



The Sentinel

UUP — Oneonta Local 2190

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December 2012

December 2012: An End and a Beginning

By Bill Simons, Chapter President

Seventy-one Decembers ago—in 1941—shortly after the attack on Pearl Harbor brought America’s entry into World War II, British Prime Minister Winston Churchill met with his great ally, U.S. President Franklin Delano Roosevelt, in Washington. With the world at war, the stakes were never higher for humanity; years of great sacrifice lay ahead. Yet, assisting FDR in lighting the White House Christmas tree, Churchill articulated the need for respite in the midst of crisis: "Let the children have their night of fun and laughter. Let the gifts of Father Christmas delight their play. Let us grownups share to the full their unstinted pleasures before we turn again to the stern task and the formidable years that lie before us." We too now confront a great crisis; let us resolve, however, to celebrate this season and thus find the refreshment to sustain us in the days ahead—and to remember why it is that we persevere.



Happy Holidays from our family to yours!

The final days of 2012 announce the end of one interval in the history of our nation and our College. UUP continues contract negotiations with the State of New York. In the months ahead, the members of UUP must come forward as never before to advocate for an embattled SUNY. Much will be asked of us. None will be exempt from the responsibilities of generating faxes, letters, phone calls, rallies, articles, advocacy meetings—and more. We must strengthen partnerships with our brothers and sisters in other unions, student leaders and those who will become so, and our friends and neighbors in the larger community. As the year 2012 ends, however, it is appropriate to recognize the officers — and rank-and-file — who have rebuilt the Oneonta chapter and made it a force to reckon with.

UUP owes thanks to many more individuals than the space allotted in this article allows for. Any recounting must begin with Vice President for Academics **Rob Compton**. Now tenured, promoted to Associate Professor, progenitor of definitive articles and books, former presiding officer of the College Senate, Africana & Latino

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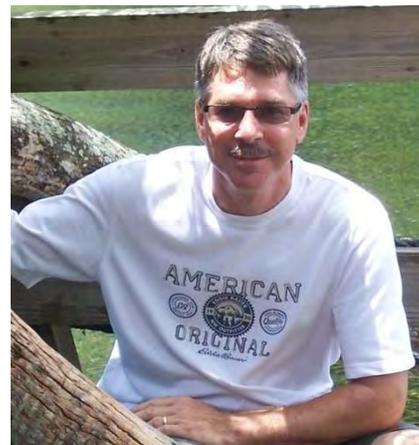


Rob Compton and daughter Katie show water skills in UUP Solidarity Paddle

Studies Chair, recipient of the Susan Sutton Smith award, and a Fulbright Scholar, he had the courage to come forward prior to receiving permanent appointment — and his example has inspired many others to do likewise. Rob is the strong right arm of UUP Oneonta — and my dear friend, akin to a younger brother. It is a rare day when we do not speak. Policy research/papers, negotiations with administration, workload, community service, joint Labor-Management grant proposals, newsletter articles, assessment of senior administrators, individual member representation, legislative advocacy, building conduits between the chapter and the statewide union leadership, and all other UUP initiatives and decisions have Rob's imprint. A charismatic speaker,

eloquent writer, and tireless organizer, Rob spearheaded our role in the *Rock the VOTE* get-out-the vote drive. Rob is unsurpassed as a policy wonk. Years of unstinting service have brought the first gray, and time has brought him two precious grandchildren, but Rob's resolve, acumen, and courage remained undiminished. A beckoning destiny summons Rob. Count on it.

Vice President for Professionals **Norm Payne** remains UUP's hardworking and well informed point person for professional issues. For many years, Norm has rendered excellent service to UUP Professionals. Norm is collaborating with Management to facilitate new Professional Employee Performance and Evaluation workshops for the spring. Norm works with Management to provide all Professionals with current Performance Programs and Evaluations. In addition, Norm continues to conduct research, analyze situations, disseminate important information, and advocate directions central to Professional concerns. Deliberate and persistent, he is the preeminent voice of UUP of Professionals. Norm remains the first UUP officer to contact for Professional problems and questions.



American Original: Norm Payne

Wearing multiple hats, **Tom Horvath** is indispensable to UUP Oneonta. Secretary, Executive Board Officer, and Academic Delegate—as well as former Health/Safety Officer, Tom has proved assertive and adroit on a plethora of issues. In a deserted tunnel grown suspect, dormitories following asbestos remediation, Morris Complex assessment of notification protocols, and classrooms needing noise abatement, Tom collaborated on environmental testing and procedures with College Facilities. Tom demonstrated tactical and strategic brilliance during that stint as Acting Vice President for Professionals. He has significantly advanced a meaningful reckoning with fulltime faculty teaching load, monitoring the transition from 24-semester hours to 21-semester hours. At present, Tom heads the UUP contingent that began negotiations with Management over the proposed SRFI form. Fellow UUP representatives **Jen-Ting Wang** and **Fida Mohammad**, along with Tom, stand ready to resume SRFI negotiations. An environmentalist, intrepid outdoorsman, and gardener, Tom enjoys and safeguards the waters and land.

Jen-Ting Wang has given generously of her time and expertise as the Director of UUP's fifth **Quality of Professional Life & Administrative Assessment**. A consummate professional with the highest standards, Dr. Wang chaired the committee that designed the survey instrument and took leadership in its implementation. Rob Compton, Norm Payne, Andy Perry, and Bill Simons served under Jen-Ting on the **Quality of**

December 2012: An End and a Beginning (continued)

Professional Life & Administrative Assessment Committee. With Jen-Ting's guidance, UUP held well attended meetings with the UUP bargaining unit to receive their input concerning the construction of the instrument; and UUP members were encouraged to contact the committee with their suggestions. As part of the finalization of the survey instrument, Dr. Wang conducted two pre-tests of the **Quality of**



back row, second from left Tom Horvath, and third from left, Jen-Ting Wang,

Professional Life & Administrative Assessment.

After tabulating responses, she conducted Chapter meetings with the UUP membership to discuss those responses. Jen-Ting is currently writing the report that will accompany **Quality of Professional Life & Administrative Assessment**. Unabridged copies of the **Quality of Professional Life & Administrative Assessment** final report, including statistical tabulations and free response commentary, will be available to the union membership at the UUP office and at Milne Library. *The Sentinel* will publish an abridged version. The **Quality of Professional Life & Administrative Assessment** will contribute significantly to internal UUP discussion as well as Labor-Management dialogue. Thank you to Dr. Jen-Ting Wang for a benchmark achievement.

Ron Bishop, like Tom Horvath before him, has done a great job as Health/Safety Officer. With his background in the College's Chemistry and Biochemistry departments as the stockrooms manager, unionism and construction in the private sector, community activism, briefing sessions with Tom, receipt of the Dr. Herbert N. Wright Memorial Training Award through a UUP Joint Labor-Management Grant, and consummate professionalism, Ron has done a superb job, as Health/Safety Officer. He conducted important fact finding and liaison work in Morris Complex, Schumacher, and Alumni Hall. His membership augments the UUP Oneonta Executive Board. Ron's trenchant words have appeared, under his byline, in incisive **Sentinel** articles, and his UUP-sponsored educational programs on natural gas drilling have provided informative perspective. Ron's research on the impact of fracking has received regional and national recognition.

Thanks to our conscientious Treasurer **Rich Tyler**, UUP Oneonta passes periodic audits with flying colors. In detailed, cogent, and accessible monthly reports, Rich keeps the Executive Board informed, ensures the chapter's conformity to a multitude of arcane regulations, and husbands our resources. As attested by his line item budget, resolutions, wise counsel, and monthly reports, Rich, an accomplished officer, brings meticulous and expert devotion to his stewardship of the treasury. Rich does a great job as a Treasurer. Our iconic Director of Special Events and Rich's wife, **Loraine Tyler**, invests our diverse gatherings, including those on Labor Day and semester's end, with grace and excellence. A former UUP Vice President for Academics with an unwavering commitment to the union, the campus, and the community, Loraine's diverse contributions enrich us in countless ways. Loraine recently took on the additional position of Oneonta Retiree Representative.

