

The Sentinel

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UUP - Oneonta

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*Study nature, love nature, stay close to nature.
It will never fail you.*

-Frank Lloyd Wright

Distribution of the Fourth UUP Survey: *Quality of Professional Life & Administrative Assessment*



By Bill Simons, Chapter President

On or about January 16, 2008, all members of the UUP bargaining unit will receive the survey: *Quality of Professional Life & Administrative Assessment*. The evaluative instrument, with minor modification, is the same as the ones employed in the past; this will allow for comparison with previous evaluations of the senior administration. As before, those evaluated include the president, vice presidents, and deans.

The rationale for the vote of the UUP Oneonta Executive Board to conduct this evaluation rests on several factors, amongst them:

1. All employees, including administration should be accountable
2. Subordinate personnel are continuously evaluated,
3. UUP Oneonta has an on-going practice of periodic evaluation of senior administration, and
4. Such evaluations of senior administrators provide important feedback.

The senior Administrators to be evaluated are noted below:

- **President** Alan B. Donovan,
- **Provost & Vice President for Academic Affairs** F. Daniel Larkin,
- **Vice President for Finance & Administration** Leif S. Hartmark,
- **Vice President for Student Development** Steven R. Perry,
- **Vice President for Community Relations** Carol A. Blazina,
- **Vice President for College Advancement** Paul J. Adamo,
- **Dean of Science and Social Science** Michael P. Merilan, and
- **Dean of Behavioral and Applied Science** Walter F. Wagor.

On a scale ranging from 1 (strongly agree) to 7 (strongly disagree), respondents to the survey will evaluate senior administrators in the following areas:

1. is generally accessible if and when there is a need to discuss problems, make inquiries, or suggest changes.
2. is generally tactful, considerate, and concerned about the needs of faculty, professional staff, and support staff.
3. is generally open-minded and flexible in responding to complicated problems.
4. has a grasp of the strengths and weaknesses of the College and a vision of what we should strive to accomplish in the future
5. properly utilizes personnel
6. properly utilizes space, supplies, equipment, and budgetary resources
7. is effective in promoting the morale of the faculty, professional staff, and support staff
8. is generally effective in the overall fulfillment of his/her responsibilities to the College Community

In addition, each respondent is asked to indicate how he/she feels about the following:

1. informed about the operation of the College
2. recognized and appreciated for my professional work
3. that the College supports my professional work
4. secure in my job
5. adequately paid for my professional activities

6. that our faculty/staff as a whole exhibits positive morale
7. positively toward those in administrative authority at the College
8. that the College has an appropriate number of upper level administrators (Assoc. Dean thru V.P.)
9. that the management style of the current administration is effective in operating the College
10. that the faculty/professional staff play a significant role in the governance of the College
11. that in recent years my department chair/supervisor is more management than employee oriented
12. the administration is aware and makes appropriate distinctions in rewarding professional activities
13. technology is available to meet curricular demands
14. assessment and credentialing activities are meaningful and reasonable in cope and content
15. the administration promotes civility and professionalism on campus

PLEASE NOTE THE FOLLOWING:

- All members of the UUP bargaining unit will be sent this evaluative instrument to complete.
- To facilitate analysis of results, a random sampling process will be incorporated into this survey to enhance its validity.
- The confidentiality and anonymity of participants in the survey will be protected.
- Do not lose the survey forms as each individual will receive only one copy, thus ensuring the anonymity and confidentiality of participants and their responses.
- The survey is not lengthy but consists of several pages to allow for electronic reading.
- Completion of the survey will take only a few minutes.
- If you can not fairly answer an item, mark the "Don't Know" choice.
- Use a # 2 pencil to complete the statistically-based portion of the survey as this will facilitate electronic tabulation of results.
- Do not remove the staples or otherwise damage the top edges of the sheet so as not to compromise machine reading of the completed survey.

In addition to the statistically-based questions, UUP encourages you to submit free response comments for those senior administrators that you evaluate. Please type these free response comments on separate sheets of paper. Do not include any remarks that might identify you in your free response comments. Keep in mind that UUP will tabulate and disseminate the statistical and free response results of this evaluation of the senior administration.

After completing your evaluations of senior administrators, you will be asked to return the forms by intercampus mail to the UUP office at **Human Ecology 206** by January 30, 2008.

Your participation in this evaluation of senior administration and professional life is important as it will allow us to better understand ourselves and our priorities as an academic community, and it will enable UUP to better represent you. UUP will provide all chapter members with a substantive and meaningful report. Thank you for your participation.

UUP Party: February 10, 2-5 PM, at College Camp

UUP Oneonta will have its annual winter party on February 10th, from 2-5pm, at the College Camp! It will be wonderful event that will brighten the winter season. The College Camp is a treasure. The lodge has a fireplace that will keep us warm. If it snows, the Camp road to the lodge will be plowed.

Refreshments (light fare) and good people will make it a memorable event.

All UUPers are most cordially welcome, but due to space limitations members are limited to bringing one guest.

Please **RSVP** by leaving message at the UUP voice mail at 436-2135. To help with planning, leave your name, telephone number, and indicate whether you are coming solo or will be bringing a guest.

*Kudos to Loraine Tyler, UUP's Director of Special Events,
for once again organizing a festive occasion for UUP.*

Notes on Second UUP *Vision for the Future* Forum

(Editor's Note: The second UUP *Vision for the Future* forum was held on Tuesday, December 4, 2007, in Le Café, Morris Complex. Preceding the *Vision for the Future* component of the gathering, a new form for Professionals to use for applying for promotion and salary increase was introduced. The second *Vision for the Future* forum was held in conjunction with a Food for Thought/chapter meeting, from 12 noon-1:10 pm. Although the dialogue at the *Vision for the Future* forum is reported below, the speakers are not identified to allow for candor and confidentiality. The second *Vision for the Future*, like the first, was well attended.)

