

ONEONTA UNITED UNIVERSITY PROFESSIONS CHAPTER

Executive Board Contact Information

President (d).....	Bill Simons	SIMONSWM.....	436-3498 (office)
VP for Academics.....	Rob Compton	COMPTORW ...	436-3048 (office)
VP for Professionals (d)	Norm Payne.....	PAYNENE.....	436-2021 (office)
Secretary and Health/Safety Officer (d)	Tom Horvath	HORVATTG	436-3899 (office)
Treasurer	Rich Tyler.....	TYLERRF	436-3648 (office)
Grievance Officer	Renee Walker.....	WALKERR.....	436-3346 (office)
Benefits Officer.....	Ricky O'Donnell	ODONNERA ...	436-3572 (office)
Disabilities Officer.....	Gina Keel	KEELGL	436-3505 (office)
Facilitator, Professionals (d).....	Janie Forrest-Glotzer	FORRESJL	436-2005 (office)
Director, Special Events	Loraine Tyler	TYLERLL	436-3390 (office)
Membership Director.....	Teri Weigl.....	WEIGLTA.....	436-3079 (office)
Electronic Archivist.....	Jim Greenberg.....	GREENBJB.....	436-2701 (office)
Part-Time Concerns Officer	J McDermott	MCDERMJ	436-3116 (office)
Retiree Representative (d)	Fred Miller	MILLEREW	988-9323 (home)
Grants Officer.....	Kim Muller.....	MULLERKK.....	436-2479 (office)
Director, Community Service	Linda Drake	DRAKELM	436-2633 (office)
Photographer (d).....	Nancy Cannon	CANNONNS....	436-2160 (office)
VOTE COPE.....	Brenda Balcom.....	BALCOMBL	436-3713 (office)

(d) = delegate

All email addresses are @oneonta.edu

UUP website: www.uupinfo.org

UUP-Oneonta website:

www.uuphost.org/oneonta

Other Delegates & Alternates

Joe Baldwin.....	BALDWIJC	436-3517 (office)
Chris Bulson	BULSONCE.....	397-9345 (home)
John Carney	CARNEYJJ	432-5360 (home)
Jeri Anne Jerminario.....	JERMINJA.....	432-4559 (home)
Richie Lee.....	LEERE	436-2493 (office)



UUP Oneonta Office

206 Human Ecology Building

Tel: 436-2135

Fax: 436-2295

Email: oneonta@uupmail.org

Peg Carney, Administrative Assistant

The Sentinel

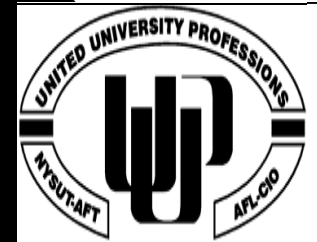
Editor's Note: Statements made in *The Sentinel* do not necessarily reflect the opinion of UUP or any of its statewide representatives. Please send comments, ideas, etc. to: oneonta@uupmail.org.

The Sentinel

VOLUME 7, NO. 1

UUP—ONEONTA

January 2007



Peace and friendship with all mankind is our wisest policy, and I wish we may be permitted to pursue it. Thomas Jefferson

Leadership On and Off the Court: Coach Dan McGraw

By William Simons, Chapter President



Bill Simons

(A leader) can't do it all alone. I consider it my obligation as a leader to let people spread their wings and make a mistake now and again. That's how we all grow. It's about creating an environment that gives a lot of autonomy. It all comes down to the human element...the thing about leadership is doing things in a way that lets (people) know that you care about them, that you empathize with their problems, and that you lead by example. John C. Ryan, President, Renaissance Corporation (Quoted in Albany **Times Union**)

John C. Ryan's definition of leadership is a good one, and many UUPers meet his criteria. One of them is Dan McGraw, Women's Basketball Coach at SUNY Oneonta. Dan, along with wrestling coach Duane Ritter, participated in training sessions at UUP's New Leadership workshop in Saratoga on October 27-28, as reported in last month's *Sentinel*.

For Coach McGraw, family and basketball are intertwined. His father, Edward (Ned) McGraw, wore several hats — teacher, basketball and baseball coach, athletic director, and assistant principal — during his 32 years at Christian Brothers Academy. Dan regards his father as the most influential figure in his life. The seven McGraw children (Dan is the youngest) learned life skills through basketball, first by watching others and then by playing.

