

BEACON



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President's Message

Joe Torre, President
Brockport Chapter UUP



Friedrichs: Redefining Collective Bargaining as Political Speech

First, thanks to all of you who came out to our holiday party on December 1. It was great fun with a robust turnout that included many UUP members and their families, our new college President, Heidi Macpherson, VP Beau Willis, and UUP President Fred Kowal. Thanks to UUP Secretary, Brittany Profit-Rheinwald, for putting together this great celebration of our community. Happy Holidays!

In our last issue I mentioned briefly that an upcoming Supreme Court Case promised to undermine public service sector unions in this country. The case, *Friedrichs v. California Teachers Association*, No. 14-915, is being supported by the Center for Individual Rights, which as UUP President Fred Kowal mentioned at our holiday dinner, is a Koch brother advocacy group promoting conservative causes. The plaintiffs are schoolteachers who want to opt out of paying any fees to their union, the California Teachers Association. They are "agency-fee payers" who are opposed to the union and resent that they have to pay union dues. At stake is the lifeblood of the union - the fees that maintain the infrastructure we all rely on to make sure union contracts are successfully negotiated and upheld and that our labor rights are not undermined. As UUP members, our monthly fees pay for partial-release time for chapter presidents, the salaries of the union's executive leadership, and NYSUT and other affiliate legal and technical support. The Labor Relations Specialist who works for the chapter is, for example, a NYSUT employee. At NYSUT and UUP headquarters, lawyers, economists and labor relations specialists work side-by-side with the elected leadership to bring technical and legal expertise to our problems and our contract negotiations. In New York State union dues by law cannot be used for political advocacy.

Friedrichs challenges the agency-fee payer system in place since 1977. In *Abood v. Detroit Board of Education* (1977) the Court found that workers represented by a union were compelled to pay dues whether or not they belonged to the union.

This is often referred to as a "fair-share" fee. This precedent has been confirmed and amplified by more recent cases. In the 1991 *Lehnert* decision the Court affirmed the legality of a number of costs associated with union activity as related to collective bargaining, including membership in broader associations like the AFT, NEA and NYSUT. *Friedrichs* challenges these decisions and seeks to go much further. The challengers to *Abood* and *Lehnert* argue that all activity by the union is inherently political and should be banned as political speech. Since public sector union contracts inherently involve choices and decisions about using public resources, the plaintiffs argue that the union is a political actor and collective bargaining is a political act. In other words, *Friedrichs* is not about unions using members' money for traditional forms of political speech like supporting a candidate (already illegal in NY). It is about redefining all union activity - including basic collective bargaining - as political. If all union activity is inherently political, the plaintiffs argue, "agency fees" force dissenters to subsidize speech they do not support and violates their First Amendment free speech rights. If *Friedrichs* is successful, agency-fee payers could opt out of the fee structure while remaining in the union and become "free-riders" in the system.

Friedrichs is a potential game changer for all of us. *Friedrichs* will not succeed, however, if we are successful in making the benefits and power of the union self-evident to all our "potential members." In New York this is especially important since UUP is the lifeblood and power of SUNY and the greatest advocate for public higher education in the state. Let's not depend on beating *Friedrichs* at law. Let's make sure all of us understand the power and benefits of membership in UUP. JOIN. ENGAGE. ADVOCATE. THRIVE.

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Upcoming Events

- ◆ Office Closed December 20-Jan 3
- ◆ Winter DA January 31-Feb 1
- ◆ Executive Board Meeting Feb 3rd

“UUP urges all academic associations to condemn this proposed onslaught upon academic freedom.”

Violation of Academic Freedom

Herb Fink, VP for Retiree Concerns

At the next chapter Executive Board meeting, February 3, 2016, we will discuss the following resolution. All UUP members are always encouraged to attend its meetings.

UUP is outraged by the extreme violation of academic freedom in the proposed American Anthropological Association resolution boycotting Israeli academic institutions.

This discriminatory resolution directly contradicts the Association’s stated opposition to discrimination based on national origin.

