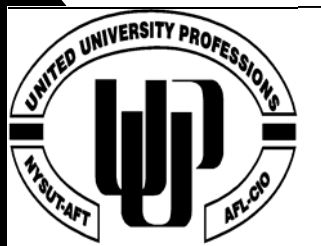


# The Sentinel

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UUP—ONEONTA

December 2006



*Where, after all, do universal human rights begin? In small places, close to home—so close and so small that they cannot be seen on any map of the world.... Such are the places where every man, woman and child seeks equal justice, equal opportunity, equal dignity without discrimination. Eleanor Roosevelt*

## Holiday Recognition and Appreciation

*By William Simons, Chapter President*



*Bill Simons*

Life is a continuum, and new challenges always beckon. In the months ahead, UUP will negotiate a new contract, renew the annual battle for a strong SUNY budget, confront misguided and bloated assessment, and build new coalitions. At this holiday season and as the year ends, however, it is appropriate to recognize the leaders and the rank-and-file who have rebuilt the Oneonta chapter and made it a force to reckon with.

I owe thanks to many more individuals than I can list. Any recounting must begin with Vice President for Academics **Rob Compton**. Now tenured, promoted to Associate Professor, and elected Presiding Officer of the College Senate, Rob had the courage to come forward prior to receiving permanent appointment, and his example has inspired many others to do likewise. Rob is the strong right arm of UUP-Oneonta, and it is a rare day when we do not speak. Despite massive damage to his family home during the June floods, he assisted other victims. From workload to our home energy program, Rob's imprint is on every UUP initiative and decision.

Vice President for Professionals **Norm Payne** does a fine job responding to the concerns of professionals. Moreover, Norm takes the lead on issues involving Discretionary Salary Increases (DSI) and parking, while serving on the Labor-Management grants committee. With his strong knowledge of facility integrity, he worked tirelessly removing and replacing contaminated fiberglass and sheetrock in the aftermath of flooding.

Wearing multiple hats, **Tom Horvath** is indispensable to UUP-Oneonta. He is assertive and persistent on faculty workload issues. As Health/Safety officer, Tom employed his impressive scientific expertise to assess post-flood household damage. As our Secretary, he opens up Labor-Management Meetings to our membership via carefully rendered notes. And, as an Academic Delegate, Tom has acquired important perspective about unionism beyond the Oneonta campus.

Thanks to Treasurer **Rich Tyler**, UUP-Oneonta passes periodic audits with flying colors. As attested by his line item budget and monthly reports, Rich brings meticulous and expert devotion to his stewardship of the treasury. Our iconic Director of Special Events, **Loraine Tyler**, invests our gatherings, including those on Labor Day and semester's end, with grace and excellence.

Benefits Officer **Ricky O'Donnell** diligently explains and advocates in matters concerning member health services. Ricky worked with Statewide UUP Manager of Member Benefits & Services **Doreen Bango** to secure the participation of FoxCare Dental as a participating provider with Cigna.

With verve and enthusiasm, Professional Delegate and Facilitator **Janie Forrest-Glotzer** maintains an extensive network of contacts with UUPers on campus and throughout the state. A multi-tasker, Janie mentors new leaders, assists Norm with representation for Professionals, serves on the ad hoc contract negotiation committee, and advocates on family issues. Janie did a fantastic job as Director of VOTE-COPE, the fund that helped make possible the victories of labor's friends in the recent elections. **Brenda Balcom**, the new VOTE-COPE Director, is off to a solid start, ensuring that the educational community is represented when important political decisions are made.

(continued on page 2)

## Recognition and Appreciation (continued from page 1)

**Paul Conway** trained **Renee Walker** to assume the position of Grievance Officer during his sabbatical. As was the case with Paul, those who contact Renee are often plagued by multiple and serious problems and are in difficult emotional straits. Despite the intensity of such sessions, Renee listens carefully, elicits relevant information, and responds with tact and discretion.

During the past year, Disabilities Officer **Gina Keel** facilitated successful closure to a constituent's need for work-related equipment, participated in leadership workshops, encouraged the registration of new voters during our Rock the Vote initiative, traveled to Albany for legislative advocacy, generously opened her home in the aftermath of local flooding, and represented UUP at the recent American Federation of Teachers conclave in Washington, D.C.

Part-Times Concerns Officer **J McDermott** has given effective representation to the most vulnerable members of our bargaining unit in many venues, including the monthly Labor-Management Meeting, separate meetings with management devoted exclusively to part-time and adjunct issues, an impressive summer orientation, and individual representation of constituents. Under J's watch, the starting salary of adjuncts has been increased and adjuncts, for the first time, have received DSI.

**Linda Drake**, UUP's Community Service Director and Executive Director of the College's Center for Social Responsibility (CSR), led our local flood relief effort. UUP conducted a survey of flood damage sustained by members, contacted all survey respondents to discuss their needs, sent volunteer work crews to all those who requested such assistance, contributed money for flood relief, and assisted those applying for flood relief grants. Linda is currently working with management and representatives of other campus unions to organize a winter coat collection on behalf of flood victims. She will also organize the return of UUP volunteers to *Saturday's Bread*, a community kitchen. In addition, Linda has involved UUPers, including myself, in the CSR's long term commitment to post-Katrina on-site reconstruction in the Gulf.

The energy and creativity of Membership Director **Teri Weigl** has significantly increased our numbers. A skilled writer, Teri has also written some excellent articles for *The Sentinel*.

**Dan McGraw** and **Duane Ritter** attended UUP's most recent Leadership Workshop. Their work ethic, talent, and pragmatism render them emblematic of a new generation of activists.

