



# The Sentinel

UUP — Oneonta Local 2190

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## UUP and the New Solidarity

*By Bill Simons, Chapter President*

Four major components comprise UUP—Academics, Professionals, Contingents, and Retirees. For the union to function effectively, all four need strength and direction. During the past academic calendar year, UUP Oneonta conducted separate meetings and programs specifically tailored for these distinct constituencies.

UUP Oneonta Vice President for Academics Rob Compton, courageous and tireless, epitomizes the best of our academics. As Rob displayed in the epic campaign that commenced this year to preserve academic autonomy, UUP academics will be heard. Rob understood that the Yaser Robles case, important in and of itself, had a symbolic and substantive importance for all academics—and that it will have a continuing resonance. Rob organized and moderated a milestone *Vision for the Future* conclave on October 10, 2013. This session, which strained the seating capacity of the Otsego Grille, provided wind to the academic agenda articulated by UUP in the months to come. A believer in maintaining a balance between rights and responsibilities, Rob rightly insists that any academic utilizing the resources of UUP contribute back compensatory resources. For their voices to count with management, legislators, and the public, academics must eschew the soft option of a service model that enlists the union only for personal concerns and instead contribute to a member activist model of unionism. Rob makes sure that academic voices participate in the crafting of the Labor-Management agenda, Chapter programming, SUNY advocacy, and the pages of *The Sentinel*. Rob also recognizes that UUP does not work if it devolves solely into an academic union. UUP is also proudly a union of Professionals, Contingents, and Retirees.

On Thursday, January 23, 2014, UUP conducted a large, open, and unfettered forum for its Professionals: the visceral intensity of pent up concerns found expression.



left to right, State Professional VP Philippe Abraham, State President Fred Kowal, UUP Founder Fred Miller, Chapter Academic VP Rob Compton, & Chapter President Bill Simons

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## ***UUP and the New Solidarity (continued)***

Momentum quickly spread to rank-and-file Professionals, and they made clear their imperative call for information and resources. Three detailed Professional workshops quickly followed, led by Labor Relations Specialist Darryl Wood. *Professional Obligation and Your Compensation: Comp Time, Extra Service, On-Call, Re-Call, and More* (Wednesday, March 19); *Performance Programs and How to Use Them to Your Advantage: Permanent Appointment, Salary Increases, and Promotions* (Wed., April 23, 2014); and *Salary Equity for Professionals* (May 13, 2014) formed the content for these sessions. And more will follow. These meetings, marked by an impressive attendance that exceeded all expectations, nurtured assertion, bonding, and confidence. As UUP Oneonta's first dedicated Grievance Officer for Professionals Kyle J. Britton collaborates with Vice President for Professionals Norm Payne to ratchet up the Professional presence. Rejecting the conceit that only a small coterie speak for Professionals, new, young Professional leaders, like Kyle, are determined to build authentic Professional activism on this campus. Our UUP Professionals have started on a trajectory that will transform campus and union.

Organizing UUP Contingents—Adjuncts and Part-Timers— necessitates ingenuity. Necessity forces Contingents to work two or three different jobs and their eclectic on-campus schedules pose challenges to gathering many of them in the same room at the same time. I organized and moderated four meetings specifically for our contingents and their proponents between October 30 and May 1. You could almost count attendees at the first session on the fingers of your hands, but they packed the room at the most recent Contingent meetings. Nine outstanding part-timers have volunteered to serve on a Part-Time Concerns Committee that will create and assert the Contingent agenda. Members of the Part-Time Concerns Committee are brave, articulate, and determined; they will report directly to the Chapter President. The exploitation of Contingent labor is unacceptable. New Paltz Chapter President Peter Brown is UUP's conscience on Contingent issues. Through Peter's inspiration and model, we pledge that Contingents will no longer be invisible.

Our Active Retirees may have retired from employment but not from UUP. Jo Schaffer, regional leader of the UUP Committee on Active Retired Membership (COARM), assisted by Loraine Tyler, UUP Oneonta Retiree Representative held COARM meetings for our retirees on Wednesday, October 30, 2013, and Wednesday, May 14, 2014. I attended these gathering, notable for their numbers and palpable energy, to underline the connection between our retirees and the UUP Oneonta Chapter. Actives Retirees have so much to give in terms of experience and institutional knowledge. During one recent legislative season, retiree and iconic union founder Fred Miller and I visited 88 separate legislative offices to advocate for SUNY. Retirement doesn't deter Loraine and Rich Tyler from rendering great service as UUP Oneonta Chapter Officers—Loraine as Special Events Director and Rich as Treasurer. Many more retirees are on the cusp of renewed activism.

We must unite the four segments of UUP. Blunt candor is in order. Misunderstanding and resentment cloud relations between the employed and the retired, between Academics and Professionals, full- and part-timers. No matter how strong UUP's four components become, our collective interests will remain unfulfilled as long as Professionals, Academics, Contingents, and Retirees remain divided. Our external antagonists count on us remaining locked in internecine, internal factionalism. Since its inception, organized labor has faced opponents who have played segments of the work force against one another. No more. As a first step, UUP Oneonta will soon convene a major meeting of its Professionals, Academics, Contingents, and Retirees to confront and overcome our fissures. Then, we will reach out to our sister and

## ***UUP and the New Solidarity (continued)***

brother unionists on campus in CSEA, PBA (UPD), NYSCOPA (UPD Dispatchers), PEF (Health & Wellness), and Teamsters (Sodexo) to build new alliances. We will strengthen ties to regional NYSUT locals. Together we will make this a union campus and community. Let our better selves bring us together in hope, aspiration and solidarity rather than to allow fear and insecurity to deconstruct an emergent New Solidarity.

### **What can you do that will make a difference?**

1. Join us for in-district and Albany advocacy for SUNY. I have been named regional Outreach coordinator, and we need more activists to meet with legislators. Respond when periodic calls come for participation in SUNY legislative advocacy.
2. Send letters, faxes, emails, telephone calls on key state and federal issues to legislators. Regularly go to and explore the UUP and NYSUT websites, and you will find clear instructions on how to make your voice count on educational issues and other matters of social justice.
3. Write a *Sentinel* article on a matter of significance and interest to our membership. Mark Ferrara, for example, has contributed a series of incisive, analytic, and brilliant articles on cutting edge higher ed issues. Or in a different genre, profiling the achievements of specific fellow UUP widens knowledge of our union's contributions. Amongst other topics, *The Sentinel* needs more articles by and about Professionals and Adjuncts.
4. Conduct research. UUP needs detailed comparative equity studies concerning our members' compensation. Consult Rob Compton's past union research on compensation for a template.
5. Contribute to VOTE/COPE, the fund that allows the union's voice to be heard in public discourse. By law, your UUP dues cannot be used for direct public electoral matters. Your VOTE/COPE contributions places our message in the discourse.
6. Learn the contract: learn your rights. Knowledge is power. UUP conducts periodic formal training about the contract and other resources. When the announcement comes from a contract workshop, RSVP and attend.
7. Serve on a union committee or task forces. UUP appoints half the decision-makers on the Individual Awards Committee, key positions on the Employee Assistance Program, and nominates designees to State UUP committees on Women's Rights, Affirmative Action, Professional Concerns, Contingent Employment, Black Faculty, Latino Affairs, Disability Rights, EOP, Finance, Globalization and Corporatization, Grievance, Human & Civil Rights, Legal Defense, Sexual Orientation, Hostile Workplace, Pay Equity, Shared Governance, Technology, Scholarships, and Veterans Affairs .
8. Run for UUP elected office. All Chapter elected positions and several State positions will start an election cycle next winter. All UUPers will receive notification of the timetable and procedures of election protocols with the coming of the next year. Democracy benefits by contested elections with activists debating issues and priorities. I continue to advocate that State elections, like Chapter elections, should enfranchise the rank-and-file. [All Chapter members are eligible to vote for Chapter officers; delegates to the Delegate Assembly elect State officers.]

## ***UUP and the New Solidarity (continued)***

9. Organize a program that is of importance to our members. Dawn Hamlin, for example, has coordinated several excellent panels on disabilities/exceptionalities. Nithya Iyer conducts an outstanding diversity series. Gina Keel directs our popular Labor Film Series. Ron Bishop has set up forums on fracking. Contact me about a relevant program that you would take responsibility for organizing.
10. Consider cosponsoring an event. Perhaps your department or civic group would find synergism in cosponsoring an event with UUP. Such collaborations augment visibility and audience. The Africana & Latino Studies and History departments, for example, joined with UUP to cosponsor a notable program on national character.
11. Build membership by signing up new members. Although about 95% of fulltime eligible employees have signed UUP membership cards. It is important that those who have not done so, sign a UUP membership card. Contact the UUP Oneonta office to obtain membership sign-up cards, and UUP, from its records, will suggest colleagues and/or friends whom you might feel comfortable approaching in a respectful manner.
12. Participate in UUP community service. Volunteer the next time UUP staffs the *Saturday's Bread* community kitchen, goes into the field to provide on-site services as we have after flooding, or coordinates a collection drive. It is the right thing to do, expresses the union's mission, builds solidarity, and augments UUP necessary visibility in the community.

We need a strong UUP. There is no strong SUNY without a strong UUP. The perils are real enough. Centralization, proliferating bureaucracy, consolidation of wealth, flagging commitment to public education, erosion of professional autonomy, MOOCs, and intimidation of dissenters threatens higher education. With your principled activism, UUP will fight the good fight for economic and social democracy, the founding principles of SUNY, and the honor and food faith of our College. We need do this for our community, students, and families. Together, UUP will convert the New Solidarity from aspiration to reality.



future UUPers

## Colleagues Stand Up! Wake up!

By Rob Compton, Vice President for Academics

And what do you benefit if you gain the whole world but lose your own soul?

