

The Sentinel

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UUP - Oneonta

October 2009

'If you can change your mind, you can change the world.'
- Joey Reimer

College and Community II: The Dialogue Continues ***-Wednesday, October 28th at Noon-***

By Bill Simons, Chapter President

College and Community II is the second in a series of panels sponsored by UUP on the relationship between SUNY College at Oneonta and the region. This special event will take place on Wednesday, October 28th at noon in the Bacon Activity Room of the Morris Complex. As did the inaugural College and Community forum, the October 28th gathering reflects UUP's commitment to examining innovative means of College-Community collaboration and partnership. UUP espouses *\$UNY Is the Solution*. These hard economic times offer challenge and opportunity for the College and the Community to consider new forms of cooperation.

The distinguished and accomplished panel includes Nancy Kleniewski, Tanya Shalor, Ronald Feldstein, and Alex Thomas. Robert Compton organized the College and Community II program and will serve as panel moderator.

Nancy Kleniewski is SUNY College at Oneonta President; former Provost and Vice President for Academic Affairs at Bridgewater State College; Dean of Fine Arts, Humanities, and Social Sciences at the University of Massachusetts Lowell; and Professor/Chair of Sociology at SUNY Geneseo as well as recipient of the Chancellor's Award for Excellence in Teaching. Dr. Kleniewski is the author and/or editor of five books, including *Cities, Change and Conflict: A Political Economy of Urban Life*, now in its third edition, as well as of numerous articles and papers. She was a UUP member for fifteen years.



Tanya Shalor, the Publisher and former Comptroller of *The Daily Star*, has deep personal and professional connections to the region. Valedictorian at Schenevus Central School, she graduated from Elmira College with a degree in accounting. As publisher of *The Daily Star*, Ms. Shalor's duties encompass oversight of newspaper operations, facilitating senior management, maintaining a strong community presence, on-going dialogue with local leaders, and assessing the needs of readers, advertisers, and region. Her column has explored personal and family concerns, decisions and priorities related to publishing a newspaper, and community issues.

Ronald Feldstein is President of the Board of Directors of Municipal Electric and Gas Alliance, former five term member and Vice Chair of the Otsego County Board of Representatives, Chair of

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the Otsego County Empire Zone Board, member of the Unatego Central School Board, Associate Broker Prudential Properties, Director of the Hunt Union at SUNY College at Oneonta for over three decades, former residence hall director, recipient of degrees from both SUNY Brockport and SUNY Albany, Past President of Oneonta's Temple Beth El, member of Catskill Symphony Board of Directors, and President of Oneonta Kiwanis. Ronald Feldstein has had long and substantial leadership roles in local government, education, business, and community.

Alex Thomas is former Chair and Associate Professor of Sociology, recipient of the Susan Sutton Smith award, and senior UUP representative to the Labor-Management Grants Committee. Dr. Thomas has authored several books, including *In Gotham's Shadow: Globalization and Community Change in Central New York*, *Gilboa: New York's Quest for Water and the Destruction of an American Small Town*, and *What's Wrong with New York and How to Fix It*. His areas of expertise include cultural tourism and upstate revitalization. The Thomas family has strong connections to the area.

Robert Compton is Associate Professor of Political Science, Fulbright Scholar, consultant to the Center for International Development, former Presiding Officer of the College Senate, advisor to SUNY Oneonta's award-winning Model UN delegation, and UUP Oneonta Vice President for Academics. Dr. Compton edited *Transforming East Asian Domestic and International Politics: The Impact Economy and Globalization*, authored *East Asian Democratization: Impact of Globalization, Culture, and Economy*, and co-edited the forthcoming *Imagining Globalization: Language, Identities, and Boundaries*.

Audience questions will follow the formal remarks of the panelists.

UUP will provide complimentary box lunches and beverages to attendees.

The College and Community II discussion is open to all. College employees, students, community members, and others are most welcome to attend and participate.

Baseball, Apple Pie, and the Regional University

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

A few quotes from my first book, *In Gotham's Shadow*. The first is by a business owner in Cooperstown in 2000:

Summer here is nuts. No parking, people all over the place, people from Massachusetts doing ten miles per hour. And I love it: they keep me in business.

Another is a tourist in 2001:

Our (kids) have piano, baseball, soccer, and swimming. They have to study all year, and you know school is hard work...so when we're on vacation, we let our guard down a little and let them be kids. When we get home, they gotta behave.

Of course, there are ramifications of that attitude, as explained by a waitress in 1999:

These people come in, every night, and they let their kids run wild. I got kids running through the restaurant, playing baseball, screaming up a storm. And if you say something, the parents get %i\$\$#&; "Give them a break, lady, they're on vacation."

Tourism is not necessarily the only game in town, but it is certainly a major component of the local economy, and perhaps the most visible. In downtown Cooperstown, according to a 2008 study through our own Center for Social



Science Research, only 3 percent of retail businesses were classified as “Specialty – Baseball,” compared to 25 percent in 2007. Businesses classified as “General,” such as clothing, grocery, and drug stores, declined from 32 percent to less than 9 percent during the same time period. The same study showed that the summertime population of Cooperstown can potentially grow from only 1,898 normally (according to the Census Bureau) to about 3,100; in the town of Hartwick, the year-round population to 2,195 swells to about 5,800. Although there are calls from some quarters to dismantle the tourism economy, if that were possible it would devastate the local economy. But, the area can find a more diversified way of doing business.

Tourism has been an important component of Otsego County’s economy since the first upper class patrons arrived in Cooperstown to have lunch on James Fenimore Cooper’s grave. (Quick aside: some things are just too bizarre to make up). Prior to the 1980s, however, it was a supplement to an otherwise healthy agricultural and locally-oriented retail economy. Since the early 1990s, however, as tourism related to baseball has grown, a cultural conflict has taken hold between the supporters of a model I call “Historic Cooperstown” and another: “Baseball Town USA.” Historic Cooperstown is the village circa 1960, with its host of museums, each with a historic theme, and genteel homes inhabited by genteel people. It never truly existed that way, but as with other cultural constructions it remains a model to which many residents long to return. “Baseball Town USA” is the Cooperstown of jocks and baseball card stores and little league taken to obnoxious extremes. Why is this important to Oneonta, and to our budding Oneonta University in particular?

The aura of Historic Cooperstown seemed never to extend beyond the shores of Glimmerglass and the greenbelt surrounding the village, but Baseball Town USA has spread throughout the county. Beginning with the Cooperstown Dreams Park in the town of Hartwick, baseball has now taken hold from Springfield to Oneonta; in fact, Oneonta has more baseball youth camps than any municipality. Okay, just two, but you get my point.

A 2003 CSSR study showed that the increasing dominance was not a matter of baseball “crowding out” community-oriented business, but rather was filling a niche left behind by businesses no longer supported by the local population. In the age of “big box” and traveling to Albany for the mall, communities all over the region have lost businesses and baseball was actually masking a decline. (Another aside: yes, there are people there who won’t talk to me anymore). In this regard, baseball tourism is a great thing to the area and we owe the Baseball Hall of Fame a debt of gratitude. Nevertheless, there is also a danger in putting all our baseballs in one cap. About one hundred years ago, the mainstay of the local economy was a plant called Hops, and farmers throughout the area planted vast amounts of it. Until, that is, a mold devastated local crops and increased competition from the American west all but destroyed the local Hops economy, doing much the same to many farmers in the area. As a rule, diversification of the economy may at times be less efficient, but it also reduces risk.

