



The Sentinel

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UUP - Oneonta

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"If you obey all the rules, you miss all the fun."

- Katharine Hepburn

Stay Strong and Vigilant: UUP's Fight to Save SUNY Continues

By Bill Simons, Chapter President

Thanks to the many Oneonta UUPers who fought hard for SUNY during the past year. Oneonta UUPers faxed and visited legislators, volunteered to serve as plaintiffs in our lawsuit against Governor David Paterson, fought furloughs, exposed the shibboleths of the PHEEIA plan to deconstruct SUNY, advocated for funding to keep quality higher education affordable, and strengthened collaborative ties with students, community, and others unions. Standing shoulder to shoulder with 35,000 UUP sisters and brothers, Oneonta unionists demonstrated resilience moral courage, and effectiveness. Much was asked of you in the past years; we will need to do even more in the year to come.

Make no mistake: your efforts and those of UUP leaders and rank-and file throughout New York State contributed essential protection to the SUNY system against assault in recent months.

Ask yourself, where was the Chancellor's voice when the Governor threatened commencements, furloughs, and 20% of your compensation? The Governor and the Chancellor are the preeminent progenitors and proponents of PHEEIA, a proposal that would set SUNY down a road to privatization, inaccessibility, and unaccountability. As in other times of hard fiscal crisis, irresponsible panaceas will grow like weeds if not countered logically and assertively. Our struggle is clearly not over.

Be prepared to stand up for SUNY, the College at Oneonta, our community, and your families. PHEEIA, furloughs, spending cuts, and retrenchment still threaten. Should calls for retrenchment come, we must answer with union solidarity. State UUP President Phil Smith puts it bluntly:

There are some things that we "just don't do" to our fellow members! I offer to you the words on "retrenchment," but this applies to all situations where members may be "trapped" into throwing their colleagues under the proverbial bus! Such as....reorganization committees and the like...Let's not fall into the management trap of pitting ourselves against our fellow UUPers.



**UUP State President Phil Smith and
Oneonta Chapter President Bill Simons**

UUP's "Founding Principles" appear in our union's Policy Manual. Read the following excerpts for UUP's "Founding Principles" carefully. State UUP and UUP Oneonta, along with every other chapter in the State,

will uphold them.

****That the UUP Executive Board reaffirms its long-standing policy of opposing participation of UUP members in campus activities and committees which recommend priorities for layoffs and retrenchment of university programs and employees and that UUP publicize our position when necessary and appropriate. EB: 01/13/89

****That the policy of UUP shall be to oppose all layoffs from faculty and staff positions at the State University except those occasioned by retirement or termination for cause; That UUP strongly recommend to members of the faculty and staff of the State University that they not participate in campus or statewide efforts to identify programs, departments, other units or individuals for retrenchment inasmuch as such efforts can only produce dissension and disunity among colleagues at the sacrifice of academic integrity; and, That UUP strongly urge the Chancellor's Commission on Priorities to devote its attention to identifying new and needed programs to serve the educationally by-passed groups in the State, to respond to the variety of unmet educational, cultural and social needs of the State, and to insure that the State maintain the invaluable resource of a highly-trained staff of professional resources; and, That UUP establish with the Chancellor or other appropriate Authorities means to insure that any shifting or cutting of resources not damage efforts to develop a meaningful affirmative action program; and, That UUP use every available means, within and outside the framework Of the contract, to implement these policies, in particular, to join with student and community groups and organized labor in pursuing the objectives of this resolution. DA: 10/10/75

****That UUP use all its bargaining power (and leverage available from its parent organizations) to have established a no-layoff policy in the State University - any reduction of personnel to be accomplished only by attrition. DA: 09/15/78

****That UUP use the full weight of its political and publicity resources, in addition to its use of the grievance process, to prevent further retrenchments; that every effort be made to compel administrators to prove the existence of unavoidable financial exigency, with an insistence that reallocation of resources, reorganization, cyclical deadlines in enrollments and other spurious justifications are simply unacceptable as cause for retrenchments; that UUP unilaterally announce that it will protest and seek to prevent any hiring of new faculty at an institution undergoing retrenchment; that UUP demand that the Chancellor of SUNY in conjunction with UUP Central develop uniform guidelines concerning retrenchment in labor/management meetings, such guidelines to be applicable to every campus of the SUNY system; that the UUP Executive Board immediately set up a special "Task Force on Retrenchment" to:

1. Inform all members in all chapters whenever a retrenchment action appears likely anywhere;
2. To mobilize the resources of UUP as a whole in order to prevent arbitrary retrenchments;
3. To explore new methods of putting maximum pressure on SUNY administrators beyond the formal provisions of Article 35, including picketing, use of adverse publicity, legislative resolutions, ad hoc alliances with the labor movement and student organizations, lobbying, etc., to block every retrenchment;
4. To conduct an immediate educational campaign so that the general

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public may be informed of the disastrous consequences of retrenchment upon their public educational system;

5. To authorize that UUP assign continued high priority to lobbying efforts establishing statutory tenure for the SUNY system; That all chapters of UUP undertake to (a) develop local and particularly appropriate campaigns to stem retrenchment and (b) all members welcome retrenched colleagues to new departments with full tenure and seniority rights, through lend-lease programs, new hires, And any and all creative approaches to saving colleagues' jobs and income. DA: 10/05/79

****That any hiring of new academic and professional staff that depends For its funding on the termination of already employed faculty and staff will be combated by UUP through picketing, adverse publicity, communication with those who have been offered appointments to other people's jobs, and every other means at our disposal; that we will not accept the term "reallocation" as a pretext for "retrenchment;"that any appointments that are then followed by a retrenchment order will also be treated by UUP as constituting "hiring during retrenchment" and will be immediately opposed on the grounds that long-term commitments to those who have already devoted their careers to this institution have priority over promises to prospective employees who have not yet taken up their duties. DA: 02/06/81

****That all faculty and staff members associated with planning committees be asked to subscribe to the following principle: "I will not participate in any plan to name programs or my Colleagues for retrenchment and will resign from my committee if it attempts to do this"; that UUP will publish the name of all who refuse to subscribe to such a commitment; that if existing committee plans are later used for retrenchment, members who helped formulate them should be asked to repudiate publicly the improper use of their ideas and good names. DA: 02/06/81

****That the Delegate Assembly reaffirm UUP's traditional policy calling for non-participation on campus priorities committees. DA: 02/05/82

****That the UUP Executive Board reaffirms its long-standing policy of opposing participation of UUP members in campus activities and committees which recommend priorities for layoffs and retrenchment of university programs and employees and that UUP publicize our position when necessary and appropriate. EB: 01/13/89

****That UUP continue to use every means at its disposal to resist layoffs in any form; and, That we call upon the local college councils to actively oppose such action by local college managers. DA: 05/05/90

****That UUP mount a campaign of resistance to current and prospective retrenchments and that it communicate the deeper implications of retrenchments to state policymakers, the public, and members of the university community, using demonstrations, appropriate media campaigns, intensified lobbying, and other appropriate means. DA: 10/12/90

****That UUP, at each chapter, demand an impact statement concerning the effects of any retrenchments, reallocations or reorganizations on programs that foster multicultural, gender and race-related diversity in our academic curriculum and our community. DA: 05/04/91

Furloughs, PHEEIA, and College Rankings: Is There a Link?

By Rob Compton, Vice President for Academics

Is there a systematic link between furloughs, the Public Higher Education Empowerment and Innovation Act (PHEEIA) and US News and World Report ranks? The answer is a resounding and unequivocally affirmative. The integral and intricate link is two-fold: political and practical. Over the past semester-- since PHEEIA was unveiled by Governor Paterson, at the urging of some of the university center presidents-- the level of acrimony between the legislature, the governor, and the unions has increased. First, the Chancellor brought in the University Senate and the Student Association to buttress PHEEIA. Further complicating the issue, the state budget impasse creates a cloud of uncertainty over SUNY finances. Recently, the governor announced “furloughs” of state employees as part of his strategy to balance the budget. All the major unions came together in a court challenge that stayed the implementation of the one-day a week furlough for the time being. What can be made of all of this?

Neoliberalism, Managerialism, and the “Decimated University”



(from left to right) **Arty Shertzer** (*President UUP Stony Brook*), **Bill Simons** (*President UUP Oneonta*), **Fred Floss** (*VP Academics, Statewide*) and **Rob Compton** (*VP Academics UUP Oneonta*)

I used to remember when people in the private sector used to deride me for working in the public sector. They said that working in the public sector was for “losers” or for those that “could not compete.” This universal derision dominated the discussions of family members when I worked for the Social Security Administration for a brief time in the 1980s. They worked in the private sector and they received much greater compensation and participated in employee stock ownership programs (ESOP). Well, over time the private sector sought increased efficiency through labor and fringe cost reductions and with the advent of ra(p)bid globalization many jobs were outsourced. Many of you might be surprised that for the first time in history, there are more public sector unionized employees than in the private sector.

