

Greetings to Part-Timers: "So how are you settling in?"

By J McDermott, Part-Time Concerns Officer

With the new semester just a few weeks old, here's a hearty welcome to those new Part-Time hires, professionals or adjuncts. And, yes, when it's cold and snowy, there does indeed seem to be even a greater lack of accessible parking spots on campus!



You've got your parking sticker, right? On both cars that you *might* drive to campus? There's nothing more frustrating than using your significant other's car, or even your own old back-up vehicle, to come to class only to realize that you don't have a sticker on it, and yes, you *will* get ticketed. It is always a problem for adjuncts, arriving at the last minute for class (because we don't get paid to be here earlier) and then finding nowhere to park. So we drive around and drive around and then park in an illegal space...and get a ticket. It is well known on this campus that there are more cars than desirable parking spaces at peak times, and that campus police enforce the stickers. Rest assured that all classes of sticker-holders face the same parking problems. So, you'll have to get a sticker and then plot a strategy: Try holding your office hours before class, and try to arrive at those swing minutes, 25 minutes before a class change, or 15 minutes after one, when individual spaces come and go quickly. Find ALL the red/blue spaces on campus and try them all. Park your car where you'll be at the end of the day rather than the start of the day.

So, now you're parked. Here's another question: Have you joined the union? UUP has bargained your contract, and you pay a fee for that. But just because you're here does not mean that you've joined UUP. Did you sign a card? Can't remember? Your pay stub will tell you. Bring it to our office in Human Ecology, and we'll tell you where to look. You didn't sign because you're already an AFT or NYSUT member, or a UUP member on another campus? Contact UUP Onconota Membership Director Teri Weigl at twigl@onconota.edu or 436-3079 to join UUP Onconota — we want you to be a member of this local chapter of UUP. It's for your benefit as well as ours!



Please participate in the full life of the campus. Pick up and read *The Sentinel*, *The Bulletin*, and *The State Times*. Attend UUP's monthly *Food for Thought*/Chapter Meetings for good food, forging friendships, and becoming informed. Come hear a lecture, work out in the gym, use the library. Don't be a stranger to your department's office, even if your own office is across campus. And by the way, how is your office? Do you have everything you need to function to fulfill your contracted responsibilities? Adjuncts should be meeting students in their offices, not hallways, library niches, or parking lots! Does your office work for you? If not, let me know.

Adjuncts and part-time professionals are an important, indeed a crucial, part of the SUNY Onconota community. The brothers and sisters you have in UUP want to help make sure you know that you are valued for what you do, and that you have the full protection of the contract while you labor here. And once we know you, we'll always say hello!

The Sentinel Quiz Returns!

What popular sturdy fabric, named for a city in France, originated in the 19th century and is alleged to have been used for clothing for the 49ers?

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

SUNY is Global (continued from page 13)

About three years ago, I was contacted by Peg Clement, who was then working on the SUNY Zimbabwe Project. She had come across my webpage and wished to chat about developments in the country. A few months later, I visited CID in Albany and expressed my interest in visiting Zimbabwe in 2003. CID was crucial in developing the early stages of a network for me in that country. Without Peg's involvement, I would not have been "discovered." Peg had spent many years living in Turkey, Zimbabwe, Jordan and many more places. Then, of course, there is Chuck Cutshall, who spent over 17 years in Zimbabwe and learned Shona (the major vernacular of Zimbabwe).