The Association’s 10,000 person membership is scheduled to vote on this resolution in April, 2016.

Who would have thought that an academic association would be in the forefront of opposition to academic freedom? Or any group of academics, the traditional guardians of academic freedom, would violate such a basic principle of higher education?

Resolved: UUP urges all academic associations to condemn this proposed onslaught upon academic freedom.

The conflict between Israel and the Palestinians is NOT to be discussed. The resolution is solely an issue of academic freedom. UUP would protest just as strongly if any part of the academy would be blacklisted based on one’s gender, religion, sexual orientation, etc.

Building Membership a Chapter at a Time

As published on uupinfo.org

UUP President Fred Kowal kicked off a series of chapter visits in Brockport Dec. 1 to help chapter leaders reach out to prospective members and get them to sign a UUP union card.

Kowal and VP for Academics Jamie Dangler met with the chapter’s executive board to discuss the union’s membership drive and provide them with videos, palm cards and other tools to recruit fee payers to join UUP.

UUP officers plan to meet with every chapter executive board between now and March 2016 to help them develop membership strategies and to support their efforts to encourage those who have not yet signed a union card to do so. Secretary Eileen Landy joined Kowal at Dec. 2 meetings at Geneseo and Alfred.

Kowal is set to visit chapter leaders at Potsdam, Canton, Plattsburgh, Binghamton, Maritime and Optometry before the end of the month.

“We have to create a culture of membership at UUP,” Kowal told the Brockport members, led by Chapter President Jose Torre. “This is an ongoing effort, regardless of what happens with *Friedrichs*.”

UUP is awaiting a U.S. Supreme Court decision on *Friedrichs v. California Teachers Association*, which challenges the longstanding ruling that everyone in a public employee bargaining unit must pay

dues in exchange for union representation, whether or not they sign a union card.

UUP’s goal is to achieve 95 percent membership by March, and all chapters are developing plans to encourage prospective members to join. Membership at many chapters has already increased.

Brockport Chapter members said the union’s message on membership came through loud and clear. Dawn Jones, left, the chapter’s VP for academics, said she has noticed that when members become involved in an issue about which they feel strongly, such as UUP’s efforts to reform the state’s flawed teacher certification process, they identify more with the union.

Said Jones, “The real part of this - the joy of belonging to the union - comes with getting involved.”

Dangler told Brockport leaders that adjunct concerns will be key in upcoming UUP contract negotiations with the state. While the union has made many gains for adjuncts, pay levels for adjunct faculty at many campuses have been stagnant for years. Adjuncts form a large percentage of prospective members at most chapters, and the union is working hard to make sure they know their concerns are being heard.

“We’ve probably got the best health insurance for part-time academics of any contract I’m aware of,” Dangler said. “What our members don’t often see is what we have successfully staved off in terms of rollback.”



Left: VP for Membership, Sara DiDonato and Right: VP for Academics, Dawn Jones talk to Statewide President, Fred Kowal about membership trends at Brockport.

About Those “Shared Values”

Chris Pedersen, VP for Part-Time Concerns

Allow me a brief introduction. I am an adjunct instructor of history here at the College at Brockport, and a member of the contingent faculty at Brockport (and also at MCC) for most of the last decade. I have taught courses to undergraduate and graduate students alike, averaging 9 credit hours per semester over that period. I have taught summer courses to 12 students and Gen Ed courses in 200-seat auditoriums. I was recently accorded the dubious honor of occupying the position of “Vice President for Part Time Concerns” in our local chapter of the UUP. It is in this latter capacity that I write here today; but I write out of an abiding awareness of “part time concerns” that is founded in my own long experience as a member of an exploited class of professionals.

The College recently sent out a survey to the campus community, asking the members of the community for their ideas about what the ‘shared values’ of the college are (or perhaps ought to be), and how we might ‘strengthen our academic culture and community’. I responded to the survey, as I expect all of you did. But I think it appropriate to share my response to the second question with the community at large, since it touches directly on the matter of ‘part time concerns’.