The clarion call for “reinventing government” became manifest in SUNY through “Re-inventing SUNY” and more recently, the Governor’s Commission on Higher Education specifically contained both good and bad elements for higher education delivery. No doubt, higher education needs to evolve with changes in the demands of the workplace and the global economy. However, many reforms that have taken place in higher education are the product of confusing the ends and the means. In other words, reduced costs are not the ends, but a means to creating a better process and educational experiences. Too often, the application of neoliberal managerialism, which emphasizes routinization, standardization, and market-based systems of incentives and processes, fail to take into account the *raison d’être* of higher education. Too often assessment exercises fit into the neoliberal orientation of higher education that looks at quantified and quantifiable inputs and outputs as “goals” and “outcomes.” In times of budgetary duress, it is easy to raise tuition and rationalize higher education. However, we need to keep in mind the mission of SUNY:

“The mission of the state university system shall be 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 including such additional activities in pursuit of these objectives as are necessary or customary.” *NYS Education Law, Section 351*

Systems are organic and the sum of the parts is always less than the whole. Professors are trained in a craft. However, teaching requires both the craft and an art. We need to know the substance and have the creativity to conduct research and deliver in the classroom. Neoliberalism conflates art to craft and

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sum of the parts to the whole by nullifying the human element in higher education. This is why socialism and communism failed in the Eastern bloc and the Soviet Union. In other words, neoliberalism stifles creativity and places all achievements in a systematized rubric, form, or outcome.

Sub-link: PHEEIA and Furloughs

The furlough idea was predicated on the premise that “the state is broke” and the only way for SUNY to get the funding it needs is to obtain it from the students and through flexible “public-private” partnerships. The official SUNY PHEEIA information document states,

“The current fiscal crisis makes it unrealistic to expect significant new public investments in higher education. In fact, SUNY has endured nearly half a billion dollars in state funding reduction over the past two years. This legislation helps protect SUNY and its workforce from the winds of economic change that have put our finances at risk year after year.”

From the very beginning, UUP has been in strident opposition to PHEEIA. Our arguments have been articulated on the UUP webpage, chapter newsletters, and in the media. Many spent days off speaking with legislators in Albany and in district offices. The Governor knew that UUP strongly and vociferously opposed PHEEIA as “bad for SUNY, students, and employees.” My concern is that the budget difficulties would be used as a trigger mechanism to get PHEEIA through the legislature now that the furlough has been put on hold and possibly declared illegal. From a political perspective, a strong defeat for the union and one that divides its membership would put us on the defensive and make us “ripe for the picking.” The Governor and the Chancellor are using the political environment to weaken the unions and strengthen neoliberal control over the processes of higher education in the state of New York. UUP is committed to preventing this from happening. This governor is the most anti-union and anti-higher education leader in New York state history.

US News and World Report: The Final Link

US News and World Report’s “Best Colleges” states:

“Of course, many factors other than those we measure will figure in your decision, including the feel of campus life, activities, sports, academic offerings, location, **cost, and availability of financial aid**. But if you combine the information in this book with college visits, interviews, and your own intuition, our rankings can be a powerful tool in your quest for college.”

<http://www.usnews.com/articles/education/best-colleges/2009/08/19/how-we-calculate-the-college-rankings.html>

Binghamton University, my alma mater, has been consistently rated in the top rankings of US News and World Report and in Kiplinger’s Best Values in Public Higher Education. As the academic stature of our entering freshman class increased over the years, Oneonta has also move into the top rankings in these kinds of surveys.

During tough budgetary times, financial aid decreases and tuition tends to go up. Under PHEEIA, tuition increases, without legislative oversight, will escalate. So there will be an inverse relationship between increased tuition (which PHEEIA embraces) and decreased access to financial aid and SUNY Oneonta’s ranking in this survey. In fact, the affordability of SUNY is one of the major contributors to our high ranking. In the past when tuition increases, including recently, *ceteris paribus*, our rankings declined. At least initially under PHEEIA, we would see large increases as the state government abdicates its role in funding higher education, relative to developments in other states. Thus, our rankings would decline precipitously. Coupled with the rise of the “university centers” which are more likely to reap the benefits of PHEEIA, these trends would doom SUNY Oneonta to mediocrity. We cannot let that happen.

UUP Encourages Recycling

Solidarity

Justice,

Environmental Responsibility

Please



Thanks

UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF NEW YORK

PHILLIP H. SMITH, as President of UNITED UNIVERSITY
PROFESSIONS; UNITED UNIVERSITY PROFESSIONS
MARGARET M. STOLEE; WILLIAM M. SIMONS;
BRUCE T. KUBE; ROBERT E. REES; GRETA J. PETRY;
LAURA S. RHOADES; and ELEANOR RICHARDS,

VERIFIED COMPLAINT

Plaintiffs,

Civil Action No.: _____

-against-

HONORABLE DAVID A. PATERSON, as
Governor of the State of New York; GARY JOHNSON,
as Executive Director of the GOVERNOR'S OFFICE OF
EMPLOYEE RELATIONS; NEW YORK STATE
DEPARTMENT OF AUDIT AND CONTROL; THOMAS P.
DiNAPOLI, as Comptroller of the State of New York;
NANCY L. ZIMPHER, as Chancellor of the State University
of New York; THE STATE UNIVERSITY OF NEW YORK;
and THE STATE OF NEW YORK,

Defendants.

Plaintiffs, by their attorneys, (James R. Sandner, Esq., Marilyn Raskin-Ortiz, Esq., Elizabeth R. Schuster, Esq. and Richard E. Casagrande, Esq. of Counsel) as and for a Verified Complaint against defendants, allege as follows:

PRELIMINARY STATEMENT

1. This is a declaratory judgment action brought pursuant to Title 28 *U.S.C.* §2201, *et seq.*, to redress the defendants' violation of plaintiffs' rights guaranteed by Article I, §10 of the United States Constitution, the Fourteenth Amendment of the United States Constitution; Article I, §§6, 11 and 17 of the New York Constitution, and Article I, §6 of the New York Constitution. Plaintiffs seek a declaration that the "involuntary furlough" program enacted and signed into law

SENTINEL QUIZ



This London born actress, who received the title "Dame Commander of the Order of the British Empire", reportedly had two teeth pulled so she would be considered for a role in a story of a boy and a girl and a horse.

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

SUNY Advocacy: UUP Outreach to the Legislature

Oneonta activists repeatedly travelled the I-88 corridor to join UUP sisters and brothers from all regions of New York State for Legislative outreach in Albany on behalf of SUNY on regular basis throughout the budget deliberations. UUP's message consistently stressed the need for adequate SUNY funding and to defeat the proposed Public Higher Education and Empowerment Bill (PHEEIA), whose proponents would initiate a process that would ultimately privatize SUNY, making public higher education both expensive and inaccessible for many. We renewed longstanding contacts in the Legislature and formed new ones. We invite all Oneonta UUPers to participate in future SUNY advocacy initiatives. It is important work.

It is also interesting to observe and upon democracy in action. Recent issues of *The Sentinel* have featured articles on UUP Oneonta meetings with a number of lawmakers, including Assemblyman Senator Jim Seward, Bill Magee, Senator Roy McDonald, and Assemblyman Pete Lopez.

Pictured below are Oneonta UUPers meeting with Assemblywoman Barbara Clark.



UUP Oneonta Recommendations Concerning Discretionary Salary Increase (DSI) Procedures for Academics and Professionals: UUP Oneonta's Ultimate goal remains "an Across-the-Board DSI"

UUP Oneonta created an Academic Ad Hoc DSI Subcommittee and Professionals Ad Hoc DSI Subcommittee to examine current DSI procedures and to make recommendations concerning future DSI procedures. The Academic Ad Hoc DSI Subcommittee included: Rob Compton, Vice President for Academics and Subcommittee Chair; Nancy Cannon, Acting Secretary; Mike McAvoy, Treasurer; Hanfu Mi, Membership Officer; Caridad Souza, PT Concerns Officer; and Renee Walker, Grievance Officer. The Professionals Ad Hoc DSI Subcommittee included Norm Payne, Vice President for Professionals and Subcommittee Chair; Janet Frankl, Professional Delegate; Janie Forrest-Glotzer, Professional Delegate; Kyle Britton, Professional Delegate; Jeri Anne Jerminario, Professional Delegate.

