



The Sentinel

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UUP—ONEONTA

November 2004

"The doer alone learneth" - Friedrich Nietzsche

UUP Survey of Full-Time Teaching Faculty: Workload

by Bill Simons, Chapter President

UUP Oneonta will soon disseminate a survey instrument to all full-time teaching faculty on workload. The survey will include statistical questions and a free response section. The purpose of the survey is to gather information about the workload situation of full-time teaching faculty on our campus. It is the intention of UUP Oneonta to engage the administration in a meaningful discussion about the workload of full-time teaching faculty. Your participation in this survey is important: a high return will strengthen your union in discussions with the administration concerning workload. Although the survey is a thoughtful, professional instrument, it is brief enough that you can complete it in a few moments. Dr. Steve Johnson will tabulate the findings. Completing the survey by Friday, November 19 will facilitate us engaging the issue together.

The last edition of **The Sentinel** printed, with the author's permission, a communication, from Dr. John H. Relethford, SUNY Distinguished Professor, Department of Anthropology. Dr. Relethford observed, "One of the most serious problems at SUCO regarding faculty workload is that different faculty have different teaching loads depending on when they were hired...However, these are issues that can be explored given a commitment to equity in workload." The survey allows the collective voice of UUP's full-time faculty, powerful if articulated, to be heard on workload. Answer the survey with candor and thoughtful reflection. Participants in the survey are promised anonymity. The statistical section of the survey will collect data and allow diagnosis; the free response component allows for articulation of options that will influence strategy.

In 2003, UUP Oneonta created a Committee on Workload, charged with creating a survey instrument. The Workload Committee—Ed Wesnofske, Chair; Rob Compton; Nancy Cannon; and Michael Koch—merits

thanks for fulfilling that charge with the survey instrument that UUP will shortly disseminate to full-time teaching faculty. Workload Committee members were generous with their time and expertise.

Apathy, isolation, and fragmentation are prescriptions for disaster: united, however, the voice of New Solidarity can be heard. UUP Oneonta Vice President for Professionals Norm Payne now oversees two committees to protect the rights of our professionals and is committed to a campaign to ensure that every professional in the UUP Oneonta bargaining unit has a performance program. Steve Johnson produced a 61-page document based on last Spring's survey of professionals, which was distributed at a mass meeting of professionals. Part-time concerns officer Jay McDermott and his committee, ably assisted by Jim Greenberg, are working on an important resource document for part-timers. And Jim Mills, chair of UUP Oneonta's assessment committee, is, with his contingent, developing a strategy to counter burgeoning assessment. Now, following our historic Labor Day observance, it is time for the full-time faculty to ante up.

The **UUP Survey of Full-Time Teaching Faculty: Workload** will consist of seventeen multiple choice questions and will be accompanied by a free response sheet for comments. UUP guarantees anonymity to respondents. To ensure this, the survey will not include demographic questions, and respondents will be instructed to employ a word processor to type comments on the free response sheet. After finishing the survey, respondents should send it by intracampus mail to the **UUP Chapter Office, Human Ecology 206**.

Let us begin.

November 2004						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2 Election Day	3	4	5	6
7	8 Labor Management	9	10	11	12	13
14	15 2:00 Exec Board	16 12:00 Food for thought	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Upcoming meetings

Executive Board Meetings: on Mondays at 2PM in Human Ecology 206, November 15 and December 13

Food for Thought/Chapter Meetings: on Tuesday at 12 noon in Le Cafe, Morris, on November 16

Pre-Labor-Management Meetings: on Mondays at 2:30 in Netzer 333A, on November 8 and December 6

Labor-Management Meetings: on Mondays at 3 in the President's Conference Room, Netzer, on November 8 and December 6

Post-Labor-Management Meetings: on Mondays immediately following Labor-Management Meetings, in Netzer 333A, on November 8, and December 6

Food for Thought: Tuesday November 16



Presentation by statewide UUP Manager of Member Benefits, Doreen Bango

Food for Thought, October 19, 2004

The next *Food for Thought* chapter meeting will be at *Le Café*, Morris Hall on Tuesday, November 16 at noon. The Executive Board will provide updates about workload concerns, performance programs, labor-management grants, Links Scholarships, and UUP's discussion with management concerning the memorandum distributed by the administration on policies

regarding receiving honorariums.

Although *Food for Thought* has important content, it is also an occasion for respite from the workweek, relaxed collegiality, and fine food. Join your colleagues for a convivial gathering and an expression of solidarity. *Food for Thought* is an occasion to renew old ties and to forge new ones. UUP looks forward to greeting you.