Executive Board Members **Janet Frankl** and **Jeri Anne Jerminario**, president emeritus of UUP Cobleskill and a stalwart of the State UUP Technology Issues Committee, are Professional Delegates. They serve on the Executive Board, with defined responsibilities for representing Professionals. Through the Delegate

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Assembly and New Leaders Workshops, veterans Jeri, Janet, and Janie have undergone training for their important Professional positions. Janet also writes a regular recipe column that has become one of the most popular *Sentinel* features. Janet her husband Jim are excellent chefs, and they serve as cooks at *Saturday's Bread* on UUP.

UUP Professional Delegates **Amy Crouse-Powers**, **Michael Sullivan**, and **Andrew Perry** have brought important voices to the UUP Oneonta Executive Board. Andy Perry is Head of Library Technologies and served with distinction as Interim Director of the James M Milne Library. He brings gravitas to the Executive Board. Andy's knowledge and judgment have contributed significantly to UUP deliberations on the Chapter and State levels.

Amy Crouse-Powers is the Interim Coordinator of the Center for Academic Development and Enrichment (CADE) at SUNY Oneonta. Amy provides excellent and substantive suggestions at both State UUP Delegate Assemblies and Chapter Executive Board meetings.

Amy, along with Jeri Anne Jerminario, serves as a UUP appointee to the Employee Assistance Program (EAP) Program Committee. Amy and Jeri are dedicated to representing the interests of UUPers on EAP. From family to financial matters, Jeri and April ensure that EAP functions as an important source of referral.

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."



Bodacious Bobcat Kyle Britton

The indefatigable **Kyle Britton**, our **VOTE COPE** Director, ensures that the educational community is represented when important advocacy decisions are made. A gifted performer and promoter of music, Kyle has organized music of the worker, notable for its content and performance, for UUP events.

Academic Delegate **Gina Keel** has is a core leader of the UUP Oneonta Executive Board. As Director of the critically acclaimed UUP Oneonta Labor Film Series, Gina highlights the synergistic relationship between culture and politics. Dr. Keel's union organizational skills have, through the years, strengthened the Rock the Vote initiative, legislative advocacy and Outreach on behalf of SUNY in Albany, local flood relief, Labor Day presentations, the Acting Secretary niche, and representation at the American Federation of Teachers conclave in Washington, D.C.



Gina and daughter Lily set the pace at UUP Solidarity Paddle

Affirmative Action Officer **Nithya Iyer** represents a new generation of UUP activist scholars. Her talents and idealism create a notable synergism. Committed to true equity, inclusion, social justice, and diversity, Nithya

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Left to Right, Professors Nithya Iyer, Betty Wambui, Gayane Torosyan, Sunil Labroo

brings dedication and resolve to the position of Affirmative Action Officer. At recent UUP diversity panels organized and moderated by Nithya, profound and crystalline truths were spoken by **Gayanne Torosyan**, **Sunil Labroo**, **Betty Wambui**, **Moussa Traore**, Miguel Leon, Ho Hon Leung, **Daqi Li**, and **Hanfu Mi**. In the spring, Nithya will reconvene the Diversity Panel series.

The incomparable **Renee Walker** is once again Grievance Officer. Those who contact Dr. Walker are often in difficult emotional straits. Renee is often dealing with individuals plagued by multiple and serious problems. Despite the intensity of such sessions, Renee listens carefully, elicits relevant information, and responds with tact and discretion. Ever mindful of her familial legacy of worker activism, she also provides eloquence to more public union issues.



Renee Walker with her students (College Website)

Benefits Officer **Mona Hughes** does an exceptional job explaining medical, dental, vision, and drug insurance programs and provisions, which are often complex and detailed, to members in person and in newsletter articles. Mona is informative, supportive, sensitive, and assertive helping UUPers. She is a great Benefits Officer, and truly defines the position.

Our new Part-Time Concerns/Contingent Officer **Leah Bridgers** brings energy, priority, and commitment to the position. Leah has already conducted her inaugural Part-Time Labor-Management Meeting. Leah ensures that the issues of Part-Timers will continue to receive informed, strong, and effective advocacy. Leah was also appointed to State UUP's Part-Time Concerns Committee.



Miguel Leon

Historian **Miguel Leon** serves on UUP's Statewide Latino Concerns Committee. A prolific scholar, Miguel provides personal and intellectual authenticity to the union's assertion of diversity. Miguel has already rendered his notable scholarship, manifested in diverse academic writings, accessible to UUPers through his on-going series of Sentinel articles. Miguel is a strong voice of multiculturalism.



Kathleen O'Mara

Kathleen O'Mara, Chair, Africana & Latino Studies Department and Professor, History, serves as UUP Oneonta Representative to the State UUP Women's Rights and Concerns Committee. In addition, K.O. is a contributing writer to The Sentinel. She speaks truth to power.

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UUP Disabilities Officer **Dawn Hamlin** contributes commitment and expertise to important Disabilities/Exceptionalities issues. Leavening idealism with pragmatism, Dawn confronts disabilities/exceptionalities issues with professionalism and compassion. Her *Sentinel* articles and panels disseminate important information and advance advocacy. Dawn's autism panel have featured UUP stalwarts **Matthew and Michelle Hendley** as well as specialists in the field, and one of her recent programs focused on Down Syndrome.



Dawn Hamlin, left, and specialist Roxane Carpenter

Linda Drake, UUP's Community Service Director and College Executive Director of the Center for Social Responsibility, continues to coordinate the participation of UUP volunteers at the community kitchen of *Saturday's Bread*, collection drives, emergency relief, and other endeavors. Linda supervises a plethora of benevolent activities, staffed by volunteers that benefit our community and the world beyond. Linda's *Sentinel* columns alert UUPer to volunteer opportunities. Linda's flood relief coordination in the Gulf and in our region have made a decisive difference in many lives.



Some of Rebirth Day Volunteers

The Union appreciates the UUP cadre who took to the river during our premier Solidarity Paddle in order to highlight the need to protect precious water resources. Thanks to the many UUP/CSEA volunteers for their great work, cheerful generosity, and welcoming presence at Saturday's Bread's Bread volunteerism. Kudos also to the UUP volunteers who participated in Rebirth Day, moving rocks planting amidst the fire and propane ruins where Rich and Loraine Tyler's house had sat. We are happy to report that Rich and Loraine were able to return to their rebuilt house for Thanksgiving!

Kudos to **Hanfu Mi** for a great job during as Membership Director, informative *Sentinel* articles, and sage counsel. Hanfu, through energy and creativity, has brought the membership numbers to an all-time high. Utilizing innovative strategies, Hanfu has devoted much time to chapter development, and we are all the beneficiaries. Hanfu has made invaluable contributions to the Oneonta Speakers Bureau, the progeny of our first joint UUP-Management grant, and he coordinated and moderated the College-Community IV Panel. He also participated in physically demanding flood relief work. Possessed of a visceral integrity and moral courage, Hanfu invests UUP Oneonta with his own singular gravitas.



Dr. Hanfu Mi, far left, moderates educational forum

Extremely competent, Terri Treibits does a superb job as Format Editor of *The Sentinel*. *The Sentinel* continues its tradition of excellence, documented by prestigious journalism awards. Attentive to content and style, Terri provides the union newsletter with an engaging and distinctive format and look. She is part of a continuum of great *Sentinel* editors that includes her predecessors, **Julie Carney, Jill Attanasio, Richie Lee, Paul Jensen, Jim Greenberg, Kim Muller, Kathy Meeker, and Nancy Cannon**.