The UUP Oneonta Academics Ad Hoc DSI Sub-Committee met on February 16, 2010, to discuss the state of DSI on the Oneonta campus, especially as it relates to Academics, and to derive recommendations for a better system. Members of the Academics Ad Hoc DSI Sub-Committee agreed that:

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DSI is a problem for our members and administration but exists in the contract at the urging of GOER. We reviewed the "Discretionary Salary Increases (DSI); In Pursuit of Best Practices" article Sentinel, May 2009 and briefly reviewed last year's DSI list. We discussed the current rules, practices, problems, and customs of DSI at the Administrative and Departmental levels. We noted that DSI is at the sole "discretion of Management" but that there are many models to reduce its capriciousness and divisiveness.

The UUP Professionals Ad Hoc DSI Sub-Committee met on March 4, 2010, to formulate recommendations concerning DSI. The Professionals reported:

UUP appreciates the change in the application procedures that allows professionals to directly apply for DSI and endorses the continuation of the new process. However, UUP requests that Supervisors also be allowed to recognize their supervisees' accomplishments by recommending them for DSI as was possible under the prior procedure. Additionally, UUP requests that future DSI procedure memos be distributed earlier in the year – as soon after July 1st as possible.

These recommendations are made because in 2009 some outstanding professionals did not apply for DSI for a variety of reasons including:

- a. Short turnaround time – The memo outlining the new DSI process was distributed only 21 calendar days prior to the required submission date. Without prior knowledge of the new process many Professionals felt unprepared to provide details of their prior year's accomplishments.*
- b. Some individuals were unaccustomed to detailing their accomplishments and felt uncomfortable in doing so.*
- c. Some individuals did not feel they could express their accomplishments adequately to qualify for a DSI award.*
- d. Others with very demanding professional obligations thought the criteria to qualify for DSI required activities external to their departmental responsibilities. This exceeded what they could accomplish while fulfilling their professional obligations as outlined in their performance program.*

For the reasons listed above and a variety of other reasons, numerous individuals who were recommended for and received DSI in the past did not apply for or receive DSI under the new procedure even though they continued to do the same outstanding work. An unintended consequence might be demoralization and loss of productivity in previously outstanding employees.

On March 16, 2010, the Academic Ad Hoc DSI Subcommittee and Professionals Ad Hoc DSI Subcommittee reported their recommendations to the UUP Oneonta Executive Board. After deliberation, the Executive Board approved the revised recommendations listed below. The motion approving the recommendations emphasized that **UUP Oneonta's ultimate goal remains "an across-the-board DSI."** At the April 26, 2010, Labor-Management Meeting, UUP presented the following DSI recommendations to Management:

1. UUP Oneonta's ultimate goal remains "an across-the-board DSI."

UUP DSI Recommendations Regarding Academics

- 2. Set up a reserved fund for Part-Time faculty to address issues of low pay and past exclusion from DSI.**
- 3. UUP Oneonta Academics are not in favor of using the DSI pool to resolve market based problems of salary compression.** In other words, if employees are being hired at below market rate, and subsequently need adjustment for retention purposes, the funds should not come out of DSI but a separate pool of money. **In addition, after the completion of the administration's salary equity study, we recommend that the administration supplements the DSI pool to make equity adjustments or otherwise adjust salaries through a separate pool of funds. Otherwise, we believe that general salaries will stagnate and all salaries will become inequitable relative to other comprehensive (SUNY) colleges.**
- 4. All employees who have applied for DSI are entitled to a letter of determination.**
- 5. All Academics should be able to apply for DSI (merit and equity) and all Academics should be**

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able to apply for DSI to the Dean and the Academic VP in the event that the department has not recommended them.

6. **The administration should become cognizant of the varying practices internal to departments and work to come up with “best practices” for departments to consider.**
7. **Derive the appropriate instrument(s) to configure PT DSI** because SPIs and Faculty Activity Reports (FAR) are voluntary for PT faculty. Noted the problem of exclusion of PT faculty from departmental meetings. Often PT faculty have no votes that decide departmental policies, including DSI recommendations.

UUP DSI Recommendations Regarding Professionals

8. As in past years, the DSI procedure memo should include instruction for requesting both Merit-based DSI and for Equity Adjustments.
9. The DSI procedure memo for Professionals should be distributed earlier in the year – as soon after July 1st as possible.
10. Professionals should continue to be able to directly apply for DSI.
11. Supervisors should also be able to recommend their supervisees’ for DSI without requiring an application.
12. Upon request of the supervisee, supervisors should provide a written explanation to supervisees who are not awarded DSI.
13. DSI should not be used to increase an employee’s salary in lieu of a promotion. If a promotion is warranted, the employee should be promoted using the method described in our contract, and forms supplied by Human Resources.

UUP Oneonta’s ultimate goal remains “an across-the-board DSI.”

UUP Meeting with SPARC Representatives: Monday, April 26, 2010

Strategic Planning and Resources Council (SPARC) Chair Lary Guzy and SPARC Coordinator Nancy Wolters graciously met once again with a UUP delegation on Monday, April 26, 2010, in Netzer 310 at 11 AM. UUP representatives included Bill Simons, Rob Compton, Tom Horvath, Mike Flinton, Fred Miller, and Kyle Britton. UUP expressed appreciation for the time and effort that Dr. Guzy and Associate Provost Wolters as well as Committee and Task Force Members invested in SPARC. Questions posed by UUP and summaries of those responses, in italics, appear in the notes that follow:

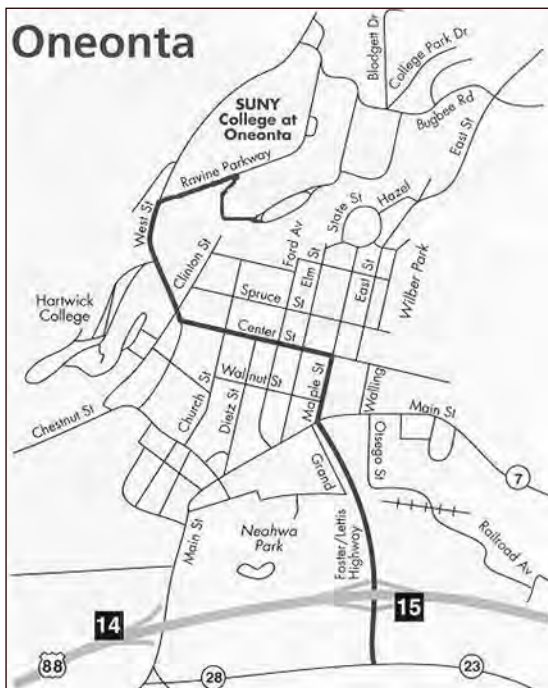
- 1.) What do you see in terms of SPARC membership/elections mechanisms down the road?
People currently on SPARC can re-up. A smaller group and Senate involvement is envisioned.
- 2.) UUP noted that in the Senate, there was no discussion during the passage of SPARC. What do you take that to be?
Senate discussion would have been desirable, and we were prepared for discussion. Perhaps the participation of many in open forums accounts for the lessened demand for discussion in the Senate.
- 3.) It’s our understanding the plan will now go to the Cabinet for discussion and implementation. At what point do you see a College discussion of resource allocation to the plan?
College-wide discussion will probably begin in the fall.
- 4.) Once resource allocations are decided, do you see further discussion in the Senate or with UUP?
This might be question better answered by the President.
- 5.) UUP has been comparing our Strategic Plan to that of other comprehensive colleges in the SUNY system. How does our plan compare to theirs?

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Different institutions have different interests. The Strategic Plan at Buffalo State, for example, appears geared to retention.

- 6.) Often Strategic Plans identify “peer benchmark institutions.” What are our benchmarks and what areas will be benchmarked? Would that include salaries, to include summer pay and equity?
Faculty salaries weren’t discussed by SPARC. Associate Provost Patricia Francis, however, is currently working on salary data.
- 7.) We understand that there was an “Organizational Structure Task Force.” What did it recommend and when will its report be released? Why was it not part of the overall plan voted in the Senate?
The “Organizational Structure Task Force” was separate from SPARC. The “Organizational Structure Task Force” contained confidential material and will be reported to the President.
- 8.) Will each division and then departments move to create Strategic Plans based on the College’s Strategic Plan?
Assessment and mission statements will come from academic department and professional areas and will be more encompassing than current program reviews. Academic department and professional areas will need to be in-line with the College’s strategic planning.
- 9.) Now that we are moving toward the re-branding phase of the Strategic Plan, has the College taken into account the recent change of the regional name from the Leatherstocking Region to Central New York?
The branding discussion will continue.
- 10.) What is the view of the strategic plan or SPARC concerning natural gas drilling in the region?
SPARC did not discuss this.
- 11.) What is SPARC’s view concerning the expansion of the university centers and the UCTs on our enrollment and programmatic over time?
SPARC did not address this.
- 12.) Where does SPARC see distance education and graduate education going at this college?
This would be more within the province of the “Organizational Structure Task Force” than with SPARC.
- 13.) How might the Chancellor’s Strategic Plan, which, from UUP’s perspective, appears to emphasize “flexibility” and the entrepreneurial, impact on the College’s strategic plan?
The College’s Strategic Plan fits well with the Chancellor’s Strategic Plan.