The region has many institutions, including ours, capable of diversifying the local economy. Our existence, in fact, is part of that diversity, but do we really get the bang for our buck that we can? Given two hospitals and several colleges and museums, increased coordination among them could increase the knowledge economy and in doing so diversify the educational and tourism opportunities in the region. SUNY Oneonta could attempt to enhance a knowledge-based economy through a variety of mechanisms:

- 1) An hour on either side of the college is the University at Albany and Binghamton University, both with excellent reputations across disciplines. In my discipline, Sociology, both graduate programs are nationally ranked, and both universities exhibit excellence in the social sciences as a whole. The likelihood of state government designating a high technology corridor through the region is, well, negligible. However, our college is also strong in the social sciences and, with the universities and perhaps SUNY Cortland and Cornell, could sell I-88 as the “social science corridor.” The presence of the New York State Historical Association in Cooperstown, as well as the Baseball Hall of Fame (among other things, a history museum), would fit rather well in such a regional theme. Similar ideas are to found in other disciplines.
- 2) Competition is sometimes healthy, but sometimes coordination makes more sense. Coordination of certain activities with other colleges in the region, perhaps in the areas of graduate education and achieving a complete array of educational choices

available to the region's residents, could benefit both SUNY Oneonta and other area colleges. A model similar to that found in the Claremont Colleges or the Five College Consortium might be adaptable here. Had such an arrangement been in place already, Bassett Hospital may have been more inclined to look locally for a partnership to set up a medical school or other educational programs. Think about what a public-private venture between Oneonta University and Bassett Healthcare could accomplish!

3) As I have mentioned in past articles, college museums and trails would be a great service for local residents and enhance the educational experience for our students. Along the same lines, a summer institute, perhaps with our friends at the New York State Historical Association similar to the Chautauqua Institute, would do the same. Such ideas would also enhance the tourist experience.

Personally, I enjoy baseball and the Hall of Fame, and I hope to see their continued success. My grandmother's uncle, Pud Galvin (yes, Pud), is enshrined there, although he always plays second-fiddle to Cy Young. At the same time, if the local area does not want a reprise of the Hops collapse a hundred years ago we need to take steps to ensure a diversified economy that can employ residents and give visitors an enhanced tourism experience. Perhaps, even, Oneonta University can have a Pud Galvin Institute of Sports History. Okay, my bad, so say it...Oh, you.

It's Time to Go Back Into the Community: Joint Labor-Management Grants

By: Rob Compton, VP for Academics



As the College at Oneonta begins a Strategic Planning process, there are several facts that are part of a SWOT analysis (Strengths, Weaknesses, Opportunities, and Threats). I used to teach graduate level courses in Strategic Planning within an MPA program and most of strategic planning is based on honest discussion and having the "stakeholders" provide genuine input to create a document that will serve as a guide as our College moves to the next level. Certainly, one of the items to be covered is likely to be the Honor's Program. That was my topic last month in case you have not read it. Another area of discussion is likely to be "community involvement". As the demographics shift and the pool of traditional college-age students decline and the years of Albany profligacy on tax cuts and prison construction hits main street. The College at Oneonta must have the community stakeholders who not only value the contributions but also will come to bat for the college when stable funding sources are threatened. How we individually and collectively engage with our community, the K-12 students and teachers, and state leaders today impact your future.

Over the past several iterations of the contract negotiations, Joint-Labor Management Grants, including the Individual Development Awards (15% is reserved for PT members), the Drescher Awards (if you haven't given it any thought, now is the time to start), and the Campus Grants are only three of the many possibilities. Simons and I have always said that 90% of what UUP does is in accord with Management. We want to see this College grow, to become stronger academically and in the community, and become the "employer of choice" in the region. Much of what we do is in collaboration with Management. I remind the readers of the 2006 Flood Relief, the joint efforts to deal with the tunnel mold issue, and the course-load reduction program. These would not have happened if it weren't for Management, UUP, and the college as a whole working to resolve problems as they arose.

Proposal for Joint Labor Management Grant

During the summer, after returning from China and Singapore, I began to canvas members of the UUP Oneonta Executive Board for fine-tuning an idea regarding a Joint Labor Management Campus Grant. Keeping in mind the changing fiscal and demographics of our state and our college, I want to present to you the framework for one such grant. We encourage our members to develop other ideas for submission.

Based in part on the NY Council on the Humanities and comments from my children's teachers, I thought, "Wouldn't it be useful if College faculty and professionals, whether they are full time or part-time could make presentations at nearby K-12 schools, community groups, and colleges?" This would surely provide the impetus for getting the knowledge out of the Ivory Tower and spark an interest in learning in general and about specific topics.

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The obstacles to making presentations are:

- 1.) Making sure that there is a good match between presenter and the needs of the audience;
- 2.) Creating a central portal listing presentations available and communicating availability through marketing and publicity; and
- 3.) Funding presentations and providing mileage cost reimbursement.

The “Oneonta Speakers’ Bureau” would feature a list of presenters and a brief synopsis of the presentation in addition to basic biographical data. Later, audio-visual clips could be added to entice a community group or school to invite the speaker onto their campus for a presentation. The joint grant, with campus matching funds, would cover the cost of the three components noted above. In addition, the grant would provide an annual award and presentation for the “Community Speaker of the Year” with the award monies donated to the winner’s charity of choice in addition to that evening’s refreshments.

“What’s In It for Me?”

As educators and professionals involved with College life, we never know we can impact others. It may be to pursue higher education or something as simple as promoting learning. After all, it was a friend of a teacher that introduced me to philately, which in turn became the basis for learning about contemporary world affairs. That sparked my interest in political science.

Often, people in the community do not approach professors and professionals who work at colleges and universities. If we are to be successful in future student recruiting and budget allocation down the years, it is enlightened self-interest and our altruism that will bear fruit. Topics such as “Impact of Global Warming on the Catskills Ecological System”, “A View from College Facilities: What Do Students Want?”, “The Future of US Competitiveness and the Dollar as a World Reserve Currency”, or “New Developments in College Student Loans”, or “Evolution and Creationism: Views from Science and Philosophy” are powerful topics that hone the presenters skills in reaching out to a broader audience while engaging them in intellectual and practical topics.

During our careers at SUNY, we have the choice of what kind of public service we want to conduct. This “Speakers Bureau” program would give us a significant additional outlet for College service. While conducting College Service, you will be able to possible touch someone’s life. That’s what’s in it for you!

Volunteers Needed for UUP and CSEA at Saturday’s Bread — Saturday, October 24, 2009

By Bill Simons, Chapter President

On Saturday, October 24, 2009, UUP Oneonta will join our friends from CSEA to again staff ***Saturday’s Bread***, a community kitchen that dispenses hot meals and good cheer. Linda Drake will, as previously, co-ordinate our chapter’s participation in this worthwhile community service. Although ***Saturday’s Bread*** is housed at the First United Methodist Church, 66 Chestnut Street, Oneonta, the program is a non-denominational and humanitarian service open to all. To be part of the volunteer group at ***Saturday’s Bread*** on October 24th, you must be willing to work from 9 AM to 2 PM. As we need an exact list of the names and numbers of participants, please e-mail (drakelm@oneonta.edu) Linda Drake to volunteer. When you contact Linda, please provide her with your full name, e-mail, and telephone number.

