



President's Note

Gary Owens, President
Brockport Chapter UUP

UUP at Work

Guess what, it's almost November and Thanksgiving is just around the corner and then the semester is at its end. Most of you must think that I am hung up with time since I speak of it often, well it's probably true. It's been that way since the big 50. The big news state-wide is that UUP President Bill Scheuerman has announced that he will be stepping down as president at a time to be announced in the not too distant future. This of course, has generated a great deal of sadness at the loss of Bill's great leadership of our union. It has also brought about much apprehension concerning who might replace him. I'll just say, "To be continued." No contract to date but we're working on it.

Let me take this opportunity to send out an appeal to all of you who are listed as UUP department representatives to attend our Executive Board Meetings, which are held the first Wednesday of the month at 4:30pm in room 220 of the Seymour College Union. Your presence is greatly needed. We need you in order that you may voice the concerns, needs and pleasures of those members in your respective departments. This includes both professional staff and faculty. For those of you who may not be aware, there is a department representative that is to be selected from among the members of each professional and academic department or group within the Brockport family. In order for our Union to be effective and to address and reflect the needs and desires of our constituents the representatives must be active. We have attached a copy of those representatives that were last listed. Please update this if there are any changes by calling UUP at 395-2208 or sending an email or memo to the UUP Office located in Cooper Hall.

Lastly, I would like to wish each of you a wonderful Thanksgiving this year. Be safe.

The Cost of Books

Gary Owens, President

As the EOP Director and your UUP local president, I often find myself reviewing financial aid and the amount of funds available to students, especially for purchasing books. I am amazed and I must confess many times appalled, at the price and ultimately the cost of textbooks our students and students across the country are forced to pay.

As I thought about this concern and it is a concern, I ask myself, as an instructor, professor, lecturer, shouldn't I not take some responsibility for the textbooks I choose for the course or courses I teach and the cost of those books? Is it necessary to include every one of the books I've listed on my syllabus? Can I be more selective and creative in how I present materials that might assist students in cutting down this cost?

Now mind you, in no way am I advocating reducing the quality of our teaching or the information we need to disseminate in our courses. I simply want to suggest as faculty there are things we can do to help our students with this problem and it is a growing problem.

I extend a thank you to each of you who might agree with me and step up.



UUP Departmental Representatives

| | | | |
|--------------------------------|----------------------|----------------------------------|---------------------------|
| Academic Advisement..... | Jill Campbell | Foreign Language | Patricia Siegel |
| Academic Affairs..... | Colleen Donaldson | Graduate Studies..... | Susan Stites-Doe |
| Admissions | Steve Kast | Health Center..... | Donna Kennison |
| African-American Studies | John Marah | Health Science..... | Douglas Scheidt |
| Anthropology..... | LouAnn Wurst | History | Timothy Palmer |
| Art..... | Kitty Hubbard | International Education..... | Pat Coates |
| Bursar | Terry Trumpowski | ITSN | Rick Felerski |
| Business/Economics | Charles Callahan III | ITSS | Brandon St. John |
| Campus Life | Kim Haines | Library | Charles Cowling |
| Campus Recreation..... | Scott Haines | Marketing Comm..... | Virginia Campbell |
| Career Services..... | Mariangela Ardino | Math..... | Charles Sommer |
| Chemistry | Kenneth Schlecht | Nursing | Kathleen Peterson-Sweeney |
| Communications..... | Carvin Eison | Parking..... | Johnna Frosini |
| Computer Science..... | Sandeep Mitra | Payments & Procurements..... | Dona Hazen |
| Counseling Center | Sharon Belle-Render | Philosophy | Georges Dicker |
| Counselor Education..... | Tom Hernandez | Physical Ed. & Sport..... | Danny Too |
| Criminal Justice | Korni Kumar | Pol. Sci. & Int'l. Studies | Andrea Rubery |
| Dance..... | Greg Ketchum | Psychology..... | Herb Fink |
| Delta | Sandra Holinbaugh | Public Administration..... | James Fatula |
| Design & Production | Richard Black | Recreation & Leisure..... | Rick Hardy |
| Division of Advancement..... | Michael Andriatch | Registration & Records..... | Janice Stewart |
| Earth Science | James Zollweg | Residential Life..... | Marcia Betlem |
| Education & Human Dev..... | Sue Novinger | Small Business Center | Jan Piscanczyn |
| Educational Admin..... | Sandra Graczyk | Social Work | Ken Herrmann |
| English..... | Janie Hinds | Sociology | Joan Spade |
| Envr. Health & Safety..... | David Turkow | Student Learning Center | Mary Ann Giglio |
| Envr. Science/Biology | James Haynes | Student Retention | Andrea Newman |
| EOC | Pat Chakalis | Telecommunications..... | Shannon Sauro-Quill |
| EOC | Sharon Crews-Perkins | Theatre | Gary Musante |
| Facilities & Planning | Richard Lair | Visual Studies | Sally Petty |
| Financial Aid | Nora Bell | Women's Studies | Barbara LeSavoy |

BROCKPORT CHAPTER OFFICE HOURS

9:30AM - 2:30PM
Monday - Friday

The UUP Office is located in
B4C Cooper Hall.