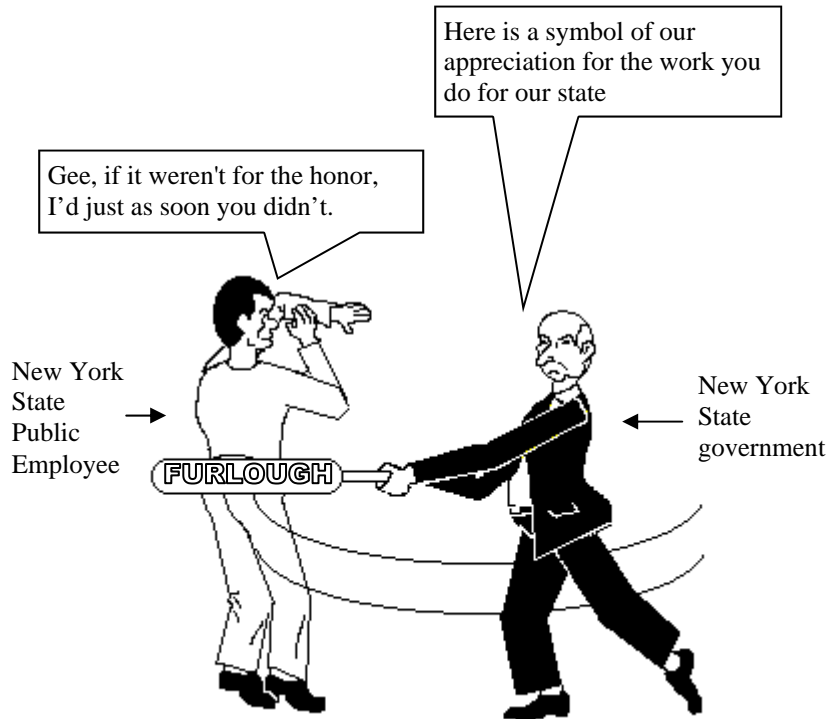
UUP thanked Dr. Guzy and Associate Provost Wolters for an informative and significant exchange.



College and Community

Furloughs for Underpaid, Hard-Working State Workers!

By Fred Miller, Outreach Representative and Academic Delegate



UUP Adjunct, Part-Time, Contingent and Other Employees: Unemployment Compensation

For those Part-Time, Adjunct, contingent, or other employees who receive notices of non-renewal, please see the information below. Part-Time, Adjunct, contingent, and other employees may be eligible for NYS Unemployment Compensation. The information below contains relevant information that Part-Time, Adjunct, contingent, and other employees who receive notices of non-renewal may find useful in making a claim via the NYS Department of Labor.

Applying for Unemployment Insurance in New York State

Unemployment insurance is temporary income for eligible workers who become unemployed through no fault of their own and who are ready, willing, and able to work. You must have sufficient work and wages in covered employment. In New York State, the money for unemployment insurance benefits comes from taxes paid by employers. You may be able to receive hundreds of dollars per week, but in most cases claims by adjunct college teachers will be vigorously challenged and will only be granted after a subsequent appeals process.

Who is Eligible for Unemployment Benefits:

Employees of educational institutions are eligible for benefits based on such employment when a claim is filed between academic years or terms and during customary vacation or holiday recesses **unless they have a contract or reasonable assurance of employment in the next academic year or term**, or the period immediately following the vacation period or holiday recess.

A contract that is **in any way contingent** on student enrollment, funding, program needs, etc., should **not be considered reasonable assurance** of employment in the next semester.

If you are denied benefits or your benefits are reduced between academic years or terms and later were not offered an opportunity to perform services for the educational institution, and you continued to certify for

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benefits, you may be eligible for retroactive payments of benefits. This is providing you did not work in an instructional, research or principal administrative capacity.

If you have sufficient earnings with employers other than educational institutions, you may be entitled to establish a claim based on the other employment.

How to File an Unemployment Insurance Claim In New York State:

Your claim should be filed in the first week that you have become totally or partially unemployed. It is important to file timely because your first week is an unpaid waiting week, commonly referred to as the “waiting period”. A delay may cost you benefits.

You should apply for UI benefits using the [Benefits Online Page \(https://ui.labor.state.ny.us/UBC/home.do?FF_LOCALE=1\)](https://ui.labor.state.ny.us/UBC/home.do?FF_LOCALE=1) between the hours of 7:30am to 7:30pm Monday through Thursday (Eastern Time), Friday, 7:30am to 5:00pm, all day Saturday, and Sunday until 7:00pm.

Federal and New York State laws prohibit discrimination with respect to race, creed, color, national origin, sex, age or marital status. Your claim for unemployment insurance benefits will be evaluated and an eligibility determination will be made without regard to any of these factors.

What you should have available before you file your claim:

- Your Social Security number
- Your New York State driver’s license or Motor Vehicle ID card number (if you have either one)
- Your complete mailing address and zip code
- Telephone number where we can contact you between 8am-5pm, Monday through Friday
- Your Alien Registration card number (if you are not a U.S. Citizen and have a card)
- The names and addresses of all employers for whom you’ve worked within the last 18 months, including those employers in another state
- Employer Registration number or Federal Employer Identification Number (FEIN) of your most recent employer (FEIN may be found on your W-2 forms) (if you have either)
- Your copies of forms SF8 and SF50, if you had federal employment within the last 18 months
- Your copy of your most recent separation form DD 214, if you are an ex-service member claiming benefits based on your military service
- If you are unable to print, have a pen and paper available to write down important information
- If you are choosing to have direct deposit of your weekly benefits, you must have a check handy in order to enter your bank routing and checking account numbers

If you do not have all of the documents listed above, you may still file a claim. There may be some delay, however, in receiving your first payment.

You may also file a claim by calling our Telephone Claims Center at 1-888-209-8124 for New York State residents (or 1-877-358-5306 for out of state residents) between 8:00am and 5:00pm, Monday through Friday. This is a toll-free call. If you choose to file your claim by phone, an automated voice will offer you the choice of filing in English, Spanish, Russian, Cantonese, Mandarin, Creole, or “all other languages” (translation services will be provided). Listen to the choices carefully and enter the appropriate number on your telephone’s numeric keypad to file a claim. If you have never filed a claim for benefits in New York State, you will be asked to create a Personal Identification Number (PIN). This will be a four-digit number that you must keep confidential.

For more information go to: http://www.labor.state.ny.us/ui/ui_index.shtm

Second Annual Kente Graduation Recognition Ceremony

By Bill Simons, Chapter President

The Kente Graduation Recognition Ceremony inspired respect, appreciation, and reflection. Held on the evening of Thursday, April 29, 2010, at the Hunt Union Ballroom, the second annual Kente was presented by the Department of Africano & Latino Studies, the Center for Multicultural Experiences, and the Office of Multicultural Affairs. Students, mentors, and witnesses filled the room and shared a profound experience.



Dr. Ibram Rogers,
African & Latino Studies

Prose, ritual, poem, song, instrumental, and dance animated the ceremony. Bernadette Tiapo set the tone with her Welcome/Akwaaba. From the soul and heart came the song of Voices of Serenity, "Triba" from the SUNY Oneonta World Percussion with the unforgettable Dancers and Drummers, and the distinctive "Steel Drum" of Patricia Bailey. Dr. Ibram Rogers conducted the ceremony of "Libation" and wrote "On the Meaning of Kente," the latter read memorably by Adriana Morales. Shannon Quashie dramatized Langston Hughes' "The Negro Speaks of Rivers." Maryanne Rojas offered "Birds." Dr. Steven Perry, Vice President, Student

Development, and Dr. Cecilia Zapata, Director of Diversity, Equity and Inclusion, spoke words of support.

Congratulations appropriately came from languages of the world—Arabic by Ms. Ayisha Al-Balushi, Cantonese and Mandarin by Dr. Ho Hon Leung, Pashtu by Dr. Fida Mohammed, Quechua by Dr. Miguel Leon, and Spanish by Ms. Maria Montoya.

Ms. Amanda Vasquez received the African & Latino Studies Major, Academic Achievement Award and the ALS Black History Essay Contest Award.

