



The Sentinel

Volume 5, No. 7

UUP - Oneonta

October 2005

“What does labor want? We want more schoolhouses and less jails; more books and less arsenals; more learning and less vice; more leisure and less greed; more justice and less revenge; in fact, more of the opportunities to cultivate our better natures,”
- Samuel Gompers

Demand Justice: Part-Time Employees Deserve Fair Pay

By Bill Simons, Chapter President, and Rob Compton, Vice President for Academics

SUCO fits right into the long-term national trend of using part-time faculty to alleviate the lack of the federal and state government’s commitment to higher education. We are rapidly approaching the threshold or tipping point, where the majority of our faculty will be part-timers. UUP is well aware of the dedication and professionalism of our part-time employees. We want to do something about it.

No—or more precisely “unwilling at this time:” that was the collective response of SUNY Oneonta management to a proposal to increase the starting salary of adjuncts, which is currently a Dickensian \$2,250 for a three-credit course. Make no mistake: that “unwilling at this time,” given at the Monday, September 19, 2005, Labor-Management Meeting was not simply a turndown to UUP. It was a slight to every adjunct who teaches on our campus, and adjuncts now comprise 46% of the College at Oneonta faculty. It was a rebuff to every department chair who seeks to recruit, retain, and deal fairly with adjunct faculty. Also, it was a rebuke to every campus community member committed to the proposition that part-time employees deserve fair pay. And that same “unwilling at this time” was also the response to UP-8 employees, those with continuing appointment on other SUNY campuses but who, while teaching at Oneonta, have likewise remained mired at \$2,250 per course for far too long. Let us resolve that the retort “unwilling at this time” marks the beginning, not the end, of a demand for justice and that part-time employees deserve fair pay.

Many of our adjuncts face economic duress and their needs are immediate and urgent. Gas in the car tank, food on the table, and home heating are pressing concerns. Year after year after year, the starting pay of adjuncts had remained at \$2,250 while remuneration for the most highly paid campus employees has risen substantially. As UUP noted at the June 29, 2005, Labor-Management Meeting, the College’s budgetary allocation- according to data obtained from SUNY Central by our union- was increased 6.4% over last year due in no small part to our collective advocacy activities. The tireless advocacy activities of UUP, including repeated trips, across wintry roads, to the Legislative Office Building, played a significant role in securing that 6.4%. The administration is to be lauded for their fiscal prudence over the years, but at whose cost? We cannot ignore the plight of part-timers. UUP remains committed to working cooperatively and collaboratively with the administration on a great many issues, including securing adequate state funding for our College. UUP lauds the administration for the expansion and renovation of physical infrastructure, creating more fulltime lines and recruiting outstanding faculty, and notable improvements in the quality of students. These accomplishments should not be compromised by the treatment of part-time faculty.

If the most vulnerable amongst us are slighted, the rest of us will be as well. The resources exist to redress both the starting pay for adjuncts and to continue increasing the number of fulltime lines. UUP vigorously asserts that compensation for full-time UUP employees must also be increased for extra service pay, summer teaching, and promotions. Full and part-time faculty share a common commitment to justice. Almost all fulltime faculty were once adjuncts, and we remember.

Other campuses have successfully moved to redress many of these issues. Initiatives at SUNY's other Red Dragon suggest a model: the administration at Cortland has demonstrated a commitment to augmenting pay for part-timers and full-timers. The starting salary for adjunct faculty at Cortland is now \$2,400. The administrations at Delhi and New Paltz have also recently increased starting adjunct salaries. Look around: compare the starting adjunct salaries at Oneonta to that of other SUNY institutions, including Albany (\$4,250), ESF (\$3,200), New Paltz (\$2,466), Old Westbury (\$2,300), Oswego (\$2,300), and Potsdam (\$3,105). Remuneration for teaching during the summer was also increase for Cortland, Fredonia, and Plattsburgh.

What can we do? Much—if we demonstrate collective courage, resolve, and political savvy. UUP is energized by the synergy of its new youthful members and seasoned veterans. We are going stronger and more focused in our mission to bring about a better SUCO for our members. Keep in mind that on Labor Day 2005, 450 UUPers, CSEA leaders and members, students, townsfolk, attorneys, public officials, and political candidates gathered at our tent. Both candidates for mayor of Oneonta shared Labor Day with us. It was the largest UUP gathering ever on the College campus, and it is indicative of a New Solidarity. Under Membership Director Teri Weigl, UUP Oneonta has significantly enlarged its base, and Janie Forest-Glotzer has invested the VOTE COPE campaign with energy. Part-Time Concerns Officer Jay McDermott has given visibility to his constituency. The answer to justice for adjuncts and fulltime faculty and professionals and retirees, however, is not what the UUP Executive Board can do for you, rather it rests with the commitment of all of us to economic and social justice.