The first tangible step the College can take to strengthen its academic culture and community should be to eliminate the inequities that exist between the contingent and regular faculty of the college.

Part time labor serves the College as a reserve army of the underemployed; and the decades-old policies of the College have contributed directly to the growth, locally and nationally, of an exploited class of professionals who earn a scant percentage of the value of their labor, though they teach the majority of undergraduate courses in U.S. public colleges and universities. In an institution where the standard academic load is 3 courses per term plus scholarship plus service, the adjunct instructor ought to be receiving by my calculation at least \$5,000 per course; and they ought to be receiving significantly more than that with experience, just as the compensation of tenured faculty increases with experience. Whether from the standpoint of justice or from the standpoint of academic excellence, there is no possible justification for paying one member of the faculty less than half of what is paid, for equal work, to their equally qualified, tenured peer.

But this is not a matter of concern ‘only’ to part time employees. The creation of an exploited class of academic labor represents the gradual destruction of the academic profession, nothing less. Virtually every member of the adjunct faculty represents a tenured position

lost; every “adjunct instructor” a professor *manqué*. What is lost? Salary, benefits, job security, office space, the protection of free inquiry -- all these things that tenured faculty possess but which adjunct faculty do not: these are the tangible losses that have been imposed upon academic professionals, drip by drip, over the past decades. It is a fantasy to imagine that any academic discipline can survive such an assault: the trend is clear and undeniable. We are moving rapidly toward the proletarianization of the academy, and with it will inevitably come the proletarianization of inquiry itself, when study will become the province of an ensconced minority and the rest will be relegated to the position of ditch diggers in the trenches of what then passes for ‘education’, mere dispensers of the ‘wisdom’ of the narrowing circle of sages. Should the trend continue unabated, the profession of Teaching will be destroyed, relegated to the growing pile of lost arts in the name of efficiency and customer service.

This is already happening. We can see it in the trend of “online instruction”, which pretends to serve the noble purpose of expanding access to education but which does so through a proletarianizing practice, in which courses are designed by a small class of professionals and “delivered” by the dull labor of hosts of “mentors” loaded with unconscionable burdens of trivial work. We can see it in our primary and secondary schools, where “content” is increasingly written and directed by the invisible hand of corporations, and “delivered” by intellectually Taylorized teachers whose every motive, method and activity is subject to micromanagerial scrutiny. And of course we can see it in our own College, if we choose to look, where the regular faculty is burdened with ever greater demands of tracking, assessment, rubrics and needless quantification - and where adjunct faculty members toil as second class citizens beside their *equally* trained and degreed peers.

Does the use of exploited labor harm the College or undermine its mission, which is to support the goal of excellence in education? You better believe it does. But the fault is not with the laborer; it is with the institution. For it is not the laborer but the institution which determines the conditions of work. So long as the institution insists on pursuing an exploitive system, it facilitates the diminution and destruction of the professions upon which its mission depends. I don’t think these are the sort of “values” we are meant to share.

“The first tangible step the College can take to strengthen its academic culture and community should be to eliminate the inequities that exist between the contingent and regular faculty of the college.”

DSA Awards 2015

Listed below are the DSA awards for 2015. They are printed here first and foremost so that we can take the opportunity to congratulate those of you who have been recognized for your efforts and achievements in your roles as part of our campus community. For this we congratulate you. Keep up the good work!

