



The Sentinel

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UUP—ONEONTA

February 2005

"Our progress as a nation can be no swifter than our progress in education. The human mind is our fundamental resource."
-John Fitzgerald Kennedy

In Dialogue: Senator Seward Meets with UUP Oneonta

by Nina Persi, Chapter Secretary



Senator Seward with President Simons

Welcome

New York State Senator James Seward addressed 57 UUP members at our monthly Food for Thought/Chapter meeting at noon on February 10, 2005, in Le Café, Morris. In his welcome to Senator Seward, UUP Oneonta President Bill Simons thanked the Senator for the strong support he has given SUNY over the years. Senator Seward has represented the 51st District since 1986. During his legislative tenure, the Senator has served as Chair of several committees and has compiled an impressive record of accomplishment. Issues of vital concern for Senator Seward include Education and Higher Education. The focus of the Senator's remarks included the NY State budget process and issues facing the general funding for higher education and SUNY in particular.

Senator Seward opened his talk with a preface of the pressing issues that were going to be considered with respect to the budget and its implications for schools in the SUNY system. Some of the key items in his introduction included:

- There are seven colleges that are within his Senate district and six of those seven are SUNY campuses
- Delhi and Morrisville are a heavy presence in his district as well
- He comes to us not only as a Senator, but as a SUNY parent as well since his daughter Lauren is an education major here at SUNY College at Oneonta.
- He is in his 19th year as a Senator and understands the importance of higher education particularly with regard to colleges being a significant economic base of the region and also affording those who live in the area various cultural opportunities.
- Senator Seward says that as a representative of this area, it is important to him to stand up for SUNY College at Oneonta and for higher education in general.
- Senator Seward noted that this year, 2005, is the "year of change and reform at the capital" and that fundamental changes were taking place.

Changes at the Capital

1. Whenever a bill is debated in the Senate, the Senator must be in his or her seat first, in order to listen, and then second, to vote.
2. In the budget process, for the past 20 years, a late budget was pretty commonplace. The goal is to put in place budget reforms so that the budget would be passed in a timelier manner. The Senator mentioned it is important to also "pass the right budget."

Key Issues with Regard to the Budget and Higher Education

The Governor's budget includes a proposed 1.8 million increase in general funding for the SUNY system.

- Senator Seward says there is a "backing away of General State Support" for higher education.
- The Governor's budget includes a proposed \$500 per year increase for tuition. This will generate \$85 million in

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In Dialogue: Senator Seward Meets with UUP Oneonta (continued)

revenue to support mandatory cost increases.

- Senator Seward favors more a tuition policy that incorporates small incremental hikes in tuition based upon inflation

- The tuition assistance program (TAP) defers final payments until actual graduation. This is a \$167 million savings for the state and it defers expenses.

To encourage students to stay in school and earn their degrees, the Governor's budget recommends restructuring the TAP program to provide an incentive for students to complete their college education. Components of the plan include:

-Beginning in 2005-06, TAP awards will be provided to first-time students in two components --a "base" award equivalent to one-half of the current TAP award and a "performance" award equivalent to the remaining one-half of the award.

-The "performance" component would be paid upon a student's successful completion of a degree program and would be equal to the deferred performance awards, plus any accrued interest on loans that were used to finance these awards.

-Pending receipt of their "performance" awards, students would be expected to finance these costs through Federal loans. As a safety net, State loans will be available for students who have exhausted their Federal loans.

The Governor also recommends a new program to increase the number of successful and timely graduations at New York's public and private colleges called "Partnership to Accelerate Completion Time (PACT)"

Under PACT:

1. Colleges would guarantee the availability of courses required for students to complete their degrees.
2. Students would agree to fulfill their associate degree coursework within two academic years, or their baccalaureate degree coursework within four academic years.
3. Public universities and colleges would be provided with start-up funding of \$50 per first-time, full-time student.
4. Public colleges and participating private colleges would be provided financial awards of \$250 per associate degree and \$500 per bachelor degree for each successful PACT graduate.

In terms of the Capital Program, in last year's budget there was a proposal to put on an addition to the Fine Arts Building here at SUNY College at Oneonta. This was vetoed by the Governor. Now, with the proposed budget, there is \$234 million in new capital money which opens the door for us.

