



The Sentinel

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UUP - Oneonta

December 2005

“The highest reward for man’s toil is not what he gets for it, but what he becomes by it.” -John Ruskin 1819-1900

Holiday Appreciation: UUP Party: Sunday, December 18th

By Bill Simons, Chapter President

UUP will hold its traditional end of semester party on Sunday, December 18, 2005, from 2:00—5:00 PM at Iannelli’s Ristorante, 99 Chestnut Street, Oneonta. Complimentary refreshments will be served, featuring a light buffet and diverse beverages. All members of the UUP bargaining unit are most cordially welcome, and each member of the UUP bargaining unit may bring one adult guest. Reservations are required. To make a reservation, please call 436-2135 to leave a message on the UUP answering machine, indicating your name and telephone number and, if bringing a guest, the guest’s name. A meeting of the UUP Oneonta Executive Board from 1:30—2:00 PM will precede the party. Thanks to Loraine Tyler for organizing this special gathering.



Bill Simons, UUP Chapter President

Why does the family of UUP Oneonta gather together in celebration? Like all people, we deserve, as Thomas Jefferson asserted, to participate in “the pursuit of Happiness.” UUP battles against unreasonable workload so that its members can lead rich and varied lives. Drones are poor role models for our students or children. Respite replenishes the soul, restoring the energy and enthusiasm that make us better academics and professionals—and people. Our end of semester party is a celebration of the balanced life: first, comes responsibility to family and self; second, continued excellence in professional work at SUCO; and third, dedicated service to UUP and our brothers and sisters in the larger world. Your union, if you have the will to make it so, is the vehicle to asset the right to a full life.

The party and other UUP gatherings also serve as powerful tools of building and strengthening your chapter. We stand united in good times and bad. Such occasions enable us to know one another at a deeper level, knitting us together for the common good. Many of the officers and activists of UUP Oneonta initially gained a sense of inclusion at union events. Do not be afraid: stand together in solidarity. Family members care and protect one another: UUP Oneonta is an extended family of its diverse constituents.

UUP New Solidarity promotes a “big-tent” welcome to all. Part-timers as well as full-timers, professionals as well as faculty, the untenured as well as the tenured, and the active as well as the retired, regardless of race, religion, ethnicity, gender, age, sexual orientation, marital status, or household structure, deserve and will receive respect in the family of UUP Oneonta. This emphasis on inclusion pervades our chapter.

Make no mistake, however: UUP leaders and rank-and-file cannot rest on their laurels. We must continue to confront serious issues concerning faculty and professional workload, conditions of labor, and remuneration. We pledge that part-time concerns will remain central to our mission. UUP is the bulwark of a strong SUNY. We need to maintain patience, courage, and perspective as UUP fights for increased funding. Be ready to travel to the Legislative Office Building in Albany in the spring to fight for a needs-based SUNY budget.

I owe thanks to many more individuals than I can list. Vice President for Academics Rob Compton has made exceptional contributions to the chapter. It is Rob who took the lead on issues involving Summer School stipends and the workload of fulltime faculty. A policy wonk, Rob possesses remarkable research and analytical abilities that provide us with direction and substance. He has recruited, mentored, and helped many younger faculty. Rob has emerged as an integral part of the statewide Legislation Committee and engaged in important advocacy work. His impressive talents have come to the attention of the statewide leadership, resulting in his inclusion in the higher ed delegation at the recent American Federation of Teachers conclave in Washington, D.C. Vice President for Professionals Norm Payne does a remarkable job. It is under Norm that



Tom Horvath, UUP Secretary and Health and Safety Officer

our Professionals have come of age with Performance Programs, the Committee on Professional Evaluation, the College Review Panel, and representation of professional constituents. Moreover, Norm takes the lead on issues involving Discretionary Salary Increase (DSI) and parking while serving on the Labor-Management grants committee. Ubiquitous and tireless, Norm is also the chapter's webmaster. Wearing multiple hats, Tom Horvath is indispensable to UUP Oneonta: as Health/Safety officer, Tom employs his impressive scientific expertise to monitor the physical workplace, most recently addressing concerns about construction in Fitzelle; he is our Secretary, opening up Labor-Management Meetings to our membership via carefully rendered compilations; and Tom, a newly elected Academic Delegate, is acquiring important perspective about unionism beyond the Oneonta campus. Part-Times Concerns Officer J McDermott has given eloquent and tireless voice to the most vulnerable members of our's bargaining unit in many venues, including the monthly Labor-Management Meeting, separate sidebar meetings with management devoted exclusively to part-