Caitlin Abar	\$400	Steven Breslawski	\$400	Amy Crockford	\$397
Heather Acomb	\$331	Tristan Bridges	\$600	Laura Crosetti	\$397
Joel Agate	\$500	James Brien	\$500	Robert Cushman	\$710
David Alkins	\$198	Gary Briggs	\$318	Marianne Dalton	\$397
Heather Allen	\$500	Joshua Brodersen	\$662	Bradford Daly	\$397
Sharon Allen	\$400	Geraldine Brodt	\$67	John Daly	\$500
Jeffrey Alston	\$600	Gregory Brooks	\$198	Cynthia Daniel	\$500
Kathryn Amatangelo	\$400	Serina Brown	\$710	Eileen Daniel	\$600
Richard Amundson	\$198	Melissa Browne	\$596	Jason Dauenhauer	\$500
Vishal Anand	\$400	Katie Buckley	\$500	Carl Davila	\$500
John Anfuso	\$596	Leslie Bull	\$198	Wade Davis	\$397
Aleta Anthony-Uribe	\$500	Ann Bunch	\$400	Brendan Dawson	\$500
Satyanarayana Anugu	\$500	Austin Busch	\$500	Frances Dearing	\$1,012
Anthony Aponte	\$397	Deborah Bussewitz	\$198	John Debaun	\$198
John Appleman	\$397	Heidi Byrne	\$400	Janie Dennis	\$1,260
Gail Argetsinger	\$500	Jamie Caldwell	\$198	Michael Dentino	\$500
Daniel Askey	\$500	Joanna Camp	\$500	Brian Dickinson	\$500
J Atkinson	\$500	Mustafa Canbolat	\$600	Sara DiDonato	\$600
Maria Augustine Fournier	\$500	Katherine Cariola	\$500	Valerie Dimino	\$834
Amanda Auriemma	\$500	Elizabeth Caruso	\$500	Brian Disalvo	\$198
Steven Ayers	\$794	Corey Casher	\$198	Robert Dobmeier	\$500
Megan Backer-Bertsch	\$397	Joanne Castrechino	\$198	Stephanie Dodd	\$397
Michael Baird	\$500	Sarah Cedeno	\$397	Michael Domm	\$596
Robert Baker	\$500	Michael Celento	\$198	Teresa Donnelly-Major	\$500
Sarah Ballard	\$596	Gian Carlo Cervone	\$500	Mary Donovan-Wright	\$596
Nancy Ballaron	\$198	Marie Chapman	\$400	Peter Dowe	\$500
Joseph Balog	\$500	Megan Charland	\$397	Colleen Doyle	\$397
Linda Balog	\$500	Alisia Chase	\$400	Patricia Doyle	\$596
Priya Banerjee	\$400	Duncan Chase	\$500	Judith Dresnack	\$397
Elizabeth Banner	\$198	Jennifer Chesebro	\$400	Anthony Dumas	\$400
Paula Barbel	\$500	Joseph Chesebro	\$600	John Dumaw	\$794
Gail Barido-Maier	\$500	Helen Cheves	\$397	Nicole Dumbleton	\$538
Michele Barnard-Decann	\$464	Eunsuh Choi	\$397	Laura Dumuhosky	\$500
Susan Bateman	\$596	Michael Chojnowski	\$397	Gregory Dunne	\$992
George Batterson	\$198	Barry Chow	\$397	Kimberly Duquette	\$500
Geoffrey Bauer	\$198	Thomas Clark	\$397	Junon Duvivier	\$500
Robert Bayer	\$239	Valerie Clark	\$397	Howard Eagle	\$198
Christopher Bazzie	\$710	Joseph Clarke	\$794	Terry Eason	\$500
Benoit Beauchamp	\$500	Brian Clickner	\$397	David Eckert	\$198
Jamie Beers Wilson	\$538	Lynda Cochran	\$600	Donna Ehrhart	\$397
Nora Bell-Owens	\$500	Mary Cocking	\$397	Carvin Eison	\$500
Douglas Benedict	\$397	Lee Cohen	\$500	Jesse Elliott	\$198
Luke Bernier	\$198	Lenora Colaruotolo	\$198	Robert Ellis	\$198
Kurt Besi-Treeby	\$397	Vivian Condellow	\$635	Elizabeth Ernst	\$500
Edwina Billings	\$635	Tanasee Conner	\$500	Marcella Esler	\$500
Deborah Birkins	\$500	Jack Cook	\$600	Joseph Evers	\$397
Joshua Biose	\$400	Laurie Cook	\$500	Debra Faria	\$500
David Boehm	\$662	Denise Copelton	\$500	Joshua Fegley	\$500
Paul Boutte	\$67	James Cordeiro	\$600	Stephen Fellner	\$400
Annette Bovenzi	\$662	Coty Cowles	\$794	Shan Feng	\$397
Laurie Boyd	\$500	Charles Cowling	\$500	Nicholas Ferraio	\$198
Stephen Brady	\$397	Lindsay Crane	\$500	Andrew Fetzner	\$397
Monica Brasted	\$600	Sharon Crewsperkins	\$500	Brian Fletcher	\$198