Mary Bonderoff and Dr. Caridad Souza presided over Recognition Awards. Bernadette Tiapo and Dr. Chris Keegan did so for Honoring the Graduates.

Actions heroic and significant were given their due. Lacrosse captain Andrew McIntosh made the brave decision to affirm identity.

The graduates, with a record of accomplishment and challenge ahead, are: Ayisha Al-Balushi, Christina Badroe, Oluwale Bamgbose, Adlin Bryan, Wilkin Cabrera, Courtney Cordero, Kayla Corpin, Angela Dyer, Crystal Evans, Tanya Henderson, Victoria Jacques, Jessica Lamendola, Joy Langva, Jose Miguel Longo, Andrew McIntosh, Julissa Medina, Adriana Morales, Gwendolyn Nieves, Jonathan Olivo, Nefretit Pough, Juliette Price, Zubaida Kumar, Jennifer Reid, Angelina Roberts, Christopher Rodriguez, Dana Rogers, Loryann Sanchez, Jennifer Sanders, Keegan Saap, Evangelina Shoemaker, Frank Tsibu, Dania Valdes, Amanda Vasquez, and Leslie Yanez. The printed Kente program included a section featuring the commentary by the thirty-four participating seniors on their most meaningful accomplishment, Summer 2010, and future plans. Their words were articulate and inspiring. Adriana Morales, for example, wrote:

My most meaningful accomplishment in the last four years was my trip to Ghana and experiencing a whole other part of the world. The trip was something I thought I could not possibly do. It was the hardest thing I have ever had to work towards doing. Most people in my community wouldn't really think of going to Ghana because it isn't what people would call a vacation spot in the Western mind. But, this trip, for me, was more than a break from New York. It was a break from stereotypes, a break from what people consider huge problems and issues, and it was a way to learn about how other places in the world have so much more deal with. I am glad to be able to say I went back to my roots, something that has inspired me to grow in more ways than one.

After graduation, I plan to join the Peace Corps so that I can help in other places around the world and continue the mental, emotional and spiritual growth that I began in Ghana. I do not have set plans on whether I want to go to graduate school, but, so far, I am proud of where I am at and I know that life will lead me to great things. The best part is that I am not scared or stressed out because I know I have the support of my family and friends who know that I am strong and will find my way.

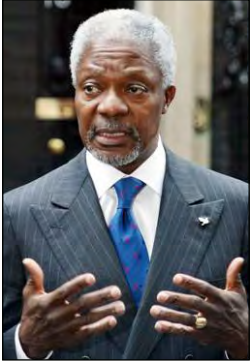
Given her monumental contributions to Kente, it was fitting that Dr. Caridad Souza of the



Dr. Caridad Souza,
Africano & Latino Studies

continued

Department of Africano & Latino Studies, provided the closing Thank You, announcing the melodic Voices of Serenity would end the evening.



Kofi Annan, former UN Secretary General

The words of Kofi Annan, former Secretary General of the United Nations, graced the Kente program:

To live is to choose. But to choose well, you must know who you are and what your stand for, where you want to go and why you want to get there.

At one point, names of the heroes of the long journey toward authentic diversity were called out by the audience, including those of Rosa Parks and Martin Luther King, Jr. So too was the name of Ralph Watkins. With courage, compassion, and dignity, Ralph long led the Department of Africano & Latino Studies. His spirit was evident at Kente and hopefully marked the beginning of a new day on our campus.

“Kente,” Dr. Caridad Souza eloquently reflected, “began as a way to bring together a community in a way that recognizes and heals. Mostly aimed at students, it was a way for them to feel our care and concern because they sometimes do not feel it here. It seems to be evolving into something that we all need to soothe as well as a way to let us know a little something about who we really are as a community. I’ve been honored to be among my colleagues as well as my students... and witness a glimmer of their magnificence. I feel full today.”



Dr. Ralph Watkins:
An Enduring Legacy

UUP and CSEA Thank Their Saturday’s Bread Volunteers



Community Service is an important part of the mission of UUP Oneonta, and, as part of that mandate, our chapter provides volunteers for diverse endeavors. Amongst our volunteer initiatives is *Saturday’s Bread*, which UUP does in collaborative solidarity with CSEA. Non-sectarian, although domiciled at Oneonta’s First United Methodist Church, *Saturday’s Bread* has weekly, for the past eighteen years, dispensed food, good cheer, and friendship. For servers and guests alike, it provides an affirmative experience, breaking down artificial barriers between people through expressions of mutual respect. Linda Drake, UUP stalwart and the nonpareil Director of the Center for Social Responsibility, arranged for UUP’s return to *Saturday’s Bread* on May 8, 2010. UUP-CSEA volunteers, who worked from 9:30 AM to 2 PM, prepared food, set up tables, greeted guests, served meals, and cleaned up. The UUP-CSEA contingent included Caridad Souza, Veronica Diver, Rob Compton, Chris Compton, Janie Forrest-Glotzer, Scott Dickinson, Nithya Iyer, Carol Dean, Ray Seigrist, John Bugyi, Elaine Downing, Ken Walters, Ying Tang, Maggie Ostrander, Kristy Cable, and Bill Simons. UUP and CSEA thanks their volunteers, fine people all, and look forward to returning to *Saturday’s Bread*.

(P.S. If names of any volunteers were left out, it represents the limitations of memory, not of appreciation—Bill Simons.)

UUP Labor-Management Meeting Notes, April 26, 2010

By Nancy Cannon, UUP Acting Secretary

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

For Labor: Bill Simons, Rob Compton, Fred Miller, Norm Payne, Nancy Cannon, Dennis Selzner, Kyle Britton

The meeting opened at 3:05 PM.

- ❖ UUP noted that we are still awaiting word on the Joint Labor Management Speakers Bureau Grant application. Strategies for encouragement of Drescher applications, such as announcements in *The Bulletin* and *Sentinel*, were discussed. Feedback on Individual Development Awards is deferred until the next Labor-Management meeting.
- ❖ UUP asked Management for an update on the number of parking spaces designated for UUP employees. Management responded that the number of parking spaces designated for UUP employees remains at 146.
- ❖ UUP asked Management for an update on air quality in Alumni Hall. Management replied that mitigation is ongoing. Ducts have been professionally cleaned. The final phase of the mitigation is scheduled for June. Alumni Hall employees will be given the opportunity to obtain medical tests without the need to charge their leave credits.
- ❖ UUP and Management will continue to collaborate on orientation programs for part-time UUP employees and new faculty.
- ❖ UUP asked Management for the number of Professional Performance Programs that are overdue. Management replied zero.
- ❖ UUP and Management will continue to collaborate on an information series for UUP Professional Supervisors
- ❖ UUP and Management will set up a side-bar meeting to discuss the Discretionary Salary Increase process for UUP Academics, Professionals, and Part-Timers.
- ❖ UUP asked Management for the number of professional and academic lines that remain unfilled due to the NYS budget situation. Management replied that the cumulative total for the 2008-2009, 2009-2010, and 2010-2011 budget years is 16 UUP lines (4 professionals and 12 faculty) out of a cumulative total of 28 unfilled lines.
- ❖ UUP asked Management if the 25/55 ERS/TRS retirement proposal would be an option for a number of employees on this campus. Management replied that it would apply to fewer than 24 employees.
- ❖ Management is unable to comment on the College at Oneonta budget until the New York State budget is passed.
- ❖ UUP commented that observing Labor Day as a holiday with no classes would show respect for workers.
- ❖ UUP noted that UUP service should be recognized as service to the College at Oneonta.
- ❖ UUP asked Management if there are plans for a College Benefits Fair similar to those held in the past. Management responded that there is a possibility in Spring 2011.
- ❖ UUP asked Management to consider a compressed summer 4-day work week (5 days work in 4 days) for UUP Professionals and Librarians. Management responded that it may be a possibility for Summer 2011.

Meeting adjourned at 3:48 PM.

Labor-Management Meeting Notes: May 10, 2010

For Management: Nancy Kleniewski, President, and Lisa Wenck, Associate Vice President for Personnel Services

For UUP: Bill Simons, UUP Oneonta President, and Rob Compton, UUP Oneonta Vice President for Academics

UUP and Management met to discuss issues of concern which included:

1. Discussion on the Joint Labor-Mgt. Grants and Drescher Leave Program
 - a. Still awaiting final determination on the joint grant.
 - b. Both Labor and Management will work collaboratively to get the word out as broadly as possible regarding the Drescher program.
2. Individual Development Grants
 - a. Both Labor and Management are pleased with the process.
 - b. Upon consultation with the UUP representatives, UUP requested that it would like to have the names, amounts, and project titles published. Management was amenable to this and would let us know definitively.
3. We discussed the budget issues and agreed to remain in close contact regarding developments at the state and college levels as things develop. Both parties indicated that the well-being of the students was paramount.
4. We discussed issues of Workplace Violence and the need for vigilance given what transpired at the Binghamton campus.
5. Future Labor-Management format was discussed. We decided to go back and seek consultation with key members of the Executive Board and Cabinet respectively.

