

The Sentinel

UUP-Oneonta

Volume 3, Number 7

October, 2003

Let Us Begin

by Bill Simons, President

UUP Oneonta is about to begin the campaign for a New Solidarity. One month ago a call went out for volunteers to serve on four new UUP committees—Professional Concerns, Workload, Part-Time Concerns, and Assessment. The response was gratifying: the committees are now fully staffed and ready to begin their missions. These volunteers deserve our deep thanks for the gifts of time and expertise they are giving all of us. They will make a difference. Look at the names below—by any standard, this is a group notable for its talent, energy, and integrity.

Professional Concerns

Keith Fitzpatrick, Chair
Norm Payne
Chris Garrett
Steve Johnson

Workload

Bill Wilkerson, Chair
Loraine Tyler
Nancy Cannon
Michael Koch

Part-Time Concerns

Jay McDermott, Chair
Kay Benjamin
Julie Freeman
Bill Ashbaugh

Assessment

Gwen Crane, Chair
Peter Muller
Jim Greenberg
Dora Dumont

The chairs will soon gather the schedules of committee members, arrange initial meetings, and appoint recording secretaries. I hope to attend the first meeting of each of the committees and remain in contact with them throughout their tenure. We hope that each committee will meet 5-6 times between October 2003 and the mid-

point of the Spring 2004 semester. One or two of these meetings should be open to the SUNY-Oneonta community and/or focus groups. Committee members will be receptive to receiving e-mails, telephone, and face-to-face communications from interested parties who have information, ideas, and suggestions. In addition, each committee will, with the help of Steve Johnson, design, distribute and tabulate a questionnaire to its respective constituency. The survey will include statistical and free response components.

Committees will produce concise reports, summarizing problems, concerns, recommendations, evidence and data. Reports, editorials and evidence reflecting committee work will be published in *The Sentinel*. Committees will present their findings at chapter meetings and respond to feedback from the membership. Each of the four final reports will form the basis of a Labor-Management meeting, to which committee representatives will be invited.

Please reread the lead article in the September 2003 *Sentinel* for the mandates and charges specific to each committee. Obviously, the working boundaries for the four committees will and should evolve; committee chairs will communicate with one another to minimize overlap.

UUP Oneonta congratulates all committee members for undertaking this important endeavor.

Board of Trustees Member and Test Results of Air Quality To Be Featured at October 21 Food for Thought

The next Food for Thought chapter meeting is scheduled for Tuesday, October 21, at noon in Le Café, Morris. As always, food and collegiality will provide ballast. This gathering will feature two important speakers: Stephanie Gross, an Oneonta student who is a representative to the SUNY Board of Trustees, will discuss the structure, functions, and agenda of the Board; John Van Raalte, Director of Industrial Hygiene Services at the Occupational and Environmental Health Center of Eastern New York, will explain the results of air quality tests he conducted on October 2, 2003, concerning the closed tunnel that connects the Netzer, Schumacher, and IRC buildings. Both speakers will respond to questions. Please join us for this critical Food for Thought.



Above: Environmental engineer John Van Raalte performs an air-quality test outside the Schumacher-IRC tunnel. UUP Chapter executives worked with administration officials to make sure that these baseline tests were conducted expeditiously.

October 2003

SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Schedule of Events for October

- **10/2—3** UUP Delegate Assembly, Rochester
- **10/8** Classes Resume after two-day break
- **10/20** Labor-Management meeting in Netzer 341, 3:00pm
- **10/20** Pre- & Post L/M meetings, Netzer 310 at 2:30 and after the meeting
- **10/21** Food for Thought, noon at Le Café, Morris Hall. Chapter Meeting.
- **10/27** Executive Board meeting, 2:00 in HECO 206
- **10/27—31** Campus Equity Week (See article on page 7)

Labor/Management Meeting Summary

By Ed Wesnofske, Vice President for Academics

Sept 15, 2003 3:00 PM

For Management: Donovan, Hartmark, Larkin, Nash, Perry

For UUP: Simons, Payne, Wesnofske, R. Tyler, Miller, Nepkie, Fitzpatrick, Selzner

1. DISCRETIONARY SALARY DISTRIBUTION

UUP: There are many areas of agreement, but budget difficulties will make for a very challenging period. UUP's representation of constituent interests makes us reiterate a request made informally in

discussion September 4th for across-the-board application of this cycle's discretionary funds. It is a question of morale for employees with perhaps as much as a 3-year wait for salary increases. Does management have latitude to implement such a proposal? Were guidelines forwarded on discretionary and equity raises?

