

BEACON



President's Message

Joe Torre, President
Brockport Chapter UUP

The New York Idea

In a recent New York Times article on the decline of union power in Wisconsin, a long-time Milwaukee labor leader summed up his union's current strengths: "Do we have less boots on the ground? Yeah. Do we give the same amounts of money to the candidates? No. But what people are now is fed up – they're really mad," he said. "So we've got that."

Anger seems a feeble tool in the struggle against a governor who has gutted the state's most powerful public sector unions. Since taking office, Governor Walker, the failed Republican presidential candidate who championed his lack of a college education, has passed laws that are the envy of so-called conservative ideologues across the country. In Wisconsin, laws allowing public service sector union members to opt out of paying their "fair share" dues decimated union coffers and power before Friedrichs loomed. Long-time union members frustrated by anemic contracts and morally defeated by the onslaught against public servants overall and unionized workers in particular have walked away and stopped paying dues even as they continue to benefit from union representation. Just as devastating, laws mandating that unions seek annual recertification have literally destroyed financially beleaguered unions, sending Wisconsin below the national average for union membership. This has become, I fear, the new "Wisconsin Idea."

This is a far cry from the old "Wisconsin Idea" that dominated Progressive thinking at the end of the nineteenth century, and made Wisconsin the shining BEACON of the labor movement. The "Wisconsin Idea," created by the University of Wisconsin and still at the center of its mission statement, suggested simply that the university served the people of the state and existed to improve their lives. Implicit in this idea was the radical notion that a state agency could affect positive change. Under the "Wisconsin Idea," the state university would produce the intellectual rationale, ideas, and graduates that in conjunction with an activist state would improve the quality of life for all citizens. Central to this effort were Wisconsin professors like John R. Commons, the institutional economist and labor historian, whose scholarship validated collective action by the state, labor unions, and other organizations and shaped Wisconsin's political economy for decades. Working with Wisconsin alum and then Governor, Robert La Follette, Progressive Republicans produced policies that had real world implications for ordinary working people: workers' compensation, progressive tax rates, state regulation of corporations and utilities, and many other political and social

reforms came from the intellectual work produced in the State University of Wisconsin. These ideas also resonated beyond the state. Wisconsin contributed both the foot soldiers and the intellectual rationale for Roosevelt's New Deal, and the many subsequent efforts to ameliorate social ills that have since then become central to the American social compact. In this brave new world, government informed by scholarship and staffed by college graduates would eradicate the evils Lyndon Johnson characterized "as old as the condition of man" - hunger, disease and ignorance. This was the "measure of progress."

As members of a union at an institution dedicated to public higher education we are these ideas incarnate. Confident in the greater good implicit in public higher education and the state's ability to affect change, we are also its agents - fighting on the front lines against ignorance and the social malaise it begets; and now seemingly fighting on the front lines against governors and legislatures - Democrat and Republican - which have lost their confidence in the power of the state and in the power of ideas to transform the social order. But what shall be our tools? Must we, as in today's Wisconsin, embrace anger? Or can we look back and find some way to reinvigorate the power and value of ideas and the social, economic and political thinkers amongst us who once reimagined the world?

We face many challenges in New York State; we face many challenges in SUNY; we face many challenges in UUP. Perhaps it is time to bring these together and create a New York Idea that reimagines the relationship of OUR university and OUR union to OUR state; to craft ideas, plans, systems, actionable items - in political science, history, nursing, kinesiology, business and literature classrooms - in all of our classrooms and functions - that seek to educate students into citizens, reform our society, and remind New Yorkers of the relevance of public higher education to our common project. Anger will not lead the governor to increase funding for SUNY; it will not get us a better contract; it will not diminish hunger, disease, or ignorance. Ideas, however, will. The UUP is the greatest brain trust in the state of New York. Let's harness that intellectual power and reinvigorate the idea that ideas make a difference - lest the alternative trump us!

THINK. ACT. ORGANIZE.

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Upcoming Events

- ◆ Office Closed, March 14-18
- ◆ Workshops, April 12 & 14
- ◆ End of Year Dinner, May 4
- ◆ Spring DA, May 13-14

Spring 2016 Workshops



Labor Relations Specialist, Pat Domaratz, will be on campus April 12th & 14th to host workshops for UUP employees.

The April 12th the workshop, “A Guide for Effective Supervisions,” is open to all supervisors of UUP employees (Department Chairs included) and will be held in Seymour 119 from Noon-1:30.

The April 14th workshop, “Civil Behavior: A Workplace Guide,” is open to all UUP employees and highly encouraged they attend. This workshop will also take place in Seymour 119 from Noon-1:30.

Refreshments will be provided at both workshops.

To RSVP Please email Brittany at bprofitr@brockport.edu

Advocacy Spring 2016

Dawn Jones, VP for Academics

At the Winter Delegate Assembly, the Outreach Committee distributed our 2016 Advocacy Agenda. There are a number of issues that we need to discuss with our local legislature. If you are interested in becoming involved in advocacy or if you wish to go with fellow UUP representatives, please let us know. The full advocacy agenda can be found at

<http://uupinfo.org/legislation/pdf/2016LegislativeAgenda.pdf>

This season’s advocacy agenda focuses on Executive Budget, Teacher Education Programs, Investment in Public Higher Education, and support for retirees, to name a few. Members from Brockport’s UUP Chapter will be making visits to speak with our local representatives focusing in on Teacher Preparation Programs and the Executive Budget/ Investment in Public Higher Education.