At Hartwick College, Dan's brother Tim (Tug) set the all-time career scoring record in men's basketball; after graduation, he returned to Hartwick, first as assistant coach (1990-1999) and then as head coach (1999-2004) of men's basketball. Dan's sister, Kelly McGraw Catella, also attended Hartwick College and starred on the women's basketball team; she subsequently coached junior varsity women's basketball at parochial and public schools. Another McGraw sibling, Packy, was the men's varsity basketball coach at the Albany College of Pharmacy for 11 years, and Dan served as his assistant for two seasons (1993-1995).

Figuratively, Dan started playing sports in the crib. All of the McGraws played basketball from an early age. There were two basketball hoops in the backyard, one was regulation size and the other was up 7½ feet from the ground, an attraction for the younger McGraws. Dan played several sports, and was a good baseball player, but basketball was his preference. At both Junior College of Albany and the College of St. Joseph in Rutland, Vermont, from which he graduated with a degree in psychology, Dan, a six-foot shooting guard, was co-captain of the men's basketball team. And, at 37 years old, he, along with some of his fellow coaches, still plays intramural basketball at SUNY Oneonta.

Besides coaching, Dan has contributed to SUNY Oneonta in a variety of ways. Intelligent and well read, he has taught highly regarded courses on Women in Sports, The Media and College Sports, and Introduction to Higher Education, as well as Beginning Tennis. From 1999-2004, he served as Sports Event Coordinator, supervising staff and student workers, facilitating videotaping, and preparing budgets for game management for all home games for 21 intercollegiate teams. As Assistant Intramural and Recreation Director (1999-2004), Dan's responsibilities extended to numerous aspects of daily recreation in the Chase Physical Education building. Since 2004, he has held the position of Student-Athlete Academic Coordinator, developing programs to

(continued on page 2)

Leadership On and Off the Court (continued from page 1)

promote good educational choices, practices, and outcomes for members of all SUNY Oneonta teams. Head Coach of Women's Basketball is, of course, Dan's primary job.

Coaching basketball at SUNY Oneonta is rewarding, but the many responsibilities that go along with it are time-intensive. During the basketball season, almost "every day" Dan is "recruiting, scouting, practicing, coaching, watching film, placing phone calls and e-mails, planning, and scheduling." Watching opponents play prior to meeting them is key. And, watching film is a supplement, not a substitute, for traveling to opponents' games for scouting. Scouting necessitates much travel, as does recruitment.

Recruiting brings Dan to many high school gyms; he always introduces himself to prospects and their parents, and to the high school coaches, with whom he networks. Dan watched most the women on his current squad play a minimum of five times with their high school teams as part of the recruitment process. A recruitment trip means follow up with prospects. Recruiting also means attending Amateur Athletic Union (AAU) tournaments in May, June and July, traveling all over New York State, from the Adirondacks to Long Island. Dan evaluates "where an individual would fit in with the returning SUNY Oneonta players." Recruiting is selective. For next season, Dan is looking for a center over six feet tall.

Dan invites his recruits and their parents to the Oneonta campus during the summer or fall before their last season of high school basketball. Prospects and parents have an opportunity for detailed discussion about academics, basketball, and the Oneonta community. A current member of the team accompanies the prospect and her parents on a tour of the Oneonta campus that includes classrooms, Milne Library, dormitories, dining halls, and athletic facilities.

SUNY Oneonta is a Division III school; Dan emphasizes to his players that they are students first and athletes second. His mantra is to go to class and study hard; once a month Dan requires players to turn in an academic progress report from their professors. The statistic that Coach McGraw takes the greatest pride in is the 100% graduation rate of his players; every Red Dragon who ever played for him has graduated. Every year Dan tells the players that their top goal should be to win the Jay Pawa Award, given to the team with the highest mean G.P.A. For the 2004-2005 season the women's basketball team won the Pawa Award, registering a mean G.P.A. of 3.22. For motivational purposes, Coach McGraw lets up on his weekly mandatory study halls if the team wins the Pawa Award. And, throughout his stint at Oneonta, Dan's teams have consistently had a G.P.A. of over 3.00. He tells his players that "they are here for an education before they are here to play basketball."

Dan also stresses the important of community service to his charges. The women's basketball team participates in a Halloween party for Oneonta youngsters, conducts a youth clinic at the YMCA, assists at the Pit Run, rakes leaves for those who need a helping hand, and volunteers for Into the Streets.