MGMT: It's a question of latitude and we probably could do it. We don't disagree with your position [that the absence of a contract means no increases]; however, that proposal is going nowhere.

2. AIR CONDITIONING IN CLASSROOMS AND OFFICES

UUP: Schumacher was warm but not hot this summer. In summer, some of the rooms have air-flow problems. Was it functioning this summer? Impressionistically, some rooms seem worse than others.

MGMT: There will be some variation according to different heat loads. Not sure if it was on this summer.
(continued on page 6)

Benefits Fair Well Attended

Almost two dozen exhibitors helped SUNY Oneonta's various employee groups remember the range and diversity of programs and benefits available to them. Union groups—such as NYSUT, CSEA and UUP—joined with affiliated groups—such as MetLife, TIAA-CREF, and CIGNA Dental—to help inform us about the aid and opportunities offered by union activism and trade-union collective bargaining.

The employees of the Human Resources Department (four of whom are pictured, right) gave up their day to help the many folks who stopped by.

Pictured, below, from left-right: Gail Feuer, Nancy Nash, Holly Deleski and Joyce Norris



Left: Exhibits at the Benefits Fair, 10/1/03, Morris Hall



VOTE/COPE: Give to Help Yourself

By Denis Brennan, UUP-Oneonta VOTE/COPE Director

Educators and professionals at Oneonta are public employees whose conditions of employment and working environments are greatly influenced by actions taken by our elected representatives, from the Governor and the NY State Legislature to the President and the US Congress.

Considering this simple fact, it is clearly in our interest to exert a strong, affirmative, and active influence on the political process ... and it is also possible! We can make our voices heard and support sound education policy by contributing to NYSUT's voluntary political action fund,

VOTE/COPE.

VOTE/COPE (Committee on Political Education) directs the voluntary contributions of NYSUT members from across the state and contributes to candidates and campaign committees supported by NYSUT. Endorsement and support from NYSUT is based strictly on candidates' records on public education issues and is completely non-partisan. VOTE/COPE funds are completely segregated from regular operating funds and have been used in political campaigns in every region and every election district in the state. Conse-

quently, giving to VOTE/COPE means giving not only to help the greater community but also means giving to help ourselves.

A lot could be accomplished if each Oneonta UUP member joins with members across the state and contributes just \$1.00 per pay period. For those already contributing, please consider increasing your deduction by \$1 per pay and for those not yet contributing, please consider a voluntary contribution right now.

Contact Denis Brennan (Brennad.oneonta.edu) for more information about VOTE/COPE or to receive the forms necessary to begin regular payroll deductions.

Let's make certain that our voice is heard!

Temperature Control in Schumacher

Reports about less-than-comfortable temperatures in some of the rooms in Schumacher were discussed at the September 15th Labor-Management Meeting. Management has asked that any incidents of uncomfortable room temperatures be reported to the Director of Facilities Planning, Tom Rathbone, because air temperature is set room-by-room. Tom's telephone number is 3224; his E-mail is Rathbotm@Oneonta.edu. UUP is pleased to acknowledge the cordial professionalism that Tom has demonstrated on this issue.

Past labor-management meetings led to the installation of air-conditioning in Schumacher. Many of us remember what those hothouses were like in Septembers past, before your Union worked with two concerned management representatives—President Alan Donovan and Vice President for Finance and Administration Leif Hartmark—to make those classrooms more bearable. The installation of air conditioning in Schumacher is a significant achievement, a reminder of the many concerns that management and the membership have in common. At the last Labor-Management meeting, the administration provided a timetable for the installation of air conditioning in buildings that still lack it. For a more complete discussion of this and other issues—including parking/registration fees, the voluntary nature of participating in summer programs for those with 10-month obligations, concerns about the faculty handbook draft, and discretionary money—please read, beginning on page 3, the notes of the 9/5 L/M Meeting.

Reprint of Bill Scheuerman's Letter to *The New York Times*

27 August 2003

*Steady declines
in public
funding of
SUNY led to
the loss of
more than
1000 full-time
faculty
members since
the mid-1990s.*

To the Editor:

Your recent coverage of declining public universities around the country illustrates a similar situation found right here at home—the chronically underfunded SUNY system.

New York State's Public University is struggling, too, after years of dwindling state support, and its students and faculty are paying the price. Like the universities you mentioned, SUNY is also being cannibalized; campuses are overenrolled; class sizes are swelling; course offerings are

shrinking, challenging students' ability to graduate within four years; enrollment is capped, limiting access; sports teams are disappearing; and faculty members are fleeing.