Mark 8:36



Compton at Cape Town aquarium (2012)

### Stand for Principles

Brothers and sisters and comrades, it is time for use to look around and see what is happening to higher education, both nationwide and on our campus. Higher education is not what it used to be.

Micro-managerialism, bureaucratization, and the commodification of education has sapped its vitality. I look around campus and I see it in the faces of my colleagues. It is the look of the zombie, staring down and away, a soulless existence. What happened to the Oneonta that I came to in 2001? Where did it go?

As I looked over my old *Sentinel* articles, I frequently stated that the energy of the new faculty would shape the direction of the College and infuse creativity and a prodigious scholarly output that would transform Oneonta in to the best comprehensive college in the SUNY system. I also noted that unless the opportunities afforded by the relatively flush budgetary environment were used properly, we would squander an opportunity and the window of opportunity would close.

By the time you read this, everyone should be aware of the hiring practices controversy on campus and the impact on multiple departments including ALS. More and more departments are standing up and saying that they will NOT accept new lines if they cannot rank candidates and the Dean does not assure us that departmental choices would be respected and honored. Students have mounted a vigorous protest about the campus climate and went to the College Senate to state their case. The administration said nothing. Many faculty, ashamed and cowered just looked down. We have to be better than this.

### My Address at Kente 2014: April 30

I addressed my concerns about multiple issues at Kente after wide consultation with a few friends, at Oneonta and elsewhere. After thinking about it, courage and conviction rose inside me that I had to say what was on many students and faculty's mind. In case you missed it, below is my address.

#### "Urgency"

Welcome students, parents, colleagues, and administrators. To quote Martin Luther King, Jr., "We are now faced with the fact that tomorrow is today. We are confronted with the fierce urgency of now." As Ethnic and Black Studies' departments experience increased duress for survival, buffeted by the gales of those who don't believe in their importance. When public higher education is threatened with extinction. It is imperative that we come together, today to take account of our history, to savor our victories, and honor those who have passed before us in the pursuit of social justice. It is also important to come together as a community and as a family and reaffirm our support for higher education.

The Oneonta ALS Department is a sanctuary for students and faculty from what is often a cruel world that can be filled with the scourges of racism, classism, and sexism. As our students have said at the Campus

**Colleagues Stand Up! Wake up! (continued)**

Climate Forum, who do you trust? “ALS” [Dr. Compton then asked] So who do you trust? The students roared “ALS.” [Who listens to the stories of the students? Week in and week out about the campus climate? Who bails out the students from jail? Who works with NAACP on behalf of the students?]

While many charlatans will emerge and claim to speak for social justice, in the end the truth shall always become self-evident. SGE, PASO, CSO, NAACP, ALS, and SAR have stood for fairness and social justice. We thank you.

**A luta continua....**

The state of ALS is perilous as we enter terra incognita. And many students and faculty have said, “a luta continua” (the struggle continues). The SUNY Oneonta’s Africana and Latino Studies Department owes its existence, as do other Black Studies, Latino Studies, and Ethnic Studies programs on other American campuses, to the activism and struggles of students and faculty in the late 1960s. An era of social protest and desire for social change reflected in the civil rights and anti-Viet Nam war movements during that period, 1968-70 in particular, witnessed the creation of the first Black Studies programs.

In April 1969 a group of students occupied the SUCO President’s Office and prepared to stay indefinitely until their eleven demands were met. By the end of the 1969-70 year SUNY Oneonta faculty approved the creation of a Black Studies Program with additional efforts to include Hispanic Studies in the curriculum.

This year was a particularly difficult yet gratifying year for ALS. I have been chair of the department for three years, succeeding the venerable Dr. Kathleen O’Mara who has continued to be an invaluable source of inspiration for the department. The politics of the ALS department is what unites us. We have always stood side-by-side with those who are most vulnerable in society. From the ranks of the ALS department have sprung student and faculty leaders who have continued the struggle for social justice, sometimes at great peril to their own careers. We honor them all.

**Do not forget your roots, do not forget Oneonta, do not forget ALS, and please remember Dr. Robles.**

**Those of you who have been touched by him. Those of you who have been mentored by him.**

**Please stand.**

The ALS department stands by its decision to recommend Dr. Yaser Robles for the position of Assistant Professor tenure-track. The collective wisdom of the faculty in the department and the integrity of the search process is something that the ALS department continues to believe cannot be undermined by a Dean. That is why the Department has unanimously voted “no confidence” in the Dean. It is for the protection of the ALS community that we appeal, once again, to the administration, for justice.

Tonight, however, we gather for a different reason. We are here today to celebrate the successes of our students. Congratulations. Do not forget your roots, do not forget Oneonta, do not forget ALS, and please remember Dr. Robles. Those of you who have been touched by him. Those of you who have been mentored by him. Please stand.

## ***Colleagues Stand Up! Wake up! (continued)***

In closing, we thank Dr. Perry and the Division of Student Development, especially Mary Bonderoff, the Director of CME, and the Lynda Bassette, the director and staff of EOP, and Dr. Tiapo of the Center for Multicultural Affairs for recognizing and affirming the importance of this event through their funding of Kente Graduation Ceremony: 2014 and their work with students. We thank Dr. Kleniewski for her ongoing support as we reflect on our urgent mission. We thank family, friends, and parents of our graduates. In particular, however, we thank you: students for your strong and unflinching support of ALS. Again congratulations.

### **Conclusion**

A luta continua....



## **Academic Department Chairs and Adjunct Vulnerability**

***By Mark Ferrara, Associate Professor, English Department, and UUP Member***

**[Editor's Note:** This commentary is republished with permission of the author. From: Mark Ferrara, "Academic Department Chairs and Adjunct Vulnerability," [Ask My Professor: A Grassroots Approach to the Crisis in Higher Education](http://askmyprofessor.org/the-academic-department-chair/) <http://askmyprofessor.org/the-academic-department-chair/> . The [Ask My Professor](http://askmyprofessor.org) website is dedicated to encouraging students and their parents to ask one simple question of professors and administrators as they chose a college or university: "How many faculty at this institution are adjunct, full-time instructors and lecturers, or tenured and tenure-track members?" ]

A former colleague of mine in mathematics once remarked that there are two kinds of academic department chairs: those who see themselves as foremost among colleagues and shield their fellow teachers from administrative prerogatives, and those who capitulate to the administration in order to benefit their own careers (with the aim of eventually advancing from chair to dean, then to provost, and perhaps even to president).

While undoubtedly categorical and reductive, during eighteen years of teaching at the university level, I have had many department chairs. Those who were most effective simply allowed faculty members to do their work, rather than push personal, or administrative, agendas.

Most professors are instinctively dedicated to their job, working 50-60 hours per week, and do not require micromanagement. Faculty members trade lower salaries than their peers in industry, and endure heavier workloads that spill over into weekends and holidays, in return for an ample measure of independence and highly flexible schedules.

Writing on the state of American higher education in the twenty-first century, Noam Chomsky argues that tenured faculty have traditionally determined a substantial amount of their own work: "what they're going to teach, when they're going to teach, what the curriculum will be."

## ***Academic Department Chairs and Adjunct Vulnerability (continued)***

Now, there exists “a higher level of administrators” that even the tenured faculty “can’t overrule or control. The faculty can recommend somebody for tenure, let’s say, and be turned down by the deans, or the president, or even the trustees or legislators. It doesn’t happen all that often, but it can happen and it does.”

In the case of adjunct faculty, Chomsky asserts, “they’re not permitted to be a part of the decision-making apparatus, and they’re excluded from job security, which merely amplifies the problem” of faculty members being reduced to the category of temporary knowledge workers.

This bleak new reality for all teaching faculty, regardless of rank, is a direct consequence of “imposing a business model on just about every aspect of life” in the United States, including higher education and medicine—two areas of inquiry once believed to be diminished by the taint of profit and the centralization of power away from the practitioners (the professors and doctors).

In her thoughtful book, *Wannabe U: Inside the Corporate University*, Gaye Tuckman observes that while some departments have “bylaws that encouraged heads to share responsibility,” others did not. In either case, Tuckman concludes, “the department head who viewed himself as working for his colleagues was rare indeed.”

Rather than sharing departmental control, and protecting the interests of their faculty, many department chairs seek control over their colleagues—a reflection of an increasing authoritarianism in which chairs see their primary job as implementing, often uncritically, directives from on high.

A coercive regime of assessment and accountability provides administrators with a means “to audit the behavior of the professoriate” while their own activities remain “hidden behind the curtain of transparency.”

These transformations, observes Calvin Morrill, necessarily breed “a corporate mentality among the faculty, squelching the free exchange of ideas and criticisms that once characterized universities” in the United States.

Morrill attributes the palpable sense of fear found among most faculty members today to work environments where the use of rewards and sanctions increasingly resembles those found in American business culture.

To some degree, awakened faculty members with tenure can resist these impositions of power, though they are often labeled “troublemakers” and marginalized, if not sanctioned publicly.

Junior faculty members, who have yet to earn tenure, are vulnerable to targeting by department chairs for any number of reasons. Some department chairs become imperious, even resorting to bullying and cheap political payback for challenging their authority.

I once witnessed a department chair weigh down a weak candidate for tenure with a series of poor performance reviews and then “kill with a borrowed knife” when his successor rejected that

## ***Academic Department Chairs and Adjunct Vulnerability (continued)***

application for tenure the following year. Conversely, I have seen equally weak candidates secure tenure because they were well-liked by their colleagues.

