



# The Sentinel

Volume 6, No. 2

UUP - Oneonta

February 2006

"I haven't failed. I have just found 10,000 ways that won't work." Thomas A. Edison

## The Plight of Adjuncts: Achim, 2 Mikes, and the Senate

By Bill Simons, Chapter President

The diverse articles in this issue of *The Sentinel* reflect the voice of young emergent UUP leaders. Vice President for Academics Rob Compton analyzes the potential mischief that the current assessment frenzy poses to higher education. Membership Director (and my former student) Teri Wigel contributes an eloquent and engaging article on chapter development. Part-Time Concerns Officer J McDermott discusses recent developments in his sector. Academic Delegate and Electronic Archivist Nancy Cannon reports on January's Labor-Management "sidebar." VOTE COPE Director Janie Forrest Glotzer shows you how to make your views known to lawmakers. Vice President for Professionals Norm Payne calls for UUPers to participate in a new survey concerning DSI. This issue also contains a complete list, by name and award, of those who received DSI in 2005. Other articles discuss lobbying on behalf of SUNY, applying for joint Labor-Management grants, and joining UUP volunteers at *Saturday's Bread*. And UUP's campaign on behalf of part-time employees continues.



On Monday, January 23, 2006, the College Senate adopted a resolution supporting raising the starting pay of adjuncts for a 3-semester hour course from \$2,250 to \$2,500. The Senate motion, reflecting that institution's advisory status, was passed without opposition. This sentiment strengthens UUP's campaign on behalf of adjuncts rights. UUP responds by reasserting "**Demand Justice: Part-Time Employees Deserve Fair Pay.**" Note the commentary on adjunct rights that follows.

**Achim Koeddermann** possesses an incisive intelligence and inexhaustible energy. His honors and responsibilities are many — Associate Professor of Philosophy, recipient of the Richard Siegfried Junior Faculty Price and the Chancellor's Award for Excellence in Service, Oneonta Faculty Senator, and SUNY Senate Vice President and Senator. He is also a speaker of truths. Although the full text of Achim's article on the exploitation of our part-time employees appears later in this issue of *The Sentinel*, I was particularly impressed by his eloquence in the following passage:

In often treating our part-time faculty as 'academic sharecroppers', we violate fundamental principles of fairness and justice. We might think that we, the privileged, merit our full time employment - but given the current academic job market in many fields, pure luck might also have lifted us to our position... just assume that *you* would be in the position to look for a full time position, to be qualified for the teaching work, and not to get a recompense that allows you a minimal standard of living. We, the Senate, feel that our colleagues called "adjunct faculty" receive minimal financial and other support - as in most institutions of higher learning. However, I believe that we, at SUNY Oneonta, are not just part of an education industry that exploits its workforce and is defined primarily as big business. Education, and especially public higher

education, is not a good like all the others: it needs care, and as we expect our adjuncts to be qualified and to care about the education of our students, so we have to care about them.”

Other voices have also joined the campaign on behalf of adjuncts. **Mike Siegel**, Emeritus Professor and former Chair of the Psychology Department, has a well-deserved reputation for moral courage as evidenced by his strong words concerning the exploitation of adjuncts: “It has recently come to my attention that the starting pay of an adjunct faculty member is \$2,250 for a three credit, semester long course. When I was first married and my wife and I were setting up a modest household we shopped one afternoon to purchase some basic necessities, such as a can opener, some light bulbs, door stops, etc. We spent over \$100 for needed items but items of little consequence. That was over 45 years ago. Today a similar shopping expedition would likely cost up to five times that much or almost one quarter of a semester’s pay without considering the usual deductions. When one adds paying for food, medications, rent and other items without which no one can long survive it becomes so very clear that this pay must be raised in order to have those who earn it match what they might get at McDonald’s. As it is, adjunct, or contingent faculty, are being exploited. They must at least receive a living wage for their important services.”

And **Mike Friery** lends to the campaign on behalf of adjuncts the perspective of one who balances several jobs. A former graduate student of mine, Mike Friery is a fulltime librarian at Hartwick college, a part-time librarian at SUCO, and an adjunct faculty member of our History Department. He observes, “I’m a full time librarian and teach history part time at several local institutions. Teaching has actually become my main avocation in recent years. I thoroughly enjoy the close contact with students and the feeling of accomplishment I have when students perform well in class discussions and examinations. As a professional with a full time job I find that the concerns many of my colleagues have with benefits and compensation do not have as great an impact in my life. However, I support the continuing effort to achieve some semblance of just compensation for adjunct teachers. We are lucky to have a pool of very talented and prepared part time instructors capable of maintaining high standards in our classrooms. It’s shameful that many of them have to struggle with low wages when they contribute so much to higher education in New York State. Two changes in University policy might have the effect of helping our adjuncts and contributing to a better educational experience for our students at the same time. By allowing adjuncts to teach more upper division courses and giving them a teaching commitment for a full year, SUNY Oneonta could offer adjuncts more security and broaden the course offering at little extra expense. Small colleges often have difficulty fielding a full range of courses when departments are small and understaffed. As are many other adjuncts, I am capable of teaching upper division courses in my primary focus areas of Colonial and American Indian History. Why not take full advantage of resources already at hand

