



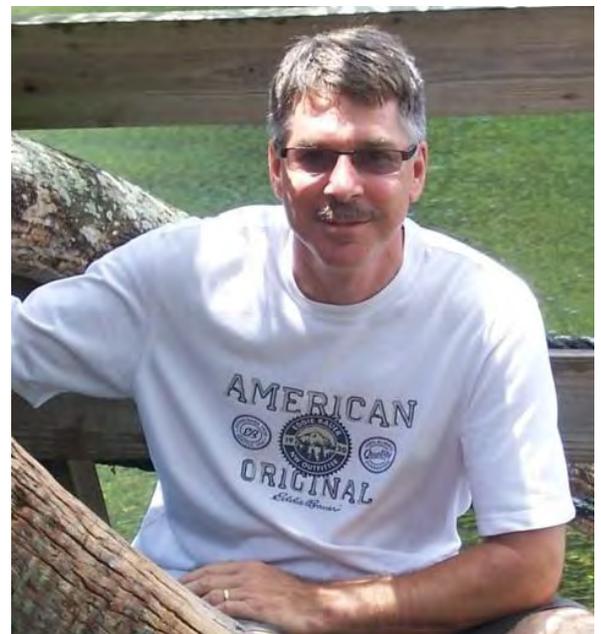
## Professional Appointments Explained

*By Norm Payne, Vice President for Professionals*

In this article I will try to explain the types of appointments professionals on this campus can get if they are not in a Title A- Directors, Title B- Coaches, or Title C- Fundraising Director or Associate Director.

### **Permanent Appointment**

A person who is appointed to a professional title in which permanent appointment may be granted, must be granted a temporary appointment for the first year of that person's employment only when the appointment was made to a position vacated by a professional employee who is serving a probationary appointment, otherwise the person shall be granted a term appointment. Upon completion of the initial temporary or term appointment, the professional employee may be granted further appointments. Service in a temporary appointment will be counted toward the satisfaction of the eligibility requirements for initial permanent appointment.



**American Original: Norm Payne**

This means:

Your first appointment is a one-year probationary or one-year temporary appointment, this year counts toward eligibility for permanent appointment. After that, you are on Term Appointments- 1 year, 2 year or 3 year, until the time comes to be offered permanent appointment.

If you are not in a professional title in which permanent appointment may be granted, you will remain on term appointments.

If you are in a professional title in which permanent appointment may be granted, and you have completed seven consecutive years of full-time service as a professional employee at that college, the last two years of which have been in that professional title, you must be offered permanent appointment. That appointment can only be made so by the Chancellor.

After working here for 6 years, you will know if you are going to be offered permanent appointment. If you are not going to be offered permanent appointment, you will be notified. More to the point, one year before your term appointment expires (just before going into your sixth year), you will get an evaluation. Typically the last line in your evaluation will read "I recommend permanent appointment" or "I do not recommend permanent appointment." Obviously if you are not going to be here after seven years, you will not be offered permanent appointment, so even though the paragraph above says you "must be offered permanent appointment," if you are not going to complete seven years, then that part is moot. If you are not recommended for permanent appointment, this is your 12-month notice, and you have time to start looking for a job elsewhere, either on this campus or somewhere else.

### **Term Appointment**

You are usually offered a 1, 2 or 3 year term appointments.

You have to be given notice if you are not going to be offered another term appointment. The amount of notification varies by how many consecutive term appointments you have completed.

If you are on a part-time term appointment, you should get 45 days notice.

If you have completed one year of uninterrupted service, you should get 3 months notice.

If you have completed more than one, but not more than two years, you should get 6 months notice.

If you have completed more than two years you should get 12 months notice.

Coaches are a different story. D-III Coaches are: Director of Athletics, Head Coach, Assistant Head Coach, Coach, First Assistant Coach, Associate Coach, Assistant Coach, and Coaching Assistant.

Full-time college year, academic year and calendar year employees, whose coaching and coaching-related duties account for 75 percent or more of their professional obligation will, for the first four years of employment in any of the above titles be provided term appointments, each up to a maximum of three years. Following the fourth year of employment, they should receive a term appointment of three years.

If they are not going to be renewed, they must get 6 months notice prior to the expiration of their term. For example if a coach's term appointment expires on June 10th of that year, then they should be notified 6 months before, or December 10th, that they will not be offered another term appointment.

If anyone intends to leave their position should give 30 days notice.

### **Probationary Appointment**

A probationary appointment may be offered to professional employees for the first year in a position that is eligible for permanent appointment. A probationary appointment may be terminated at any time.

### **Temporary Appointment**

Temporary appointments ordinarily should be given only when service is to be part-time, voluntary, or anticipated

**Professional Appointments Explained (continued)**

to be for a period of one year or less, or when an employee's initial appointment in the University is made to a position vacated by a professional employee who is serving a probationary appointment. Temporary appointment is also appropriate whenever a position has been vacated by an employee on approved leave.

After three consecutive years of full-time service on the basis of a temporary appointment, a full-time employee whose employment is continued on the basis of a temporary appointment should be given term appointments. It stands to reason that if they weren't sure the money was going to be there to pay the person for the first or second year, by the third year someone has to have figured out a budget and funded that position. If there is a good reason for continuing an employee on temporary appointment, they should be given the reason. The appropriate remedy for failure to receive such reasons will be they are provided with the reason.

Here are some lessons learned by former employees at Oneonta:

A person can work here for 11 consecutive years on a part time term appointment, and if for some reason their position is no longer needed, or they fall out of favor with their supervisor, they can be told 45 days before their term expires that their services are no longer required. Part time term appointments are not very stable.

A person in a position that is eligible for permanent appointment can be notified in their performance program that they will not be offered permanent appointment. This means that after working here for almost 6 years and getting great evaluations you can be gone. If your supervisor does not want you around, you will get your 12 months notice. There is one office on campus where you will not get permanent appointment regardless of your performance. That is the prerogative of the supervisor. I would like to say it is because the employees in question did not perform, but in my opinion that is not the case. I have seen this happen 2 times now and the 6 year cycle is rapidly approaching for the personnel that filled the positions. There is nothing that can be done but sit back and watch the train wreck.



For the rest of the hard working professionals on this campus, keep up the good work. Always keep an open line of communication with your supervisor, and remember to check your performance program a few times a year and stay on track. If your duties change, make sure to update your program to reflect those duties.

If you need help to determine when you are eligible for permanent appointment call the office and we can get you the dates.

**Norm Payne, foreground, and other UUPers listen intently to a union briefing.**

# UUP-OTA Rally for the Worker: Thursday, May 26, 5 PM, Muller Plaza

*By Bill Simons, Chapter President*

UUP Oneonta and OTA (NYSUT's K-12 Oneonta Teacher's Association) will co-sponsor a rally in support of all workers on Thursday, May 26, at 5 PM in Muller Plaza. All are welcome. The rally will build bridges between local workers. State UUP President Phil Smith will provide the introduction. NYSUT Statewide Executive Vice President Andy Pallotta will serve as keynote speaker. To protect job security, worker safety on the job, and living wages, we need to unite. Public and private sector workers as well as unionized and non-unionized workers need to come together. We must not allow the destruction of the middle class. The financial elite and their minions seek to set worker against worker. The privileged orchestrate a well funded campaign against public sector workers. Employment, compensation, collective bargaining, and contractual protections are threatened. New York labor is not immune from the anti-worker attacks in Wisconsin, Michigan, Illinois, and other states. The wealthiest must pay their fair share of taxes. We must not allow the stripping away of the basic, hard-won protections of the American worker.