The nebulous nature of the tenure review process at most colleges and universities means that such unseemly behavior by department chairs, or higher-ranking university officials, is often attributed (perhaps rightly) to the nasty nature of academic politics in general.

Yet, as compromised as junior faculty members on the tenure-track can be, far and away the most susceptible to the unjust exercise of power by department chairs are adjunct professors and contingent faculty members, who now make up the new faculty majority on campuses around the nation.

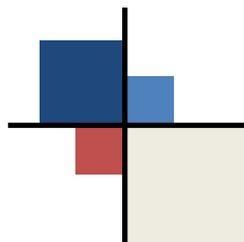
Adjunct professors can be punished, fired, or simply not rehired for opposing a chair. I have been in departments where adjunct professors who dared oppose their department chairperson were dismissed at the first opportunity. There is little recourse in such cases, even on campuses with union representation, and therefore there exists little incentive for meaningful opposition to changes in the workplace.

By way of conclusion, former chair of English, Annette Kolodny, offers a note of caution to her colleagues who would take the task of chairperson too seriously. Firstly, she writes, department chairs should think of their dean “not as the administrator to whom you report but, instead, as a pupil whom you constantly and patiently educate about your discipline and department.”

Kolodny also suggests that department chairs should remember not to “waste any more time or energy than you absolutely have to on five-year plans, mandated accreditation reviews, or any other kind of long-range planning document.” In addition, chairs should also assume that when reports are filed with deans and other administrators, they “will never have the time to read through them.”

For all of these reasons and more, department chairs should earnestly defend the interests of all of their teaching colleagues, tenured and contingent alike, with whom they serve. Those with the concerns of the faculty foremost in mind will work tirelessly to convert as many contingent teaching positions as possible to tenurable ones.

Demand more tenure-track appointments at your college or university! Make the choice to attend an institution that invests in you by investing in the faculty!



## UUP Establishes Contingent Concerns Committee: Adjunct and Part-Time Professionals Organize

By Bill Simons, Chapter President



On Thursday, May 1st, UUP held another in its series of meetings on contingent, adjunct, part-time professionals concerns. Attendees filled IRC Lecture Hall # 8, and discussion animated the room from 6-9 PM. The meeting coincided with the national Mayday\$5k Campaign, which calls for a starting salary of \$5,000 for a three-credit course.

A UUP Oneonta Contingent/Adjunct/ Part-Time Professionals Committee was formed to advocate for Academic and Professionals in those classifications. Nine individuals have accepted appointment to the Contingent/ Adjunct/ Part-Time Professionals Committee. These UUPers merit appreciation for the talent, time, and commitment that our efforts will entail. Effectiveness necessitates group collaboration. I will work closely with Contingent/Adjunct/ Part-Time Professionals Committee. The Committee's mandate includes:

- 1) Set an agenda for the UUP Part-Time Labor-Management meetings;
- 2) Attend UUP Part-Time Labor-Management meetings;
- 3) Plan and implement UUP workshops and programs that speak to Part-Time concerns;
- 4) Network with the Senate on Part-Time concerns;
- 5) Conduct and disseminate research about Part-Time concerns;
- 6) Survey adjuncts demographics and concerns;
- 7) Run for UUP chapter and state office: the next election cycle is less than a year away;
- 8) Write *Sentinel* articles;
- 9) Acquire training about the contract; and
- 10) Recruit new Contingent, Adjunct, and Professional Apart-Time members.

The goal is not to overload the Committee so that members disengage, but rather to spread the responsibilities listed above out to our activists. The example of the Committee will encourage other activists to come forward. I will be contact the Committee after the exams.

Discussion at the Thursday, May 1st UUP Contingent/Adjunct/ Part-Time Professionals was informed and passionate. By agreement, notes of the meeting are published below without names or specific identification of attendees. Proposals, assertions, and observations included the following:

- I have no courses next semester Fall 2014, and I have taught here since 2004. This is forcing me out of Oneonta, and this makes me sad and frustrated, not to mention, loss of health insurance.
- deans and other administrators don't connect the faces and credentials of contingents to those of real people: the deans deal with adjuncts as abstract numbers who provide "flexible" staffing
- contingent pay is far too low; many contingents are forced to hold 3 jobs and still receive insufficient compensation to meet the expenses of basic necessities
- adjuncts are the only New York State unionized employees not covered by the Minimum Wage Law
- lack of job security promotes widespread insecurity

## ***UUP Establishes Contingent Concerns Committee: Adjunct and Part-Time Professionals Organize (cont.)***

- an adjunct may teach 3 courses for years and then without prior discussion receive assignment for only 1 course for the next semester
- adjuncts reduced to 1 course lose their benefits
- there is a lack of transparency in decisions concerning contingents
- I work on Saturdays and Sundays correcting papers and developing curriculum
- many adjuncts have significant prior teaching experience
- qualifications and background are ignored when establishing salary
- adjuncts frequently teach the large gen ed courses
- the number of students in many adjunct courses is too large and is not in the students' interests
- adjuncts do not get adequate consideration for fulltime positions
- contingents are vulnerable to age discrimination
- contingents do not receive adequate mentorship
- adjuncts arrive well before class and remain well after class
- adjuncts lack sufficient office space to meet students, develop curriculum, and prepare for class
- adjuncts spend lots of uncompensated time reading student emails, returning phone calls, reading drafts (and final versions) of student papers
- contingent spend long hours evaluating lab assignments
- a substantial part of important writing components rests with contingents
- I previously taught high school for a number of years and average a student load of about 80. Now, as a College adjunct, I average about 120 students a semester for about 1/8 the money that I made teaching high school
- most fulltime faculty don't understand the situation of adjuncts
- full-timers don't want to talk about contingents
- adjuncts have little voice in departmental or college governance
- much of the general American public as well as elected legislators are generally unaware of exploitive conditions under which sweatshop contingents labor
- most adjuncts receive high student evaluations
- students don't differentiate between fulltime and adjunct instruction
- many adjuncts don't get an opportunity to teach upper-division courses in their specialties
- my gen ed students are disappointed that they cannot take upper-division courses with me
- students and parents have a right to know that they are being taught by exploited adjunct faculty
- Why doesn't the law allow us to strike for fair working conditions?

Allowing Dickensian condition renders rhetoric about equity and social justice to the status of shibboleths. Too be continued: count on it.

## All Faculty Deserve Fair Treatment: An Excerpt

By Mary-Faith Cerasoli, Adjunct professor of Romance Languages at Mercy College & Nassau Community College

[**Editor's Note:** The following is excerpted from: Mary-Faith Cerasoli, "All faculty deserve fair treatment," *timesunion.com*, April 20, 2014. The full article is available at <http://www.timesunion.com/opinion/article/All-faculty-deserve-fair-treatment-5416793.php>]

New York spends billions each year on higher education in the belief that college degrees provide the surest path to prosperity. At the same time, it has made the conscious decision to deny these basic economic rights to... [many] college professors who make such opportunities possible for our students.

I know, because I am an adjunct college professor.

\*\*\*\*\*

Our students cannot obtain a quality education as long as colleges and universities employ dirt-poor part-time professors as the majority of their faculty. Although I am expected to keep up with my field, I am not paid for professional development. Although I am expected to meet with students, I am not provided a private office. Although I am expected to be well-prepared for my classes, I am often hired with only a few hours' notice.

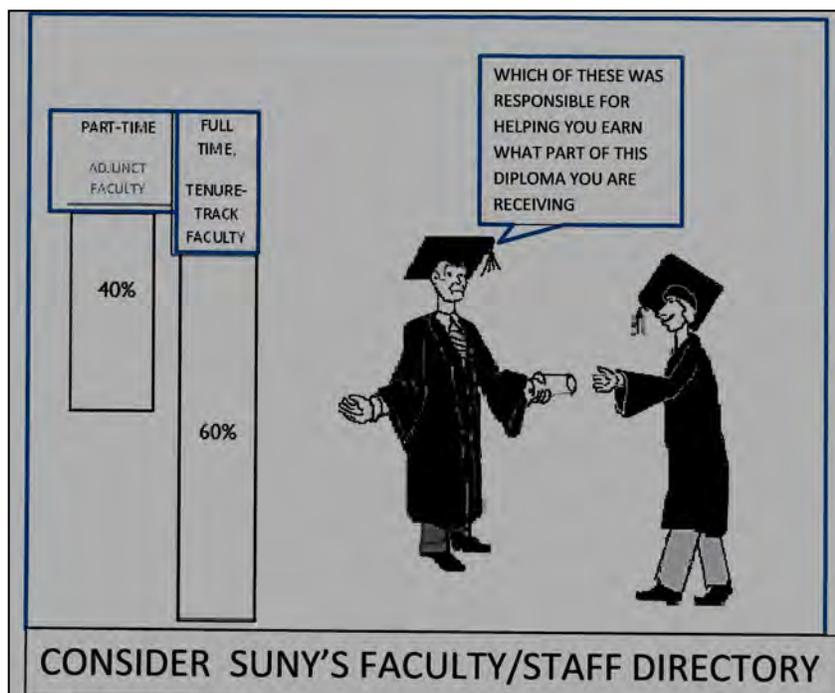
### Beyond Rhetoric: Hunger Strike Highlights Plight of Adjuncts

[**Excerpted from:** "Adjunct Continues Hunger Strike After Hospital Visit," *Inside Higher Ed*, May 15, 2014 <http://www.insidehighered.com/quicktakes/2014/05/15/adjunct-continues-hunger-strike-after-hospital-visit#sthash.DerIDKH1.c365JEtb.dpbs>]

Mary-Faith Cerasoli, a New-York area adjunct professor of Spanish and Italian, visited the hospital Wednesday after a five-day hunger strike outside of Nassau Community College. Cerasoli, who taught at Nassau this year, said she was protesting unfair working conditions for adjunct faculty there, including a recent proposal – never voted on – by the Board of Trustees to fire those adjuncts who went on strike in September over union contract negotiations. Cerasoli also says she wants New York Governor Andrew Cuomo to respond to her call to help improve working conditions for adjuncts. Declared healthy by a doctor, she is continuing her strike.