Executive Budget We need to strongly advocate for increased funding to SUNY. Since 2008, State support for SUNY has dropped nearly 40% but our students are paying nearly double. We also need to reinstate the state subsidy for public hospitals; the current proposed executive budget proposes over \$18 million dollars in cuts. We need to increase funding to the Educational Opportunity Program and the Economic Outreach Centers (such as our own REOC); they help these low-income students underserved students succeed in college. We also need to argue strongly against another round of so-

called ‘rational tuition’. We also want a true maintenance of effort that would mandate that NYS covers the cost of mandatory increases.

Along with our other proposals for the reinvestment of public higher education, we are proposing a partial loan forgiveness program for SUNY adjuncts who teach at least two courses at a SUNY institution. Our adjuncts are under-paid and have few benefits; this would give them some financial support.

Teacher Education Programs We continue to have issues related to testing and control of testing by a private company. In particular we are advocating for an independent assessment of the impact of the four new teacher certification exams. We also want to prohibit for-profit educational consultants or vendors from profiting from the collection of test administration fees. The State Education Department should be responsible for exam administration and fee collection. We should not have for-profit companies making money from students who have to take, and re-take tests. This means their profits increase when students have to re-take tests.

If you are interested in joining us in our advocacy efforts, please contact me at djones@brockport.edu

“Since 2008, State support for SUNY has dropped nearly 40% but our students are paying nearly double.”

Assessment

James Haynes, Department of Environmental Science & Biology

The article below was written by Paul Willis, Professor of English, Westmont College, Santa Barbara, CA (willis@westmont.edu). I (Jim Haynes) found myself thinking "The College at Brockport" and "Assessport" while I read.

25 March 2014

Dear Colleagues,

On Friday, while explaining a proposal about assessment in the faculty meeting, John Blondell experienced a slip of the tongue and coined the term *Assessmont College*. This got me to thinking that there may in fact be two different institutions—Westmont College and *Assessmont College*—each with its own tasks, its own identity, its own ethos.

At Westmont College, faculty members teach and learn with their students and with one another in spontaneous, flexible, and trusting ways. There is a confidence that what is being learned is good but measureless. There is even a sense that if what is being learned were not measureless, it would not be worth learning.

At Westmont College, faculty do research with their students and offer extra tutorials for the sheer love of learning. They are not overly concerned with technique, nor are they concerned with efficiency. These students and faculty did not come to Westmont College because they believed that education would, could, or should be an efficient process. If they believe anything, they believe that curiosity, love, and wonder always take circuitous paths toward understanding.

This brings us to *Assessmont College*, which is quite a different place. At *Assessmont College*, the words *wonder* and *understanding* are not allowed on course syllabi because *wonder* and *understanding* do not constitute measurable outcomes. At *Assessmont College*, the task is to constantly evaluate how much learning is taking place, and of what sort. While in Westmont College there are three academic divisions, in *Assessmont College* there is only one—the division of social sciences. Each course is considered an ongoing social science experiment; each professor is mainly understood to be a social scientist whose primary job is not so much to teach his or her classes as it is to constantly mine them for usable data.

At *Assessmont College*, a culture of trust between colleagues is replaced by a so-called culture of evidence. That is because, at *Assessmont College*, we lose confidence that what we teach and what we learn is in fact measureless—that our learning is like Shakespeare's star "whose worth's unknown, although his height be taken." If we cannot graph it, if we cannot chart it, if we cannot fit it into a rubric, it doesn't count—and it doesn't exist.

At *Assessmont College*, we do not have time for extra research or tutorials with our students, because we have another assessment meeting to attend. We do not have time to deepen our own acquaintance with our disciplines, because we have more assessment data to organize. We do not have time for that walk or lunch or dessert with our students because there is another survey to fill out. And yet, paradoxically, *Assessmont College* proclaims that it is all about efficiency, ideal product, desirable outcomes. At *Assessmont College*, the utilitarians become entangled in their own utility.

On Thursday, in faculty forum, Greg Afman shared with us his vision of a cadaver lab at Westmont College. This sounds like a laudable goal, and I commend his persistence in trying to achieve it. But let me borrow this notion of a cadaver lab as a metaphor. A cadaver lab, as I said, may well be a helpful part of Westmont College. But at *Assessmont College*, that is perhaps all that the entire institution will become—one, giant cadaver lab.

Envision, if you will, the student body, the body of the faculty, the bodies of our disciplines all laid out on rows of tables in every building on our campus—all laid out for an endless process of dissection. These bodies are no longer alive—they no longer live and move and have their being—because, as William Wordsworth reminds us, "We murder to dissect."

What follows is a poem on the same subject by Professor Willis.