Senator Seward noted that the language in the budget cannot be changed by the representatives; they can adjust numbers which then sets policy. The Senator noted that because of a Court of Appeals decision, there are two ways the language in the budget can be changed:

- 3-way agreement between the Governor, the Senate, and the Assembly.
- Pass the Governor's budget not changing the language but adding language simultaneously.

Senator Seward's Three Goals in Terms of Higher Education

1. Fix the TAP program
2. Maintain state support for SUNY campuses
3. Encourage the Capital program to move forward

Questions taken from the audience:

1. *What about the EOP programs and proposed plans to eliminate it? (UUP questioner)*

Senator Seward's response:

EOP is a program that helps those who would not normally receive an education. In the past, the commitment to the program has been demonstrated. Senator Seward's hope is that this program will get fixed through an appeal.

2. *With the proposed PACT, in a union setting, our workload has increased with a decrease in quality. We have less re-*

sources and less to offer to students. Nationally, the norm for graduation is 6 years. SUNY has a better graduation rate than the private sector. We would then be forcing students to graduate in a time that might not be right for them. (UUP questioner)

Senator Seward's response:

It's clear that this is not "a one-size fits all" program. What about the student who switches majors 2-3 times, or the student who gets closed out of classes? That is why there would be the 5-6 million dollar bonus to open more faculty lines so that the students would not get closed out of classes. The resources for faculty would have to follow that push.

3. *This program doesn't meet the needs of the students and it appears forcing this requirement would make us more of an "elitist institution." It is not fair to students who need particular training, students who have to follow certain state requirements, and again, students who switch majors. (UUP questioner)*

Senator Seward's response:

The Senator noted again, from the discussion, the "debate on this issue is ongoing." There are many sides to this issue that the representatives will have to wrestle with.

4. *In some programs, such as music industry, there is a mandatory internship that takes place during the summer. Does this summer factor in the 4 years or is it considered afterwards? (UUP questioner)*

Senator Seward's response:

It's a legitimate question that confirms once again the PACT is not a simple issue.

5. *Bill Simons stated that 44% of the faculty here at SUNY College at Oneonta are part-timers. Moreover, in terms of full-time faculty, we are dealing with a strained course load. We need to open up more full-time faculty lines.*

Senator Seward's response:

He acknowledged that having nearly 50% of the faculty as part-timers is no way to run a campus or a department. Although they do an important job for the school, they do not have advisees, they don't have as much interaction with the students and are usually moving from place to place without really having a home-base.

6. *In terms of financial rewards for students graduating on time and understanding how this might be difficult for some students in 4 years, the Provost's Office here at SUNY College at Oneonta is gathering data to understand the challenges in getting a degree in 4 years. Some of these issues include working full time in addition to going to class and commuting to class. (UUP questioner)*

Senator Seward's response:

The Senator thanked the person who offered this input and was interested to take a look at the information.

7. *In terms of tuition assistance and the yearly tuition hike, now there is a maximum of \$5000 in terms of grants. If tuition goes beyond that, is there something in place that would allow the awards to increase proportionally to the tuition hike? (UUP questioner)*

Senator Seward's response:

There are no current plans that would support that happening. If a student couldn't afford the 100-200 dollar increase, the financial award has to keep pace.

8. *In student teaching, there has been a cut-back in the cooperating teacher's stipend. Previously, the amount was \$300 and now it is \$200. In addition, the tuition stipend which is \$250, no longer covers a full course. As a result, there are fewer schools that want to participate and more saying no. Particularly, the Oneonta Public School system does not participate. There is also then a cost associated in terms of having the means for transportation to get to the schools that are further away. It was noticed this should be of particular importance to the Senator as his daughter is an education major. (UUP questioner)*

Senator Seward's response:

The Senator was unaware of this problem and realizes that field experience is an important part of the process. He noted that this was something important to deal with in an effective manner.

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In Dialogue: Senator Seward Meets with UUP Oneonta (continued)

9. *Although it seems important to encourage students to graduate on time and as advisors we may try to get our students to complete their degree in 4 years, there is a downside to the PACT in that it is often difficult for our non-traditional students. It is unrealistic for these students to graduate in 4 years.* (UUP questioner)

Senator Seward's response:

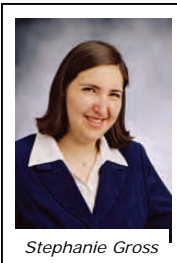
The Senator noted that this was something he hadn't thought of and he thanked the audience for bringing forth issues that are important to consider and that as Representatives they have to carefully weigh these concerns. He reiterated the fact that this is a complicated issue and that there is a lot of information to consider with PACT.