### Toon Commentary: Adjuncts in the Eyes of Students

By Fred Miller, Academic Delegate



## **SUNY Oneonta Pilot Alternative Work Schedule Program Policy & Procedure Summer Period, 2014**

### Alternative Work Schedules (AWS)

In an effort to accommodate professional employees represented by UUP and encourage work/life balance, SUNY Oneonta is piloting Alternative Work Schedule (AWS) options for summer, 2014. Operational needs are paramount and will be considered in all decisions regarding AWS options. All offices must be available to serve constituents from 8:00 am through 4:00 pm (summer core hours).

There are two basic options available to professional employees represented by UUP, and they are described in general terms below:

**Flex Time (Staggered hours)** -Flex time allows employees to select the time of day they will report to work making sure that they are working during the identified "core hours". Flexible start times are those hours within which an employee can choose to start their workday. Employees work their regular amount of hours each day (e.g. 7.5). Flexible start times are 7:00 am -9:00 am.

**Compressed Work Week** -Under this option, employees choose to work more hours on some days to allow for reduced hours or no hours on another workday within the same week. Employees still fulfill their required number of hours per week. Options include:

- a. A four-day workweek (one day off each week)
- b. A four-and-half day workweek (one half day off each week)

#### Eligibility:

Must be a full-time, 12 month, professional employee represented by UUP with a calendar year obligation.

#### Guidelines and rules:

1. Pilot period for summer, 2014 will be Monday, May 19, 2014 through Friday, August 15, 2014.
2. Operational needs must be met as determined by supervisor and approved by vice president.
3. Employees are required to fulfill their usual professional obligation and work hours.
4. Employees have no change to salary and/or benefits.
5. Employees continue to accrue leave credits at their appropriate rate.
6. Leave must be charged for the amount of time scheduled to work. For example, if an employee works 10 hours each Monday and takes a Monday off, he or she must charge 1.25 days of appropriate accruals.
7. Employees' schedules are fixed for the duration of their selected AWS (Le., same arrival & departure times; same day off each week in the case of compressed workweeks) unless arrangements are made as noted below:
  - a. Employees can choose to return to their normal workday/workweek with two weeks' notice. The notice requirement may be waived at the discretion of the supervisor.
  - b. Management reserves the right to return employees to normal workday/workweek at any time with a two-week notice.
8. Employees are required to take meal breaks; they cannot use meal breaks or rest periods to shorten their workday.
9. Alternative work schedules may be more difficult in one-person operations, but employees can form small groups to develop creative solutions to provide appropriate coverage.

## ***SUNY Oneonta Pilot Alternative Work Schedule Program Policy & Procedure (continued)***

10. If more than one employee from an office is seeking the same alternative work schedule, the decision regarding awarding the alternative work schedules will rest with the supervisor in consultation with the vice president and Human Resources as appropriate.
11. Management reserves the right to end or suspend this program at any time if it does not meet the operational needs of the College.

Process:

Employee completes the AWS application and submits it to the supervisor. Since this is a pilot program for summer, 2014, the deadline date will be rolling with a required two week minimum submission for the requested start date.

Supervisor makes a recommendation to approve or deny along with supporting comments. Application then goes through appropriate supervisory channels to the appropriate vice president who will make the final determination.

The original form with the vice president's determination is forwarded to the Office of Human Resources with a copy to employee and supervisor(s).

Employees have the right to request to discuss a denial directly with the appropriate vice president.



## **UUP Professional Workshop II: April 23rd: Performance Programs and How to Use Them to Your Advantage**

***By Bill Simons, Chapter President***

UUP Oneonta held the second edition of its new Professional Workshop Series on Wednesday, April 23, 2014, with a Noon program at Le Café, Morris. Forty-five UUP Professionals attended the second session in the series, which was entitled *Performance Programs and How to Use Them to Your Advantage: Permanent Appointment, Salary Increases, and Promotions*.

NYSUT/UUP Labor Relations Specialist Darryl Wood presided over the workshop, providing an informative presentation. Darryl's formal presentation was followed by an animated question-and-answer session.

At the Wednesday, April 23rd session on *Performance Programs and How to Use Them to Your Advantage*, Darryl examined

- \*Performance Programs—"The Bible"
- \*Permanent Appointment
- \*Salary Increase
- \*Promotions
- \* State University Professional Services Negotiating Unit Agreement:
  - Article 20 Direct Compensation
  - Article 30 Appointment, Evaluation and Promotion

## ***UUP Professional Workshop II (continued)***

\* Policies of the Board of Trustees: Article XI: Appointment of Employees: Title C. Permanent Appointment

*Definition*

*Method of Appointment*

*Initial Appointment*

*Eligibility for Initial Permanent Appointment*

*Change in Professional Title*

\* Policies of the Board of Trustees: Article XII: Evaluation and Promotion of Academic and Professional Employees: Title C. Evaluation and Promotion of Academic and Professional Employees Policy

*Definitions*

*Promotion*

*Evaluation*

*Criteria*

*Action by Chief Administrative Officer*

Darryl gave each attendee a paper copy of his PowerPoint presentation.

UUP Professionals need more information about their contractual rights and the mechanisms through which to assert those rights. UUP does not have recourse to easy panaceas or magic bullets, but we do have knowledge and resources. We have witnessed a renewed consciousness of Professional issues and an awareness of the potential of numbers and solidarity. UUP *Sentinel* articles, Labor-Management agenda items, and programming will give emphasis to Professional Concerns. The emergence of a new generation of Professional activists is evident.

The challenge is to unite UUP Professionals and Academics, full-timers and part-timers. Divided we are ineffectual; united there is much that we can do. It is time for a New Solidarity.



Labor Relations Specialist Darryl Wood

## UUP's Response to Management's START-UP NY PLAN

**[Editor's Note:** Management Provided UUP Oneonta with its START-UP NY PLAN on April 25, 2014. The State UUP Research Department examined the Oneonta plan at the request of the Oneonta Chapter. The State UUP Research Department provided the Chapter with an analysis of Management's plan: that analysis appears below. UUP Oneonta presented Management with a copy of UUP's response to Management's Start-UP NY Plan on May 7, 2014. UUP and Management discussed UUP Oneonta's response to Management's START-UP NY Plan at the May 15 Labor-Management meeting. UUP Oneonta's response to the plan came within the 30-day time frame for such responses.]

In reviewing the SUNY Oneonta Start-UP NY Plan for Designation of Tax-Free Areas, there are several workforce issues that should be of concern to the UUP membership at Oneonta. These concerns include: limiting stakeholder input in the selection process for the program and increasing workload for current faculty and professionals that might be outside the purview of the union contract. These concerns are explained in more detail below...

**\*The union is not currently identified as a member of the START-UP NY Campus Advisory Committee.** According to the proposal, the "Campus Advisory Committee will select prospective businesses for participation in SUNY Oneonta's program on the basis of their ability to align with or further the academic mission of the campus.."There is no union representation in the list of members of the Advisory Committee. In order to ensure that businesses coming on to campus will truly enrich the mission and community of the campus, SUNY academics and professionals, as well as the union, must be consulted on the nature of the proposed alignments before the plan is finalized. These stakeholders should be part of the process, not informed of the results after businesses have already been selected and approved by the President.

**\*The use of shared resources is not clearly outlined in the proposal.** While the proposal attempts to address the use of shared facilities, the parameters are vague and leave the door open for incoming businesses to put a strain on campus facilities and resources. The plan states that "companies needing access to specified physical space or equipment assets could be accommodated, and the College could be reciprocally accommodated." This language does not provide a sufficient guideline for how campus resources will be utilized by incoming businesses. If not carefully outlined, the campus could be at risk for overuse and accelerated depreciation of campus resources and facilities.

**\*The proposal does not address potential increases in workload for faculty and staff.** While the proposal points out all of the potential collaborations between new businesses on campus and students and faculty, it does not address the potential increases in administrative workload due to the arrival of these businesses on campus. In order to ensure that the demands on campus staff do not adversely affect other existing campus programs, businesses that are selected should be required to submit an impact statement specifying the specific campus resources that will be utilized.

### 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 <http://www.oneontauup.org/>

Norm Payne is the UUP Oneonta Web Master.

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

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

## UUP Negotiated Salary Increases & Budget Update

By Fred Kowal, State UUP President



State UUP President Fred Kowal

I understand that there are a number of questions about how public higher education fared in the final 2014-15 state budget, and how the budget will impact our negotiated salary increases. I'd like to take this opportunity to answer those questions.

Let me start by putting to rest any rumors you might have heard about our negotiated salary increases. We will get our raises. The negotiated salary increases were agreed to by the State of New York and will be paid.

The enacted budget includes a \$7.6 million increase (for personal service costs) to state-operated campuses. How that \$7.6 million will be allocated, how SUNY balances its budget, and how SUNY will fund our raises are all decisions to be made by SUNY Administrators. Regardless of their choices, we will get our raises.

Rumors that program cutbacks or funding reallocations are necessary to fund the salary increases are unsubstantiated and unjustified. We will continue working to dispel these rumors, and encourage every one of you to help us by letting our sisters and brothers know the facts about the available funds.