Jan Ketterer, the Director of CID, spoke on this campus two years ago about his agency and the promotion of democracy in the Middle East to a packed Red Dragon Theater. Fluent in Arabic (learned in a madrasa [an Islamic religious school]) he has spent significant time working on SUNY CID projects throughout the world. He has up-to-date information about what is going on in Afghanistan, Jordan, Morocco and Iraq. If U.S. efforts to making a lasting and meaningful imprint on the future of the region are to succeed, people like Ketterer and his staff can make it happen. Two years ago, CID decided to provide talented and emerging managers and analytical staff in Parliaments an opportunity to experience first hand an American legislature in operation. The CID Legislative Fellows Program was initiated, and the first Legislative Fellow happened to be from Zimbabwe. Kennedy Chokuda, then Assistant Clerk of Parliament (since promoted to Deputy Clerk), came to the U.S. in January 2005 and I was assigned to him as his Academic Mentor. I put together an academic program for him, which included readings and bi-monthly meetings on U.S. and New York State politics. In addition to an assignment to a NYS Senator, he also enrolled in a graduate course at the University at Albany. He was here with a mission — to take the academic and cultural lessons learned in the U.S. and apply them to Zimbabwe. We spent hundreds of hours discussing U.S., New York, and Zimbabwean politics, and I assisted him in making sense of our country and he taught me about Zimbabwe. Kennedy came to the SUNY Onconota campus and made a presentation, expressing that that the opportunity to speak to the students was frankly "something that is difficult to do back home." He went to a UUP Delegate Assembly meeting to see how we work to advocate for SUNY in the New York State Government system. He also attended the Model U.N. program and got to see a little of New York. I helped him with his graduate course at SUNY Albany and showed him around Washington DC and Baltimore. In six months, we said our temporary goodbyes and he departed for Harare.

This tradition continued under Henry Ndlovu, also from Zimbabwe, who has an M.A. in African Languages and Literature. Kennedy was cautious, seasoned and gracious. Henry was outspoken and charismatic. He provided incredible advice to our students for the Model U.N. program, as in 2006, we represented Zimbabwe. Henry was from the minority Ndebele ethnic group, while Kennedy was from the majority Shona group. Just as Kennedy and I stayed up late on Friday evenings until midnight and beyond discussing politics, Shadiid Henry and I. Together, their stories painted a more complete mosaic of the troubled complexity of a beautiful country. In January 2006, I went to Harare to visit the SUNY Zimbabwe staff and to visit my friend Kennedy. He commented that "since I have come back from New York, I have become so independent and oriented to change. I have to slow down." Beth Velasquez, another Senior Associate at CID, was in charge of the Zimbabwe project and she was instrumental in organizing the January 2006 trip for me. Her detailed knowledge of the Zimbabwean Parliament, both in terms of her understanding of key personnel and institutional practices, results from keen analytical skills developed through many years of engagement in "democracy and governance projects" in countries such as Peru, Mozambique and Zimbabwe, among others.

Henry, too, returned to Zimbabwe in July 2006. I worry about his family and Zimbabweans who struggle daily in a country with 80% unemployment and 1300% inflation, and where the economy has contracted 50% in seven years. I hope to see my friends again in the summer of 2007 as I continue to learn about the politics of social justice and land reform in the Southern Africa region. Although I will spend most of my time at the University of KwaZulu Natal's Center for Civil Society in Durban, South Africa, I plan to make a trip to visit my friends in Zimbabwe. I can go by either plane or bus for \$50.00; however, despite the grueling 12 hour trip, I'll go. "Greyhound" and talk to the people on the bus.

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Part-Time Concerns: Agency Fee Payers Weaken Their Position; Union Members Strengthen Their Position

By J McDermott, Part-Time Concerns Officer

My colleagues: We have a problem. As in "Uh, Houston..." What does that mean? First, let's look at the words of that sentence.

"WE"—the plural, collective, first-person pronoun: 'We' as in all of us who are members of the union local... 'we' as in those of us who are part-timers, academic or professional... 'we' as in those of us who are actively doing the work of the chapter... 'we' as in 'me and some indeterminate group of others who act in our collective interest'... 'we' as in you and me.

"HAVE"—the present tense of the verb 'to have': not 'had' some thing and now it's gone, and not 'will have' something as an expected future arrival. 'Have' now, today. "A"—the singular indefinite article: 'One' problem, but not necessarily the only one, nor the most important one, but just the one we're examining here.

"PROBLEM"—various definitions offer different perspectives: 'a state of difficulty that needs to be resolved' or 'a question raised for consideration or solution' or 'a discrepancy between existing and a desired state of affairs'. Perhaps even any or all of the preceding definitions.

Now, what is that problem? In examining the list provided to us by the state UUP office, it appears that a very large segment of our Part-Time membership holds "agency-fee payer status" and not union membership. And what does that mean?