**Kim Muller** and **Kathy Meeker** do a superb job as Co-Copy Editors of *The Sentinel*. Under Kim and Kathy, *The Sentinel* continues its tradition of excellence. In addition, Kim serves as chapter Grants Officer. In the past two years, Oneonta has had two recipients, **Zanna McKay** and **Cynthia Lassonde**, of the prestigious Dr. Nuala McGann Drescher Affirmative Action/Diversity Leave Program award.

**Dennis Selzner** is a superb labor relations professional, possessing a soaring idealism leavened by hard experience and an unsurpassed knowledge of the contract.

UUP-Oneonta President Emeritus **Fred Miller**, peripatetic and informed, remains a superb political point-man, known and respected by state legislators as an advocate for higher education. Fred's efforts contributed to the gains of NYSUT/UUP endorsed candidates in the Fall elections.

UUP is ably represented on the Labor-Management Grants Committee by Norm, Sociology Department Chair **Alex Thomas**, and English Department Chair **Richie Lee**. Richie is also an Academic Delegate and a *Sentinel* editor emeritus. Norm, Alex, and Richie bring fairness, perspective, and expertise to the evaluation of grant proposals by UUP members.

Two other emeritus editors of *The Sentinel*, **Jim Greenberg**, Director of TLTC, and **Nancy Cannon**, Acting Head of Library Reference and Instruction, have assumed new and vital positions in the UUP leadership. As

## Recognition and Appreciation (continued from page 2)

Electronic Archivist, Jim is making new information and tools accessible to chapter members. Besides providing a visual documentation of UUP-Oneonta as chapter photographer, Nancy is an Academic Delegate and serves on the Technology Issues Committee. Jim and Nancy contribute excellence, expertise, and experience to UUP.

**Joe Baldwin** and **Chris Bulson** are bulwarks of the Elections and Credentials Committee.

Serving on the Technology Issues Committee and as a Professional Delegate, **Jeri Anne Jerminario**, former president of UUP Cobleskill, is an important link between our chapter and UUP in Albany.

My mentors, former chapter presidents **Ed Wesnofske** and **Denny Shea**, continue to provide sage counsel.

Former UUP-Oneonta President **John Carney** protects institutional memory and brings meetings to order with a whistle that could stop a freight train. And, **Peg Carney**, an incomparable office manager, loyally and expertly balances tasks and deadlines.

Most of the preceding participated in UUP-Oneonta's Labor Day crusade, a campaign vital to the dignity of workers. The following also wrote articulate, courageous, and insightful statements on behalf of a proper observance of Labor Day—**Fida Mohammad, Joe Chiang, Steve Gilbert, Brian Lowe, Ben Dixon, Charles Dahan, Matthew Hendley, Steve Walsh, Mary Lynn Bensen, Orlando Legname, Geoff O'Shea, Don Hill, and Sen Zhang**. Their words and conviction inspire our commitment to social justice.

Many of the Labor Day advocates and Executive Board members participated in flood relief activities, and were joined by many other UUPers—**Walter vom Saal, Suzanne Miller, Ho Hon Leung, Armand LaPottin, Phil Bidwell, Dan Payne, Rich Barberio, Melissa Fallon, Rebecca Hilts, Ellen Damsky, Michele Pearsal, Devin Castendyk, J Lentner, and Wendy Mitteager**. Wendy has also participated in post-Katrina on-site reconstruction in the Gulf.

Please forgive me the many UUPers that I have not acknowledged; such omissions represent a lapse of memory, rather than an absence of appreciation.

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

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## UUP Energy Program

As announced at the November 1, 2006 chapter meeting, UUP is offering its members a way to save on the high cost of energy via the United University Professions Energy Program. The program offers UUPers discounts on gasoline and home heating fuels through a partnership with the Mirabito Fuel Group, Oneida Lake Energy Products, Quickway Food Stores, and Convenience Express Stores.

The Mirabito Fuel Group offers UUPers a 5 cent discount on home heating fuel and kerosene and a 7 cent discount on propane fuel. This discount applies to all UUP prepay, budget and tankwagon customers who are set-up for automatic delivery with Mirabito.

In addition, UUPers who sign up for the Mirabito Fuel Card can receive a 5 cent per gallon discount on gasoline at nearly 60 upstate locations.

To obtain an application for this program, contact the UUP-Oneonta office by e-mail at [Oneonta@uupmail.org](mailto:Oneonta@uupmail.org) and provide your name and campus mailing address, or telephone Carl Utter of Mirabito's Oneonta Branch Office at 432-5100.

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## On the Academic Side: Linkages Among Some Pressing Issues

By Rob Compton, VP Academics

As academics, we pride our tenacity and independence and dedicate ourselves to teaching, research, and service. Sometimes our focus on substance requires us to become more aloof and disinterested in our surroundings so that energy can be conserved and expended on our major projects. However, it is important to monitor the macrocosm as it will clearly impact, sooner rather than later, what we must do to be professionally successful. Several deleterious forces are now at work that collectively can drive us to exhaustion, mediocrity, and even unemployment. These forces include workload creep, lack of rules and procedures, and resource scarcity.



### **Workload Creep**

Without a doubt, the workload for an average assistant professor has increased over the past five years here at Oneonta. Several reasons account for this change: the student body has become more differentiated in terms of ethnicity, income, and ability. At the same time, students have also become more demanding. It is now *de rigueur* that professors provide some combination of a review sheet, online supplemental material, assistance via email, and/or a review session. At the same time, the process of “delivering lectures” has changed since I first began to teach in the early 1990s. Students now want pertinent examples that illustrate concepts drawn from their generation of “popular culture.” The “learning experience” requires the integration of technology into the classroom. This includes not only just clips and videos, but also pictures, interactive exercises, and the use of your website. The nature of technological inclusion into the curriculum is much more complex and sophisticated now. Don’t get me wrong, I support the use of technology and innovative approaches to learning, but it does take more time and organization.