Achim Koeddermann, Mike Siegel, and Mike Friery join Kathryn Finin, Thomas Pullyblank, Denis Brennan, Don Hill, and Bambi Loddell amongst those who have raised their voices on behalf of part-timers. UUP Oneonta salutes their courage, talent, and idealism in so doing. Join their ranks and provide UUP with a signed commentary in support of adjuncts to publish in *The Sentinel*

### **Adjunct Faculty as “Academic Sharecroppers”**

*By Achim Koeddermann, Oneonta Faculty Senator and SUNY Senate VP and Secretary*

As your Oneonta Faculty Senator, and as your SUNY Senate VP and Secretary, I have long argued for the need to bring more *full time* faculty lines to the University. *Service* is an expectation of faculty (as expressed in the BOT Policies) and most descriptive documents speaking to the nature of the university, and faculty governance relies on full time faculty as the core of the academy and the professoriate. Service is often undervalued as compared to research and scholarship - and the very nature of adjunct positions cannot include the expectation of such service as shared governance requires.



However, the prime task of the university, and of our college, is teaching-learning and “all things which support that continuum” as Carl Wiezalis, our UFS President, wrote. And in this essential function of the university, we have relied so heavily on assistance from part-time faculty that we could not function without them. Indeed, some of our best teachers are part-time employees, and we, as a Senate, created the *Simphewe Hlatshwayo Outstanding Part-Time Instructor Award* to honor these best of the best. By the way, the first recipient of the *Simphewe Hlatshwayo Outstanding Part-Time Instructor Award* was the redoubtable Dr. Richie Lee, who subsequently received the Chancellor’s Award for Excellence in Teaching, expertly edited the UUP *Sentinel*, and was elected Chair of the English Department. I still remember the resistance then to this award by one of my departmental colleagues, who found that it felt like “legalizing slavery” by providing a stipend.

I beg to differ: we as a professoriate have a fiduciary duty to assist those who are in no position to bargain to get recognition. Professional ethics make a distinction between work for hire, and professional obligations, which are founded in a respect for the body of knowledge of the discipline, and a social service for the public, as well as the essence: the recognition by peers. In passing a resolution last week in support of our adjunct colleagues, we, the faculty, are recognizing the value of those who work with us, and establish that they deserve fair pay. The very nature of the Senate is ONLY *advisory* to the administration - but this includes a certain public power: to morally endorse, and to urge for fair treatment.

In often treating our part-time faculty as “academic sharecroppers”, we violate fundamental principles of fairness and justice. We might think that we, the privileged, merit our full time employment - but given the current academic job market in many fields, pure luck might also have lifted us to our position: in taking Rawls seriously, under a veil of ignorance, just assume that *you* would be in the position to look for a full time position, to be qualified for the teaching work, and not to get a recompense that allows you a minimal standard of living. We, the Senate, feel that our colleagues called “adjunct faculty” receive minimal financial and other support - as in most institutions of higher learning. However, I believe that we, at SUNY Oneonta, are not just part of an education industry that exploits its workforce and is defined primarily as big business. Education, and especially public higher education, is not a good like all the others: it needs care, and as we expect our adjuncts to be qualified and to care about the education of our students, so we have to care about them. While increasing the salaries of administrators and, to a lesser degree, full-time faculty incrementally attempts to address discrepancies between “us” and other institutions, adjunct faculty need to see changes in their paychecks as well: they are an essential part of “us”; and we need to demonstrate that we care. If we don’t, we will erode the belief in the need for our own existence: tenured faculty have a duty to use the freedom and protection of their position to argue for the public good.

### **Assessment: Necessary Evil, Harmless Bureaucratic Ruse, or Pernicious Impact on Your Scholarship?**

*By Rob Compton, Vice President for Academics*

In an increasingly politicized higher education climate, there is increasingly no refuge from the onslaught of assessment. Within the K-12 environment, for example, \$400 million dollars of the estimated \$11 billion of the 2001 No Child Left Behind Act is designated for tests that will be administered and scored almost exclusively by four large firms, including Harcourt Educational Measurement, CTB McGraw-Hill, Riverside Publishing, NCS Pearson, and now Educational Testing Service (ETS). There is no question that firms are salivating at penetrating the burgeoning higher education market. In anticipation and recognition of such a market Educational Testing Service (ETS),



a major purveyor of standardized tests develops and markets an entire product line geared toward assessment ([www.ets.org](http://www.ets.org)),

“The higher education landscape is about to change, dramatically. Colleges and universities will be held accountable by multiple stakeholders, ranging from students and parents, to faculty and administrators, to accreditation bodies and federal agencies.”

