

## ONEONTA UNITED UNIVERSITY PROFESSIONS CHAPTER

### Executive Board Contact Information

President (d).....	Bill Simons .....	SIMONSWM.....	436-3498 (office)
VP for Academics (d).....	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 .....	433-2452 (home)
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Mediator .....	Paul Conway .....	CONWAYPG .....	436-3923 (office)
Benefits Officer.....	Ricky O'Donnell .....	ODONNERA .....	436-3572 (office)
Disabilities Officer (d).....	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)

### Other Delegates & Alternates

Joe Baldwin.....	BALDWIJC .....	436-3517 (office)
Stephanie Bennett.....	BENNETSA1 .....	436-2834 (office)
Kyle Britton .....	BRITTOKJ .....	436-2263 (office)
Chris Bulson .....	BULSONCE.....	397-9345 (home)
John Carney .....	CARNEYJJ .....	432-5360 (home)
Janet Frankl.....	FRANKLJL .....	436-3227 (office)
Jeri Anne Jerminario.....	JERMINJA.....	436-2377 (office)
Rita Szczesh .....	SZCZESRC.....	436-3080 (office)

(d) = delegate

All email addresses are @oneonta.edu

**UUP website:** www.uupinfo.org

**UUP-Oneonta website:**

www.uuphost.org/oneonta



### 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.

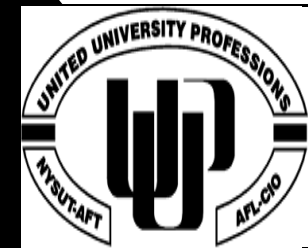
# The Sentinel

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UUP—ONEONTA

June 2007

*It's kind of fun to do the impossible. Walt Disney*



## Evaluative Files: Renewal, Tenure and Promotion Process

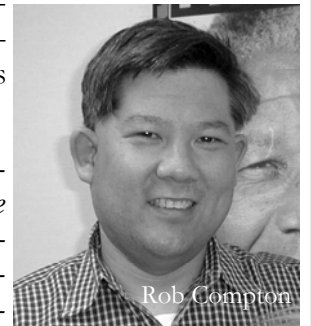
*By Bill Simons, Chapter President, and Rob Compton, Vice President for Academics*



Bill Simons

UUP first raised the issue of processes related to contract-regulated evaluative file at the January 22, 2007 Labor-Management Meeting. Below are notes concerning Management's response from the May 14, 2007 Labor-Management Meeting.

*UUP returned to the issue introduced on January 22, 2007, February 12, 2007, and March 26, 2007 concerning protecting the integrity of the review process and the centrality of the contract-regulated evaluative file from being corrupted by informal processes that potentially damage the rights of employees to a fair review during the renewal, promotion and tenure process. UUP again asked for Management's response to the following questions:*



Rob Compton

- Are individuals below the level of the President encouraged to investigate the background of a candidate?*
- Are individuals below the level of the President allowed to investigate the background of a candidate?*
- Is it encouraged and permitted for materials or information not appearing in the evaluative files to be transmitted upwards?*
- Is it allowed for a secret file other than the evaluative file to be maintained?*
- Is it allowed for a secret file other than the evaluative file to be transmitted upwards?*
- How are unsubstantiated rumors and or innuendoes kept out of the process?*

*Management's response for A-E was an unqualified "NO." On the question of how to keep unsubstantiated rumors and/or innuendoes out of the process, Management asked for UUP's suggestions. Management was unclear how rumors on campus could not impact deliberations and stated that people talk about things. UUP noted that the Deans' Advisory Councils (DACs) are charged to look at individuals' files and offer recommendations. However, based on the responses to A-E, Management recognizes that such rumors are not allowed to be part of the evaluative process, as they occur outside the parameters of the evaluative file. UUP asked for transparency as to the make-up of the DACs. UUP indicated that information reported to the Union suggested that actual practice has not in all cases conformed to Management's responses to A-E. It was agreed that this issue requires further discussion in a different venue.*

## UUP Labor-Management Working Meeting: Monday, April 23, 2007

There was a UUP Labor-Management Working Meeting on Monday, April 23, 2007 from 3:00-4:10 PM. Both UUP and Management agreed that this would be a confidential meeting, and that the positions and information presented by both sides would remain confidential. It was also agreed, however, that the topics discussed at this meeting would be reported. Accordingly, the topics discussed were: discretionary salary increases (DSI), course reductions for fulltime faculty, and evaluative files.