There is more pressure than ever before for students to excel and sometimes these expectations become demands placed on professors. For example, in my field of political science, I speak to a vast majority of students about their post-graduation plans from their sophomore year and assist in structuring internships and facilitate letters for their internships, employment, and graduate school. During some semesters, I write over fifteen such letters. I am sure that many of you have similar experiences.

At the same time, expectations regarding assessment and continued improvement have also increased. While we are not certain where assessment is headed, I expect that ultimately the amount of autonomy that faculty have will decrease. At the very least, the amount of time that one has for classroom instruction, research, and service will be challenged by the need to allocate time to assessment activity. While proponents will argue that assessment has always been done—just like the proponents of strategic planning—the nature of this assessment is undergoing “continued improvement.” This means that time required to complete such tasks will increase as we are required to link the learning outcomes stated on the syllabus to the assessment instrument and to material covered in class. When I was at Western Kentucky University, my annual report had to include material about my contribution to assessment at the departmental level. Are we headed in that direction?

In regards to research, as Oneonta becomes the “Geneseo of the East” expectations will and have been ratcheted upwards. Gone are the days when good solid teaching was necessary and sufficient for tenure. In the future, is it possible for a professor with excellent teaching but only book reviews for publication to be tenured here at Oneonta? The expectation is that several articles and/or a book are necessary. And, rightly so if we are to be a serious institution on the rise. The Administration, with strong UUP encouragement, has embarked on a program of course load reduction specifically for such endeavors and for service and teaching innovation. This is commonly referred to as the “Exemptions as Stipulated on Page 25 of the Faculty Handbook.”

Lastly, public expectation has increased in the area of service. The public expects greater value for the taxpayer’s dollar, meaning that increasingly we will be required to do more and become more involved.

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## On the Academic Side: Linkages Among Some Pressing Issues (continued from Page 4)

Given these increased expectations, the Administration's approach to dealing with course load reduction is salutatory. I believe that both the Administration and UUP strongly believe in maintaining and increasing faculty productivity, creativity, and longevity. This initiative was initially suggested and activated with both the President's and Provost's recognition that there was increased workload. I am proud of the work that we do and the tremendous talent of this faculty. This sense of accomplishment is, no doubt, shared by Administration.

### ***Rules and Procedures***

As we construct our professional careers in teaching, research, and service, it is also important that we protect ourselves within the community of scholars. Issues of rules and procedures at the College transcend both UUP and the College Senate. There is a real danger that we can become so preoccupied with our personal "careers" that we fail to take seriously the need to participate in creating "structures embedded in rules and procedures." When opinions and goals and objectives differ, they can collide. Civility in academe is sometimes in short supply. In our zest for career advancement, we should not forget that the institution and the "commonwealth" can be damaged. When this happens in departments, careers can be ruined.

The "contract" is not as strong as most of us think in this regard. There is limited protection for those who are not on continuing appointment. Sometimes minding your own business is not sufficient for obtaining that status. Don't get me wrong. I believe that people who are derelict in their professional obligations should not be continued. But we are a country of laws and the College is part of that institution. Ask yourself the following questions: "Are the rules and procedures for the *process* of promotion and tenure clear?" "Are the expectations clear?" In other words, does your department have procedures in place for how this whole process operates (from who writes the letters, to who votes, to when the deadlines are, to when new material can be added to your file, to how much is enough material in a file)? UUP seeks to work with Management to make sure that these safeguards are in place.

The contract is also limited when it comes to DSI. What actually happens within the departments? Who gets DSI and who does not? Are there written departmental procedures? A good contract cannot and should not take away the autonomy that so many of us value in these "rules and procedures." However, at the same time, there is a vacuum that exists that can be filled by you or by others. Some may not have your interest at heart. UUP seeks to establish a joint committee with Management to make the DSI process more transparent.

### ***Resource Scarcity***

Increasingly demands for money to finance computer software purchases, professional memberships, access to research databases, travel to conferences, and for field research have increased as expectations have gone up. This means that many of us spend a lot of time filling out applications for grants and fellowships. Sometimes, we are forced to pay for conference attendance and fieldwork out of our pockets. The Provost's Fund in this regard is critical for our professional development but, increasingly, resource scarcity is evident as demand for funds outstrip supply.

We are entering into difficult territory when it comes to the future of resources with the incoming governor committed to property tax reduction and solving the CFE (campaign for fiscal equity) issue, while not increasing taxes.

I would like to see UUP working with Management to streamline the application process for the various campus-based grants and for us to reach deeper into SUNY Central Administration resources to provide more opportunities for us here.

However, we cannot do more with the same. This is a point we will continue to hammer away at. It is critical that all of us seek more money for SUNY. This means that we need to become more active in advocacy for the SUNY system, which has for years experienced chronic under-funding. I believe that UUP, the University Faculty Senate, the Student Assembly, the Chancellor, and the Administration on campus understand this. From a UUP perspective, obtaining more funds for SUNY will have a positive impact on professional development funds.

## On the Academic Side: Linkages Among Some Pressing Issues (continued from Page 5)

### *Conclusion*

There is a lot for us to balance – to be committed to justice and fairness for each and every academic to pursue his/her professional development to the fullest, while at the same time pursuing these endeavors ourselves. **One cannot come at the expense of another. That is the union message to us as academics.** During the upcoming holiday season, do take some time out to spend with your family and friends. Take some time out also to think about your professional priorities. If you spend just a few minutes thinking about some of the issues I raise in this article, I would be honored.