Travels with Otto: Savoring Life's Journey

By Nancy S. Cannon, Acting Secretary and Academic Delegate

Early Saturday morning, Spring 2009. We were late. Bill and I parked our car in the Hunt Union lot, and scrambled to the Eastern Travel bus before it could depart. The driver opened the door. We dashed up the steps. CSEA trip organizer Veronica Diver looked amused. The only two remaining open seats were not together. Having already delayed everyone, we felt it would be pushing our luck to ask people to move. So we reluctantly sat apart. I hurriedly took an open seat next to a stranger. We introduced ourselves, and Otto didn't remain a stranger for long. His full name was Otto L. Sonder, Jr.

Attired in a fashionable suit, Otto was easily the best dressed person on the bus. After introductions, Otto asked why I was on a charter bus to New York City. I pointed to Bill and told him that my partner and I planned to visit Prospect Park, the Brooklyn Botanic Garden, and the Brooklyn Museum. Otto topped that: he had choice front-row, center seats for a revival of *Hair*, the 1960s counterculture play. For a man who appeared to be in his mid-eighties, Otto had mapped a daytrip agenda that surprised me, but I soon learned that new experiences and travelling solo were nothing new for Otto.

Otto was a great storyteller, particularly about his own travels and adventures. *Hair's* 1960s counterculture and Manhattan 2009 were just new chapters in Otto's lifelong explorations. Otto's account of his stint living with aborigines in the Australian outback set the stage for the rest of our conversation on a trip to New York City. He recalled in vivid detail observing a group of 30 aborigines eking out a living in a harsh, arid environment. Water was such a scarce commodity that the shaman hid small caches along their seasonal route to be used only in dire emergency. With telling vignette, insightful analysis, and deep respect, Otto evoked a people whose deep spirituality transcended material scarcity.

Otto enjoyed discourse, and I found him fascinating. A sociologist and anthropologist by training and disposition, Otto had travelled the world, studying and enjoying the folkways of diverse peoples. For 1974-2004, Otto was a fixture at Hartwick College, sequentially Professor, Chair, and Professor Emeritus of Sociology and Anthropology. Prior to coming to Hartwick, he had teaching and administrative stints at Pennsylvania State University (from which he had earned his doctorate), DePaul University, Lycoming College, Williamsport Area Community College; Lock Haven State University, and Bloomsburg State University. Otto's stint as Adjunct Professor of Sociology at SUNY College at Oneonta provided us with obvious common touchstones.

As some of our fellow voyagers napped, Otto and I discussed the differences between the subcultures of Oneonta's two colleges, field research, diverse peoples, material and archival collections, teaching, travel, and theater. With

continued

his charm, knowledge, passion, inquisitive mind, and affinity for other people, I'm sure that Otto was an excellent teacher and scholar. When our bus arrived at the main branch of the New York City Public Library in late morning, Otto and I wished each other a day that would prove memorable. Thanks to Otto, mine had already become so.

In the early evening, the Oneonta sojourners regrouped to board the bus. This time Bill and I were on time. I asked Bill if it would be ok if I again sat with Otto, pointing out that he could sit with his friend Paul Conway and talk about politics and baseball. Thus, I shared the trip home with Otto as well.

Otto and I discussed our separate days in New York. Otto was a great conversationalist in the best sense. He enjoyed listening as well as talking. Truth be told, as was latter observed, Otto "would talk and talk and talk and seemingly never stop." Otto and I said goodbye in the Hunt Union lot late that night.

We stayed in touch. At my invitation, Otto subsequently shared a speaking platform with me at the Meredith Historical Society. I spoke about Native American culture in Delaware County, and Otto provided contextualization about hunter-gatherer societies. My friend Otto wowed the audience that day as he undoubtedly did many times before. Our shared presentation proved to be one of Otto's last.

On the way to work one morning, I drove by Otto's house and saw two police cars. I told Bill that I had a bad feeling that something had happened to Otto.

Sadly, that was soon confirmed by an obituary in The Daily Star. Otto died the day after his 85th birthday in his house, a short distance from his college and church. Bill and I attended Otto's memorial service at the Evangelical Lutheran Church of the Atonement where Otto had long served as president of the congregation. Otto's pastor and dear friend, the Reverend Paul Messner, reflected on a man of paradox---scholarly enthusiast, rational spiritualist, saintly sinner, devout Lutheran and respectful explorer of other traditions, absent of close surviving kin but integral a large familial network. In attendance were many brothers of Alpha Sigma Phi, the fraternity Otto long ago pledged and then served as advisor for many years. Through tears, the president of Alpha Sigma Phi, evoking his own last conversation with Otto just a few days before, described Otto as a father figure to generations of undergraduates. It was clear that Otto had touched numerous lives and was held in great affection by many. At the reception following the service, stories limned a life well lived. Otto's loves included people, good talk, travel, teaching, Ireland, and beer. Otto had said it wouldn't be heaven if there were no beer. There were smiles and laughter, but also the sad and poignant feelings that always accompany the loss of someone dear to us.



Dr. Otto L. Sonder, Jr.

In mind's eye, I saw an empty seat on a bus.

Photo Source: <http://thedailystar.com/obituaries/x1369563153>

120 Attend May 16th End of Semester UUP Party

UUP held its traditional end of semester party on Sunday, May 16, 2010 at the College Camp. Over 120 UUPers attended. Great people, perfect weather, outstanding site, and excellent food made the party a huge success. Brooks' House of Bar-B-Q was served.

In addition to the contagious cheer, the celebration provided a venue for union networking. The party played an important role in activating members and identifying new leaders. Chapter and State Officers were available to answer questions.

State UUP President Phil Smith, Vice President for Academics Fred Floss, Treasurer Eileen Landy, and Membership Development Officer Ed Quinn attended and joined the Oneonta celebration. Their presence and support for the Oneonta chapter through the years was much appreciated as was their leadership during the furlough and PHEEIA crisis.

Kudos also to Carol Braund, UUP Chapter President, Upstate Medical University, and Arty Shertzer, UUP Chapter President, Stony Brook, for coming and expressing solidarity with Oneonta. Upstate's Brian Tappan, a member of the State UUP Executive Board and Outreach Committee, returned to Oneonta to help Rich Tyler pick up the food at Brooks', take photographs, and entertain with his juggling.



The family of UUP thanks our Special Events Director Loraine Tyler for a terrific job organizing the end of semester party! Loraine has organized many UUP special events, and she always imbues our celebrations with excellence. With Loraine's continued generosity of expertise and time, UUP looks forward to future gatherings.



Loraine Tyler, UUP Special Events Director,
Supervising the Serving Line

Dr. William B. Ashbaugh Delivered the Sixteenth Annual Susan Sutton Smith Lecture: April 30, 2010

The Susan Sutton Smith Prize for Academic Excellence carries the name of the late and esteemed professor of English noted for her literary grace and pedagogical excellence. Professor Susan Sutton Smith's notable scholarship and editing encompassed *The Topical Notebooks of Ralph Waldo Emerson* and *The Complete Poems and Collected Works of Adelaide Crapsey*. Dr. Patricia Gourlay, herself an icon of the English Department, composed the following tribute to Professor Smith:

*Voyager, Susan, you explored all ways;
in the mind, yes, charted the antipodes
of Emerson, navigated his narrows;
or sharp-eyed, patient, you discovered gold
where others had passed by.*



The Susan Sutton Smith award, which carries a stipend, annually recognizes outstanding achievement in research, scholarship, and/or art by a tenured faculty member as well as a faculty for public speaking. The generosity of Dr. Thomas Smith and Mrs. Mary Smith allowed for the creation of this award, which honors the memory and perpetuates the legacy of their daughter. On Friday, April 30, 2010, at 7 PM, in the Craven Lounge, Morris Complex, Dr. William B. Ashbaugh, Chair and Associate Professor of History, delivered the Sixteenth Annual Susan Sutton Smith Lecture.

Following a Welcome by College President Nancy Kleniewski and an introduction by Provost and Vice President for Academic Affairs F. Daniel Larkin, Dr. Ashbaugh spoke. Dr. Ashbaugh's Susan Sutton Smith lecture was eloquent and well received, best summarized by his own words:

My presentation describes two incredibly popular Japanese science fiction animations. But like good science fiction worldwide, the stories are actually allegories, in these cases, Japan's greatest historic memory: the Pacific War. Animation, called "anime" in Japan, allows the artists, writers, producers, and directors of Space Battleship Yamato and Mobile Suit Gundam to reinforce or reject Japanese popular memory of the war in three main areas: postwar pacifism that comes of the horrors of the Pacific War; belief in Japan as victim due to the firebombing and atomic bombing of Japanese cities; and the old Japanese idea of the nobility of failure. In the end, Gundam has proven the more popular story, even as it rejects the popular "Japan as victim: and "nobility of failure" elements of historical memory.