Steady declines in public funding of SUNY led to the loss of more than 1000 full-time faculty members since the mid-1990s. Now, budget shortfalls are once again threatening faculty, leaving many of them and their students up in the air. Reports of the elimination of courses—with students already enrolled in them—

exemplifies the state of exigency at SUNY. [*sic*]

SUNY is also experiencing a severe brain drain, as renowned and respected faculty members are being lured away to more stable university settings. With the recent tuition hike, SUNY students and their families are paying more and getting less. New York State must learn the lesson you admonish ("Universities in Decline," Aug. 26), and rebuild the foundation of its public University system before it's too late.

SUNY Openings

UUP-Oneonta receives a weekly update on professional vacancies throughout the SUNY system. The list of notices and vacancies makes for interesting reading—providing data on competitive salaries, qualifications, and trends in campus and career development. Stop by the UUP office (Human Ecology 206) from 9-2 Mondays, Tuesdays & Thursdays to review these announcements.

(adapted from *The Unifier*, UUP Farmingdale's newsletter, 9/03)

Also from President Scheuerman...

Sisters and Brothers:

We've received reports that some of our members are agreeing to take on extra duties and to teach extra classes *without* any extra compensation. Such actions have important implications that could negatively impact us all.

In the meantime, please remind all colleagues that **any increase in workload must be accompanied by extra compensation or some other comparable arrangement with management.** If someone insists on volunteering, management must also know it is a temporary action. Thanks!

UUP ONLINE:

<http://uupinfo.org>

Bill

Labor/Management... (continued from page 3)

(A management prepared list of air-conditioned spaces in buildings throughout the campus was distributed.)

UUP: IRC and the Music side of Fine Arts have variation and need improvement.

MGMT: Any specific data would help; some programming can be done in some buildings to take account of special issues.

UUP: What about Fitzelle Hall?

MGMT: Nothing will be done until a comprehensive rehabilitation is done in a few years; the cost of separate planning and doing a one-shot, piecemeal upgrade is too costly.

3. PARKING REGISTRATION FEE INCREASE

UUP: Why the increase from \$5 to \$10? At Delhi, 22 miles away, there is no fee. Have processing costs doubled? Did campus security salaries double? The increase seems out of proportion to cost increases.

MGMT: It is a registration fee. A cost analysis was done. It has never been raised since it was instituted. (A Jan 13, 2003 justification memo from Hartmark to the UUP on fees among 13 other SUNY campuses was distributed with an attachment itemizing many different fees and fines on each campus.) Management opted to take the more conservative \$10 fee rather than a \$15 fee, which was justified by the cost analysis. One thing the President promised when he came to the campus was not to solve the parking problem. There has been an increase in parking since the Bubble expired.

UUP: Is anyone given free registration? If so, who decides? What is the policy?

MGMT: Free registrations are given to members of the College Council and the College Foundation. The President has the prerogative to do it. It is a just benefit for volunteers who serve the college in some capacity. Some new provision has given Presidents purview over fees.

4. STIPENDS AND VOLUNTARY PARTICIPATION IN SUMMER OPEN HOUSES, ADVISEMENT AND OTHER PROGRAMS FOR 10-MONTH EMPLOYEES.

UUP: What is the situation with respect to stipends for open houses and advisement/orientation duties and their relationship to "volunteer" services?

MGMT: There is no stipend for any of these activities. In the past, there was a cadre of experienced personnel for continuing advisement work who were paid extra service.

UUP: Some persons got \$75 for half-day service this summer.

MGMT: Open houses do not qualify for stipends. There may be some payment in association with activities where there is the grading of writing exams.

UUP: How are "volunteers" designated for such activities?

MGMT: Explanation of how recruitment of personnel is undertaken for single-event advisement followed. Anyone on a 10-month contract is a "volunteer". Summer Program revenue to pay for services has to be properly accounted for under budget guidelines; revenue from first-year advisement and orientation during the summer cannot fund employee stipends for new-student recruitment conducted through open houses during the year.

5. DRAFT OF COLLEGE HANDBOOK

UUP: Our attention has been drawn to a provision in the draft of the Faculty Handbook that states that Faculty and Staff will assist media in relevant disciplinary inquiries when referred by the Assistant to the President. This has 1st Amendment and academic freedom concerns attached to it. There is a distinction to be made between college business and disciplinary issues in dealing with the press. Perhaps the wording needs to be clarified.