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## Adjunct DSI and Fulltime Faculty Course Reduction

Adjunct and fulltime faculty are moving forward, albeit incrementally and not uniformly, in two important areas. As the notes from several Labor-Management meetings attest, UUP and the Administration have had substantive discussion about DSI (Discretionary Salary Increases) for adjunct faculty, as well as course reductions for fulltime faculty. We are moving in the right direction.

As of November 13, 2006, twenty-five fulltime faculty out of thirty applicants have received course reductions for the Spring 2007 semester. This is a significant increase from the nine reduced teaching loads out of thirteen applicants during the Fall 2006 semester. UUP encourages fulltime faculty to examine the *Faculty Handbook* for “appropriate justifications” and strongly encourages you to apply, if you qualify, for a course reduction for the Fall 2007 semester. Course reductions “may be authorized when recommended by the Department Chair and approved by the appropriate Dean.”

During the DSI cycle just completed, a number of adjunct faculty from diverse departments received increases. In the prior year no adjunct faculty received DSI, and most adjuncts were not previously aware that they were eligible for such awards. Adjunct faculty members are urged to apply when the Fall 2007 DSI cycle comes around. As with other DSI awards, those for adjunct faculty, under formula, remain on base.

DSI should have appeared in the November 29, 2006 paychecks. A detailed list of recipients and amounts of all DSI awards in the current cycle, as well as the salaries of all college employees, are available in the UUP office (206 Human Ecology). The UUP office is open from 9 AM-2 PM on Monday, Wednesday, and Thursday. To make an appointment, call UUP’s administrative assistant, Peg Carney, at extension 2135.

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## Part-Time Concerns Report: Discretionary Salary Increases

*By J McDermott, Part-Time Concerns Officer*

The major story this month should be apparent in many recent paychecks: the number of DSI that have been awarded is a satisfying reflection on the importance of the contributions made to the SUNY College at Oneonta by part-time and adjunct members. If you received such recognition, congratulations! If you did not receive a DSI in this round, there will be another upcoming cycle, which is where we are now focusing our efforts. Because we heard from several departments that there was some confusion in the process of the awards, we will be working to achieve clarification of terms and practices, and to have these in place before the next round.



We are planning a major informational meeting in the spring on a subject that is of great importance to all of our members. Watch for announcements, and please try to participate in the discussion. This local is a member-driven unit, and we look forward to your input. How’s that for a tease? More to come soon!

Best wishes to you and yours as ’06 ends and ’07 begins!

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## Dr. Keel Goes to Washington

By Gina L. Keel, Disabilities Officer

I had the pleasure of attending the American Federation of Teachers (AFT) Higher Education Special Leadership Conference from November 17-19 in Washington D.C. AFT represents more higher education faculty and staff than any other union, and UUP is affiliated with it. The conference focused on training campus-based leaders to better represent their diverse members, build membership, better communicate within the local chapters and with external actors, and be effective in political action and collective bargaining. With 38 participants and 13 presenters, the seminars were small and facilitated discussion of individual experiences, issues, and questions. Learning about challenges in different systems across the country was invaluable, and it reminded me how relatively fortunate we are in the SUNY system and with the strong representation of UUP.



What a city and what a great time to visit! The lame duck Congress was simmering, mid-day feasts of steak and red wine were freely flowing at Charlie Palmer's (ground zero for well-heeled lobbyists), and young conservatives about town bemoaned what might have been after their electoral shock. The atmosphere inside the conference was upbeat about what the new Congress might produce in terms of higher education policy and oversight. Gabby Gomez, Legislative Associate and former AFT staffer, delivered a keynote speech on Friday night that shed light on the new priorities of the House Committee on Education and the Workforce. George Miller (D-CA) will become the new committee chairman and Gabby Gomez will now head the legislative staff for the majority. The good news is that the committee will be more active and more sympathetic in areas that our union members are concerned about, including inadequate funding, academic freedom battles, student access to quality higher education, and exploitation of part-time faculty. It was less clear whether the committee would be sympathetic to corporatization and accountability/assessment concerns.

The 3-day schedule was intense but never boring. To kick off the conference, Bill Scheurman, UUP President and Chair of the AFT Higher Education Program and Policy Council, inspired and tickled the small crowd with his "old fart" experience, political analysis and battlefield stories. He focused on the "many hats" of union leadership—managing union business, collective bargaining, and political action and advocacy. He emphasized the importance and challenge of



"building a culture of organizing" where "member involvement must be front and center." His sage advice on distasteful but necessary political action was to build "relationships of continuity." "If you don't dance with the devil how are you going to get your hands in his pocket?" Scheurman also touted AFT's Activists for Congressional Education initiative and the Free Exchange on Campus program to combat anti-public education, corporatization perspectives and so-called Academic Bill of Rights initiatives in many states.

## Dr. Keel Goes to Washington (continued from page 7)

The workshops on collective bargaining helped participants think strategically about the process to “gain greater power and leverage at the table.” Experienced pros from the Illinois and New Jersey systems provided materials and advice for building a strategic contract campaign: When selecting a negotiation team, seek members with broad views, stamina, loyalty, and an ability to communicate with members. Use advisory committees or workshops to flush out ideas and make sure every member feels they have “a stake and a say” in negotiations. Surveys are not enough! Know your university finances to clarify issues and generate “asks” at the bargaining table, and make formal data requests to get the information. Campus finance information can also prove useful in media relations. An often overlooked task is debriefing members after a contract is negotiated and needs to be approved.

A workshop on creating a positive image in the media used role playing exercises to get participants to take control in media relations and better “frame” the issues. The presenter, Jaime Zapata, urged every local to have a PR plan, an updated media list, familiar relations with local media and one person assigned to talk to the media (to stay on message). If a local needs help, AFT will provide assistance.

