



President's Message

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Brockport Chapter UUP

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Upcoming Events

- ◆ Brockport Water Walk, April 3
- ◆ Executive Board, April 5
- ◆ End of Year Dinner, May 3
- ◆ Spring DA, May 5-6

Faculty Evaluations and Scholarly Productivity

Recently Interim Provost and Vice President of Academic Affairs, James Haynes, announced an initiative to mine Activity Insight faculty reports with the express purpose of evaluating whether or not faculty were "at rank" in scholarship. According to the Interim-Provost, the explicit goal of this exercise is to determine if some faculty should be assigned an increased teaching workload. Presumably this affects only the 353 full-time academic faculty, who make up roughly 56% of the entire full-time faculty and professional bargaining unit (633), and roughly 37% of the entire bargaining unit - which includes 310 part time faculty and professionals - total of 952, as of February 2017. As such, it is a significant initiative related to workload, and has the potential to affect a great many United University Professions (UUP) members. It was a an item in the recent Labor Management Meeting, and promises to take up a great deal of UUP and Human Resources' attention over the next year. The structural parameters surrounding the evaluation of faculty scholarly productivity are determined by a number of long-standing policies and protocols which bear examination and should be familiar to all full-time faculty: the Board of Trustees (BOT) Policies Handbook that effectively frames the policies and general criteria surrounding faculty workload and evaluations; the Senate Roles and Rewards Committee Report of 1998 which fleshes out some of the procedures and measures to be used in the evaluation of faculty scholarship; the College at Brockport Faculty and Staff Policies Handbook; the individual Department-specific "Appointment, Promotion and Tenure" (APT) documents; the Activity Insight instrument being used for data gathering, and presumably for evaluation; the United University Professions (UUP) contract negotiated with the Governor's Office of Employee Relations (GOER); and finally, Public Employee Relations Board (PERB) case law which enables UUP to engage in collective bargaining over the evaluation process or forms to be used, and to give meaningful input into the specific evaluation criteria to be used for faculty.

The Board of Trustees Policy Handbook (<https://www.suny.edu/media/suny/content-assets/documents/boardoftrustees/SUNY-BOT-Policies-June2014.pdf>) speaks little to process, making clear only that the college has the right to evaluate all college employees and establishing a few loose criteria for faculty evaluation (Article XII): (a) *Mastery of subject matter – as demonstrated by such things as advanced degrees, licenses, honors, awards and reputation in the subject matter field;* (b) *Effectiveness in teaching – as demonstrated by such things as judgment of*

colleagues, development of teaching materials or new courses and student reaction, as determined from surveys, interviews and classroom observation; (c) *Scholarly ability – as demonstrated by such things as success in developing and carrying out significant research work in the subject matter field, contribution to the arts, publications and reputation among colleagues;* (d) *Effectiveness of University service – as demonstrated by such things as college and University public service, committee work, administrative work and work with students or community in addition to formal teacher-student relationships;* (e) *Continuing growth – as demonstrated by such things as reading, research or other activities to keep abreast of current developments in the academic employee's fields and being able to handle success- fully increased responsibility.*

The agents for this evaluation process are the Chairs of the individual departments who in Article IX are designated as the supervisors: § 4. *Responsibilities. The chairs of departments and divisions of a college shall, in consultation with their respective faculties, be responsible to the chief administrative officer of the college for the supervision of the personnel and educational program of the departments or divisions for which they serve.*

In Article XI of the BOT Policies (and elsewhere throughout) the consultative bodies for appointments and what we commonly call tenure are the "recommendations of academic or professional employees, including the committees, if any, of the appropriate department or professional area." (Article XI, Title A, 1)

The Faculty and Staff Handbook further codifies these main administrative structures and procedures. Faculty evaluation is specifically addressed in section 410.01 Evaluation of Academic Employees (<http://www1.web.brockport.edu/hr/resource/chapters/410evalandpromotion.htm>). Faculty workload - as a balance of teaching, scholarship and service - is addressed in 410.06 Instructional Faculty Utilization Policy. In all of these documents, the Chair is the direct supervisor who, in consultation with the faculty member, evaluates faculty productivity. All faculty evaluations are de facto overseen by the supervisory structure common to academic departments and schools at Brockport - the chair reports to the dean who then reports to the Vice President for Academic Affairs. Section 410 is unusually detailed, discussing even minimum class size.

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Labor and Equity Forum: May 1, 2017



All faculty, staff and students are invited to the Labor and Equity Forum on May 1, 2017 on the Brockport main campus. This event is designed to make labor issues more visible on Brockport's campus and to help build labor solidarity. Join us for two interactive panel discussions, a Labor

Lunch, and tabling by campus labor groups. Location and schedule will be announced soon—stay tuned! To get involved, contact Alissa Karl (akarl@brockport.edu).