Phone: (585) 395-2208
Email: brockport@uupmail.org
Fax: (585) 395-2138
Brockport Chapter Website:
www.uuphost.org/brockport
UUP Central website:
www.uupinfo.org

Useful phone numbers, fax numbers, e-mail addresses and websites:

• **UUP Central** - 1-800-342-4206
• **UUP Office** - 585-395-2208
• E-mail - brockport@uupmail.org
• Fax - 585-395-2138
• Website - www.uuphost.org/brockport
• **Cigna Dental** - 1-800-481-1213 www.cigna.com
• **Davis Vision** - 1-800-999-5431 www.davisvision.com
• **Heather Sponenburg**, Labor Relations Specialist -
1-315-431-4040
• **Benefits Office** - 1-800-UUP-FUND
• **Retirees Benefits** - 1-800-342-4206 ask for Anne Marine

Gratitude: The Path to Happiness

EAP Newsletter, October 2007

Here's a seemingly impossible task – In the middle of your next busy day, put aside thoughts of work responsibilities or your kids' soccer schedule and take a minute to be thankful for what you have. According to recent research, you'll be much happier if you do!

Since 1998, Professor Robert Emmons of the University of California-Davis, has been studying the role that gratitude plays in happiness. As it turns out, grateful people are happy people. "People who show gratitude experience significantly higher levels of joy and other positive emotions," says Dr. Emmons. "They also seem much less bothered by minor illnesses and common stressors,"

But gratitude was not a natural subject for Emmons. "Psychologists have a long history of studying things they're bad at. I was always someone who took things for granted." Indeed, his research revealed that a lot of people have obstacles to gratitude. The demands of everyday life and a resistance to being dependent on others are the two biggest. "Gratitude is the opposite of personal autonomy; you're acknowledging that you are dependent on others and that can be very hard for some people."

However, those who make a conscious effort to "take stock" of the good things in their lives as well as those who have helped make those things possible (parents, friends, co-workers, neighbors) report much higher levels of positive emotions and lower levels of stress and depression than those who are "me" centered. Grateful people also enjoy a greater sense of "connectedness" with their friends and family.

Other findings included:

- Those who maintained a "gratitude journal" and made daily entries for three weeks experienced better sleep quality and duration as well as more energy than the control group.
- "Gratitude journaling" resulted in quicker healing of illness and even seemed to lessen the pain of serious neuromuscular diseases.
- A "gratitude intervention" in children produced more positive academic attitudes toward school in comparison with the control group.
- Participants who maintained "gratitude journals" were significantly more likely to achieve personal goals (academic, interpersonal, health-based) over a two-month period than the control group.

If anger, fear, mistrust, or loneliness are impeding your ability to experience gratitude, you may wish to contact your Employee Assistance Program to discuss how to achieve a more positive outlook on life!

www.theEAP.com
TDD Accessible

1-800-252-4555
or 1-800-225-2527



**UUP DSI SURVEY RESULTS
NOW AVAILABLE IN PDF
FORMAT!**

VISIT:
WWW.UUPHOSI.ORG/BROCKPORT

BROCKPORT CHAPTER OFFICERS 2007-2009

President.....Gary Owens
VP Academics.....Herbert Fink
VP Professionals.....Sharon Belle-Render
VP Membership.....Richard Castner
VP Retiree Concerns.....William Rock
VP Part-time Concerns.....Vacant
VP Publishing.....Brandon St. John
VP REOC (Academics).....Patricia Chakalis
VP REOC (Professionals).....Sharon Crews-Perkins
Treasurer.....Danny Too

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The UUP Office is located in B4C Cooper Hall.
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Fund for Graduate Education Nears \$100K Mark

Bill Rock, VP for Retirees

For the past two years, Mike Andriatch and I, working with others, have reached out to you in a community effort to raise money to create a meaningful fund to support graduate education. This is a progress report to those who have already made a contribution to the fund. I am asking those who have not contributed to consider doing so as part of the Faculty-Staff campaign. Any gift you decide to make will be most welcome.

PROGRESS TO DATE

As of October 18, 789 donors have contributed and/or pledged more than \$92,000 to the fund. Our largest gift to date is \$5500 contributed by Betsy Balzano. A 1973 graduate also made a \$5000 contribution. The initial goal of the campaign is \$250,000 so we are well on our way.