By Loraine Tyler, Secretary of the Day and Director of Special Events, UUP Oneonta

Meeting was moderated by Robert Compton, Vice President for Academics, UUP Oneonta

1. Concerns about the Presidential Search

- UUP Faculty and Professionals need to be included on the Search Committee
- Much concern was expressed regarding the search process
 - Time involved for members and the need for release time
 - Faculty and professionals without continuing appointment put their career at risk as so much time is spent in the process that will not be spent in doing research, improving curricula, improving teaching, etc.
 - Questions about the company hired to oversee process
 - Advocacy for a campus president with a strong academic background

2. Qualities of new president

- Understands diversity (see #6)
- We don't want a President with a business model. We need someone who has an academic especially to counter the trend towards overemphasis of assessment and accountability
- Prime requirement-need well qualified person with academic and research background in liberal arts
- vital for frame of reference
- We need a president who places fewer barriers to being creative, many feel the need to "defending their life" by having to jump through hoops to get funding to go to conferences, conducting research and professional development

3. Workload issue/Course reductions

- If we are to continue to be a selective campus in the SUNY system, we need to course reductions in order to pursue research in order to stay on top and to provide opportunities for our students,
- We need course reductions in order to improve graduate programs
- We need comparative data for the "best" SUNY schools

4. Erosion of Privacy

- Preservation of privacy paramount in regard to use of cameras and inspections of e-mail

5. Curricula Issues

- Decisions are too top down---not enough faculty involvement

6. Diversity

- We need a president who is committed to true diversity, i.e. honoring and respecting diversity which is ingrained not piecemeal.
- The effort must go beyond student development
- Our campus needs a greater emphases on internationality
 - a. Faculty support for study abroad programs
 - b. More of our students need to go abroad
 - c. We need to retain international students who come here

7. Cultural Divide

- Lack of interaction between student development and academic affairs
- Need to work together more. We need a President who understands diversity and creates ways for the campus to make this happen

- We need a space where professionals and faculty can meet casually
8. Professional issues
 - UUP needs to be stronger on Professional issues, particularly job security and compensation
 9. Sustainability of campus and energy resources on campus, expand effort for green campus
 - As a campus, we need to take a leadership role in training future leaders
 - Values the work that professionals do on campus
 - Have a vision for technology in higher education
 - Take an active role in solving the parking issue
 - Parking garage on edge of campus
 - Faculty access to lots by card access
 10. Conclusion: **We must do this collectively. Divide and conquer WILL work if we let it.**

Excellence in Teaching, Research and Service: Moving Toward a 3-3 Course Load for Everyone

By Rob Compton, VP for Academics



Over the past five years, UUP advocated for and eventually the College President endorsed a program for course load reduction as specified in the Faculty Handbook, p.25. As a pragmatic leadership, UUP thought that this fell short of the 3-3 load but nonetheless we believed that we reached a win-win solution through partnership with the administration. UUP urged people to apply and many faculty members received reductions in teaching load since the inception of the program. However, as our recent Labor Management notes indicate, we have serious questions about the veracity of this program and many unanswered questions. At this time, we can no longer, in good conscience, term the program effective. The concerns of faculty have not yet been adequately addressed. That is why we call on the incoming administration to begin a meaningful dialog to move this great College to the next level by enacting a plan of action to move us toward a respectable 3-3 load.

For those of you who are new faculty members in the humanities, education, arts and science this may be news to you. Oneonta is unique in our sector in that we have differing teaching loads within departments for people of the same rank, all the way through professor. During the 1990s, as the state budget was under constant shortfall and SUNY was on the receiving end of austerity, departments that engaged in hiring we told that all new incoming professors must teach 4 courses. Therefore, these differences exist within departments and between departments contributing to lower morale and fatigue of faculty. For example, clearly understanding the need for teaching excellence, AACSB (American Association of Colleges and Schools of Business) requires a 3-3 load (9 contact hours) for accreditation for BA programs. It needs pointed out those days of austerity are no longer here and we must return to a more normative load. Part of the reason for this is an improved budget situation and the increased concerted role of UUP advocacy in calling for stable and increased funding.

False Premise of the 4-4

Let us examine some of the assumptions that contribute to the 4-4 load albatross that we seem unable to shake.

- 1.) "The college operates more efficiently through the 4-4 model"
- 2.) "The 4-4 load keeps faculty focus on teaching and not research"
- 3.) "All colleges in our sector have moved toward the 4-4, so live with it"
- 4.) "Any teaching reduction will cost the college more money"
- 5.) "A 3-3 load will increase the research and service threshold necessary for tenure"

Is it possible for college to operate efficiently and without additional cost, have the faculty focus on teaching

and pursue an active research program, and maintain a reasonable standard for tenure and promotion based on a 3-3 load? Emphatically, UUP says yes!

Before presenting some permutations of a design for a sustainable 3-3 load, let me begin by addressing some concerns that I heard from several faculty members. First, the 3-3 load is not automatic, it is contingent on a productive research agenda and service obligations. Perfunctory research, service, and teaching are not eligible criteria for excellence in teaching, research, and service. A vast majority of our colleagues are already there in these three areas. Unfortunately, it now comes at a cost and most faculty have a difficult time. Our workload survey indicates that most faculty, both teaching and non-teaching are concerned about the increased workload pressures placed on them. This survey conducted in the November of 2004 and published in January 2008 was a major source of dialogue and discussion on this campus. (see <http://www.uuphost.org/oneonta/sentinel/200501.pdf>)

The highlights of the survey (showed that faculty believed that we were overworked):

Workload Area	Instructional	Advising/ Counseling	Research	College/ Community Service
Percent claiming increase in the past five years	42.5%	63.7%	41.6%	64.6%

N=113

Some other important results of the survey deserve re-examination: fully 76.1% of the faculty believe that teaching load should be 3-3; 58.4% say that workload has had a negative impact on personal life; 45.1% have say that the workload has led them to consider employment elsewhere; and a whopping 89.4% want the UUP-NYS contract to address this issue. **In sum, membership strongly supports a new path toward sustainable faculty achievement.** UUP has a fiduciary responsibility to communicate to Management our expectations.