Loriann Frozano	\$400	Christine Horan	\$500	Robert Laird	\$397
Laurie Freeman	\$500	Scott Horsington	\$530	Kadathur Lakshmanan	\$400
Patricia Gadsby	\$133	Daniel Hoskins	\$397	Jeannette Lampley	\$500
Michael Gamin	\$600	Kim Houserman	\$198	Stephen Lane	\$500
Lynne Gardner	\$400	Cathy Houston Wilson	\$600	Gary Lapietra	\$794
Trevor Gates	\$400	Daniel Hraber	\$397	Philip Laporta	\$397
Tracy Gavin	\$600	Susan Hughes-Smith	\$397	Lindsay Lau	\$500
Amy Gendrou	\$397	Amber Humphrey	\$596	Christopher Le Feber	\$198
Agathi Georgiou	\$397	Timothy Hungerford	\$397	Christina Leavitt-Garitselov	\$198
Sarah Giancursio	\$198	Catherine Huntington	\$1,271	Dawn Lee	\$500
Romanda Gibson-Stevenson	\$525	Patricia Huntingtonsiegel	\$198	Craig Lending	\$400
Janet Gillespie	\$400	Joseph Innes	\$198	Elizabeth Lenz	\$500
Alicia Girvin	\$500	Maryjo Iuppa	\$397	Michael Leonard	\$397
Robert Gluckman	\$596	John Jackson	\$500	Barbara LeSavoy	\$600
Carol Godsave	\$198	Joseph Jackson	\$500	W Leslie	\$794
Thomas Golaszewski	\$198	Deborah Jacob	\$624	Dena Levy	\$600
Elsabeth Gonzalez	\$500	Sharon Jacobson	\$397	Elizabeth Levy	\$1,191
Angelique Goodman	\$198	William Jacoutot	\$794	Lauren Lieberman	\$600
Patricia Goodspeed	\$400	Alisa James	\$500	Jeffrey Linn	\$500
Andrea Graham	\$500	Edmund Jaskulski	\$500	Amanda Lipko-Speed	\$400
Elizabeth Gregory	\$500	Youngoh Jo	\$400	Gregory Lischke	\$709
Breanna Grzech	\$198	Cheryl Johnson	\$198	Margaret Little	\$596
Amy Guptill	\$400	Donald Johnson	\$133	Bernard Lobracco	\$397
Pamela Haibach	\$810	Kelsey Johnson	\$500	Margaret Logan	\$400
Kimberley Haines	\$910	Sandra Johnston	\$500	Karen Logsdon	\$500
Scott Haines	\$500	Seth Johnston	\$500	David Loreto	\$960
Crystal Hallenbeck	\$710	Barry Jones	\$662	Susan Lowey	\$500
Maryann Hamilton	\$133	Valerie Joseph	\$710	Barbara Lum	\$397
Rashaud Hannah	\$500	Cathy Joynt	\$198	Anne Macpherson	\$794
James Hanselman	\$794	Stefan Jurasinski	\$500	Mark Maglietto	\$500
James Hansen	\$400	Steven Jurek	\$500	Lynne Maier	\$695
Nancy Harris	\$397	Jean Kachiga	\$400	Stephen Mallaro	\$993
Mary Harrison	\$198	Mehrutz Kamal	\$500	Mariah Maloney	\$400
Erick Hart	\$500	Daniel Kandris	\$397	Frank Mancini	\$710
Dale Hartnett	\$794	Stephanie Kane	\$100	Kristin Marino	\$133
Baban Hasnat	\$500	James Kanous	\$624	Morag Martin	\$500
James Haynes	\$609	Alissa Karl	\$794	Nilsa Martinez	\$318
Jennifer Haytock	\$600	Pamela Kaus	\$198	Judy Massare	\$500
Lerong He	\$600	Kelly Kaye	\$397	Gary Mault	\$397
Elizabeth Heavey	\$810	Timothy Keady	\$198	Diane Maurer	\$500
Jennifer Hecker	\$500	Neal Keating	\$500	Martin Mccarthy	\$198
Kristin Heffernan	\$500	Maura Keefe	\$400	Rae Mccarthy	\$198
Michael Heitzenrater	\$133	John Keiser	\$400	John Mcgowan	\$133
Thomas Henderson	\$397	Sara Kelly	\$960	James Mcguire	\$133
Jeffrey Hendrix	\$397	Melanie Kepler	\$198	Yulanda Mckinney	\$198
Linda Hendrix	\$450	Joanne Kershner	\$748	David Mcluckie	\$397
Timothy Henry	\$500	Gregory Ketchum	\$500	John McMahan	\$748
Katherine Herpin	\$198	Irene Ketonen	\$397	Steven McMaster	\$1,271
Susan Herrmann	\$198	Roy King	\$198	Laurel Mcnall	\$400
Thomas Hickey	\$500	Richard Klancer	\$695	Erica Mcnealy	\$497
Susan Hill	\$397	Benjamin Klempka	\$477	Margaret Meath	\$400
Mark Hillman	\$500	Phyllis Kloda	\$600	Robert Mejia	\$810
Fern Hilsinger	\$198	Donna Kowal	\$400	Heidi Melens	\$953
Elizabeth Hinds	\$400	Warren Kozireski	\$250	Thomas Metzger	\$596
Huey Hing	\$500	Francis Kozub	\$500	Sherri Micheli	\$500
Mark Hirsch	\$198	Michael Krickmire	\$662	Steven Mihm	\$600
Gary Hobson	\$397	Daniel Kuhn	\$198	Molly Miller	\$500
Susan Hoffman	\$500	Francis Kuhn	\$500	Gretchen Mims	\$198
Markus Hoffmann	\$400	Jessica Kulak	\$397	Edward Minardo	\$397
Michelle Hofstra	\$635	J Kurtz	\$600	Sandeep Mitra	\$400
John Hogan	\$265	Rita Kuzma	\$397	Stasia Molyneux	\$229
Terrence Hooper	\$505	Tanya Kuzylak	\$198	Eric Monier	\$400
Susan Hootins	\$397	Richard Lair	\$710	Gloria Morgan	\$549