Closing:

Bill Simons thanked the audience for its engagement, demonstrated by its thoughtful questions, and further commented on the audience's impressive size. Noting that the 51st Senatorial District covers a large geographic area, greater than the State of Rhode Island, UUP appreciates the Senator taking the time from his demanding schedule to meet with us. In addition to the Senator's excellent presentation, which was both interesting and informative, the Senator, noted Simons, is a good listener, an uncommon virtue. Simons informed the audience that if there were further questions, Senator Seward, or his chief of staff, Duncan Davie, would welcome the opportunity to speak to UUPers one-on-one at the conclusion of the formal program.

Oneonta Student Stephanie Gross Honored by UUP

by Bill Simons, Chapter President



Stephanie Gross

UUP and the Student Association have a common commitment to a strong SUNY. Oneonta student Stephanie Gross epitomizes that relationship. I first met Stephanie during her early days on our campus when she joined Hillel, the Jewish student group, to which I served as co-advisor for nearly 20 years. Even then, it was apparent that Stephanie possessed singular leadership skills. Later, in my New Deal course, I noted her affinity for thoughtful and vigorous discourse. Initially active in Oneonta's Student Association, Stephanie won election as President of the SUNY Student Association and membership on the SUNY Board of Trustees. When she spoke at **Food for Thought** last year, Oneonta UUPers were impressed by Stephanie's articulate presentation and commitment to the public good. Sharing lunch with her parents, I observed that idealism was central to Stephanie's family culture. Determined to keep the American Dream alive in New York, she has eloquently and consistently advocated increased state funding for SUNY. On Labor Day 2005, Stephanie visited the UUP tent on our campus quad, signaling collaboration between UUP and the SUNY Student Association to register student voters across the state. Thanks to Stephanie and her Student Association colleagues, the **Rock the Vote** campaign was a huge success, enrolling nearly 23,000 new voters on SUNY campuses. On Friday January 21, 2005, at UUP's Delegate Assembly, the SUNY Student Association received our union's prestigious *Friend of SUNY* award. With UUP Oneonta leading the cheers, Stephanie accepted the award as the representative of the SUNY Student Association. Previous recipients of UUP's *Friend of SUNY* award, include such distinguished political leaders as Sheldon Silver, Joseph Bruno, and Carl McCall. By several decades, Stephanie is the youngest *Friend of SUNY*. For Stephanie, I am sure the award is harbinger of future public service and achievement. Following the presentation, Sam Pollak, editor of Oneonta's **Daily Star**, said he would be proud to be Stephanie's press secretary when she runs for governor.

Sentinel Nominated: Editor Nancy S. Cannon Gives Voice to the Issues That Matter

by Bill Simons, Chapter President

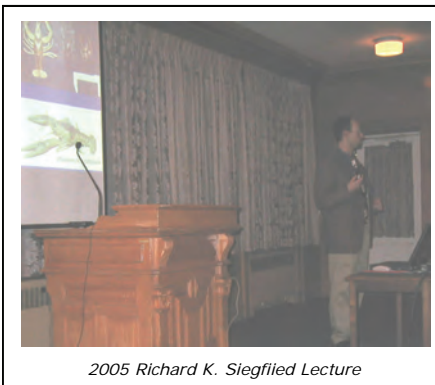


The Editor

The Sentinel, the chapter newsletter of UUP Oneonta, has been nominated in a statewide competition for excellence in several categories---sustained quality, feature story, editorial, and photography. The credit belongs to **Sentinel** editor Nancy Cannon. Nancy sets and keeps deadlines, ensuring the monthly publication of **The Sentinel**,

which frequently runs to 12 pages. Generous with her time and expertise, she invests the publication with professional production values, apparent in **The Sentinel's** distinctive layout, font, and paper. Nancy's evocative photographs, mastery of text, fact-checking, distinctive tone, wit, idealism, integrity, and priorities make **The Sentinel** the voice of UUP Oneonta. **The Sentinel** is a crucial means of communication to the members of UUP Oneonta, the statewide leadership of UUP and affiliated chapters, the New York State legislators, and the administration of SUNY Oneonta. Without Nancy's **Sentinel**, UUP Oneonta's initiatives on Faculty Workload, Professional Concerns, Part-Time Issues, Labor Day, and Health/Safety would have been like trees following in the forest with no one to hear them. Nancy Cannon is a great Reference Librarian, and, following in the tradition of Richie Lee, a great **Sentinel** editor.