The administration believes that we are within reach of the status of SUNY Geneseo, where faculty teaches 3-3 or New Paltz (3-3), also. If we are to become the “Geneseo of the East,” it is critical that we address this problem of workload. This problem exists within the professional ranks too and we are aware of that issue.

Second, it there are two types of liberal arts and comprehensive colleges. Those that are mundane, operate like a business, and seek to reduce student educational cost and I would say faculty creativity all under the guise of “prudent fiscal management.” The best liberal arts colleges attract creative scholars who are dedicated to teaching and service and look to research to invigorate their classrooms. These colleges and universities follow a 3-3 load. Even Hartwick (I believe we are infinitely better than them) has a lower teaching load than we do. Frequently, the major drawback for recruiting and retaining faculty is the heavy teaching load. In addition to New Paltz and Geneseo, Buffalo State; Brockport; Potsdam; and our rival to the West, Cortland (aka the other Red Dragon) have made 3-3 the normative load. Clearly our faculty are at a research disadvantage. I need to tell you that research expectation in our fields have increased exponentially over the past twenty years. As the college went to a 4-4 normative load in the 1990s, research expectations experienced a commensurate rise.

Proposals to Move Forward: The 3-3 Normative Load

We cannot wave a magic wand and institute a 3-3 load. Such a change requires foresight, planning, and accountability. In fact, the solution to the 4-4 albatross requires a solution that will move the institution forward and be revenue neutral. UUP Oneonta has such a plan based in part on the models from other campuses noted above. We are open to a partnership with the incoming administration to create a “win-win” outcome that will make Oneonta a college of distinction.

Models for Moving Toward a 3-3 Load

Model	Logic	Cost/Benefit to Faculty	Cost/Benefit to College
FTE 110: rather than the Number of course taught, emphasize a minimum FTE	College sees an FTE of 110 as ideal, this can be accomplished with the 3-3 load, as long as those who are currently teaching 4-4 have an FTE of 110, they should be allowed to maintain that FTE through a 3-3	Slightly larger classes; one less course	No financial cost, slightly larger classes
Credit conversion model: changing the number of credits per course	The departments, working with the college adjust credit hours of courses from 3 to 4. These could be intro. courses becoming 4 credits or upper level courses becoming 4 credits	More intense classes; more attention to students in the 4 credit classes	12 credit hours of contact still maintained; no financial cost; class size constant
Department Productivity Model	The departments work to maintain a specified FTE and are given flexibility to reduce teaching load as long as the FTE is met	Departmental effort that takes into account less popular but essential courses	No financial cost, slightly larger classes

Conclusion: A Challenge for the Next Administration

In all scenarios noted above, the faculty member will have greater flexibility to allocate time toward teaching, service, and research. It is the responsibility of Management to derive a satisfactory solution to this problem: a “win-win” solution that increases morale, assists recruitment and retention, promotes better learning outcomes, and increases the quality of faculty life.

The time to dither is over and the time for serious discussion and a move to implementation is in order. Continued reliance on the antiquated and market driven 4-4 load impacts the college, faculty, and students negatively. UUP Oneonta believes that this issue is likely to set the legacy of the incoming administration.

Presidential Search: Talking Points Concerning Attributes

Created by Philosophy Department

- 1) Academic Pedigree – actual classroom and research experience as an academic at an institution of higher education
- 2) Background in Arts, Humanities or Science (not background in some sort of professional studies nor solely experience as professional administrator)
- 3) Individual who recognizes teaching faculty on campus have different needs from other faculty on campus
- 4) Individual who recognizes need for the college to be more teaching faculty friendly (i.e. better parking, meeting places to enable teaching faculty to participate more fully in multiple aspects of college life and promote greater collegiality)
- 5) Individual who addresses practical teaching faculty desires to get and retain best faculty possible (raises, equity / DSI, salary)
- 6) Individual who is a strong advocate for diversity

UUP Labor-Management Meeting Notes for Monday, December 3, 2007

By Janie Forrest-Glotzer, Secretary for the Day



For Management: Dan Larkin, Carol Blazina, Leif Hartmark, Lisa Wenck, and Steve Perry
(*Dr. Perry departed the meeting at approximately 3:30 PM.*)

For UUP: Bill Simons, Rob Compton, Norm Payne, Dennis Selzner, Nancy Cannon, Janie Forrest-Glotzer, and Tom Horvath (*Dr. Horvath arrived at approximately 3:20 PM.*)

The meeting opened at 3:00 PM.

UUP and Management welcomed everyone to the Labor-Management Meeting. UUP and Management later, upon UUP Officer Tom Horvath's arrival, congratulated Tom and wife Sirkka upon the birth of their daughter Annika!

I. Presidential Search Update:

- A. UUP returned to matters concerning Presidential Search Committee and selection process for a College at Oneonta President. UUP asserted and/or asked the following:
1. In response to recent elections of six fulltime faculty to the Presidential Search Committee, UUP noted that some of those who have been elected have contacted their Union (UUP) to express concern about the need for release time. In response to these communication and to the very heavy time demands that service on the Presidential Search Committee will entail, UUP strongly reasserted its advocacy for and the need for release time for members of the UUP bargaining unit serving on the Presidential Search Committee.
 2. By what process, was the professional member of the Search Committee selected?
 3. Was there discussion of increasing the number of UUP Professional members on the Presidential search committee?
- B. Management indicated that all UUP Professionals had received notice that they could nominate themselves to serve on the Presidential Search Committee. Management suggested that questions concerning the selection process of said professionals are better directed to Dr. David Brenner, Chair of the Presidential Search Committee.