LifeWorks® Returns

As a result of our new collective bargaining agreement, LifeWorks services became available again to active State employees represented by UUP on September 1, 2004. LifeWorks provides confidential consultation, customized research and referrals to community resources anywhere in the country.

UUP members can call **1-800-362-9874** (TTYTDD 800-346-9188) to talk to a professional consultant about:

- getting out of debt
- living with a disability
- talking to teenagers
- mid-life and retirement
- positive discipline
- finding child care
- adoption
- positive discipline
- blended families
- parenting skills
- locating elder care
- managing stress
- consumer comparisons
- college planning
- identifying a repair service
- helping your child succeed in school
- taking better care of yourself
- and MORE!

Members can also visit the LifeWorks web site for articles on all the topics above, child and eldercare locators, financial and health calculators, newsletters and assessment tools.

Access the web at www.lifeworks.com.

user ID: nys

password: 2670

LifeWorks is available 24 hours a day, 365 days a year. It 's free and confidential!

Workload Creep

By Bill Simons, Chapter President

"No good deed goes unpunished": so goes a cynical aphorism. I don't believe it. I do believe, however, that every member of the UUP bargaining unit needs to guard against workload creep. You are your own best resource: be vigilant. Inoculate yourself against workload creep.

If you are an academic or professional member of the UUP Oneonta bargaining unit and are performing a new task/project on a voluntary basis beyond your normal professional obligation/performance program, compose a written understanding with your chair/supervisor: both you and your chair/supervisor should sign the document. Retain the document in your files. The written understanding between you and your chair/supervisor should note the performance of this voluntary task:

1. does not represent a precedent for purposes of future assignments to you;
2. does not represent a precedent for others of the campus; and
3. may occur more than once without affecting any part of this voluntary understanding.

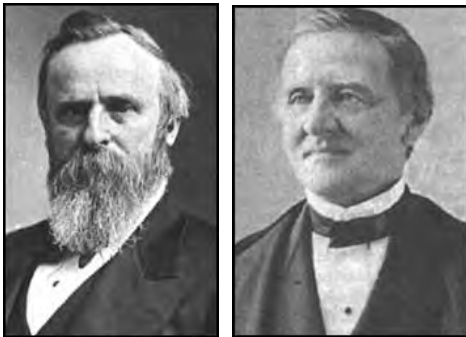
The written understanding should also note that the above conditions will be in effect whether or not financial or other compensation is offered and accepted. However, financial compensation or a quid pro quo reduction in some other aspect of your work for the voluntary task undertaken is an effective means of underlining that the voluntary service was above and beyond your normal professional obligation/performance program.

The Election: VOTE

by Bill Simons, Chapter President

UUP Oneonta, along with chapters across the state in collaboration with the Student Association, is proud of its participation in the bipartisan **Rock the VOTE** campaign. Hundreds of new voters were signed up on our campus: many of them, including my own son, will vote for the first time in this election. Our members continue to contribute to **VOTE COPE**, which allows us to endorse and render substantive help to the progressive candidates supporting labor and education. Members of our bargaining unit have participated in the current election in diverse ways, including working phone banks and going house to house in strategic areas. Such efforts are applauded. They are the life blood of the American democracy. I remember with gritty satisfaction a long day spent in the neighborhoods of Scranton, Pennsylvania.

We have choices to make in elections for the New York State Senate and Assembly as well as for the United States Congress. And the Presidential race is perhaps the most consequential in a generation. Issues of war and peace as well as economic and social justice are engaged. Voting is both right and responsibility. It is important to exercise the franchise in an informed manner. Many elections, even on the Presidential level, have been decided by a handful on votes: recall the contested outcomes in 1876 and 2000. Consider the issues, consult your conscience, and vote.



Quiz:

Which of these 1876 Presidential candidates willed most of his 6 million dollar estate to establish a free public library in New York City?

The first person to call Nancy Cannon (x 2160) with the correct answer will receive a coffee mug.

Chapter Leaders at work



Rob Compton (right) at Legislative Retreat



Bill Simons at UUP President's meeting



UUP Supports SEFA/United Way Campaign

United University Professions is a strong advocate for social justice. Our union salutes its many members who give of their time and money to make the world a better place. In the year past, the Solidarity Committee of UUP has participated in global crusades to invest work and life with dignity for all.