December 2012: An End and a Beginning (continued)

Nancy, the definitive Research and Instruction librarian, filled in as Acting Secretary during Tom Horvath's sabbatical. Nancy does all things with dedication, telling attention to nuance, and mastery of task. Besides providing a visual documentation of UUP Oneonta as chapter photographer, Nancy is an Academic Delegate, journeys to the New York State Legislature to advocate for SUNY, serves on the Technology Issues Committee, authors *The Sentinel's* signature monthly quiz — and has provided a special personal support that transcends thanks.



Nancy

UUP Oneonta Webmasters **Alex Jean-Charles** and **Norm Payne** and have done a tremendous job transforming the new Chapter website and garnering award recognition for it. Thanks to John and Alex, the UUP Oneonta website makes it easy to locate and access essential information on numerous topics. Alex and Norm have added innovative features and links, including past issues of *The Sentinel* and videotapes of landmark Chapter programs. Check out the new website out at www.1ontauup.org. Kudos to Alex and Norm for their investment of time and talent.

Thanks to UUP activist and Renaissance man **Dan Payne** for allowing access to his legal perspective on key matters. Exemplary teacher, prolific scholar, naturalist, conference impresario, movie scriptwriter, legislative staffer, and attorney, Dan is a rare amalgam of generosity, wisdom, and practicality. His contributions of substantive counsel are much appreciated.

Labor Relations Professional **Darryl Wood** provides ballast. My wise mentors and valued friends of many years, former chapter presidents **Ed Wesnofske** and **Denny Shea**, continue to grant sage counsel, participate in SUNY advocacy, and return to action at critical moments. When needed, Ed has attended key meetings, provided essential advice, and guided spirited statewide campaigns, past and future.

During our walks around the track, Academic Delegate and former Treasurer **Mike McAvoy**, an outstanding economist and emerging baseball scholar, provides sage counsel. Mike organized an insightful *UUP College and Community* panel examining the regional economy.

UUP Oneonta President Emeritus **Fred Miller**, peripatetic and informed, remains a superb political point-man, known and respected by state legislators as an advocate for higher education. Fred accompanies me to SUNY advocacy meetings in numerous legislative offices: our winters journeys often began in the darkness of early morning on icy roads. We all continue to learn much from Fred. Moreover, his award-winning Toon commentaries for *The Sentinel* constitute superb political satire. And Fred, at 87, literally moved earth and stone at UUP's Rebirth Day.

Joe Baldwin remains a bulwark of the Elections and Credentials Committee. We salute **Chris Bulson** for her many years of excellent service on that important committee.

Former UUP Oneonta President **John Carney** protects institutional memory and brings meetings to order with a whistle that could stop a freight train. And **Peg Carney**, an incomparable office manager, loyally and expertly balances tasks and deadlines.

Please forgive me the many UUPers that I have not acknowledged; such omissions represent a lapse of memory, rather than an absence of appreciation..

Finally, regardless of your faith or, lack thereof, may the holidays and year ahead bring health and happiness to you and yours — and to all humanity.

Responsibilities of Full-Time Faculty

By Tom Horvath, UUP Secretary

The College Handbook has been available in electronic form for the past few years. An electronic form does make the Handbook easy to find – at least in my office. However, it also makes finding the information a bit more difficult. I want to outline a subset of what the Handbook calls Faculty Responsibilities. To get to the section I am highlighting, you have to access the Handbook – this can be done easily by searching for Handbook from the Oneonta main web page. Once the Handbook is located, follow these headings via the Contents links on the sidebar.

[College Handbook](#) > [Professional Responsibilities](#) > [Faculty Professional Obligations and Expectations](#) > Responsibilities of Full-Time Faculty



Tom: on-site research

I encourage all Full-Time Faculty to give this section a good read. The first thing you may notice is that the Handbook is out of date with current College policy in regards to our expected teaching load. We are currently practicing a 21-semester hour load for an academic year, not the old 24-semester hour load as listed. That aside, the section I want to highlight follows. The Handbook outlines a set of criteria that can be applied to reduce the teaching load of faculty. Here are the provisions in the Faculty Handbook.

Appropriate justifications for reductions may include but are not limited to the following:

- **exceptional involvement in specific instructional activities, such as preparation of a new course, the revision of existing course materials, involvement in the development or instruction of new academic programs, or the instruction of graduate level courses;**
- **exceptional involvement in a specific program of research and scholarly activity;**
- **exceptional involvement in specific service activities, such as assignment to special college projects or committees;**
- **involvement in professional development activities, such as retraining for another specialty area or to address departmental needs;**
- **administrative assignments, such as service as department chair or designation as program or area director;**
- **an exceptionally heavy workload in teaching assignment, due to reasons such as participation in courses with large class sizes resulting in unusual time commitments, such as assignments that generate a total of 375 credit hours or more.**
- **supervision of internship activities for program or department;**
- **an unusually high teaching load or other assigned professional responsibilities in a previous semester or planned for a subsequent semester;**
- **other assigned professional responsibilities or scholarly activities as deemed appropriate.**

Do any of these apply to you? If so, you have the ability to request a reduction in teaching load (usually equivalent to 3 semester hours, or a single course). To make such a request, the policy states that you should discuss this with your Chair, and pending approval at that level, the decision to grant the reduction is made by your Dean.

Responsibilities of Full-Time Faculty (continued)

In the past, UUP has reported on the number of requests and the number of reduction granted. The general pattern over the years has been that few faculty make requests, but most requests made are usually granted.

Let's look at a few of these criteria. First, **“exceptional involvement in a specific program of research and scholarly activity”**. Many of the faculty hired in the past few years are involved with some great research projects. These were recently promoted at the Life of the Mind event. But good research takes time. At Oneonta, we value teaching, but we also value scholarly activity. Would it be considered neglecting your teaching responsibilities if you requested more time to focus on your scholarship? Think about the positive consequences. Staying current in your field of research could and should translate into better materials for the classroom. Motivating students to pursue academic research or even involving them directly in your research satisfies both teaching and scholarship. Plus, for the newer faculty, this helps support the dossier for tenure and promotion.

Second, **“exceptional involvement in specific service activities, such as assignment to special college projects or committees”**. The Provost has granted teaching reductions to a number of faculty who have recently been assigned extraordinary service responsibilities.

Third, **“an exceptionally heavy workload in teaching assignment, due to reasons such as participation in courses with large class sizes resulting in unusual time commitments, such as assignments that generate a total of 375 credit hours or more”**. This is my favorite because I am often involved in teaching large -enrollment lectures. In fact, each semester a few faculty in Biology (about 30-40% of us) are involved with large enrollments equating to teaching loads of over 375 credits. Some of us have semesters where we cover over 500 credits. This is an exceptionally heavy workload in teaching assignment, and can result in reduced scholarship, attention to students, and reduced service. The effects are generally poor for the faculty and for the students.

The other criteria may apply to you as well. I encourage you all to take a serious look at these provisions in the Handbook, and talk with your Chair about possibilities of applying these criteria to your teaching workload. Remember, you are not requesting a reduction in you workload, you are requesting a temporary shift in the allocation of your overall responsibilities.



Wind Down the Fall Semester: Charge Up the Spring Term

By Rob Compton, Vice President for Academics



The nights have grown cold and dark. The fall semester comes to an end and soon enough a new year will announce the arrival of another academic term. In this season of transition, I thank all UUP members for their contributions during the year past to the College, community, and union. People have assisted in different ways — advocating for SUNY, getting out the vote for friends of the worker, participating in flood relief, volunteering for *Saturday's Bread*, raising issues at Chapter Meetings, writing for the *Sentinel*, providing leadership on the Executive Board, and/or representing UUPers at Labor-Management meetings. You are the union. Sisters and Brothers, I salute you!

The ***Quality of Professional Life and Administrative Assessment*** constitutes UUP's most significant achievement of the past year. The record turnout makes this survey an important source of data and analysis for shaping UUP representation of its members. Under the dedicated professional leadership of Dr. Jen-Ting Wang, UUP's survey committee spent many hours developing the instrument. With Jen-Ting as Chair, the survey committee — Norm Payne, Rob Compton, Andy Perry, Bill Simons — conducted several public meetings and invited Management's input. Utilizing his software expertise, UUP Vice President for Professionals Norm Payne addressed technical issues. Two pilot runs of the survey preceded its successful implementation.