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

Your Health is Mostly Your Concern

By Tom Horvath, Health & Safety Officer

A few years ago, faculty and staff located in Science I were relocated in order to renovate that building. This process of planning a move was my first experience with how well our facilities communicate essential information to faculty and staff. The date of the move was changing almost weekly, and towards the end, almost daily. And when the final day before we were told that our equipment was to be removed from the building, they started to remove the equipment from the building. Did you get that? The day before we were told that boxes would be removed, they removed boxes. Not only were we not informed of how, when and where equipment essential to our abilities to teach were to be moved, we were misinformed. For the following 2 years, I did not have access to many of my teaching supplies, and some equipment has never been returned. My conversations with colleagues in the building revealed pretty much the same story. The bottom line with everyone I have spoken with about this particular renovation express their lack of confidence in the ability of those in charge to manage or communicate about major projects to those of us involved with teaching – that includes faculty and staff. On the other hand, I have only ever heard good things about our fellow workers that actually do much of the Facilities' work – for example carpenters, custodians and other maintenance shop folks. As aggravating as the Science I renovation was for many of us involved, we were never really exposed to any particular health hazards during the process (it was only after we returned to the building that those exposures happened, but that's another story).



As your UUP Health & Safety Office, I get to hear about a few unpleasant events that our members experience on this campus. I shake my head in disbelief that these stories continue to come in to me. Recent events this past summer will illustrate well what I have to say to all of our members.

No one is more concerned about your health and well-being at home or at work than you! If you feel that your health & well-being are at risk at work, then you should alert supervisors immediately. If you do not want to approach your supervisor about such issues, or if their response is less than adequate, then you should feel free to contact me. As your Health & Safety Office, I will bring your concerns to those in charge on your behalf, anonymously if you feel that necessary.

Construction is a fact of life on our campus. Buildings and rooms need occasional renovations. In some instances, all faculty, students and staff are removed from construction sites in an orderly manner. Sometimes the process is unordered: and even worse, sometimes faculty & staff are not informed at all.

A seemingly simple renovation project began in Morris Hall this summer – a bathroom needed some work and the space would be completely gutted then rebuilt. The project involved a series of pre-tests run on the materials that would be removed. These tests check for known hazardous materials that may become airborne during the demolition project (examples: asbestos and lead), and the results are used to dictate safety procedures to follow to minimize or eliminate risk that anyone around the area would be exposed to these materials. For example, asbestos is often encountered in renovation projects and has to be dealt with according to OSHA (Occupational Safety and Health) and other regulatory agencies procedures. In the case of the Morris bathroom, asbestos was known to be present, and the proper sets of procedures were enacted during an abatement phase of that project. By all indications, the outside contractors did what they were required to do, and our own facilities managers were on top of the asbestos situation. Upon our request to see the actual reports by the contractors, the Associate Vice President of Facilities provided them. I found no irregularities in the report, nor do I see any reason to be concerned that anyone was exposed to asbestos during this project. Indeed, the required posted announcement that asbestos abatement would occur were on every door to the building, the area was properly sealed and taped off and the materials were properly removed from the building.

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Here is where this project gets messy, literally. Demolition began on the space on 2 June. This involved hammering away at the walls and floor, and removing the spoils [ceramic wall, tile grout, plaster, terrazzo flooring, sprayed-on fireproofing (contents unknown) tar and fiberglass] to an outside dumpster. By all accounts of employees in the building during this phase of the demolition, the air was filled with dust for a few days. Yes, employees were in the immediate vicinity of this demolition and were exposed to high levels of dust. Were they exposed to any dangerous materials? We don't think so, but we can't be sure. Air sampling was done as a response to complaints by building occupants, but this sampling was done on 9 and 11 June, well after the bulk of the airborne materials had settled. Also, the building was only cleaned of the settled dust just before the tests were taken, and this after requests were made not to remove any dust from surfaces, so that its presence and content could be examined. These samples revealed levels of dust considered not hazardous and presence of crystalline silica (a known carcinogen) at levels considered not hazardous. Were the levels ever high enough to be of concern? We will never know exactly what people were exposed to in Morris, but I doubt that anyone in Facilities would have allowed work to have continued if they thought even a minor amount of exposure to hazardous materials was possible. As a precaution, though, Associate VP of Facilities did commit to offering all employees in the building complex the opportunity to have a full medical exam, costs fully covered and no use of accrual time. [UUP asked to be informed when the preceding was implemented, and on September 22 UUP received from Management a copy of a letter to Morris Hall employees dated September 2 to that effect.]

The level of concern expressed by building occupants, UUP, and CSEA was acknowledged by Facilities and led to a major meeting of representatives from all the contractors involved, State Construction Fund, campus representatives, affected employees, UUP leadership, and CSEA leadership on July 24, 2009, at 11 AM in Morris 104. Everyone gave full accounts of the project and their involvement. A few points are clear. One, the contractors did what they were expected to do. Two, Facilities had discussed the project well in advance and followed proper procedures throughout the project. We don't feel that anyone was negligent in their responsibilities. However, this situation reveals a lack of attention by Facilities that their projects have an impact on employees. Surprisingly, Facilities acknowledged they knew that this project would produce high levels of dust in the building, but they did not take the initiative to inform either the building manager, or any of the employees working in the building. This is not required of them, but by not doing so, those affected had no possibility of removing themselves from conditions that certainly affected their ability to do their work. It also led to individuals trying to gather information of exposure risks associated with construction projects, and resulted in this rather expensive meeting.

All ends well, or so we are led to believe. Some procedures have been changed in response to the Morris situation. New standards for controlling dust during construction are being implemented throughout the University system by the State University Construction Fund. However, based on my experiences outlined at the beginning, I have no confidence that communication between Facilities and faculty and staff will improve, although I remain optimistic. It will take time to change the pattern of not fully disclosing information. Management's initial responses to complaints by those in Morris were characterized by those concerned as "dismissive" and at times were clearly argumentative. I've personally experienced similar responses when I alerted Facilities to obvious health risks in Science I. The situation in Morris is not an isolated incident, but one of many examples where no information or misinformation is passed along to faculty and staff. For example, concurrent with the Morris situation, a similar lack of communication between Facilities and building occupants were reported during the renovations in HIRC. In that case, contractors became belligerent to College employees, and tried to force employees out of parking spaces and offices, all because employees were trying to accomplish end-of-semester tasks. We emphasize critical thinking skills to the students, but we too have to remain critical. If you are experiencing work conditions that you feel are putting you or others at unnecessary risks, it's the duty of the Health & Safety Officer to address members' concerns along these lines. Do not hesitate to contact me. My experience is that it often takes the collective concern of all of UUP to bring the level of concern to action by Management.

UUP Diversity Panel Discussion, October 7, 2009

Nithya Iyer, UUP Affirmative Action Officer

UUP invites all members of the College and the Community to the Diversity Panel Discussion on Wednesday, October 7th, at the Bacon Activity Room, between 12 noon and 1pm.