The closing discussion on building strong unions for all constituencies was perhaps the most valuable and illuminating of the greatest challenges we face. Many participants shared stories about the challenges of representing diverse constituencies—full-time and part-time faculty, professionals, graduate students, tenured and untenured faculty, contract employees. Building trust and focusing on shared goals and interests, and even getting people physically together, are some of the most important tasks for every local. Most participants agreed that it is helpful to deliberately structure the union to represent all constituencies (even departments and buildings); use meetings for problem raising and problem solving—not just for information dissemination; and hold multiple meetings each month to overcome disparate schedules.

I encountered so much more on this trip (even squeezing in some research at the Library of Congress), and brought back reams of material, publications and user guides. The most notable are “Political Action Tool Kit,” “Creating a Positive Image in the Media” guidebook and the *Standards of Good Practice in Employment* series. Please contact me if you want to use any of these materials. Also visit [http://www.aft.org/higher\\_ed/](http://www.aft.org/higher_ed/) for news and materials from AFT.



### Special Offer for UUP Members—4 Great Reasons to Join or Renew

1. **Special Annual Membership Fee.** (NYS sales tax must be included.)
2. **Special Annual Rewards Membership Fee.** (Receive 2% payback from BJs on eligible purchases.)
3. **Additional 3 FREE Months of Membership.** (15 months instead of our regular 12 months.)
4. **FREE Second Membership Card.** (Family of household member ONLY.)

*Please fill out the request form today from your UUP Benefits Trust Fund. You will receive your application and instruction sheet by e-mail. This will contain your Special Membership Offer Fee (NYS sales tax is included).*

Renewing Members: *Please renew before your expiration date. BJ's will add 15 months from your current expiration date.*

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- ✦ BJ's welcomes manufacturers' coupons on items we carry
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- ✦ BJ's Vacations<sup>®</sup>
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- ✦ BJ's Auto Program<sup>SM</sup>
- ✦ BJ's Protection Plus<sup>SM</sup> “Extended Warranties

Special Offer available to UUP members from 12/1-12/31/06. All applications must be completed and sent with payment per the instructions no later than 1/07/07 to be eligible for this promotion. This offer is not available online or at any BJ's locations.



## Cultural Diversity: UUP and Chancellor John Ryan in Collaboration

John Ryan has thus far proven to be a breath of fresh air in the SUNY Chancellor's Office. Last winter and spring, he collaborated with UUP on budget advocacy on behalf of a strong SUNY, resulting in the most favorable higher education budget in years. In November 2006, the Chancellor announced the creation of an Office of Multi-Cultural Affairs, an initiative that once again involved collaboration between the Chancellor and UUP. Please read below statewide UUP President Bill Scheureman's account of the steps leading to the creation of this office. As Dr. Schuereman notes, Chancellor Ryan is to be thanked — and, more to the point, he is to be emulated.



*I am pleased to report that UUP's work with SUNY and Chancellor Ryan to create an Office of Multi-Cultural Affairs at SUNY has been successful. Yesterday at the Somos El Futuro meeting Chancellor Ryan announced the establishment of an office of Multi-Cultural Affairs. He also responded to our discussion for a five year plan by announcing a five year plan aimed at increasing diversity among students and faculty at SUNY. We should applaud the Chancellor for his willingness to address tough issues.*

*Special thanks go to UUPer Raul Huerta of Morrisville who helped develop the proposal announced by the Chancellor. Great things happen when we focus on issues and work together.*

*For those of you who are not aware of UUP's role in the development of this initiative, I offer the following summary:*

*1. Last winter (Special Assistant to President Scheuerman) Tom Kriger, Raul, and I traveled to the South Bronx to meet with Assemblyman Peter Rivera. Our goal was to get Peter to help us work with SUNY to restore the Office of Latino affairs, which SUNY had previously terminated.*

*2. After several subsequent discussions with Peter Rivera and SUNY, UUP set up a meeting at the University of New Mexico to see how UNM was recruiting and retaining Latino students and faculty. Chancellor John Ryan, Peter Rivera, Assembly Higher Ed Chair Ron Canestrai, and Tom Kriger, who represented me, were among the attendees (I had to attend the NYSUT RA).*

*3. This meeting was followed by several additional conversations with SUNY and Rivera. SUNY then decided to buy some release time for Raul Huerta so Raul could draft a preliminary plan. Raul did just that!*

*4. At the Somos meeting Peter Rivera set aside a day just to discuss higher ed issues. It was a higher education summit. I made a presentation at the meeting on a panel with the Chancellor. Ryan subsequently announced his plan.*

*The issue now is implementation. We'll do what we can to ensure that all New York benefits from this initiative.*

*Thanks again Raul and thanks to John Ryan for having the courage to do the right thing!*

In that spirit, UUP-Oneonta suggests to our local campus administration that labor and management collaborate on diverse projects on behalf of SUNY College at Oneonta, including joint advocacy with the New York State Legislature when lawmakers enter a new cycle of budget deliberations this coming winter and spring.

### Important Changes Regarding Empire Plan: Participating Laboratory Providers for 2007

There will be a change in participating providers of laboratory services under The Empire Plan Medical Program effective January 1, 2007.

- \* Effective January 1, 2007, Laboratory Corporation of America (LabCorp) will be the sole national participating provider of laboratory services for The Empire Plan Medical Program. In addition to LabCorp, other regional and local laboratory providers continue to participate, providing broad access to participating providers for laboratory services.
- \* Effective January 1, 2007, Quest Diagnostics will no longer be a participating provider of laboratory services for The Empire Plan Medical Program.

