

# The Sentinel

Volume 6, No. 3

UUP - Oneonta

March 2006

The older I grow the more I distrust the familiar doctrine that age brings wisdom. H. L. Mencken

## Telling It the Way It Is: Fulltime Faculty Workload

By Tom Horvath, UUP Oneonta Secretary and Health/Safety Officer



When I was finishing my stint as a graduate student, having completed all my course work and field research, it was time to present the data in thesis form. I cloistered myself in my room and wrote more or less uninterrupted for 4 months - only coming out to walk the dog and score goals for my soccer club (Bayer FC). The point is, I had to have solid blocks of time to complete the thesis. Now I find myself in the same situation. I have a good bit of data in very raw form that are desperately in need of submission. However, time is simply not available. My summers are almost solid field research that continues to add to the mass of data. During the academic year, I have a full plate with my current teaching load (4 courses, 2 of which are lab courses, 1 of which is a graduate course) and other professional commitments (grant writing, serving as director of a major program, supervising undergraduate research, etc.). My tenure package is due within a year and I am feeling the stress of this work load.

The Faculty Handbook has always stated that we can apply for reductions in teaching load if one or more criteria are met, but this particular section (p.25) may have escaped our notice - it escaped *my* notice. The eligibility criteria for teaching load reduction are quite clear – you have to be professionally productive to be eligible. But many of us may perceive the “need” for reduced teaching as a sign that we can’t handle the situation. Many of us are still very close to those 80-hour work weeks in grad school. I argue that this perceived “need” is not a fair interpretation of a request for reduced teaching load. Being active in our profession means that we have to stay up to date with the latest findings and techniques in our respective fields of study. Being active requires time – time that will only enhance our abilities to be effective teachers. Who suffers if we don’t remain active? – our students (and us if we don’t get those reappointments). Will I be a better researcher if I have a few more hours to devote to it a week? Will I be a better teacher if I can devote a few more hours to the courses I instruct? It is my opinion that ‘Yes’ is the answer to both questions. By qualifying AND applying for a reduced teaching load, I show my commitment to my professional career, my department and to my students. The College’s reputation will be enhanced by my and my students’ successes - so the way I see it, everyone benefits.

**The eligibility criteria for teaching load reduction are quite clear – you have to be professionally productive to be eligible.**

Your union has made a point of emphasizing this option to you over the past few months. Now it is up to you to evaluate your own productivity and apply unabashedly for a reduced teaching load if you feel you can better serve your career and your students’ educational experience.

The *Faculty Handbook* enumerates “appropriate justifications” for course reductions. The *Handbook* states that these reductions “may be authorized when recommended by the department chair and approved by the appropriate dean.” According to the *Faculty Handbook*, “Appropriate justifications may include but are not limited to the following:

- A. exceptional involvement in specific instructional activities, such as preparation of a new course, the revision of existing course materials, involvement in the development or instruction of new academic programs, or the instruction of graduate level courses;
- B. exceptional involvement in a specific program of research and scholarly activity;
- C. exceptional involvement of specific service activities, such as assignment of special college projects or committees;
- D. involvement in professional development activities, such as training for another specialty area or to address departmental needs;
- E. administrative assignments, such as service as department chair or designation as program or area director;
- F. an exceptionally heavy workload in teaching assignment, due to reasons such as participation in courses with large class sizes resulting in unusual time commitments, such as assignments that generate a total of 375 credit hours or more;
- G. supervision of internship activities for program or department;
- H. an unusually high teaching load or other assigned professional responsibilities in a previous semester or planned for a subsequent semester;
- I. other assigned professional responsibilities or scholarly activities as deemed appropriate.

### **UUPers Need to Fax, E-Mail, and Send Letter to Legislators for a Strong SUNY Budget**

The legislature is aiming to have a completed budget by April 1. That's why it is VERY IMPORTANT for us to get as many letters and faxes as possible to legislators in the next two weeks. They are writing the SUNY budget right now and we need to keep the pressure on them. The stakes are high, so please take action and involve as many colleagues as possible.

To send a message regarding the budget, please go to the UUP and NYSUT web sites. Directions on how to do this follow:

#### Using the Web for Political Action

With web access, you can send your legislators faxes using the UUP and NYSUT web sites.

From the UUP Web site: <http://www.uupinfo.org>

\* UUP will post updated links to the NYSUT Legislation Department Website for you to fax your legislator. Once there, follow the directions on the NYSUT site.

From the NYSUT Web site: <http://www.nysut.org>

\* On the NYSUT website click on "Contact Your Elected Officials," on the left hand side of the page.

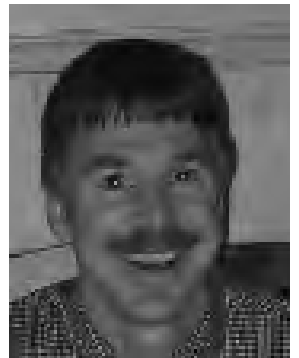
- \* Then, click on “Fax your New York State Legislators” on the left side of the screen.
- \* Next, you will be prompted to type in your zip code (to locate the appropriate legislators) and check the letter(s) you want to fax.
- \* After clicking, “Fax Letters,” you will be prompted to fill in a form with your name and address (see below).
- \* When you finish filling in the form, click on the “send” button on the bottom of the page.