The purpose of this panel discussion is to understand the experiences of Asian faculty members on SUCO campus. The panelist consists of 1) Dr. Hanfu Mi, Professor and Coordinator, Literacy Education. Dr. Mi is originally from China; 2) Dr. Ho Hon Leung, Associate Professor, Sociology. Dr. Leung is originally from Hong Kong; 3) Dr. Daqi Li, Associate Professor, Educational Psychology and Counseling. Dr. Li is originally from China. The moderator of the panel discussion is Dr. Nithya Iyer, Assistant Professor, Educational Psychology and Counseling. Dr. Iyer is from India.

The panel is sponsored by UUP. All College employees, students, and the general community are welcome to attend. Complimentary box lunch will be served. Vegetarian options are also available.

Employee Assistance Program (EAP) Report: A UUP Perspective

Betty Tirado, UUP Representative, Employee Assistance Program

(Editor's Note: Betty Tirado and Mark Rice are the UUP Oneonta representatives to the Employee Assistance Program Committee.)

As a UUP representative for the Employee Assistance Program, I'd like to offer some information about EAP – What is it? How does it function? Update on EAP activities.

What is EAP?

The Employee Assistance Program is a benefit offered to all New York State employees and their families. It is a voluntary program designed to offer a professional, confidential source of help for people who need assistance with personal problems or concerns. The program offers information, assessment, referral, and a 24-hour, 7-day a week answering service. The local chapter at Oneonta was established in 1983.

How Does It Function?

The EAP program at Oneonta consists of an EAP Committee with representation from management and labor, and an EAP Coordinator who provides the support referral to employees and their families. The Coordinator acts as a referral agent. The committee does not have direct contact with employees seeking services. The EAP Committee meets monthly and has two UUP representatives, Mark Rice and Elizabeth (Betty) Tirado. The Committee's responsibilities are to select the coordinator, evaluate the effectiveness of the program, provide support and resources to the Coordinator, sponsor and assist with campus wide prevention and wellness programs, and respond to the needs of labor and management in carrying out the aforementioned responsibilities. In addition to the coordinator, the Committee also has an elected Chair, currently held by Melissa Nicosia.

Update on EAP activities

The EAP program at Oneonta welcomed a new EAP Coordinator in March 2009. Melissa Fallon has a Doctoral degree in counseling Psychology and is the Assistant Director of the Counseling Center on campus. She is a licensed psychologist in the State of New York and is knowledgeable about local and state resources. Her position as EAP Coordinator allows her to assess your concerns and assist you in accessing the resources to help you with your problem. She does not provide counseling services as part of her EAP Coordinator position. In April 2009, Melissa attended a two and a half day Coordinator Institute training provided for new coordinators.

The Employee Assistance Program at the College at Oneonta website has recently been updated and can be found at <http://www.oneonta.edu/eap/>. Currently, our 'Calendar of Events' is under construction, but we do expect completion of this schedule in the near future. Additional on-line resources are also listed on the EAP link.

The EAP Committee, with the lead of the chair, Melissa Nicossia, has secured some grant funding provided for by New York State EAP. The purchase of wellness calendars and re-usable grocery bags will soon make their way to some of the activities sponsored by the EAP Committee.

For more information about EAP feel free to contact Mark Rice (x3368) or Betty Tirado (x3448).

The Road To Tenure: The Dr. Nuala McGann Drescher Affirmative Action/Diversity Leave Program: Prepare to Apply-See Dates Below

By: Rob Compton, Vice President for Academics

More than half of the full-time tenure track faculty hired at Oneonta began their careers since 2000. Many of these UUP members are now reaching the tenure ranks. Over the years, I have served on many search committees, sometimes as chair, at Oneonta and elsewhere. New prospective faculty members often ask about the customary teaching load and opportunities for professional development. Over the past years, UUP has been at the center of pressing for course load reduction, which was finally achieved as we moved to 21 contact hours academic year teaching obligation. At the same time, the provisions of page 25 of the Faculty Handbook are widely used. This is a positive step for all faculty members and bodes well for recruitment and retention of the best faculty. The traditional 4-4 load placed Oneonta at a comparative disadvantage. This is no longer the case.



One of the most disappointing aspects of our hiring over the years has been the low levels of diversity, especially in the area of African-American and Latino professors. As the state's demographic continues to change, a less than desirable diversity threshold of faculty may bode ill for attracting the best minority students to the University of the Catskills Hills at Oneonta (UCHO). In addition to the course load reduction, search committees should inform prospective minority and women candidates about the Dr. Nuala McGann Drescher Affirmative Action/Diversity Leave Program which is funded through the auspices of a Joint-Labor Management Grant. The "Drescher," as it is affectionately known, provides both financial and leave support for research and creative activity leading to tenure and continuing appointment at SUNY.

The ABCs of the Drescher

As a member of the statewide joint Labor-Management Drescher Committee, I wanted to bring to your attention the basics of the program and encourage you to apply. The Drescher is a program that is under-utilized by those at the comprehensive colleges, such as ours. Overall, I'd say that roughly 2/3 of the applicants are from research centers. The eligibility criteria and other information is available at: <http://www.nysuup.lmc.state.ny.us/diversity/drescher.html>

A completed ***Application***, with attachments, must be postmarked by the following date:

- **February 2, 2009 for leave commencing fall 2009 or spring 2010**
- **August 3, 2009 for leave commencing spring 2010 or fall 2010**
- **February 1, 2010 for leave commencing fall 2010 or spring 2011**
- **August 2, 2010 for leave commencing spring 2011**

So in a nutshell, what does the Drescher provide? It provides a one semester or one year leave and funds for research such as travel. It does not slow down the "tenure clock" or in any other way negatively impact one's progress to tenure. Since 40% of the funds come from the campus and 60% come from the Joint Labor-Management Committees funds negotiated by UUP and GOER, the commitment of the campus is critical. Without that, the project cannot go forward. On the Oneonta campus, the administration has been most supportive of this program over the years. Dr. Leanne M. Avery, one of our UUP Oneonta Drescher recipients and a member of the Department of Elementary Education and Reading, called the award "a Gift of Time and Growth."

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What Does the Committee Looks For?

The committee consists equally of members of UUP appointed by the UUP President and the SUNY Administration. People come from a variety of academic and administrative backgrounds. That means that the proposal should avoid excessive disciplinary jargon and instead be written clearly with a reasonable budget appended.

I'd encourage very strongly that applicants attach a current vita. Although it is not currently required, it does often help the applicant. One thing that we look for is past research and trajectory. Prior research should demonstrate that the applicant will see the project to completion. No research in the area does not bode well for completion of the project. Requests to present a paper at a conference can be part of the leave, but major proposal for (a) publication(s) is almost certainly needed for a successful application.

The primary purpose of the Drescher is to get people "over the hump" by providing the time and resources for research. If you are in you first, second, or perhaps even your third year, that does not work in your favor. The vast majority of the recipients is in their fifth year and need another major project completed to receive tenure. If you already have two or three books and numerous articles, you are already over the hump. In other words, need is an important criterion.