### Budget Highlights

The enacted budget included several provisions that are crucial for higher education. UUP fought hard to secure funding in all of the areas below:

#### State-Operated Campuses Funding:

--Provides an increase of \$7.6 million in support to the SUNY state-operated campuses, for a total appropriation of \$715.6 million.

#### SUNY Hospitals:

--Provides \$87.5 million for the SUNY hospitals state subsidy, which represents a \$27.5 million General Fund increase from the 2013-14 appropriation of \$60 million.

--Removes the Restructuring Health Care Delivery Systems Pilot Program proposal. UUP was instrumental in defeating this proposal which, if enacted, would have set the stage for the privatization of SUNY hospitals.

#### Opportunity Programs & Tuition Assistance Programs:

Increases the Educational Opportunity Program by \$1.3 million, for a total appropriation of \$22.3 million.

Affiliations: NYSUT ▪ National Education Association ▪ American Federation of Teachers ▪ AFL-CIO

## ***UUP Negotiated Salary Increases & Budget Update (continued)***

--Provides an increase of \$26.3 million to the Tuition Assistance Program, for a total of \$976.7 million. Beginning in 2014-15, the maximum TAP award is increased by \$165, bringing the maximum award to \$5,165 for this program.

Despite these successes, more work needs to be done to pursue our legislative agenda. As part of our efforts, UUP will continue to advocate that SUNY must receive the resources needed to fulfill its ongoing mission.

### **Negotiated Salary Increases**

Here are some key facts regarding the funds available and the impact of the salary increases:

--The cost of the UUP raises for this budget year, according to the New York State Division of Budget, is estimated to be \$42.9 million (including fringe benefits). The SUNY General Income Fund Reimbursable (IFR) account is a self-supporting account that generates its own revenue (from a variety of fees or other income sources) to support its expenditures. This account carries over its year-end cash balance (or surplus) to the next year. At the end of October 2013, there was \$480.4 million in the SUNY General Income Fund Reimbursable (IFR) account. Since April 2010, the SUNY-wide IFR account has never dropped below \$325 million. These funds could certainly be used to pay for our salary increases.

SUNY is a system. When a campus is short of funds, SUNY has in the past spread the burden throughout the system. SUNY can also tap its reserve funds to help an individual campus in financial difficulty. To jump to the conclusion that the SUNY campuses have to cut programs instead of using SUNY's available reserve funds is little more than SUNY simply trying to short circuit its own commitment to "systemness."

--SUNY is not being forced to cut campus funding because of the salary increases—they are choosing to balance their books with campus cuts. SUNY has many choices for filling any budgetary gaps that they may face, including using some of its reserves and/or delaying the implementation of new initiatives, such as Open SUNY.

--Over the past few years, the state has balanced its books by asking SUNY faculty and professionals to do more, for less pay and with fewer resources. SUNY faculty and professionals have already given back much more than their fair share. We must push back against threatened program cuts for the sake of our students. They are paying MORE for their education and should not be subjected to threats of service and program cuts.

We must push back because SUNY already relies heavily on tuition revenue for operating expenses. This has to change. SUNY faculty, professionals, and students have already paid their fair share for New York State's public higher education system.

UUP will continue to monitor and address any actions taken by the campuses to reduce their budgets as a response to the mutually agreed upon salary increases. Please contact UUP with any details regarding proposed campus budget cuts, so that these issues can be raised at the statewide SUNY labor/management meeting. We will continue to fight the unsubstantiated claims that campus cutbacks are a direct result of UUP raises and we hope that you will continue to help us by using these facts about the available funds.

## **UUP Labor-Management Meeting for April 21st, 2014, 2:45pm**

**By Geoffrey O'Shea, Secretary**

**For UUP:** Nancy Cannon, Rob Compton, Jay McDermott, Fred Miller, Geoffrey O'Shea, Norm Payne, Bill Simons, and Darryl Wood

**For Management:** Nancy Kleniewski, Steve Perry, and Lisa Wenck

- I. Labor thanked Management for obtaining New York State funding for the Milne Library renovations and a new welcome center.
  - A. UUP looks forward to continued future collaboration on SUNY advocacy.
- II. Labor thanked Management for meeting concerning consultant expenditures.
- III. Dr. Nuala McGann Drescher Affirmative Action/Diversity Leave Program
  - A. Management reported that an individual will receive the Drescher award for academic year 2014-2015.
    1. Management proposed a joint Labor-Management informational session in early fall to get the word out about the Drescher award and provide applicants would the relevant information early in the process.
    2. Labor suggested that session be co-chaired by a UUP representative.
- IV. Labor thanked Management for data on numbers concerning adjunct faculty

**Editor's Note:** Management had previously reported:  
Number of adjunct faculty teaching—  
Fall 2013 (157 teaching and 35 supervisors); Spring 2014 (157 teaching and 55 supervisors).  
Number courses taught by adjunct faculty  
Fall 2013 (532); Spring 2014 (487).

  - A. UUP reported adjunct faculty concerns about continuance.
  - B. UUP stated that it opposes the reduction of adjunct numbers by factors other than attrition.
- V. 4-day compressed work week for Professionals and Librarians
  - A. Labor requested discussion with Management regarding a pilot program for an optional compressed 4-day voluntary summer workweek.
  - B. Discussion of this issue will be continued.
- VI. Start Up New York at SUNY-Oneonta
  - A. Management indicated that it will provide UUP with a hardcopy and electronic version of the final document submitted to SUNY-Central.
    1. Labor will have 30 days to review the document.
  - B. Management indicated that Carolyn Lewis, former economic development coordinator of Otsego County, is the SUNY-Oneonta point person for Start Up New York.
- VII. Faculty Hiring Norms and Procedures
  - A. Labor indicated that they have received new information about issues related to the role of departments and Deans in searches.
    1. Management requested sending questions about these issues so they can later meet about them.
- VIII. Statistics on Course Reductions Using Procedures in Faculty Handbook
  - A. Labor affirmed its request for the number of applications received and the number of applications approved.
  - B. Management indicated that they are continuing to analyze the data to separate out subgroups that are based on different parameters and will provide information at a later date.
- IX. Residence Hall Directors
  - A. Labor expressed concerns that 8 Residence Hall Directors have received non-renewal in the past 7 years.
  - B. Labor confirmed with Management that only 1 current Residence Hall Director has permanent appointment.

## ***UUP Labor-Management Meeting for April 21st, 2014, 2:45pm (continued)***

C. Management contended that there is a larger context and indicated that some staff associates have received permanent appointment.

### X. Professional Performance Programs and Evaluations

A. Labor acknowledged the work that Management had done in regards to Performance Programs over the years.

B. However, both sides acknowledged some slippage, and UUP offered to assist.

### XI. Summer School Remuneration

A. Labor raised questions about summer remuneration issues:

1. Are differential amounts paid for graduate courses during the summer compared to graduate courses during the fall/spring semesters?

2. Are differential amounts paid for online vs. onsite courses during the summer?

B. Discussion will continue.

### XII. Bias Issue

A. Labor informed Management about an incident of bias that a UUP member reported to UUP.



## **UUP Labor-Management Meeting Notes from Thursday, May 15, 2014, 2-3 PM**

**For Management:** Nancy Kleniewski, President, and Lisa Wenck, Senior Executive Employee Services Officer

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

UUP and Management met for their last meeting of the academic year. A subsequent budget briefing meeting will take place during the summer.

Management and UUP reflected on the past year and decided to continue the established format of have small group meetings to open and then close the semester for next year. The meetings for the other months will involve larger contingents.

UUP and Management discussed future collaboration for the Drescher Affirmative Action/Diversity Leave program with an eye toward greater program visibility and sponsoring a joint workshop.

UUP provided Management with a written response to the College's for Start Up New York proposal.

UUP endorsed issues advocated at the union's on-going series of meetings with Adjuncts.

UUP welcomed Management's Pilot Program for the 4-day voluntary summer workweek for UUP Professionals. Management will respond shortly to UUP's request for the inclusion of Librarians in the program.

UUP returned to issue involving Faculty Hiring. UUP reaffirmed the importance of Departmental expertise and professional autonomy, including departmental rankings and recommendations.

UUP restated its request for data regarding course reductions for Spring 2014 and Fall 2014.

Management and UUP will have future discussion to consider strategies to increase opportunities for Residence Hall Directors to have a career path at the College.

UUP expressed its ongoing interest in a Civilian Police Oversight Board as a matter of interest, concern, and impact on its members.

## Contingent Concerns Labor Management meeting 23 April 2014 2:30 pm

**UUP:** J McDermott, Contingent Concerns Officer, Darryl Wood, LRS

**Administration:** Lisa Wenck, Senior Executive Employee Services Officer

There were two agenda items. #1 was from UUP; #2 was from the administration.

#1: Discussion about the issue of the continued-employment vulnerability of long-serving adjuncts, who are restricted to one-year contracts. Although no fixed proposals were advanced, possible conceptual and language options were explored.

#2: The annual late-August Part-time Orientation session was reviewed. Both sides recognize it as a valuable resource, but as each year passes, the attendance at the event has fallen, despite publicity from both the college and UUP. It appears that many returning adjuncts limit their use to parking registration (which is now available by mail) and perhaps one or two other tables, and that the number of incoming new adjuncts in need of full exposure to campus resources is quite small. The personnel and facility costs of the event are now yielding a diminished return on the investment, which in real language means there are a lot of people staffing the event's tables, with all their required support, but each table may be visited by only a few adjuncts. Both sides agree that that interaction is quite valuable, but the event has become an inefficient way of providing it.

Discussion advanced utilization of online resources as they become available, perhaps through a designated 'contingent portal' on the campus website; the creation of a different campus event a little later in the semester to draw adjuncts and other campus individuals into a social environment was also examined.