Agency Fee Payer/ Union Member

Do you know the difference between these terms? Do you know which you are? Is it important? To you? To us?

SUNY Oneonta, like any other campus in the SUNY system, is not a 'closed shop'—that is, you do not have to be a union member to work here, nor is hiring done from lists of members supplied through a union to the administration.

Similarly, no part- or full-time academic or professional employee at this SUNY campus is obliged to accept as a condition of employment a requirement to join UUP, nor is anyone required to remain a member of the union to continue employment; neither can any of us be required to cease to be or not become a member in order to obtain or keep employment here. All of us in New York State have the right not to be refused employment because we are not members of a union; and we cannot be forced to agree to become or remain members, just as we cannot be refused employment because we are members of the union. But the union also has legal and contractual rights, under which the worker cannot refuse to allow campus administration to deduct a sum of money from wages or salaries to make a payment that compensates the union for negotiating and servicing the contract under which the employment is undertaken. This is the negotiated 'agency fee' amount. But, that fee cannot include monies to do political work on behalf of all of us, UUP members and agency fee payers alike. Members, with the differential between the agency fee amount and the union dues, pay for that work. It benefits the members and non-members alike. At least that's what we hope is the outcome.

How do we know what our members want? Because this is a union, and the members have a voice in what we do and what we are. Members do the work that we want accomplished, and/or we pay our state-office staff to help us accomplish those things. If you are not a member, you are not part of that active, forward-looking effort that involves all of us, depends on all of us, and benefits all of us.

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Chris Schuler-Ghiorse—Getting It Right!

By Teri Weigl, Membership Director

When I sat down with Chris Schuler-Ghiorse in her tiny office in the basement of the Chase Physical Education building, I found myself wishing I was with her at Jazzman's with a good cup of coffee in hand. Chris's exuberant personality and enthusiasm for her professional and family life drew you in, she sitting down and gabbing with an old friend. Chris has a very busy life. She is the mother of three children (2 boys, ages 3 and 4, and a newborn baby girl). In some ways she leads the life of a "typical professional woman struggling to commit herself to both her professional life and her family life, running the kids to school, stopping at the sitters, making it to practices, and remaining actively involved with her athletes and professional obligations. Her energy and enthusiasm for her responsibilities, though, make her somewhat extraordinary.

Chris is in her fourth year as Head Swim Coach for SUNY Oneonta. She's a bit atypical in that position on this campus as she is coach to both the women's and men's teams, a dynamic she likes very much. Chris thinks the teams complement each other extremely well, although it certainly increases her job duties. Outside of her coaching responsibilities, Chris teaches Wilderness Navigation and Lifeguard Training, and also serves as Aquatics Director. Six schedules and staffs the pool during the hours of operation, including booking outside organizations that wish to use the pool facilities and organizing pool parties for student activities. She's quick to note that she doesn't do it all herself — she talks very enthusiastically about the maintenance person for her building, Tim Maricle, who takes the time and pride to help keep the pool chemically balanced and the air temperature appropriate. The facility itself is a challenge to Chris — the pool, located in an old building, has a maximum width of 6 lanes and she has 50 athletes! Chris' coaching focuses on technical efficiency in swimming, not just muscling through it. Swim meets aren't won with just muscle; winning requires good technique, necessitating a lot of coaching not just in swimming but in weight training as well.

A typical day for Chris during competition season (October-mid February) has her at the pool Monday — Friday, 2 PM — 8 PM, the whole time devoted just to practice (this doesn't include any of her other responsibilities), and on Saturday for technique training. On Monday, Wednesday, and Friday she is also on hand from 6:15 AM — 7:30 AM for weight training with her athletes. Chris speaks very highly of her Assistant Coach, Joe Maturano; to her and the athletes he's a breath of fresh air, is light-hearted and enthusiastic, and has become a part of the swim-team family.

Not only does Chris coach the Swim Team, but she is also the SUNYAC Times Compiler, organizing and maintaining the database for the whole conference. She is involved in the Outdoor Recreation Committee, is a facilitator for the Ropes course at College Camp, and has served on a rotational basis for the SUNYAC swim coaches Meet Committee. She is also in her last term as a committee member for the College's Athletic Hall of Fame.