Higher education assessment also produced a cottage industry of research into assessment and even assessment of assessment strategies and approaches. Many of these articles appear in the journal Assessment and Evaluation in Higher Education.

Incidentally, SUNY System Administration is not an innovator but a late entrant into the game of assessment. Many colleges and universities have now incorporated routine outcome based assessment into institutional and departmental strategic plans and individual faculty teaching, service, and research. In other words, assessment has become entrenched in the lexicon of academic bureaucratise. Assessment will, in the future, impact what a professor needs to cover in class and how it is to be covered. Thus, it is no surprise that the SUNY Senate initially opposed general education assessment and then only moved begrudgingly to the position of campus based assessment. This occurred only when it became apparent that external groups (e.g., elected officials, certain SUNY Board of Trustees members, and testing agencies). The SUNY Assessment Initiative seeks to implement a revised “outcome based” assessment mechanism. The SUNY Board of Trustees website (<http://www.suny.edu/provost/Assessmentinit.cfm>) states:

*“For example, in the General Education program required of all baccalaureate students, we must be able to show that they are acquiring a knowledge base of sufficient depth and breadth and learning core academic skills and competencies. In the Major, we must be able to show that our students are fully prepared to meet the standards for advanced study, the qualifications of professional careers, and the needs of contemporary society.”*

Furthermore, it also states that:

“Efforts are currently underway to implement **Strengthened Campus-Based Assessment (SCBA)** for the fall 2006 semester. SCBA results directly from a SUNY Board of Trustees Resolution adopted in June 2004. This endeavor requires campuses to use externally-referenced measures – using either nationally-normed exams, or rubrics developed by panels of State University distinguished faculty – to assess student achievement in Critical Thinking (Reasoning), Basic Communication, and Mathematics. The data yielded by these efforts will provide important supplemental – and likely affirming – information to the data that have already been provided through campus-based general education assessment.”

So pressures for outcome based assessment have not relented, but will likely increase over time. Despite the opposition for a unified and standardized General Education Assessment by Joe Hildreth, President of the SUNY University Faculty Senate, politically motivated individuals continue to call for SUNY wide standardized General Education Assessment. As the quote above states, we are marching forward to the imagined nirvana of outcome based assessment of learning. Unfortunately, to make matter worse, recent actions of the Oneonta College Senate have all but endorsed the SUNY wide assessment regimen. What is the modus vivendi of the assessment craze? What is the cause of this rush to assessment? How is this going to impact your teaching and scholarship? Will you be teaching to the assessment instrument? Will you soon be submitting lessons plans? And lastly, will your performance and discretionary salary increase (DSI) be based on how your students perform relative to other students in the Oneonta and beyond?



Will outcome based assessment actually measure students learning? Keep in mind that over the past several decades, the patterns of grades assigned would suggest that students are smarter and learning more than in the past. But we all know that “grade inflation” is a disease that has proliferated into the cumulative record of every student today. A seasoned and somewhat cynical colleague at another institution surmised that “professors now pretend to teach and students pretend to learn” and that “high grades” often correlate with “customer satisfaction” which in turn drives higher faculty evaluation. Then he added, “professors get the pay raises, the student is award high grades, the even the parents are happy”. Furthermore, there is no question that students and parents perceive a high school diploma or even a college degree to be worth less today than twenty years ago. This erosion of trust cannot be remedied by waving the wand of assessment. Those who tout assessment as a mechanism to “satisfy outside stakeholders” fail to recognize that this slippery slope will not create better learners or professor. It will only destabilize an already tenuous educational system buffeted by politically motivated threats and demands from the far right trying (and I might add succeeding) in selling the academic bill of rights (ABOR) across the country. (See David Horowitz’s front organization Students for Academic Freedom URL: <http://www.studentsforacademicfreedom.org/>)

Slowly your academic freedom is being eroded and the workload is increasing. Whether these trends are politically motivated, bureaucratically designed, or created by some process involving both, the end result is a demoralization of the professoriate. As you probably know, the current assessment regimen on this campus is confusing, poorly designed, and yields results that produce data that cannot be of much value for those interest in their statistical analysis. As your Vice President for Academics, my concern is as follows:

- To what extent will any revised approach to Campus Based General Education Assessment impact your academic freedom as the data become linked increasingly to material covered in class?
- What impact will the ever-growing demands of assessment have on workload?
- How will assessment eventually become surreptitiously embedded into your “terms and conditions of employment” which only UUP is supposed to negotiate with the state?
- How will adjuncts be compensated or otherwise accommodated (as adjuncts are hired only to teach courses on a piece-meal basis)?
- Will assessment take away from our fundamental mission of teaching as we are forced to move toward “teaching for assessment”?