### United University Professions Official 2007 Election Report: Oneonta Chapter

Election results are listed in descending order of votes received. Winners are designated by an "X" except for delegates. Delegates are listed in order of votes received; tie votes are in rank order as determined by lottery. The statewide UUP Elections and Credentials Committee, chaired by David H. Kreh, certified that the election was conducted in accordance with UUP election procedure and that this constitutes the official election results. The term of office for each position is from June 1, 2007 through May 31, 2009. Statewide UUP election procedures require the publication of these results in their entirety for the membership.

**President and Delegate**

William M. Simons 146 X  
 Robert W. Compton 1

**Vice President for Academics and Delegate**

Robert W. Compton 107 X

**Vice President for Professionals and Delegate**

Norman E. Payne 37 X  
 Kristy L. Davidson 1

**Secretary**

Thomas G. Horvath 141 X  
 Fred R. Miller 1

**Treasurer**

Richard F. Tyler 143 X  
 Howard F. Buchan 1

**Membership Director**

Theresa A. Weigl 141 X

**Part-Time Concerns Representative**

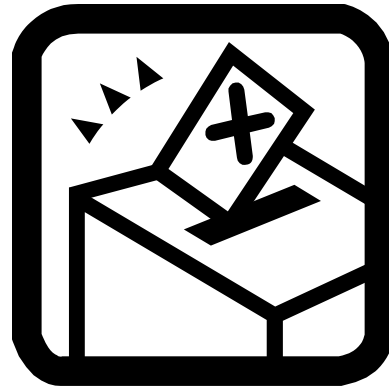
James J. McDermott 142 X

**Academic Delegate**

Thomas G. Horvath 78 1  
 Nancy S. Cannon 75 2  
 Fred R. Miller 75 3  
 Christine E. Bulson 73 4  
 Joseph C. Baldwin 64 5  
 Stephanie A. Bennett 62 6  
 Gina L. Keel 62 7  
 John J. Carney Jr. 59 8  
 Renee B. Walker 1 9  
 Dorothy M. Dumont 1 10

**Professional Delegate**

Janet L. Frankl 34 1  
 Rita C. Szczesh 32 2  
 Janie L. Forrest-Glotzer 26 3  
 Kyle Britton 26 4  
 Jeri Anne Jerminario 24 5  
 Tracey Ranieri 1 ineligible



# VOTE COPE

VOTE COPE (Vote for Teachers in Education—Committee On Political Education) provides an effective and clear voice for political issues that affect our campus and careers. However, the influence of VOTE COPE extends beyond just our campus; it helps the school districts in the towns and cities where we reside. The card to become a contributor or increase your contribution is printed below for you to complete and send in.

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

## Kudos to Kim Muller and Kathy Meeker: *Sentinel* Co-Copyeditors

Kim Muller and Kathy Meeker are, respectively, the Director and the Grants Writer of the College's Grants Development Office and, thus, facilitate a great deal of high caliber research undertaken by our talented faculty. Despite the heavy demands of their own jobs, Kim and Kathy graciously volunteered a year ago to become co-copyeditors of *The Sentinel*. They agreed to serve through June 2007, and this is their final newsletter. During the past year, Kim and Kathy have done an excellent job. Their superlative proofreading, formatting, and layout have given *The Sentinel* a distinctive and professional appearance. UUP thanks Kim and Kathy for their generosity with their time and expertise.