Tom Horvath's Seigfried Lecture Attracts Record Audience



2005 Richard K. Siegfried Lecture

Dr. Thomas G. Horvath, Assistant Professor, Biology and Graduate Faculty, Biological Field Station, delivered the Richard K. Siegfried lecture on Thursday, February 3, 2005, before a record audience for the annual event. The audience, notable for its engagement with the presentation-- and for its size, over-

flowed the Craven Lounge at the Morris Complex. Dr. Horvath's lecture, "Too Late for 'Not in My Backyaard': The Biological Invasion of Zebra Mussels in the Upper Susquehanna River Basin," was distinctive for its rigorous scholarship, significance, and contagious enthusiasm. Tom is UUP Oneonta's Health & Safety Officer, and the chapter applauds both his receipt of the Siegfried award and his memorable lecture.

2005 Chapter Elections Nominations List, UUP Oneonta

President and Delegate

Simons, William M. A

Vice President for Academics and Delegate

Compton, Robert W. A

Vice President for Professionals and Delegate

Payne, Norman E. P

Secretary

Persi, Nina C. A

Treasurer

Tyler, Richard F. A

Membership Director

Weigl, Theresa A. P

Part-Time Concerns Representative

McDermott, James J. A

Academic Delegate

Baldwin, Joseph C. A

Bulson, Christine E. A

Cannon, Nancy S. A

Carney Jr., John J. A

Horvath, Thomas G. A

Lee, Richard E. A

Miller, Fred R. A

Professional Delegate

Forrest-Glotzer Janie L. P

Jerminario, Jeri Anne P

Shastri, V.N. P

SPRING 2005 UUP Meeting Schedule

Food for Thought/Chapter Meetings start at 12 noon and are in Le Café, Morris and are on the following dates: **March 22** and **April 12**.

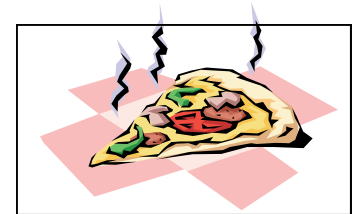
Pre-Labor-Management Meetings start at 2:30 PM on the following Mondays: Feb. 28, April 4, May 2, and June 6. On January 24, April 4, and May 2, the pre-Labor-Management Meeting will be in Netzer 310. On Feb. 28 and June 6, the pre-Labor-Management Meeting will be in Netzer 133.

Labor-Management Meetings start at 3 PM and are in the President's Conference Room on the following Mondays: Feb. 28, April 4, May 2, and June 6.

Executive Board Meetings start at 2 PM and are in the UUP Office (Human Ecology 206) on the following Mondays: March 7, April 11, and May 9.

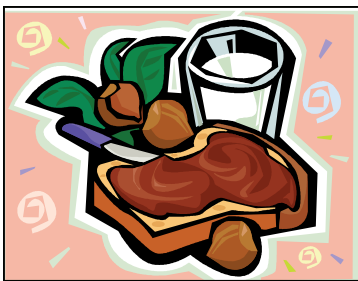
March 22: Food For Thought/Chapter Meeting

The next *Food for Thought* chapter meeting will be at Le Café, Morris Hall on Tuesday, March 22 at noon. Treasurer Rich Tyler will present the annual chapter budget report, which will be voted upon. In addition, the Executive Board will provide updates on workload, training for those writing and receiving performance programs, part-time concerns, parking, and volunteering at Saturday's Bread.



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. Your union looks forward to greeting you.