II. Update on Faculty Leadership Program

- A. UUP asked has the Provost made a determination/clarification regarding whether librarians and other non-teaching faculty are eligible for the Faculty Leadership Program?
- B. Management replied that the Faculty Leadership Program is open and confined to tenured teaching faculty. Management referred to the November 13, 2007, Applications for Participation/Faculty Leadership Program.

III. UUP response/questions concerning Management's 10/15/07 written answers to 9/17/07. UUP questions concerning Harassment and Sexual Harassment Policy and Grievance Procedure for SUNY Employees and Students and Discrimination Policy and Grievance Process for SUNY Employees and Students

- A. UUP asked the following questions related to concerns about the operation of the Tripartite Committee at the College at Oneonta:
1. How many times have formal charges resulted in the convening of the Tripartite Committee?
 - A. as it pertained to hostile work environment
 - B. as it pertained to sexual harassment
 2. How many times have charges been brought against a supervisor, chair, administrator, designee of the campus president, or director?
 - A. How many times have charges been brought by a supervisor, chair, administrator, designee of the campus president, or director?
 3. What legal protections does the College provide members of the Tripartite Committee in the event that the defendant was to seek to bring legal charges against the Tripartite Committee for harassment or other inappropriate actions?
 4. Do defendants/individuals have the right to examine witnesses or know who the witnesses are as is customary in the practice of American jurisprudence?
- B. Management requested that the preceding questions about the operation of the Tripartite Committee at the College at Oneonta be submitted by UUP to Management in writing, and then Management will respond to these questions at a subsequent Labor-Management Meeting.

IV. Performance Program Update For Professionals:

- A. UUP asked for an update on numbers of Performance Programs overdue for:
1. Permanently Appointed Professionals all due on the same date each year
 2. Professionals that do not have permanent appointment
- B. Management responded with the current numbers as follows:
Overdue For permanently appointed for 5 Year Term:

	November 2007	December 2007
Over 90 days	18	9
60 – 90 days	3	3
30 – 60 days	8	0

Overdue For Employees that do not have permanent appointment:

	November 2007	December 2007
Over 90 days	18	9
60 – 90 days	4	2
30 – 60 days	4	0

C. UUP thanked Management for the preceding figures and the significant progress made on said issue.

V. Concerning Summer School teaching applications—and travel forms— that requested a Social Security number:

A. UUP asked the following questions:

1. Is it not the policy of the College to minimize the use of Social Security numbers due to ID theft?
2. Has there been a recent audit to ascertain the extent to which Social Security numbers have crept back into College forms and other materials?

B. Management responded that the Social Security number on the recent Summer School teaching application has been removed and such information is no longer required. Management was receptive to further dialogue on this issue should UUP become aware of any future Social Security requests.

VI. UUP Issues Concerning Course Reductions for Fulltime Faculty

A. UUP asked by both division and by department, how many fulltime have thus far been granted course reductions for Spring 2008 under “appropriate justifications” as enumerated on page 25 of the State University College at Oneonta Faculty Handbook?

B. Management indicated that they would, in the next few days, provide UUP with figures concerning Spring 2008 course reduction and that these figures would be division and department specific.

C. UUP indicated the need for further discussion concerning the spreadsheet Management provided on 9/7/07 and Management’s 10/15/07 written response to UUP questions posed on 9/24/07 concerning final course load reduction numbers by division an department for spring 2007and fall 2007. Below is the course reduction information that provided the basis for the discussion that ensued:

Full-Time Faculty Course Load Reduction Numbers by Department within Division

Spring, 2007	Fall, 2007
<i>Behavioral and Applied Science</i>	<i>Behavioral and Applied Science</i>
<u>Department</u> <u>Number</u>	<u>Department</u> <u>Number</u>
Psychology 1	Communication Arts 1
Elementary Education & Reading 1	Human Ecology 3
Management, Marketing & Information Systems 7	Management, Marketing & Information Systems 8
Economics, Finance, & Accounting 9	Economics, Finance, & Accounting 11
Total approved for BAS 18	Total approved for BAS 23
<i>Science & Social Science</i>	<i>Science & Social Science</i>
<u>Department</u> <u>Number</u>	<u>Department</u> <u>Number</u>
Africana & Latino Studies/Anthropology 1	Anthropology 1
Biology 2	Biology 1
Earth Sciences 1	Earth Sciences 1
Math, Comp Sci, Stat 1	Physics & Astronomy 2
Philosophy 1	Total approved for SS 5
Political Science 1	Total approved for Fall, 2007 28
Total approved for SS 7	
Total approved for Spring, 2007 25	

D. UUP expressed concerns about the accuracy and content of the figures provided by Management concerning course reductions for fulltime faculty. UUP noted that it once considered the program a positive collaboration between the union and Management, which entailed UUP publicizing the program, alerting individuals to grounds for course reductions, and witnessing the program seemingly evolve from virtual non-existence to a growing entity. Unfortunately, however, UUP could no longer, based on the above data regard the course reduction program as successful or transparent. UUP brought attention to a Presidential written communication, entitled “**Academic Excellence at SUNY Oneonta;**” this document was disseminate by Management on campus contained the following assertion ---“we have approved 25 requests for reduction in faculty workload for this current semester in addition to the usual reductions for department chairs and program directors.” The bottom of said document read “Spring 2007” and “Alan Donovan.”

1. UUP expressed its reservations about the reliability of the figures concerning the Biology Department as an example.

It also noted concerns with the figures in other areas as provided by the Deans.