Jen-Ting is now completing the statistical analysis. A detailed written report will follow. UUP members will have access to the full written report, incorporating all statistical tabulations and complete free responses, at Milne Library and the UUP office (Netzer 232). In addition, *The Sentinel* will publish the abridged report, and the UUP website will further facilitate dissemination. Management will receive a complete copy of the report. The completed survey will render UUP articulation of member issues and representation more effective.

During the year past, UUP Oneonta also continued to hold regular Labor- Management meetings as well as dedicated Part-Time Labor- Management sessions. At these meetings, we have continued to advocate for Labor Day, transparency, relevant assessment, Part Time compensation, and opportunities for collaboration with the Administration. We will advance these issues in the coming year.

Additional items for the Labor-Management agenda will emerge from careful study and discussion of the survey results as well as from UUP *Vision for the Future Forums*. During the coming semester, the completed survey will burnish the UUP platform.

Service to campus and community will remain central to UUP activities in the term to come. Informed and energetic UUP legislative outreach will advocate for SUNY. New installments of UUP's Diversity, Disabilities/Exceptionalities, and College-Communities programs will enlarge discourse. *The Sentinel* and UUP Website will build on past success.

Wind Down the Fall Semester: Charge Up the Spring Term (continued)

Challenges, of course, will confront us. Tough contract negotiations continue. UUP's Negotiation Team remains dedicated and principled, but their task is not easy. The destruction wrought by Hurricane Sandy will impact budget considerations. Thomas DiNapoli, New York State Comptroller, projects an enlarged budget deficit for the coming year. The economy is uncertain. Belt tightening will have implications for SUNY. UUP members will again need to meet with legislators, make phone calls, attend rallies, and write letters to protect SUNY. We will continue to partner with students and other unions on behalf of SUNY and invite collaboration with Management.

Struggle will come, but with 2013 around the corner, find sustenance and joy in this season of renewal. Celebrate that for which we are thankful with family and friends. **Happy Holidays!**



SENTINEL QUIZ

By Nancy S. Cannon, Academic Delegate and Newsletter Photographer



This company, founded by an outdoorsman interested in improving gear, is celebrating its 100th birthday this year. What is it? Send responses to Nancy Cannon (Nancy.Cannon@Oneonta.Edu). The first correct answer will receive a UUP cap.

The November *Sentinel* Quiz asked, "What is the specific location of a nature preserve, unintentionally created as a result of a military conflict that officially resulted in a 1953 truce? This preserve, 160 miles long and 2.5 miles wide, is home to the bird depicted below and many other rare and endangered species?" The answer to the November *Sentinel* Quiz is — the DMZ (Demilitarized Zone) between North and South Korea. The first two people to send the correct answer to the November *Sentinel* Quiz were L. P. Coe and George Kahn. L.P. and George will receive *Sentinel* Quiz prizes.

In response to the October *Sentinel* Quiz, three discerning political prognosticators correctly predicted the winner of the 2012 presidential election **and** the percent of the popular vote received by the winner (President Barack Obama): Andy Perry, Brian Tappan, and John Hurley. Andy, Brian, and John will also receive *Sentinel* Quiz prizes.

Labor-Management Meeting Notes: November 5, 2012, 3 PM

Submitted by Tom Horvath, UUP Secretary



Present for Management: Todd Forman, Nancy Kleniewski, Steve Perry, Lisa Wenck,

Present for UUP: Rob Compton, Janet Frankl, Tom Horvath, Fred Miller, Norm Payne, Bill Simons, Darryl Wood

1. UUP thanked Management for the collaborative work in planning the November 7th Professional Workshop and the November 15th Part-Time Labor Management Meeting. Both sides also shared ideas on offering much needed assistance to the victims of the recent hurricane.
2. UUP presented items concerning the processes and determinations of Faculty Development Funds. Management suggested — and UUP agreed — to defer the following until the return of the Provost, who was away on official College business:
 - a) How much total money was distributed through the fund this academic year?
 - b) What is the fund likely to be in the coming years given the new budget procedures being discussed in draft form?
 - c) How were the funds distributed across the 3 categories (research, teaching, service)?
 - d) What was the process used to make decisions on funding proposals?
3. UUP requested information on the impact on changes in budgeting for Professional Development for Faculty. Management explained that the processes and models being discussed are in draft form still, and that the Deans will still need to work on the process and outcomes. Funds to Academic Affairs were enhanced in the current plan. The Provost also offered about \$50k from her office (money previously used for Faculty Development Funds) to supplement the overall pool for departmental budgetary distribution. UUP asked about some of the inputs in the model. Other factors such as enrollments in courses also are being used. UUP is also interested in having further discussions with management about the impacts of these procedures on future professional development funds allocated to individual faculty. The model allocates a baseline of \$800 per faculty member (FTE) into the departmental budget for professional development for allocation to specific faculty members at the discretion of the Chairs.
4. UUP updated Management on the status of the UUP *Quality of Professional Life & Administrative Assessment* survey. UUP noted that data will be shared after processing.
5. UUP is interested in getting regular and on-going updates on the reorganization, new dean hires, Pilot Phased Retirement Program for Teaching Faculty, and the internship programs.
6. UUP asked about implications of the SUNY Resource Allocation Model (RAM) for SUNY Oneonta. Management provided some handouts that would likely be presented to the College in other forums. In brief, SUNY is developing plans (still in draft form at the moment) for allocations of funds to campuses based on Special Mission Funding (only SUNY Maritime & ESF would benefit from these), Geographic Locations, Research (mostly favors the University Centers), and Enrollment (includes these National Norm Factors mentioned above). The RAM model favors the University Centers and results in decreased funding for UCT and Comprehensive Colleges. However, the rational tuition increased helps to minimize the impact. The bulk of funding is weighted in the Enrollment category to include Graduate Enrollment.

The meeting was recessed at 4:05.

UUP and THE BATTLE FOR BROOKLYN

By Fred Kowal, President, UUP Cobleskill

For the past several months, our UUP colleagues at Downstate Medical Center have found themselves under the gun, with the prospect of the loss of thousands of jobs a real possibility. This is occurring due to financial restructuring brought about by a series of destructively poor decisions by administration at the teaching hospital in Brooklyn. But, the situation points to issues that go far beyond Brooklyn. These issues include the potential for privatization of large pieces of the State University of New York, the loss of a major public health care facility in New York, and the greater question of just how our health care will be provided in the 21st century.



This Is Our Fight Too!

Downstate's financial troubles can be directly attributed to its SUNY-sanctioned 2010 merger with the former Victory Memorial Hospital (now Bay Ridge) and 2011 acquisition of the Long Island College Hospital (LICH). When they were purchased, both hospitals were on the verge of bankruptcy, to the tune of \$260 million in arrears to creditors. Nonetheless, and despite UUP's warnings, SUNY went ahead with the merger in 2011. And during this time, though Downstate was operating in the black, it was in need of financial backing to improve its service delivery. But, the state did not provide any assurances that support for the now financially vulnerable Downstate would be forthcoming.

And now, a new administration at the hospital is crying poverty and a need to restructure Downstate Medical Center. Shifting of jobs to the non-UUP represented (and private) LICH will have drastic impacts on the community, on the teaching hospital, and on UUP. First, Downstate is the only academic medical center in Brooklyn, with more than 1,600 students. Many of these students are students of color and over 80% of the graduates of the medical college remain in New York City to serve the population there. Roughly half a million people live in the University's service area, an area that has high unemployment and poverty rates. And most of the patients from the immediate area are either uninsured or underinsured, meaning of course that Downstate Medical Center is the only place they can go for medical care of any kind. About 85% of the patients admitted are African American and one in ten is elderly. In sum, Downstate Medical Center provides a vital service to its community: a huge, diverse and poor area of New York. Left unanswered in the debate about what to do with Downstate is what will become of these patients.