Our Oneonta UUP chapter also has work closer to home. At this time each year, we ask you to consider making a contribution to the State Employees Federated Appeal (SEFA)/ United Way Campaign. Your contribution, regardless of the amount, makes this a better world. The act of giving provides those of us fortunate enough to be free from want with an opportunity to better the lives of others.

Unfortunately too many families and children still lack adequate housing, nutrition, and clothing. Too many people still lack access to quality medical care. And the problems are not distant. In our own community, amongst our neighbors and friends, these needs are felt.

Please take a moment, if you haven't already, to look at the SEFA/ United Way Campaign materials that you received. Note that you can designate how your contributions will be used. Selections include diverse service agencies that support local health, human services, environmental, and advocacy federations and agencies.

If you have any questions about the SEFA/ United Way Campaign or need another form, please contact Gail Feuer (2509) or Amy Crouse-Powers (2522), co-chairs of this year's campus campaign. As Gail and Amy note, "We have an excellent opportunity to make a real difference to those less fortunate than ourselves. With as little as one dollar a payroll deduction, helping is truly painless! Your donation...can significantly help the people who live in our community."

Although any gift, whatever its size, is deeply appreciated, those who donate the equivalent of \$104 or more by December 1, 2004, and designate that gift to the United Way of Delaware & Otsego Counties, Inc., will be entered in a drawing to win a Panasonic 27" TV/DVD/VCR COMBO or \$1500 in Homeowners services. The United Way of Delaware & Otsego Counties is represented on codes 94-200 through 94-217 on your pledge form.

UUP is proud of the participation of its members in this fine endeavor. Last year our campus helped to raise over \$19,000: let's even do better this year. Thanks for caring.

Drescher Affirmative Action/Diversity Leave Program

The State of New York/United University Professions Affirmative Action/Diversity Committee is accepting applications for the Dr. Nuala McGann Drescher Affirmative Action/Diversity Leave Program for leaves commencing in the Fall 2005. The deadline for accepting such applications is December 1, 2004. Please see the web site at www.nysuup.lmc.state.ny.us for a copy of the guidelines, application, and additional information. If you have any questions, please telephone Angie Fondano, Program Director, at (518) 457-1198.

Participating Dentists in Oneonta



UUP is proud to announce that there are now two full participating dental providers with Cigna in Oneonta. These dentists are Dr. Bruce Aaronson, DDS, and Dr. Amy Thompson, DDS. Their offices are at 53 Chestnut Street, Oneonta, New York 13820: their office telephone is (607) 432-4621.

UUP Oneonta thanks UUP statewide Director of Member Benefits Gail Maloy and Statewide Manager of Member Benefits Doreen Bango

for investing the time and effort to make it possible for members of the UUP Oneonta bargaining unit to have participating dentists in our community. On the chapter level, Dean Reinhardt provided valuable assistance in enlarging the dental options of our members.

For questions about Benefits, please contact UUP Oneonta's Benefits Officer Ricky O'Donnell at 436-3572 or at ODONERA@oneonta.edu

Have YOU heard about VOTE/COPE?

by Sheila Serbay, VOTE/COPE Director

State employees often overlook advantages that are available to them. Do you ever consider who represents you to maintain excellent working conditions, receive competitive compensation, and promote educational effectiveness?

The UUP through **VOTE/COPE**, the political action arm of NYSUT, is our political voice.

VOTE/COPE, the Committee on Political Education, encourages voluntary contributions from NYSUT members throughout the state. Contributions are made to candidates and campaign committees endorsed and supported by NYSUT. The non-partisan support is offered to the candidate whose record, standing, and voting history are favorable to public education.

All funds collected by **VOTE/COPE** are completely separate from regular operating funds and used throughout the state.

As the newly appointed **VOTE/COPE** coordinator for our area, I urge you to consider a voluntary contribution of one (\$1) dollar per paycheck. Individually the donation would be negligible in creating an impact. Collectively, these donations give **VOTE/COPE** the political clout to benefit members.

PLEASE support **VOTE/COPE** and allow our collective voices to be heard.

Contact **SHEILA A. SERBAY** ... serbaysa@oneonta.edu or at Ext. 2062

for forms needed to begin voluntary payroll deduction.



UUP-Oneonta

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Suffragists casting votes in New York City
Library of Congress photo

Exercise your Right to Vote on November 2.

Editor's Note:

Statements made in The Sentinel do not necessarily reflect the opinion of UUP or any of its statewide representatives. Please send ideas for stories, comments, etc. to Nancy Cannon, Editor

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