2. UUP indicated that when the Union and Management first began discussion about the course reduction program the

union was told that only one individual had, in recent times, received a course reduction under the program outlined on page 25 of the Faculty Handbook and clearly the already implemented 3-3 for Management, Marketing & Information Systems and Economics, Finance, & Accounting were not included in course reductions figures at the inception of UUP-Management's long discussion about course reductions. UUP asserted to now, in counterpoint to previous practice, include Management, Marketing & Information and Economics, Finance, & Accounting, in statistics about course reduction, appears to Union disingenuous and inappropriate.

3. UUP made it clearly that it strongly supports the 3-3 load for Management, Marketing & Information and Economics, Finance, & Accounting. UUP's caveats are not about said course reductions; indeed, UUP concerns are about what appears to be Management's misleading use of those exemptions in the figures that Management provided.
4. UUP further noted that Management initially declined to provide figures about course reduction by Department and Division and that it took the intercession of the NYSU/UUP Labor Relations Specialist to secure such information.
5. UUP asserted that it is now time for meaningful, open, and serious discussion of making the normative teaching load for all fulltime faculty 3-3, to ensure academic excellence at the College at Oneonta given that several campuses in our sector, including Cortland, have also moved in this direction. UUP expressed concern that we were lagging behind in addressing faculty workload.
6. UUP Vice President for Academics and Fulbright Scholar Dr. Robert W. Compton will shortly introduce a detailed proposal for making 3-3 the normative teaching expectation of all fulltime faculty.

VII. UUP requested — and Management agreed that this item, due to time constraints and other agenda items, be deferred until the January 2008 Labor-Management Meeting. The issue that will be deferred until the January 2008 Labor-Management Meeting is as follows:

On October 31, 2007, visit/meetings involving Lloyd Constantine and Daniel Doktori:

- A. In what capacity did Lloyd Constantine and Daniel Doktori participate in meetings/information gathering at Oneonta?
- B. What was the purpose of the visit/meetings?
- C. How were the visit and meetings advertised?
- D. How was the decision made as to who they would meet with?
- E. Who met with Lloyd Constantine and Daniel Doktori?
- F. Were the following discussed:
 1. Should tenure be abolished?
 2. Do faculty follow syllabi?
 3. Should Department Chairs be made fulltime Administrators and be relieved of all teaching responsibilities?
- G. Were matters related to terms and conditions of employment germane to UUP members discussed?
- H. Why wasn't UUP invited to meet with Lloyd Constantine and Daniel Doktori?
- I. Were other campus unions invited to meet with them?
- J. Were Lloyd Constantine and Daniel Doktori informed that UUP was conducting the first in its series of Vision for the Future: Call to Excellence forums on the day of their visit?
- K. How should UUP and other voices excluded from the October 31 meetings communicate their insights to Lloyd Constantine and Daniel Doktori?

VIII. UUP raised issues concerning Departmental By-Laws

- A. UUP asked the following questions:
 1. Should Departmental By-Laws have procedures for the election of Chairs?
 2. If a Department votes to elect a Chair, as stipulated in Department by-laws— and all intra-Departmental protocols are followed — will Management respect the decision of the Department?
 3. Should Departmental By-Laws have procedures for the removal of Chairs?
 4. If a Department votes for the removal of a Chair, as stipulated in Departmental bylaws — and all intra-Departmental protocols are followed — will Management respect the decision of the Department?
- B. Management indicated that Departmental By-Laws should have procedures for the election of Chairs, but that that election actually constituted a recommendation to the president of the College who had final determination on the appointment of Departmental chairs 9-C paragraph 2 or 3 The SUNY Board of Trust Policy. As to Departmental by-laws concerning the removal of Chairs, Management indicated that departments could include such provisions in their by-laws, if Departments so chose, but the a Department's recommendation for the removal of a Chair was subject to approval of the campus president, who, under SUNY policies, had the final say over such a Departmental recommendation for removal of a Chair.

IX. Other terms and conditions of employment

- A. UUP indicated continuing concern over an apparent dichotomy between regulations and application concerning membership selection of the Employee Assistance Committee (EAPC). Management and UUP will make an attempt to resolve those concerns on-campus.

The meeting adjourned at 4:00 PM.

Discretionary Salary Awards (DSI) Award: 2007 Information Available

UUP Oneonta has data concerning all Discretionary Salary Awards (DSI) made during the Fall 2007 cycle. The UUP information identifies the recipients of all DSI awards and the amounts of those awards. Vice President for Professionals Norm Payne will shortly be putting the DSI information on-line so that it can be viewed at the UUP website. When Norm has completed that, UUP members will be informed how to access DSI material on-line. In the interim, UUP Oneonta can view DSI at the UUP office (UUP Ecology 206). The UUP office is generally open Monday, Wednesday, and Thursday, 9 AM-2 PM. Nonetheless, it is requested you leave your names and telephone number of the UUP voice mail to set up an appointment with our chapter Administrative Manager, Peg Carney.



What I Am Looking for in a College President

By John Relethford, Distinguished Teaching Professor, Anthropology

One of my sons started this year as a freshman at SUNY-Geneseo. We all went up to visit him on Family Day in October, and attended a breakfast for all families. This event was hosted by the college president, who began his remarks by introducing himself as ***"I am a Professor of English and the College President."*** I was very much impressed that he choose to identify himself primarily as an academic, and not primarily (or solely) as the college president. This spoke to me about a commitment to an academic background and the centrality of academics in organizational structure and decision making, exactly what I am looking for in a college president.

Carol H. Pitchersky Development Fellowship: Social Justice and Civil Rights

UUP alerts its members to the following fellowship opportunity.

About the Fellowship: Carol H. Pitchersky, a fundraising pioneer who died in October 2004, is being remembered by the nation's civil rights community through the **Carol H. Pitchersky Development Fellowship**, established under the auspices of the Leadership) Conference on Civil Rights (LCCREF). The fellowship is named about an individual who made a lasting contribution to the movement for social and economic justice in the United States.