You may have similar concerns that I noted above. Before the college or you embrace any new assessment mechanism, the long-term implications need to be thought out. UUP Oneonta will take a much greater interest in the issue as it develops on this campus. Please feel free contact Bill Simons, UUP Oneonta president at [SimonsWM@Oneonta.Edu](mailto:SimonsWM@Oneonta.Edu) or me at [ComptoRW@Oneonta.Edu](mailto:ComptoRW@Oneonta.Edu) if you have comments, suggestions, or concerns concerning assessment.

## **Poppy Seeds with Sugar on Noodles**

*By Teri Weigl, Membership Director*

Last month, I attended our UUP Christmas Party at Ianelli’s. In my car on the way home after the party, I contemplated on why I had such a good time. It also occurred to me that I wished I had started going to these activities much sooner in my career. Sure, the food was really good, but the din in the banquet room had been almost deafening. There were so many faculty and professionals with so much to talk to each other about. Between last year and this, I’ve come to learn many new things just by going to “Food for Thought”, our end of year picnic, and of course the Christmas party. I’ve learned



about the history of theater props and set decoration, I've learned about the open road of Route 20 and where it can lead, and I actually learned that someone else's Dad used to eat poppy seeds and sugar on noodles. I seriously thought I was alone on that one!

UUP activities are fun, interesting, eye-opening, and even educational. You get to know colleagues outside of the work environment, on a more personal level. We really are a diverse, active, educated, and interesting bunch that really have only two commonalities:

- 1) We all enjoy working at the college and sometimes even worry about the future of our work place (some of us have spent much of our adult lives on campus).
- 2) We are all brothers and sisters in our union, UUP.

As a member of UUP, do you have to go to all the activities? No. As a member you really don't have to do anything at all. The importance of being a member is having the option. It's your salary and your benefits. Solidarity and numbers gives us bargaining power. As a member you can vote on the contract. There are also discounts and term life insurance available to members (<http://www.uupinfo.org> for more info).

Whether you're professional staff, faculty, part-time or adjunct, there is power in numbers. Check your paystub. If you have monies taken out as "fee payer", you are not a member. To become a member, complete the form below and mail in (or you can send the form to me and I'll be happy to mail it in for you). Feel free to email me at [weigla@oneonta.edu](mailto:weigla@oneonta.edu) or give me a call at x3079 if you have any questions. It's that easy.

I sincerely hope that if you are not a current member, you'll become one in the future. Who knows what I'll learn at our next get together! I am really interested in astronomy, and teaching, maybe I'll learn about China, or how about the Civil War....

<b>PLEASE RETAIN FOR YOUR RECORDS</b>		<b>UUP Membership Application</b>	
<p>You are not a member of the union until the UUP Administrative Office receives your signed membership application.</p> <p>All Professional Services Negotiating Unit members pay an agency fee equal to union dues, even if they do not join the union.</p> <p>Signing this card will not change the union deduction from your paycheck, but it gives you the right to:</p> <ul style="list-style-type: none"> <li>• vote on the collective bargaining agreement;</li> <li>• attend union meetings;</li> <li>• hold union office; and</li> <li>• elect union leaders on your campus and choose your representatives at the state and national levels.</li> </ul> <p>Date Signed and Mailed: _____</p> <p><b>UUP, P.O. Box 15143, Albany, N.Y. 12212-5143</b> (800) 342-4206 1/04</p>	<p>Last Name _____ First _____ MI _____ Soc. Sec. No. _____</p> <p style="text-align: center;">Birth</p> <p>Street Address _____ Date / / E-mail _____</p> <p>City, State, Zip _____ Home Phone _____</p> <p>SUNY _____ SUNY _____</p> <p>Department _____ Title _____</p> <p>Signature _____ Gender _____ Date _____</p> <p><small>Annual membership dues in United University Professions are 1 percent of employee's basic annual salary for employees at or above the minimum salary negotiated for the bargaining unit; nine-tenths of 1 percent of employee's annual salary for employees earning less than the minimum salary negotiated for the bargaining unit.</small></p> <p style="text-align: center;"><b>Payroll Deduction Authority for UUP Membership</b></p> <p><b>TO THE COMPTROLLER OF THE STATE OF NEW YORK:</b> I am a member of or apply herewith for membership in United University Professions and I hereby authorize you to deduct from my salary and to pay over to United University Professions on a biweekly basis the above-stated dues in said organization. Such authorization is made in accordance with the provisions of Section 6a of the Finance Law. You are further authorized to make any adjustments in said deduction as may be certified to you from time to time by UUP. I hereby authorize United University Professions to act as my exclusive representative for the purpose of collective bargaining and in the administration of grievances. I understand this order may be revoked at any time by written notice to you to discontinue deductions for membership dues.</p> <p style="text-align: center;"><b>BE SURE YOU HAVE SIGNED THIS CARD</b> and mail to UUP, P.O. Box 15143, Albany, N.Y. 12212-5143</p> <p style="text-align: center;"><small>Dues paid to United University Professions may qualify as business expenses and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.</small></p>		