UUP Seeks Volunteers for Saturday's Bread: Linda Drake to Co-Ordinate



On Saturday April 30, 2005, UUP Oneonta will once again staff *Saturday's Bread*, a community kitchen that dispenses hot meals and good cheer. Linda Drake, the Executive Director of the Center for Social Responsibility, will once again co-ordinate UUP Oneonta'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 UUP Oneonta volunteer group at Saturday's Bread on April 30th, you must be willing to work from 9 AM to 2 PM. As we need an exact list of the numbers of volunteers for April 30th, please either e-mail (DrakeLM@Oneonta.Edu) or telephone Linda Drake (436-2633) to volunteer. When you contact Linda, provide her with your full name, e-mail, and telephone number.

Food for Thought with Senator Seward



Guarding Against 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.

Labor-Management Meeting Minutes January 17, 2005

By Rob Compton, UUP SUNY Oneonta, VP Academics

For UUP: Bill Simons, Rob Compton, Tom Horvath, Jay McDermott, Norm Payne, Dennis Selzner, and Richard Tyler

For Management: President Alan B. Donovan, Carol Blazina, Leif Hartmark, Dan Larkin, Steve Perry, and Lisa Wenck

I. Budget Issues

A. Labor asked Management if there was any news regarding the upcoming budget

B. Management stated that there is an \$85 million support gap without a tuition increase. Management also noted that it depends on the Legislature.

C. Labor noted that it would lobby key legislators to support SUNY just Management does.

D. Labor also noted that is has scheduled Jim Seward to attend and be the keynote speaker for the next Food for Thought on February 10.

II. Performance Programs: Compliance and Training

A. Labor thanked Management for working as a team to move toward 100% compliance and asked for an update on where we now stand.

B. Management noted that we have made significant programs and are at 100% compliance.

1. The original data on percentage compliance is not available

2. As data came in, they were updated in cumulative fashion

3. Management thanked Labor for its support on this issue

C. Labor complimented mangament, particularly the efforts of Associate Vice President Lisa Wenck, for the significant progress on the issue of Performance Programs. UUP's Spring 2004 survey indicated that last year only 45% of professionals surveyed had Performance Programs at that time so that the movement to approximately 100% represents a notable milestone. Nonetheless, Labor emphasized that training sessions for those writing Performance Programs is needed.

1. Want to work with Management Supervisors for workshop

2. To Improve quality of programs

D. Management agreed to work cooperatively; will first examine other campuses to study the models used for comparison purposes.

E. It was agreed that Labor and Management will work out the details

III. Honorarium Issue

A. Labor stated that it "seeks to put this issue to rest with the membership"

1. Labor's understanding is that essentially, if someone is doing something on their own private time with no conflict with professional obligations, then there is no conflict.

2. We want to get clarification for our official records

B. Management stated that Labor's interpretation is "essentially correct"

1. Management will send out a new clarification memo in the future

2. Thank Labor for working with Management to resolve this issue

C. Labor requested, and Management agreed to discuss the content of new memo prior to its release.

IV. Professionals and Extra Service

A. While Labor realizes that Management is not contractually obligated to address the issue of increasing extra service payments to Professionals teaching, we recognize that over the years, disparity has evolved as PT faculty are enveloped into the past year's 3.5% increase.

1. Extra service pay has remained at \$2250 for a considerable time

2. We ask Management to consider an adjustment.

B. Management noted that it has made no decision as it is awaiting the budget

C. Labor asked for a clarification regarding the number of Professional employees conducting "extra service work"

1. Labor believes that there are more than the 22 as stated by Management
2. Are there any Professionals teaching as part of their job?

D. Management noted that Management Confidentials are not paid to teach. Also there may be one or two Professionals that teach as part of their job. As of the Spring 05 Schedule, Management records show 21 are scheduled to teach as "extra service".

E. Labor and Management agreed to discuss the numerical composition of the list subsequent to the meeting.

F. Management noted that a lot depends on the budget.

G. Labor stated that it would like to re-visit the issue at a future meeting

V. Summer School Stipends

A. Labor provided data on comparative summer stipends to Management

1. notes that Oneonta does not fair well to other campuses
 - a. Oneonta pays near the bottom
 - b. Nearby institutions, including Cortland, have increased remuneration.
 - c. Cortland is now at \$3000 per course
 - d. Some schools pay more based on rank of instructor, size of class, and level of instruction
2. Of particular note, Fredonia's maximum for undergraduate courses is at \$5750.00 and there is supplemental compensation for graduate courses.

D. Management asked Labor how the data were obtained.

E. Labor stated that the data were collected by contacting each institution's Human Resources Departments, Continuing Education Departments, and/or faculty.