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## Empire Plan Changes (continued from page 9)

**What this means to you:** While you may not always know what laboratory your physician uses, to minimize your out-of-pocket expense it is important that your physician sends your samples to an Empire Plan participating laboratory for testing. As long as your physician uses one of the many participating laboratories, you will not be responsible for any cost other than your co-payment for covered services.

**What UHC is doing:** United HealthCare continues to expand the network of regional and local participating laboratory providers in areas where Quest has in the past provided lab services, including New York, New Jersey and Connecticut. LabCorp is also working to increase its presence in these markets. United HealthCare, in cooperation with LabCorp and the regional and local participating laboratory providers, has initiated an aggressive communications campaign which targets participating physicians to ensure they are aware of these changes. Participating physicians are receiving letters, telephone calls, and site visits which will continue through the end of this year and the early part of 2007.

**What you should do:** Ask your physician to verify that your laboratory participates in The Empire Plan. If the laboratory your physician regularly uses is no longer a participating provider after January 1, 2007, United HealthCare will be happy to help you or your physician identify laboratory options that are available. For a list of participating laboratory locations, visit the New York State Health Insurance Program (NYSHIP) website at [www.cs.state.ny.us/ebd/welcome/login.cfm](http://www.cs.state.ny.us/ebd/welcome/login.cfm). Follow the prompts and then select Using Your Benefits.

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## Oneonta Participation in UUP Fall Leadership Workshops: Building New Leadership for Tomorrow

*By Janie Forrest-Glotzer, Academic Delegate and Facilitator*



Enthusiastic new leaders filled the Saratoga meeting rooms at UUP's New Leadership workshops held October 27-28. The workshops provided participants with a new and exciting experience filled with the promise of helping colleagues and their union by becoming more effective union leaders through an ongoing training process. Chapter Leaders spent the weekend honing their skills in three hour workshop sessions on topics including: grievance procedures, conducting effective meetings, problem solving, and chapter development. Collective bargaining was also covered, presented by NYSUT (New York State United Teachers) Labor Relations Specialists. I attended the Effective Meeting workshop and found this extremely useful for both my professional SUNY position and my work with the union.

As UUP President William Scheuerman asserted:

*No union in New York State does a better job of activating rank and-file members and providing you with opportunities to develop your leadership skills. And no organization can exist unless it brings in new leaders who are ready to promote and represent the interests of the membership.*

Along with welcoming new chapter leaders to the Union, it was a real pleasure getting to know them and mentor them along the way. Chapter President Bill Simons encourages new chapter leaders to become active and learn more about the union. In addition to Bill and me, the Oneonta delegation included Biologist and Director of Environmental Science Tom Horvath, Milne's Acting Head of Reference and Instruction Nancy Cannon, Political Scientist Gina Keel, Women's Basketball Coach Dan McGraw and Wrestling Coach Duane Ritter (both pictured).



I still remember my first Leadership Workshop at the beginning of my union work, where I focused on Membership. These workshops give me the opportunity to meet with Statewide Leaders and colleagues from other campuses, as well as my own campus, creating a network of solid friendships. I have benefited from their mentoring, which has helped me to become a more effective voice for our membership.

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# Labor-Management Meeting Notes

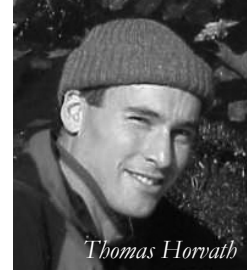
By Tom Horvath, Secretary, UUP-Oneonta

## 16 October 2006 Meeting

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

For UUP: Bill Simons, Nancy Cannon, Rob Compton, Tom Horvath,  
Jeri Ann Jerminario, J McDermott, Fred Miller, Norm Payne,  
Dennis Selzner, Rich Tyler

The meeting opened at 3:04 PM.



### 1) Consideration of collaborations between UUP and Management

- A) UUP highlighted the recent cover article in *The Voice* featuring Oneonta's own Zanna McKay and her work in education research. UUP also thanked Carol Blazina for facilitating the public relations for the article.
- B) UUP also thanked Management for collaboration on the Rock the Vote campaign, especially the students' participation.
- C) UUP raised the issue of joint advocacy with Management for flood relief for the local area – issues remain unresolved for those suffering losses during the flood. Management agreed that cooperation is needed, especially to get winter clothing to those who may need them as weather changes approach.
- D) UUP mentioned the possibility of working together with Management to get local vendors of fuel to give discounted rates to College employees. Management reminded UUP that they are bound to state contracts, which limit their abilities to leverage vendors. UUP mentioned the success of the SUNY Bucks campaign to raise awareness in the community that College employees are vital members of the community.
- E) UUP asked again for joint advocacy to campaign in Albany for strong SUNY budgets. Management shared an article highlighting Chancellor Ryan's work to get the recent SUNY budget, which partially resulted in new faculty lines coming to Oneonta. UUP saluted the Chancellor's efforts and reminded Management that Chancellor Ryan has called for joint commitments (labor, management, and students) to strengthen the SUNY position, and that UUP also was a strong voice in the budget process. Management replied that they would look into joint ventures in the future.
- F) The Labor-Management Grants Committee is meeting (management representatives are Janet Potter, Roger Sullivan, and Hope Lampert; UUP representatives are Norm Payne, Richie Lee, and Alex Thomas). State-wide committees are also meeting.
- G) UUP again volunteered the Health & Safety Officer to be involved with the Pandemic Preparedness Group. Management commented that the committee is already formed and it that includes a representative from the College Senate.
- H) UUP suggested that a subcommittee be formed rather than continue discussions about DSI at Labor-Management meetings to help the process be better implemented. The Part-Timers Concerns meetings could also be melded in this subcommittee as much of the confusion in the process pertains to adjunct positions.