Assessment

Ninety-five percent of those who read this poem will experience a sense of wonder. The other five percent are wondering how to arrive at this statistic. For evidence is what is needed.

Otherwise the poem will never gain accreditation, and no one will want to attend. We could ask for a show of hands, but some of the readers are related to the poet, and nothing surprises them anymore.

If the poem is read aloud, carefully trained monitors could be placed in the audience to count the number of mouths agape in stupefaction or in slumber. How many persons are leaning

forward, eager for the next word? This is an angle our monitors can quietly measure, pulling from their back pockets a gathering hush of collapsible wooden protractors.

If all else fails, electrodes may be placed on the correct lobes of the brain— or for certain lines, on the genitals. The results will be graphed on a table of outcomes

in the report that forever after must be stapled to the body of this poem. Perhaps you have seen a great blue heron lumbering down a pond for takeoff, its feet entwined in dripping skeins of lily pads.

The morning sun illuminates the strain of the wings, the encumbrance of roots and petals dragging their weight across the dark brown of the water. The bird never rises. No wonder.

UNTENURED?

Dawn Jones, VP for Academics

The life of an untenured faculty member is filled with balancing the demands of teaching, research, service, and of course, your home life. In the past few years I've had the opportunity to meet many new faculty and staff, many through our new hire luncheon we hold each year. I'd like to extend another invitation to you: come talk to me, your department representative, or other members of UUP to help you do everything possible to balance all of the demands you face, to be prepared for your reviews, to understand the process, and to know your rights in the event you need help from UUP.

My first recommendation to you is to document everything. Of course, Human Resources have a file that they keep for you, but you should have your own file. You should have your appointment letter, copies of your annual reports and comments from the Dean and Chair, copies of any pertinent emails. If you have prior service, make sure that it is in writing: don't assume that because you came in with two years of experience that it will count when you go up for tenure.

Secondly: talk to recently tenured faculty, especially in your department or school. Currently, UUP is in the process of setting up a panel discussion with some recently tenured faculty to give some inside tips. At this meeting, we will have our Labor Relations Specialist who

can answer questions related to your rights as given by the UUP contract. For example, there are some very specific (and tight) deadlines you need to be aware of if you should be notified you've not been given continuing appointment (tenure). For more details, please come to our upcoming session.

Thirdly, use the services of CELT to improve your teaching. They offer 1:1 observations, peer mentoring, and much more. The 1:1 observations are not meant for your tenure file but for you to become a better teacher. Come to a Brown Bag discussion. At the end of the year CELT send a list of the events that you've attended and you can use that as a part of the evidence you submit.

Apply for internal grants! Most tenure-track faculty have concerns about research/creative activities. There are many grants that can help you at <https://www.brockport.edu/grants/facgrant.html>.

Reach out! UUP can help you, so feel free to contact us. If you have concerns over the effect of your workload on your productivity, concerns over departmental politics, or anything else, we're there to help you.

"I'd like to extend another invitation to you: come talk to me, your department representative, or other members of UUP to help you do everything possible to balance all of the demands you face.."

Labor Management Meeting

Joe Torre, President

As some of you might know, on February 17 we held our first Labor Management Meeting with the new President and members of her leadership team. Present for the UUP were Joe Torre (President), Pat Domaratz (Labor Relations Specialist) and Brittany Profit-Rheinwald (Secretary). For the administration, VP Katy Wilson, VP Beau Willis, HR Director Wendy Cranmer, Provost Mary Ellen Zuckerman and President Heidi Macpherson attended. Labor management meetings are contractually obligated (at least one) and the sole reason we had not previously requested a meeting was the ongoing fruitful work on many of these issues with HR and the desire to bring a full agenda to the table. The official "Notes" from the meeting are online on our webpage.

On the agenda were a series of diverse problems and issues that continue to plague UUP members. Under the heading of structural dysfunction we discussed the lack of performance programs, training of supervisors and the perennial problem of employee responsibilities during college closings. All of these are problems that alongside HR we have been working hard to solve. Under the heading of idiosyncratic dysfunction we addressed variances in APT documents and processes from school to school and from Board of Trustees policy and the contract; as well we addressed a

widespread culture of dysfunction in various departments marked by a lack of civility and bullying.

In addition to these issues we also discussed possible improvements to our communication efforts. Too often, in my experience, UUP members do not seem to understand their rights to adjudicate evaluations, tenure decisions, and other important processes. We thus requested that the President and her team investigate the possibility that important decisions might be accompanied with a "labor rights" notification.

Finally we brought up the consistent injustice suffered by contingent faculty and how that affected our competitiveness as an institution. We explored various solutions and look forward to continued discussion on this difficult issue.

Overall, my sense was and is that the President and her team take these issues very seriously and we had a substantial discussion as to their possible resolution. I look forward to our continued efforts to resolve these problems in manner consistent with the contract, the best interests of our members, and the best interests of the college - all of which happily coincide.

"We explored various solutions and look forward to continued discussion on this difficult issue."

UUP Full-Time Salaries

The following annual salaries are for full-time employees covered by the UUP bargaining unit. People on sabbatical or unpaid leave are not included. These salaries were provided to UUP through the personnel office and represent the salaries as of 3/1/16.