MGMT: No, this is not meant to restrict public presentation of academic expertise. We will take a look at this. This is under Senate consideration. The old handbook was seriously outdated since it referred to persons and positions no longer here. This was an embarrassment.



Teachers' working conditions are students' learning conditions

By Jay MacDermott, Part-Time Concerns Officer

Campus Equity Week October 27-31, 2003

Campus Equity Week (CEW) is five days of coordinated activities for the adoption of equitable labor policies on campuses in the United States, Canada and Mexico. An 'umbrella' effort on issues of fairness and quality of education, the employment practices in colleges and some thirty-five union organizations

According to the recent AAUP *Issues of Faculty Appointments and the* of faculty appointed to tenure-line positions. Forty-three percent of faculty appointments are off the full-time track, and the issues raised by this practice, and the "the new majority" but to the fulltime, as well.



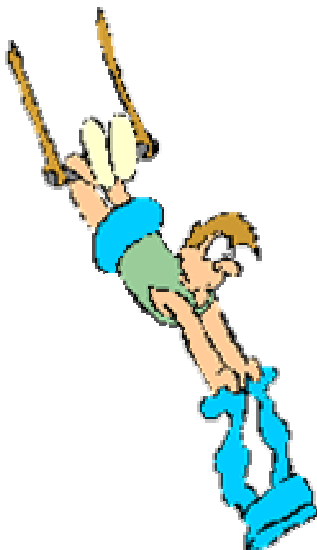
common focus is the contingent employees at UUP-SUNY is one of supporting this year's effort.

Draft, *Statement of Policy on the Contemporary Academic Profession*, "The proportion of part-time appointments is declining at an alarming rate, and over half of tenure track." CEW addresses the issue is critical to not just tenured campus population



FT or PT, tenured or contingent, as an individual, you can become involved because of an interest in any or all of these crucial issues: academic quality, student access and success, public policy, fiscal support, working conditions, benefits, or pay equity. CEW raises awareness in the issues surrounding contingent labor practices in communities of interest both on and off campus.

Online resources can be found at the CEW page (www.cewaction.org) and a general review of PT facts is at the AAUP page (www.aaup.org/issues).



Corrections

- *All Executive Board meetings will be held in the UUP office: Human Ecology 206, not in HECO 107.
- *The correct e-mail address for the Oneonta Chapter of UUP is ONEONTA@UUPMAIL.ORG

The staff members responsible for this shoddy fact-checking and proofreading have been reassigned to The Daily Star.



**UUP-Oneonta Delegates and Officers,
Executive Board Meeting, 8/25/03**
 Front row, left-right: Peg Carney, Ed Wesnofske, Norm Payne
 Second row: John Carney, Bill Simons, Joe Baldwin, Richie Lee
 Back: Rich Tyler, Dennis Selzner, Fred Miller, Jay MacDermott

Executive Board Contact Info

UUP Office — 206 Human Ecology 436-2135

President (d)	Bill Simons	SIMONSWM*	436-3498 (office)
VP for Academics (d)	Ed Wesnofske	WESNOFER	432-6770 (home)
VP for Professionals (d)	Norm Payne	PAYNENE	436-3218 (o)
Secretary (alt. d)	Rob Compton	COMPTORW	436-3048 (o)
Treasurer	Rich Tyler	TYLERRF	436-3648 (o)
Grievance Officer	Paul Conway	CONWAYPG	436-3923 (o)
Benefits Officer	Mona Hughes	HUGHESML	436-2490 (o)
Membership Director (alt. d)	John Carney	CARNEYJJ	432-5360 (h)
Newsletter Editor (d)	Richie Lee	LEERE	436-2493 (o)
Part-Time Concerns	Jay McDermott	MCDERMJ	436-3055 (o)
VOTE/COPE Director	Denis Brennan	BRENNAD	436-3555 (o)
AdministrativeAssistant	Peg Carney	ONEONTA@UUPMAIL.ORG	436-2135 (o)
Other Delegates & Alternates:			
Janet Nepkie	NEPKIEJ	Tom DeMeo	DEMEOT
	436-3425 (o)		436-2188 (o)
Keith Fitzpatrick	FITZPAKB	Fred Miller	MILLEREW
	436-3507 (o)		988-9323 (h)
Joe Baldwin	BALDWIJC	Chris Bulson	BULSONCE
	436-3517 (o)		397-9345 (h)

*e-mail addresses are @oneonta.edu (d = delegate)