1. Labor states that in the case of Fredonia, their summer school is doing quite well. Might that in part be due to "competitive remuneration that has attracted a variety of faculty to offer many courses?"
2. Labor notes that the lowest summer school stipend in our sector schools per course is \$2400.00.

F. Labor asks and receives a copy of the report titled: "2004 Summer Session Summary Report" as requested at a previous Labor Management Meeting

G. Labor and Management agree to study new information and discuss this issue at a future meeting.

VI. Labor Day

A. Labor reiterated thanks to Management for facilitating the logistics for last year's Labor Day events and asked at what point in the year does the President charge the Calendar Committee to begin work

B. Management stated that the committee meets typically at the end of February.

1. Stated that a list of Calendar Committee Members was given last year
2. That list may have changed
3. Sometimes there are long standing vacancies

C. Labor stated that it does not deal with the Calendar Committee, but instead wants Management to instruct the Committee to include Labor Day.

1. The President at Cortland made Labor Day a reality
2. Our feelings remain strong on this issue and we ask that consideration be given for an executive decision that classes will not be held on Labor Day.
3. We ask these things as Management goes about making the Calendar

VII. Survey of Full Time Faculty

A. Labor noted that they received a high rate of return and that information was previously provided to President Donovan

1. UUP President Simons and College President Donovan met briefly prior to this meeting.

B. Management stated that it wanted the questions to the survey and Labor obliged.

C. Labor and Management agreed to enter into informal meetings regarding this issue.

Meeting adjourned 3:58 PM

Michael Parenti Informs: "US Empire vs. Democracy"

by Rob Compton, VP Academics



Michael Parenti

"Perhaps it is a universal truth that the loss of liberty at home is to be charged to provisions against danger, real or pretended, from abroad." James Madison, 1798

"We might do well to stop thinking of fascism as being a simple either-or condition. The political system of any one country encompasses a variety of uneven and seemingly incongruous institutional practices." Michael Parenti (2000), *"Fascism in a Pinstriped Suit"*

We are all aware of the ancient Chinese proverb, "may you live in interesting times" and in these days of the "War on Terror" images and symbols of that war conjure up a plethora of contradictory emotions and reactions. Americans seemed perplexed, confused, and divided about the developments in domestic and international politics. At first glance, little makes sense. Critics of the administration say that a conservative President is overseeing the most rapid expansion of the budget deficit and the scope of government in modern history that may threaten our democracy. Meanwhile, our trade deficit continues to soar beyond record levels and many jobs are now being off-shored. On the macro level, globalization in its many forms is creating opportunities for the few and undermining the very fabric of our collective economic and social stability. In essence, is it a return to the Gilded Age of the railroad tycoons and industrial moguls? Stories of corporate crime and malfeasance including Tyco, Enron, and ImClone Systems demonstrate that corporate greed allows a few to prosper at the expense of an honest and hard-working majority.

Many Americans have genuine concerns and fears for their economic and personal security. Yet plutocrats continue to manipulate powerful symbols and stoke irrational fears while advancing their own self-interest. It appears that genuine democracy has faded and been replaced by the thunderous march of the Trojan Horse of superpatriotism. How did we get here? Where are we going? And how does this fit into our lives?

A widely acclaimed author and progressive political analyst, Parenti's analysis is timely and pertinent to our future as a trade union and to the future of civilization itself. For indeed, we are in "Terra Incognita" when it comes to issues of freedom and justice, national security, and economic fairness. You don't have to agree with him, but Parenti will make you think about critical issues facing us. An author of fourteen books and nominated for the Pulitzer Prize in 2003, his work is featured in a wide array of magazines and journals. In his latest book, [Superpatriotism](#), he discusses how "**hype, fear, and mindless flag-waving are supplanting informed debate, commitment to democracy, and real patriotism.**"

With the generous financial assistance of a wide array of departments and groups, Michael Parenti was invited to the Oneonta Campus with generous support from a wide array of campus departments and groups including Public Events Committee, College Union Activities Club (CUAC), Departments of Africana-Latino Studies, History, Political Science, and Sociology as well as the History and Political Science Clubs. Join us for a lively lecture, discussion, and book signing on March 10 and come and meet Michael Parenti.