Conclusion

As SUNY and Oneonta in particular moves to diversify its faculty, the Drescher program is an important program that moves us toward that goal. As the objective of the program states, "The Dr. Nuala McGann Drescher Affirmative Action/Diversity Leave Program enhances employment opportunities with preference given to minorities, women, employees with disabilities and Vietnam-era veterans who are preparing for permanent or continuing appointments. The Affirmative Action/Diversity Committee seeks to promote a broad diversity of award recipients."

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- August 3, 2009 for leave commencing spring 2010 or fall 2010
- February 1, 2010 for leave commencing fall 2010 or spring 2011
- August 2, 2010 for leave commencing spring 2011

If you have any general questions about the program, please feel free to contact me. In the meantime, please look over the details of the program at the website noted above and consider applying!

SENTINEL QUIZ

This Boston born 19th century literary figure arranged to leave West Point Military Academy by purposely getting court-martialed. He married his 13 year old cousin: her early death from consumption may have inspired some of his later writing, which was sometimes both brilliant and morbid. He became known for his dark romanticism, a reaction to transcendentalism.



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

The answer to last Sentinel quiz (from an online calculator from the EDF): "Assuming electricity costs 18 cents per kilowatt hour, how much money would be saved by a homeowner by switching from a 100 watt regular light bulb to the equivalent compact fluorescent bulb which lasts 6000 hours?" is \$81.00 and 414 pounds of CO₂ prevented. The best answer was provided by Michael Sullivan.



UUP Labor Film Series

At Hunt Union Red Dragon Theater

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



Fall Semester 2009 Program

1989, People Power **Monday, October 19, 6:00 - 7:30 PM**

In 1991, the Communist Party lost control of the Soviet Union, the culmination of a process that started in 1980 in the Polish shipyards. In this documentary, eyewitnesses tell the story of how the communist system that dominated post-war Eastern Europe collapsed as they remember the extraordinary weeks that preceded and followed the fall of the Berlin Wall, Poland's fight for solidarity, and the struggle for power in the Soviet Union. (1999)

Land, Rain, and Fire **Monday, November 16, 6:00 - 7:00 PM**

What began as a teachers' strike on May 22, 2006 for better wages and more resources for students has erupted into a massive movement for profound social change in the state of Oaxaca, Mexico. **Land Rain and Fire** tells the story of the police attack on fifty thousand teachers that were camped out with their children. Public anger at the police action transformed the strike into an unprecedented democratic insurgency, demanding the resignation of the Governor and the creation of a new constitution. Hundreds of unions, indigenous and women's organizations, neighborhood groups, students and professional associations came together and created APPO-- The Popular Assembly of the Peoples of Oaxaca and a massive campaign of nonviolent civil disobedience. (2006)

These films run 60 and 30 minutes, respectively, and will be followed by an audience discussion. For more information, please contact Professor Gina L. Keel, Film Series Director, at keelgl@oneonta.edu

SUNY Oneonta in Cooperstown: The Biological Field Station and the Cooperstown Graduate Program

*by Michael Flinton, Assistant, Professor,
Cooperstown Graduate Program and UUP Academic Delegate*

For those of us who count progress as being among the most important aspects of our academic endeavors (And who doesn't?), the SUNY Oneonta's Biological Field Station (BFS) at Cooperstown, and the Cooperstown Graduate Program (CGP) in Museum Studies are the places to be this summer, and for many months to come. A comprehensive \$7 million building renovation project is underway that will provide the faculty and staff of each program with increased capacity to serve students from all around the nation, while raising the level of academic excellence beyond what the already nationally recognized programs have provided for many years.

Just as most faculty were eagerly awaiting the end of the 2008-2009 academic year in order to begin personal summer projects, conduct research, travel, or just plain relaxing, Distinguished Service Professors Willard Harman of BFS and Gretchen Sorin of CGP were pressing their faculty and staff into service to vacate their shared academic building on the west side of Otsego Lake and a mile north of the Village of Cooperstown. Though there was an obvious sense of urgency as the end of semester approached, moving each program out of the shared facilities actually started weeks before commencement day. In fact, the project has been years in the planning. When completed, the renovation will provide increased classroom space and improved staff and faculty accommodations while incorporating the latest academic information technology for both programs.

In addition to providing traditional biological and environmental studies programs, the BFS serves as a focus for research activities in both aquatic and terrestrial habitats. Up until the start of the facilities renovation in May, the BFS portion of the Cooperstown building contained a central multipurpose laboratory, two analytical and one environmental microbiology labs, a large aquarium room, and an office complex with graphics facilities accompanied by an academic library supported by the James M. Milne Library on the Oneonta campus. Because Bill Harman and his staff committed to having virtually no interruption to their academic activities over the 16 month renovation period, arrangements had to be made to insure that the needed resources and abilities would be provided elsewhere. Likewise for CGP, Gretchen Sorin and her dedicated team at what's been called "the nation's premiere museum studies graduate program" decided early on that priority #1 was that the students who come from all over the nation would have the same quality of educational experience and academic rigor that their predecessors have enjoyed since 1964. As one of the oldest museum studies programs in the nation, CGP prepares students to assume leadership positions directly after graduation by offering both general and technical courses ranging from history, material culture, and collection classes to not-for-profit board and governance, strategic planning, and grantwriting.

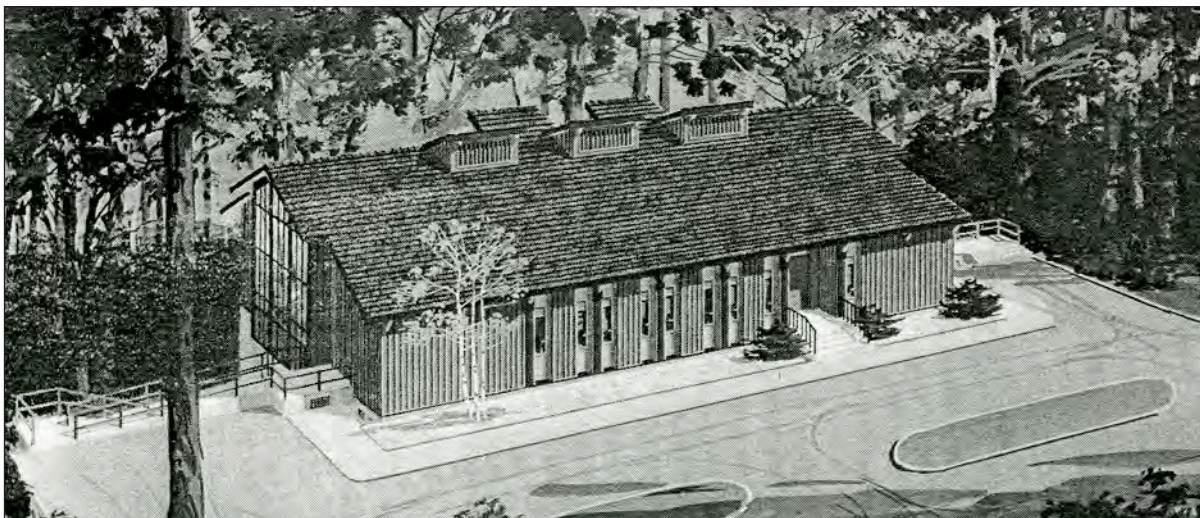
As SUNY Oneonta President Dr. Nancy Kleniewski reflected upon the \$7 million project she offered this perspective, "I visited the construction site last week (August 12th) and was amazed at the scope and thoroughness of the renovation. This project will provide first-class space for both the Cooperstown Graduate Program and the Biological Field Station. It will enhance the research, teaching, and community outreach missions of both programs. Most significantly from my point of view is that it will give our faculty, staff, and students a more productive, comfortable, and usable environment for their work."