## Recipes from UUPer: Sauerkraut/Canadian Bacon Pizza

By Nancy Cannon, Academic Delegate and Photographer

[Editor's Note: *This culinary offering is part of an on-going series featuring the favorite recipes of UUPers. Chapter members are invited to submit their own expressions of gastronomic solidarity for publication in The Sentinel. To submit a recipe, e-mail Bill Simons at simonswm@oneonta.edu*]

The sauerkraut/Canadian bacon pizza is a specialty of Happy Joe's in Janesville, Wisconsin (really!)

Use pizza crust of your choice.

For toppings use:

Pizza sauce

Sauerkraut (use a generous amount as it shrinks with cooking)

Canadian bacon chunks

Canned pineapple chunks

Top with shredded Swiss cheese

Bake and . . .

Enjoy!



## The Sentinel Quiz: Last Month's Results



The correct answer to last month's Sentinel quiz, "This former CIA director was captain of his Yale baseball team," was George H. W. Bush. The first four people to answer correctly (and receive UUP hats!) were:

**Bill Grau**

**Matthew Hendley**

**Michelle Hendley**

**Mike McAvoy**

*Congratulations!*

## Janie Forrest-Glotzer: Oneonta's UUPer of the Year



Janie Forrest-Glotzer

So many UUPers, both on the Executive Board and in the general membership, have given generously of their time and expertise during the past year. Thanks to each and every one of you for your efforts on behalf of other UUPers. Periodically, however, our chapter honors an individual as Oneonta's **UUPer of the Year**. It is, therefore, with pleasure that we recognize **Janie Forrest-Glotzer** for meritorious service. Selflessly, Janie always responds to the needs of others.

Every community has an individual who provides it with heart and soul; for UUP Oneonta, this individual is Janie. She is the animating spirit of our union. Cerebral and resilient, Janie has held many important positions at the chapter level—Professional Facilitator, *VOTE COPE* Director, Professional Delegate, and contributing *Sentinel* writer. Along with other UUPers, Janie worked tirelessly at physically demanding flood relief. At *Food for Thought/UUP Chapter Meetings*, *New Leaders Workshops*, *Saturday's Bread*, and *Delegate Assemblies*, she greets new and veteran members with warmth, provides orientation, and patiently answers questions.

As a member of the Ad Hoc Advisory Committee on Contract Negotiations, Janie articulated the aspirations of the Oneonta chapter. She serves on the statewide Family Leave Committee, closely collaborating with its chair, Jamie Dangler, to advance family-friendly policies. As liaison between the Oneonta chapter and statewide UUP, Janie is also an elected member of the Executive Board of the United Caucus and served as floor manager during elections at the Delegate Assembly. She has worked with statewide UUP Director of Communications Denyce Duncan Lacy and Media Relations Specialist Donald Feldstein on stories for *The Voice*, featuring the activities of the Oneonta chapter. Janie has coordinated campus visits by statewide UUP Vice President for Professionals John Marino to worksites on the Oneonta campus.

At the College at Oneonta, Janie is a dedicated professional, an essential part of the talented ensemble at the SICAS Center. As she notes, "The SICAS Center has developed many software solutions to help member campuses. SICAS works closely with college administrative professionals to provide customer support, remote DBA services and training; and develops software enhancements to the SunGard Higher Education Banner software system."

Beyond campus and UUP, Janie is active in many benevolent activities, amongst them *Habitat for Humanity* and the Sisterhood of Temple Beth El. She and her husband Richard, a much published sociologist, are the proud parents of two talented teenage daughters, Anna and Erin. And, despite her demanding schedule, Janie retains her enthusiasm for art, dance, photography, athletics, fashion, travel, and literature.

As Adlai Stevenson observed of Eleanor Roosevelt so it could be said of Janie: "She would rather light a candle than curse the darkness." Talented, charismatic, and caring, Janie Forrest-Glotzer is Oneonta's UUPer of the year.