### 2) College calendar

UUP asserted that the sentiment on campus has evolved in favor of full observance of Labor Day, and again formally requested to Management that classes not be held on Labor Day. Management declined, responding that there were many factors in setting the calendar.

### 3) Response to UUP's request for across-the-board raises

Data was presented by UUP showing the erosion of assistant and associate professors' salaries in real money. UUP renewed its request, initially made at the July Labor-Management meeting, for a raise to all UUP employees to compensate for inflationary increases given the recent favorable SUNY budget and high fuel costs. UUP noted that Management can make such decisions, as was done at SUNY Cortland, where \$800 was added to base salaries across the board. SUNY Morrisville and Cobleskill each had increases as well. Management responded that it had decided to focus on 16 additional faculty positions.

(continued on page 12)

## **Labor-Management Meeting Notes (continued from page 11)**

### **4) Professional Performance Programs**

UUP asked for an update on compliance. Management responded that they are doing well for permanent appointments (1 July – 30 June) and that a new cycle has been entered. Some confusion exists on how to deal with the numbers, and UUP suggested that future updates include a 30-day, 60-day, 90-day out of compliance figure to better facilitate analyses. UUP appreciates Management's continued efforts to reach compliance on this issue.

### **5) Fulltime faculty course load reduction requests**

UUP asked again for an update on the numbers of applications submitted for consideration of course load reduction under the Faculty Handbook provisions. Management misunderstood the request this time and did not have the numbers available. Also, Management indicated that the process is still ongoing for the Spring 2007 semester and that the Deans are dealing with applications in a manner similar across divisions and consistent with the process in the Faculty Handbook.

UUP and Management thanked each other for their work.

The meeting adjourned at 3:48 PM.

## **13 November 2006 Meeting**

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

For UUP: Bill Simons, Nancy Cannon, Rob Compton, Tom Horvath,  
Jeri Ann Jerminario, J McDermott, Dennis Selzner

The meeting opened at 3:00 PM

1. At UUP's request, Leif Hartmark, Vice President for Finance and Administration, provided a detailed briefing on Management's Five-Year Plan/Budgetary Priorities. Dr. Hartmark explained that the All Funds Budget encompasses incoming funds and expenditures. Budget themes included maintaining the core budget, increasing faculty lines (while not cannibalizing Part-Time positions), new undergraduate programs, and growth in the graduate program. UUP thanked Dr. Hartmark for the clarity of his presentation and his responsiveness to questions.
2. UUP asked for updated numbers for Spring 2007 applications for fulltime faculty course reductions under "appropriate justifications" as listed on page 25 of the Faculty Handbook. Management reported that, of the 30 individuals who applied for course load reductions, 25 received them.
3. UUP asked for updated numbers of out-of-compliance germane to Performance Programs for the Permanently Appointed Professionals. Management reported that 19 individuals were in need of performance programs. Similarly, UUP asked for updated numbers germane to Performance Programs for the Professionals that do not have permanent appointment. Management reported that 1 individual was between 30 and 59 days overdue, 6 individuals were between 60 and 89 days overdue, and 8 individuals were more than 90 days overdue.
4. UUP and Management agreed to collaborate and form a committee to aid those in the community in need of winter clothing. Other campus unions will participate in this endeavor. UUP indicated that it would soon name its designee to the committee. (*Subsequent to the meeting, UUP informed Management that Linda Drake would represent UUP on the committee.*)
5. UUP and Management discussed the Joint Labor-Management Individual Development Awards Program.
6. UUP noted that the collaborative efforts of statewide UUP and Chancellor Ryan led to the most favorable SUNY budget in over a decade. Given the strong and equal commitment by both UUP-Oneonta and Management to the good of the College, UUP suggested that the model provided by Statewide UUP and Chancellor Ryan be emulated at Oneonta.

The meeting adjourned at 4:10 PM.

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## Dust in the Wind: Perspective on the Wind Turbine Debate

By Nancy S. Cannon, Academic Delegate

(Editor's Note: UUP has no official position in the wind turbine debate, and *The Sentinel* welcomes alternate perspectives on this issue.)

UUP-Oneonta's commitment to social justice transcends our campus. Chapter members serve meals at community kitchens, engage in hard physical labor at the homes of flood victims, contribute money and goods to worthwhile causes, register voters, and employ Vote Cope to assure good public policy. Now, the local wind turbine issue merits our attention.

Most of us support the idea of alternate energy sources. In our area, there is a growing interest in wind power. At this time, the most likely candidates are small (100 foot or less) *community* operated residential or agricultural wind turbines and 400 foot tall *industrial* wind turbines constructed and operated by large corporations. Industrial wind turbines proposed by outside corporations are under consideration in both Otsego and Delaware Counties in the towns of Cherry Valley, Andes, Bovina, Delhi, Meredith, Stamford, and Roxbury.

I would like to put the current discussions on industrial wind turbines into historical perspective. The area has seen many changes over the last 200 years. A vast forest greeted the earliest settlers. Aided by nothing but strong arms and an ax, the pioneers chopped down the trees, burned the wood, and often sold the resulting ash to earn a few dollars to tide them over (farmers have always needed to look beyond the stony fields for ways to make ends meet). By the mid-1800's, farming was the principle occupation in the area. Farms were small by today's standards; yet, families were able to make a living. For example, Nathaniel Arbuckle of Delhi wrote the names of some of his 18 dairy cows in his 1858 diary: *Black Nose, Roxie, Lucy, Jessie, Clarkie, Nellie*. John S. Murray of Delhi received the highest prize for American butter at the 1877 Royal Agriculture Exhibit in London, England.