Thanks for your support and help.

## 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.**



 **Web Address for Survey**

<http://uupsurvey.oneonta.edu>

## Demystifying the Process of Labor-Management Meetings: David’s Not Too Small and Goliath is No Behemoth Either

*By Rob Compton, UUP Oneonta Vice President for Academics*

In every *Sentinel*, the notes or summary of the Labor-Management meeting is printed for the membership’s education and information. But the UUP Oneonta Executive Board thought: “I bet our members wonder what we are doing once a month on Monday afternoon? Perhaps we can be flies on the wall.” I’ll spare you the prospects of downward evolution to a less sophisticated species that might leave a bad taste in your mouth. I confess—I’ll spill the beans here.



First, under what authority and purpose are these meetings held? Every four years, UUP Statewide negotiates binding contracts with the New York State Governor’s Office of Employee Relations (GOER). SUNY Oneonta management is responsible for enforcing provisions of the contract from the Management side and UUP Oneonta, is responsible for contract enforcement from labor’s side. We both have a fiduciary duty to uphold the terms and conditions of employment. In other words, 90% of the contract is non-controversial. The debate

is often the other 10%, the so-called “gray zone”. The Labor-Management meetings are not only mandated by the contract, but also the vehicle to address issues, concerns, and disputes regarding the terms and conditions of employment. Only UUP has this statutory right. At the local level, UUP Oneonta deals with local issues that are developed right here in Oneonta with consultation among the various stakeholders including the UUP Executive Board and its members. We work in consultation with UUP Statewide and do not have our agenda determined or censored by it.

### *30 Days Leading to the Lion’s Den*

## **We try to resolve these problems by working with management.**

How is the agenda for the Labor-Management Meeting set? As noted in the previous paragraph, it is not dictated by Albany but rather developed meticulously here on this campus in a methodical and democratic manner. Initially, we gather information regarding problems as they are reported to us by emails, phone calls, and observation by Executive Board members. We try to resolve these problems by working with

management. This doesn’t mean that we represent the management or that we have been co-opted, rather we see it as a partnership of necessity. Things that cannot be addressed through a less formal venue that are intractable and complex are items most suited for Labor-Management meetings. At the same time, there are some issues-- such as Orientation for Part-timers-- that are win-win issues. No party wants to be constantly and relentlessly pounded about what they are doing wrong. Indeed it is a partnership in many ways.

After the information is gathered, a filtering process takes place. Sometimes the issue is resolved by a phone call or through informal channels. Other times, the issue does not fall under our jurisdiction. Every campus has a Labor Relations Specialist, including Oneonta, who provides professional advice pertaining to the contract. UUP Oneonta’s Labor Relations Specialist Dennis Selzner attends Labor Management meetings in addition to our Executive Board Meetings. Bill Simons, the Chapter President, consults with his Vice Presidents and members of the Executive Board about the issues regularly. These issues get discussed at the Executive Board Meetings and the *Food For Thought* and other chapter meetings to solicit input and to inform members of developments.

The decision to move on an issue is not an impulsive move, but instead one that is developed from a tedious and concerted effort and analysis. We assess the legal, political, and practical aspects of the issue and gauge constituent support and positions. This is the strategy phase. How do we approach the issue? How is the issue linked with other issues? What was the tone of the past Labor-Management meetings? Is there more or less cooperation? Does Management respect us? Often strategy for key issues is developed at lengthy meetings lasting a couple of days at the Delegate Assembly in Albany (Thursday through Saturday); the Presidents and Vice President’s Meeting (Friday and Saturdays). These venues are very time consuming but it gives us the opportunity to work on issues and plot out various scenarios without distraction. The agenda for the meeting is submitted to Management ten days prior to the meeting. Management at times also requests items to be placed on the agenda. In assembling the agenda itself, we pay attention to everything: including the order of the agenda and whether the President will or will not be in attendance. Executive Board members gather any final pieces of information necessary in preparation for the meeting. Incidentally, by contract he is required to attend only one meeting a semester. At some campuses, the President attends more consistently or in one case, he attends all meetings.

*Enter the Lamb into the Jaws of the Lion?*

We start with the Pre-Labor Management meeting where we discuss the agenda, get last minute advice from our Labor Relations Specialist, divide the tasks in terms of who will address each specific issue, and deal with any last minute breaking news that needs to be incorporated into our strategy. We've developed quite a few approaches to address issues, but that's a topic for another piece in the future, if the membership is interested. Anyway, this last about 30 minutes.

With adrenaline flowing and united in purpose, we head to the President's Conference Room in Netzer. The battle of the gladiators will be ready to take place. Maybe you think that the lambs are being led into the lion's or shepherd's den, ready to be castrated? But wait, *au contraire!* The members of Management and UUP engage in pleasant greetings? Yes, these meetings are civil and respectful. Sure, there are lots of theater and verbal jabs, but ultimately, both crew and captain are in the same boat and a mutiny by either side is not desirable as neither can go and start their own Pitcairn Island University. In fact, both Labor and Management are in the Oneonta boat for years to come.