This was the fourth of the four contractually required Contingent Concerns Labor Management meetings. They will resume in the Fall 14 semester.



### The semester draws to an end

*By J McDermott. Contingent Concerns Officer*

As classes end, grades are submitted, and seniors, like some cylinders, are graduated, I have a few thoughts to share.

First, if you regularly review any media that covers labor, politics and/or education, you are probably surprised by the growing coverage of contingent employment in the general economy, and more specifically in higher education. When I started with UUP shortly after I arrived on campus well over a decade ago, the 'plight of the part-timer' was well-known by part-timers, but it was the closeted secret of many other members of the campus community. That's no longer the case. When I travelled throughout the SUNY system as part of the last negotiating team, advocacy for the interests of contingents came from every corner of each campus. Not only is UUP much more strongly supportive of its contingent members, some of our members have been leading national campaigns through the New Faculty Majority and the Mayday Moratorium efforts. Others offer public support by publishing articles in print or on line: see our own Mark Ferrara's <http://askmyprofessor.org>.



This leads to my second point: One of the major efforts by both campus unions and advocacy groups is to address the issue of unemployment insurance eligibility for contractual employees. If a contract letter has an 'escape clause' that releases an institution from the promise of employment because of changes in 'budget or enrollment', is that contract a secure and reasonable promise of future employment? If an adjunct cannot be assured that a contracted teaching opportunity will actually exist in September, then shouldn't that employee be able to collect unemployment up to the date that secure employment begins again? Some adjuncts are (rightfully?) afraid to try to collect

## ***The semester draws to an end (continued)***

the benefit, because there is the possibility that a college could retaliate by making the offered class(es) disappear. And if an adjunct needs two classes to qualify for benefits, what happens if just one of them actually comes to exist? Efforts are underway to clarify this legal question in both Albany and Washington; on a personal level, it is still up to the individual to decide to apply, and still up to the individual hearing officer to decide whether or not to allow the insurance payments to proceed.

And finally, and perpetually, there is the matter of 'union member' or 'fee-payer'. The cost to the employee is the same – the 'fee' that the fee-payer pays is to cover the cost of administering the contract under which that employee works. Any political lobbying costs are covered by voluntary VOTE-COPE donations. The terms and conditions of the contract apply to everyone who works in UUP's units, whether they are members or fee-payers—hours, professional or academic process, benefits, protections, etc. Each-- member or fee-payer—has the coverage of that contract. So why sign the card? For at least three reasons: Only members can participate in the *process of the union* (its elections and voting); *The community life of the union* is really only open to members, and for contingents this can go a long way to alleviate the "loneliness of the long-distance teacher"; Finally, a union with strong membership numbers is a *stronger union*. If you don't know your status, or if you know someone who doesn't know his or her status, it's right there on every paycheck stub. It's very easy to join UUP: go to <http://uupinfo.org/>. In the upper right corner of that homepage is a button to click, labeled..."Join UUP". You'll get some reasons to join, followed by hyperlinks to the 'Active Membership' card, the 'Retired Membership' card, the 'Active Membership while on Leave Without Pay' membership card or a change of address card. Print the appropriate form off, fill it in, return it, and welcome to UUP!

Have a great summer!



## **When Diversity Doesn't Come Easy: An Except**

***By Stacey Patton, Senior Enterprise Reporter at The Chronicle of Higher Education***

[**Editor's Note:** Stacey Patton, "When Diversity Doesn't Come Easy," [chronicle.vitae.com](http://chronicle.vitae.com), April 21, 2014. The full article is available at <https://chroniclevitae.com/news/455-when-diversity-doesn-t-come-easy>. The article details the hard introduction of a new faculty member, Dr. Leigh-Anne Francis, Assistant Professor of Africana-Latino Studies and History, to Oneonta. The account is a testament to Dr. Francis' resilience and the commitment of ALS to social justice. Dr. Francis' wife, Jenny, was pregnant with twin boys at the time of the incident described below.]

At around 9:30 p.m. [August 29, 2013], as [Leigh-Anne] Francis was heading home with her food, a pair of state troopers pulled her over. She had been driving 41 miles per hour, over the speed limit of 30, near an underpass on State Highway 28. As one trooper ran her license through a computer, her anxiety grew. Because Francis wears suits and ties and is often misidentified as a black man, she expects to be racially profiled and stopped by the police.

\*\*\*\*\*

Robert Compton, chair of Oneonta's department of Africana and Latino studies, awoke in the middle of the night to a phone call. A fellow faculty member was on the line, bearing news of Francis's arrest. His newest professor, Compton soon learned, had been charged with resisting arrest and obstructing governmental administration, both misdemeanors punishable by up to a year in jail. She was also slapped with four traffic tickets and ended up with a large bruise on her arm. Her car sat at the impound lot, uneaten Thai food rotting in the front seat.\

\*\*\*\*\*

"Helping Leigh-Anne comes naturally to the entire department and to me," says Compton. "The Africana and Latino Studies department is a community. Given our marginalized location in academe, as reflected in the lack of resources and respect that mainstream departments have for entities such as us, we place strong emphasis on solidarity and doing the right things to our colleagues."

## Of Patches and Graffiti: Slurs, Bias, and Intolerance

By Bill Simons, Chapter President

In Nazi-occupied Europe as well as in other times and other places, hate and intolerance have designated Jews as the “other,” forcing them to don identifying patches on their clothing. More recently reports of mandatory Jewish registration have emerged from the embattled Ukraine. Such treatment of any minority group is despicable and cowardly.

Toting a shotgun, F. Glenn Miller, an anti-Semite and former Ku Klux Klan leader, went hunting for Jews on the eve of Passover, April 14, 2014, in suburban Kansas City. Passover celebrates emancipation from freedom, but teaches that every generation must regard the battle against oppression as their own. Miller slaughtered three unarmed individuals, whom he deemed Jews. Outside the Jewish Community Center, Miller killed Dr. Bill Corporon, a beloved physician, and his musically talented, teenaged grandson, Reat. Then, Miller, who appropriated the name Frazier Glenn Cross, approached Village Shalom, a Jewish-sponsored retirement home and gunned down Terri LaMonna, a caring middle-aged mother visiting her own mother. Ironically, the three victims, these good people, were all Christians murdered because they were thought to be Jews. Hate grants no sanctuary.



Jews required to wear identifying patch in Nazi-occupied Europe



graffiti in Netzer parking lot

Friday, April 18, 2014, was a holy day to both Jews and Christians. It marked the fifth Passover *seder* as well as Good Friday. At the end of the workday, I approached my car, a weathered 1998 Toyota Camry, in the Netzer parking lot. The front of the car faced the Alumni Field House. I spotted the term “Gay” written in chalk within the parking space occupied by my car. An arrow pointed to the driver’s door. I looked closely at the markings and noted the distinctiveness of the “G.” I took a photograph and called University Police, and an officer promptly responded. I subsequently communicated with the Bias Acts Response Team (BART).

Although I happen not to be gay, that does not really matter. I am a Jew and a unionist—and recognize craven bigotry for what it is. Parking remains a volatile issues, and any similar inci-

dents—past, present, or future—need remedy. There is a story, apocryphal but, nonetheless, worth recounting. During World War II, the Nazis occupied Denmark and mandated that Jews wear identifying insignia. According to legend, King Christian X donned the Star of David in solidarity with Danish Jews.

Martin Niemöller, a German and anti-Nazi Protestant pastor, composed the following poem:

*In Germany they first came for the Communists,  
and I didn't speak up because I wasn't a Communist.  
Then they came for the Jews,  
and I didn't speak up because I wasn't a Jew.  
Then they came for the trade unionists,  
and I didn't speak up because I wasn't a trade unionist.  
Then they came for the Catholics,  
and I didn't speak up because I was a Protestant.  
Then they came for me  
and by that time no one was left to speak up.*

## Robert Golden’s “Northern Twilight: SUNY and the Decline of the Public Comprehensive College”: An Excerpt

[**Except from:** Robert Golden “Northern Twilight: SUNY and the Decline of the Public Comprehensive College,” *Thought & Action*, 2013 <http://www.nea.org/assets/docs/HE/TA2013Golden.pdf> Dr. Golden is former provost and vice president for academic at SUNY Plattsburgh.]

It is the year 2050, and Plattsburgh, New York, looks much as it has for the last 60 years...

\*\*\*\*\*

Although the college looks much the same and keeps the same impossible legal name—the State University of New York College at Plattsburgh—the college is very different from what it was even 30 years ago. The college no longer has a president but a senior branch manager—the president’s opening address was replaced several years ago by the chancellor’s statewide “University Welcome.” What used to be the provost and vice president for academic affairs position is now called the associate senior branch manager for academics, or ASBMA and the administration and finance vice president is now fondly known as the ASBMAF. There is a small core of about 50 faculty on term appointments (five years) to serve a student body of about 6,000 that was once served by a core faculty of about 300. Instead of this larger faculty in the back-when, most contact with students comes from content facilitators, or CFs. These CFs are the students’ local contacts for the MOOCs (Massive Open Online Courses) that dominate the curriculum. The CFs have the role of “facilitating” the content produced by faculty at SUNY research universities or at other research universities. Almost all of the general education program is offered through MOOCs, as well as large enrollment courses in all disciplines. In addition, there are a couple of wildly popular MOOC electives: *Sex and Dating at Mid-Century* and *Personal Finance after the Great Recession of 2045*. CFs are trained to facilitate the content delivered by the content producer; they are not to “confuse” students by suggesting alternative interpretations of the material or otherwise questioning the producers’ presentation of the material. The CFs do not actually grade students, indeed individual grading is relatively rare these days. Students advance in their studies by meeting carefully defined learning objectives set by the system. Their meeting these objectives is assessed through statewide Learning Outcomes Metrics Analysis, or LOMAs.