## PT Concerns Activity Report

By J McDermott, Part-Time Concerns Officer

There are several issues this month that concern our members. Recent Labor Management talks have elicited the acknowledgement by management that the eligibility of part-time employees will be specifically targeted in the next round of Discretionary Salary Increases (DSI). This very important clarification of contract language will be followed closely in the coming rounds. Please consider the recently distributed memo titled "UUP-Labor-Management Individual Development Grants Awards Program". It should have reached you in a department handout and as a broadcast email. The program is now receiving applications, and a minimum of 15% of the ID funds are reserved for PT employees. Information is online at <http://www.nysuup.lmc.state.ny.us/>, but you can also talk to UUP committee members Norm Payne, Ricahard Lee and Alex Thomas. Management members are Roger Sullivan, Janet Potter, and Melissa Nicosia.



The magazine "Adjunct Advocate" is now available, both in print and online. The most recent print issue is on the rack in the Current Periodical reading room in the basement of Milne Library. Back issues of the current volume are in the periodical stacks. Our online subscription provides full text access to the current issue and the most recent past issue. To access this title, go to the Milne Library homepage; under Find Articles, click "Alphabetical List of Databases". This will bring up the Oneonta user identification page, requiring your Oneonta username and password. You will then be on a page with password information for "Adjunct Advocate", and an active hyperlink which will take you directly to the website. (The password information will allow you deeper access as a registered user.) The subscription for this year was paid from the college President's budget; access through the Milne portal allows a "clickcount" of usage. Specific users will not be identified. Try it-often! Thanks go to Andrea Gerberg and Richard Ulrich for making this online subscription accessible thru the Milne portal. Both the main Labor -Management meetings and the PT Concerns sidebar meetings continue to address matters of importance to PT employees.

UUP Oneonta's continuing campaign to raise adjunct starting pay has seen an increase in summer salaries, and there is growing support on campus to extend this to fall and spring semester compensation base. There are continuing discussions concerning the propriety of adjunct participation in assessment, as well as recognition of the need to address shortfalls in the mileage compensation for student teacher supervisors. Parking concerns of adjunct faculty have also been raised and sent on to the campus Parking Committee.

**Abbreviated Labor-Management Meeting Summary:** January 26, 2006,  
3 PM, Netzer 211A

by Nancy Cannon, Secretary for the Day

For UUP: Bill Simons and Nancy Cannon

For Management: Dan Larkin and Lisa Wenck

Summary of meeting:

The meeting consisted of a discussion of the following issues:



- 1) Progress on the Joint Labor-Management Individual Development Awards Program: Labor and Management both have informed potential applicants of the program.
- 2). Consideration of collaborative advocacy on behalf of SUNY Oneonta.
- 3) Raising the salary of adjuncts teaching a 3 sh course:  
Management is unable to comment until the new budget is known.
- 4) Discretionary Salary Increases for adjuncts: Management is in the process of developing guidelines
- 5) Applications for course reduction for faculty under the Faculty Handbook guidelines: Labor and Management agreed that retention of outstanding faculty is a common goal.

### ***Food for Thought/ UUP Chapter Meeting: Tuesday, February 21***

The next *Food for Thought*/UUP chapter meeting will be at Otsego Grille, Morris Hall on Tuesday, February 21<sup>st</sup> at noon. Vice President for Academics **Rob Compton** and Secretary **Tom Horvath** will analyze Labor-Management Meetings, including the preparation, the setting of an agenda, the structure and content of discussions, and types of resolutions related to Labor-Management Meetings. Vice President for Professionals **Norm Payne** will discuss the on-going survey for Professionals and other Professional Concerns. Membership Director **Teri Weigl** will examine the rationale and nature of chapter building initiatives. President **Bill Simons** will announce upcoming UUP legislative advocacy campaigns on behalf of SUNY. After 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. For additional information, please contact UUP Oneonta President **Bill Simons** (3498), Vice President for academics **Rob Compton** (3048), or Vice President for Professionals **Norm Payne** (2021).

### **VOTE/COPE Political Action: Fighting for the Future of SUNY**

*By Janie Forrest-Glotzer, Director, VOTE COPE*

VOTE/COPE is essential for UUP's political effectiveness. If you want a voice that is clear and articulate - amplified above the usual din of politics, VOTE/COPE is that voice. Contributing to VOTE/COPE is a sure way to insure that the interests of the educational community, including teachers, students, and their families, are represented when important decisions are made. By effectively representing your point of view, UUP challenges misrepresentations of budgetary needs, working conditions, effective learning, and the futures of our students.



VOTE/COPE provides a means of informing law-makers and opinion leaders about educational issues in New York State. By effectively representing you, VOTE/COPE also gives lawmakers a chance to be on the right side of the issues and gain the support of the educational community in the process.