PUBLIC AND PRIVATE UNIONS IN THE CROSSHAIRS

Sara Di Donato, VP for Membership

As public employees, we make up almost half of what remains of organized labor today. As we speak, Republicans are taking aim at the other half of organized labor in the private sector via a bill introduced in Congress in February by Rep. Steve King (confirmed racist and xenophobe) of Iowa and Rep. Joe ("You lie!") Wilson of South Carolina. It's called, ironically, "The National Right-to-Work Act."

This bill would effectively take care of the other half of unionized laborers, seriously crippling private unions' ability to fight on behalf of fair wages, benefits, and working conditions for workers. According to the Washington Examiner, "the legislation would amend the National Labor Relations Act, the main federal law covering private-sector unions, and the Railway Labor Act, an earlier law that covers transportation industry unions. It would prohibit so-called "security clauses" that require all employees in a unionized workplace to join a union or pay a regular fee as a condition of employment."

Wilson and King introduced a version of the legislation in 2015 but were not able to push it forward. They have reason to be more optimistic this time around, however, as President Trump has been vocally supportive of right-to-work laws.

It's not only private unions that are under fire. Public unions have also been in the crosshairs on the state level. Following on the heels of neighboring Wisconsin's right-to-work legislation which began its crippling of public unions in that state in 2015, the

state of Iowa passed HSB 84. The bill specifically prohibits contract negotiations over insurance, leaves of absence for political activities, supplemental pay, transfer procedures, performance evaluations (for faculty members and other employees), procedures for staff reduction, grievance procedures for resolving questions arising under the agreement, and any employment "advantage" based on seniority. The bill also limits mandatory topics for negotiation to "base wages," saying that pay increases shall be no more than 3 percent or the local consumer price index -- whichever is lower. Unions would have to be recertified by election prior to the end of every collective bargaining agreement in a two-thirds vote by all members, not just voting members -- a major effort, and at the union's expense. And the governor could reject agreements, even those agreed upon by employees and institutions.

The biggest hit to public unions however, could come from the U.S. Supreme Court, which last year, because of the death of Justice Antonin Scalia, was split on the Friedrichs vs. CTA case. A win in that case, which is sure to come before the court again in another form, would essentially allow public employees to freeload off their unions and reap the benefits of membership without paying dues. Trump's appointee to the high court could push this through.

Now, more than ever, we must stand together as union members to protect our rights to collectively bargain. I urge those of you who have not signed a UUP membership card to do so. The greater our numbers, the greater our power. We must stand together.

"Now, more than ever, we must stand together as union members to protect our rights to collectively bargain."

President's Message Continued

The BOT Policies and College at Brockport Faculty and Staff Handbook are both reinforced and amplified upon in the 1998 Roles and Rewards Committee Report (https://www.brockport.edu/academics/academic_affairs/facguide/docs/FacRolesRewards_20110802135823_856662.pdf). This extraordinary and important document should be familiar to all faculty on this campus. Specifically charged by then College President Paul Yu with defining what productivity was in all facets of faculty responsibilities, the committee recognized the extreme diversity across academic disciplines but still managed to create a structure by which we might identify effective teaching, service and scholarship. Operating with the underlying assumption that good policy sought to “empower faculty rather than to discipline, punish, or eliminate them,” the committee set out to create a framework by which many departments could act under a set of common principles. Our current operating procedures are largely derived from this report: the chair is the immediate supervisor and along with the appropriate departmental committees makes the recommendations relevant to appointment and promotion; the chair “by policy and practice” is the immediate supervisor of individual faculty and carries out the post-tenure evaluation of faculty, as well as any recommendations leading to an altered workload; the specific criteria for evaluating scholarship, teaching and service are developed by the departments in their respective APT documents. The report defines effective scholarship, teaching and service broadly but recognizing and emphasizing the incredible diversity amongst disciplines defers to the departmental APT documents to define productivity within their own fields. The APT documents were last reviewed and approved in 2013 by then-Provost and Vice President for Academic Affairs, Anne Huot.

The UUP Contract follows the BOT Policies (referred to in the contract as simply “The Policies”) as it pertains to appointment, promotion and evaluation. For professional employees there are a series of detailed protocols that GOER negotiated with the UUP and which the College at Brockport has institutionalized in a series of forms and procedures. For faculty, Article XII of the Policies applies to appointment and promotion. As well, however, as pertains to evaluation, Article 31 of the contract, in addition to PERB case law apply.

Our own evaluation process and apparatus is deeply flawed in this regard. The use of Activity Insight as an evaluation tool was also the subject of some discussion at the most recent Labor Management meeting and in the future will need reexamination. Put simply, Article 31 makes it very clear that the formal evaluations of college employees must be kept in the faculty members confidential employee file in Human Resources. The current system seems not to take into consideration confidentiality or fealty to process. It can be accessed and modified by various parties. It is shaped and reshaped by way of modifying the questions. The very fact that these evaluations are being aggregated in a database and mined for information belies the contractually agreed upon purpose.