Now that I've taken the glamour of the image of two knights fighting until death, what's next? In attendance are the Executive Board members for Labor and key members of the administration. We work the agenda systematically. We watch body language and the selection of words as semantics is important. Our Secretary Tom Horvath takes meticulous and accurate notes. UUP Oneonta President Bill Simons maintains the flow of the meeting working with his counterpart in Management (Management's designee). Based on the Pre-Labor Management meeting, each of us speaks as needed. We stay on message and act professionally. That's it.

### ***Denouement or Conclusion?***

In baseball, they say it's never over until the last out. Well in Union work, there is no ninth inning and last out. The Post-Labor Management Meeting Debriefing follows the formal session. Those who attended the meeting will spend about thirty minutes to one hour to discuss everything, including who attended, body language, changes in Management positions, and what we did well or poorly. The Labor Relations Specialist provides his critique as we start to discuss strategy for the next round. In the interim, as we await the next Labor-Management Meeting, we strategize, report back to the UUP Executive Board, have Chapter Meetings, and go to meetings in Albany to find out what other Chapters are doing and what the Statewide organization addressing. Thus, we are in perpetual extra innings!

## **Salary Increases**

On February 15, 2006, management announced the following salary increases to take effect beginning Fall 2006:

- (1) full-time faculty teaching extra-service during the academic year will receive \$2,750 per 3 credit course—an increase of \$250;
- (2) full-time professional employees teaching extra-service during the academic year will receive \$2,750 per 3 credit course—a \$500 increase;
- (3) base salary for part-time adjunct faculty (which includes UP-8 employees) will be increased to \$2,500 per 3 credit course—a \$250 increase; and
- (4) base salary for off-campus (part-time) student teaching supervisors will be increased to \$750 per student per semester—a \$150 increase.

It was previously announced that beginning Summer 2006 adjunct faculty will receive \$2,500 for a 3 credit course and that full-time faculty will receive \$2,750 for a 3 credit course—a \$250 increase.



## New Solidarity on the Move: Challenges and Responsibilities

By Bill Simons, Chapter President

“The fault, dear Brutus, is not in our stars, but in ourselves.” That line from Shakespeare’s *Julius Caesar* has special meaning for UUP. From its inception, the **New Solidarity** of UUP Oneonta has challenged its members to assume leadership responsibilities. In the period immediately prior to the New Solidarity, Labor-Management meetings were rarely held; the office of Grievance Officer remained vacant for the better part of a decade; for two years no Secretary took notes; the Vice President for Professionals resigned weeks after taking office without ever attending a meeting; membership stagnated; adjunct compensation and other part-time concerns found no voice; the workload of junior faculty went unaddressed; appeals mechanisms for Professionals were not in place; *The Sentinel*, appearing infrequently, resembled a flyer more than a newsletter; and UUP Oneonta had little impact or visibility on campus life. That changed dramatically two



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and one-half years ago when a remarkable group of Academics and Professionals began to come forward to assume the leadership of UUP. Take a look at UUP Oneonta Executive Board roster. Through their courage, talent, and commitment, Rob Compton, Norm Payne, Tom Horvath, Richie Lee, Teri Weigl, Rich Tyler, Paul Conway, Nancy Cannon, Janie Forrest-Glotzer, Jim Greenberg, J McDermott, Ricky O’Donnell, V.N. Shastri, and Loraine Tyler have rebuilt UUP Oneonta. The majority of these leaders did not have continuing

appointment when they first stood up as UUP leaders, and several of them still do not. Quite apart from their specific deeds—which are significant—these new leaders challenged others to break through the fear factor. In addition to Janie, Teri, Tom, Shastri, J, and Paul, Brenda Balcom, Alex Thomas, and Gina Keel have made commitments to attend UUP’s New Leaders Workshop on March 10-March 11. Alex contributed time and expertise to UUP’s Individual Development Grants Committee, and Gina has traveled to Albany to advocate for a strong SUNY budget. Achim Koeddermann, Kathryn Finin, Bambi Lobedell, Don Hill, Thomas Pullyblank, Denis Brennan, Mike Friery, and Mike Siegel have spoken important truths in the pages of *The Sentinel*. Victories are not won on the sidelines, and UUP Oneonta is on the move. Still more needs to be done for SUCO to become a union campus. It is time to ante up.

As our Vice President for Professionals Rob Compton notes, UUP Oneonta differentiates work horses from show horses. In his articulate, candid, and accessible examination of Labor-Management Meetings, **Demystifying the Process of Labor-Management Meetings: David’s Not Too Small and Goliath is No Behemoth Either**, Rob notes

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We are in extra innings on the issue of the fulltime faculty workload. As UUP’s formidable Secretary and Health/Safety Officer Tom Horvath asserts in **Telling It the Way It Is: Fulltime Faculty Workload**, it is now

time for qualified junior faculty to apply for course reductions:

The Faculty Handbook has always stated that we can apply for reductions in teaching load if one or more criteria are met, but this particular section (p.25) may have escaped our notice - it escaped *my* notice. The eligibility criteria for teaching load reduction are quite clear – you have to be professionally productive to be eligible. But many of us may perceive the “need” for reduced teaching as a sign that we can’t handle the situation. Many of us are still very close to those 80-hour work weeks in grad school. I argue that this perceived “need” is not a fair interpretation of a request for reduced teaching load. Being active in our profession means that we have to stay up to date with the latest findings and techniques in our respective fields of study. Being active requires time – time that will only enhance our abilities to be effective teachers. Who suffers if we don’t remain active? – our students (and us if we don’t get those reappointments). Will I be a better researcher if I have a few more hours to devote to it a week? Will I be a better teacher if I can devote a few more hours to the courses I instruct? It is my opinion that ‘Yes’ is the answer to both questions. By qualifying AND applying for a reduced teaching load, I show my commitment to my professional career, my department and to my students. The College’s reputation will be enhanced by my and my students’ successes - so the way I see it, everyone benefits.