VOTE/COPE is your collective 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 \_\_\_\_\_

## UUP at Saturday's Bread — Saturday, April 8, 2006: Volunteers Needed

On Saturday, April 8, 2006, UUP Oneonta will again staff *Saturday's Bread*, a community kitchen that dispenses hot meals and good cheer. UUP's Linda Drake will, as previously, co-ordinate our chapter'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 8<sup>th</sup>, you must be willing to work from 9 AM to 2 PM. As we need an exact list of the names and numbers of participants, please either e-mail ([drakelm@oneonta.edu](mailto:drakelm@oneonta.edu)) or telephone (436-2633) Linda Drake to volunteer. When you contact Linda, please provide her with your full name, e-mail, and telephone number. Kudos to Linda, the Executive Director of the Center for Social Responsibility, for continuing to facilitate the involvement of chapter members and others in a variety of benevolent enterprises.

## UUP Labor-Management Individual Development Grants/Awards Program

The UUP Labor-Management Individual Development Grants/Awards Program is now receiving applications. The Individual Development Awards program is designed to support a variety of professional development activities by employees in the UUP Bargaining Unit. Funding may be provided for enhancing teaching, research capabilities, and improving professional knowledge and skills. Full-time and part-time employees in UUP are

eligible with preference given to part-time employees for a minimum of 15% of the funds available locally. Applications are now available at the UUP Oneonta Office (x2135, 206 Human Ecology) or at [www.nysuup.lmc.state.ny.us](http://www.nysuup.lmc.state.ny.us) for the Individual Development Awards Program. The allocation covers projects/activities for the period July 1, 2005 to June 30, 2006. The maximum amount that can be awarded to an applicant is \$1,000. The deadline for all applications will be February 24, 2006 with applicants notified by April 1, 2006. Send completed applications to Melissa Nicosia, 20 Bacon Hall. Contact members of the Joint UUP Labor-Management Committee with questions. UUP Committee members are Norm Payne, Richard Lee, and Alex Thomas; management members are Roger Sullivan, Janet Potter, and Melissa Nicosia.

## **Workload Creep**

*By Norm Payne, Vice President for Professionals*

“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/SUNY Lobbying: and March 7 and March 14: Volunteers Needed**

Thanks to Gina Keel and others who participated in the February 7, 2006 UUP Legislative Luncheon, which provided a forum for SUNY advocacy. On Tuesday, March 7, 2006, UUP will organize a University College Advocacy Day, which entails meeting with individual members of the Senate and Assembly. And on March 14, 2006, UUP will organize a Legislative lobby day focusing on part-time, library, and retiree issues. Both events are important to the campaign for a strong SUNY budget and will be held in the Legislative Office Building in Albany. UUP will coordinate transportation and lunch. For these important initiatives to be successful, volunteers are needed. Volunteers will receive training on the day(s) of their lobbying activity: first-timers will be teamed with veterans of such advocacy sessions. Time of departure from Oneonta and time of return will be announced as soon as logistics are completed. At that juncture, UUP will send out another notice and solicit names.



## UUP Survey on Discretionary Salary Increases

By Norm Payne, Vice President for Professionals

As written in our contract each fall the college receives 1% of the salary of union members on the payroll June 30 to disperse at the discretion of the College President. This money is used for Discretionary Salary Increases. The President divides the money up by Deans and Directors based on 1% of each group's salary. The Deans or Directors may elect to put sub-groups in charge of the process. The head of these groups and sub-groups set guidelines for notification, application. The head of the group or sub-group then chooses to either: provide in writing, guidelines for application, mention at a meeting that members can apply, or choose who they think should get DSI. If they are members of our bargaining unit, they can apply for DSI themselves if they meet their own criteria and there is money.

About two times each year we talk with management about some of the problems we perceive with the current method described above of notifying applying and disbursing DSI. To date, the talks have been just that, because we can have no hard data to back up the murmurs of discontent. **To this end, we would like you to fill out an on-line survey regarding what you know about DSI. The URL for the survey is: <http://uupsurvey.oneonta.edu>**

In addition, in response to the inquiries of many members of the UUP Oneonta bargaining unit, please find the complete list of 2005 Discretionary Salary Increases, sequenced alphabetically by name, with the amount of the award noted beside that of the recipient.