BACKGROUND AND RECOGNITION

A group of Distinguished Professors, working with the Division of Institutional Advancement, contributed more than \$15,000 to challenge the college community to participate in the development of a permanent endowment to support graduate education. Everyone who has contributed or will contribute \$1000 or more to the fund, whether as a single gift or a series of gifts over time, will be included on a plaque that hangs in the Seymour Student Union. Said contributors may also, if they wish, serve on a committee to guide the development of the fund.

AWARDS

Only a portion of income from the endowment is used to make annual awards so the fund will continue to grow and exist in perpetuity. Dr. Susan Stites-Doe, Dean of Graduate Studies, awarded more than \$1500 in competitive grants last year to assist graduate students in areas such as:

- A software program that permits students to do research in their chosen areas
- Attendance at a professional conference or seminar
- The purchase of materials that allow students to learn something new about their chosen profession

If you wish to make a contribution, please do so as part of the Faculty-Staff campaign or send a pledge and/or check to Mike Andriatch, Division of Institutional Advancement. Checks should be made out to the DP FUND FOR GRADUATE EDUCATION. If you have questions, please call me at 637-4097 or e-mail me at wdrrock@aol.com.

The names of the 47 individuals who have pledged and/or contributed \$1000 or more to date are:

| | | |
|----------------------|---------------------------|----------------------|
| Mark Anderson | William Andrews | Robert Baden |
| Patricia Baker | Betsy Balzano | Morris Beers |
| Gordon Bemis | Robert Bentley | Walter Brautigan |
| Henry Bretton | Margaret Hare Browne | Arden Bucholtz |
| Edward Cavalier | Dennis Chasse | Paul Curran |
| W. Raymond Duncan | Harold Emmerson | Rich and Joan Fenton |
| Robert Getz | Jim Haynes | Linda Hazel |
| Willard Hunter | Earl Ingersoll | Steven Ireland |
| Jeanne Jacobsen | Susan Huston Jones | Benita Jorkasky |
| Sharon Kehoe | John and Kathy Kutolowski | Edward Lehman |
| Sarah Lienschutz | Martin Lindauer | Jenny Lloyd |
| Nathan Lyons | John Maier | Robert Marx |
| Kazumi Nakano | Susannah Newman | George Rentsch |
| William Rock | Wulliam Stier | Susan Stities-Doe |
| John Van de Wetering | Francis Maroney Whited | Joseph Winnick |
| Kay Wood | Ara Zulalian. | |

Thank you for your consideration and all you do for the college.

THE BEACON

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UUP in History

Provided by Michelle Carr, Research/Legislation Assistant
– United University Professions