A major activity that Chris organizes on campus (through which I originally met her about 5 years ago) is the "Swim with the Fish" program. This program pairs her athletes with local children for swim lessons. Chris is enthusiastic about getting her athletes involved in community projects. This program, in particular, allows the athletes to get to know faculty and community members better through working with their children, and gives them some experience in coaching. Although the program has existed for many years, she still has to turn people away who want to sign up. Personally, I know my son loved the one-on-one attention he received from the student coaches; and the athletes seemed to connect to the children very well. The success of "Swim with the Fish" is a direct result of Chris' sense of family and community that she encourages in her students, in addition to training them to be good athletes.

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Lorraine and Rich Tyler (continued from page 9)

Committee. In addition, Lorraine serves the College at Oneonta's Habitat for Humanity as chapter advisor. I asked them why they became involved and they stated, almost in unison: "Because people need decent housing." Such is the conviction of Rich and Lorraine.

Lorraine and Rich explained to me the nuances of Habitat for Humanity, from the construction side, to the ownership side, and even to the accounting and internal procedural aspects. In some ways, the complexity of the organization reminded me of UUP Oneonta. And, one thing that both organizations have in common is superb individuals and leaders who make things happen. In addition, both organizations have tremendous goodwill within the communities they respectively serve, built by members of each organization donating their most precious commodity: time. I'd like to describe a number of points about Habitat for Humanity as told to me by Rich and Lorraine.

The key idea behind Habitat is homeownership and community building through families participating in the process of design, construction, and ownership. Their motto is: "A Hand Up, Not a Hand Down, Handout." Habitat does not solely provide for the construction of the home; the prospective owner(s) must put significant sweat equity of at least 500 hours into the building of the home. These homes are basic, decent two to three bedroom houses, far from luxury housing; however, most of the new owners would not qualify for a conventional loan. Prospective owners must take workshops in family budgeting and homeownership through the Family Support Committee. What I found surprising was that, despite the low income of the owners, since 1989 there has been only one mortgage default. Mortgages are interest free and recover the cost of materials and professional labor only. Each family is given \$1,000 for appliances (beyond the basic refrigerator and stove) and furnishings, and Habitat makes good use of donated items. No government monies have gone into these projects in the past, so it all depends on the community effort.

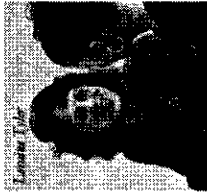
Lorraine claims that the best part of working with Habitat is getting the students involved. Rich finds it gratifying to see a new family enjoy the privilege of homeownership. He handles the accounts for each house to make sure that the proper amount is charged, and is also the liaison between the office and the construction site to ensure that prices for materials are accurate, which is critically important as this determines the price of the home. Lorraine works on publicity to recruit volunteers and to let the community know when a family is ready to move into their new home. Moving in is a significant community event, with press releases and invitations to local officials to be coordinated. All of these things require planning and attention to details. In sum, Rich and Lorraine put in a staggering dozen hours a week volunteering for Habitat.

The offices of Habitat for Humanity of Otsego County have

recently moved to Dietz Street and the organization plans to have some office help. A number of fraternities and sororities on campus have volunteered their time, some of them weekly. Many other UUPers also volunteer to make Habitat successful—Adam Ryburn (Vice President), Mary Ann Dowdell (Asst. Treasurer), Bill O'Dea (Chair, Finance Committee), and Janic Forrest-Glotzer (member, Nominating Committee), all of whom are members of the Executive Board. Steve Walsh (member, Fund Raising Committee) and Anna Stave (member, Publications Committee). In addition, Lisa Curch, Vicki Lentz, Oscar Oberkircher and Maegie Pietrafesa have served in the past as Executive Board members. Habitat also works with Linda Drake, Executive Director of the Center for Social Responsibility. You can get involved by contacting Linda (ldrake@oneonta.edu) or emailing, Habitat Otsego directly at hbfo@oneonta.edu or calling them at 432-7874. Their website is www.habitatofsego.org.