And the hospital has numerous unique, advanced treatment centers and it also houses the Advanced Biotechnology Park and Biotechnology Incubator. The hospital's Division of Transplantation has performed more than 4,000 life-saving kidney transplants since 1965. This program is one of the largest and more active of its kind in New York. Other services include cardiothoracic surgery, high-risk maternity care, a state-of-the-art neonatal unit, dialysis procedures, free health screenings, ambulatory surgery, and 75 community outreach programs—including the Center for Community Health Promotion and Wellness.

UUP and THE BATTLE FOR BROOKLYN (continued)

What is also crucial is that Downstate is a teaching hospital. Hundreds of doctors, nurses and other health care professionals are trained at Downstate each year. And one in every three continues her or his practice in Brooklyn, providing crucial health services and generating economic activity in New York. Any down-sizing of the health science center would have a dramatic impact on Brooklyn's economy – and the economy of New York. Homes will be lost, small businesses will shut down and jobs for our youth will disappear. As many as 60 percent of the medical center's 8,000 employees live in Brooklyn; it's the borough's fourth-largest employer. This medical center generates more than \$1.3 billion yearly for the state's economy; every dollar invested in Downstate returns \$12 to the local economy.

As of late September, over 300 of our colleagues have received notices of non-renewal or termination. There is every indication that this is not the end of the process. Aside from the alarming reality of so many of our colleagues losing their jobs is the parallel process of shifting services and jobs to LICH, where few of the employees are represented by UUP. It is a means of downsizing a public entity, shifting work to a private entity, and eliminating our union jobs. This is not solely relevant for UUP members in Brooklyn. It could well be a step that SUNY will pursue elsewhere.

There are facilities being built in SUNY that are being funded privately, such as through college foundations or dummy corporations linked to those foundations. When these facilities are then used, the employees, who may well be doing UUP work are NOT UUP members. This weakens our union immeasurably. There are protections in our contract against contracting out, but those provisions were put in place before this new model of union-busting was put in place. At Morrisville, there is a brand new Equine Rehabilitation Center that has been totally funded by the college foundation. Much of the work there is being done by non-UUP members. Similarly, the new football stadium at Morrisville was built with foundation moneys. There, service work is divided between unionized and non-unionized employees. And, as we all know, there is talk about some sort of informal "merging" of Cobleskill, Delhi and Morrisville through a more aggressive shared services approach. So...this isn't a challenge that is too far away...

Health care should not be a privilege. It should be a right. Under "Obamacare" we are moving in that direction. And institutions like Downstate are a part of that effort. To close a hospital – a teaching hospital, no less – is criminal. To close it for the benefit of a private, for profit institution which can turn away patients who can't afford to is immoral. Those are the stakes in this fight. We cannot let our colleagues fight it alone. Go to the UUP website (www.uupinfo.org) and check out the ways you can make a difference in this fight. It's our fight, too! It's a fight for the future of our union, our university, and – in this election – a fight for the soul of our nation.

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

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

UUP Needs Member Involvement to Address Teacher Education Changes

By Jamie Dangler, State UUP Vice-President for Academics

[**Editor's Note:** Two SUNY College at Oneonta Education Professors, Dr. Carol Dean and Dr. Raymond Siegrist, are UUP Oneonta's representatives to the State UUP Teacher Education Task Force.]

Every UUP member should be concerned about what's happening in teacher education programs at SUNY campuses. Here's why.

The New York State Education Department is imposing changes on teacher preparation programs at an unprecedented pace. Teacher educators are not being adequately consulted and many new mandates have questionable justification in view of professional standards and best practices in education fields.

New directives are being issued by SED without reasonable timelines for implementation. This is causing serious problems in terms of curriculum revision, delivery of programs, and transitioning students to meet new, unanticipated requirements in time to graduate.

We have serious concerns about potential short and long term effects on SUNY's teacher education programs. Concerns include declining student enrollments and the possible shrinkage of our programs, unmanageable workload increases, erosion of faculty direction of curricular matters, and increasing privatization of degree-granting and other public education functions.

UUP takes action

In August UUP established a statewide Teacher Education Task Force to mobilize our members to help bring teacher educators into the dialogue about education reform in New York State. The voices of college-level teacher educators as well as K-12 teachers have been largely dismissed in that dialogue. We must work hard to change this.

The purpose of the Task Force is to bring UUP academics and professionals together to share information and provide input to the UUP leadership for development of the union's official communications, proposals, strategies, and action plans to address teacher education changes. In turn, UUP's statewide leadership can provide information and guidance to help address campus-level teacher education issues.

We need your input and help

Our effectiveness depends on getting UUP members who work at the ground level in SUNY's teacher education programs involved in our efforts. Over the past few months I have been meeting with members from around the state and encouraging chapters to form campus Teacher Education Committees in order to facilitate two-way communication between UUP's chapters and our statewide UUP Task Force. Campus-based Teacher Education Committees can help inform and support the work of chapter representatives to the statewide UUP Task Force.

Task Force work to date

The UUP Task Force has been focusing on a variety of concerns. These include new student teacher performance assessments, declining student teacher placement options, the encroachment of private corporations



State UUP Vice President for Academics Jamie Dangler, left

UUP Needs Member Involvement to Address Teacher Education Changes (continued)

such as Pearson into public education through high stakes testing instruments and resultant curricular mandates, accreditation issues, masters degree alternatives outside of higher education institutions, and SED's proposed data collection requirements that may provide a "report card" to the public that misrepresents our programs and institutions.

UUP is an affiliate of New York State United Teachers (NYSUT) and our Task Force is part of the NYSUT Teacher/School Leader Preparation Work Group, which is directed by NYSUT Vice-President Maria Neira. The NYSUT Work Group provides opportunities for communication about teacher education issues among members of NYSUT, UUP, and the Professional Staff Congress, which represents faculty and staff at the City University of New York. It also provides us with opportunities for dialogue with officials from the State Education Department, SUNY, and the Board of Regents.

Through our work with the NYSUT Work Group, UUP members gain avenues for input when critical decisions that affect our programs are being made at the state level. For example, on September 13 UUP members joined NYSUT and PSC colleagues in a meeting with New York State's Commissioner of Education, John King. Our work with NYSUT also connects us to colleagues in K-12 schools.

Over the past few months, UUP/NYSUT has participated in state-level SED meetings about proposed institutional data collection requirements and has submitted official comments that raise serious concerns about potential negative impacts on SUNY institutions. NYSUT has presented testimony to the legislature about teacher education issues and pressed SED to change implementation timelines, most recently with regard to a new performance assessment for student teachers. UUP/NYSUT leaders are meeting with SUNY officials and participating in SUNY discussions related to new mandates for teacher education programs and requirements for federal *Race to the Top* funding.

Feel free to contact me if you have questions, comments, or suggestions related to UUP's statewide efforts (jdangler@uupmail.org; 1-800-342-4206). I look forward to expanding our opportunities to work together to address teacher education issues.



Mood Disorder Are Treatable and Are Not Character Flaws

By Greg Montgomery, Jr., Former NFL All-Star

[Greg Montgomery, Jr., was an All-Star NFL punter for a decade. He has learned to live successfully with his bipolar disorder and urges other to do so as well by going to www.HelpYourself-HelpOthers.org Mr. Montgomery's comments are excerpted from: Greg Montgomery, Jr., "Ex-Football Player is Bipolar," Annie's Mailbox, Kathy Mitchell and Marcy Sugar in The Daily Star (Oneonta), October 4, 2011, p. 17.]

As a man, and even more so as a professional football player, I was taught to work through the pain and tough it out. But after a decade of ignoring my symptoms, the disease [bipolar disorder] began to take its toll... I've learned to respect my illness and take it seriously...It is imperative that people realize these mood disorders are not weaknesses or character flaws, but real illnesses that can be successfully treated.