Steven Morse	\$100	Tiffany Rawlings	\$500	Linda Snell	\$809
Ewelina Moskal	\$500	Michael Ray	\$400	Jessica Sniatecki	\$600
Paula Moyer	\$500	Carly Reed	\$400	Carter Soles	\$400
Timothy Mullins	\$464	Nathan Reff	\$500	Stuart Soloway	\$575
Edward Murphy	\$397	Summer Reiner	\$500	Brandy Sreenilayam	\$500
Meghan Murphy	\$397	Mark Rennie	\$198	Gopeekrishnan Sreenilayam	\$397
Karen Murray	\$397	Matthew Rewald	\$500	Karl Stabnau	\$331
Theodore Murray	\$133	Monique Rew-Bigelow	\$500	Mark Stacy	\$500
Lucas Myer	\$500	Adam Rich	\$400	Adam Standish	\$500
Kim Myers	\$500	Erin Rickman	\$500	Elizabeth Standish	\$538
Daniel Mykins	\$198	Jacques Rinchar	\$400	Brooke Starkoff	\$810
Younkyeong Nam	\$198	Amber Rivera	\$500	Kevin Stiner	\$794
Donna Napier	\$500	Lourdes Roa	\$198	Susan Stites-Doe	\$600
Mary Neely	\$600	Susan Robb	\$810	Timothy Stoller	\$400
Kelly Newby	\$198	Brian Robbins	\$624	David Strassenburgh	\$500
Andrea Newman	\$397	Leigh Robinson	\$500	Daniel Strong	\$794
Dawn Newman	\$500	Verdis Robinson	\$397	Richard Strusienski	\$397
Keith Nobles	\$810	Schott Rochette	\$400	Juanita Suartez	\$794
Mark Noll	\$400	Constance Rodriguez	\$198	Stephanie Subiett	\$198
Megan Norcia	\$500	Daneil Rogers	\$400	Melissa Sydor	\$397
Christopher Norment	\$710	Cynthia Rombaut	\$160	Janka Szilagyi	\$600
Brandon Nunnery	\$500	Sidney Rosenzweig	\$397	Matthew Taber	\$397
Stephanie Oakes	\$400	Craig Ross	\$500	Mohammed Tahar	\$400
Kenneth Obrien	\$794	Donna Rossi	\$397	Althea Tait	\$400
Carl O'Connor	\$500	Frank Rossi	\$1,191	Emiko Takai	\$198
Pamela Okeefe	\$650	Elizabeth Roth	\$100	Paula Tankel	\$953
Kari Olson	\$500	Nilay Saiya	\$400	Law Tarello	\$397
Eugene Orbaker	\$397	Cecilia Salomone	\$239	Erin Taylor	\$160
Bernardo Ortega	\$400	Megan Sarkis	\$500	Martin Teller	\$198
Elizabeth Ortolani	\$397	Natalie Sarrazin	\$600	Angela Thompsell	\$600
Virginia Orzel	\$500	Margery Saunders	\$198	Taneika Thompson	\$500
Pamela O'Sullivan	\$500	James Scheid	\$710	Tara Tober	\$500
Gary Owens	\$500	Kurt Schenk	\$198	Jose Torre	\$500