Oneonta needs to make its voice heard. Let us not forget our legacy: the Brotherhood of Railroad Brakemen was founded in Oneonta on September 23, 1883. For the sake of your family, community, and students, stand up and be heard: don't wait until you receive a notice of job termination or witness the deconstruction of terms and conditions of your labor. See you May 26th, at 5 PM in Muller Plaza.



## **Five Unions in Solidarity**

The alliance between UUP Oneonta, OTA, other area unions, and the community began in earnest on Thursday, April 28, 2011, with our jointly sponsored panel, "Wisconsin, New York, and the Imperiled American Middle Class." Over 85 workers and their supporters filled SUNY Oneonta's Craven Lounge. Members of 5 area unions attended, including UUP, OTA, Teamsters, Firemen, City of Oneonta CSEA, and College CSEA. Panelists Ed Quinn (State UUP State Membership Development Director), Mike Lynch (NYSUT staffer and City of Oneonta Alderman), and Cary

Brunswick (former managing editor of *The Daily Star*) contributed incisive commentary on the challenges and opportunities faced by labor. Visceral energy and purpose animated the audience. Oneonta Grievance officer and SUNY Oneonta Senate Presiding Officer Renee Walker did a superb job as moderator. Fred Miller, one of UUP's iconic Founders, provided a moving and eloquent introduction to the program, which included a moment of silence to commemorate Workers Memorial Day, the centennial of the Triangle Shirtwaist Fire tragedy, and the anniversary of the creation of the Occupational Safety and Health Administration. Fred, at 85, did this after a long day of important Outreach work in Albany. UUP Empire State Chapter President Jacqueline Berger also came after a day of Outreach, to join us as did UUP Utica/Rome Chapter President Rafael Romero and NYSUT LRS Darryl Wood.



Let us continue and gather in a renewed solidarity on May 26th, at 5 PM in Muller Plaza.

Labor Genesis: We Will Be Heard



## An Intensifying Animosity between Private- and Public-Sector Workers and Families

By Cary Brunswick, Editor, [oneontatoday.com](http://oneontatoday.com)

[Editor's Note: Cary Brunswick, former managing editor of *The Daily Star* and a freelance writer, is the editor of [oneontatoday.com](http://oneontatoday.com). This article is adapted for his remarks as a panelist at the April 28th UUP-OTA sponsored program, "Wisconsin, New York, and the Imperiled American Middle Class."]



Cary Brunswick  
Source: *The Daily Star*

I come from generations of blue-collar, union railroad workers and was a member of one of those unions, the IAM, years ago when I worked for a railroad. I was forced to join because it was a closed shop. For \$7 a week in dues taken out of my check, I made a dollar more than minimum wage and the bosses couldn't make me get a haircut.

Back then, nearly 40 years ago, substantially more private-sector workers belonged to unions than those in the public sector. Nobody complained about the benefits reaped by union workers, because during the previous decades the unions had fought for and won better working conditions, such as the 40-hour week and eight-hour day, for everybody.

*An Intensifying Animosity between Private- and Public-Sector Workers and Families (continued)*

During the past three decades, the percentage of workers in unions has dropped from 20 percent to 12 percent, and that decline has been in the private sector. According to the Bureau of Labor Statistics, in 2010 more than 36 percent of public employees were unionized, compared to just 7 percent of private-sector workers. The private-sector union decline helps explain why, during the last three decades, wages after adjusting for inflation have risen only slightly. Meanwhile, business and industry profit margins have soared because of the increased efficiency and stagnant wages of their workers.

Times are tough, so many of those non-union workers resent public employees and retirees, whose pay and benefits are paid by governments and taxpayers. That's because state and local governments are going broke, and taxpayers are struggling just to keep up with their living expenses. The backlash is taking place in Wisconsin, in Ohio, and other states including New York, and it likely will keep spreading. Government leaders in some states facing budget crises are trying to dismantle public-sector unions and do away with collective bargaining. They are blaming unions, and the pay and benefits they help secure for workers and retirees, for their fiscal woes.

And, since times are indeed tough, many governments and taxpayers are saying they can't afford to keep paying for those public-employee jobs and benefits at the same level as in the past. The trouble with any backlash is that it can get personal, and therefore nasty. It gets to the point where some taxpayers blame public employees and begrudge them their benefits. Teachers' unions appear to be bearing the brunt of it because those unions are the largest and therefore the most powerful, as their railroad counterparts once were. In our rural region, teachers live in just about every community, many of which have their own schools, so they are the most visible.

A recent *New York Times* story titled "Teachers Wonder, Why the Scorn?" described how "many teachers see demands to cut their pay, benefits and say in how schools are run as attacks not just on their livelihoods, but on their profession." I know a lot of teachers who also feel that way. Now, it seems that some people want them to feel guilty because they get raises every year, and have health insurance and a retirement plan. And they only teach 180 days a year is the cry from many taxpayers. College professors hear the same about the number of classroom days they have each year.

The same negative sentiment is growing toward all public employees in state after state.

Clearly, the fact that this is happening to so many public-sector professions at a time when their own jobs and benefits are threatened is a sign that our society is facing a serious schism in the middle class. It is unfortunate that with the changing times and sour economy so many people are struggling to afford health insurance, most big businesses have scrapped pension plans and governments are facing budget crises.

If the middle class is indeed imperiled, it is because a stake has been driven into its midsection, creating an intensifying animosity between private- and public-sector workers and families. Who or what initiated this hammering? The economy? Government? Or the corporations and the wealthy, which insist on not paying their fair share of taxes?

If the middle class is indeed taking a shellacking, it is because something or somebody believes the best way to keep it down is to divide and conquer. And so far the strategy is working all too well. It is also unfortunate that so many people have to point their fingers with disdain at our public employees because they have what everyone should have. And that's what it comes down to. It's not that teachers and state and municipal employees are



getting too much. A decent wage, health insurance and a comfortable retirement should be accessible for everyone.

In Bob Dylan's terms, it may seem as if the popular backlash by those "bent out of shape by society's pliers" against public-sector workers is rooted in an attempt to drag those workers down into the hole in which that many private employees find themselves. There's no doubt they are having a difficult time climbing out.

**Formidable Lineup: Renee Walker, Cary Brunswick, Mike Lynch, and Ed Quinn**

On the other hand, public employees must understand the favorable position they are in and work not only to protect what they have but also to help those who are less fortunate when it comes to job and retiree benefits. It's time for all middle-class workers and families to rip that divisive stake out, and understand that only as a class united in opposition the forces aligned against it can it get what all its members deserve.