time and adjunct issues, Campus Equity Week, an impressive summer orientation, and individual representation of constituents. Rich Tyler brings meticulous and expert devotion to his stewardship of the treasury. Paul Conway conducts grievance matters with integrity, professionalism, and discretion. Our iconic Director of Special Events, Loraine Tyler, invests our gatherings with grace and excellence. The energy, savvy, and creativity of Membership Director Teri Weigl has significantly increased our numbers; Teri's organizational skills and facility with oral and written exposition suggest even bigger things ahead. Dennis Selzner is a superb labor relations professional, possessing a soaring idealism leavened by hard experience and an unsurpassed knowledge of the contract. As Disabilities Officer, stalwart of the Family Leave Committee, and Professional Delegate, V.N. Shastri combines compassion and gravitas. President emeritus Fred Miller, peripatetic and informed, remains a superb political point-man, known and respected by state legislators as an advocate for higher education. With verve and enthusiasm, VOTE COPE Director Janie Forrest-Glotzer has augmented the resources necessary for UUP to undertake important advocacy initiatives. Benefits Officer Ricky O'Donnell expertly explains and advocates concerning member health services, most recently at the highly successful Employee Wellness Fair. Besides significant service on the Solidarity Committee and the Labor-Management grants committee, Academic Delegate, Richie Lee, **Sentinel** editor emeritus, has lent much appreciated support to J's endeavors on behalf of our part-time and adjunct members. Alex Thomas, possessed of an impressive resume, joins Norm and Richie, as part of the UUP delegation on the Labor-Management grants committee. Our union salutes the recent election of Kristy Davidson, Eileen McClafferty, and Norm to the Committee on Professional Evaluations and of Norm, Eileen, Kristy, Teri Weigl, Rebecca Tinker, and Alex Hazard to the College Review Panel. Our multitalented **Sentinel** editor Jim Greenberg expertly upholds the standards of excellence that his predecessors, Nancy Cannon and Richie, imparted to this award-winning publication. Returning from sabbatical, Nancy, an amalgam of



Loraine Tyler, UUP's Director of Special Events

practicality and perfectionism, will ably represent Oneonta on the Technology Issues Committee and as an Academic Delegate while assuming the new position of electronic archivist. UUP appreciates the expertise that Steve Johnson lent to several surveys undertaken by the union. Joe Baldwin and Chris Bulson are bulwarks of the Elections and Credentials Committee. The talented and generous Linda Drake coordinated the volunteer endeavors of UUP at **Saturday's Bread**. Serving on the Technology Issues Committee and as a Professional Delegate, Jeri Anne Jerminario, former president of UUP Cobleskill, is an important link between our chapter and UUP in Albany. The resilience of alternate Academic Delegate Linda Randall deepens our resolve. Kudos to UUPers Bambi Lobdell, Kathryn Finin, Thomas Pullyblank, Denis Brennan, and Don Hill for their articulate and principled statements on behalf of adjunct faculty. Thanks to Gina Keel, Lisa Tang, and Ho Hon Leung for demonstrating that a new generation is committed to unionism. Dan Payne shares wisdom, serenity, and the vision of a better world. Philosopher extraordinaire Achim Koeddermann provides a Kantian perspective on the University and College Senate. John Carney protects institutional memory and brings meetings to order with a whistle that could stop a freight train. My mentors, former chapter presidents Ed Wesnofske and Denny Shea, continue to provide sage counsel. And Peg Carney, an incomparable office manager, loyally and expertly balances tasks and deadlines.



Jim Greenberg, Sentinel editor

Finally, regardless of your faith or, lack thereof, may the holidays and year ahead bring health and happiness to you and yours—and to all humanity.

An Adjunct's Story

by Bambi Lobdell, Adjunct Professor, English

Thirteen years ago I left working in the private sector because I felt, for the amount of work I was doing and the level of knowledge and responsibility it required, the ten dollars an hour I was being paid was insulting. As was the clear understanding that I would never move up to a higher position where I could earn more money. So I returned to college and worked my way to the doctoral level so I could be a professor. I knew I was never going to get rich teaching, but I feel compelled to teach. It is what I MUST do.

While pursuing my doctorate, I realized I would have to work as an adjunct, and accepted the fact that I would not make much money as one. For years, I have scraped by, willing to live a frugal life style on a very tight budget. (Read near poverty level.) There are joys found in teaching that cannot be compared to monetary rewards, and they can carry a teacher a long ways past ten year old cars, ten year olds clothes, and a complete absence of vacations. But this past September after Hurricane Katrina hit and gas prices skyrocketed, I found myself in a financial dilemma that sank my spirits. In balancing my budget, I had set aside just enough money for gas to commute to work for two weeks, so that I could also buy groceries. When gas prices soared, I ran through the grocery money, and when that was gone, I faced a hard choice: I could cancel one class to make sure I had enough gas to get to school on the next payday, or I could borrow \$20 from my daughter who is in college so I could go to school every day I needed to. I swallowed my pride and borrowed the \$20 from my kid, feeling ashamed to the bone, but also feeling a sense of duty to my students.