Let's rally around the issue of increasing the starting pay of adjunct faculty. It should not be \$2,250. The issue is clear, the cause is just, and success will energize our other campaigns. Start talking about part-time issues in your departments. Raise the issue in the College Senate and in the Council of Chairs. Several UUPers have started to wear buttons around with the logo "DEMAND JUSTICE: Part-Time Employees Deserve Fair Pay;" consider donning this button as well. Allow yourself to be quoted, preferably with permission to be identified, in *The Sentinel*. Provide case studies drawn for the lives of inadequately paid adjuncts. Share your views with the administration and your colleagues.

The administration and UUP share many common goals based on a shared commitment to excellence at SUCO. The increased statewide and national recognition of SUCO is well deserved, and UUPers and management have labored mightily to achieve it. If we ignore the part-time employees who have also significantly contributed to making our College the notable institution that it is, then we define ourselves in a manner that threatens our continued growth. As Adlai Stevenson, the late United Nations Ambassador and eloquent statesman of the native decencies, noted, that as any parent or teacher knows, constructive criticism of that which one holds dear represents a longing for the object of that concern to attain all of which it is capable. That is why UUP asserts: "**DEMAND JUSTICE: Part-Time Employees Deserve Fair Pay.**"

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 on 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.

VOTE-COPE: Tips the Scales in the Right Direction for Education in New York State

By Janie Forrest-Glotzer, UUP Oneonta Director, VOTE COPE

Vote-Cope is a highly effective way for UUP members to say Yes to Education in New York State. Donations to Vote-Cope support candidates for whom education is a top priority. UUP needs an effective means of voicing the concerns of its members in elections. Professional educators recognize the importance of education to the state's economy, its education community, and to students and their families.



UUP's youngest member: Katie Compton

By supporting Vote-Cope UUP members not only assure themselves of a voice in advancing issues like lower tuition, smaller class sizes and maintaining member benefit levels, but for opposing initiatives like privatizing SUNY hospitals, cutting funds to EOP, and shifting more of the cost of education to already stretched families.

When UUP supports candidates working in the public interest, the public at large as well as the education community wins. An active, effective presence in Albany and Washington, assures that public higher education remains on the front burner for our elected officials. Whether you are at the start of an exciting, fulfilling career in education, at mid-point, rounding out a long career, or

retired, UUP represents your best interests by being a strong political voice. A strong well-funded Vote-Cope means that for politicians, voting with UUP's 30,000 members wins accolades, and voting against education, has consequences. Compared to other lobbying groups, UUP's Political Action Committee has set the modest goal of raising \$200,000 dollar this year. Compare the Vote-Cope target to what other groups raise and spend. Make your vote count! Contribute to Vote-Cope and help secure a bright future for yourself, your colleagues, and your community. Even a small contribution makes a difference.

VOTE/COPE is the Voice of Teachers in Education/Committee on Political Education

“When Everything Seems Stacked Against Us, VOTE-COPE Tips the Scales.”

I will be contacting you, but in the interim, for more information, please contact me —Janie Forrest-Glotzer — your local VOTE-COPE coordinator at: (607)436-2005 or forresjl@oneonta.edu

Labor-Management Meeting: September 19, 2005

By: Rob Compton, VP Academics

For Labor: Bill Simons, Nancy Cannon, Rob Compton, Tom Horvath, Jay McDermott, Norm Payne, and Dennis Selzner

For Management: Carol Blazina, Leif Hartmark, Dan Larkin, Steve Perry, and Lisa Wenck

I. Labor and Management welcomed each other back for the start of the new academic year.

II. Workload Issue

A. Labor decided to table the Workload issue for this meeting because President Donovan was not present. (By the contract between UUP and the State of New York, the president of the university is required to attend one meeting a semester, but may attend more if he/she so chooses.)