UUP's presence in Habitat for Humanity of Otsego County can easily be seen.

Lorraine and Rich, UUP Oneonta salutes you for your spirit of volunteerism!



Lorraine Tyler



Part-Time Concerns (continued from page 6)

So why would anyone not join the union? There are many reasons. An individual may simply not like unions for some reason. Or, a person may think why pay any more for it since I'm already paying enough for the services through the fees deducted from my paycheck. And I don't know if I'm already an AFT member at my other school or a UUP member at my other campus. A person may simply not know how easy it is to join. Or, it even might be that a person has joined, but the union administration misplaced the union card! Not likely, but anything's possible. If you're working on the Oneonta campus and are part of our collective laboring community, we ask that you sign a chapter card so we can easily demonstrate that a certain percent of our part-time colleagues are members. And, we want you to receive all the benefits for which you qualify, whether they are full contractual benefits or a discount card to use at Office Max.

This is an awkward, yet important problem with a quick and easy solution. Sign the card! The part-time professionals who are not UUP members are a relatively small number, and we can reach out to them individually. However, the dozens and dozens of academic part-timers who are not members offer a larger challenge. But, this challenge can be met efficiently at a unique event that is perhaps more beneficial to each employee than to the union itself. Come sign your card at...

The Part-Time Orientation

As is our right under the statewide contract, on this campus we regularly hold Labor-Management meetings on issues of concern to part-time academics and professionals that are separate from and in addition to the larger Labor-Management meetings that also take place on your behalf. In the course of one of these meetings held three years ago, an effort to create an orientation event for part-time academics was initiated. UUP was present at that inception, and now we are present at its implementation. It's become an annual event, held just before the fall term begins, where adjunct instructors can confirm Banner status, get ID photos taken and cards made, obtain parking permits, learn about benefits, etc. Each year more and more colleagues attend, and each year more and more campus departments that offer services to faculty members are present. And, each year UUP has a table at the event, where we can meet you, check your status, facilitate card signing, and welcome you to the chapter!

This year the orientation is scheduled for **Tuesday, August 28**, the day before fall classes begin. It will take place in the lower level of the **Center for Multicultural Experiences (Lee Hall) from 5:00 to 7:00 PM.** Look for the fall announcement in your home mail during the summer. On August 28, please come: look for the UUP table and our happy smiling faces; and say, "Sign Me Up!"

Stop the Privatization of Upstate Medical University in Syracuse

As our sisters and brothers in the New York State Public Employees Federation note, "The Berger Commission has proposed once again to merge SUNY Upstate with Crouse Hospital and put the new organization under the control of a new private entity. These proposals are bad public policy and threaten the delivery of essential health care services to the hundreds of communities served by these hospitals. The Berger Commission presented no evidence that privatization would reduce costs or increase efficiency. Privatization would also have a dramatic impact on employees because they would lose their status as State employees. This would mean the loss of pension rights, union contract rights, and Civil Service Law protections. This would only make it more difficult to attract nurses and other health care professionals to work in the new privatized hospitals. In addition, the Commission's recommended hospital and nursing home closures and consolidations will negatively impact the delivery of health care services to [unionists] and their families."

To stop privatization, thousands of faxes and phone calls to the Governor and legislators are necessary. To fax the Governor, go to the UUP website (www.uupinfo.org) and click on the link: "Click Here to Fax the Governor and Tell Him You Oppose SUNY Hospital Privatization." You may also leave a phone message by calling 1.877.255.9417. UUP calls upon every member to participate in this just fight. Please circulate this message. If Upstate Medical University in Syracuse is privatized, the accessibility of medical education and medical care will suffer.

Part-Time Concerns Report

By J McDermott, Part-Time Concerns Officer

So...the midterm grades are in; we're halfway through the semester. Of course, you know you can submit those grades online, right? There need not be a last-minute rush back to campus to turn in a hard copy to the Registrar's Office! If you don't know how to do it, ask a colleague, your department secretary, or send me an email.