Donald Ackerman	\$875.00	Nancy Callahan	\$1000.00	Richard Ferchen	\$500.00
David Adikes	\$500.00	Alix Camacho	\$1000.00	Laurie Fitzgerald	\$1000.00
Zahir Ahmed	\$2072.00	Nancy Cannon	\$1000.00	Penrod Fleisher	\$1000.00
Leo Alex	\$1250.00	Dale Capristo	\$1000.00	Lisa Flynn	\$2000.00
Tracy Allen	\$1250.00	Paul Carter	\$1000.00	Robin Foster	\$500.00
Donald Allison	\$1000.00	Colleen Cashman	\$1000.00	Kathryn Franco	\$1200.00
Sven Anderson	\$1000.00	Shiaoyn Chiang	\$1250.00	Janet Frankl	\$875.00
Aleksandra Andreic	\$500.00	Annacleta Chiweshe	\$1000.00	Julie Freeman	\$1250.00
Katherine Angell	\$1000.00	R Choonoo	\$1000.00	Paul French	\$1250.00
Gustavo Arango	\$1250.00	Carolyn Chryst	\$750.00	Hugh Gallagher	\$1250.00
William Armstrong	\$1000.00	Shirley Clark	\$3000.00	Steven Garner	\$500.00
Maureen Artale	\$750.00	Suzanne Clarke	\$500.00	Steven Gilbert	\$1000.00
William Ashbaugh	\$1000.00	Susan Clemons	\$600.00	Lori Glubiak	\$3000.00
John Bagby	\$1250.00	James Coan	\$1200.00	Margaret Golden	\$500.00
Brenda Balcom	\$500.00	Lawrence Coe	\$350.00	Clyde Goodhue	\$500.00
Dennis Banks	\$2500.00	Robert Compton	\$1250.00	Sally Goodwin	\$1200.00
Richard Barberio	\$1000.00	Paul Conway	\$1250.00	Joseph Graig-tiso	\$500.00
Christine Barnes	\$1000.00	Serenity Croce	\$500.00	Monica Grau	\$500.00
Joann Barnhart	\$500.00	Amy Crousepowers	\$750.00	Michael Green	\$1250.00
Robert Barstow	\$1000.00	Mack Culpepper	\$500.00	Ronald Greywood	\$500.00
Lynda Bassette	\$900.00	Charles Dahan	\$750.00	Richard Grimaldi	\$1000.00
Thomas Beal	\$1000.00	Arthur Dauria	\$1000.00	Kim Griswold	\$500.00
Brian Beitzel	\$750.00	Mary Davis	\$600.00	Lawrence Guzy	\$1000.00
Thomas Benoit	\$500.00	Thomas Demeo	\$500.00	Brian Haley	\$1250.00
Madeline Berry	\$500.00	Krislynn Dengler	\$500.00	Nathan Hall	\$500.00
Ramon Biazon	\$1200.00	Karin Dewaal	\$500.00	Gale Hamstra	\$1000.00
Philip Bidwell	\$500.00	Peter Dinardo	\$750.00	Deborah Harkness	\$1519.00
Lesley Bidwell	\$500.00	Benjamin Dixon	\$1000.00	Willard Harman	\$1250.00
Paul Bischoff	\$2000.00	Michele Dombrowski	\$1000.00	Rebecca Harrington	\$500.00
Kathleen Black	\$1000.00	Mary Dom	\$500.00	Geoffrey Hassard	\$500.00
Ellen Blaisdell	\$853.00	Mary Dowdell	\$1000.00	Alexander Hazard	\$500.00
Jerome Blechman	\$1250.00	Dorothy Dumont	\$1000.00	Marilyn Heltterline	\$1000.00
Mary Bonderoff	\$250.00	James Ebert	\$1250.00	Matthew Hendley	\$1000.00
Dawn Bookhout	\$600.00	Christine Edwards	\$500.00	Michelle Hendley	\$800.00
Karen Brown	\$900.00	Nancy Elliott	\$500.00	Donald Hill	\$1250.00
Robert Brown	\$2500.00	Cynthia Falk	\$1000.00	Rebecca Hiltts	\$500.00
Howard Buchan	\$2000.00	Melissa Fallon	\$500.00	Mark Hine	\$2200.00
Jennifer Bueche	\$1000.00	Deborah Farro Lynd	\$1000.00	Dennis Hoffmann	\$973.00
Ian Byrne	\$500.00	Constance Feldt Golden	\$3000.00	Thomas Horvath	\$1250.00