At SUNY Plattsburgh in 2050, many of the academic support operations have minimal staffing, with all the other work that has not been computerized being done at SUNY headquarters or at other centralized locations throughout the state.

[**To continue reading this important article in its entirety, go to** <http://www.nea.org/assets/docs/HE/TA2013Golden.pdf>]



### **A Thousand Words: What if disabilities were invisible and we judged people by their character?**

***By Jo Ann Simons, Disability Advisor to the Ruderman Family Foundation; and President and CEO, the Cardinal Cushing Centers***

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

Sometimes a picture is just a picture and sometimes it's more. On a recent Caribbean vacation we were taking a bus tour when I looked forward and saw something so ordinary but so powerful that I grabbed my cellphone and took a picture. It was a young man's leg in the aisle of the bus. He was wearing rugged footwear and a fashionable bathing suit and a polo shirt. His hands were clasped together. I couldn't see his face but he might be handsome, thoughtful and strong. I imagined him happy, accomplished and satisfied. I saw him, in that moment, how I do see him and how I hope the world sees him.

Without judgment.

***A Thousand Words: What if disabilities were invisible and we judged people by their character?  
(continued)***



This picture is my son and it was taken last month on St. Kitts. I was sitting several rows behind him on that bus. Without his face visible, it was possible for me to see, for several exquisite moments, the hope I have for a truly inclusive world. A world where Jonathan was judged by his employment success and not by the facial features that tell the world he has Down syndrome. A man who has his own home, who decides what time to go to bed, get up, shower and what time to eat. What if they saw him as a powerful swimmer and not someone whose chest is defined by the scars of open heart surgery? What if they saw him as a man with 6000 songs on his I Pod and not someone wearing hearing aids?

What if disabilities were invisible and we judged people by their character? While I believe that differences and individuality ought to be celebrated and embraced, they are NOT a reason to exclude or discriminate.

Or judge.

What if it didn't matter because we didn't notice?

Or care?



**The Spring Delegate Assembly: May 2-3, 2014: UUP Elections and *Sentinel* Award**

The Friday, May 2- Saturday May 3, 2014, UUP Spring Delegate Assembly (DA) in Albany featured State UUP elections and a journalism award for *The Sentinel*. Important committee meetings and internal union business also figured prominently at the DA. Joe Baldwin, Kyle Britton, Chris Bulson, Nancy Cannon, Rob Compton, Janet Frankl, Jeri Anne Jerminario, J McDermott, Norm Payne, Bill Simons, Loraine Tyler, and Rich Tyler, staffed Oneonta's dedicated DA delegation.



Janet Frankl, Nancy Cannon, Jeri Anne Jerminario

The following committees met and deliberated at the DA—Chapter Presidents/Vice Presidents, Contingent Employment Membership, EOP, Finance, Grievance, Labor & Higher Education, Nursing Professions, Pay Equity Based on Race, Veteran's Affairs, Women's Rights & Concerns, Affirmative Action, RELAG, Solidarity, SOUL, Future of SUNY, Technology Issues, COARM, Latino, Globalization & Corporatization, HSC Concerns, Diversity, and Scholarship. Plenary sessions featured debate and discussion. Newly elected NYSUT President Karen Magee addressed the DA. Magee's message to UUPers was loud and clear: higher education is important to NYSUT.

Oneonta once again received honors in the highly competitive statewide journalism judging.

*The Sentinel* received a coveted award in the "Best Layout, Use of Graphics, Photos" category. UUP icon Fred Miller was cited for his original Toons.

Candidate forums and nominating speeches preceded elections. Incumbent State UUP Vice President for Academics Jamie Dangler, Vice President for Professionals Philippe Abraham, and Treasurer Rowena Blackman-Stroud won reelection. Ray Gleason, Carolyn Kube, Mike Lyon, and Idalia Torres won reelection to the State Executive Board.

## UUP and Student Volunteers Staff *Saturday's Bread*: April 26, 2014

On Saturday, April 26, 2014, UUP Oneonta again staffed *Saturday's Bread*, a community kitchen that dispenses hot meals and good cheer. SUNY Oneonta students joined with the UUPers, and both groups enjoyed interacting with each other and the community guests they served. Setting up, cooking, serving, greeting guests, and cleaning up, our volunteers worked from 9 AM to 2 PM. UUP had a great group at the community kitchen. UUP volunteers, included Rob Compton, Kayla Compton, Carol Dean, Andrew Tully, Scott Dickerson, Robert Sulman, Teri Weigl, Grazyna Kamburowska, Jen-Ting Wang, Emily Johnson, and Qiong Wang.

Linda Drake, College Executive Director, Center for Social Responsibility as well as UUP Director, Community Service, coordinated participation in this worthwhile community service as she has many times in the past. Linda did this despite the huge army of volunteers she was simultaneously organizing for *Into the Streets*. Rob Compton served as UUP host and greeter at this *Saturday's Bread*. Although *Saturday's Bread* is housed at the First United Methodist Church, 66 Chestnut Street, Oneonta, the program is a non-denominational and humanitarian service open to all. UUP will send out a call for volunteers when we return to *Saturday's Bread*.



UUP volunteers



## UUP Committee on Active Retired Membership (COARM) Meets in Oneonta's West End

On Wednesday, May 14, at 11:30 PM, UUP active and committed retirees packed the main room at Jay's Place in Oneonta's West End for an important meeting. Jo Schaffer, regional leader of the UUP Committee on Active Retired Membership (COARM), presided over the luncheon meeting and provided important information about issues and policies, legislative and otherwise, with the potential to impact retirees.



Jo Schaffer

UUP Oneonta Retiree Representative Loraine Tyler did a superb job arranging the venue and coordinating the luncheon. UUP Oneonta Chapter President Bill Simons emphasized the continuing solidarity between UUP Oneonta and its retirees—and the need for employees and retirees to collaborate. Former UUP Oneonta Presidents Fred Miller and Bill Benedict linked the generations. UUP Retiree Service Coordinator Walter Apple attended and remains an invaluable resource. Jay Sullivan of Precision Wealth Management gave an interesting and significant talk about financial planning for retirement.

## Congratulations to Dr. Betty Wambui: *Dr. Nuala McGann Drescher Affirmative Action/Diversity Leave Program* Recipient



Dr. Betty Wambui

UUP congratulates union stalwart Dr. Betty Wambui, Assistant Professor of Africana and Latino Studies and Women and Gender Studies, who was awarded the *Dr. Nuala McGann Drescher Affirmative Action/Diversity Leave Program* award for the coming academic year (2014-15). The Drescher grant, provided by the United University Professions Joint Labor-Management Committees, is a prestigious award based on a SUNY wide competition and enhances the employment opportunities for people who are preparing for permanent or continuing appointment. In addition to her regular salary, Dr. Wambui was awarded professional development funds for research in Kenya and subsequent presentation of findings. Her research examines the processes for the development of the new Kenyan constitution and its implications for women's rights today. She will conduct field research by interview women and policy makers in Kenya to examine the differences between the theory of the constitution and its intent and its implementation and impact on women of differing ethnic and social backgrounds.

The *Dr. Nuala McGann Drescher Affirmative Action/Diversity Leave Program* award is named for an iconic former State UUP President and proponent of diversity.

*The Sentinel* looks forward to an article by Dr. Wambui on her research to encourage other Drescher applicants from SUNY Oneonta. Past Oneonta Drescher recipients include Zanna McKay, Cindy Lassonde, and Leanne Avery. Please see applications guidelines for the *Dr. Nuala McGann Drescher Affirmative Action/Diversity Leave Program* at <http://nysuup.lmc.ny.gov/diversity/drescher.html>

## MEMO

April 9, 2014

To: Campus Presidents

**UUP Chapter Presidents**

Directors of Human Resources

Campus Fiscal Officers

From: Tina B. Kaplan, Director, NYS/UUP Joint Labor-Management Committees

Subject: Dr. Nuala McGann Drescher Leave Program Deadlines

The following is an update on the Dr. Nuala McGann Drescher Leave Program:

**Dr. Nuala McGann Drescher Leave Program Application Deadlines are as follows:**

**October 8, 2014 for leaves in the Spring 2015 Semester**

**March 4, 2015 for leaves in the Fall 2015 Semester**

**October 7, 2015 for leaves in the Spring 2016 Semester**



Dr. Nuala McGann Drescher

Applicants should read the program guidelines to check for updates. Chief among them is the requirement that applicants commit to returning to their campus after the leave in accordance with the SUNY Board of Trustees policy on sabbatical leaves. To access the program guidelines go to: <http://nysuup.lmc.ny.gov/diversity/drescher.html>

All programs previously announced remain available.

Check the program guidelines for further information at <http://nysuup.lmc.ny.gov/index.html>

Please inform the appropriate people on your campus.

## UUP Oneonta Gathers in Splendid Solidarity: Saturday, May 10th



State UUP President Fred Kowal, left, listening to introduction as he prepares to address Oneonta chapter

UUP's traditional end of semester meeting and gathering was a great success. Approximately 120 members of the family of UUP came to the College Camp on Saturday afternoon, May 10th. The afternoon began with a brief Chapter meeting. UUP Oneonta President Bill Simons offered remarks and then introduced State UUP President Fred Kowal. With eloquence, passion, and hard truths, Fred discussed the challenges—and opportunities—facing us in the year ahead.