As a coach, Dan has known significant success on the court. During Dan's time at SUCO (1998-present), the women's basketball team, as of January 3, 2007, had an impressive record of 134-64; counting his years as head coach at The College of St. Joseph, Dan has a career record of 170-82. He was named SUNYAC Co-Coach of the Year for 1999-2000, and Coach of the Year for 2000-2001. This season his Red Dragons have gotten off to a 9-2 start. Dan's coaching philosophy is player-oriented: "Players don't care how much you know. The players need to know how much you care about them before they care about how much you know." That philosophy works. "When an opponent comes to Oneonta," observes Coach McGraw, "the Red Dragons will be prepared. Oneonta will play hard and smart, and we will try to be the best on that day."

Practice prepares the team for the challenges of the game. Practices last for two hours. The content of a practice varies depending on several factors, including the cycle of the season, what happened during the last game, injuries, and the next opponent's offense and defense. A pre-season practice obviously has a different tempo than a mid-season session, and immediately after the Christmas intercession practices are twice a day in order

(continued on page 3)

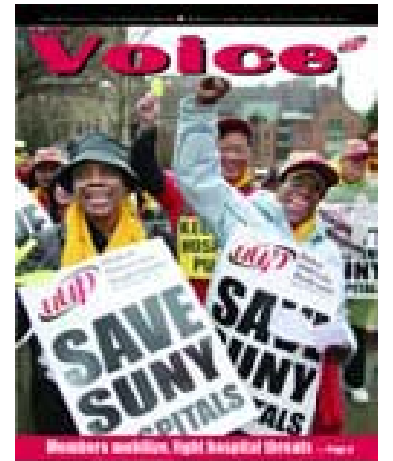
VOTE-COPE Political Action

By Brenda Balcom, VOTE COPE Director

VOTE-COPE is essential in the ongoing struggle for state support of the state universities and other public colleges, universities and community colleges. Currently, our union is fighting the Berger Commission Recommendations to make SUNY Hospitals private, which would have a devastating effect on patients, employees and communities. For more information on this struggle, please refer to the most recent issue of VOICE:

<http://www.uupinfo.org/voice/jan/07/0107p2.pdf>.

VOTE-COPE, the non-partisan political action arm of NYSUT and UUP, is funded entirely by voluntary member contributions. These funds are used to help support union-backed candidates and campaign committees that support education and labor issues. Contributing to VOTE-COPE helps to ensure that you have a voice in supporting important educational issues. Please help our voice be a strong one. Make your contribution to VOTE-COPE by using 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 _____

Counterbalance, The College Senate, and Departmental Bylaws (continued from Page 9)

Effective leaders recognize the need for diverse voices. Future Supreme Court Justice Felix Frankfurter wisely advised President Franklin Roosevelt to get himself an effective opposition. American democracy would have been better served if the Kennedy Administration heard dissenting voices prior to the Bay of Pigs. Tragically Richard Nixon failed to distinguish the temporary caretakers of the government from the nation.

This is an exciting time for the Oneonta campus: the College Senate is at last coming into its own. Amongst the concerns given life by the resurgent College Senate is the issue of Faculty Governance. The Senate has begun the process of addressing departmental bylaws.

Some Departments have current and effective bylaws, and others do not. Without functioning bylaws, faculty governance at the departmental level may find itself compromised. One department found itself in disputation over which of two competing bylaws possessed legitimacy, resulting in a dean, rather than an elected chair, presiding over the department. In recent times, more than one department has found a dean acting as its de facto chair. Such a situation deters faculty governance.

Bill Simons Inducted Into The National Leadership Honor Society



Bill Simons, President of UUP Oneonta, was inducted into The Oneonta State University Circle of Omicron Delta Kappa, The National Leadership Honor Society, on December 2, 2006. Omicron Delta Kappa identifies *Five Indispensable Qualifications for Membership*: “Exemplary character, responsible leadership and service in campus or community life, superior scholarship, genuine fellowship, and consecration to democratic ideals.”

Beyond serving as President of UUP Oneonta, Bill is a recipient of the Chancellor’s Award for Excellence in Teaching, the Susan Sutton Smith Award, the Meckler Award, and the Columbia Teacher’s College Book Award. He currently serves as Chair of the Academic Excellence Committee, Director of The Cooperstown Symposium on Baseball and American Culture, a member of the Intercollegiate Athletics Board, Academic Mentor of Women’s Varsity Basketball, and Manager of Jay Pawa Memorial Fund. He continues to facilitate sustained advocacy with the New York State Legislature on behalf of strong funding for SUNY.