Dr. Michael Parenti will be speaking on the SUNY Oneonta campus on March 10, 7pm on the College at Oneonta campus, Center for Multicultural Experiences, Lee Hall. His presentation is titled "US Empire vs. Democracy." There will be a book signing afterwards.

Championing Professionals: Norm Payne, Janie Forrest-Glotzer, and V.N. Shastri

In the last UUP year, UUP Oneonta has made significant progress on behalf of the Professionals members of our bargaining unit. Vice President for Professionals Norm Payne led a group that created a survey instrument of Professional Concerns, the results of which indicated that only 45% of respondents reported having Performance Programs as of Spring 2004. Performance Programs are essential to monitoring workload and provide other significant safeguards. Through a major workshop and discussions with management, it was announced at the Monday January 24, 2005, Labor-Management Meeting, whose minutes appear elsewhere in this **Sentinel**, that approximately 100% of UUP Oneonta's Professionals now have Performance Programs.

Now that our Professionals have Performance Programs, those writing them and those receiving them need adequate training. Management has agreed to work with UUP in holding workshops to provide that training. As UUP moves toward the implementation of training, Janie Forrest-Glotzer and V.N. Shastri have helped identify the concerns of our Professionals. If a Performance Program adds to a Professional's workload, the following must happen: 1) a former workload responsibility equal to the new one must be eliminated; or 2) the professional has a basis for a salary increase. In addition, if a Professional receives a negative Performance Program evaluation, questions can be raised as to whether earlier evaluations adequately identified antecedents to problems.

Thanks also to Keith Fitzpatrick, now a UUP Staff Intern, and Linda Randall for serving on the original Professional Concerns Committee as well as to Steve Johnson for tabulating the results of the Professional Concerns Survey. Management, particularly Associate Vice President Lisa Wenck and former Director of Human Resources Nancy Nash, also merit recognition for working with us on this issue.



NEW YEAR RESOLUTIONS and VOTE/COPE

By Sheila Serbay, VOTE/COPE Coordinator

Have you managed to keep those resolutions made last month? When a new year begins, we all have the best intentions to make changes to improve our lives. Unfortunately, we don't always keep them. We can always help ourselves at any time during the year by simply being aware of the opportunities that surround us. Take a moment to re-visit those promises and to consider one more resolution for 2005. Join **VOTE/COPE** to help yourself and others!

Are you aware of the helping hand that is provided through UUP and **VOTE/COPE**? Let me tell you a little about it.

VOTE/COPE works to ensure employees and their families receive the best possible information, representation, and support in the workplace. **VOTE/COPE** is the non-partisan, political action arm of NYSUT. Candidates selected as recipients for this support are those who value and act in favor of improved education and educational concerns. This support is offered to candidates at all levels of government.

We need representatives who understand the needs of members and their families. Collectively, the voices of our members provide the attention needed in order to be recognized and heard. I ask that you contribute one dollar per paycheck to **VOTE/COPE** by simply authorizing this through payroll deduction. Contributions to **VOTE/COPE** are kept completely separate from all other union finances.

Please support **VOTE/COPE** efforts and sign up today! Contact **Sheila A. Serbay** at serbaysa@oneonta.edu or at Ext. 2062 for forms or information.

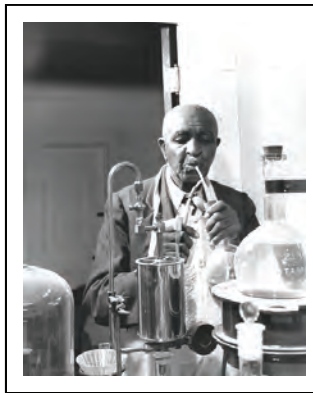


UUP-Oneonta

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QUIZ:



He was known as a child as the "plant doctor". He became a chemurgist, educator, and agriculturalist. His research led to hundreds of discoveries, including a very popular legume-based sandwich spread. He did not profit from most of his products but freely gave his discoveries to humanity. FDR honored him with a national monument. The first **three** people to email Nancy Cannon (cannonns@oneonta.edu) with the correct answer will receive a UUP mouse pad.

The answer to last month's quiz was **Gerald Ford** (who not only played football, but graduated in the top 25% of his class at Yale Law School)

The first three people to answer correctly were **John Relethford**, **Adam Ryburn**, and **Maureen Yorks**.

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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