## Three Days in Madison, Wisconsin

*By Ed Quinn, State UUP Membership Development Officer*

**[Editor's Note: This article was originally published in the newsletter of UUP Stony Brook. It is republished with the permission of the author and Stony Brook Editor Pamela Wolfskill. Quinn spoke at the UUP Oneonta-OTA panel, "Wisconsin, New York, and the Imperiled American Middle Class."]**

I was fortunate enough to be able to attend the protests on February 26, 27, and 28 in Wisconsin against the anti-labor and anti-public employee legislation. The first day I was in Madison was an amazing experience. The estimate crowd was at about 100,000. The demonstration was both around the Capitol Building as well as inside. The crowd included a broad cross section of people from around the state of Wisconsin. The energy of the crowd was electrifying. I spent some of my time handing out buttons and signs and the rest of the time marching and chanting. The second day the demonstration moved to the inside of the Capitol Building but there were still thou-

**Three Days in Madison, Wisconsin (continued)**

sands of people outside. On this day it was anticipated that the police would clear the building, which at that time people had been occupying the building for 13 nights. We stayed in the building past the deadline and the police did not move the crowd out. Eventually the protestors were allowed to stay in the building overnight. The third day the people outside the building were not being permitted into the Capitol Building and the chants were about letting people into the building. The goal was to increase the numbers inside so that the building could be occupied for another night.



**Crowd outside the Capitol that gather to greet the people exiting the building after the Sunday deadline.**

In the end the protestors had to leave the building and the proposed legislation was passed by the Senate Republicans by using very questionable procedures. This is now being challenged in the courts and the people of Wisconsin are organizing a recall campaign against eight Republican Senators. The recall campaign is in full swing and three petitions have already been filed with enough signatures to hold a recall election of three Republican Senators.

The fight has just begun for workers' rights and the movement is gaining momentum. The fight is not only in Wisconsin but it is also in: Ohio, Pennsylvania, Michigan, Idaho, New Mexico, Florida, Tennessee, Indiana, Maine, New



**Inside the Capitol during the protests on Sunday, February 27, 2011.**

Jersey, and New Hampshire. And this has moved in a subtle way to New York with the passage of a bill by the Senate to do away with seniority rights for teachers and pension reform.

What can you do? Check the AFL-CIO website, the AFL-CIO blog, participate in local rallies, and donate to the cause when asked. This is very much our fight and we need to support all of the public employees throughout the nation. An Injury to One is An Injury to All!

# New Directions and New Visions: Between Community and Communitarianism at Oneonta

*By Rob Compton, Vice President for Academics*



**Rob Compton**

We look forward to and welcome Provost E. Maria Thompson's arrival and leadership on the Oneonta campus. As the storm of fiscal constraints continues to engulf the College, a battle for the soul of this College is taking place. As your Vice President for Academics, I have seen a significant increase in people coming to UUP for help. It distresses me to hear some of these stories about what we do to each other.

During times of crisis, any society can either strengthen the bonds of community by working together and assisting all members within that society. Under such a system, its members would work to strengthen the human bonds that exist within the group. The group ethos united by a common purpose forms the soul of that entity. Of course, such common purpose can lead to the victimization of the "other" and a feeling of victimhood for those who believe they have been wronged. That in turn creates a common thread of resistance for those who have been aggrieved. Why do organizations, at all levels, operate like this?

Let me begin by examining notions of community and communitarianism. While the two can and often overlap to an extent, we should note that even the German Gestapo had a degree of shared values and community. Each community, with its own rules, punishes those who are seen to go against those rules. These punishments can be warranted or unwarranted and vary in severity, often on unwritten rules of the group. Communitarianism can lead to the suppression of dissenting views, if the community's organization is devoid of democratic principles and transparency. Communitarianism can lead to brutality and relativistic thinking and group-think. Tightly constructed communities can thus become dysfunctional and purge dissenters. Sometimes, there is a tendency to scapegoat one or more individuals in that group for dissenting or not fitting into the community "norms." Therefore, sometimes in tenure or reappointment files, the phrase "bad colleague" or "poor fit" comes in to play. Paul Simon, in a song, once stated that one man's ceiling is another's floor. A bad colleague to some can be a martyr and hero to someone else.

Appropriate leadership, bylaws, and a system of checks and balances is the only way we can prevent cannibalism and a slide to authoritarian community. Sometimes to establish equitable leadership and rules of the system, a jockeying for power takes place that leads to casualties and scapegoating and bullying within work units. Contracts and laws do not adequately deal with such issues. However, a strong sense of community within the work unit can prevent such behavior if there is appropriate leadership and institutionalized procedures. That will be the task of the new Provost, to create such an environment with impartial rules adjudication when problems occur. Leaders need to make decisions without being influenced by petty communitarianism or tribalism. Otherwise, they too risk the prospects of cannibalism.

# Labor Management Meeting Notes: Monday, April 4, 2011

*By Tom Horvath, Secretary*

**For Labor:** Nancy Cannon, Rob Compton, Tom Horvath, Hanfu Mi, Fred Miller, Norm Payne, Bill Simons, Caridad Souza, Darryl Wood

**For Management:** Todd Forman, Nancy Kleniewski, Dan Larkin, Steve Perry, Lisa Wenck

Meeting started at 3:04 PM.

I. UUP asked for a sense of the impact that the state budget would have on SUNY in general and on SUNY Oneonta, specifically. Management responded that they don't know exactly yet the full implications, but that we may expect about 2% of the total SUNY cut of \$25 million to be our share. By the May Senate meeting, Management should have a better idea of the magnitude, but the details of how that will be allotted through the College won't be immediately known.

II. UUP asked for information concerning establishment of planning groups use of existing groups for retrenchment or deactivation of Programs. Management responded that no such plans exist to date.

III. Since it is possible that no contractually-mandated percentage salary increases will be given during the next academic year, absent a contract, UUP suggested that Management strongly consider distributing the last round of DSI in the current and soon-to-expire-contract across the board. Given the economic hard times currently faced and expected in the future as living costs continue to surge ahead, UUP advocated the awarding of DSI across the board in the next round.

UUP also asked about the status of the Equity Study Report, and if Management was still committed to their previous statement that DSI would not be used for equity adjustments. Management responded that they may need to use DSI and the reserve funds to accomplish this. An internal report is likely to be available around May.

IV. UUP asked again about the procedures for changes to the College Handbook. Management responded that they will reveal new procedures regarding the process of making changes in the College Handbook in the near future. It wasn't clear how these procedures were created, and they are still working on the details apparently. UUP followed up about the relationship between the Handbook and the new Policy Library. UUP stated that a tracking system that shows addition, deletions, and changes to the Handbook and Policy Library would be useful. The response was that the library will contain the policies, and that the Handbook will simply have links to the appropriate policies in the Policy Library. This eliminates out-of-sync policies in documents and websites, as they will all eventually point to the policies in the library.

V. Use and Rationale for Diverse Electronic Surveys of Services and Areas. This was deferred.

VI. UUP asked for an update on statement(s) informing UUP employees of protocols concerning observance of religious holidays. Management is still working on it, so no new updates are available at this time. The information will likely come out from the new Provost's office.

### **Labor Management Meeting Notes (continued)**

VII. UUP once again asserted its position that the College should observe Labor Day with no classes. This is especially poignant given the attacks on unions across the country. Oneonta remains one of two comprehensive colleges in SUNY without appropriate Labor Day observances. UUP noted that it is working on building a strong coalition with local and regional unions and organizations. Management had no response.

VIII. UUP offered its thoughts on the allocation of the Milne faculty carrels. The Library Committee was discussing the issue as well, and it was agreed to consider their ideas first.