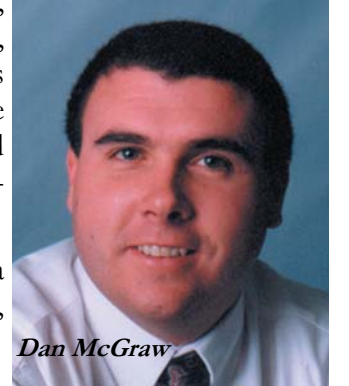
Past SUNY Oneonta contributions include service as: Chair, History Department; Director, Honors Center; Advisor, Hillel; Advisor, Young Democrats; Faculty-in-Residence; Chair, Maynard Redfield Endowment Fund; and co-host of WONY’s *SportsTalk*. As a *Speaker in the Humanities* for the New York Council for the Humanities, he has lectured at many colleges, libraries, historical societies, and civic organizations. Bill’s fifth book, an edited anthology of baseball essays, is scheduled for June 2007 publication by McFarland. In addition, he is the author of numerous articles, essays, and reviews. Founder and first president of the Oneonta Fathers’ Rights/Caring Parents Group, he was selected New York Father of the Year by that group’s statewide affiliate. Selected volunteer activities include post-Katrina debris removal on the Gulf; flood relief in Delaware and Otsego counties; serving meals at *Saturday’s Bread* and the Christmas Dinner; poll watching; inner-city tutoring; physical therapy patterning; and work with Vietnamese refugees. Bill was previously inducted into Phi Beta Kappa and Phi Alpha Theta History Honor Society.



Simons and other National Leadership Honor Society Inductees

Leadership On and Off the Court (continued from page 2)

to regain conditioning and rhythms. Depending on the needs of the team, fitness, fundamentals, specific basketball drills, preparation for special situations, agility, discussion of strategy, or viewing film may form part of a practice session, which is typically divided into 15 minute segments. During mid-season, the team may have three games within a week, and Coach McGraw, protective of the physical and emotional resources of his players, shapes practice sessions to the needs of his student-athletes.



Dan McGraw

Dan’s players—all 16 of them—become family, which is important because it is a long season (29 regular season games, plus the postseason). Like Coach McGraw, many of his players grew up in sports families. Three of his current Red Dragons are the daughters of coaches. To strengthen ties of mutual responsibility, Dan often pairs a freshman and a senior, and the team bonds in many ways (for example, sometimes playing 20 Questions in a hotel room). As coach, Dan has introduced special trips for the women’s basketball team, taking the squad to play in North Carolina, Florida and Tennessee; for many of the players, these are their first out-of-state basketball games. There are no cliques on a Dan McGraw’s team. The players are notable for their mutual concern for one another, good humor, and high character. Lifelong friendships are formed. “The players,” notes Dan, “are family. They look out for each other.”

The two assistant coaches, Norm Kaufman and Tom Moriarty, are father figures, a generation older than Dan, who contribute a wealth of experience. Tom won two Class B state championships with the women’s team at Oneonta High School, and Norm won over 250 games at Norwich. Tom and Norm assist Dan in all phases of the program.

I have had a variety of opportunities to observe Dan’s team. I enjoy watching games from the bleachers. Sometimes when I am walking on the field house track, I can look down and watch a practice. And this season I have the honor of serving as academic mentor to the women’s basketball team. As such, Dan invited me to travel on the team bus with the women’s and men’s teams for a game at Utica on Tuesday, January 9th. The atmosphere on the bus and at the game was truly one of family. The players are hardworking, intelligent, friendly, witty, and caring. At the pre-game meeting in Utica, Coach McGraw stressed tactics, strategy, and motivation. The game itself was exciting and well played. The women’s basketball team was resilient. Down 8 points at half-time, SUNY Oneonta won 64-53. Dan used his bench masterfully. Eleven Red Dragons received 12 or more minutes of playing time. After the game, coaches and players dined on pizza, and then rooted for the men’s team. (A future *Sentinel* article will feature Men’s Basketball Coach Vince Medici and his excellent program.) As a light snow fell, our bus arrived back at campus about 9:30 PM, and Coach McGraw began to think about the next practice, which would be at 9:00 AM the next morning.