The purpose of the Fellowship is threefold: (1) to help expand the fundraising capacity of the social justice community (2) to offer career opportunities to persons of color in development and (3) to further the understanding of diversity in donor relations.

Applicant Requirements: The fellowship program will identify and support persons of color who are aspiring development professionals, have demonstrated a commitment to civil rights and social justice, and wish to advance their careers in nonprofit fundraising. Fellows serve two-year terms of employment at organization in the social justice community.

Applications are being accepted until February 1, 2008 and can be downloaded at <http://www.civilrights.org/about/lccref/fellowship.html>.

Compensation: Annual salary between \$40,000 to \$65,000, depending on the city and organization of the Fellow's placement.

To apply, download and complete the application form from <http://www.civilrights.org/about/lccref/fellowship.html> .

Then mail the application to:

**Carol H. Pitchersky Development Fellowship
Leadership Conference on Civil Rights Education Fund
1629 K Street, Suite 1000
Washington, DC 20006**

For further information email, CHPFellowship@civilrights.org .



UUP Labor Concert: Call for Volunteer Musicians

By Kyle Britton, Director, VOTE COPE

Keep your ears and eyes open for an up and coming UUP Labor Union Concert! Hear the songs of the old unions that paved the way for thousands and changed the history recorded in text books. Sing the tales of many legends and the blues of the workplace gone wrong! Be part of the celebration! Celebrate a new Era of change!

Currently the search is on for volunteer musicians and vocalists to lead a UUP Labor Union congregational concert! The concert will have a stage full of musicians and vocalists to play as a united group. So if your interested please e-mail KJBMUSCMAN@aol.com for more information and as always remember that your voice counts!

The Sentinel and Websites

Editor's Note: Statements Made in *The Sentinel* do not necessarily reflect the opinion of UUP or any of its statewide representatives.

To read past issues — as well as the current edition — of *The Sentinel* on-line, go to www.uuphost.org/oneonta. This site also includes other material concerning UUP Oneonta.

The statewide **UUP website** is located at www.uupinfo.org It contains information about members benefits and many other important topics.

CRANBERRY BRIE APPETIZER BITES

INGREDIENTS:

3/4 cup Ocean Spray® Whole Berry Cranberry Sauce
1 teaspoon lemon juice
1/2 teaspoon finely shredded lemon peel
24 (3 1/4 x 3 1/4-inch) wonton wrappers
1 (8-ounce) brie round

Makes 24 appetizers.



DIRECTIONS:

Place 3/4 cup Ocean Spray® Whole Berry Cranberry Sauce in a 1 1/2-quart saucepan. Cook over medium heat until hot, stirring occasionally. Remove from heat; stir in lemon juice and lemon peel.

Meanwhile, heat oven to 350°F. Spray 24 miniature muffin cups with nonstick cooking spray. Press 1 wonton wrapper gently into each sprayed cup, allowing ends to extend above cups. Spray edges of wonton wrappers with nonstick cooking spray. Bake for 12 to 14 minutes or until bottoms of cups are beginning to brown; remove from oven.

If desired, remove rind from brie. Cut brie into 24 cubes, about 3/4-inch each. Place 1 cube in each cup; place sheet of aluminum foil over each pan to prevent excessive browning. Return to oven. Bake 3 to 5 minutes longer or until brie is soft. Remove from oven; top each with about 1 teaspoon cranberry mixture.

Per Serving: Cal. 68 (3%DV), Fat Cal. 18, Pro. 3g (5%DV), Carb. 8g (3%DV), Fat 3g (4%DV), Chol. 10mg (3%DV), Sod. 106mg (4%DV), Vit. A 17RE (1%DV), Vit. C >1mg (0%DV), Vit. E >1mg (0%DV), Calcium 21mg (2%DV), Iron <1mg (2%DV), Folate 13Ug (3%DV), Zinc >1mg (2%DV), Pot. 24mg (1%DV), Dietary Exchange: Starch 0.5, Fat 0.5

Courtesy of <http://www.oceanspray.com/recipes>

We All Own a Piece of IT — Security

By Teri Weigl, Membership Director



When I was thinking about who I would like to do a profile on, Lesley Bidwell was one of the first people to pop into my mind. Her friendly, relaxed personality is a definite draw for me. She's also someone I've known and worked with over the years, yet, like so many of us that work together all the time, I didn't really know exactly what she does in her current position as Information Technology Security Administrator for the college.

Lesley Bidwell has worked as Professional Staff on campus since 1999. After receiving her degree in Literature/Pre-Med in 1986, she married Phil Bidwell (who she met in Blodgett Hall when they were both students). Lesley now lives in West Oneonta with Phil and her 16 year old son Ian who is very interested in music technology. Lesley has had a rich history here at SUCO! Originally, she was hired as a part-time Library support aid in 1999. Shortly after that, she and I crossed paths and have since become co-workers and friends.

I remember working with Lesley in the infancy of the Help Desk (around winter of 1999) – the Help Desk was then located in the basement of Netzer, and Lesley was hired as an assistant to help with calls and walk-in traffic. We briefly got to know each other, and enjoyed working together. Then the Help Desk reached adolescence and moved to the basement of Schumacher. Lesley remained in Netzer to work with Cheryl Hopkins providing desktop support to administrative users. After a couple of years of technical computer support, there was an opening for a network technician. Lesley then spent a few years providing basic network maintenance; switch setup; registration of computers for faculty, staff, and students; and general network maintenance. She began and continues to work closely with the Help Desk and the different server administrators on campus.