Election Eve—2012: VOTE-COPE Gets the Vote Out

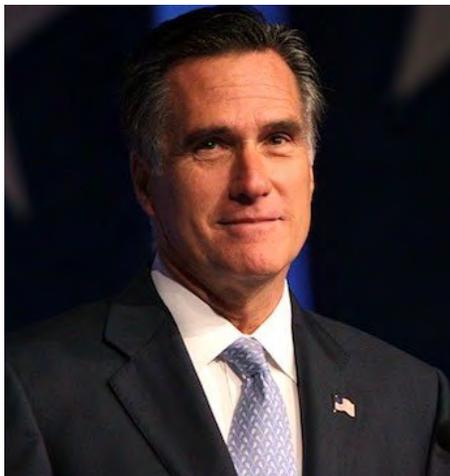


Fred Miller, Rob Compton, and Bill Simons, left to right, work the phones on election eve

Oneonta’s VOTE-COPE team helped waged an energetic Get-the-Vote-Out Campaign. On election eve, Monday, November 5th, an Oneonta VOTE-COPE contingent travelled to the phone bank at the NYSUT Regional Office in Vestal. Working through the evening, the Oneonta VOTE-COPE team made over 200 phone calls reminding Chapter members to vote and the reasons for NYSUT endorsements to candidates. NYSUT endorsed candidates included President Barack Obama, U.S. Senator Kirsten Gillibrand, State Senator Jim Seward, and Assemblyman Bill Magee, all of whom won reelection. For the Oneonta VOTE-COPE team, whose on-the-ground fall campaign efforts extended to areas as distant as Youngstown, Ohio, it was a gratifying result. Our work, of course, continues — and the challenges are formidable. We will contact you in terms of participation. Our nation, community, and campus face serious and imminent issues in the months ahead. The chart below shows the national vote returns in the 2012 presidential election for the Democratic and Republican candidates, President Barack Obama and former Massachusetts Governor Mitt Romney. We thank both candidates and their supporters for their participation in the American democracy.



President Obama



Governor Romney

Presidential Candidate	Political Party	Popular Vote	% Popular Vote	Electoral Vote
Barack H. Obama	Democrat	64,622,479	50.86%	332
Willard Mitt Romney	Republican	60,275,591	47.44%	206

Contract Negotiations Continue

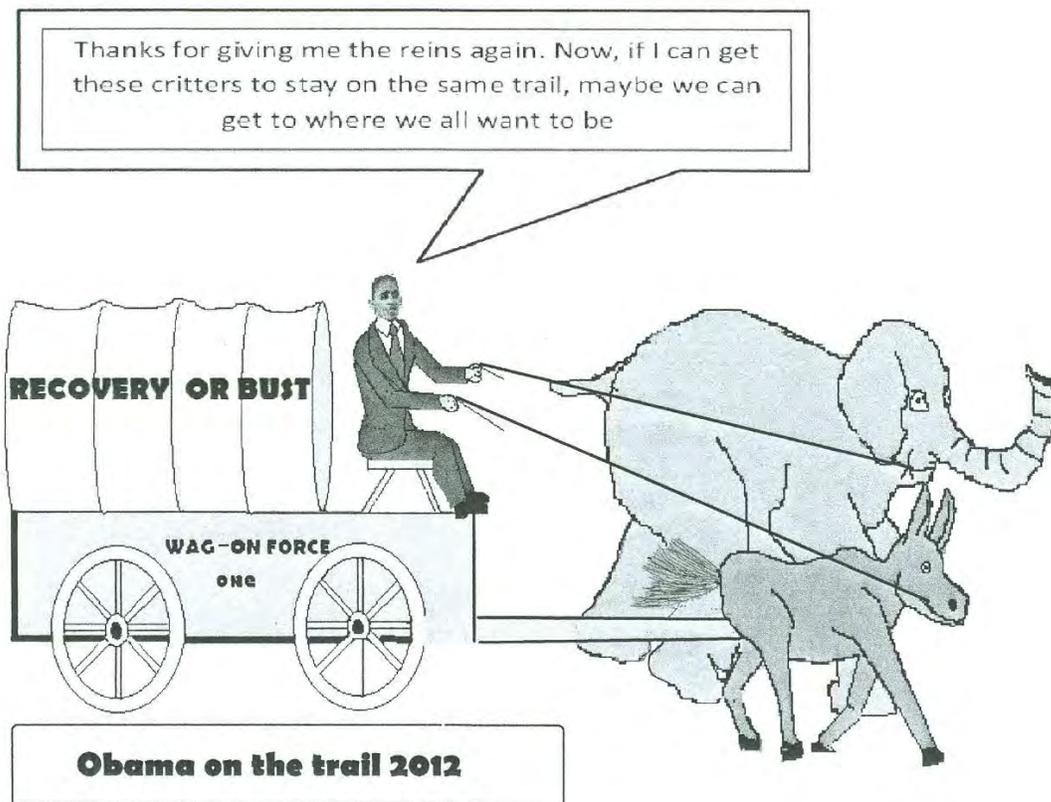


UUP's Negotiations Team met for a lengthy session from November 14 to November 16 to prepare for its next steps in deliberations with the state. Negotiations have been ongoing and more sessions are scheduled. The latest information on negotiations is posted on UUP's website. Please go to <http://www.uupinfo.org/negotiations/index.php> and get the most updated information. The union will also send periodic updates for distribution via chapter websites, newsletters, fliers, and meetings.



Toon Commentary

By Fred Miller, Outreach Representative



UNITED UNIVERSITY PROFESSIONS

2013 CHAPTER, RETIREE, AND AFFILIATE CONVENTION ELECTION CALENDAR*

*Dates may be modified.

[Editor's Note: State UUP will conduct the UUP Oneonta Chapter Elections and will individually contact all members of the Oneonta Chapter. Individuals may nominate themselves or others. Amongst the UUP Oneonta Chapter offices up for election are: President, Vice President for Academics, Vice President for Professionals, Secretary, Treasurer, Officer for Contingents, Membership Officer, Academic Delegates, and Professional Delegates. Terms are for two years.]

Activity	2013–2015 Elections
Chapter Requests to E&C Committee Due	12/03/12
Election Certification Date	12/26/12
Mail Chapter, Retiree & Affiliate Convention Nomination Forms	01/04/13
Chapter, Retiree & Affiliate Convention Nominations Close	02/06/13
Chapter Nomination Lists Posted to Web	02/06/13
Mail Retiree Election Ballots	02/15/13
Retiree Election Ballots Due	03/13/13
E&C Committee: Count Retiree Ballots	03/13/13 - 03/15/13
Mail Chapter Elections Ballots	02/20/13 - 02/22/13
Chapter Elections Ballots Due	03/20/13
E&C Committee: Count Chapter Elections Ballots	03/20/13 - 03/23/13
Mail Run-off Elections Ballots no later than	06/14/13
Run-off Elections Ballots Due	07/17/13
E&C Committee: Count Run-off Elections Ballots (Affiliate Convention if necessary)	07/17/13 - 07/19/13

CORN TOMATO SALAD

By Janet Frankl, Professional Delegate



3 Tablespoons white wine vinegar

2 Teaspoon kosher salt

Freshly ground pepper (to taste)

¼ cup extra virgin olive oil

8 ears fresh corn (about 4-5 cups fresh corn kernels)

2 cup red or orange grape tomatoes – halved (I just bought a container at the store)

1 bunch scallions, white and green parts, thinly sliced

8oz fresh mozzarella cut into small cubes

1 ½ cups fresh basil leaves

2 avocados – cut into cubes (similar size to mozzarella cubes)

WHISK THE VINEGAR, SALT AND PEPPER IN A SMALL BOWL. GRADUALLY WHISK IN THE OLIVE OIL, STARTING WITH A FEW DROPS AND THEN ADDING THE REST IN A STEADY STREAM, TO MAKE A SMOOTH DRESSING.