UUP Chapter Elections



Statewide UUP will shortly begin the process of conducting elections for UUP Oneonta and other chapters. This process began recently with Statewide UUP contacting, through individual mailings, each chapter member about the process and timetables concerning nominations and the subsequent elections. Please read carefully the instructions that were sent to you by Statewide UUP. Chapter elections will be held for the following chapter offices: President; Vice President for Academics; Vice President for Professionals; Secretary; Treasurer; Membership Director; Part-Time Concerns Representative; Academic Delegates; and Professional Delegates. The term of office for those elected in the upcoming elections will be for two years (July 1, 2007–July 1, 2009). Members are encouraged to run.

Benefits Update Information for UUP Members

Below are a few changes in benefits for 2007 for UUP members to note.

Empire Plan – Increase in co-payments for the following:

- ✧ Office Visits - \$18.00
- ✧ Laboratory Services - \$18.00
- ✧ Radiology Services - \$18.00
- ✧ Emergency Room - \$60.00
- ✧ The Out of Pocket Maximum for 2007 is \$1,610.00
- ✧ Annual Deductible \$335.00

The **Vision Benefit** has not changed for UUP Members. Our members will remain with Davis Vision.

About the change in laboratory service

The change in laboratory service affects only complicated tests that are sent out to be completed by an independent lab. In those cases, the “send out” lab must be **Laboratory Corporation**. If your provider can do result testing on blood or other samples right in their main laboratory on-site at the hospital, then there is NO change in coverage.

To reiterate, if the hospital can test and get results on-site at their facility, and this is most often the case, members do not have to be concerned about coverage. However, for those instances when a test has to be sent out to an independent laboratory, then the test must be sent to Laboratory Corporation.

If you have questions, contact Ricky O'Donnell, UUP Oneonta Benefits Officer (odonnera@oneonta.edu).

UUP College Scholarships

UUP College Scholarships are awarded annually to outstanding SUNY undergraduates who exhibit dedication to the goals and ideals of the labor union movement. Recipients of a UUP scholarship receive \$2,000. To qualify, a student must display both personal and academic achievement with a minimum grade point average of 3.75, and have a strong record of community service. The process is competitive and is open to fulltime undergraduate students attending a state-operated campus of SUNY. Applicants must have completed at least 16 credit hours at a SUNY campus. One to four applicants will be selected. The deadline is March 1, 2007.

Faculty are encouraged to inform qualified students of the UUP College Scholarships opportunity. To learn more and obtain an application, visit www.uupinfo.org/scholarships/scholarship.doc. Applications can also be obtained by calling the administrative office of statewide UUP at 1-800-342-4206 and requesting the document, or by contacting UUP Oneonta's campus office at ext. 2135.

Oneonta Chapter Gets New Web "Look"

By Jim Greenberg, Electronic Archivist

The SUNY Oneonta UUP Chapter has recently launched a new web site. Please take a look at <http://www.uuphost.org/oneonta>. The web site includes a number of features, including past issues of *The Sentinel*. Like any web site, this is a work in constant progress so please let Jim Greenberg know if something is missing or in need of updating. Jim can be reached at greenbjb@oneonta.edu.

Labor-Management Meeting Notes: 11 December 2006 (continued from Page 8)

UUP indicated that such collaboration could also benefit the Discretionary Salary Increase (DSI) process, as many UUP members still have questions about the process. UUP's insight could be shared in a joint subcommittee to discuss the vehicle by which the process is implemented. Part-Timers' concerns regarding DSI were discussed in the Part-Timers' concerns meeting, but it is also of general concern to UUP members. Management would accept a list of questions collected by UUP, but UUP finds it more effective to discuss the issues raised by its members in a subcommittee environment. Management mentioned they remain open to discussion on the issue. UUP reminded everyone that it is not unprecedented to work on sensitive issues at this level – for example, making course load an issue was addressed at an *ad hoc* level, and the campus is moving in a good direction on that issue.

UUP repeated its desire to work collaboratively (UUP, Management, Students) on advocacy for a favorable SUNY Budget. Other campuses coordinate their efforts in Albany. In fact, Chancellor Ryan welcomes the idea of collaborative efforts, as does the SUNY Faculty Senate. Management and UUP should share their strategies toward this effort.