In 2006 Lesley applied for, and received, the then vacant position of IT Security Administrator. In that position, Lesley is the guardian of the college's IT Security Program. She is charged with educating the college community of the content and existence of the security program for the college, and methods for us users to protect sensitive data and information. She is also charged with bringing our password policy practices in line with the college's security program, so we all have a secure network to perform our work duties.

There are three goals of SUNY Oneonta's security program, or our "security mantra" – confidentiality, integrity, and availability. If your data isn't confidential, your data isn't correct, and if you can't even get to your data – that's a problem! Lesley, along with server administrators, helps monitor systems on campus that detect malicious traffic. She sees an unbelievable amount of malicious traffic attempting to get on our network. As she says, "The internet is a wild and unregulated place". There are constant threats and attempts to attack our network to access data. We all have a piece in mitigating those attempts, like anti-virus software and windows patches.

One way Lesley helps educate the college community is that she offers **Security Essentials** training – a one hour presentation of basic information of how to protect sensitive data at home and at work. You can learn more about the security program and the training Lesley offers by going to <http://www.oneonta.edu/technology/security>. Lesley can do individual training, or training for a whole department. As she mentioned during our interview, everyone owns a piece of IT Security. We're all a part of keeping our network secure and running smoothly to achieve our professional goals.



Lesley not only does training, she is also a major player in the campus' new Bradford Campus Manager network management software. This software and a variety of systems help handle not only computer registration for faculty, staff, and students, but also provides our network operations staff with tools to help keep our network secure and isolate malicious traffic. Part of security is assuring that any computer wishing to gain access to our network meets a basic security profile. This is an extremely important part of network security. Do you remember Nachi or Blaster? Those were two network worms that took down many college and business networks internationally in August of 2003 causing millions of dollars of damage and lost business - all because computers didn't have a security patch installed on them. These worms didn't require you to click on a link or open an attachment, they just required you to hook up an un-patched machine to a network with one infected machine on that same network. I'll never forget that Fall at the Help Desk! We handled it a bit different here though, no student or staff computers were allowed on the network until they were verified as patched by a technician. Difficult to achieve? Certainly! But our network stayed up and running

the whole time, when other campuses and businesses were without a network for days or even weeks. Part of the legacy of Nachi and Blaster is the widespread use of new technologies specific to keeping a network secure, hence the birth of the IT Security Administrator position that Lesley now holds.

Beyond all the technical aspects of Lesley’s job, she is also very approachable and fields questions about malicious emails a user may have received or requests for VPN access to the college’s network. You may have also noticed her name on some of the emails sent out about changing your password, which is another way of ensuring that our network remain secure. All of the work Lesley does is geared towards educating us in how we all play a part in keeping the network where we share information and save important documents as secure as it can be. In this day and age, what she does protects not just our data, but each and every one of us as well.

Good News, Bad News: Faculty Course Load Reduction

By Tom Horvath, Secretary and Health & Safety Officer



Everyone always likes to get the good news first. Faculty have been getting course load reductions for a number of reasons. These reductions are the result of faculty requesting them under the provisions of the Faculty Handbook (see below). I know from speaking with colleagues that both tenured and untenured faculty have been given reductions. UUP has requested data from

Management to better track the success of the program, and here is where the news goes bad. We have been under the assumption that the numbers given to us by Management the past few semesters were comparable numbers that they had given to us at the very beginning when they told us only 1 person had received a reduction in the past few years. Remember, both UUP and President Donovan have touted the success of the program over the past 2 semesters. Now, UUP believes that the numbers given us are not consistent with our view of the requests made during the Labor-Management meetings.

Below are the data given recently to UUP. I have a few points to make. First, the vast majority of faculty receiving course load reductions are in 2 departments. Although it may be true that the faculty in Management, Marketing & Information Systems and Economics, Finance, & Accounting “apply” for course load reductions, these individuals were certainly not counted by Management in the original figure of 1 successful course load reduction in the past few years that Management told UUP. In my opinion, they were added to “pad” the numbers of the program. My second point is that I personally have little faith in the accuracy of the data given. I know that in Biology, my home department, that only 1 course load reduction was applied for and received under the provisions of the Faculty Handbook. When I go back to look at my colleagues’ contact hours, we are all doing fulltime teaching loads except for the Chair, the Program Director of the Biological Field Station, and the current Presiding Office of the College Senate. These individuals are given course load reductions for reasons outside of those that UUP consistently requested. The only case that actually fits UUP’s request for data is my own in the spring 2007 semester. I applied and received a course load reduction. I am at a loss to explain the others that appear in the data. This may be the only such occurrence of inaccuracy in the data, but one mistake is enough to call the others into question.

I hope these data do not discourage you from applying for course load reductions under this program. It truly benefits everyone here, from students to the administration. As always, if you have a question about the procedures or the nature of the program I can be reached via email. Enjoy the holidays and I look forward to working on your behalf in the coming semesters.

Spring, 2007		<i>Science & Social Science</i>	
<u>Department</u>	<u>Number</u>	<u>Department</u>	<u>Number</u>
<i>Behavioral and Applied Science</i>		Africana & Latino Studies/Anthropology	1
Psychology	1	Biology	2
Elementary Education & Reading	1	Earth Sciences	1
Management, Marketing & Information Systems	7	Math, Comp Sci, Stat	1
Economics, Finance, & Accounting	9	Total approved for SS	7
Total approved for BAS	18	Total approved for Spring, 2007	25

Fall, 2007*Behavioral and Applied Science*Department Number

Communication Arts	1
Human Ecology	3
Management, Marketing & Information Systems	8
Economics, Finance, & Accounting	11
Total approved for BAS	23

*Science & Social Science*Department Number

Anthropology	1
Biology	1
Earth Sciences	1
Physics & Astronomy	2
Philosophy	1
Political Science	1
Total approved for SS	5
Total approved for Fall, 2007	28

Here are the provisions in the Faculty Handbook (still on page 25).