SHEAR OFF THE CORN KERNELS OVER A BOWL. TOSS IN THE TOMATOES, SCALLIONS AND MOZZARELLA. POUR THE VINAIGRETTE OVER THE SALAD AND TOSS TO COAT. COVER AND LET SET FOR 15 MINUTES UP TO 2 HOURS.

BEFORE SERVING ADD AVOCADO AND TEAR THE BASIL OVER THE SALAD (MIX AVOCADO AND BASIL INTO SALAD)

Waiting for a Holiday ‘Gift’

By Dawn Hamlin, UUP Disabilities/Exceptionalities Officer

[Editor’s Note: 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 of the New York State Council for Exceptional Children as well as UUP’s Disabilities/Exceptionalities Officer. For further information, contact Dawn at Dawn.Hamlin@Oneonta.Edu]



Dr. Dawn Hamlin

This week the US Senate is poised to vote on ratifying the UN Convention on the Rights of Persons with Disabilities (CRPD). This convention has many similarities, and in some part is based on the Americans with Disabilities Act (ADA). Additionally it captures part of the spirit of the Individuals with Disabilities Education Act (IDEA).

This convention is necessary to change, protect, and elevate the current status of the many people (UN estimates around 650 million) with disabilities who reside in every nation across the globe. It may provide hope for the many people whose lives are already precarious. 80% of people with disabilities live in developing countries and literacy rates hover at approximately 3% - even less if you are a woman with disabilities (1%). For children with disabilities who live in developing countries, only about 10% attend school. Many women and children with disabilities experience both physical and sexual abuse – some estimate that rape for people with intellectual disabilities may be as high as 25% in some regions. (Data from <http://www.un.org/disabilities/convention/facts.shtml>).

Interestingly enough, it appears there may not be enough support in our Senate for this convention to meet the 2/3 vote for ratification. This is a most unfortunate and ironic scenario considering the United States has long been viewed as a world leader in disability rights.

The original meetings and development of the CRPD occurred back in 2006 while former President Bush was in office. Historically it has had bipartisan support from politicians like John Kerry and John McCain. Various veterans groups and disability awareness groups such as TASH (formerly known as The Association for Persons with Severe Handicaps) and CEC (the Council for Exceptional Individuals) have long advocated for its ratification. It has since been ratified by 126 nations including; Russia, China, Cuba, Iran, and Saudi Arabia - but not the United States.

Unfortunately, there are some Senators like Rick Santorum and Mike Lee - who are actively advocating against ratifying the CRPD because they have concerns. What they are concerned about seems to be rather unclear. There are no new requirements for the US; indeed it is more apt to be considered raising the bar for the rest of the world, meeting a standard similar to the current US ADA benchmark. The CRPD recognizes fundamental values of non-discrimination and equal access for persons with disabilities in all areas of life, and may essentially help to protect Americans with disabilities that live, work, and/ or travel abroad from discrimination. Hopefully the Grinches won’t stop Christmas from coming and people around the globe who have disabilities will have more hope for a brighter new year.

Feeling Connected: Jon's Lesson for Us All

By Jo Ann Simons, Ruderman Family Foundation Disabilities Advisor, and CEO, Cardinal Cushing Centers

[Reprinted from: New post on Zeh Lezeh (For One Another) by [jayruderman](#)]



Jo Ann Simons, Ruderman Family Foundation Disabilities Advisor, and CEO, Cardinal Cushing Centers, left (with niece Hannah Simons, right)

I should know by now that when you least expect it, profound wisdom is revealed.

I was picking up my son, Jon, at the bus station. As many of you know, Jon is my adult son with Down syndrome. He enjoys, what we like to say is a fully inclusive life. He has his own home, works, volunteers, travels, has friends, belongs to a synagogue and makes his own decisions about what to eat, how much TV to watch, when to go to bed, etc.

As we drove by the airport on the way home, Jon began talking about an upcoming trip that several of his friends were taking to Washington, DC. He decided that he did not want to go on this trip, in spite of his joy of travel. He said he wasn't interested in the itinerary and "they were not even going to the [Holocaust Museum](#)," a place he had visited many years earlier with his 8th grade synagogue class. He went on to talk about our family trip to Israel, where he said, "I visited the real Holocaust Museum," referring to [Yad Vashem](#). I reminded him of the time we all bore witness at [Dachau](#).

And that's when Jonathan summed it all up. He said, "Going to all those places, it makes me feel connected."

I began to wonder. Is it inclusion we seek or is it being connected? Jon's feeling of being included is about being recognized as a Jew and being part of our history. Of all the gifts our community has given him, being connected is what has meaning for him.

And while we prayed together this past Rosh Hashanah, on Yom Kippur, Jon was 90 miles away, praying at his synagogue, in his congregation, feeling connected.

SUNY and Faculty Ownership of Course Materials, and Best Practices for On-Line Courses

By Martin Manjak, Professional Delegate, UUP Albany, and Information Security Officer, SUNY University at Albany



Recently an article discussing MOOCs appeared in the Chronicle of Higher Education¹. In case you haven't heard, MOOCs--Massive Open On-line Courses--refers to a growing phenomena in higher ed: free, open registration, electronic classes featuring full-time faculty from accredited colleges and universities. In fact, some of the biggest names in higher ed are looking to market their courses, while some faculty are looking to market themselves. The format raises a number of serious questions, but the ones that I would like to draw your attention to concern copyright, intellectual property, and support for creating on-line content.

While MOOCs have not yet made an appearance within the SUNY system, faculty are increasingly encouraged to embrace on-line learning technologies. When course materials are committed to digital media, whether text or audiovisual components, they can be delivered independently from the instructor's presence or participation. The question then becomes: who owns and controls the course material?

On October 15, David Lavalley, SUNY Executive Vice Chancellor and Provost, issued a letter to all campus presidents and academic officers regarding "some of the most commonly asked questions regarding faculty ownership of instructional content that are created by faculty in the course of their employment with SUNY."

The letter contains a link² to a SUNY web page entitled Faculty Ownership of Instructional Content. The document states:

With respect to faculty materials used on the web for instruction, under the current SUNY policy, copyright ownership is treated no differently than faculty materials produced for the classroom. That is, faculty own the copyright under the academic work-for-hire exception embedded in SUNY's copyright policy. Alternatively, SUNY and faculty may enter into work-for-hire written agreements relating to materials produced for on-line use in which the parties may agree to vest copyright in either SUNY or the faculty and to provide for related licenses.

SUNY and Faculty Ownership of Course Materials, and Best Practices for On-Line Courses (continued)

This is an important statement of policy for all faculty, but particularly those creating content for electronic courses. It is important to take note of the fact that faculty, by signing separate agreements for course content, can enter into a work-for-hire relationship with SUNY. In these cases, depending on the terms of the agreement, copyright ownership may reside with SUNY rather than the faculty member. Therefore, it is especially important that faculty fully understand the terms of their employment if asked to sign separate agreements for the development or creation of course content, particularly as it relates to the question of copyright.

It is worth noting that the SUNY web page references two UUP documents at the top of the Related Resources list following the policy statement.

1. UUP Copyright FAQ3
2. UUP Contract MOU4

The best summary of the Copyright FAQ is contained in the document, i.e., "You own what you produce unless you have knowingly given up your rights to the product."

Regarding production, anyone who has worked in an on-line format knows that it requires a specific skill set to design and produce digital content, and deliver instruction electronically.

