening Plenary Session and Dinner, Phil Smith presented two Friend of SUNY Awards. We honored Assemblywoman Deborah Glick, Chair of the Assembly Higher Education Committee and Keynote Speaker, Randi Weingarten, President of the American Federation of Teachers for their concern and contributions to our University.

In summary, Cuts to SUNY hurt New York's students, families and the economy. Don't sacrifice our future. **Save SUNY.**

Go to the Home Page of the State UUP site at <http://www.uupinfo.org/>



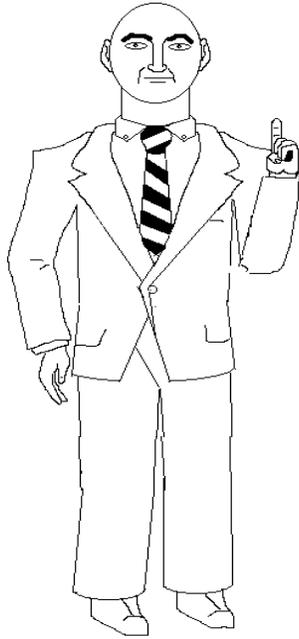
Rob Compton, Bill Simons, and Nancy Cannon Marching with Other UUPers for SUNY

The Art of Satire

*By Fred Miller, Retiree Representative,
Outreach Member, and Academic Delegate*

**We must reduce our carbon footprint!
We must reduce global warming!
We must preserve the earth!!**

Scientists have concluded it is the only planet with Chocolate.



Faculty Research Show: Great Success

The Faculty Research Show on February 12, 2010, was a great success. There were 69 faculty presentations, and large crowd of interested observers form all components of the College community. Below Central Asian Historian Dr. Yuri Malikov discuss his poster with Latin American Historian Dr. Miguel Leon.





UUPers Rally in Albany



Executive Board Contact Info

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VP for Professionals (d).....	Norm Payne.....	PAYNENE.....	436-2021 (o)
Secretary &	Tom Horvath	HORVATTG	436-3899 (o)
Health/Safety Officer(d).....	Sabbatical Spring 2010		
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& Outreach Representative			
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Chris Bulson.....	BULSONCE	397-9345 (h)
John Carney	CARNEYJJ	432-5360 (h)
Jeri Anne Jerminario	JERMINJA.....	436-2377 (o)

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