IX. UUP asked about the progress of the Honors Program. There was no new information, but UUP did ask for the names of the task force working on gathering ideas for proposed changes. They are Julie Freeman (chair), Beth Small, Todd Ellis, Dawn Hamlin, Janet Nepke, Alex Thomas, Allison Black, Ken Johnson, and student representative Heather Rutkowski (student). Management noted that they expect this task force to dissolve after the recommendations are forwarded to the College Senate for consideration.

X. Labor asked Management about the future of the Joint Appointment Policy. Labor asked if the 1992 memo regarding joint appointments was still the defining document. Labor noted that although 1992 memo does not allow for joint appointments, joint appointments exist on the Oneonta campus. Management responded that the 1992 memo is still the defining document and agreed that alterations are needed. Labor and Management pointed out the inconsistencies within the document. Management stated that changes in the Joint Appointment Policy will be postponed until the new Provost assumes the position. Labor suggested an information sharing sidebar with Management in the future.

XI. UUP requested that a dialogue on assessment be started. UUP reported members' concerns about the amount of additional time required to comply with assessment in terms of regular department meetings and the allocation of other resources. UUP asked Management on the status of assessment, especially General Education and stated that it believes that faculty are not getting satisfactory feedback. Management commented that ideally assessment should be primarily an internal process and that external assessment would be best if circumscribed and with clear objectives.

Meeting adjourned at 3:55 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, go to the following link [www.1ontauup.org](http://www.1ontauup.org). Norm Payne and Alex Jean-Charles are UUP Oneonta Web Masters. The chapter website contains a number of innovative features and links.

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

# United University Professions Official 2011 Election Report: Oneonta Chapter

Election results are listed in descending order of votes received. Winners are designated by an "X" except for delegates. Delegates are listed in order of votes received; tie votes are in rank order as determined by lottery. The statewide UUP Elections and Credentials Committee, Chaired by David H. Kreh, certified that the election was conducted in accordance with UUP election procedure and that this constitutes the official election results. The term of office for each position is from June 1, 2011, thorough May 31, 2013. Statewide UUP election procedures require the publication of these results in their entirety for the membership.

## President and Delegate

			Renee B. Walker	50	3
William M. Simons	135	X	Gina L. Keel	36	4

## Vice President for Academics and Delegate

			Nancy Cannon	35	6
Robert W. Compton	83	X	Caridad Souza	35	7
			Dawn Hamlin	27	8

## Vice President for Professionals and Delegate

			Nithya Iyer	26	9
Norman E. Payne	48	X	Christine E. Bulson	26	10
			Shiaoyun Chiang	24	11

## Secretary

			Joseph C. Baldwin	23	12
Thomas G. Horvath	128	X	Michael R. McAvoy	22	13
			John J. Carney Jr.	20	14

## Treasurer

			Ronald Bishop	16	15
Richard Tyler	128	X	Michael Flinton	14	16
David Ring	1		Alex Jean-Charles	9	17

## Membership Director

Hanfu Mi	130	X
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## Part-Time Concerns Representative

Caridad Souza	121	X
James McDermott	1	

## Academic Delegate

Hanfu Mi	60	1
Thomas G. Horvath	53	2

## Professional Delegate

Janet L. Frankl	33	1
Kyle Britton	27	2
Janie L. Forrest-Glotzer	25	3
Amy Crouse-Powers	21	4
Robin Nussbaum	17	5
Michael Sullivan	17	6
Jeri Anne Jerminario	15	7
Andrew Perry	14	8

# New UUP Professional Delegates

UUP congratulates all those who ran in the recent chapter elections. Each UUP officer commits time, dedication, and talent to serving the union membership. As a result of the elections, four new Professional Delegates will join the Chapter Executive Board. UUP welcomes Robin Nussbaum, Amy Crouse-Powers, Michael Sullivan, and Andrew Perry to the Executive Board. Please read below for an introduction to these outstanding individuals.



**Dr. Robin Nussbaum, center, mentoring student leaders.**

Dr. **Robin Nussbaum** serves as the coordinator of two programs on campus, the Gender and Sexuality Resource Center and the LEAD@Oneonta program (Leadership Education and Development). Robin has been at SUNY Oneonta for four years. Her doctorate is in Social Psychology and prior to arriving at SUNY Oneonta, Robin was a Visiting Assistant Professor at Vassar College (her alma mater). She has taught psychology courses as an adjunct here on campus as well as at the University of Hawaii where she earned her PhD. Robin lives in Oneonta with her partner and their 2 year old son.

**Amy Crouse-Powers** is the Interim Coordinator of the Center for Academic Development and Enrichment (CADE) at SUNY Oneonta. Amy has worked at SUNY Oneonta for 12 years in various departments, but has chosen to return to her first love, working with students at CADE. Amy looks forward to working with the Union as a professional delegate on the executive board and learning more about how the union benefits the faculty and professionals statewide.



**Amy Crouse-Powers and family**



**Michael Sullivan** currently serves as Manager of Stewardship and Communications in the Division of College Advancement. A 2000 graduate of SUNY Oneonta, he returned to the College in a professional capacity in the fall of 2007. "I decided to run for delegate because I understand how important our College--as an educational, cultural and economic hub, is in our region. We are a great College today because of the work of current and past members of our faculty and staff. I am interested in helping our College and our members continue to succeed." said Sullivan. Michael lives in Bainbridge, NY with his wife and children.

**Michael Sullivan**

**Andy Perry** is currently Interim Director of the James M Milne Library. Prior to his appointment as interim Director in December, 2010, he was serving as Head of Library Technologies since Feb., 2010. Prior to his arrival at Oneonta he was Information Systems Librarian at SUNY New Paltz and Head of Access Services and Inter-Library Loan. He also worked on for the SUNY System Administration providing technical support for the aleph 500 library system on different campuses and as implementation specialist for the University at Buffalo. He joined SUNY as Assistant Director of Libraries for Systems at Binghamton University in 1988 and has been active in the SUNY Librarians Association and SUNY-wide initiatives such as SUNYConnect. He lives in Binghamton, NY.