4. UUP and Management have been working on the application for promotion and salary increase for professionals since April 2006. UUP speculated that potential blocks in achieving consensus on the issue possibly exist at levels above Human Resources. UUP expressed strong concerns that this impasse may be affecting professionals' abilities to be recognized for their work contributions. Management shares the ideals of the collaborative work, but said that the form currently in place has worked in the past as a vehicle for recognition of professionals' contributions, and that the process for getting professionals their due recognition in the form of either promotion or salary increase is not stalemated. UUP expressed caveats. Management does not agree with UUP that the process is being affected at any level higher than Human Resources. UUP feels their proposed form is less ambiguous as to the exact steps that need to be followed in the process of professionals seeking promotion and salary increase. To UUP, this significant issue remains unresolved.

5. UUP asked for clarification on remuneration for summer registration and open houses. Management answered that extra service pay is offered for registration, but not for open house, and that all such summer activities are strictly on a volunteer basis. UUP also noted that these events may be viewed by some as mandatory for some form of staffing by faculty despite its volunteer nature. UUP asked that Management consider remuneration for both summer events as the work required for both is substantial, despite the appearance that registration is more of a demand than open house. Management indicated that it would take it into consideration.

6. UUP mentioned changes taking place in summer semester management, and thanked Management in general for the increase in summer salary. UUP asked for Management's philosophy toward summer semester in light of perceived increases in distance learning (DL) course offerings. Management commented that the numbers of DL courses remains low and they have been offered since 1990. Management did not have the figures to answer the question about enrollment requirements for summer 2007 or caps on DL course enrollment, but said that they would get the answers for the next meeting.

Happy holidays were wished and the meeting adjourned at 3:53 PM.

Counterbalance, The College Senate, and Departmental Bylaws

While UUP is designated by democratic election and law as the representative of its members on matters related to terms and conditions of employment, UUP supports other strong organizational voices on the Oneonta campus. As the founders of the United States understood, power — without checks and balances — has the potential to grow capricious and abusive. Management, the College Council, CSEA, Council 82, the Council of Chairs, the Student Association, the College Senate, UUP, and other entities have the right, indeed the responsibility, to vigorously assert the rights of those they represent. Rights unasserted wither and die.

Congratulations to Tracey Ranieri SUNY Oneonta's New Athletic Director

UUP Oneonta congratulates chapter member Tracey Ranieri upon her appointment as SUNY Oneonta's new Athletic Director. The selection follows a national search. Tracey assumed her new position at the start of the new year. She formerly served as Associate Athletic Director and coach of women's soccer. During sixteen seasons as head coach of women's varsity soccer, her teams won an impressive 235 games, lost only 82 contests, and registered 25 ties. Tracey, herself a former All-American player, led her student-athletes to the 2003 NCAA Division III national championship, a singular achievement that garnered her well-deserved Coach of the Year honors.

Tracey's role as creator, and subsequently administrator, of a highly regarded Sports Management minor is emblematic of the connecting links she fosters between education and athletics. Her pragmatism facilitates the participation of faculty from diverse disciplines in an outstanding Sports Management program.

Numerous conference papers, panels, certifications, awards, grants, committees, clinics, events, and leadership positions attest to Tracey's service to community, college, and sport. Energetic and empathetic, she has cared for those afflicted by heart disease and cancer, coordinated youth soccer clinics, combated drug and alcohol abuse, sponsored diversity, developed student-athletes, enriched the curriculum, augmented the College's athletic program, and served as President of the SUNYAC conference. In 2004, these activities brought her the SUNY Chancellor's Award for Excellence in Professional Service.



Labor-Management Meeting Notes: 11 December 2006

By Tom Horvath, Secretary, UUP Oneonta

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

For UUP: Bill Simons, Rob Compton, Tom Horvath, Jeri Ann Jerminario, Janie Forrest-Glotzer, Norm Payne, Dennis Selzner

The meeting opened at 3:02 PM.

1. UUP asked for a change of order in the agenda, and opened the discussion by asking for updated numbers of out-of-compliance: A) germane to Performance Programs for permanently appointed professionals, and B) germane to Performance Programs for the Professionals that do not have permanent appointment. Management reported that 10 individuals were in need of performance programs from each group. Management commented that they were working on getting everyone in compliance and hoped to report 100% compliance by the next Labor-Management meeting.
2. UUP asked for final numbers for spring 2007 applications for full-time faculty course reductions under "appropriate justifications" as listed on page 25 of the Faculty Handbook. Management reported no change since UUP's last request, which means that 30 individuals applied for course load reductions, and that 25 received them.
3. UUP distributed a memo from Bill Scheuerman that detailed the collaborative efforts of UUP and Chancellor Ryan and gave everyone a minute to read the memo. UUP pointed out that the Chancellor's actions indicate the benefit of collaborative work at the state level. UUP noted the collaborative effort between UUP and Management on this campus during the recent winter clothing drive. Management commented on the generosity of the campus community during the successful coat drive for families in need, with all items either being picked up directly or sent to Family Services Association for distribution.