Speaking of life made easier by the computer, keep an eye out for that oversized envelope from Albany, the one that contains the UUP 2006 negotiations survey. Go through the questionnaire, but note the "online password" at the top of the intro letter. It's a much more efficient process if you don't mail your survey, and instead go online and 1) fill out your answers, 2) enter your password, and 3) submit your survey. Don't forget the 'comments' boxes!

Now that the recent round of discretionary salary increases has passed, we will continue to work on smoothing out the rough edges in the process, especially as it applies to part-time and adjunct employees. There were several points in this last round that could have been stated with greater precision, and we hope to have these clarified by the next round.



The Part-Time Concerns Committee needs your interest and input, and poses the question: When would be the best time for the Committee to have a general meeting? At the end of the fall semester? During the winter break? On a Friday afternoon? Or would a Tuesday evening be better? Once again, if you don't tell us that you're interested, how will we know?

And one final note: I have now served two terms as the Part-Time Concerns Officer. I'd be glad to run again, but if anyone else is interested in the position, please put your name up for election. It's a great way to be active in the union at both the local and state level, and in the life of the general campus community.

I welcome hearing your questions and concerns about the issues raised here or any other matter relating to part-time issues. Please e-mail me at MCDERMJ@oneonta.edu.

Labor-Management Meeting Notes: 11 September 2006

By Tom Horvath, UUP Oneonta Secretary

For Management: Alan Donovan, Dan Larkin, Steve Perry, Lisa Wenck

For UUP: Bill Simons, Rob Compton, Janie Forrest-Glotzer, Tom Horvath, Gina Keel, J McDermott, Fred Miller, Norm Payne, Rich Tyler



The meeting opened at 3:03 PM and went immediately off record.

We returned to the agenda at 3:50 PM, but due to time limitations agreed to address the most time sensitive issue of discretionary salary increases (DSI), especially as it pertains to adjuncts.

UUP asked Management to clarify the calculation for base salary for adjunct faculty and how DSI would figure. Management stated that the salary of the adjunct is divided by 26 weeks to determine the biweekly amount. The DSI amount allocated to the adjunct would then also be divided by 26 weeks and that amount would be added to the bi-weekly pay.

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Labor-Management Meeting (continued from Page 6)

UUP noted that the DSI guidelines provided by Management were unclear and that questions were raised from UUP members, including department chairs. How do departments count adjuncts in relation to full-time faculty? How many adjuncts equal one fulltime faculty? Furthermore, what evaluative mechanisms apply to adjuncts as they do not have to provide Faculty Activities Reports at the end of the year?

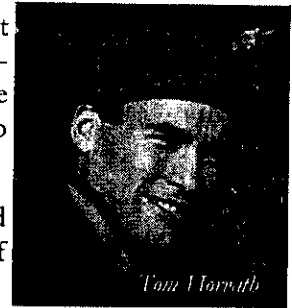
Management reminded UUP that guidelines from this year and past years established adjunct eligibility for DSI. Furthermore, Management noted that adjuncts are aware of their eligibility.

UUP noted that it appears that no adjunct faculty received DSI last year. Adjuncts, until now, have harbored the perception that they are excluded from the DSI process. Sentiment amongst our adjunct faculty members has been that DSI is not a realistic option for them.

In addition, UUP also asked for clarification of professionals' ability to apply for DSI. UUP noted that supervisors put in for professionals to receive DSI. Professionals themselves do not directly apply for DSI. Therefore, professionals have a different system from the faculty and they feel that their supervisors ultimately make the decision on this matter.

UUP asked Management for updated data on faculty applying for reduced course load under the Handbook provisions. Management was not aware of any applications at the time.

The meeting adjourned at 4:18 PM.



Our Hall of Fame Moment: Teaching as Collaboration

By Bill Simons, Chapter President

During the Spring 2006 semester, I taught History 394: *Baseball and American Culture*. Because History 394 is a capstone seminar that rotates among History Department faculty, the content varies depending on the background of the instructor. However, the purpose of the course remains constant — to provide History majors with a culminating experience in historical research and writing. Given my own research and the proximity of the National Baseball Hall of Fame Library in Cooperstown, the preeminent archives in the field, I selected baseball's relationship to the larger United States history beyond the playing field as the topical framework for the seminar. Nancy Cannon, Acting Head of Reference and Instruction at Milne Library, contributed greatly to the course by assisting with the creation of the History 394 web page, meeting formally with the class in Milne's Instructional Resource Room to demonstrate the use of various research tools, and working with students one-on-one throughout the semester.