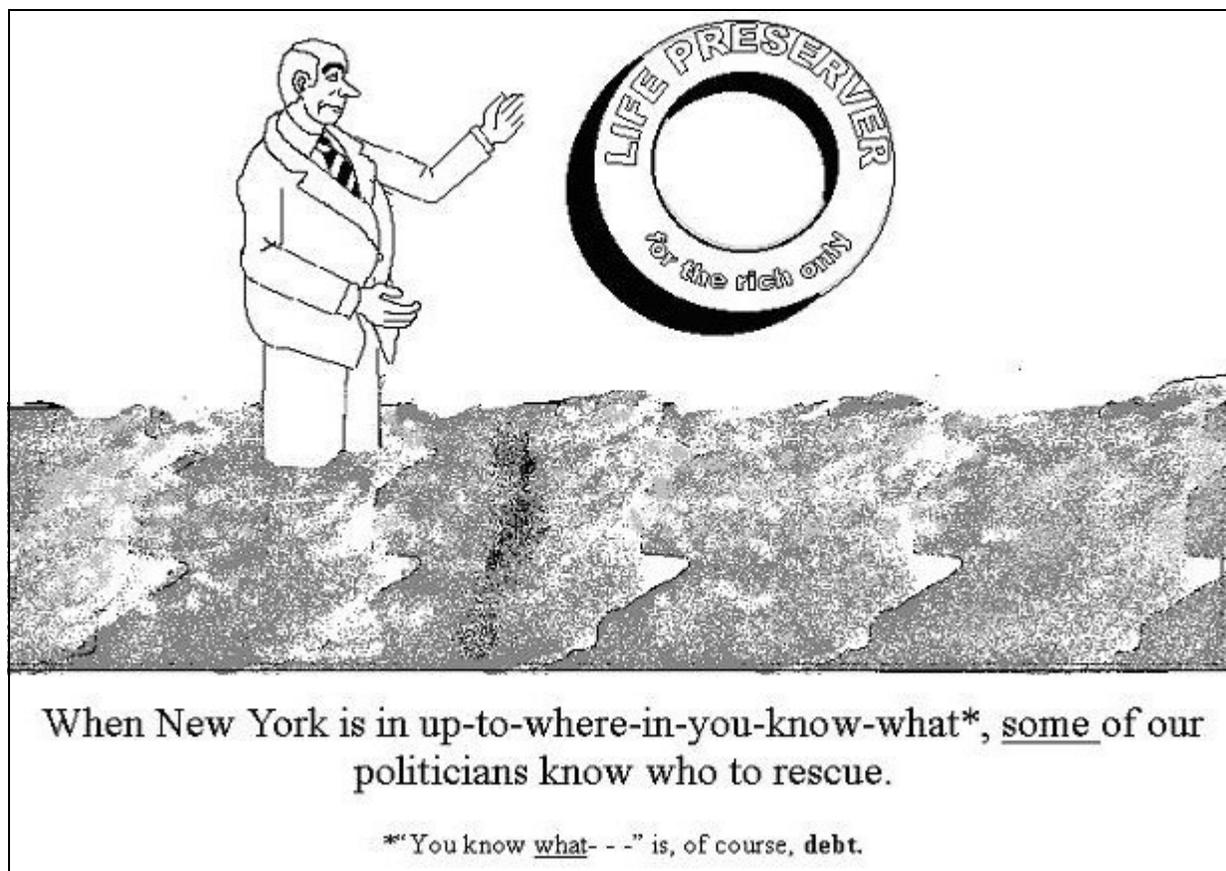


Andrew Perry



## Life Preserver—For the Rich Only: A Cartoon Commentary

*By Fred Miller, Academic Delegate and Oneonta Representative, Outreach*



When New York is in up-to-where-in-you-know-what\*, some of our politicians know who to rescue.

\*"You know what - -" is, of course, **debt**.

# UUP Oneonta Receives Major Journalism Awards

UUP Oneonta won several major journalism awards in competition with union newsletters and websites throughout New York State at the Delegate Assembly on Friday May 6, 2011, in Albany. Dawn Hamlin, Assistant Professor, Educational Psychology, and UUP Disabilities Officer, won First Award, Best Feature (“Disabilities Issues—Is It Still a Disability If No One Sees It?”); Jen-Ting Wang, Associate Professor of Statistics, Department of Mathematics, Computer Science, and Statistics, won for Best Feature Story, First Award (“Using SPI or SRFI to Compare Faculty Teaching Effectiveness: Is It

Statistically Appropriate?”); and Fred Miller, Communication Arts, Professor Emeritus, was recognized for his series of illustrated political cartoons. Oneonta received the Best Website, First Award; Norm Payne serves as Webmaster with acknowledgment of former Co-Webmasters Alex Jean-Charles and John Chiang. *The Sentinel*, the newsletter of UUP Oneonta, edited by Julie Carney, won the Award of Merit for General Excellence.



Bill Simons complimenting Fred Miller on his journalism award.



## What Did Ike Say to Union Busters?

*Only a handful of reactionaries harbor the ugly thought of breaking unions and depriving working men and women of the right to join the union of their choice. I have no use for those—regardless of their political party—who hold some vain and foolish dream of spinning the clock back to the days when organized labor was huddled, almost as a helpless mass.*

**-President Dwight D. Eisenhower**

# UUP Autism Spectrum Disorder Panel II

UUP sponsored Autism Spectrum Disorder Panel II on Wednesday, April 6, Noon, Le Café, Morris. It was the second program in a series on Disabilities/Exceptionalities sponsored by UUP. The Autism Panel was open to all members of the College and Community. UUP Oneonta Disabilities Officer Dawn Hamlin coordinated the panel and moderated the discussion. Roxane Carpenter served as panel presenter.



**Dawn Hamlin, left, and Roxane Carpenter, right**

Dr. Dawn Hamlin (Ph.D. Pennsylvania State University- Special Education), Assistant Professor of Educational Psychology and Counseling, is a scholar and practitioner in the area of student learning and exceptionalities. Dawn is the President-Elect of the New York State Council for Exceptional Children. In a subsequent newspaper article, Dawn “questioned society’s attitude toward providing the level of support needed for good outcomes. ‘Are we really committed to appreciating diversity?’” (Denise Richardson, “Dispelling Myths Part of Coping with Autism,” *The Daily Star*, April 16-17, 2011, 2.)

Roxane Carpenter is the Director of Programs and The Southern Tier Special Education Parent Center at The Family Resource Network in Oneonta. She is a graduate of SUNY Oneonta with a BS in Child and Family Studies. She is a board member for Families Together of New York State. Roxane and her husband are the parents of eight children. Five of her children are adopted and have special needs. Roxane discussed local services and the special challenges encountered by families in outlying areas. Following formal remarks by the panelists, a discussion forum elicited audience questions and comments.

A recent article by *Daily Star* journalist Denise Richardson notes the importance of early intervention and accessing programs. Richardson commented on the Family Resource Network Dragon dates initiative, held at the College, for autistic children:

*Graduate education students plan 90 minutes of games and other activities, some of which last just five minutes. Leaders announce the end and beginning of activities to reassure children about the program structure. (Richardson, 2.)*



Audience at autism presentation

To obtain more information about autism services, contact:

Family Resource Network

46 Oneida Street

Oneonta, New York 13820

607-432-0001



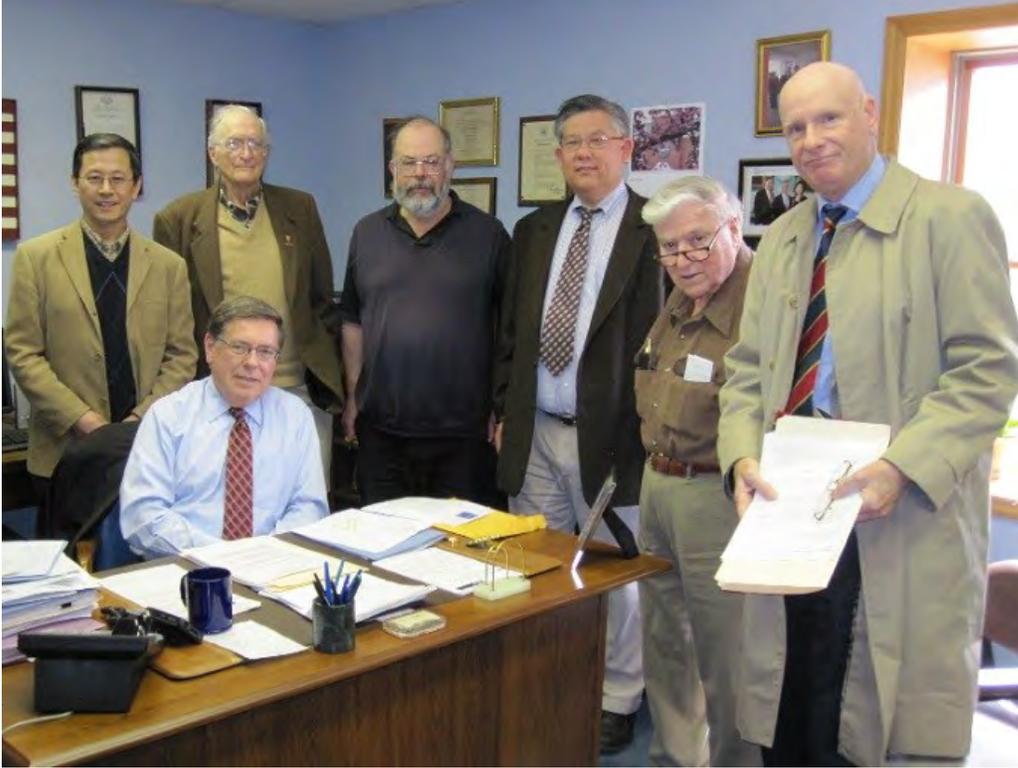
## Over 100 Members Attend UUP End of Semester Party