(continued on page 9)

Food for Thought / UUP Chapter Meeting: Tuesday, January 23rd at Noon, Le Café (Morris Conference Center)

The next *Food for Thought* / UUP Chapter meeting will be held in Le Café, Morris Conference Center, on Tuesday, January 23rd at Noon, and will feature a presentation by **Dr. Robert W. Compton**, Political Scientist and chapter Vice President for Academics. Rob will compare academic and administrative salary trends at SUNY Oneonta with that of other SUNY campuses, and university/college systems nationwide. He will examine salary compensation within a longitudinal and comparative framework. Rob's analysis will identify patterns of persistence and change over time. Questions and discussion will follow the formal program.

Although *Food for Thought* has important content, it is also an occasion for respite from the workweek, relaxed collegiality, and fine food. Renew old ties and forge new ones by joining your colleagues in convivial gathering and expression of solidarity. Your union looks forward to greeting you. For additional information or if you have questions, please contact **Bill Simons** (x3498, simonswm@oneonta.edu); **Tom Horvath** (x3899, horvattg@oneonta.edu); **Rob Compton** (x3048, comptorw@oneonta.edu); **Norm Payne** (x2021, paynene@oneonta.edu); or **Janie Forrest-Glotzer** (x2005, forresjl@oneonta.edu).

UUP Legislative Luncheon, January 30: Call for Volunteers

On Tuesday, January 30, 2007, UUP will host a Legislative Luncheon with members of the New York State Assembly at the Legislative Office Building in Albany. The Luncheon will signal the start of UUP's 2007 campaign for a strong SUNY budget. More Academic and Professional lines do not happen as a result of wishful thinking; nor do salary increases. UUP advocacy is essential for transforming aspiration into reality. Oneonta chapter members will join sisters and brothers from other UUP campuses throughout the state for the Legislative Luncheon. Beyond its importance in articulating SUNY funding needs, UUP's Legislative Luncheon is an opportunity to learn about New York State government. Thus, in addition to chapter members, UUP Oneonta will invite a select group of student leaders to the Legislative Luncheon. UUP members are urged to volunteer to attend the Legislative Luncheon. Time of departure from Oneonta and time of return will be announced as soon as logistics are solidified, and UUP will send out another notice and solicit names for the Legislative Luncheon, as well as a series of other UUP legislative advocacy initiatives that will follow. Advocacy for a strong SUNY is not spectator sport!

UUP Salutes Orlando Legname, Oneonta's New University Faculty Senator



Kudos to UUPer Orlando Legname, who recently won a resounding victory in the election for Oneonta's University Faculty Senator. Possessed of incisive intelligence, moral courage, eloquence, and gravitas, he will represent SUNY Oneonta in the University Faculty Senate with distinction. The University Faculty Senate is an important institution for examination of educational policies and other matters related to faculty governance.

Recipient of a Doctor of Musical Arts degree in Composition from the University of Maryland and a Master of Arts degree from São Paulo State University, Orlando is an Assistant Professor of Music. He has done outstanding work as a composer, conductor, and theorist. He teaches highly rated courses in Audio Arts and Chamber Orchestra. Well known for research in the Physics of Music, Orlando's

compositions have been performed in South America, the United States and Europe. At SUNY Oneonta, he conducts the orchestra and directs the Audio Arts Production Program. His many accolades include the Fund for Academic Excellence Award for Use of Instructional Technology.

Application Process for Reduced Teaching Loads

By Tom Horvath, Secretary and Health/Safety Officer

Many of us are in the midst of making our course schedule for fall 2007. It seems rather far off, but that is how the academic clock runs. It is, therefore, time to think about the possibility of requesting reduced teaching responsibilities. Your Union has been spending a good bit of energy to make sure that you know of this possibility. If you consult the Faculty Handbook (available online via the Quick link directly on the College's homepage), on page 25 you will find the following:

Reductions in the 12-hour commitment may be authorized when recommended by the department chair and approved by the appropriate dean. Reductions may be justified based on alternative assignments or on an exceptionally heavy workload in the remaining teaching assignments. The approval of such reductions must be based on the overall needs of the College. Appropriate justifications for reductions 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 in specific service activities, such as assignment to special college projects or committees;
- d. involvement in professional development activities, such as retraining 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.