Abar, Caitlin	56,416	Black, Richard	108,148	Cochran, Lynda	67,403
Abwender, David	78,210	Bloom, Davida	67,214	Cohen, Lee	81,175
Agate, Joel	57,977	Blose, Joshua	60,058	Colagio, Kevin	75,566
Agate, Sarah	55,000	Booth, Cynthia	55,376	Collier, Douglas	79,432
Aina, Amy	42,500	Boston, Michael	64,706	Cone, Thomas	83,331
Akinjiola, Oluyinka	49,500	Boyd, Laurie	51,184	Conner, Tanasee	76,123
Alexandrov, Iskra	99,963	Boyd, Melody	58,497	Cook, J	99,593
Allen, Heather	66,328	Boyle-Wittman, Jennifer	70,282	Cook, Laurie	69,066
Allen, Sharon	66,273	Brasted, Monica	70,595	Cook, Vicki	23,500
Almekinder, Sandra	97,000	Breitkopf, Michelle	50,500	Copelton, Denise	68,489
Alston, Jeffrey	57,977	Brennan-Jones, Kelly	77,939	Cordeiro, James	130,176
Althouse, Matthew	71,009	Breslawski, Steven	142,081	Corry, Stacey	48,000
Amatangelo, Kathryn	59,538	Bridges, Tristan	58,497	Covell, Mary	50,500
Ames, Debra	83,300	Brien, James	76,268	Cowling, Charles	72,320
Anderson, Sherill	47,573	Bright, Beth	45,553	Coyle, Amanda	70,982
Anthony-Uribe, Aleta	52,744	Brown, Melissa	68,119	Craig, Latasha	54,959
Anugu, Reddy	68,772	Brown, Michael	52,130	Crane, Lindsay	42,758
Aponte, Carmen	80,322	Brown, Michael	61,100	Crews-Perkins, Sharon	93,329
Argetsinger, Gail	65,770	Brown, Serina	49,113	Crissman, Tricia	46,000
Armentano, Danielle	44,530	Brown-Smythe, Claudette	51,500	Cushman, Robert	89,334
Asbeck, Megan	45,000	Buckley, Katie	47,573	Daly, John	81,744
Ashton, Jennifer	58,497	Buckner, Laura	80,027	Daniel, Cynthia	50,238
Askey, Daniel	62,600	Bull, Nathan	44,530	Daniel, Eileen	120,036
Atkinson, J Scott	135,325	Bunch, Ann	70,127	David, Tamala	74,217
Auriemma, Amanda	48,501	Bunker, Benjamin	33,076	Davila, Carl	68,494
Autin, Whitney	87,195	Burstein, Miriam	74,765	Dawson, Brendan	56,202
Aydogan, Seher	47,000	Busch, Austin	67,381	Dearing, Frances	90,260
Bailey, Robert	56,000	Byrne, Heidi	79,961	DeMonte, Michelle	53,000
Baird, Michael	70,524	Calandra, Thomas	48,500	Dennehy, Kathryn	62,720
Baker, Robert	56,696	Callahan, Charles	92,060	Dennis, Janie	63,699
Ballart, George	42,891	Camp, Joanna	76,048	Dentino, Michael	58,497
Balog, Joseph	103,246	Canbolat, Mustafa	101,362	Denz, David	47,559
Balog, Linda	115,029	Cardenas, Susan	55,000	Desrochers, Marcie	81,018
Banerjee, Priya	73,930	Cariola, Katherine	50,174	Di Pasquale, Nancy	64,887
Barbel, Paula	68,901	Carrasco, Tamara	55,000	Diamond, Karen	75,257
Bareis, James	68,263	Carroll, Jason	43,500	Dickinson, Brian	57,893
Barfield, Patricia	40,810	Carroll, Pilapa	64,698	DiDonato, Sara	63,450
Barido-Maier, Gail	63,591	Carson, Christian	61,579	Dimino, Valerie	48,093
Barnes, Gordon	68,724	Caruso, Elizabeth	114,773	Dobmeier, Robert	63,460
Barski-Moskal, Ewelina	59,017	Casanzio, Samuel	48,800	Donnelly-Major, Teresa	94,584
Bazzie, Christopher	87,710	Cervone, Gian Carlo	67,055	Dowe, Peter	100,017
Beach, Justin	49,368	Cesnales, Nicole	58,640	Dubois, Ashleigh	22,230
Beauchamp, Benoit	52,255	Chadsey, Mark	69,931	Ducey, Marsha	60,772
Beaudrie, Patricia	67,040	Chakalis, Patricia	64,838	Duerr, Kevin	33,076
Beers-Wilson, Jamie	76,704	Chapman, Erin	41,426	Dumas, Anthony	49,654
Belle Render, Sharon	60,364	Chapman, Marie	61,227	Dumbleton, Nicole	57,457
Bell-Owens, Nora	88,993	Chase, Alisia	70,045	Dumuhosky, Laura	45,492
Bennett, Nichole	50,400	Chase, Duncan	49,468	Dunn, Kevin	47,282
Biedlingmaier, Renee	60,448	Chesebro, Jennifer	60,969	Duquette, Kimberly	66,884
Bingham, Karilee	60,448	Chesebro, Joseph	75,758	Eason, Terry	76,521
Birch, Stacy	75,115	Cho, Oh Kon	91,088	Edick, Buffie	40,030
Birkins, Deborah	85,762	Christie, Tamoya	75,664	Edwards, Ashley	57,110
Black, Ralph	71,338	Cimbricz, Sandra	58,497	Ehret, Kimberly	56,515
		Clark, Katherine	70,537	Eison, Carvin	78,520