UUP held its traditional end of semester party on Sunday, May 1, 2011, from 1:00—4:00 PM at the College Camp, one of the area's treasures. The College Camp provided a spacious, inviting, and picturesque setting for our union party. Over 100 UUPers enjoyed good conversation and Brooks' House of Bar-B-Q. In addition, UUP State President Phil Smith, Vice President for Academics Fred Floss, Secretary Eileen Landy, and Membership Development Officer Ed Quinn as well as State Executive Board Member Brian Tappan joined Oneonta for this expression of solidarity. Thanks to UUP Special Events Director Loraine Tyler for doing a terrific job organizing this special gathering.



Right: Collage of UUP May 1st Party

# UUP Meets with Senator James Seward



UUP Oneonta met with New York State Senator James L. Seward at his Oneonta District Office on Thursday, April 19, 2011, as part of the union's on-going SUNY Outreach. The UUP delegation included Nancy Cannon, John Carney, Rob Compton, Hanfu Mi, Fred Miller, Andy Perry, and Bill Simons. UUP discussed its legislative agenda, including funding restoration for SUNY, with the Senator. The Senator shared with the group a rational tuition bill [S. 4709; A. 6915], headed for committee, that he co-sponsored.

Photo by Nancy Cannon



## Baseball Against Fracking: Don't Defile Our Field of Dreams

Baseball is against fracking. Don't defile our field our dreams with fracking! Hydraulic fracturing blasts chemicals, some of them potentially cancer causing, into the ground, along with water and sand, for the purposes of horizontal gas drilling. *The Daily Star* (3/28/11) reports the National Baseball Hall of Fame, shrine to our national pastime, has joined the campaign to protect our region from profiteers who would despoil our water, land, air, and culture. The Board of Directors of the Hall of Fame issued the following statement:

*The natural beauty and quality of life are the essence of Cooperstown. Tourists, who view Cooperstown as a pristine and pastoral escape, would unquestionably consider other destinations unspoiled by the harmful ecological impact of hydrofracking.*



Hurrah for the home team!

# Bodacious Bobcats, Miss Patsy Cline, and UUP's Kyle Britton

By Nancy S. Cannon, Academic Delegate

The 1950s TV cowboy Paladin carried a card that read, "Have Gun, Will Travel." Kyle Britton's logo might read "Have Fiddle/Guitar, Will Travel." Since at one time or another, Kyle or one of his staff has serviced nearly every PC on campus, he has a well deserved rep as a computer guru. Many of us also know Kyle, UUP's Vote COPE Director and Professional Delegate, as a most talented musician. A graduate of Oneonta's Music Department, Kyle is a master of several genres, mentors young musicians, consults for Britton's Bay Records, plays mean fiddle and guitar, and, as a vocalist, does a great Johnny Cash tribute, amongst other styles.

Kyle recently appeared in one of Oneonta's unforgettable musical events, *Always... Patsy Cline*, a play featuring the signature vocals of the late, great country-western icon as well as poignantly depicting her friendship with superfan Louise Seger (Janeen Bagley). As the fiddler Ray Bob, Kyle performed as one of The Bodacious Bobcats, backing Miss Patsy Cline, played memorably by the talented Cassie Buckley. Cassie, Janeen, Kyle, and the other Bodacious Bobcats had the audience at the Oneonta Theater stomping their feet, clapping, singing along, and having a grand time.



**Bodacious Bobcat Kyle**

A few years ago Kyle organized and performed with a talented ensemble at a UUP party. He is most knowledgeable about the music of the labor movement. UUP looks forward to a future music of the worker labor concert featuring Kyle.



## SENTINEL QUIZ

This woman worked in a munitions factory on the home front during World War II. She later became a famous actress. Who is she? The first person to email Nancy Cannon ([cannonns@oneonta.edu](mailto:cannonns@oneonta.edu)) with the correct answer will receive a UUP cap.

The answer to the April *Sentinel* quiz, "This photo of a professional circus act includes someone on the current UUP Oneonta Executive Board. Who is he?" is Fred Miller ("Circus Boy.") The first correct answers were provided by Deb Sperano and UUP Vice President for Professionals John Marino.

# Queering Paradigms III, SUNY Oneonta, 7-9th April 2011

*Report by Liz Morrish, Principal Lecturer, Linguistics, Nottingham Trent University, U.K.*

Your occasional correspondent from the U.K. was visiting Oneonta in April. I would like to record my thanks to SUNY Oneonta for a successful hosting of the Queering Paradigms 3 (QP3) conference. This was the third in the Queering Paradigms series, and it was an excellent international conference which attracted leading researchers in the field as well as many inspiring emerging scholars.

As the title suggests, this conference was designed to bring together scholars from such disparate fields as: theology, public health, cultural studies, law, linguistics, ethnic studies, anthropology, history, philosophy, psychology, neurobiology and performance studies. Indeed, such is the relevance and embrace of queer theory that all these areas offered up paradigms to be queered.



**Dr. Liz Morrish**

Professor Kathleen O'Mara and Dr. Betty Wambui of SUNY Oneonta took a broad definition of 'queer' from Eve Kosofsky Sedgwick's (1993: 7) in her essay "Queer and Now: ... 'queer' can refer to: the open mesh of possibilities, gaps, overlaps, dissonances and resonances, lapses and excesses of meaning when constituent elements of anyone's gender, of anyone's sexuality aren't made (or can't be made) to signify monolithically". 'Queer' is therefore conceptualized as querying and challenging heteronormativity (or homonormativity) while recognizing that the term does not resonate globally as it emerged from Western experience.

That definition was well demonstrated by the three plenary events. Dr. Carlos Ulises Decena from Rutgers University gave the first plenary – 'Code Swishing' which called for a widening of linguistic norms tolerated within Latino gay male culture. Gay men from a Dominican culture can be unforgiving in their regulation of each other's gay-signifying language use, he argued. Professor William Leap of American University gave a powerful lecture outlining Queer Linguistics as an International Project. As queer theory tells us, it is important not to import western categories into other cultures. Queer, we must recall, has no fixed assumptions, and identities emerge in context. Leap made an impassioned defense of queer linguistics and its appropriate objects of study. He provided perhaps the best line of the conference – in a retort to a British scholar who dismissed the study of language and sexual identity with the query, 'What next, we study the language of gas-mask fetishists?'- Leap argued that the project of queer linguistics was precisely that, to make the world safe for the study of the language of gas-mask fetishists.