III. Discretionary Salary Increase

A. Labor asked why it was not briefed regarding the Discretionary Salary Increase (DSI) process as agreed upon at a summer meeting

1. Several members were asking about DSI equity data
2. Although we may not agree on the procedure of DSI, Labor thought there was an understanding that Management would meet with Labor to discuss the process prior to the dissemination of the DSI memo to faculty and professionals

B. Management noted that there must have been a misunderstanding regarding what was discussed at the meeting and does not believe that it agreed to such a meeting prior to the memo's dissemination

C. Labor noted that it thought it made its point perfectly clear on this issue and now the DSI Equity data is not available to UUP.

D. Labor asked where members are supposed to get this information as it is customary forwarded to UUP prior to the release of the memo.

E. Management noted that the data on salaries based on rank and service time is not automatically provided and that UUP must request that material.

F. Labor noted that it does not think that it has been done that way in the past. Labor also stated that if the agreed upon meeting had taken place, this issue would not have happened. And Labor pointed to an e-mail sent by UUP to the Associate Vice President-Administration, which read, "In regard to Equity Adjustments concerning Discretionary Pay Procedures, UUP requests that relevant comparative material be distributed to members of the UUP bargaining unit so that individuals will have the material needed to apply for Equity Adjustments."

G. Management said that it was prepared to provide that information but the UUP or individual members must contact the Freedom of Information (FOIL) officer of the campus.

H. Labor said it would like a more systematic approach in which the salary data are appended to the DSI memo and requested that this be done automatically and annually without going through the FOIL process.

I. Management stated that it would take consultation on this issue but would provide the data for this year

IV. Adjunct faculty and extra service payment remuneration

A. Labor noted that the College's budgetary allocation was increased 6.4% over last year according to data released by UUP and obtained from SUNY Central. Given the finality of this increase, which Management stated was "fluid" at the time we met during the summer, we would like to know if Management has made a decision regarding our summer request to increase the starting salary of adjuncts from the current \$2250.00.



UUP Professional Delegates' V.N. Shastri and Janie Forrest-Glotzer

B. Management said they would not increase the starting salary.

C. Labor noted that adjuncts are woefully compensated but perform important functions on this college as they are now 46% of the teaching faculty. UUP is "profoundly disappointed" in Management's decision.

D. Labor also asked Management about its decision regarding increasing the Remuneration for those employees who fall under the UP8 category. (The individuals are employed full-time in other campuses and teach or perform extra service on the Oneonta campus and are paid the Oneonta extra service rate under the UP8 designation.

E. Management stated that they are "unwilling at this time" to increase payment to those in this category.

F. Labor noted that these are tenured and seasoned faculty from other campuses. Given the difficulty in finding adjuncts due to our relatively remote location, those in the UP8 category provide a valuable service and tend to be around for quite some time. UUP noted that one professor in the category, had taught here for many years but never received any increase in payment. This person has resigned shortly before the semester started, much to the consternation of the chair of this particular department.

V. Parking Issues

A. Labor asked for a report on the status of the 146 faculty reserved lots per a previous Memorandum of Understanding

B. Management noted that construction is coming to an end and they will make certain that these parking spots will be preserved.

C. Labor and Management agree to resolve this issue outside of the formal Labor Management venue

VI. Collaborative Initiatives

A. Labor noted that although UUP and Management may have some fundamental differences in process, the end goal is the same. That is, a strong College that protects and enhances the gains made over the past years.

B. Management concurred that many interests coincide.

C. Labor and Management agreed that the New Hires UUP-Management August 28, 2005 picnic was a success.

D. Labor and Management noted that the Part timers Orientation on Aug. 23, 2005 was very successful and Management noted that this was a win-win situation for employees, chairs, and administration.

1. Labor asked if there would be implications of the model used for the PT orientation for the FT orientation
2. Management noted that the feedback was positive from all those involved and that it would have a strong impact.

E. Labor thanked Lisa Wenck and her staff as well as Ricky O'Donnell (UUP)for the planning for the Employee Wellness Fair, scheduled for October 26, 2005.

1. Management noted that this fair includes many vendors and is the most comprehensive one offered on this campus.
2. Labor noted that the partnership between UUP and Management on this issue will be of tremendous benefit to the College Community

F. Labor and Management agreed to maintain the current format or PT Concerns Labor-Management Meetings and to continue through the year on a monthly basis.

VII. Labor Day and Rosh Hashanah and the College Calendar



UUPers Armand LaPotin and Carolyn Haessig

A. Labor noted that the Labor Day event on the Quad drew 450 people, about 150 more than in the past. Labor thanked the Provost for stopping by.