But the days of making a living on 80 acres and 18 dairy cows are long past. My neighbor, a former dairy farmer, once counted 25 dairy farms along Route 28 between Delhi and Oneonta: now there are none. This is emblematic of the changes that have occurred in the area over the last 30 years. Just as small town businesses have been Walmartized out of existence, small family dairy farms are unable to compete with corporate dairy farms with as many as 6000 unnamed factory cows. As one who grew up on a small dairy farm in Wisconsin (with a 4-H heifer named "Goldie"), I am saddened by the loss of this way of life, but realize we can't go backward but can only move forward.

With the decline in sustainable agriculture, the value of the land is no longer measured by the depth of the soil or the height of the hay crop, but by its value for home sites. What else could justify the current land values of thousands of dollars an acre for land that offers "*two stones for every dirr*"? We have an obligation to preserve the land values for the entire community as the land use shifts from full-time agriculture to part-time agriculture/rural residential.

Matthew Griffin of Middletown wrote in his diary in July, 1845: "*I am about to engage in counsel for J.O. Smith, V.S. Jarvis and I. Armor for maliciously putting barnyard filth upon Smiths Saddle...*" At least in this case in 1845 it was easy to identify one person wronging another. But the case of industrial wind turbines in 2006 is not so simple. We do not live in isolation: 400 foot tall wind turbines on one person's property could conceivably injure his/her neighbor by lowering property values, creating noise, causing visual disturbances such as shadow and flickering, and collecting and throwing ice. Non-voting residents such as birds, bats, and deer could be negatively impacted by either direct collision with the towers or habitat destruction. A 2003 study on the effects of music on milk production by dairy cows confirmed what my brothers figured out 30 years ago: Cows produce more milk when exposed to classical music. Although the long-term effects of industrial wind turbine noise on livestock are still largely unknown, there are some reports of health problems in livestock raised near industrial wind turbines.

Personally, I would like to see a 10 or 15 year moratorium on large commercial industrial wind turbines in the area in order to allow time to 1) observe first-hand the impacts of other industrial wind projects, 2) allow sufficient time for engineers to develop high-efficiency, environmentally friendly industrial wind turbines, and 3) give community-based low-impact wind projects a chance to succeed. As my mother would say: "*Act in haste, repent at leisure.*"

Industrial wind turbines could affect many local UUPers and their families. If industrial wind turbines are under consideration in your community, become involved! For further information, consult the website listed below:

Alliance for Bovina (<http://www.allianceforbovina.org/>)

Alliance for Meredith (<http://www.allianceformeredith.org/>)

Andes Alliance (<http://www.andesalliance.org/>)

Small Wind in New York (<http://www.awea.org/smallwind/newyork.html>)

Western Catskill Preservation Alliance (<http://www.westerncatskillpreservationalliance.org/>)

*Daily Star* articles on local wind projects (<http://www.thedailystar.com/wind.html>)

# YOU can Help VOTE-COPE's Mission!

By Brenda Balcom, VOTE COPE Director

VOTE-COPE (Voice Of Teachers in Education-Committee On Political Education) is UUP's non-partisan political action fund. It relies on the voluntary donations of members to make contributions to UUP-endorsed candidates for whom education is a top priority, and to support political action that aims to protect our incomes and careers, health and safety, retirement changes, and health care. A small VOTE-COPE contribution goes a long way towards our political influence and helps to provide resources necessary to effectively advocate our positions.



Brenda Balcom

As I am sure you read in the most recent edition of *The Voice*, Tom Tucker, UUP's statewide VOTE-COPE Coordinator, has a mission: To raise this year's VOTE-COPE contributions to \$200,000. And, as Tom notes, we are well on our way to meeting that goal! VOTE-COPE is an essential part of UUP's political effectiveness. VOTE-COPE funds must be kept separate from your union dues by law, so this program is strictly funded by volunteer donations.

VOTE-COPE has already won significant gains, but we still need your support. Please consider contributing just \$1.00 per pay period by using the card below. If you have any questions at all, please feel free to contact me (Brenda Balcom) at [balcombl@oneonta.edu](mailto:balcombl@oneonta.edu) or 436-3713.

## 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 \_\_\_\_\_

# Membership – A “Real” New Year Is Coming!

By Teri Weigl, Membership Director



It’s funny, when you work on a college campus long enough, you think of the “New Year” as being August-September. Then reality hits and, yes, it’s almost time to ring in the “real” New Year. If you are not currently a member of UUP, now is the time to think about becoming a member! Our membership numbers have grown significantly over the past two years, but we are committed to enrolling every potential member. Remember that you are not automatically a member of UUP; you must sign up to be a member. There are no additional monies taken out of your paycheck (you are already paying an “agency fee” from your check if you’re not a member).

Having a large membership, especially including part-time faculty, gives us stronger bargaining power both at the state level and the chapter level here in Oneonta (to address issues on campus).

Whether you are part-time or full-time, even if you think you are a member – check out your pay stub. If you have dues taken out under “membership” then you are a member. If you have dues take out under “agency fee” then you are not a member yet. If you are interested in becoming a UUP member, please contact the Oneonta Chapter Membership Chair, Teri Weigl, at x3079 or email [weiglt@oneonta.edu](mailto:weiglt@oneonta.edu). Remember, you cannot vote on our contract unless you are a member – so have a say, become a member today!

**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

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## 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.

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(d) = delegate

All email addresses are @oneonta.edu

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**UUP website:** [www.uupinfo.org](http://www.uupinfo.org)

**UUP-Oneonta website:**

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### The Sentinel

**Editor's Note:** Statements made in *The Sentinel* do not necessarily reflect the opinion of UUP or any of its statewide representatives. Please send comments, ideas, etc. to: [oneonta@uupmail.org](mailto:oneonta@uupmail.org).

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