The third plenary was a panel which featured three activists: Ignacio Rivera, Victor/Viola Moncar & Charles Gueboguo, representing in sequence, Queers for Economic Justice (USA), B-BUD, Bro2Bro in Unity & Diversity (Ghana) and Queer African Youth Network (Cameroon). It was fascinating and illuminating to hear the different approaches they took and difficulties they faced in their activism and outreach to same-sex desiring people in their respective cultural contexts. Talking with the students who attended, I know this was a rich learning experience for them.

The QP series of conferences are informed and structured by an ethic initiated by their founder, Burkhard Scherer, Reader in Theology, Canterbury Christ Church University, U.K, and a specialist in sexuality within Buddhism. He has sought to create an intellectual space which is not viciously competitive and full of academic stars, but genial and supportive so that emerging scholars feel accepted. The conferences aim to work as an extended workshop in which most panel sessions are available to all attending. The SUNY Oneonta team certainly operated within this spirit. In addition, Dr. Kathleen O'Mara and Dr. Betty Wambui ensured that every need was met: accommodation, transportation, entertainment and catering, which meant that participants stayed together, and this made talking and exchanging views much more likely. The operation was enhanced by an excellent website and cheerful, competent student volunteers from Students for Global Education, Women's and Gender Studies and Africana Latino Studies classes. Participants were also assisted with great care by Morris Hall staff and campus caterers.

For those of us who are queer (in whatever dimension), to step into a queer oasis offers a kind of mental and physical ease rarely attained in other contexts. But sometimes worlds collide.... there we all were, hanging out in the Otsego Grille downstairs in Morris Hall. Next door in Le Café was a kid's baseball camp, with visiting parents. It was truly hilarious to watch the consternation of some of the latter, as they wandered through queer space on their way to the terrace, or found Burkhard in his pink leggings in the women's bathroom. It reminded me of a piece by Sara Ahmed, on universalizing whiteness: "But of course whiteness is only invisible for those who inhabit it. For those who don't, it is hard not to see whiteness; it even seems everywhere." The same could be said for heterosexuality – it is everywhere, and in turn, the temporary appropriation of queer space merely underscores that difference.

I have to make one disappointing observation. I would have expected such a weighty international conference to feature prominently on the college website. However, it appears that the remarkable impact of QP3 was barely recognized by its host institution. There was no visible publicity on the website, and despite drafting a short press release which was given to the college publicity officer to release to the local media, it was not. He claimed that last minute changes in papers assigned to panels would not allow him. As a result, there was little participation at the panels from the local community. I felt SUNY Oneonta missed a valuable opportunity to reach out to the local LGBTQ community. This stands in contrast to the previous host universities (Canterbury Christ Church, UK and Queensland University of Technology, Australia), which were considerably more affirming of the presence of QP1 and QP2 respectively.

As I make a study of queer invisibility in university diversity statements, this is perhaps why the obscuring of QP3 has irked me. Even more ironically, as I read SUNY Oneonta's Vision and Values, prominently accessible from the college website, those very values are exactly what was embodied in the conference themes.

- Engaging students in exceptional learning experiences, within and beyond the classroom;
- Nurturing the development of individuals who contribute to local and global communities;
- Building an increasingly diverse, welcoming, and inclusive campus community.

When excellence is overlooked, despite resonating with the proclaimed mission of an institution, it suggests an in-

tentional act. Many scholars at the conference would be aware of another SUNY college's history of difficulties around issues of sexuality in the public sphere, and we would have hoped, in the intervening 15 years, that these had been overcome. However, SUNY Oneonta's silence must be read as shame – a stance which is neither honorable nor in keeping with its inclusive pose.

To claim a commitment to diversity and inclusion should mean more than merely auditing its presence on an Equal Opportunities monitoring form. To observe and record difference categorically requires very little in the form of institutional transformation. As Bendix-Peterson and Davies (2010) point out, being open to difference, and encouraging students and faculty to *realize* difference (as in the sense of becoming), is a very different matter. Maybe SUNY Oneonta needs to queer its own paradigms before it can claim to embrace diversity.

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## Room 210 Slated for Renovation: Hurrah!

The late great TV classic *Taxi* featured an episode with the drivers lamenting the junking of an old cab that they had all driven, and each related a poignant memory of that old wreck. Word is that Schumacher 210 is headed for renovation. The demise of the room, as we knew it, is likely to evoke fewer affectionate remembrances than the taxi elicited. The tale of the tape—a Lufkin model wielded by Rob Compton—found SH 210 to measure 23 feet in width and 47 feet in length. Forty-seven feet!! That sounds more like a cow palace than a classroom—and speaking of sounds, the acoustics in SH 210 were, well, problematic.



Even the silver messiah of a century ago, William Jennings Bryan, with his ample lungs and bell-like voice, would have found SH 210 less than endearing. And, for those in the rear of SH 210, the sightlines to the undersized front screen worked best with binoculars.

# The Return of Frank Bybel

*By Bill Simons, Chapter President*

Frank Bybel arrived on campus in late August 1981. He came from the other side of the tracks, figuratively, in Dix Hills. Rambunctious adventures punctuated his high school days. However, ambition and a furious work ethic surfaced in college. He came to recognize the opportunity granted by SUNY Oneonta. Frank pushed himself and his coterie of mentors.



**Frank and Bill, 30 years after their first meeting.**

First day of classes, I met Frank, sitting front row center in U.S. History I. In the four years that followed, through a sequence of classes, that would be Frank's seat. The classroom territorial imperative reflected a growing need to conquer the material, to learn everything he could, and to do better than anyone else. With a worker's physicality, Frank listened intently, took furious notes, and repeatedly asked questions. Typically he was the first to arrive and the last to leave a class, continuing dialogue well after the session ended.

Oft times Frank and I walked from a Schumacher classroom, across the quad, to my office in Netzer. As discussion evolved from the empirical to the interpretive, the considerable thought that Frank gave to the lectures and the readings grew evident. Through the years, energetic debate increasingly burnished our sessions. Then, when Frank and I finished, he moved a few feet over to sit beside the desk of my officemate, Dick Schadt, a Europeanist and arguably the best read and brightest individual to ever serve in the History Department. Although Dick adopted a sardonic pose, it did not successfully camouflage from Frank—or other students—his intellectual generosity. Dick rigorously challenged Frank's assumptions, and they both found satisfaction in exchanges that grew more spirited over time.

In addition to teaching history, I was then director of the Honors Center, which was domiciled in the basement of Milne Library. Frequently I would finish my workday at the Honors Center and soon recognized Frank as a ubiquitous presence in those environs, occupying a desk but a short distance from the Center day after day. I never saw anyone else sit at the desk: I don't think they would have dared to do so. Frank merited a brass name plate on that desk. Papers and books in front of him, Frank personified determination. He viewed his studies as competition,

### *The Return of Frank Bybel (continued)*

and he almost always invariably won. A regular on the Dean's List, he received a merit scholarship. And he made time for student clubs and activities.