Tom Rathbone, Associate Vice President for Facilities and Safety and a person whose direct involvement the president called to attention, says, "The project is scheduled for completion sometime in late 2010. Years of planning with each program went into the project. The construction budget is approximately \$7 million. The project will improve the building's infrastructure, including roof, insulation, plumbing, mechanical and electrical systems and greatly upgrade the facilities for the important functions of education, research, and public outreach." Because of SUNY Oneonta's strategic planning efforts, and a commitment to continuous improvement, this project remains possible even in the economic downturn that has prevented lesser renovations at other locations from being completed or even started.

continued

If all aspects of the project continue to remain on schedule, the opening of the new BFS/CGP complex will take place within the first half of the 2010 – 2011 academic year. Until that time, BFS will continue to conduct the majority of its courses and activities from the Thayer Farm - SUNY Oneonta Biological Field Station approximately six miles north of the renovation site, while CGP operates its classroom and administrative activities out of the New York State Historical Association's (NYSHA) Library and surrounding facilities next door to the construction site that used to hold their offices. Both BFS and CCP are fortunate in that they can rely upon the strong support of the college leadership and in CGP's case enjoy a solid partnership with NYSHA and its President and CEO D. Stephen Elliott, many of whose staff support CGP by serving as technical advisors, mentors, and adjunct faculty to the museum studies program.

As disruptive and uncomfortable as progress sometimes seems, remaining focused on the outcome enables those in the midst of change to continue to deliver quality whether in academic programming, administrative excellence, or simply in serving and supporting each other. Vision and foresight make progress possible even when short term difficulties arise. The renovation of the BFS/CGP portion of the Oneonta campus is a sterling example of this.



Architect's original drawing of the Cooperstown Graduation Program (originally named the Art Restoration Center) and Biological Field Station. 1970. Image compliments of New York State Historical Association Meeting Proceedings and Minutes, NYSHA Library.



BFS and CGP building as it looked while under renovation on August 24 of this year. Photo compliments of Assistant Professor Michael Flinton, CGP.

The Lingering Hurrah: Teddy, Eunice, and the Game of Life

By Bill Simons, Chapter President

The summer claimed the lives of two Kennedy siblings, Senator Edward M. Kennedy and Eunice Shriver. They and their family supported the cause of labor and its commitment to social justice. Eunice died on August 11th, and Ted followed two weeks later; both said their goodbyes at Hyannis Port, the family's Cape Cod home. Of the nine children of Joseph and Rose Kennedy only Jean Smith remains. In contrast to the early and violent deaths of their siblings Joe, Jr., Jack, Kathleen, and Bobby, Eunice (88) and Ted (77) lived long lives.

The first American Kennedys arrived in Boston at a time when Irish Catholics encountered discrimination and poverty. As the descendants of those who surmounted barriers, it is worth notice that a signature achievement of both Eunice and Ted was, in different ways, to widen opportunities for others.

Kennedy served for forty-six years in the United States Senate. Chappaquiddick and Palm Beach were emblematic of episodes and behaviors that compromised his personal and public life. He would grow, however. Kennedy's legislative achievements and espousal of liberal causes left a large imprint on a host of social and economic issues. Universal health care was his passion, and perhaps the current debate would have gone differently had not mortality intervened.

During Kennedy's public years, race relations in this county were transformed, and he played his part. In the 1960s, he strongly supported landmark Civil Rights legislation. The early 1970s saw Kennedy confront fierce opposition, some of it physically menacing, from his own Boston Irish for not denouncing court-ordered busing. And then at the end of his days, suffering from brain cancer, post-operative discomfort, the side effects of other treatments, and painful kidney stones, he insisted on appearing and speaking at the 2008 Democratic convention. Just as the election of his bother Jack, the first and still only Catholic president, constituted a historic milestone, Ted Kennedy understood the significance of Barack Obama. Kennedy's words gave ballast to the Obama campaign: "Nothing – nothing – is going to keep me away from this special gathering tonight... this November, the torch will be passed again to a new generation of Americans. So, with Barack Obama and for you and for me, our country will be committed to his cause. The work begins anew. The hope rises again. And the dream lives on."

The life of Eunice Kennedy Shriver had a domestic stability not enjoyed by all of her siblings. She helped her own family and the American public to view mental retardation and other developmental disabilities with understanding and compassion. Rosemary Kennedy, the sister of Eunice and Ted, was mentally retarded. Their father, Joseph Kennedy, attempting to control mood swings, subjected Rosemary, then in her early twenties, to a lobotomy, which failed in its purpose and diminished cognition. For years, there was public silence and denial about Rosemary's true status. Eunice became an advocate for Rosemary and others with disabilities. Things changed. Eunice's children would grow up with memories of swimming with Rosie in the Shriver pool.

Eunice created the Special Olympics. It is not only those with disabilities who have benefitted by Eunice's work, but also those of us who have had the privilege of sharing friendship and love with those with disabilities. Eunice and the entire Kennedy-Shriver family also strongly championed the St. Coletta & Cardinal Cushing Schools of Massachusetts, which serve those with special needs. Jo Ann Simons, the President/CEO of the St. Coletta & Cardinal Cushing Schools of Massachusetts, reflected on Eunice's life and legacy:

Eunice Kennedy Shriver changed the world. One person, one concept. She dared to question medical and educational professionals when she decided that persons with intellectual disabilities could be coached and trained as competitive athletes. From her home she ran Camp Shriver and along with other family members and volunteers taught children and adults with mental

retardation, who were shunned from community programs, to swim, to run and to compete. In 1968, in Chicago, at the first Special Olympic Games, the world was forever changed as 1,000 athletes from around the world competed and a movement was born.

The late Richard Cardinal Cushing officiated at Kennedy births and deaths. Many Special Olympians have recited these words from his *Prayer for the Game of Life*: "...if the natural turn of events goes against me and I am benched for sickness or old age, help me accept that as a part of the game, too. Keep me from whimpering that I was framed or that I got a raw deal. And when I finish the final inning, I ask for no laurels; all I want is to believe in my heart, I played as well as I could and that I didn't let you down." Not a bad epithet for Ted or Eunice or for any of us to earn.

UUP's Renee Walker Receives Chancellor's Award for Excellence in Teaching

Kudos to Dr. Renee Beauchamp Walker, Associate Professor, Anthology, and UUP Grievance Office. Renee is a recent recipient of the Chancellor's Award for Excellence in Teaching. It is a prestigious and well-deserved honor. Renee is an exceptional teacher.