Your union has made a point of emphasizing this option to you over the past few months. Now it is up to you to evaluate your own productivity and apply unabashedly for a reduced teaching load if you feel you can better serve your career and your students’ educational experience.

And issues concerning Discretionary Salary Increases (DSI) need your input. **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>** See Vice President for Professionals Norm Payne’s article for more details on the Discretionary Salary Increase Survey and the reasons for it. Norm has spent many hours thoughtfully conceptualizing this issue: please take a moment to complete the survey.

Our Part-Time Concerns Officer, J McDermott, ably assisted by Richie Lee and others, has done an excellent job representing the most vulnerable members of the UUP bargaining unit. This is reflected in his evocative article, **The Plight of the Bumblebee: Adjunct Life**. To facilitate further advances, additional adjuncts and part-timers need to come forward to serve on J’s Part-Time Concerns Committee: to do so, contact J at [MCDERMJ@Oneonta.EDU](mailto:MCDERMJ@Oneonta.EDU)

The entire UUP Oneonta membership needs to make its voice heard in the campaign for a strong SUNY budget. This is crucial—the outcome of the budget battle remains in the balance. This campus has pressing needs including more fulltime lines: read the article, which appears later in this issue, **UUPers Need to Fax, E-Mail, and Send Letter to Legislators for a Strong SUNY Budget**, and more to the point follow the instructions for sending our your fax, e-mail, and letter for a strong SUNY budget.

**VOTE/COPE** is central to the campaign for a strong SUNY. The nonpareil Janie Forrest-Glotzer is our VOTE/COPE Director. Janie has done a superb job increasing VOTE/COPE contributions, but that fund still needs to grow considerably to ensure a strong SUNY. Read Janie’s persuasive article, **UUP and SUNY Stand together for Excellence in Higher Education**, and use the card accompanying her essay to make your own VOTE/COPE contribution.

Nationally unionism is in retreat, and American democracy is the poorer for it. On the Oneonta campus, however, UUP membership has grown significantly over the past year. Many activists merit thanks for this, but Teri Weigl merits special recognition. Teri is a great Membership Director and a fine writer as evidenced by her latest article, **Cross the Boundaries: Build UUP Oneonta**. After reading Teri’s article, use the card accompanying it if you are not already a UUP member. Then come to a **Food for Thought**/Chapter Meeting—and bring a colleague.

The New Solidarity of UUP Oneonta is not defined by soft promises, but rather by an assertion of challenges and responsibilities to each and every member of the UUP Oneonta bargaining unit. Apathy, isolation, and fragmentation are prescriptions for failure: united in solidarity, however, there is much that we can do.

## **Labor-Management Meeting Notes: 6 February 2006**

*By Tom Horvath, Secretary, UUP Oneonta*

For Management: Dan Larkin, Lisa Wenck, Roger Sullivan, Tom Rathbone

For UUP: Bill Simons, Tom Horvath, Norm Payne, Janie Forrest-Glotzer, Rob Compton, Nancy Cannon

The meeting was opened at 3:03, and UUP and Management welcomed each other to the table.

### Heath & Safety Issue in Physical Sciences Building

1. UUP asked Management about particulars of the work in Science II that resulted in asbestos abatement work this January. Management gave detailed accounts of the events: The work involved small holes drilled into ceiling tiles during summer 2005. In December State University Construction Foundation became aware that the tiles contained asbestos. In January 2006, air and the upper surfaces of cabinets were sampled in the area around the work, and only the cabinet surfaces came back positive for asbestos. Remedial work was completed this past January. Work involving asbestos is scheduled for this summer in Fizzelle Hall to replace worn and damaged floor tiles. All building inhabitants will be informed by facilities well before the work begins, and more details will then be provided about access and remedial plans. UUP will be included on all communications regarding such work.

### Application Process for Reduced Teaching Load

2. Management and UUP agreed that all faculty should apply for reduced teaching load if they meet the criteria detailed in the Faculty Handbook (p. 25). Management will inform the Deans and Chairs (possibly through the Deans) to expect an increase in applications. UUP pointed out that many talented faculty will qualify for such adjustments. One purpose for the adjustment process is to maintain and enhance professional productivity. Management noted that requests need to go through the proper channels and are subject to approval. UUP surmised that their understanding of the issue strongly suggests that those faculty that fit one or more of the criteria outlined in the Faculty Handbook are urged to apply for the reduced teaching load.

### Applications for Discretionary Salary Increases (DSI) for Part-Time Faculty

3. UUP reiterated that Management agreed in our last meeting that part-time faculty are eligible for DSI. Furthermore, UUP noted Management's agreement to timely notification of DSI procedures to ALL employees. Management stated that the annual memo pertaining to the DSI notification will duly note Part-Timers' eligibility. Details regarding the specific impact on salary and the calculation of incremental increases will need to be worked out. Management noted that DSI is strictly Management's discretion.