A Fulbright Lecturer and recipient of the Chancellor's Award for Excellence in Teaching, Dr. Ashbaugh teaches upper-division courses in Asian studies and United States diplomatic history and foreign relations. He founded the SUNY Oneonta chapter of the History Honors Fraternity, Phi Alpha Theta. A protean scholar, Dr. Ashbaugh's contributions include the 162- page section on East Asia for *The Greenwood Encyclopedia of Global Medieval Life and Culture* (2009).

The Academic Excellence Committee, which receives and evaluates Susan Sutton Smith applications as well as those for the Richard Siegfried Prize, consists of Professors Michael Green, Lawrence Guzy, Ho Hon Leung, Brian Lowe, and William Simons (Chair). The work of the Academic Excellence Committee is expertly facilitated by Ms. Katherine M. Milavec of the Provost's Office.

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.

VOLUNTARY REDUCTION IN WORK SCHEDULE PROGRAM GUIDELINES

State University Professional Services Negotiating Unit

(Note: The excerpts for the VOLUNTARY REDUCTION IN WORK SCHEDULE program come from the College web site. For more information about the program, consult the College web site and contact the Office of Human Resources.)

Introduction

Voluntary Reduction in Work Schedule (VRWS) is a program that allows employees to voluntarily trade income for time off. The VRWS Program is available to eligible annual-salaried employees in the State University Professional Services Negotiating Unit (PSNU). Individual VRWS agreements may be entered into for any number of payroll periods up to a maximum of 26 biweekly pay periods in duration and must expire no later than the end of the last payroll period in the University fiscal year.

1. Purposes

- a. VRWS provides campuses a flexible mechanism for allocating staff resources.
- b. VRWS permits employees to reduce their work schedules to reflect personal needs and interests.

2. Limitations: Eligibility, Work Schedule Reduction

a. **Eligibility:** This program is available to certain full-time calendar year, college year and academic year employees in the PSNU. Eligibility shall be as described under the terms of the VRWS Program Guidelines. All of the following eligibility criteria shall apply:

1. Full-time employees are required to have a continuing, permanent, or term appointment and be employed to work on a full-time annual salary basis for a minimum of one bi-weekly payroll period immediately prior to the time of entry into the VRWS Program. Time on paid or unpaid leave from a fulltime annual salaried position satisfies this requirement.
2. Employees must remain in a full-time continuing, permanent, or term appointment position during the term of the VRWS agreement.
3. Employees must have one continuous year of State University of New York (SUNY) service at a campus at which they are employed on a qualifying schedule (any schedule which entitled the employee to earn leave credits). Periods of leave without pay of any duration are not counted toward the one-year service requirement but do not constitute a break in service. Employees who separate from SUNY service (through resignation, termination, retrenchment, etc.) for more than one year cannot count service preceding that break in service toward the one-year requirement. Authorized leave with pay under the SUNY Policies of the Board of Trustees will count toward the one-year service requirement, except leaves of absence for Title F leave or sabbatical leave immediately preceding a request for VRWS are not counted toward the one-year service requirement since accruals are not earned during the leave period.

b. **Work Schedule Reduction:** Participating employees may reduce their work schedules (and salaries) a minimum of 5 percent, in 5 percent increments, up to a maximum of 30 percent.

3. Description of an Employee VRWS Agreement

a. The employee and management can establish a VRWS agreement on a University fiscal year basis of any number of payroll periods in duration from one to twenty-six. The VRWS agreement must expire no later than the last day of the last payroll period in the University fiscal year. The VRWS agreement must begin on the first day of a payroll period and end on the last day of a payroll period. VRWS ending balances must be segregated for each University fiscal year.

b. The employee develops and submits a plan for a reduced work schedule. Management reviews and approves the plan as long as it is consistent with operating needs.

c. A jointly agreed plan specifies:

- i Duration of VRWS agreement which may be up to a maximum of 26 biweekly payroll periods with the VRWS agreement expiring no later than the last day of the last payroll period in the University fiscal year.
- ii Percentage reduction of professional obligation and salary.
- iii Amount of VR credits to be earned in exchange for reduced salary.
- iv Schedule for use of VR credit to be earned. This may be either a fixed schedule, e.g., every Friday, every Wednesday afternoon, an entire month off, etc., or intermittent time off. An employee's fixed schedule of use of VR credits, once management has agreed upon the VR schedule, cannot be changed without the employee's consent except by mutual agreement in an emergency. VR credits used as intermittent time off will be subject to scheduling during the term of the VRWS agreement, and will require advance approval by the employee's supervisor.

d. While the VRWS agreement is in effect, the employee will earn and accumulate VR credits in accordance *continued*

with the percentage reduction of professional obligation in a workweek, e.g., a 10 percent reduction will result in eight hours of VR credit earned each payroll period that the employee will charge in the future on his/her scheduled VR absences. If the employee's VR schedule calls for one-half day off every Friday afternoon, four hours of VR credits will be charged for each Friday. An employee whose VRWS agreement calls for a 10 percent reduction and taking an entire month off will work his/her full 40 hours each week, accrue eight hours of VR credit each payroll period, and have the accumulated VR credits to use during the approved VR absence. Solely as a matter of computational convenience for purposes of creating a schedule for accruing and using leave hereunder, a "day" is defined as eight hours. This definition is not intended to have any wider application and does not otherwise reflect any agreement or acknowledgment as to the length of a workday.

e. The employee never goes off the payroll. The employee remains in active pay status for the duration of the agreement and receives paychecks each payroll period at the agreed-upon, temporarily reduced level.

f. The employee will work a prorated share of his/her normal professional obligation over the duration of the VRWS agreement period.

g. Participation in the VRWS Program will not be a detriment to later career moves within the campus.

4. Attendance Records Maintenance

a. All VR schedules will be based on the crediting and debiting of VR credits on the employee's attendance record against a regular professional obligation.

b. VR credits earned during a VRWS agreement may be carried on the employee's attendance record past the end of the individual VRWS agreement and past the end of the University fiscal year but must be liquidated by the December 30th following the end of the University fiscal year in which the individual VRWS agreement expires. VR ending balances must be segregated for each University fiscal year.

c. There is no requirement that existing paid leave credits (including previously earned and banked VR credits) be exhausted prior to the beginning of the new VRWS agreement. Employees are encouraged to use carried-over VR credits on a priority basis.

5. Advancing of VR Credits

To accommodate an employee whose VRWS agreement calls for an extended absence during the VRWS agreement period, a campus may advance VR credits in an amount not to exceed the number of hours for which the employee is paid in one payroll period.

6. Recovering a VR Credit Debit

If an employee terminates his/her employment and has a VR debit, the campus shall recover the debit from the employee's lagged salary payment for his/her last payroll period at work.

7. Effect on Benefits and Status

The effect of participation in the VRWS Program on benefits and status is outlined in Appendix A - Voluntary Reduction In Work Schedule Program Effect on Benefits and Status (attached).

8. Effect on Overtime Payment for Overtime Eligible Employees

Scheduled absences charged to VR credits are not the equivalent of time worked for purposes of determining eligibility for overtime payments at overtime rates within a workweek. For example, an employee who, under an 80 percent VRWS schedule, works four days, charges the fifth day to VR credits, and is called in to work a sixth day, will not be considered to have worked the fifth day and thus will not be entitled to overtime payments on the sixth day. Similarly, VR credits earned, banked, and charged after the payroll period in which they are earned are not counted in determining eligibility for overtime in the workweek in which they are charged. Sections 135.2(h) and (i) of Part 135 of the Budget Director's Overtime Rules are waived to the extent necessary to permit payment of overtime compensation to overtime-eligible employees who are participating in this Program.

9. Discontinuation or Suspension of VRWS Agreements

Although VRWS agreements are for stated periods of time, they can be discontinued by mutual agreement at the end of any payroll period. VRWS agreements may be discontinued, at management's discretion, when an employee is promoted, transferred or reassigned within a campus, although VR credits must be carried forward on the employee's attendance record. VRWS agreements may also be discontinued when an employee moves between campuses.