Elyjiw, George	57,003	Hallenbeck, Crystal	82,100	Keiser, John	114,190
Ernst, Elizabeth	42,891	Hannah, Rashaud	44,972	Kelley, Algernon	54,500
Esler, Marcella	94,103	Hanselman, James	43,120	Kelly, Sara	92,310
Fagan, Colleen	64,500	Hansen, James	78,250	Kennison, Donna	59,046
Faria, Debra	81,243	Harbin, Kathleen	57,620	Kent, D Donald	97,087
Farnham, Tammy	60,448	Harris, Richard	42,891	Kerfoot, Alicia	57,457
Feeney, John	57,588	Harrison, Michael	71,900	Kershner, Joanne	70,616
Fegley, Joshua	56,855	Hart, Erick	100,113	Ketchum, Gregory	67,484
Feldman, Douglas	113,242	Hart, Kristy	74,792	Kienzle, Megan	57,977
Felerski, Richard	79,726	Hartigan, Kelsey	46,400	Kim, Moonsun	65,322
Fellner, Stephen	69,152	Hartway, Kristin	48,926	Klancer, Richard	48,934
Ferris, Jane	53,421	Hasnat, Baban	116,427	Kloda, Phyllis	99,492
Fisher, Debra	72,798	Haynes, James	113,629	Kolbe, Athena	56,000
Follaco, John	66,037	Haytock, Jennifer	75,397	Korni, Swaroop	92,843
Follansbee, Patti	60,906	He, Lerong	107,756	Kowal, Donna	85,464
Ford, Julie	69,287	He, Yuanlong	112,598	Kozireski, Warren	81,117
Forzano, Lori-Ann	80,602	Heavey, Elizabeth	89,057	Kozub, Francis	85,206
Fournier, Maria	72,900	Hecker, Jennifer	88,391	Kruger, DaNeille	52,500
Fox, Michael	27,064	Heffernan, Kristin	68,335	Kuhn, Francis	105,447
Freeman, Laurie	73,776	Heitz, Mark	75,564	Kurtz, J Roger	89,073
Frosini, Johnna	78,513	Hendrickson, Nathan	55,000	Kuski, Charles	33,831
Gaissner, D'Arcy	68,000	Hendrix, Linda	52,182	Lair, Richard	99,799
Gamin, Michael	63,001	Henry, Timothy	80,722	Lakshmanan, Kadathur	121,617
Gardner, Lynne	52,728	Hernandez, Thomas	132,600	Lampley, Jeannette	36,592
Garvey, T Gregory	84,301	Herrmann, Elizabeth	21,159	Lane, Stephen	47,063
Gates, Trevor	58,497	Hettler, Barry	110,000	Lau, Lindsay	55,110
Gattie, Peter	45,000	Heyward, Kim	90,246	Lawrence, Constance	63,699
Gavin, Tracy	43,932	Heywood, Robert	51,382	Lee, Dawn	72,230
Geh, John	61,474	Hickey, Thomas	44,340	Lending, Craig	85,904
George, Dylan	39,903	Hillman, Mark	70,306	Lenz, Elizabeth	55,896
Gerst, Lisa	61,881	Hinds, Janie	109,695	LeSavoy, Barbara	66,198
Giblin, Thomas	110,397	Hing, Huey	75,994	Lewis, Samuel	51,114
Gibson-Stevenson, Romanda	71,502	Hoffman, Susan	76,695	Lewis, Theodore	47,000
		Hoffmann, Markus	83,007	Lieberman, Lauren	92,364
Giglia, Ryan	55,000	Hopple, Christine	62,139	Linn, Jeffrey	79,805
Gillespie, Janet	81,270	Houston-Wilson, Cathy	88,289	Lipko-Speed, Amanda	62,502
Girvin, Alicia	63,699	Iafrati, Nancy	76,272	Lischke, Gregory	101,742
Gleisle, Sara	50,500	Ireland, Owen	128,414	Little, Leigh	82,420
Godfrey, Dana	47,000	Jackson, John	50,966	Loaiza, Katiuzca	33,076
Goedel, Nicole	41,296	Jackson, Joseph	56,600	Locketz, Leslie	70,431
Goings, Joseph	50,000	Jacob, Debbie	94,911	Logan, Margaret	79,664
Gomez, Virginia	47,664	James, Alisa	77,191	Logsdon, Karen	87,691
Gonzalez, Elisabeth	57,321	Jaskulski, Edmund	46,252	LoMaglio, Jane	45,000
Gonzalez, Sheryl	78,756	Jessup, Stephen	56,794	Long, Joseph	57,824
Gonzalez, Stephen	55,000	Jo, Youngoh	58,497	Loreto, David	64,251
Goodspeed, Patricia	70,029	Johnston, Jessica	50,480	Loria, Anna	39,403
Gotham, Kerry	94,911	Johnston, Sandra	55,774	Lowey, Susan	71,502
Goverts, Claire	58,497	Johnston, Seth	50,486	Lucas, Joan	107,766
Graham, Andrea	46,400	Jones, Corinne	56,600	Lyon, Alexander	65,628
Graham, Arthur	64,707	Jones, Dawn	71,979	Maglietto, Mark	59,342
Graves, Joan	68,316	Jones, Sirena	33,076	Magowan, Catherine	46,000
Green, Yolanda	37,028	Joseph, Valerie	47,489	Mahlangu, Nomvuyo	47,829
Greenstein, Harold	85,936	Joseph-McEwen, Debra	53,295	Maier, Lynne	71,345
Greer, Daniel	63,740	Jurasinski, Stefan	69,376	Malik, Salahuddin	103,734
Gregory, Elizabeth	56,232	Jurek, Steven	60,855	Maloney, Mariah	62,370
Griswold, Phyllis	50,823	Kachiga, Jean	50,174	Mancini, Frank	77,694
Gugliuzza, Erin	41,300	Kamal, Mehruz	88,006	Mangone, Jason	73,583
Guptill, Amy	65,249	Kanous, James	70,804	Marah, John	77,712
Hacker, Linda	62,308	Karim, Rehnema	59,006	Margolin, Sara	63,127
Hager, Peter	68,279	Kasperm Barbara	84,158	Marshall, Bonnie	46,000
Haibach, Pamela	67,071	Keating, Neal	67,160	Martin, Morag	73,031
Haines, Kimberley	78,766	Keefe, Maura	72,061	Massare, Judy	83,954
Haines. Scott	77,511	Kegler, Jennifer	68,448	Massey, Timothy	69,029