4. UUP notified Management that it will be conducting a survey of professionals and academics to monitor problems with the DSI procedures practiced in the past, with the hope of improving the process. The data will be shared with Management at a future meeting. Management restated that they will ensure that ALL employees will receive instructions for DSI application.

The meeting was adjourned at 4:00.

## ***Food for Thought/ UUP Chapter Meeting: Tuesday, March 28***

The next *Food for Thought*/UUP chapter meeting will be at Le Café, Morris Hall on Tuesday, March 28<sup>th</sup> at noon. Grants Development Office Manager **Kim Muller** and Grantswriter **Kathy Meeker** will discuss the



services provided by the Grants Development Office, including: identifying potential funding sources; assisting with developing, writing and submitting proposals; and providing post-award administrative support. The SUCO Grants Development Office, assists faculty and staff with grant proposals, from concept to submission. Kim and Kathy provide vital support to academic achievement on campus. After formal remarks, a question-and-answer session will follow.

In addition to their stewardship of the Grants Development Office, UUPers Kim Muller and Kathy Meeker also possess impressive backgrounds of community service. As two term Mayor of Oneonta (1998-2006), Kim Muller's major initiatives included enlarging recreational opportunities for our young, attracting a major downtown hotel, and envisioning a new performing arts theater complex. A role model, she was the first women elected Mayor of Oneonta. Previously Kim was for eight years a member of the Otsego County Board of Representatives. Kim recently agreed to serve as UUP Oneonta's Grants Officer.

Kathy Meeker is a recipient of an Employee Recognition Award. Kathy has twice served as Chair of the State Employee Federated Appeal (SEFA)/United Way Campus Campaign. Her community service encompasses grant reviewing for the Upper Catskill Community Council for the Arts. She is the coordinator for the Oneonta Poetry Slam. Kathy previously was the Administrative Manager in the Division of Neurobiology at Cornell University Medical College. She is a proud graduate of SUCO.

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).

### Faculty Research Show: March 21<sup>st</sup>

The 6<sup>th</sup> annual Faculty Research Show is scheduled for Tuesday, March 21<sup>st</sup>, from 4:00 to 6:00 PM, in the Morris Conference Center. The Faculty Research Show celebrates the excellent and diverse research and related activities conducted by faculty and staff. Presenters employ diverse formats, including posters, hands-on, PowerPoint, on-line internet sites, and videotapes, to render significant cutting-edge research interesting and accessible. The Faculty Research Show is a stellar event. Many of the presenters are recipients of UUP Individual Development Awards. Plan to attend and learn more about the work of your colleagues across the

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disciplines. The Faculty Research Show enhances scholarship and the academic atmosphere on campus, and is also an excellent opportunity to introduce students to research methodology and other elements of conducting and presenting academic research. In the past, several faculty members have taken the opportunity to familiarize their classes to various research methods by requiring students to attend the Faculty Research Show, interview participating faculty about their research methods and results, and report their observations.

The Faculty Research Show provides an excellent setting to examine the achievements of your fellow UUPers. Beyond the presenters, the UUPers providing planning and support for the Faculty Research Show merit thanks for their

Visual Imagery Databases and Visual Sociology: Incorporating Still Images and Film Clips into Sociology Classrooms  
Dr. Brian Lowe, Sociology; Dr. James Greenberg, TLIC and Mr. Rajahat Web, TIPS Program

Faculty at computers (can be Macs, PC, even Linux based) manage their images and keywords.

Coppermine is an easily set-up, fast, feature-rich photo gallery script with an SQL database, user management, private galleries, automatic thumbnail creation, ecard feature and a template system. See <http://www.demon.nl/projects/coppermine/>

Students captured these images and placed them in a open database on the Web. They were able to view any one of these images. In the future, subsequent classes will be able to view them. Their task was to find ways to use the images in their research. They were able to use the images in their research.

Digital Research

Faculty at computers (can be Macs, PC, even Linux based) manage their images and keywords.

Coppermine is an easily set-up, fast, feature-rich photo gallery script with an SQL database, user management, private galleries, automatic thumbnail creation, ecard feature and a template system. See <http://www.demon.nl/projects/coppermine/>

talents and commitment. The talented staff of the Teaching, Learning and Technology Center (TLTC), led by its intrepid Director (and *Sentinel* editor) Jim Greenberg, has produced impressive posters for Faculty Research Show participants. Some of these posters are featured in this issue of *The Sentinel*.

And, of course, it is the resourceful Grants Development Office that is essential to the Faculty Research Show, facilitating, in diverse ways, the research that will be on display. Kudos to UUPers Kim Muller, Manager, Grants Development Officer, and Kathy Meeker, Grantswriter, for their energy and talents.

See you at the Faculty Research Show.