All segments of the Oneonta Chapter were well represented at the gathering—Professionals, Academics, Contingents, and Retirees. From such gathering, solidarity and new leaders emerge. New bonds formed that will serve us well in the battles to come.

The party provided needed respite from the heavy workload that comes in the days before graduation. Good food from Brooks' BBQ, great people, animated conversations, and impromptu games made for a fine time. The multi-generation soccer game was a highlight.

State UUP Vice President for Professionals Philippe Abraham also joined us. Oneonta appreciates Fred and Philippe taking time from the pressing schedules to spend the afternoon with their Oneonta friends. Fred and Philippe made themselves available to individual members throughout the afternoon to speak about individual and generic concerns and issues.

UUP Oneonta's great friend former State UUP Exec Board perennial Brian Tappan joined us, helping with the Brooks' BBQ pick up, along with Rich Tyler and Ed Forman. Brian also served as official photographer—and fire juggled!

Special kudos to the inimitable UUP Special Events Director Loraine Tyler who organized this memorable event!



## Jack Iversen: Psychology Professor, Counselor, and Program Founder

Jack Iversen, longtime College at Oneonta professor and UUPer, died in April at the age of 83. After military service, graduate study at the University of Illinois, Champagne-Urbana, and a stint as a public school counselor, he began a three decades-long career at SUNY Oneonta in 1963. At the College, he was a counselor and member of the Psychology Department faculty. At time when substance abuse increasingly plagued the nation and community, Jack developed and taught “Psychological Approaches to Drug and Alcohol Abuse,” an iconic course that shaped the perspective of a generation of students.

Jack applied his scholarship to the world beyond the campus. He built an enduring legacy through the social service infrastructure of Oneonta and Otsego County. Jack facilitated the founding and growth of several of our community’s mental health resources, particularly in the area of substance abuse. His networking led to the establishment of “85,” a pioneer crisis counseling center. He participated in discussions that facilitated the formation of the local Mental Health Association. Likewise, he was instrumental in the evolution of LEAF (Leatherstocking Education on Alcoholism/Addictions Foundation). Jack was a rescuer.

Jack’s late wife Joan was a member of the History Department, creator of women’s studies at SUNY Oneonta, and a UUP member. Jack and Joan complimented and supported one another. Joan externalized her passions; Jack frequently responded with reflection and wry wit. The Iversens were devoted to their large blended family, and they provided support to their students and friends.

To contribute to the scholarship in Jack’s memory, make donation to the “College at Oneonta Foundation” with notation “Professor Jack Iversen Memorial Scholarship” and mail to:

Office of College Advancement  
308 Netzer Admin Bldg  
SUNY Oneonta  
Oneonta, NY 13820



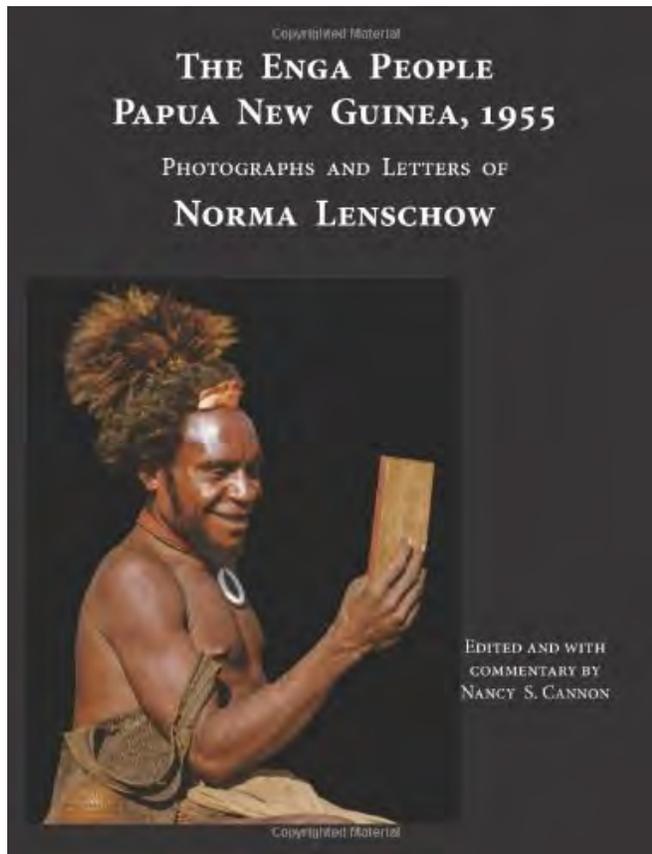
Jack Iversen

### UUP Friends of Reuben James

Dr. Reuben James, former longtime SUNY Oneonta Professor of Physics and President emeritus of UUP Oneonta, is now a resident of Hampshire House. Reuben would welcome visits from former colleagues and friends.

## Nancy Cannon Archives the Past in New Book: The Missionary and the Enga of Papua New Guinea

[**Editor's Note:** The Sentinel continues its series about recent books by the UUP Oneonta membership. Nancy Cannon, UUP photographer, Academic Delegate, and former *Sentinel* editor, is the author of the work described below.]



Technology Librarian Nancy S. Cannon's latest publication, *The Enga People of Papua New Guinea, 1955*, archives an encounter previously lost to history. Through primary documents and her own commentary, Nancy chronicles, in 146 pages, the dramatic and transformative encounter between a medical missionary, Norma Lenschow, and the Enga of Papua New Guinea. The narrative is set during the high noon of the last century.

Recipient of the SUNY Chancellor's Award for Excellence in Librarianship, Nancy once again provides a rich portal to the past. One of her previous works, *Voice of the People: Life in the Antebellum Rural Delaware County New York Area* (<http://www.oneonta.edu/library/dailylife/>) has attracted more than 2 million views from scholars, students, and the general public. With *The Enga People of Papua New Guinea, 1955*, Nancy presents another seminal work.

The book begins with revelation. A few years ago, a sturdy Midwestern farmer, Alvin Susina, lifted a mysterious trapdoor on the ceiling of a farmhouse attic. Hoisting himself into the opening, he scanned the dark space with a flashlight and discovered a storage area left abandoned for a generation. A voluminous metal steamer trunk resting in the corner caught his eye. Alvin and his brother Wayne manipulated the hefty chest to an area that would allow for examination. The contents belonged to their Aunt Norma Lenschow, then in the process of moving to a retirement community. Letters, photographs, and memorabilia from Norma's missionary work in China (1948-1949), Japan (1949-1954), and Papua New Guinea (1955-1956) filled the trunk.

## ***Nancy Cannon Archives the Past in New Book: The Missionary and the Enga of Papua New Guinea (cont)***

The trunk harbored markings of a saga that demanded to be told. Nancy Cannon made a commitment to tell that story. *The Enga People of Papua New Guinea, 1955* is the first installment in a projected series. A subsequent volume will focus on Norma's earlier passages in revolutionary China and occupied Japan.

A daughter of the American heartland, Norma Lenschow was born into a pious farm family on the Illinois prairie in 1919. The youngest of nine children, Norma grew into a pretty and earnest young woman. She did not marry. Instead, Norma answered the call to become a Lutheran (Missouri Synod) medical missionary. After earning a bachelor's degree from Valparaiso University, Norma received her R.N. certification, followed by a year at a Lutheran missionary school. Postings in China and Japan followed—then came New Guinea.

Westerners knew very little of the people who lived in the rugged mountainous terrain of the highlands of Papua New Guinea when the area first opened to missionaries in the late 1940s. The Enga Province, located west of the Hagen mountain range, constitutes one of the most rugged regions of Papua New Guinea. The Enga people exhibited remarkable success in adapting to this environment through employment of local resources. Sweet potatoes constituted the staple food. Domesticated pigs also became central to the life and culture of the Enga. Men and women lived in separate houses. Spirits guided everyday activities.

Numerous and revealing color photographs, taken by Norma, punctuate the book, capturing the people and land of Papua New Guinea circa 1955. The photographic images, candid and evocative, are remarkable for their detail and clarity. Norma's letters, notes, and other writings are observant about her own life and those of the Enga—and the interaction between the two cultures. Nancy's telling commentary, informative and engaging, provides nuanced contextualization of the rich primary sources. Her commentary limns an indigenous people during a pivotal period of transition. The contact between Western and native mores also transformed Norma Lenschow, fundamentally and forever altering her life course. Nancy relates the contact of peoples with an intellectual honesty that is leavened by respect for human diversity.

Author Nancy Cannon has preserved and made accessible the largess of the Lenschow collection. Readers will find *The Enga People of Papua New Guinea, 1955* rewarding and compelling. Ordering information for both paperback and kindle editions of *The Enga People of Papua New Guinea, 1955* is available at <http://www.amazon.com/Enga-People-Papua-Guinea-1955-ebook/dp/B00J7OQDO2>.

### **SENTINEL QUIZ**

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



A Major League Baseball catcher for fifteen seasons, this scholar allegedly spoke 12 languages; studied at Princeton, Columbia, and the Sorbonne; practiced law; and was an atomic spy. He dazzled the audience on the quiz show *Information Please*. He also took photos of Tokyo that were used in World War II bombing raids. Who is he? The first person to email Nancy Cannon ([Nancy.Cannon@oneonta.edu](mailto:Nancy.Cannon@oneonta.edu)) with the correct answer will receive a UUP related prize.

The answer to the April quiz, "This distinguished author, a graduate of SUNY-Oneonta, was a recipient of the O. Henry Award, Pushcart Prize, Best American Short Stories Award, and the Hawai'i Award for Literature. Who is he?" is 1963 graduate Ian Macmillan. He credited his writing career to the late and great Oneonta Professor Donald Petersen. The first correct answers were provided by Michael Sullivan and Andrew Kahl.

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