A few days before his graduation, Frank and I took a walk around campus. Frank had a girlfriend he was serious about, and he asked how to balance the personal and professional. That was a tough question, and I think we are still both working on it. After Frank got his diploma in 1985, he came by for a few visits, and we had some exchanges. I took more than a small measure of satisfaction in Frank's subsequent success in the law. Time and distance, however, are formidable adversaries.

On Monday, March 30, 2011, a workshop on employment venues for History majors took place in the evening at Craven Lounge. I had recommended Frank as a panelist to event organizer Matthew Hendley, and Frank drove in from Buffalo to participate.



**Frank speaking to current students**

After receiving his Juris Doctorate Degree from the University of Buffalo, Frank remained in the region, becoming one of the top attorneys in Western New York. He has done notable work in criminal, civil law, and family law, garnering a formidable reputation as a courtroom litigator. Assistant City Attorney and Negotiator for the School District in Lackawanna, Frank has established a strong record of civic and government service. As Vice President, Buffalo Public Interest Law Program — and Executive Director Grants and Foundations, Buffalo Public Interest Law Program, he has given generously of his time and energy. Frank advocates for the elderly, disabled, and disadvantaged. After his wife died far too young, he made sure things went well for his stepson. And he remembers an old friend who has endured some of the slings and arrows of outrageous fortune. Nor has he forgotten SUNY Oneonta: he is in the process of establishing a scholarship.

Frank gave a great talk to current History majors on March 30th about the law as a career and the need for preparation and readiness when opportunity knocks. Luck, noted Frank, is capricious; preparation is not. Frank was informative, engaged, charismatic. Student questions, which he enjoyed, continued at program's end.

After the career's program, Frank and I took a nocturnal walk around campus. We invariably found ourselves in the basement of Milne Library. The renovated basement looks very different than it did in Frank's day, and a partition wall now stands on the site of his desk. Frank noticed an undergraduate couple studying intently and collaboratively at a table near the Help Desk. We were surprised to find them using flash cards in this electronic age. Introducing ourselves, we briefly engaged them in conversation about their study techniques. I could see that Frank was in his element.

# Dr. Robert W. Compton Delivers the 17th Annual Susan Sutton Smith Lecture: May 5, 2011

*By Nancy S. Cannon, Academic Delegate and Photographer*

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 facility 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 Thursday, May 5, 2011, at 7 PM, in the Craven Lounge, Morris Complex, Dr. Robert W. Compton, Associate Professor, African & Latino Studies and Political Science, delivered the Seventeenth Annual Susan Sutton Smith Lecture. Dr. Compton, a Fulbright Scholar, former presiding officer of the College Senate, and UUP Vice President for Academics, is the author of a number of books, articles, and reviews.

Following an introduction by Provost and Vice President for Academic Affairs F. Daniel Larkin, Dr. Compton spoke on "Mad Scramble for Africa: Is China Winning and the US Losing?" A summary of Dr. Compton's remarks follows:

*The rise of China has transformed the contours of the global economy and political relations among countries. Dr. Compton's presentation, titled "Mad Scramble for Africa: Is China Winning and the US Losing" focused on the perceptions and realities of China's economic rise, specifically as it pertains to Africa. The US, like many European countries from the colonial era, maintains significant economic and cultural interests in African countries. However, since the beginning of Deng Xiaoping's Open Door Policy, China's role in African countries has dramatically increased.*

*The lateral pressure argument, as espoused by political scientists (Robert North and Nazli Choucri), states that the competition for natural resources by two countries can lead to increased conflict and zero sum outcomes, including wars. Ironically, stories about the hostile intentions of China now fill the media, reminiscent of American historical references to the "yellow peril" fear mongering. Compton's presentation examined the logic and purposes of Chi-*

*na's engagement with African states. It concludes that Africans themselves are well aware of the limits and opportunities posed by China's rise and that China and the US need to create and manage mechanisms to advance both African and their interests.*

*China's engagement with Africa takes many shapes and has a variety of reasons. During the 1990s, the US and Western European countries experienced donor fatigue and retrenchment from the African continent. The US, having won the Cold War, saw African countries as less important. The US government and the Bretton Woods Institutions (i.e., IMF and World Bank) imposed neoliberal conditions for economic assistance and loans. African states looked to China because of that country's aggressive courting. Both the US and China derive significant amounts of raw materials from African countries, especially oil and strategic minerals. Yet it remains uncertain whether benefits accrue to natural resource exporters (as suggested by Walter Rodney, Samir Amin, and more recently by Patrick Bond). Yet from 1998 to 2006, Africa's export of raw materials China increased over 2000% but only 400% to the United States.*



**In his element: Dr. Robert W. Compton at the lectern.**

*Based on the Five Principles of Peaceful Coexistence, China has used a principle of non-intervention in domestic affairs as the foundation of its relationship with African states. In contrast, the US places significant emphases on human rights and property rights. Not only has the Chinese model of economic development invoked African interest, both at the public and elite levels, China used its soft power to improve its perception within Africa. Through numerous symbolic donations such as the establishment of Confucius Institutes and technological gifts (i.e., trucks, planes, and tractors), PR China has successfully displaced Taiwan on the continent. It is estimated that there are up to half a million Chinese currently in Africa and that number is growing. These Chinese may be dispatched by the state to work on projects sponsored by the government (e.g., at the Confucius Institutes, technical advisors, and doctors) or they may be entrepreneurs or even laborers working on Chinese infrastructural projects including roads, stadiums, airports, and government buildings. Some are merchants that establish small mom-and-pop stores peddling low quality Chinese products.*

*Yet, as China's economy becomes integrated into the global economy, the country is becoming more concerned about its image abroad. In addition, the foreign policies of US and China, will continue to converge. Such convergence will mean, on one hand, that China and the US can carve out Africa peacefully. Another interpretation suggests that the two countries can work together and involve Africans, including civil society groups to promote Africa's development as a win-win for both China and the US. There is some foundation for such an approach. The Afrobarometer data show that China and the US, along with Europe are regarded positively within African countries. Both bring "soft power" and credibility, albeit for different reasons, to their relations with Africa. Further-*

*more, as Africa develops, its ability to negotiate better arrangements with China and the US, whether in areas of economics or defense, will increase. African countries will become more capable of dealing with both countries on a level playing field.*

Dr. Compton's lecture attracted a capacity audience drawn from students, faculty, and the community. His eloquent, engaging, and seminal presentation was well received. An animated question and discussion period followed the formal presentation. A reception with refreshments concluded the program.

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, Devin Castendyk, and William Simons (Chair). The work of the Academic Excellence Committee is expertly facilitated by Ms. Lisa Keaney of the Provost's Office.



## **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 nineteen years, dispensed food, good cheer, and friendship.

### **UUP-CSEA volunteers**

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 April 9, 2011. UUP-CSEA volunteers, who worked from 9:30 AM to 2 PM, prepared food, set up tables, greeted guests, served meals, and cleaned up. Kudos to Janet and Jim Frankl for doing an excellent job as chefs. The UUP-CSEA contingent included Dennis Banks, Deborah Bruce, Robert Compton, Christopher Compton, Paul Conway, Janine DeFilippo, Janet Frankl, Jim Frankl, Nithya Iyer, Jae Kyung Kim, Cathy LaFontaine, Hanfu Mi, Jennifer Schlosser, Ray Siegrist, Bill Simons, Jen-Ting Wang, and Chunmei Yao. 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.)

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