Dona Oyer-Ryan	\$500	Brandy Schill	\$397	Cesar Torres	\$600
Heather Packer	\$500	Darlene Schmitt	\$500	Lee Ann Townsend	\$198
Gladys Pagan	\$500	Robert Schneider	\$600	Stacie Treahy	\$500
Valerie Pagano	\$500	Annastasia Schoettler	\$596	Barbara Tschiderer	\$500
Skye Paine	\$400	Emma Scholl	\$500	Ruth Turner	\$198
Anne Panning	\$400	Karen Schuhle-Williams	\$500	Katelyn Typhair	\$500
Alison Parker	\$500	Christine Schwenker	\$198	Jonathan Van Huben	\$198
Mohammed Partapurwala	\$596	Eugene Scialdone	\$397	Cheryl Van Lare	\$500
Ann Pearlman	\$500	Anthony Scime	\$400	Vanessa Van Wormer	\$400
Michel Pelletier	\$400	Charles Sciortino	\$397	Daniel Varenka	\$596
Janet Peluso-Militello	\$500	Vinvenzina Sciortino	\$198	Sounthone Vattana	\$596
Kathleen Peterson	\$600	Maria Scipione	\$397	Eric Vaughn	\$500
Richard Petite	\$530	Susan Seem	\$500	Sandra Vazquez	\$500
Kimberly Piatt	\$695	Mildred Sefranek	\$500	Pamela Viggiani	\$500
Steven Pike	\$500	Chris Semansky	\$198	Wendy Vonhold	\$400
Jan Pisanczyn	\$500	Aritro Sen	\$265	Elizabeth Wacienga	\$198
Toni Plummer	\$596	Agnes Seneway	\$198	Wanda Wakefield	\$400
Karen Podsiadly	\$960	Joon Yong Seo	\$600	Katherine Walter	\$500
Jennifer Powell	\$198	Tate Shawn	\$600	Robert Walter	\$500
Pamela Powell	\$500	Reyantonia Sia	\$810	Celia Watt	\$600
Robert Powell	\$397	Russell Simpson	\$198	Elliot Weininger	\$500
Barbara Power	\$300	Ruby Skellen	\$397	Danielle Welch	\$500
Christopher Price	\$500	Howard Skogman	\$400	Liam Welsh	\$695
Wendy Prince	\$500	Yevgenia Skorobogatovgray	\$596	Jill Wesley	\$500
Brittany Profit-Rheinwald	\$794	Nathaniel Sluk	\$397	Elizabeth Whittingham	\$596
Roseann Pulitano	\$596	Jennifer Smathers	\$500	James Whorton	\$400
Patricia Quinn	\$400	Linda Smith	\$198	Susan Wielgosz	\$500
Ross Ragonesi	\$198	Michele Smith	\$500	Kenneth Wierzbowski	\$600
P Ralph	\$500	Rebecca Smith	\$500	Douglas Wilcox	\$609
Jennifer Ramsay	\$600	Ricky Smith	\$710	Ida Wilder	\$198
Jennifer Ratcliff	\$500	Kari Smoker	\$600	Chrstian Wilkens	\$500