Mattern, Craig	72,034	Oyer-Ryan, Dona	54,389	Rochette, Scott	76,036
Maurer, Diane	88,107	Packer, Heather	45,000	Roe, Garrett	3 9,403
Maxwell, Patricia	62,680	Pagan-Guzman, Gladys	46,962	Rogers, Daniel	74,000
Maxwell, Paul	81,000	Pagano, Valerie	49,134	Romal, Jane	114,056
McCrank, Mary	51,214	Paine, Skye	55,896	Roman, Meredith	67,479
McDermott, Thomas	54,371	Panning, Anne	88,176	Rong, Weidong	103,000
McGorray, William	86,564	Parada, Andrea	85,208	Ross, Craig	82,457
McGuffog, Ingrid	57,977	Parker, Alison	88,403	Ross, James	55,250
McNall, Laurel	75,226	Parker, Fred	41,464	Roy, Janet	75,856
McNealy, Erica	43,120	Paul, Lindsay	39,500	Rubery, Andrea	78,044
McNulty, Amy	59,971	Pearlman, Ann	56,416	Sachman, William	46,400
McQuality, Justin	20,000	Pelletier, Michel	65,949	Saiya, Nilay	59,652
Meath, Margy	50,174	Peluso-Militello, Janet	58,068	Saleem, Khalid	54,821
Mejia, Robert	57,457	Perevich, John	57,750	Samalot-Rivera, Amaury	62,139
Metz, Gary	96,920	Perkins, Jonathan	54,021	Sapienza, John	74,257
Micheli, Sherri	63,179	Perreault, Melanie	55,386	Sargent, Daniel	75,034
Mihalakas, Athanasios	100,113	Perry, Susan	62,101	Sarkis, Megan	59,538
Mihm, Steven	64,760	Petersen, Susan	108,461	Sarrazin, Natalie	65,274
Militello, Michael	65,687	Peterson, Kathleen	91,832	Scheid, James	74,103
Miller, Molly	54,336	Pettit, Julie	53,815	Schmitt, Darlene	81,509
Miller, Sanford	128,416	Phelps, Emily	33,576	Schneider, Robert	85,268
Mills, Lori	74,207	Piatt, Kimberly	55,960	Schockow, Joan	58,441
Mills, Mildred	60,846	Pierce, Melissa	49,654	Scholl, Emma	50,927
Mitra, Sandeep	102,427	Pietrzak, Claudia	40,000	Schreiner, Paul	49,460
Molyneux, Stasia	61,400	Pijanowski, Kurt	47,053	Schuhle-Williams, Karen	114,829
Monier, Eric	71,472	Pike, Steven	50,174	Scime, Anthony	110,603
Morgan, Gloria	84,507	Pink, Renae	45,500	Scott, Demmin Sarah	48,440
Morini, Jason	50,174	Pisanczyn, Jan	97,240	Seem Susan	102,378
Morith, Gretchen	57,990	Podsiadly, Karen	90,120	Sefranek, Mildred	45,492
Morog, Gary	85,503	Potter, Stephen	45,804	Seo, Joon Yong	101,362
Morris, James	90,460	Powell, Pamela	48,842	Sercu, Linda	32,913
Morrison, Richard	70,507	Power, Barbara	36,881	Setek, Pamela	48,440
Mower, Ronald	55,376	Prajitura, Gabriel	78,252	Shaw, Tate	65,390
Murdoch, Daniel	97,916	Price, Christopher	73,294	Shearer, Amanda	49,654
Murray, Donald	115,267	Prince, Wendy	46,502	Shen, Rongkun	59,150
Murray, Karen	23,500	Quinn, Kelley	35,496	Sherman, Gregory	53,375
Musante, Gary	74,818	Quinn, Patricia	35,031	Short, Francis	120,323
Myer, Lucas	55,376	Radford, Stanley	106,790	Shum, Robert	57,457
Myers, Kim	52,586	Rajasethupathy, Kulathur	115,340	Sia, Rey Antonio	73,629
Napier, Donna	58,589	Ralph, P Gibson	73,093	Siler, Willie	34,276
Neely, Pamela	116,887	Ramsay, Jennifer	61,578	Singh, Sandeep	140,396
Newman, Dawn	53,626	Rangan, Priyamvada	107,600	Slater, Michael	56,600
Nicolosi, Samuel	63,139	Rao, Thambrahalli	118,538	Slifkin, Jacqueline	63,500
Nishiyama, Takashi	62,397	Rath, Logan	60,036	Smalls, Jennifer	59,023
Nobles, Keith	52,673	Rawlings, Tiffany	52,567	Smathers, Jennifer	79,450
Noll, Mark	86,022	Ray, Michael	50,174	Smith, Aaron	34,351
Norcia, Meg	71,597	Reamer, Pamela	70,674	Smith, Jessica	47,000
Norment, Christopher	91,792	Reed, Carly	56,937	Smith, Rebecca	67,033
Novara, Danielle	49,460	Reff, Nathan	56,600	Smith, Ricky	95,748
Nunnery, Brandon	44,530	Reiner, Summer	63,890	Smith, Shelly	51,500
Nwachi, Omeri	64,907	Rewald, Matthew	44,972	Smoker, Kari	101,362
Oakes, Stephanie	57,834	Rew-Bigelow, Monique	50,133	Snarr, Jeffery	61,098
Obourn, Megan	63,128	Rhodes, Darson	50,000	Snell, Linda	99,788
O'Connor, Carl	58,497	Rich, Adam	89,599	Sniatecki, Jessica	57,249
O'Connor, Christopher	46,533	Richards, Paul	70,433	Snyder, Brad	50,458
O'Keefe, Pamela	81,130	Rickman, Erin	63,031	Snyder, Tricia	48,440
Olmstead, Kathleen	56,000	Riley, Melanie	46,000	Sohn, Kyongsei	72,912
Olson, Kari	53,295	Rinchart, Jacques	68,394	Soles, Carter	56,416
Orr, Susan	59,214	Risse, Tonia	46,305	Soloway, Stuart	76,402
Ortega, Bernardo	59,538	Rivera, Amber	49,807	Soufleris, James	48,149
Orzel, Virginia	63,521	Robb, Sue	85,127	Souto Rumbo, Ismael	49,000
Osowski, John	108,277	Robbins, Brian	43,611	Sreenilayam, Brandy	59,538
O'Sullivan, Pamela	79,307	Robinson, Leigh	39,403	St George, Richard	89,430
Outland, Rafael	57,000	Robinson, Zachary	59,000	St John, Brandon	65,214
Owens, Gary	106,514	Robusto-Mack, Lisa	44,675	Stacy, Mark	81,431