## Welcome Back Nancy: Sabbatical Project On-Line

*Voice of the People* is a fitting title for Associate Librarian Nancy Cannon's sabbatical project. During her stint as *Sentinel* editor, Nancy was quite literally the voice of the people, just as Richie Lee was before her and Jim Greenberg is now. *Voice of the People* was also the name of a newspaper in nearby Delaware County in the generation preceding the Civil War. Throughout her Summer/Fall 2005 sabbatical, Nancy spent countless hours studying and preserving the history of antebellum Delaware County and environs. Now that Nancy has returned to Milne Library and the UUP Executive Board, her sabbatical project is on-line and available.

During her sabbatical, Nancy located, researched, organized, digitized, and published on the Internet primary source material in order to facilitate curricular instruction in history. She did this to illuminate the daily lives of representative people from antebellum rural central New York through letters, diaries, and other previously unpublished material. Original narratives provide a socio-historical context for the digital reproductions of the documents and related web pages. A preview of the web site, *Voice of the People: Daily Life in the Antebellum Rural Delaware County*

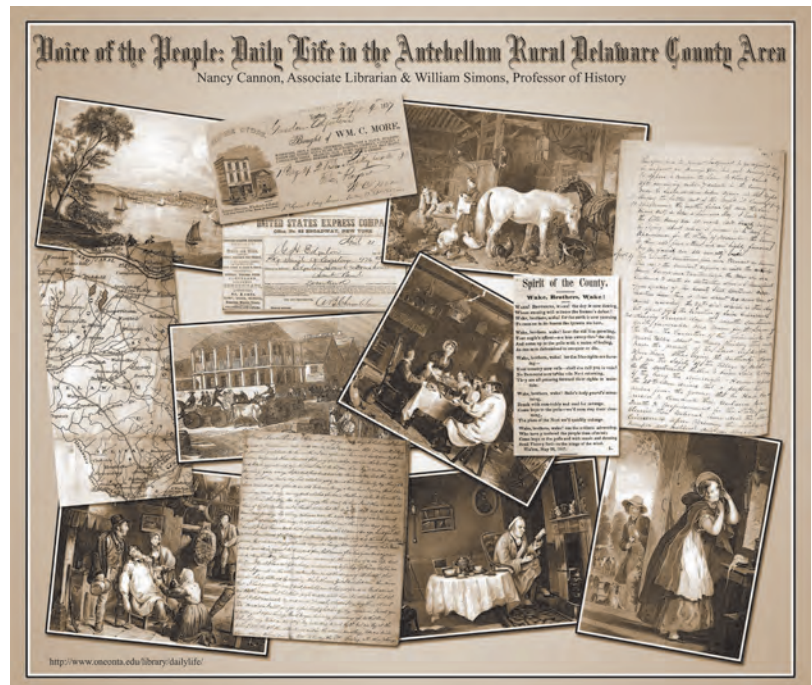
*New York Area* is available at:

<http://www.oneonta.edu/library/dailylife/index.html>

Nancy's research was primarily done at the Delaware County Historical Association (DCHA) Library/Archives in Delhi, NY. This little known repository, which has over 100,000 unique documents, was selected because of the breadth of the collection and, equally important, the DCHA was receptive to the idea of publishing a selection of manuscripts on the Internet as a part of their educational mission.

The richness of the collection far exceeded Nancy's expectations. Examples include a diary describing the events that unfolded during the 1845 Anti-Rent crisis, an 8-page 1851

account of a trip by sail from New York to California via Cape Horn, an 1823 travel journal of a family trip on horseback from Delhi to Canada, an 1859 diary from a teacher with discipline problems at a Common School, the only known copy of the June 1, 1847, *Voice of the People* (an Anti-Rent newspaper), as well as innumerable manuscripts that document the daily lives of the people. Perhaps the most significant find was at the Delaware County Clerks Office: an 1880 manuscript heretofore unknown to researchers with testimony from witnesses regarding the sanity (or lack thereof) of Lucy Ann Lobdell. Some of the testimony mentions Lucy's activities during the time she wrote her 1855 book, "*Narrative of Lucy Ann Lobdell, the Female Hunter of Delaware and*



*Sullivan Counties, N. Y.*” (An 1883 article about Lucy in the *Alienist and Neurologist* medical journal used the term “lesbian” for the first time to denote a woman-loving-woman).

The main criterion for the selection of documents for the web site was utility to high school and college students and their instructors in areas including social studies, history, New York State regionalism, gender studies, society and culture, and family. In addition to specialists whose research will be facilitated by previously inaccessible materials, the general public with interests in local history will be able to mine the site.

The documents that Nancy selected for inclusion on the web site were photographed with a digital camera in natural room light in order to assure that the originals were not damaged in any way. The photographs were then digitally manipulated and enhanced using *Picasa2* and *Photoshop*. The resultant images are in JPG format. A web site was designed to highlight, not overwhelm the documents: the voice of the people. Every page of every letter, diary, bill, receipt, etc. has a unique web page which is linked to the whole with hyperlinks. The content of the documents is made available through images of the original documents or through transcriptions or both. Background information is provided on each page. Introductory essays are provided to give a historical perspective on each section: Family and Daily Life, Business/Labor, Transportation/Travel/Internal Improvements, Education, Health/Sickness/Mortality, Religion, Nature, Reform/Conflict, and the Outside World. Antebellum illustrations and maps augment the site.