## The Campaign Continues: Save Upstate Medical University

As our sisters and brothers in the New York State Public Employees Federation note, "The Berger Commission has proposed once again to merge SUNY Upstate with Crouse Hospital and put the new organization under the control of a new private entity. These proposals are bad public policy and threaten the delivery of essential health care services to the hundreds of communities served by these hospitals. The Berger commission presented no evidence that privatization would reduce costs or increase efficiency. Privatization would also have a dramatic impact on employees because they would lose their status as State employees. This would mean the loss of pension rights, union contract rights, and Civil Service Law protections. This would only make it more difficult to attract nurses and other health care professionals to work in the new privatized hospitals. In addition, the Commission's recommended hospital and nursing home closures and consolidations will negatively impact the delivery of health care services to [unionists] and their families."

To stop privatization, thousands of faxes and phone calls to the Governor and legislators are necessary. To fax the Governor, go to the UUP website ([www.uupinfo.org](http://www.uupinfo.org)) and click on the link: "Click Here to Fax the Governor and tell him you oppose SUNY hospital privatization." You may also leave a phone message by calling: 1-877-255-9417.

## Be Sure That You are a Member of UUP

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" 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. 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. If you are interested in becoming a UUP member, please contact the Oneonta Chapter Membership Director, Teri Weigl, at x3079 or email [wei-gta@oneonta.edu](mailto:wei-gta@oneonta.edu). Remember, you can not vote on our contract unless you are a member – so have a say, become a member today!

**UUP Membership Application**

**PLEASE RETAIN FOR YOUR RECORDS**  
 You are not a member of the union until the UUP Administrative Office receives your signed membership application.  
 All Professional Services Negotiating Unit members pay an agency fee equal to union dues, even if they do not join the union.  
 Signing this card will not change the union deduction from your paycheck, but it gives you the right to:

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

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

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

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.

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.

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

## The Past as Prologue: Reuben James and the Rise of UUP Oneonta

*By Reuben James, former President, UUP Oneonta*

**[Editor's Note:** *Dr. Reuben James served as President of UUP Oneonta a generation ago. In addition to his term as Chapter President, Professor James was a UUP stalwart for a number of years, rendering important contributions to the organization, including chairing the Budget Committee. His years as Chapter President were eventful, particularly as pertaining to retrenchment issues. In addition, Reuben was an outstanding teacher, scholar, and Chair of the Physics and Astronomy Department. He was also Director of the Oneonta Mentor Network Initiative and provided ballast to many campus committees. Active in community affairs, he led the St. Mary's Council Knights of Columbus and was an avid tennis player and shortstop who always kept his eye on the ball. Now retired, Reuben continues to reside in Oneonta. A gracious individual, Reuben is noted for his intelligence, integrity, unpretentiousness, and good works.*

*Ten individuals – Denny Shea, Ed Wesnofske, Bill Benedict, Reuben James, Fred Miller, John Carney, Lenore Foster, Janet Potter, Norm Payne, and Bill Simons – have served as President of UUP Oneonta. To preserve our history, The Sentinel will publish a series highlighting the defining events during the tenure of each of the past presidents. Reuben James' UUP memoir is the second in that series.]*

Relying on my memory is a hazard waiting to happen, but I will give it a shot. Retrenchment was a major issue when I became UUP Oneonta's President in the spring of 1982, I believe. The foundation of my memory is based on a strategy meeting held at our newly-built home shortly after my family had moved into it. Three Physical Education Department members were on a list of potential retrenchment. Two survived.

We began having monthly meetings with Dr. Clifford Craven, the College at Oneonta President at the time. As I recall, there was a state regulation that specified how many full teaching lines could be state funded. There were a number of half-time lines within this. Dr. Craven decided that he wanted to teach one or two courses. We argued that he had an administrative line and, by doing so, was taking a part of the teaching allocation provided by the state.

I was President for no more than two years. As I grew older, I became less wise. I kept my regular job while I loaded more on. When I became Chair of Physics and Astronomy, I also kept the Physics Club, the engineering program and had a major role in national physics associations.

## Looking to the Fall 2007 Semester

- August 26-28 (Sun-Tues): New student arrival & orientation
  - August 29 (Wed): Classes begin
- September 11 (Tues): College closes after last class
  - September 17 (Mon): Classes resume