Scholarship provides teaching with content. Renee's training and achievements as an anthropologist are impressive resources that she draws upon in her teaching. A plethora of grants, awards, presentations, reports, and publications document vital scholarship. Renee's seminal 1998 Ph.D. Dissertation from the University of Tennessee examines "Late Paleoindian through Middle Archaic Faunal Evidence from Dust Cave, Alabama." Her prolific and incisive publications have appeared in numerous books and journals, including *Journal of Alabama Archaeology*, *Integrating Archaeological Demography: Multidisciplinary Approaches to Prehistoric Population*, *Southeastern Archaeology*, *Midcontinental Journal of Archaeology*, *Seeking our Past: An Introduction to North American Archaeology*, *Sustaining Appalachia's Environment: The Human Dimension*, *Foragers of the Terminal Pleistocene in North America*, and *Bones as Tools: Archaeological Studies of Bone Tool Manufacture, Use and Classification*.

The synergism between Renee's scholarship, much of which rests on physically demanding field work, is demonstrated by working with her students on site, both in our region and in points distant. Renee, for example, has taught intercession travel courses Belize, enabling students to explore ancient ruins first hand. Locally, she is the co-director of the Archeological Field School at Pine Lake. She has initiated students into the physical and intellectual challenges of the anthropologist's work.

Antecedent achievements preceded the Chancellor's Award. After rigorous evaluation of evaluations, the Academic Excellence Committee selected Renee to deliver the Twelfth Annual Richard Siegfried Lecture, on Thursday, November 30, 2006, and she did a superb job. A large audience, drawn from diverse components of the college and community—and notable for its engagement with the presentation, filled the Craven Lounge of the Morris Conference Center. Renee's lecture, "Dogs of New York: The Role of Dogs in Human Culture," was distinctive for its rigorous scholarship, significance, and contagious enthusiasm. As customary, she was articulate, charismatic, and accessible. The responsiveness to questions and discussion that she displayed that night have served her well in the classroom through the years. Her Siegfried lecture showcased the qualities of a master teacher — meticulous preparation, understanding and respect for the assembled learners, thoughtful and significant analysis, strong supporting data, well-structured organization, cogent synthesis and conclusion, energetic presentation, and receptivity to queries and dialogue.

Student accounts burnish Renee's reputation as an outstanding teacher. Her diverse courses, including Introduction to Archaeology, North American Archaeology, Mesoamerica Archaeology, Cultural Anthropology, World Culture, Old World Prehistory, Archaeological Field and Laboratory Methods, Belize and the Mayan Culture, and Issues in Anthropology, are well enrolled and highly rated. Students describe Renee with such accolades as "very interesting," "nice," "treats you like an adult," "wonderful," "rocks," "amazing," and "cares about students." Students can recognize authenticity in the classroom, and they know Renee as a remarkably centered teacher, a special amalgam of erudition, resilience, moral courage, pragmatism, and idealism.

Renee's excellence in teaching extends to the community. Generous with her time and expertise, Renee's teaching also embraces various off-campus venues. Following a lecture on *Birds and Archaeology: The Role of Birds in the Study of Past Human Behavior* for the Delaware and Otsego Audubon Society, a colleague discretely observed the patience, responsiveness, and engagement that Renee displayed in discussion with an older attendee. Conducting age-appropriate workshops, presentations, and on-site pedagogy for the Bugbee Children's Center, elementary and middle schools, the Job Corps Academy, and the Mature Adults Program, Renee had brought the teaching of archaeology to the community.

Renee's multifaceted College service, which includes serving as the Grievance Officer for UUP Oneonta, makes her a wonderful role model for students outside of the classroom as well. Her service at the College at Oneonta is extensive and significant. Her representative service activities are varied: Interim Chair, Institutional Review Board; Search Committee for Director of Equity and Inclusion Curriculum; Library Committee; Employee Recruitment and Retention Task Force; College Senate; Provost's Advisory Committee; Anthropology Club Co-Advisor; and Speaker, Phi Eta Sigma Induction Ceremony, and member, Academic Excellence Committee.

Brilliance, fairness, sagacity, thoroughness, compassion, and humility define Renee. Her students and colleagues recognize this. As UUP Grievance Officer, she has dealt professionally and sympathetically with people facing severe duress on multiple levels. If you know where you came from, you always know where you are going. And Renee never forgets that she is a coalminer's granddaughter, and that her redoubtable grandmother, Helen Kane, who worked in a factory for 42 years, to the worker's movement, identified with the labor movement.

Renee is one of our most accomplished academics. A mere compilation of achievements, however impressive, fails to do justice to the vital contributions she renders through her exceptional teaching, leavened by outstanding service and scholarship. Talent and dedication distinguish her as a teacher. Renee's record is compelling and clearly merits her receipt of the Chancellor's Award for Excellence in Teaching.

Hurrah for Renee!

Thanks to Mary Lou: Best Wishes for a Long and Happy Retirement

Through a combination of personality, good work, and time, a few exceptional individuals become campus icons. That is certainly the case with Mary Lou Ryan. She retired as Director of the Morris Conference Center in August. We will miss Mary Lou's professionalism, smile, and good words.

Under Mary Lou's leadership countless meetings, lectures, interviews, workshops, celebrations, dinners, and other gatherings took place at Morris, the logistics always facilitated with expertise. In addition to staff who have made their longtime worksite in Morris, others found space while their own buildings underwent renovation. Moreover, numbers of College employees, alumni, and visitors found comfortable apartments at reasonable rates at Morris. Mary Lou looked after the people who worked at Morris and those who used the complex.

Mary Lou came to the College at Oneonta in the 1970s and did a great job at Hunt Union, winning the respect of staff and students, many of whom carry great memories of those days. She spent sometime in Florida, and then returned to the College in the 1990s as Director of Morris.

Mary Lou is member of UUP and always helped the union in scheduling events. In fact, Mary Lou served, at one juncture, as UUP Oneonta Vice President for Professionals. As in all things, she did a great job. By encouraging the then up-and-coming Dennis Selzner to stand for election as her successor as Vice President, Mary Lou had a huge impact on the evolution of UUP. Dennis won that election, served as Vice President, and went on to become a NYSUT/UUP Labor Relations Specialist for Oneonta, Delhi, Binghamton, and Cortland.

Mary Lou will winter in Florida, but spend time locally as well. Her many Oneonta friends will have ample opportunity to visit. UUP joins two generations of the College community is wishing Mary Lou a long and happy retirement.

Congratulations to Jim Ebert: Promoted to Distinguished Teaching Professor

Dr. James R. Ebert, Chair and Professor, Earth Science Department, recently received promotion to SUNY Distinguished Teaching Professor. Attainment of this prestigious rank, the highest for SUNY faculty, entails rigorous evaluation by campus and university committees. Awarded a Ph.D. in geology from Binghamton University, Jim joined the College at Oneonta faculty in 1985. He is the College's 17th Distinguished Teaching Professor. Previously he received the SUNY Chancellor's Award for Excellence in Teaching and the SUNY Oneonta Award for Outstanding Academic Advisement.

Jim has involved his students in his seminal research, including that on the Siluro-Devonian limestones in the Appalachian Basin. His College-based listserv benefits numerous public school science students and their teachers. A progenitor of the New York State Reviewed Collection of the Digital Library for Earth Science Education and recipient of a grant from the Institute for Global Environmental Strategies, he has developed innovative curricular materials for the teaching of earth science. Twice president of the New York State Geological Association, Jim's on-site research extends from Quebec to the Czech Republic. Jim has mentored a number of students who have presented at professional conferences, and his students have collaborated with the Regents Earth Science lab practical. Jim has served on the committee for the New York State's Regents Earth Science Core Curriculum, Performance Assessment and Reference Tables.