The process of uploading all the documents to Nancy’s web site is still in progress. It is anticipated that there will be hundreds of unique materials available that will hopefully pique the interest of students and faculty in a wide variety of courses. The advantage of web publication is that contents can be easily be modified at any time. Primary sources can be added or deleted; background information changed; introductory essays expanded or rewritten. The other advantage to web publication, of course, is the availability of the materials to the world. Within a few weeks of posting an excerpt from the “*Narrative of Lucy Ann Lobdell, the Female Hunter of Delaware and Sullivan Counties, N. Y.*” on the preview site, Nancy received an email from a scholar in Texas (who found the site using Google) who is writing a book on women and guns.

The preview site was successfully used in Fall 2005 to introduce the topic of regionalism and the employment of primary sources in an Honors Section of History 144, taught by Bill Simons. Students used documentary materials from the Reform/Conflict and Family and Daily Life sections to examine the Anti-Rent Conflict and women’s sphere. A lively class discussion noted Lucy Ann Lobdell’s departure from the piety, purity, submissiveness, and domesticity of the Cult of True Womanhood. The apprentice learners noted a revolutionary ethos in the Anti-Rent Conflict that harkened back to the spirit of 1776. This session of Bill’s honors course was held in Milne Library 108 so students could view specific documents during the discourse on their own computers.

Nancy, assisted by Bill, will provide an electronic tour of *Voice of the People: Daily Life in the Antebellum Rural Delaware County New York Area* at the **6<sup>th</sup> Annual Faculty Research Show** on Tuesday, March 21, 2006, from 4:00 to 6:00 pm in the Morris Conference Center.

## **The Plight of the Bumblebee: Adjunct Life**

*By J McDermott, Part-Time Concerns Officer*

We’ve had a lot of testimony about adjunct life this year in *The Sentinel*. It’s been good strong stuff about breaking free of the silence, and building solidarity. As the Part-Time Concerns Officer of UUP Oneonta, I thank all of those who have written this material. Speaking as just another adjunct, I want to remind folk that occasionally some of us also find pleasure amidst the pain. We are teachers and professionals, we like what we do, and we are union.





Your local has accomplished several things while wearing “Demand Justice” badges: an increase in starting salaries for both adjuncts and W-8s; an increase in the stipend for student-teacher supervisors; eligibility for Discretionary Salary Increases; regular Part-Time Concerns sidebar meetings with management; contact on Part-Time/Adjunct issues with both the Faculty Senate and the Council of Chairs; recognition of “The Year of the Part-Timer” from the statewide UUP. So what does all that mean to you, and me? Solidarity, support, and a little bit of protection. But don’t ever forget that Part Time/adjunct employees remain vulnerable in their employment.

I came onto this campus indirectly, taking advantage of an unexpected opportunity to teach in the English Department. I was one of the many adjuncts who were hired to help satisfy the demand for “Composition” courses. Since then, I have also had the opportunity to teach “Introduction to Literature”, and I must admit, I stay here at SUCO because I truly enjoy this teaching. My union activity grew out of both my own academic interests (MS/Labor Studies from UMASS Amherst) and a desire to foster the reinvigorated labor environment I found here. But I am union because I am a teacher, not the other way around.

As an adjunct, under the standard contract, I am paid to teach and to hold office hours. Those duties keep me on campus three mornings a week. My union work keeps me here, or brings me back, several other times. That means if I make a Tuesday *Food for Thought*, it’s because I choose to be back here. It’s the same for Executive Board meetings, or Labor Management meetings: these are part of my responsibility to you and UUP Oneonta, but I’d be off-campus, in other activities if these things weren’t on the schedule. And through it all, like so many others who have testified here in *The Sentinel*, I am constantly aware that, as an adjunct, I am vulnerable for this union exposure. I can be gone with the next contract, by my choice or the administration’s. So while I’m here I try to fertilize the garden, not sting the gardener: a bumblebee, not a wasp. But it is, as they say, the union that makes us strong, because it’s hard to swat a swarm. And I know that truth from earlier employment where I saw the strength of the Teamsters, the Paperworkers, and the Hotel/Restaurant Workers’ unions.

I trust my fellow union members, both on this campus and across the state. They have made me stronger, and I hope I’ve returned the support. But I call now to my part-time (professional and adjunct) fellows: find the time to take part in UUP actions and activities. This is a challenging time for the union, both locally and statewide, as it tries to raise the ratio of Full-Time to Part-Time faculty, while at the same time insuring justice for the adjuncts who have carried the load for years. It’s a balancing act that is going to be awkward at times, but *you* can help us through it. We should have Part-Time/adjunct members serving as contacts in every department, or on every floor of every building. We should have a more vibrant Part-Time/adjunct committee, even if its members participate on a by-issue basis, available to lend their interest and expertise when needed. And Part-Time/adjunct local members can lobby the Legislators locally or in Albany when needed. But, jeez, it’s hard to figure out how to reach out to your diverse and intermittent presence on campus, and find the time and place to talk about these opportunities. Anybody who knows adjuncts and part-timers knows that we’re here when we are, and we aren’t when we aren’t. Make it easier for us. If you think you can do any of these things, or anything else, or if you have a question, or a complaint, contact me, or any other UUP officer. Let us know you’re there, as we are there for you.