Heather	Hotaling	\$500.00	William	Proulx	\$1000.00
Mona	Hughes	\$750.00	Catherine	Raddatz	\$1000.00
Elizabeth	Huntington	\$500.00	Charles	Ragozzine	\$1000.00
John	Hurley	\$1000.00	Tracey	Ranieri	\$900.00
Kathleen	Ilowit	\$500.00	John	Relethford	\$1250.00
Paul	Jensen	\$1000.00	Mark	Rice	\$800.00
Jerianne	Jerninario	\$1100.00	David	Ring	\$750.00
Karen	Joest	\$500.00	Duane	Ritter	\$900.00
Kenneth	Johnson	\$1250.00	Venessa	Rodriguez	\$500.00
Deborah	Kilpatrick	\$500.00	Walter	Romero	\$2500.00
Michael	Koch	\$1000.00	Julianne	Roseboom	\$740.00
Achim Koeddermann		\$1250.00	Joshua	Rosenthal	\$1000.00
Kathleen	Koenig	\$1000.00	Theresa	Russo	\$1500.00
Pauline	Koren	\$600.00	Marylou	Ryan	\$750.00
Sunil	Labroo	\$1250.00	Adam	Ryburn	\$1000.00
Ian	Lascell	\$1000.00	James	Ryder	\$1250.00
Cynthia	Lassonde	\$1500.00	Barbara	Sanders	\$200.00
Elaine	Lawrence	\$500.00	Elizabeth Schuler	Ghiorse	\$800.00
Richard	Lee	\$1250.00	Scott	Segar	\$500.00
Orlando	Legname	\$750.00	Thomas	Shannon	\$1000.00
Nancy	Lehenbauer	\$500.00	Yolanda	Sharpe	\$1500.00
J	Lentner	\$500.00	V	Shastri	\$600.00
Craig	Levins	\$2000.00	Anuradhaa	Shastri	\$2500.00
Daqi	Li	\$750.00	Douglas	Shrader	\$1250.00
Steven	Logan	\$500.00	Sheila	Simon	\$750.00
Mary	Logan	\$500.00	William	Simons	\$1000.00
Izabella	Lokshina	\$3000.00	Elizabeth	Small	\$1250.00
Matthew	Lopiccolo	\$500.00	Gretchen	Sorin	\$1250.00
Brian	Lowe	\$1000.00	Albert	Sosa	\$1250.00
Michele	Luetzger	\$500.00	Richard	Staley	\$1000.00
Rebecca	Lynch	\$500.00	Sarah	Stern	\$500.00
Daniel	Mahar	\$500.00	Denise	Straut	\$635.00
Jennifer	Mahar	\$500.00	Eric	Streeter	\$500.00
David	Manes	\$1000.00	Rita	Szczesh	\$1200.00
Charles	Maples	\$500.00	Ying	Tang	\$750.00
Joan	Marshall	\$750.00	Robert	Thibault	\$500.00
Jonathan	Mathis	\$500.00	Michelle	Thibault	\$500.00
Mary	Mattingly	\$1000.00	Logan	Thomson	\$500.00
William	May	\$900.00	Rebecca	Tinker	\$500.00
Glenn	Mayer	\$750.00	Elizabeth	Tirado	\$739.00
Michael	Mc Avoy	\$2000.00	Nathan	Trost	\$1229.00
Eileen	Mcclafferty	\$914.00	Lorraine	Tyler	\$500.00
Daniel	Mcgraw	\$1200.00	Andrew Vanbenschoten		\$740.00
Zanna	Mckay	\$500.00	John Vanvalkenburg		\$500.00
Vincent	Medici	\$1000.00	Eva	Vega	\$500.00
Hanfu	Mi	\$2500.00	Donna	Vogler	\$1250.00
Jane	Miller	\$500.00	Renee	Walker	\$1000.00
Suzanne	Miller	\$750.00	Jeremy	Wall	\$750.00
Stephen	Miller	\$1200.00	Hilda	Wilcox	\$500.00
James	Mills	\$1250.00	William	Wilkerson	\$1250.00
Dorlene	More	\$500.00	Jay	Wood	\$1200.00
Diana	Moseman	\$3000.00	Maureen	Yorks	\$500.00
Peter	Muller	\$1000.00	Charles	Young	\$931.00
Matthew	Munson	\$500.00			
Marius	Munteanu	\$1000.00			
Patrick	Murphy	\$500.00			
Janet	Nepkie	\$1000.00			
Oscar	Oberkircher	\$1000.00			
William	Odea	\$3000.00			
Ricky	Odonnell	\$500.00			
Kathleen	Omara	\$1250.00			
Monica	Parks	\$500.00			
Barbara	Paugh	\$500.00			
Harry	Pence	\$1000.00			
Snapper	Petta	\$500.00			
William	Pietraface	\$1250.00			
Joseph	Pignato	\$750.00			
Cynthia	Pinney	\$600.00			
Barbara	Pledger	\$500.00			
Timothy	Ploss	\$1200.00			
Jackie	Polge	\$500.00			
Rebecca Porter-o'donnell		\$500.00			
Rene	Prins	\$500.00			





*Who is UUP? We are UUP.*





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**February - Sudoku puzzle**

Sudoku is played over 9x9 grid, in each row there are 9 slots, some of them are empty and need to be filled

Each row, column and "area" (3\*3) should contain the numbers 1 to 9 however:

- Number can appear only once on each row
- Number can appear only once on each column
- Number can appear only once on each area (3\*3 slots)

2								
				2				4
9				6	7			1
		1	2			5	7	
3		5	4		6	8		9
	8	6			9	3		
5			1	3				8
6				9				
								5

1	7	3	6	2	4	5	9	8
9	4	2	5	3	8	6	1	7
5	6	8	7	9	1	2	3	4
8	5	6	9	1	2	7	4	3
7	2	1	3	4	5	9	8	6
3	9	4	8	7	6	1	2	5
2	8	9	4	5	7	3	6	1
4	3	5	1	6	9	8	7	2
6	1	7	2	8	3	4	5	9

Answer to January's Puzzle

**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](mailto:greenbjb@oneonta.edu).

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