B. Labor noted that many retirees, both Oneonta Mayoral candidates, additional political candidates and office holders, faculty, students, community members, and representatives of both campus and downtown CSEA participated in UUP's Labor Day observance.

C. Labor stated that it would like to have both Labor Day and Rosh Hashanah observed for all employees and students as they are in many other campuses with no classes scheduled on either holiday.

D. As noted many times before, UUP would like an administrative decision for the observation of Labor Day and also Rosh Hashanah given the campus demographics and the importance of the holiday.

VIII. Faculty Handbook: Dissemination and Revisions

A. Labor noted that the current issue of the Faculty Handbook is available on line, but faculty have not been issued hard copies. It also understands that in the past, hard copies of Handbooks were provided and currently, they can be requested from Nancy Wolters. Also, department chairs were given one copy each for their respective departments.

B. Labor also noted that several memos are also on the web site where the Handbook is located. Are these parts of the Handbook? Are they revisions to the Handbook? Labor noted that this can be a source of confusion.

C. Management noted that it will examine the issue and wants to make sure that all Faculty have access to this information. They also noted that the logic of using the web and electronic dissemination is to cut the cost of printing.

IX. Due to the interest of time, the Discussion of Katrina Relief efforts and Calendar obligation of full-time teaching faculty: concerns about summer requests were not discussed.

Meeting adjourned 3:55pm

Part-time and Adjunct Concerns: Recent Initiatives

By Jay McDermott, UUP Oneonta, Part-Time Concerns Officer

The “sidebar” UUP PT/OSC administration meetings last spring brought something new to the Oneonta campus this fall. In the course of discussions, we began to explore ways that adjunct faculty could find an easier entrance into campus life when the fall semester arrived. Some areas that came up were parking permits, ID cards, and classroom technology access/instruction. Other possible topics included access/awareness of campus facilities, printing services, and student issues.

Initial exploration about such an ‘event’ gained validation when a summer meeting was held of those elements that might be interested in participating—and a full conference room of at least a dozen different departments indicated an enthusiastic willingness to try something new to reach out to adjunct faculty.

What finally came about was the “Part-Time Faculty Orientation to College Services” that was held for two hours in the Hunt Union Ballroom on Tuesday afternoon, August 23rd, one day before classes began. Bear with me for a moment if you were there, but if you weren’t, these are the tables that you missed: UUP (union info & membership cards); University Police (parking decals!); ID/dining card Office (ID cards); Registrar’s office (faculty services); Human Resources, & Payroll; Academic Computing, Computer & Telecommunication Services, and Technology Services; TLTC (faculty computer resources); campus bookstore (faculty discounts); OAS General Services (faculty dining); Student Disability Services (student accommodation); Counseling Center; Library Information Services; Academic Affairs; and Student Development.

The session proved to be very helpful to everyone who attended. Even some FT faculty found their way in to resolve last minute issues! Over at the refreshment table, we heard comments like “I’ve taught on six campuses around the country—and I’ve never seen anything like this before!” and “This has been great—it

certainly makes life easier this week!” A BIG tip ‘o the hat to Associate Vice President Lisa Wenck and event coordinator Terry Matthews: without their work this orientation would not have happened. Additional thanks to all the department heads and staff members who took part. Keep your eyes open—this was the first of what is hoped to be an annual event at Oneonta State College!

The Committee on Professional Evaluation and the College Review Panel

Due to the hard work of Norm Payne, UUP Oneonta’s Vice President for Professionals, two important instruments will soon be in place: the Committee on Professional Evaluation and the College Review Panel. The two groups will play a significant role in dealing with Professional evaluations and promotions/salary increases. Descriptions of these entities, which will have significance for all UUP Professionals, follows.

The Committee on Professional Evaluation: The Committee shall consist of three (3) professional employees serving in positions in the negotiating unit at each college, elected at large by all of the professional employees in the negotiating unit at the college in accordance with procedures developed and implemented by the UUP chapter president. (1) The Committee on Professional Evaluation established pursuant to Section VI. A. shall, upon the timely request of a professional employee, review a final evaluation report characterized as “unsatisfactory.”

(2) Committee review shall address both the procedures and substance of the unsatisfactory evaluation.

(3) As part of its review, the Committee at its discretion:

(a) shall have access to all previous formal evaluations of the professional employee concerned;

(b) may request and consider any additional comments by either the immediate supervisor or the professional employee;

(c) may request information pertinent to the review from secondary sources;

(d) may request that the immediate supervisor and/or the appellant meet with the Committee and respond to inquiries;

(e) shall be free to call upon any other individual whom they believe has information relative to the evaluation.