### **Abbreviated Part-Time Labor-Management ‘Sidebar’ Summary: Friday, February 24, 2006**

*By J McDermott, Part-Time Concerns Officer*

UUP was represented by Part-Time Concerns Officer J McDermott, management was represented by Associate Vice President Lisa Wenck.

Several pending issues were reviewed:

- The stipend for student teacher supervisors has been raised from \$600 to \$750. Although it was not specified as ‘travel expense coverage’, the increase can be applied to those expenses by the supervisor.
- The ‘random assignment of gen ed assessments’ is still under consideration by management; Provost Dan Larkin will be asked to have a response by the next meeting.

-- Because there has been no response from the President's Subcommittee on Parking to a labor inquiry about parking problems for adjuncts, management will submit an e-mail to that committee requesting a response.

-- Planning for the fall '06 'PT/Adjunct Orientation' will begin at the next Part-Time Concerns sidebar meeting, which will be on March 22, 2006, at 2 p.m.

## VOTE/COPE: UUP and SUNY Stand together for Excellence in Higher Education

By Janie Forrest-Glotzer, Director VOTE COPE

"We have a blueprint that will allow SUNY to go from good to great, for the benefit of students and all New Yorkers," Statewide UUP President William Scheuerman.



Interested in smaller class sizes, the best instructional technology for your students, and realistic measures of your job performance? Of course, who wouldn't be? VOTE/COPE is the mechanism through which your concerns are brought forward to the legislature and explained one-on-one to state legislators in Albany. An effective voice in Albany means that legislators learn to see the total picture – and not just the "flat earth" version pushed by special interest. Remember, UUP not only serves Faculty & Professional interests but also the interests of students, families and our communities. VOTE/COPE assures that we all will have a strong and prosperous future in New York State.

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 \_\_\_\_\_



## Cross the Boundaries: Build UUP Oneonta

By Teri Weigl, UUP Oneonta Membership Director



Imagine if everyone who attended *Food for Thought* brought one person with them that had never attended, we'd certainly have quite a crowd! New or experienced on campus – you may work in Fizzle or Fine Arts and never once have met a colleague who has an office in Human Ecology or Alumni. Well, here's your chance to meet fellow UUPers from across campus and across departments, and lunch is free! At the very least you could meet someone to wave to as you walk across the quad, at best you will help tighten the mesh of communication among the members of UUP on campus.

What do we do at these comfortable lunchtime get-togethers? Well, first we eat and talk to each other (and the food is pretty good!), and then there may be announcements from the Executive Board members or sometimes an invited speaker. You can learn a lot about the structure of the college and about current issues of concern either state-wide or on-campus. The more we communicate with each other, the more the mesh tightens. The tighter the mesh, the stronger we become. So, if you haven't attended a *Food for Thought* in the

**PLEASE RETAIN FOR YOUR RECORDS**

You are not a member of the union until the UUP Administrative Office receives your signed membership application.

All Professional Services Negotiating Unit members pay an agency fee equal to union dues, even if they do not join the union.

Signing this card will not change the union deduction from your paycheck, but it gives you the right to:

- vote on the collective bargaining agreement;
- attend union meetings;
- hold union office; and
- elect union leaders on your campus and choose your representatives at the state and national levels.

Date Signed and Mailed: \_\_\_\_\_

**UUP, P.O. Box 15143, Albany, N.Y. 12212-5143**  
(800) 342-4206 1/04

### UUP Membership Application

Last Name \_\_\_\_\_ First \_\_\_\_\_ MI \_\_\_\_\_ Soc. Sec. No. \_\_\_\_\_  
 Birth \_\_\_\_\_  
 Street Address \_\_\_\_\_ Date / / E-mail \_\_\_\_\_  
 City, State, Zip \_\_\_\_\_ Home Phone \_\_\_\_\_  
 SUNY \_\_\_\_\_ SUNY \_\_\_\_\_  
 Department \_\_\_\_\_ Title \_\_\_\_\_  
 Signature \_\_\_\_\_ Gender \_\_\_\_\_ Date \_\_\_\_\_

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.

**Payroll Deduction Authority for UUP Membership**

**TO THE COMPTROLLER OF THE STATE OF NEW YORK:** 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.

**BE SURE YOU HAVE SIGNED THIS CARD and mail to UUP, P.O. Box 15143, Albany, N.Y. 12212-5143**  
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.

past, think about coming to one real soon. We look forward to meeting you!

## 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 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.

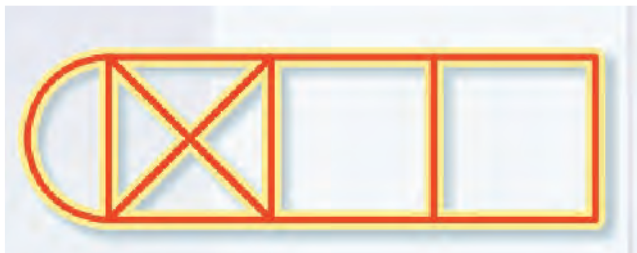


**UUP Office**  
206 Human Ecology

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**March - puzzle**

Can you draw the hopscotch figure shown in the illustration bellow without taking your pencil off the paper or going along the same line twice?



Rearrange these letters in such a way that to make one word.

E D O O R N W

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

Answer to February'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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\*e-mail addresses are @ONEONTA.EDU (d = delegate)