Standish, Adam	73,674
Standish, Elizabeth	55,188
Stanton, Cindy	67,750
Starkoff, Brooke	55,376
Stephan, John	105,000
Stewart, Janice	60,293
Stoller, Timothy	48,093
Strabel, David	81,344
Strassenburgh, David	112,498
Streeks, Donald	55,000
Szilagyi, Janka	65,108
Tahar, Mohammed	87,471
Thomas, Drake	46,564
Thomas, Jacqueline	48,093
Thompson, Angela	55,896
Thompson, Taneika	84,507
Thorpe, Elizabeth	57,457
Tiede ,Mary	24,000
Tober, Tara	57,440
Tobin, James	83,566
Too, Danny	73,686
Torre, Jose	68,798
Treadwell, Sheri	55,896
Treahy, Stacie	51,794
Tschiderer, Barbara	60,048
Tsubota, Stuart	114,865
Tyler, David	57,398
Typhair, Katelyn	42,371
Van Lare, Cheryl	91,772
Van Wormer, Vanessa	52,775
Vaughn, Eric,	51,500
Vazquez, Carla,	44,366
Vazquez, Sandra,	55,500
Veneziani, Pierangela	62,163
Vergamini, Wendy	70,292
Veronesi, Peter	75,242
Viggiani, Pamela	61,098
Vonhold , Wendy	68,400
Wade, Carol	58,497
Wagner, Stephen	48,093
Waite, Melissa	104,795
Wakefield, Wanda	69,849
Walsh, Peter	55,000
Walter, Patrick	42,891