The next few months were tougher than usual, and I found myself ONLY driving to school, making sure I ran any necessary errands on my way home. I felt demoralized, and wondered if I could even afford to keep teaching. I was used to not having money for extras, like car repairs, home repairs, social events, and new clothes, but now I wondered if I could afford to drive to school. I don't mean, "Can I afford a new car?"

– I mean, “Do I have enough money to fill the gas tank?”

Then I read the blurb on Oneonta’s home page and despair turned to indignation. “Teaching comes first at Oneonta. Here you’ll encounter professors who love teaching and who genuinely care about how you’re doing inside and outside the classroom. Average class size is 20, and all courses are taught by faculty members—never by graduate students.”

The home page of Oneonta State College’s web site makes it sound like all faculty members are alike, are able to give their students individual attention, and are involved with students outside the classroom. While it is true that I love teaching and take great interest in my students, I have 45 students in my Literature 100 class as that is the ceiling and the number cannot be negotiated. I am involved with certain student groups and clubs, but wonder how much longer I can continue to do so; I cannot afford to come to campus on days I do not teach, so I often feel disconnected from the campus community because I cannot attend all the events I would like. Technically I AM a graduate student – a doctoral graduate student – and yet I have won awards for teaching.

While I am flattered to think the school considers me as qualified as full time professors, I cannot help but feel undervalued because of what I am paid. When I sat down and divided my pay by the number of hours I put in every week, I came up with about \$8 an hour. Like I said, I never thought I would get rich teaching, but I never thought I would be treated meanly either. Teaching may come first at Oneonta, but not necessarily teachers.

Highlighting Adjunct Achievement: Dr. John McGuire, Recipient of History Award

Too often the talents and contributions of part-timers and adjuncts go unrecognized. Currently adjuncts constitute 46% of the SUCO faculty. They make outstanding contributions to the intellectual life of our college, and their starting pay for a three-semester hour course remains \$2,250. As part of UUP’s “DEMAND JUSTICE: PART-TIME EMPLOYEES DESERVE FAIR PAY” campaign, **The Sentinel** will continue to highlight the concerns and achievements of our part-time and adjunct members. Bambi Lobdell’s incisive commentary appears elsewhere in this issue. The November 30, 2005, edition of the **Bulletin** highlighted the recent honor garnered by one of our former adjuncts.

The **Bulletin** congratulated John T. McGuire, previously an adjunct member of the SUCO History Department, for receiving the 2005 Philip S. Klein Prize from the Pennsylvania Historical Association for his article, “Two Feminist Visions: Social Justice Feminism and Equal Rights, 1899-1940.” Dr. McGuire’s study appeared in **Pennsylvania History** 71:4 (Autumn 2004): 445-478 and received the Klein award as the best article to appear in the journal during 2003-2004.

Dr. McGuire taught at Oneonta for five years. He was versatile enough to teach both Western Civilization and United States History. In 2005, he was the keynote speaker at SUCO’s Martin Luther King Day observance. Dr. McGuire has several publications—a B.A. and M.A. from the University of Scranton, a J.D. from the University of Buffalo Law School, and a Ph.D. from Binghamton University. For four years, he was a trial attorney for the United States Department of Justice. As the chief litigator, he won convictions in five out of six cases against predatory corporations. Dr. McGuire continues to engage in his dual professions, teaching history on the college level and practicing law.

John McGuire’s story helps to put a face on adjuncts. There are many outstanding adjuncts on our campus with fascinating stories. **The Sentinel** will feature additional adjunct and part-time profiles in subsequent

issues.

Dr. Nuala McGann Drescher Leave Program: Fall 2006

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 Fall 2006. The deadline for applications is February 1, 2006. Funds are provided to enhance employment opportunities for minorities, women, persons with disabilities, and Vietnam-era veterans by assisting them to prepare for permanent or continuing appointment within the State University of New York. For information/guidelines/applications germane to his leave program, please go the following web site:

www.nysuup.lmc.state.ny.us

If you have any questions about his Leave Program, please get further information by telephoning State/UUP Joint Labor-Management Committees Office at (518) 457-1198 or go to nysuuplmc@goer.state.ny.us

Vote Cope: Your Voice in the Halls of Power

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

Ever wonder how educational legislation obviously detrimental to the public interest gets passed? The contention that “the best interests of the public have been considered” is usually backed by a well-financed lobbying campaign complete with a staff devoted to the art of “spin”. As detrimental to the public good as some legislation may be, worse still is the public’s assumption that education professionals have had access to the legislative process when in fact, they have not. Vote-Cope is UUP’s way of assuring that students, families and the education community have a real voice in informing legislators what’s really best for education. Whether it is working conditions, class size, best practices or affordability, Vote-Cope gives our membership a voice that cannot be ignored. By contributing a dollar out of every paycheck, less than the price of a cup of coffee, you are assuring that what is in your best interest, and the interests of those we serve, are met. Vote-Cope is your voice – make it a loud one. To sign up for VOTE COPE, please use the card below.