- 1973** Representatives of the Senate Professional Association and the State University Federation of Teachers met to discuss a merger, leading to the formation of SUNY/United, later renamed United University Professions.
- 1970s** Established the new organization as a dominant force and increased union membership. Tackled women's issues and the outdated policy of refusing women the right to work once they are physically able and allowing women to use sick and vacation time to offset any leave without pay. Battled for job security and tuition waivers. Secured permanent status for professionals. Negotiated five days of family sick leave and sabbatical leave. UUP became certified as exclusive bargaining agent representing SUNY academic and professional faculty. Guaranteed minimum salaries for full-time employees, shortly followed by coverage of part-timers by a benefits package. Professional "quotas" for SUNY librarians are removed, winning promotions for librarians on the same basis as all academics. A similar victory was won for SUNY professionals earlier the same year. Secured a 9% salary increase. All bargaining unit members protected by \$5,000 in term life insurance provided by UUP. Membership doubles from 1977 to 1979.
- 1980s** Campaigned for pay equity. Argued with the Governor's budget, saying it was "totally inadequate" and a "recipe for the destruction of SUNY." Rallied with unionists and students at a "Save SUNY" rally and achieved an increase in budget, averting the need for the more than 3,000 proposed layoffs. Suspended the call by a group of taxpayers for a graduated tuition increase based on parental ability to pay, saying that this proposal would force students to pay 60% of their overall education costs. UUP and the state inaugurated a newly negotiated statewide employee assistance program (EAP), aimed at offering confidential assistance in obtaining treatment and support from an appropriate human services agency. UUP secured the designation of E. F. Hutton & Co. as the agent through which bargaining unit members can make tax-sheltered investments through payroll deduction. Signed a historic agreement freeing up billions of dollars of TIAA-CREF retirement funds belonging to participants. New contract includes a 16.3% base salary hike during the life of the contract and innovations like giving \$1 million in Excellence Awards. Won a battle with the IRS, keeping employees benefits safe from being taxed. Influenced the return of millions of people to SUNY budget. Won \$3 million for distribution by the NYS/UUP Joint Labor/Management Disparity committee, which used the money to fund salary disparities. Opposed SUNY's attempt to impose parking fees to cure its budget woes.
- 1990s** Worked for domestic partner and day care coverage. Dealt with new issues including distance learning, accelerated technological change, and the growing use of part-time employees. Appointed a new Retiree Legislative Action Group (RELAG) to develop a legislative program for retirees. Supported the formal organization of the New York State Theatre institute (NYSTI) chapter, as UUP retained the bargaining rights to represent NYSTI workers even though the state cut the budget and transferred control of the institute to a public benefit corporation. Secured flexibility legislation for SUNY's teaching hospitals. Completed the three-year-long oral history project, composed of more than 40 interviews detailing the story of UUP's founding and growth. Promoted SUNY two-year colleges to lawmakers and the public. Testified against hospital flexibility plan because it didn't take into account the mission of the teaching hospitals and it jeopardized the integrity of the bargaining unit. Co-sponsored "Operation Safeguard SUNY" focusing attention on the state university and its impact on the communities in which SUNY campuses exist. Supported the Campaign for Sweatfree in New York, opposing the sale of any sweatshop-produced merchandise to any SUNY campus.
- 2000s** A slipping economy and state budget deficits threatened to massively cut programs and funding and force 4,000 layoffs. Focus on job security became first and foremost, followed by contract negotiations.
- 2003** Worked with the chancellor to get assurance for no layoffs. Worked with political leaders to find new revenue sources to avoid budget cuts because of the fiscal deficit. Bargained for a new contract to fit the changing needs of members.
- 2004** Succeeded in getting the legislative leaders in both houses to put language in the Green Book of legislative intent that restricted layoffs. Reached an agreement on contract negotiations, resulting in a 15.6% payroll and a major increase of funding to the Benefit Trust Fund. Campaigned to raise budget funds for the SUNY colleges, highlighting bringing funding to the technology colleges. Stopped the proposal to privatize SUNY's teaching hospitals. Won a decision making SUNY responsible for paying minimum salaries to faculty classified as Geographical Full Timers. UUP became the leading role among higher education affiliates, surpassing AFT and NYSUT.
- 2005** Campaigned for increased funds in the state budget for more full-time faculty. Added to and created a broad range of benefit enhancements and discounts for members, including dental coverage, eye exams and glasses coverage, infertility coverage, domestic partner eligibility benefits, and removing deductibles and co-pays from mastectomy prosthetics. Protected the rights of professionals in the Teachers Retirement System (TRS). Campaigned for health insurance for part-time workers and a disciplinary arbitration decision that ordered reinstatement of a suspended, tenured faculty members whom SUNY wanted to terminate.
- 2006** Campaigned for even more funds for more full-time faculty; Pushed for an Optional Retirement Program (ORP) pension equity bill. Achieved an increase in the state budget, providing \$25 million for enrollment growth and the creation of urgently needed, full-time, tenure-track lines at the state-operated campuses. Advocated for an Early Retirement Incentive (ERI) that was passed in the Legislature. The UUP Benefit Trust FUND added a broad range of new discounts and services. Addressed issues in media outreach, such as academic freedom, the needs of part-time faculty, and sovereign immunity.
- 2007** Pushed for legislation including: an Optional Retirement Program (ORP); Unemployment insurance for part-time faculty; Sovereign immunity, restoring public employee rights to sue their employer; The Fair Pay bill, barring employee pay discrimination based on sex, race and/or national origin; Prohibiting the diminution of health insurance benefits to SUNY retirees; and health coverage for all New Yorkers. Successfully advocated for an increase in budget, leading to an increased budget of \$143.2 million with an additional \$17 million in funding for the SUNY state-operated campuses. \$10 million of this additional funding was allocated for new faculty lines and SUNY's new Office of Diversity and Educational Equity, which UUP helped develop, along with Assemblyman Peter Rivera and his colleagues on the Assembly/Senate Puerto Rican/Hispanic Task Force. Supported nurses calling for an end to mandatory overtime which was later approved as a bill in the Assembly.

UUP Holiday Dinner



Wednesday, December 5, 2007
6:00 PM – 8:30 PM
New York Room, Cooper Hall

Make The Holiday A Family Affair.
Bring the Family and Share It with the UUP Family

Please return by November 26 to: UUP, B4c Cooper Hall

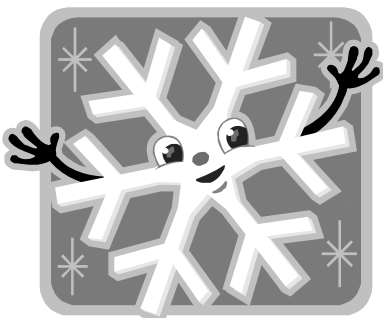
UUP Dinner, Wednesday, December 5, 2007

_____ I will attend.

_____ I will attend with my significant other.

Children: Male or Female Age: _____

Male or Female Age: _____



Name _____