All individuals shall be encouraged to cooperate with the Committee if so requested.

C. Disposition of Committee Report

The Committee shall complete the written recommendations within twenty-five (25) working days from the date of appeal, with copies to the professional employee, the immediate supervisor, the evaluator’s supervisor and the college president. Within the (10) working days of the issuance of the report, the college president shall take such action as he or she deems appropriate and shall give written notice of such action to the professional employee, the immediate supervisor, the evaluator’s supervisor and the Committee on Professional Evaluation.

And,

College Review Panel: Each college president shall continue the procedure by which the professional employees shall elect a College Review Panel. Such Panel shall consist of not less than five (5) nor more than seven (7) members elected at large by all professional employees in the negotiating unit. The Panel shall: review applications for promotions of the type defined in Section II, Paragraph C(2) and make decisions and recommendations with respect to such applications in accordance with appropriate provisions of Paragraph E(2); and review applications for salary increases resulting from a permanent and significant increase in duties and responsibilities which are not accompanied by change in title or rank.

If you have any questions about either the Committee or the Panel, please contact Norm Payne at PayneNE@Oneonta.Edu

Much thanks to Norm for the long hours that he has spend providing the foundations for these two important groups to address Professional issues.

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. And as noted elsewhere in this issue of *The Sentinel*, UUP remains actively involved in relief efforts on behalf of the victims of Hurricanes Katrina and Rita.

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 Amy Crouse-Powers (2522) or Steve Logan (2514), co-chairs of this year's campus campaign. As Amy and Steve 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."

For more information about how SEFA works, please visit <http://www.sefa.state.ny.us>

UUP is proud of the participation of its members in this fine endeavor. Last year our campus helped to raise over \$21,000: let's even do better this year. Thanks for caring.



Bill Simons and Bill Scheuerman

Zanna McKay: Recipient of UUP's Drescher Award

Zanna McKay, Assistant Professor, Division of Education, is the recipient of one of UUP's most prestigious awards, the Dr. Nuala McGann Drescher Leave Program stipend. The award is named after former UUP statewide President and SUNY Buffalo Historian Nuala Drescher. The award, made by the New York/United University Professions Affirmative Action/Diversity Committee, involves a competitive selection process. Dr. McKay is a recipient of a Ph.D. from the University of Wyoming. Her areas of expertise include elementary education and reading. During her leave, Zanna will pursue pedagogical and content research. Kudos to Zanna upon receiving the Drescher Award.

For further information about the Dr. Nuala McGann Drescher Leave Program Guidelines, please refer to www.nysuup.lmc.state.ny.us

Tom Horvath: New UUP Secretary

Tom Horvath was elected chapter Secretary on October 3, 2005, by the UUP Oneonta Executive Board. In addition to serving as Secretary, Tom has already acquired an impressive union portfolio as Health & Safety Officer and representative to the Delegate Assembly. During his tenure as Health & Safety Officer, he has proved an important resource on issues involving the air quality in the closed Netzer-IRC-Schumacher tunnel

as well as in five student dormitories. Through participation in the ad hoc workload subcommittee, workshops, Executive Board deliberations, Labor-management meetings, and the Delegate Assembly, he has emerged as one of the core leaders of UUP Oneonta. Tom represent a new generation of scholar activists.

Dr. Thomas G. Horvath, Assistant Professor, Biology, and Graduate Faculty, Biological Field Station, was the recipient of the 2004 Richard Siegfried Faculty Prize for Academic Excellence. Tom's Siegfried lecture, "Too Late for 'Not in My Backyard': The Biological Invasion of Zebra Mussels in the Upper Susquehanna River Basin," was one of the highlights of the past academic year. His current service ranges from the Committee on Academic Excellence to the SUCO Intercollegiate Athletic Board. An excellent teacher, Tom's highly regarded course offerings include General Biology I; General Biology I Honors; Introduction to Environmental Pollution; Aquatic Pollution; Limnology; Topics in Limnology; and Experimental Stream Biology. His research is reflected in a burgeoning list of grants, conference presentations, and articles.