Unfortunately, not all administrators and faculty understand this. For this reason, UUP has developed a best practices document intended to advise instructional staff on how best to prepare for on-line courses, and identify the minimum levels and areas of support that faculty will require from the institution to produce and deliver electronic courses successfully. If you are committed to teaching an electronic course, or are interested moving your course on-line, please consult this best practices document which can be found on the UUP State website at www.uupinfo.org/reports/reportpdf/BestPracticesOnlineLearning.pdf

Additional Source Links:

- 1 <https://chronicle.com/article/What-You-Need-to-Know-About/133475/>
- 2 http://www.suny.edu/provost/academic_affairs/FacultyOwnership.cfm
- 3 <http://wiki.sln.suny.edu/download/attachments/9898346/uup+copyright+faq.pdf>
- 4 <http://wiki.sln.suny.edu/download/attachments/9898346/UUP+MOU+-+page+84+expires+july+2011.pdf>

Addendum: *From: Jim Dix, UUP Chapter President, Binghamton University*

One might want to add to Marty's excellent article some discussion of the following FAQ and answer from http://www.suny.edu/provost/academic_affairs/FacultyOwnershipFAQ.cfm:

"8. I allow my campus to video capture my class for students each semester. Who owns the content on these videos? Who owns the right to decide how to use the content on these recorded lectures? Counsel's Office is actively researching this multi-faceted question and will follow up this guidance with an answer to the question when the research is complete."

There appears to be no policy yet on who owns recorded lecture. These lectures which would be a building block of a SUNY MOOC. I would not want my lectures recorded by the University without a prior written agreement giving me ownership and copyright to the recording.

Fracking and National Public Radio: What Is Going On?

By Dennis Higgins, UUP Member

Corporate money driving media messaging is on everyone's minds in the heel of the election. In the wake of Citizens United, too, corporate speech, (read "money"), is individual speech, and, let's face it, they are able to come up with more of it than your average person. I've been disturbed the last several months listening to the voice of corporate propaganda through an unusual source: National Public Radio, or NPR. **Public**, in the name, is perhaps meant to mean **for, by** and **of** the **public**. A few times a year we hear them tell us our dollars are what is important and that they provide an unbiased, intelligent, considered look at the news. If you listen carefully, around nearly every show, you will also hear a plug for American Natural Gas Alliance, (ANGA), that is, the corporations currently fracking Pennsylvania and trying with all their might to get their foot in the door in New York. The text varies slightly, but always includes a statement about ANGA's efforts to protect our environment. Only the jaded and duplicitous fossil fuel corporations would think that reminding us about their environmental record could be good for business, but, there it is. A couple times an hour, a dozen times a day, NPR plugs ANGA's environmental record. Maybe ANGA hopes it will work like a subliminal message. Maybe they think we'll believe it if we hear it from NPR. Frankly, listening to these endorsements of the natural gas industry has got me riled. Maybe you could tell? I think if NPR wants to be **for** corporations much like some other media is, rather than for and by the citizen public, then they should change their name. Certainly, their unbiased reporting is put in doubt. And if you were to take a survey of NPR's supporters, on which side of the fracking issue do you think you'd find most of them? Do you think most NPR supporters side with fracking, along with its false and politicized propaganda, or against, where academic scientists and the medical community, among many others, have lined up? I posted a petition to the CEO of NPR to stop promoting ANGA. The link is here: <http://www.thepetitionsite.com/203/879/287/npr-should-not-promote-angas-commitment-to-the-environment/>
Would you sign?



Notes on the 2012 Presidential Election

By Gina L. Keel, Outreach Representative



Dr. Gina L. Keel

Statistician, poll aggregator, *New York Times* blogger Nate Silver triumphs over pundits and partisan pollsters. Silver, and his forecasting model based on averaged and weighted national and state polls, was fiercely attacked in mainstream media. His unflinching, months-long predictions of Obama’s re-election challenged media group-think and dominant frame about the closeness of the race. His last prediction Obama winning 332 Electoral College votes to Romney’s 206 proved accurate, which means he called every state. Silver predicted the national popular vote within a half of a percentage point, as Obama won 50.4% (50.8% predicted) of votes to Romney’s 48.1% (48.3% predicted). Damn that’s close, a lot closer than the oft-quoted, daily tracking polls from Gallup and Rasmussen which had Romney leading through October. Their polls suffered from, as Silver concluded, “statistical bias toward Republicans.”

The Obama Campaign won the ground game. Campaigns and parties are much more sophisticated in micro-targeted communications and rationalized get out the vote efforts. Political campaign professionals have now unabashedly embraced technology and data mining techniques used to market products to consumers, and the Obama campaign did a better job understanding and developing relationships with donors and voters. They also got a head start by building the ground game last year while Romney was still trying to fend off Santorum and Gingrich and compete for the Republican grassroots.

Younger voters and turnout remained significant. Many states have not reported official results, but estimates show turnout was strong even as it was lower than 2008. Media-hyped concerns that weak enthusiasm, voter ID laws, and super-storm Sandy would suppress the vote and weaken the President’s chances for re-election were wrong. We shouldn’t be surprised that when the stakes are high and candidates are distinctly different, voters will be motivated. Younger voters participate less than older voters historically, but youth turnout has been rising in the last several elections. CIRCLE, the Center for Information and Research on Civic Learning and Engagement at Tufts University, studies youth participation and its impact. They find that younger voter preferences, based on exit polls, were significant in key battleground states in 2012. As their graphic reproduced below asserts, “Without young people, Ohio, Florida, Virginia and Pennsylvania would have flipped from Blue to Red.” Romney lost the youth vote in these states by a 25-30 point margin. Obama could not have prevailed in these states and won the Electoral College without strong support among 18-44 year olds.

Jon Stewart’s “Chaos on Bullsh*t Mountain” skewered Fox News good, and they had it coming. Perhaps few were surprised by Fox News’ blatant ideological and partisan bias

Does the Youth Vote Make a Difference?

Without young people, Ohio, Florida, Virginia, and Pennsylvania would have flipped from Blue to Red

		Obama	Romney
 Ohio	18-29	62%	35%
	30-44	51%	46%
	45-64	47%	51%
	65+	44%	56%
 Florida	18-29	66%	32%
	30-44	52%	46%
	45-64	48%	52%
	65+	41%	58%
 Virginia	18-29	61%	36%
	30-44	54%	44%
	45-64	47%	52%
	65+	46%	53%
 Pennsylvania	18-29	63%	35%
	30-44	55%	43%
	45-64	48%	51%
	65+	43%	57%



Source: 2012 National Exit Poll

Source: CIRCLE, Center for Information and Research on Civic Learning and Engagement, <http://www.civicyouth.org>

Notes on the 2012 Presidential Election (continued)

in 2012 campaign coverage (content analysis studies find MSNBC was worse). The anti-Obama fog, and willful ignorance about Republican Party negatives, briefly lifted on election night, when the network projected Ohio results and called the election for Obama. Anchors reported what the backroom statistical analysts at Fox had (correctly) determined, but Karl Rove and other partisan pundits balked and sought confrontation with the data wonks. I was watching Fox News' live coverage and it felt like a "shoot the messenger" atmosphere. The on-air deniability fest lampooned by Stewart revolved around whether we can trust the data experts. Neither anti-intellectualism nor the politicization of scientific findings is new, but it is absurd that these denialist positions have gotten bolder even as quantitative methodologies have gotten stronger. How could mainstream media cover Dick Morris' wild claims of a Romney landslide and the partisan re-engineering efforts of www.unskewedpolls.com as legitimate news? Will Fox learn from its embarrassment the danger creating your own reality instead of investigating it?



Higher Ed Online: Debate but Don't Ignore

[Excerpted from: Terence Chea, Associated Press, "Elite Colleges Transform Online Higher Education," *Binghamton Press & Sun-Bulletin*, August 12, 2012]



Higher Ed Online

From Harvard to Stanford, a growing number of elite universities are throwing open their digital doors to the masses. They're offering their most popular courses online for no charge, allowing anyone with an Internet connection to learn from world-renowned scholars and scientists.

Many colleges have offered Web-based courses for years but the participation of top-tier research universities marks a major milestone in the expansion of digital learning.

The proliferation of so-called massive open online course of MOOCs, has the potential to transform higher education at a time when colleges and universities are grappling with shrinking budgets, rising costs and protests over soaring tuition and student debt.

Supporters say these online courses can lower teaching cost, improve learning online and on campus, and significantly expand access to higher education, which could fuel technological innovation and economic growth.

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