From Faculty Handbook:

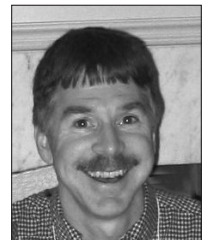
Appropriate justifications for reductions may include but are not limited to the following:

- 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;
- exceptional involvement in a specific program of research and scholarly activity;
- exceptional involvement in specific service activities, such as assignment to special college projects or committees;
- involvement in professional development activities, such as retraining for another specialty area or to address departmental needs;
- administrative assignments, such as service as department chair or designation as program or area director;
- 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.
- supervision of internship activities for program or department;
- an unusually high teaching load or other assigned professional responsibilities in a previous semester or planned for a subsequent semester;
- other assigned professional responsibilities or scholarly activities as deemed appropriate.

UUP Professionals on Campus: A Study of Salaries and Raises

By Norm Payne, Vice President for Professionals

Professionals at the College at Oneonta have done a tremendous job of turning this college into a highly ranked, highly selective college. Professionals make up a large portion of the members of United University Professions at about 267 strong. They work in a myriad of offices that directly affect the day to day lives of students, the operations of the college, as well as the yearly goals of the college and are directly responsible for the success or failure of the mission of the college.



From screening applications, and choosing the new class, getting them financial aid, collecting their money, putting them in classes, getting them a place to live, to living with them and overseeing their social growth, professionals are there.

Most professionals work year round, on a year long cycle. To most, the summer is just as busy as the rest of the year, and it is a time to change. The jobs of professionals are constantly changing. As the college embraces new technologies, professionals must change how they work, taking on new roles and responsibilities. There has never been a year when the main program the college uses, BANNER, has not changed, and without missing a beat, like a Darwinian form of evolution, professionals change.

Professionals learn, grow and take on new challenges. As they do this, they become more valuable to the college. As professionals take on more duties and responsibilities they are then eligible for more compensation in the form of a promotion a salary increase or both. Because professionals cannot apply for discretionary salary increases, with the exception of Directors, they could theoretically work their entire career receiving only the union negotiated raises. They grow, change, learn and contribute to the college, and are happy to do the work they do, their job just changes gradually, so a salary increase is hard to get.

Many professionals have grown, changed, and taken on more work, and have been rewarded with a raise and usually a title change. Raises are traditionally a private transaction that takes place between the employee and the supervisor and

the unit director or VP, with a lot of help from Human Resources. Most raises come about when the employee and the supervisor bring compelling written evidence to the VP, resulting in a raise. In one case, the compelling evidence was dismissed, and only after intervention by the President, were the raises granted. These 'forced' raises, were not reflected in the salary comparison. And sadly, for some, their hard fought raises were followed by their exit from the college.

A comparison of the salaries of professionals who were on the payroll from January of 2003 to November of 2007, was conducted.

In January of 2003 there were 210 professionals working on campus.

Of the 210 professionals, 39 made less than \$3,000 per year, so they were not counted in the comparison, leaving 171 professionals. Of the 171, 12 work part time and 159 work full time. This includes professionals on 10 month contracts- (residence hall directors.)

Currently there are 266 professionals working at Oneonta.

Of the 266 professionals, 41 of them make less than \$3,000 per year, so they were not counted, leaving 225 professionals. Of the 225, 14 work part time and 211 work full time. This includes people on 10 month contracts. Because some of the part time employees are still here, they were included.

Of the 225 professionals who currently work here:

100 are in Student Development (SD)
61 are in Finance and Administration (FA)
46 are in Academic Affairs (AA)
15 are in College Advancement (CA)
3 are in Other area (College Radio Station)

Of these 225 professionals, 111, or 49% of the, were here in January of 2003, this includes 14 that work part time.

Here is the breakdown by division, of these 111 professionals:

SD has 100 professionals, 36 have been here since January 03, or 36%
FA has 61 professionals, 37 have been here since January 03, or 60%
AA has 46 professionals, 33 have been here since January 03, or 67%
CA has 15 professionals, 5 have been here since January 03, or 33%

In an attempt to study raises for professionals I came to the realization that there is no formal paperwork forwarded to the Union office indicating that a person has received a raise.

The only way to determine if a person received a raise, is to look for a change in salary. I compared January 2003 to November of this year. There are a few things that made it hard to define a raise. Everyone's salary increased due to union negotiated raises, and some professionals receive discretionary salary increases. Those that get recommended by their supervisor for DSI get them in differing amounts.

I used a 15% increase in salary over the past 5 years as a benchmark for determining a raise. I spot-checked the data by reviewing our files that showed DSI award amounts and also factored in the Union negotiated raises.

Of the 111 professionals still here, 60 of them appeared to have been given a raise using the 15% benchmark. Remove the three professionals who changed their jobs and titles in a competitive search for a new position, and the 5 forced raises, the numbers change. Of the 103 professionals in this group, 52 of them appeared to have earned a raise.

Here is the breakdown of raises:

Of the 30 in SD, 9 received a raise or 30%
Of the 36 in FA, 18 received a raise or 58%
Of the 32 in AA, 20 received a raise or 66%
Of the 5 in CA, 3 received a raise 60%

Observations:

Many positions have been added over the years, and many of them have been in the SD and the CA area. Professionals in the AA area, seem tied to technology and have to change more with technology, they become more valuable as they stay here. Professionals in the FA area are tied to technology and finance, which allow great growth and an increase in value to the college.

The lower percent of raises in SD might be explained by the high turn over in the Residence Life (SD) as the 15 residence hall directors come and go, but 3 of the 9, or 30% of the raises in SD came from the Residence Life area. As a professional, if you plan to stay at Oneonta for longer than five years, it is better to have a job in AA, FA, or CA.

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