Tom's most recent article appears in the current issue of the *Journal of College Science Teaching* (Vol. 35 # 2). It offers a case study involving the tragic event that occurred in 1986 in Cameroon when a lake erupted a cloud of carbon dioxide that killed over 1,700 people. The case is designed to teach concepts in limnology (the study of lakes) related to physical processes in lakes. The article is the featured case study in the October issue of JCST. The case is also published through the peer-reviewed collection of The National Center for Case Study Teaching in Science website, and is now linked through the Digital Library for Earth System Education website. The case was first presented at the Celebration of Teaching symposium held last year on our campus.

An impressive amalgam of erudition and idealism, Tom's achievements enrich both the College at Oneonta and UUP.

Jim Greenberg: Interim *Sentinel* Editor

Jim Greenberg, Director of the College's Teaching, Learning, and Technology Center, will serve as interim editor of *The Sentinel* while Nancy Cannon is on sabbatical. Nancy will resume editing *The Sentinel* upon completion of her sabbatical; for now, however, she is immersed in locating, organizing, and making accessible materials from antebellum Delaware County and the surrounding environs. Nancy and her predecessor Richie Lee made *The Sentinel* a significant publication, and, as this issue attests, Jim is continuing that tradition.

Jim is a longtime UUP member and has been associated with the College continuously since his undergraduate days. He received his B.A. from SUCO in 1979. As Director of the TLC Center, Jim supports all aspects of faculty integration of technology into teaching and learning, directs the faculty fellowship program, funds innovations in technology use, develops electronic instructional material, and supervises professional staff. He is a recipient of the Outstanding Service Award (2003) and was elected to the Community of Scholars (2004). Jim has taught accredited courses for the Computer Science and Geography Departments.

UUP thanks Jim for his generosity with his time and talent. We are most appreciative of his willingness to serve as interim editor of *The Sentinel*.

Employee Wellness Fair: Wednesday, October 26

UUP will participate in an Employee Wellness Fair on Wednesday, October 26th. Other sponsors include the Office of Human Resources, CSEA, and EAP. So please mark your calendars for Wednesday, October 26th: from 10 AM – 3 PM the Fair will take place in the Craven Lounge and adjacent rooms in the Morris Complex. The Fair will feature a number of authorized representatives and vendors of various benefit programs to provide information and answer questions concerning health, wellness, and benefits. The Fair will facilitate informed health and benefits choices by members of the UUP bargaining unit as well as provide significant material about venues to wellness. There will be free health screenings, information sessions on Eldercare, Aging,

Social Security, Women's Health, Men's Health, Osteoporosis, Sleep Disorders, and Nutrition. Bassett Hospital will provide health screenings for cholesterol, blood pressure, glucose, and other health indicators. Special thanks to UUP Health Benefits Officer Ricky O'Donnell and other members of the planning committee. Ricky indicates that notice will be "coming from Human Resources to encourage supervisors to allow release time for employees to attend."

Hurricanes Katrina and Rita : Relief Donations

UUP reminds its members that the following are among the organizations through which you make donations for the relief of Hurricane Katrina victims:

- 1) The Salvation Army
1-800-SAL-ARMY
www.salvationarmyusa.org
- 2) America's Second Harvest
1-800-344-8070
www.secondharvest.org
- 3) American Red Cross
1-800-475-7669
www.redcross.org
- 4) Habitat for Humanity
1-229-924-6935
www.habitat.org

UUP thanks its members for their contributions to Hurricane Katrina relief activities. UUP will, in collaboration with other on-and off-campus organizations, continue, over the weeks and months ahead, to participate in Hurricane Katrina relief initiatives. We will keep our members informed.

Food for Thought/Chapter Meeting: Tuesday, October 25

The next *Food for Thought*/chapter meeting will be at Le Café, Morris Hall on Tuesday, October 25 at noon. Gary Reinbolt, CEO of WSKG Public Broadcasting-Binghamton, will be the guest speaker. Reinbolt will discuss the future of public broadcasting in the context of economic considerations, the impact of political pressures on programming, and news reporting, including items related to education and unions. After Reinbolt's formal remarks, a question-and-answer session will follow.

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.



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UUP's Janet Nepkie and Statewide UUP President Bill Scheuerman

Quiz

Name the union musician (pictured here) who received the Medal of Honor for rescuing the grandfather of a future U.S. president?

The first three people to email Jim Greenberg (greenbjb@oneonta.edu) with the correct answer will receive a canvas UUP tote bag.



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 Jim Greenberg, Interim Editor. Jim can be reached via email at greenbjb@oneonta.edu.

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