10. Provisions for Payment of Banked (Unused) VR Credit in Exceptional Cases

The VRWS Program is intended to be a program that allows employees to voluntarily trade income for time off. The agreement for VRWS Program participation between the employee and management includes a plan for the use of VR

credit earned. Management must make every effort to ensure that VR credit earned by an employee is used: (1) under the terms of the individual VRWS agreement, (2) before the December 30th liquidation date (see section c.), (3) before the employee separates from SUNY service, and (4) while the employee is on the job he/she was in when the VRWS agreement was made. If this is not possible, payment for banked (unused) VR credit may be made in exceptional cases that fall under the following criteria:

- a. Upon retrenchment, resignation, termination, or retirement from SUNY, or death, unused VR credit will be paid at the then current rate of compensation.
- b. Upon movement of an employee to another state agency or from one campus to another or between campuses or departments within a campus, unused VR credit will be paid at the then current rate of compensation by the campus/department in which the VR credit was earned, unless the employee requests and the new campus/department accepts the transfer of the VR credit on the employee's attendance record. The lump sum payment for VR balances upon movement to another campus will be made irrespective of whether or not the employee is granted a leave of absence from the campus/department where the VR credit was earned. Payment will be made within two payroll periods following the move to the new campus.
- c. VRWS ending balances must be segregated for each University fiscal year. Employees who accumulate VR credit in a University fiscal year and who are unable to use the VR credit due to management requirements predicated on workload by the December 30th following the end of the University fiscal year in which the employee's individual agreement expires will be paid at the then current rate of compensation. Payment will be made within two payroll periods following the applicable December 30th liquidation date. Requests for payment in the exceptional cases specified in this subparagraph, as distinct from those specified in subparagraphs (a) and (b) above, should be directed to SUNY System Administration Employee Relations – VRWS Program and will be decided on a case-by-case basis. In all cases where payment for unused VR credit is made, notification of payment must be sent to SUNY System Administration Employee Relations - VRWS Program. Such notification must include date of payment, circumstances of payment, employee's name, title, number of days of unused VR credit, and gross dollar amount of payment. In addition, campuses must certify that they have not already used these savings for replacement staff in other programs or, if they have, identify another funding source for the payment.

11. Review of VRWS Denials

a. Individual Requests

An employee whose request to participate in the VRWS Program has been denied shall have the right to request a written statement of the reason for the denial. Such written statement shall be provided within five working days of the request. Upon receipt of the written statement of the reason for the denial, the employee may request a review of the denial by the college president or designee. Such requests for review must be made, and will be reviewed, in accordance with the following procedure:

1. Requests must be submitted by the employee or the employee's representative within 10 working days of receipt of the written statement or of the date when the written statement was due.
 2. Requests must be submitted to the official who serves as the college president or designee at Step 1 of the grievance procedure.
 3. Such requests shall specify why the employee believes the written reasons for the denial are improper. The request must explain how the employee believes his/her work can be reorganized or reassigned so that his/her participation in the VRWS Program will not unduly interfere with the campus's operations.
 4. The college president or designee shall review the appeal and make a determination within 10 working days of receipt. The determination shall be sent to the employee and a copy shall be sent to the President of UUP. The determination shall be based on the record, except that the college president or designee may hold a meeting with the employee and/or the employee's supervisors if the designee believes additional information or discussion is required to make a determination. If the employee believes that there are special circumstances that make a meeting appropriate, the employee may describe these circumstances in addition to providing the information specified in paragraph 3 above, and request that a review meeting be held. The college president or designee shall consider such request in determining whether or not to hold a review meeting.
 5. The determination of the college president or designee shall not be subject to further appeal.
- b. When UUP alleges that a campus has established a practice of routinely denying employee applications to participate, this matter shall be an appropriate subject for discussion in a labor-management meeting at the appropriate level. Such labor-management discussions shall be held in accordance with the provisions of Article 8 of the State/UUP Agreement.

Oneonta and the State UUP Delegate Assembly

UUP Oneonta sent a large delegation to the State UUP Delegate Assembly (DA) in Albany on Friday, May 14th and Saturday, May 15th. Committee meetings, reports on the budget crisis and PHEEIA, deliberations and votes, and elections for State Officer and State Executive Board positions took place. The Oneonta delegation included Rob Compton, Norm Payne, Mike McAvoy, Renee Walker, Gina Keel, Hanfu Mi, Janie Forrest-Glotzer, Janet Frankl, Fred Miller, Jeri Anne Jerminario, Chris Bulson, Nancy Cannon, and Bill Simons.



UUP Oneonta Professionals Norm Payne, Jeri Anne Jerminario, Janet Frankl, and Janie Forrest-Glotzer at DA Deliberations

The following State Officers won reelection: Vice President for Academics Fred Floss, Vice President for Professionals John Marion, and Treasurer Rowena Blackman-Stroud.

UUP Oneonta *Sentinel* Editor Jill Attanasio and the chapter newsletter, *The Sentinel*, were honored at the DA. Jill and *The Sentinel* received the journalistic award for *General Excellence*.

The DA is an instrument of UUP governance, information, and development. The DA strengthens the relationship between Oneonta and the State UUP as well as between UUP and other chapters.



Part of UUP Delegates at the DA (Left to Right): Rob Compton, Hanfu Mi, Chris Bulson, Janie Forrest-Glotzer, Renee Walker, Gina Keel, Jeri Anne Jerminario, Janet Frankl, and Bill Simons.
(Photograph by Nancy Cannon)

Oneonta Mayor Dick Miller in His Own Words: Reflections on SUNY



[Editor's Note: Oneonta Mayor Dick Miller served on UUP Oneonta's April 27, 2010, College-Community III Panel. Mayor Miller responded to UUP Oneonta's invitation to follow up on his panel participation with a *Sentinel* article. UUP looks forward to future dialogue with the Mayor. 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.]

continued

May 10, 2010

To: Bill Simons

From: Dick Miller

You asked that I write some thoughts based on UUP's panel several weeks back. I offer two, one of which may be controversial, for your membership's consideration.

I know that UUP is not supportive of Governor Patterson's proposal to "free the University". This proposal has been considered at least since my time in Albany. I believe strongly that it is in the best interest, not only of the university collectively, but of UUP faculty as well.

The simple fact is that, despite lobbying efforts by both faculty union and University administration, SUNY will not receive additional and incremental funding in future enacted budgets. For years, the greatest proportion of the State budget has gone to healthcare and K-12 education. The balance has to be cut up into many pots. Given that State resources are certainly going to decline, and the continuing demand from K-12 and healthcare is unabated, it stands to reason that SUNY won't get additional funds, if it retains current funding levels at all.

My impression from my days in Albany is that SUNY College presidents have the same objective of UUP... improving SUNY's real and perceived quality and increasing full-time faculty, two inter-dependent themes. There will not be more full time faculty without larger SUNY campus budgets. These budgets can only come from higher tuition, aggressive fundraising, and greater freedom in using SUNY real estate and business activities to contribute to campus funds. I urge my friends in the SUNY Oneonta UUP chapter to consider this viewpoint.

The second subject is the lack of a State policy in support of public and private higher education. The need for this has been discussed for years, and Governor Spitzer, through his now alienated deputy, Lloyd Constantine, made noise about it. Constantine's plan, which was being rolled out at the time of Spitzer's disgrace, was to invest more in the research centers and community colleges. It was far from a thoughtful, comprehensive look at the State's assets in higher education based on the reality that we are no longer in a K-12 environment, but rather are in the world of K-16. It is not exactly clear to me how such a policy would be outlined, but it would have its roots in a set of principles that follow:

- K-12 is failing to educate New Yorkers to lead productive lives through which they live independently and contribute to our free society. This is not only true for those who don't graduate from high school, but for many who graduate, as well.
- Community Colleges, which were designed to meet the needs of those who had not graduated from high school, provide continuing education and ease the transition into college for those who did graduate, but were not really ready, have been incited to go well beyond their original mission through offering four year programs, establishing residence halls, and recruiting out of state and international students, particularly athletes.
- The above has forced the Colleges of Technology to develop four year programs and the University Colleges to move beyond their original liberal arts and normal school orientations.
- BOCES has broadened its mission to compete with community colleges and colleges of technology. University Centers, favored by funding, have been left relatively free to pursue their graduate and research agendas, but for financial reasons, are forced to compete for undergraduate revenues.
- Private colleges and universities are left completely out of the picture, but are of significant quality and capacity.

If Albany wasn't dysfunctional, it might start a process by which the desired impact of New York State's public and private higher education assets was defined. Then those assets could be focused and resources provided so that each institution could fulfill a mission that, when added together with that of others, was more program and cost effective than the current structure by which SUNY institutions, particularly, cannibalize one another to maintain campus financial solvency.

Clearly these are one person's views. I hope they will stimulate debate and discussion. Thanks for giving me the opportunity to write.

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