Walter, Robert	61,700
Walton, Anne	53,540
Walton, Kevin	68,880
Wang, Weijie	65,000
Wania, Christine	82,100
Washer, Nancy	50,885
Watt, Celia	97,308
Weinbeck, Robert	101,541
Weininger, Elliot	69,724
Weitzel, JoLynne	55,932
Welch, Danielle	48,046
Welker, Kristina	35,576
Welsh, Liam	51,530
Wesley, Angela	39,403
Wesley, Jill	83,987
Whorton, James	75,269
Wielgosz, Susan	73,317
Wierzbowski, Kenneth	47,512
Wilcox, Douglas	116,310
Wilcox, Tamara	57,457
Wilkens, Christian	59,538
Wilkerson-Barker, Donna	65,977
Williams, Christopher	68,724
Williams, Clayton	56,000
Williams, Patricia	87,000
Wineburg, Benjamin	56,437
Witnauer, James	55,584
Wong, Diana	50,861
Wright, Allison	53,931
Wright, Wendy	50,174
Wyant, Robert	66,800
Yasar, Osman	131,404
Yeoman, Matthew	57,977
Yeung, Ryan	63,699
Yin, Hong	60,578
Young, Glen	48,093
Young, Kimberly	51,500
Yox, Violet	34,285
Zaihra, Tasneem	56,937
Zeliff, Darlene	49,198
Zhang, Jie	64,065
Zhao, Ruhan	72,810
Ziolkowski, Michael	108,148
Zollweg, James	70,855

Management Confidential Salaries

Andriatch, Michael	165,500
Barrett, Leah	126,231
Carr, Denine	76,500
Cranmer, Wendy	107,600
Elsenheimer, Victoria	63,132
Fox, P Michael	160,219
Gagne, Becky	74,500
Giblin, Edward	99,914
Groves, Kathleen	99,602
Henry, Robert	141,729
Kittleson, Mark	175,000
Krautwurst, Cynthia	69,630
Langston, Randall	120,921
Lashbrook, Jeffrey	100,946
Lear, Gloria	50,500
Macpherson, Heidi	240,000
Maliekal, Jose	133,406
Mareus, Roosevelt	123,155
Mihalyov, David	116,926
Orzech, Mary Jo	104,999
Porter, Julia	44,500
Prather, Faith	122,093
Prioleau, Darwin	139,440
Pruss, Julie	68,901
Reynolds, Ryan	74,000
Riotto, Karen	122,900
Schreiber, Bradley	108,496
Smith, Jeffrey	130,500
Smith, Laurie	57,000
Spiller, James	123,522
Starr, Serena	64,500
Stites-Doe, Susan	162,005
Swift, Chaley	61,202
Toms, Debra	91,245
Trecartin, Ralph	128,412
Willis, James	178,143
Wilson, Kathryn	174,155
Zuckerman, Mary Ellen	194,300

United University Professions



**Bentley Whitfield
Farmingdale**

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union does: pension options, health care options, and collective bargaining. You have professional people working on your behalf, and that's a good thing."



uupinfo.org/defendingunion/union.php

Vice President for Academics Report: Winter Delegate Assembly
Dawn Jones, VP for Academics



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Your Union is working hard on a number of fronts including contract negotiations, outreach, advocacy, and much, much more! We continue to work on membership to prepare for a potential negative ruling on Friedrich's. It is difficult to say what impact the vacancy at the Supreme Court will have on this ruling however a recent article in TIME suggests that this will have a positive impact for Unions. In December we exceeded 30,000 members! The Chapter Action Project, which will be attended by four representatives from Brockport, will help us activate our membership. We have received 1677 suggestions from 4425 respondents through the survey that was distributed for the contract negotiations. The data is now being compiled and assessed and will be used to make stronger arguments for our case to the state.

There was a lot of input from across campuses related to the changes in the SUNY BOT Patent and Copyright Policy. We are continuing to work with SUNY on this issue. There are a number of attorneys involved and a final decision may take a while.

There are three legislative items that have been submitted related to teacher preparation. In addition to the two

mentioned in the Advocacy article, there is a "Recruiting and Educating Teachers for All" or RETA program that would help increase diversity in teacher prep programs. There's been a 40% decline in these programs across the state and we are now on the precipice of a significant teacher shortage in NYS. Districts have already seen the start with the number of substitute teachers declining and many schools are having difficulty hiring. We also continue to build coalitions and work with the Regents. The two vacancies in the Regents could provide us with an opportunity for more pro-education voices.

There is a new Task Force on Shared Governance to help increase linkages between our local Senates and UUP. At the State level we have cross membership and we are looking forward to replicating this at the campus level.

The biggest change at the Winter DA was the elimination of the two positions Secretary and Treasurer. Instead these will become one position. The two people who hold these offices currently are retiring and it was felt that it would be appropriate to combine the positions to create efficiencies and increase salary savings.

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2015-2017

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- VP Professionals.....Gary Owens
- VP Membership.....Sara DiDonato
- VP Retiree Concerns.....Herb Fink
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