Initial assignments and exercises were purposefully demanding to prepare students for writing a seminar quality research paper (approximately 20 pages of text plus documentation). Submission of final papers was preceded by rigorous written and oral screenings of various segments during the writing process. Although they varied in quality, the final products demonstrated that the history capstone course utilizing baseball as subject matter produced research papers appropriate to the standards of an undergraduate seminar. The course culminated in a collaborative presentation in June as part of a panel entitled "Students and Scholars: A Baseball Dialogue" at the Cooperstown Symposium on Baseball and American Culture. Four students (Dan O' Brien, Joe Ryder, Liz Wolotira, and Kevin Clough) were selected from the seminar to present their research findings, with Nancy Cannon and me serving as co-presenters on the panel.

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On the Academic Side: Linkages Among Some Pressing Issues (continued from Page 5)

Conclusion

There is a lot for us to balance – to be committed to justice and fairness for each and every academic to pursue his/her professional development to the fullest, while at the same time pursuing these endeavors ourselves. **One cannot come at the expense of another. That is the union message to us as academics.** During the upcoming holiday season, do take some time out to spend with your family and friends. Take some time out also to think about your professional priorities. If you spend just a few *minutes* thinking about some of the issues I raise in this article, I would be honored.

Adjunct DSI and Fulltime Faculty Course Reduction

Adjunct and fulltime faculty are moving forward, albeit incrementally and not uniformly, in two important areas. As the notes from several Labor-Management meetings attest, UUP and the Administration have had substantive discussion about DSI (Discretionary Salary Increases) for adjunct faculty, as well as course reductions for fulltime faculty. We are moving in the right direction.

As of November 13, 2006, twenty-five fulltime faculty out of thirty applicants have received course reductions for the Spring 2007 semester. This is a significant increase from the nine reduced teaching loads out of thirteen applicants during the Fall 2006 semester. UUP encourages fulltime faculty to examine the *Faculty Handbook* for “appropriate justifications” and strongly encourages you to apply, if you qualify, for a course reduction for the Fall 2007 semester. Course reductions “may be authorized when recommended by the Department Chair and approved by the appropriate Dean.”

During the DSI cycle just completed, a number of adjunct faculty from diverse departments received increases. In the prior year no adjunct faculty received DSI, and most adjuncts were not previously aware that they were eligible for such awards. Adjunct faculty members are urged to apply when the Fall 2007 DSI cycle comes around. As with other DSI awards, those for adjunct faculty, under formula, remain on base.

DSI should have appeared in the November 29, 2006 paychecks. A detailed list of recipients and amounts of all DSI awards in the current cycle, as well as the salaries of all college employees, are available in the UUP office (206 Human Ecology). The UUP office is open from 9 AM-2 PM on Monday, Wednesday, and Thursday. To make an appointment, call UUP’s administrative assistant, Peg Carney, at extension 2135.

Part-Time Concerns Report: Discretionary Salary Increases

By J McDermott, Part-Time Concerns Officer

The major story this month should be apparent in many recent paychecks: the number of DSI that have been awarded is a satisfying reflection on the importance of the contributions made to the SUNY College at Oneonta by part-time and adjunct members. If you received such recognition, congratulations! If you did not receive a DSI in this round, there will be another upcoming cycle, which is where we are now focusing our efforts. Because we heard from several departments that there was some confusion in the process of the awards, we will be working to achieve clarification of terms and practices, and to have these in place before the next round.



We are planning a major informational meeting in the spring on a subject that is of great importance to all of our members. Watch for announcements, and please try to participate in the discussion. This local is a member-driven unit, and we look forward to your input. How’s that for a tease? More to come soon!

Best wishes to you and yours as ’06 ends and ’07 begins!