VOTE/COPE NEEDS YOUR PARTICIPATION

The card below briefly describes the union's VOTE/COPE political action program and how you can contribute painlessly via payroll deduction. Just complete, sign, and send the card below to UUP, PO Box 15143, Albany, NY 12212-5143. Note that you enter your contribution per pay period (not total contribution). VOTE/COPE funds are the only resource the union has for getting the message out about the importance of state funding for public higher education, so one hundred percent participation by UUP members should not be an unreasonable goal.

PLEASE RETAIN FOR YOUR RECORDS

VOTE/COPE is the non-partisan political action fund of UUP and its affiliate, New York State United Teachers. It coordinates the voluntary contributions of members and makes contributions to UUP/NYSUT-endorsed candidates and to UUP/NYSUT-supported general campaign committees.

VOTE/COPE funds, by law, are kept separate from those of NYSUT and UUP.

Contribution Per Pay Period: _____

Effective (M/D/Y): _____

**VOTE/COPE Solicits and Accepts
Voluntary Contributions.**

**CONTRIBUTIONS OR GIFTS TO
VOTE/COPE ARE NOT TAX DEDUCTIBLE.**



UUP: (800) 342-4206

UUP VOTE/COPE Voluntary Contribution United University Professions, P.O. Box 15143, Albany, NY 12212-5143

Last Name _____ First _____ MI _____ Soc. Sec. No. _____

Address (Include Street, City, State, Zip) _____

Campus _____ Department: _____ E-mail: _____

AUTHORIZATION FOR VOLUNTARY DEDUCTION

Effective no earlier than _____ (enter date), I hereby authorize regular payroll deductions from my earnings in the amount specified below as a voluntary contribution to be paid to VOTE/COPE, to be used in accordance with applicable law for the purpose of making political contributions in connection with Federal, State, and local elections. My contribution is voluntary, and I understand that it is not required as a condition of employment, and that I may revoke this authorization at any time by giving written notice to the Treasurer of United University Professions.

Contribution Per Pay Period (Circle One) \$1 \$2 \$5 \$10 Other \$ _____

Signature _____ Date _____

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.



UUP Office
206 Human Ecology

Phone: 436-2135
FAX: 436-2295
Email: oneonta@uupmail.org

Quiz

In the room shown, this engineer first showed his invention to a colleague and was quoted as saying, "Don't tell anyone. This isn't what we're suppose to be working on."

What was the invention and who was the inventor?

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.

Executive Board Contact Info

President (d) 436-3498 (office)	Bill Simons	SIMONSWM
VP for Academics 436-3048 (o)	Rob Compton	COMPTORW
VP for Professionals (d) 436-2021	Norm Payne	PAYNENE
Secretary and Health/Safety Officer (d) 436-3899 (o)	Tom Horvath	HORVATTG
Treasurer 436-3648 (o)	Rich Tyler	TYLERRF
Grievance Officer 436-3923 (o)	Paul Conway	CONWAYPG
Benefits Officer 436-3572 (o)	Ricky O'Donnell	ODONNERA
Disabilities Officer (d) 436-2185(o)	V.N. Shastri	SHASTRI
VOTE COPE (d)	Janie Forrest-Glotzer	FORRESJL
Director, Special Events 436-3390 (o)	Loraine Tyler	TYLERLL
Membership Director 436-3079 (o)	Teri Weigl	WEIGLTA
Newsletter Editor 436-2701 (o)	Jim Greenberg	GREENBJB
Part-Time Concerns Officer 436-3034 (o)	Jay McDermott	MCDERMJ
Retiree Representative (d) 988-9323 (home)	Fred Miller	MILLEREW
Electronic Archivist (d) 436-2160(o)	Nancy Cannon	CANNONNS
Administrative Assistant 436-2135 (o)	Peg Carney	ONEONTA@UUPMAIL.ORG

Other Delegates and Alternates:

Joe Baldwin	BALDWIJC@oneonta.edu	431-3517
Chris Bulson	BULSONCE	397-9345 (h)
John Carney	CARNEYJJ	432-5360 (h)
Jeri Anne Jerminario	JERMINJA	432-4559 (h)
Richie Lee	LEERE	436-2493 (o)
Linda Randall	RANDALLK	433-0581 (h)

*e-mail addresses are @ONEONTA.EDU (d = delegate)