Reflective of many such comments, one former student wrote, "He is such an awesome teacher! Science is not my subject and I never understood any of it and thanks to his projects and non traditional teaching methods I understand it and feel comfortable teaching it to my future classes. He'll answer any questions you have and is willing to help with anything."

Jim is a UUP member, and UUP joins his colleagues and students in congratulating Jim his promotion to the rank of Distinguished Teaching Professor.

Part-Time Concerns: Orientation and Individual Development Awards

By Karina Cespedes, Part Time Concerns Officer

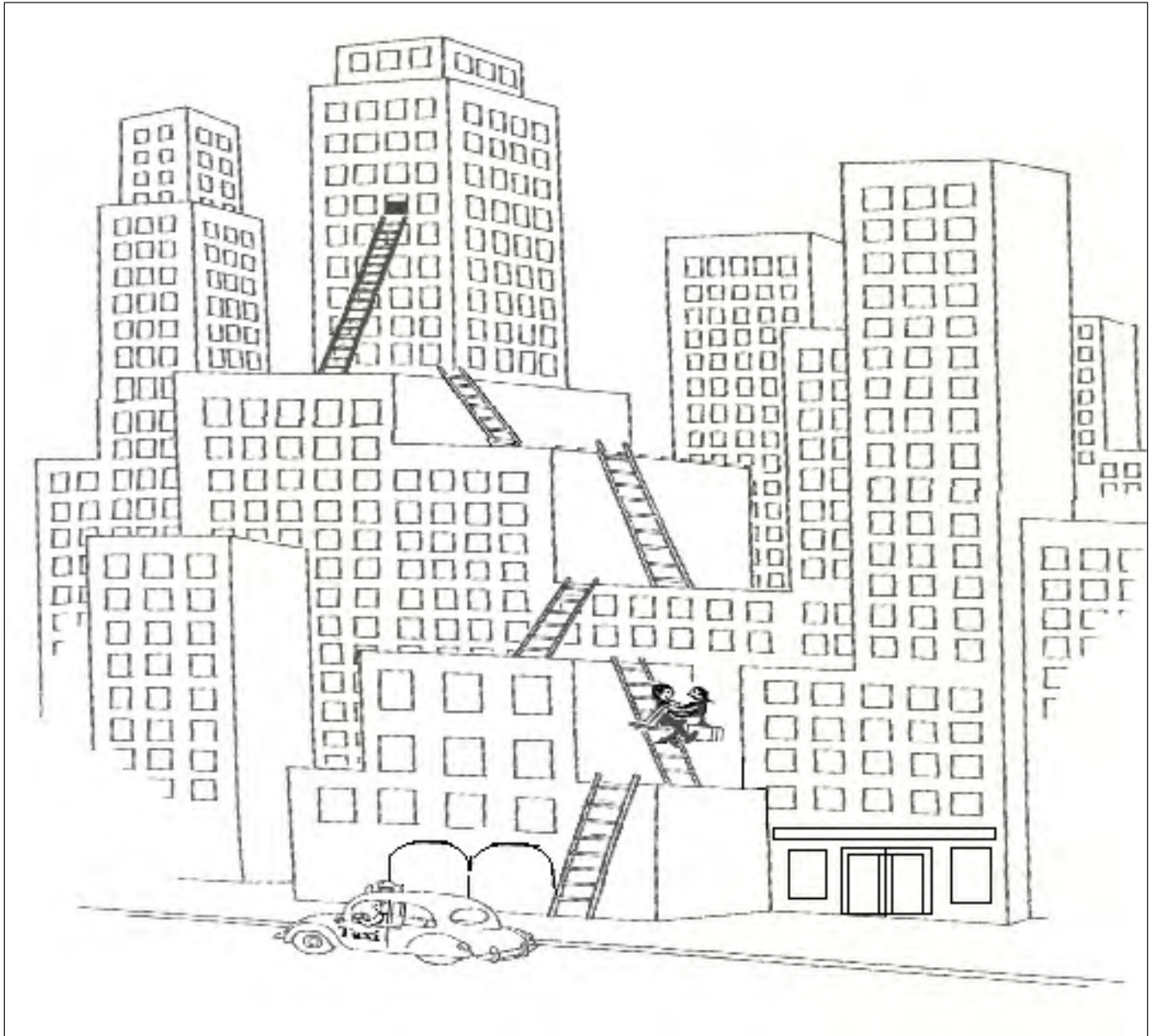
On the afternoon of August 25th the Center for Multicultural Experiences was buzzing with new and returning Part-Time Faculty. This was my first year attending the Part-Time Faculty Orientation and as the new Part-Time representative for UUP it was a pleasure to meet and reconnect with our colleagues serving as Part-Time Faculty throughout the campus. New and returning adjuncts arrived to the Part-Time Faculty Orientation with the goal of taking care of such practical matters as their parking permits, or to sign up as members of the UUP. But most stayed long after the required tasks associated with the beginning of the semester to meet new colleagues, reconnect with friends, and enjoy the opportunity to slow down right before the commencement of what already promises to be a busy and eventful semester. And, because in the midst of all the rushing that normally accompanies a new semester it is easy to forget to give credit where credit is due, it is important to note that the Part-Time Faculty Orientation would not have been the success that it was without the detailed organizing and full support of Lisa Wenck, Associate Vice President for Employee Services. This year's Part-Time Faculty Orientation was but the beginning of what I hope to be a semester filled with collaboration and in particular marked by a greater sense of community.

Also, I'd like to take this opportunity to remind all adjuncts that there is funding available for Part-Time Faculty via the Individual Development Awards. **Every year 15% of the funding allocated toward the Individual Development Awards is earmarked for UUP adjuncts and part-time employees.** UUP will help publicize procedures, criteria, and deadlines for Individual Development Awards as soon as they are set for the coming year. UUP strongly urges adjuncts and part-time employees to apply for Individual Development Awards.

The Elopement

Planned by the same people who are planning America's future Health Care

By Fred Miller, Academic Delegate



The Elopement

Planned by the same people who are planning America's future Health Care

(Bill Simons' Note: UUP strongly supports meaningful Health Care reform. Too often private Insurance companies create wasteful paper empires, increase costs, refuse to enroll those with pre-existing conditions, deny legitimate insurance claims, and force the uninsured into emergency room treatment. Access to good health care needs to be made universal.)

UUP Encourages Recycling

Solidarity, Justice, Environmental Responsibility



Please

Thanks

October 2, 2009 - Lee National Denim Day

SUNY College at Oneonta has a team coordinated by Melissa Nicosia.

Please visit <http://www.denimday.com/default.aspx>, click on Find a Team in the top right corner and in the Search by Team ID, enter 231066.

Click on the SUNY College at Oneonta Team to support the fight against breast cancer.



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 read past issues — as well as the current edition — of *The Sentinel* on-line, go to www.uuphost.org/oneonta.

This site also includes other material concerning UUP Oneonta.

The statewide UUP website is located at www.uupinfo.org. It contains information about members benefits and many other important topics.

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