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We're on the Web!
[http://www.uuphost.org/
brockport/](http://www.uuphost.org/brockport/)

Julie Wilkens	\$805
James Williamson	\$100
Janet Winkie	\$596
Joseph Winnick	\$198
Robert Winter	\$397
Stephanie Wisnowski	\$794
Wendy Wright	\$400
Ryan Yeung	\$400
Hong Yin	\$500
Phil Young	\$596
Sara Zacharias	\$198
Kelley Zanghi	\$397

Jie Zhang	\$500
Ruhan Zhao	\$400
Beverly Ziegler	\$198
Joseph Zielinski	\$397
Kimberly Zingaro	\$397
Andrea Zurlo	\$596

UUP Individual Development Award Winners

Jeffrey Alston	David Loreto
Vishal Anand	Mariah Maloney
Mia Breilkopf	Judy A Massare
Thomas Calandra	Fred Parker
Tammy Carrasco	Gabriel Prajitura
Lee Cohen	Nathan Reff
Denise Copelton	Adam Rich
Sara Di Donato	Howard Skogman
Betsy Ernst	Jennifer Smathers
Trevor Gates	Rebecca Smith
Andie Graham	Stuart Tsubota
Erin Gugliuzza	Susan M. Wielgosz
Pam Haibach	Tamara Wilcox
John Jackson	James Williamson
Youngoh Jo	Janet Winkie
Jessica Johnston	Tasneem Saihra
Neal B. Keating	Ruthan Zhao
Maura Keefe	
Richard B. Klancer	

Brockport UUP mourns the passing of one of its members

On Monday, December 14, 2015, Dr. Vishal Anand passed away after a brief illness. Dr. Anand, Associate Professor of Computer Science, was a respected and well-liked teacher and scholar. Recognized in 2008 by the SUNY Research Foundation as a "Rising Star" for his work on broadband technology, he was also deeply appreciated by his students, and in 2009 he received the College's Excellence in Academic Advising Award. He was an active and generous member of our community, only weeks ago volunteering to referee the UUP IDA awards. Dr. Anand received his PhD from the University at Buffalo (SUNY) in 2003. He had been with the College at Brockport since his graduation. He will be missed by students and colleagues. Our thoughts are with his family.



Casper Carson & Chris Carson (Department of Art) perform at the annual Holiday Dinner that was held December 1st in the New York Room, Cooper Hall.

BROCKPORT CHAPTER OFFICERS 2015-2017

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VP Academics.....	Dawn Jones
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VP Publishing.....	Brittany Profit-Rheinwald
VP REOC (Academics).....	Diana Wong
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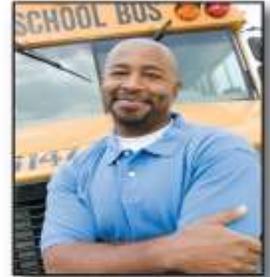
UUP Labor Relations Specialist
Patrick Domaratz, NYSUT
30 North Union Street, Suite 302
Rochester, NY 14607
(585) 454-5550

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