In previous articles, I explained the importance of requesting reduced teaching loads, including the need to stay active and up to date with the latest information in your field of study. At times this is best accomplished by devoting more time to the research or creative performance end of our profession. You benefit, the students benefit, and it follows that the College benefits.

Since UUP began to play a more active role in making faculty aware of these provisions in the Faculty Handbook, almost 40 of your peers have been given a one semester reduced teaching load. In fact, this spring semester 25 of us will receive the chance to better the campus' academic prowess. And, although we do not have data indicating who has received them, we are certain that untenured faculty, who may benefit the most from a reduced teaching load, are among these 25.

Applying is not a guarantee that you will receive the reduction (30 applications were submitted for this spring), but it is indeed the first step. Look over these provisions and, if you feel you may benefit from a reduced teaching load for fall 2007, begin the process of applying now.



Thomas Horvath

Renee Walker's Siegfried Lecture Renders Rigorous Scholarship Accessible

Dr. Renee Beauchamp Walker, Assistant Professor in the Anthropology Department, delivered the Richard Siegfried Lecture, on Thursday, November 30, 2006, before a large audience drawn from diverse components of the college and community. The audience, notable for its engagement with the presentation and its size, filled the Craven Lounge of the Morris Conference Center. Dr. Walker's lecture entitled *Dogs of New York: The Role of Dogs in Human Culture* was distinctive for its rigorous scholarship, significance, accessibility, and contagious enthusiasm. An excerpt from Renee's lecture reflects these characteristics:



Renee Walker

While dogs today serve important roles, people are sometimes surprised to learn that people in the past treated their dogs in much the same way. For example, ancient peoples buried their dogs in burial pits and sometimes in cemeteries dedicated specifically to dogs. These ancient dog burials provide an opportunity to examine the skeletal remains for injury or bone damage that might reveal what they did in life. Specifically, research has shown that the skeletons of some dogs from sites in New York State (and elsewhere) have damage to the spinal column, which suggests that dogs carried packs on their backs. Ethnohistoric data supports this research. Pack carrying was an important role for dogs, as horses were not introduced into Native culture until the arrival of Europeans and dogs helped ease the burden of their owners. In other cases, the dogs have cut marks on their bones suggesting that humans were butchering and consuming these animals. Ethnohistoric data suggest that this may have been a ritualistic activity, associated with ceremonies (such as the White Dog ceremony to celebrate the New Year) and other rituals to help cure sickness.

Renee is UUP Oneonta's Grievance Officer, and the chapter applauds her receipt of the Siegfried award and her memorable lecture. Renee's seminal 1998 Ph.D. dissertation from the University of Tennessee examines "Late Paleoindian through Middle Archaic Faunal Evidence from Dust Cave, Alabama." Her significant SUNY Oneonta service is far too extensive to do more than note a few representative activities, such as ERRFT Committee; College Senate; Provost's Advisory Committee; and Anthropology Club Co-Advisor. At SUNY Oneonta, Renee's diverse courses, including Introduction to Archaeology, North American Archaeology, Meso-america Archaeology, Cultural Anthropology, World Culture, Old World Prehistory, Archaeological Field and Laboratory Methods, Belize and the Mayan Culture, and Issues in Anthropology, are well enrolled and highly rated. A plethora of grants, awards, presentations, and reports documents vital scholarship. Renee's prolific and protean contributions have appeared in numerous books and journals; most recently she co-authored the book *Foragers of The Terminal Pleistocene*, scheduled for Spring 2007 publication.

Alice Siegfried's gift to the College at Oneonta Foundation in honor of her husband helps fund the Richard Siegfried Junior Faculty Prize; and contributions from SUNY College at Oneonta's Alumni Annual Fund support the annual Siegfried lecture and student awards. Richard Siegfried's colleague, Edward Pixley, wrote of the late Oneonta Professor of Theater: "Richard Siegfried's devotion to academic excellence and to humanitarian integrity merged in him, until he became a conscience for our community, a voice backed by action, moving against injustice and violations of human dignity at home and abroad." Renee Beauchamp Walker, scholar, teacher, idealist and activist, reflects the legacy of Richard Siegfried.