Assuming, however, that this instrument is an accurate reflection of faculty productivity and an “evaluative” instrument, then the “evaluations” faculty members accumulate over the years are, by definition, enshrined and codified as a measure of faculty productivity at various levels - from the Board of Trustees, to the College Senate and the College President, to the Governor’s Office of Employee Relations, to the UUP, and finally to the Public Employees Relations Board. Literally reviewed and signed by the Chair and Deans, and de facto signed by the Vice President for Academic Affairs, they represent a contract of sorts as to past performance and future expectations.

What does in the end all of this mean? It means faculty should store hard copies of their evaluations and consider them as measures of their productivity in scholarship, teaching and service. These instruments, signed by the Chairs and the Deans, are a definition of individual expectations developed and expressed in the above reports, contracts, and policies. The Public Employees Relations Board sees these evaluations as such and any effort to increase or dramatically change workload responsibilities is a “terms and condition of employment” issue and comes under their legal aegis. For the moment, however, no one is better prepared to understand their responsibilities more than individual faculty, and I strongly urge you to save your evaluations and print out and study the above documents. At the same time, the union will negotiate with the College a proper process for the long-standing faculty Annual Review such that it incorporates the necessary elements of the UUP contract. specifically Article 31.

Following Up on Academics Discussion

Susan Orr, VP for Academics

As many of you know, UUP hosted two “listening and information” sessions on a possible campus transition from “QAR” to instructor roles. I would like to share here a brief summary of the proceedings for those unable to attend. Before I do, I would first like to thank everyone who attended the sessions and shared their thoughts and ideas (thanks too to “virtual” contributors). It was heartening to me that both sessions had good attendance, meaningful participation and engendered open, honest, and well intentioned discussion.

A second important preliminary point is that as of now it seems that this issue is on the proverbial “back-burner.” This is in part because the re-organization of the schools is taking place this semester, a process that requires significant time and resources. Another factor is that it quickly emerged that the process of transition raises many questions and complexities. Going forward UUP will be working with the College to negotiate this process. There is no specific timeline currently in place to do so. UUP will keep members apprised of future developments.

Before I summarize member input, a little background information is probably warranted. When we began the process of seeking feedback on this issue, we soon found out that there is a lot of confusion about titles and ranks across campus. While the term “QAR” is widely used, it is not in fact a recognized rank, rather it is used to designate a position as temporary. Generally “QAR’s” are actually “visiting” professors, often though not necessarily, at the Assistant Professor rank. Some QAR’s also hold “clinical” titles though they are fewer on our campus. The original intended use of the “visiting” title, was to allow scholars to temporarily contribute special knowledge and expertise to campuses across the SUNY system. However, on our campus, and many others, the “visiting” (often referred to on our campus as “QAR”) role has been used to fill faculty lines that are anticipated to be somewhat permanent without the long-term commitment that comes with a tenure track line. QAR positions do not qualify for Continuing Appointment as they are designed to be temporary positions. Further as “QAR’s” faculty generally teach more classes which creates a situation wherein they have little time to develop their scholarship.

While the designation “QAR” is relatively easily explained, the rank of Instructor seems harder to nail down. Essentially this is a rank that is permanent, which means there is an evaluation process that leads to continuing permanent appointment (tenure). There is also an expectation of a 4 course per semester teaching load. However, the specific qualifications for the role, and for continuing appointment, seem to be

somewhat varied across the SUNY system, and open to definition by departments through their APT documents. The question of promotion beyond the Instructor rank is also open to interpretation with many campuses providing a route to progress from Instructor to Assistant Professor and so on. Given this very basic “sketch” of the QAR designation and instructor rank I hope some of the complexities tied to any transition from QAR to Instructor are more apparent. I think the simplest way to report feedback to those who could not attend the listening sessions is simply to provide a summary of positions and questions raised in bullet form - not the most elegant way to communicate, but hopefully effective. Before I do, I would like to say that while there was considerable disagreement among UUP members on this issue, all seemed to want to seek ways to accomplish two things; first - to make the work situation of current members in temporary contracts more secure and stable, and second - to ensure that the status of the faculty role across campus is not diminished. In the summary below I use the term QAR, but want to note here that I should more properly refer to employees in these positions as “visiting,” “clinical,” or non-permanent.

- Many UUP members expressed concerns that transitioning current temporary employees to the rank of instructor would set a precedent for the creation of a two-tier faculty going forward. These members felt that creating Instructor positions for current QAR’s would encourage the College at Brockport to subsequently hire more Instructors instead of Assistant Professors. Many felt this would create tensions in departments with respect to departmental governance and also over-time lead to the devaluation of research and the diminution of the faculty role.
- Many departments who currently have “permanent” “QAR’s” felt very strongly that they have some input on qualifications for the role of Instructor. This is because some have current QAR’s who do not have doctorate degrees, but who are long-serving and valuable department members. Hence for many departments a move from QAR to Instructor would only be beneficial if a doctoral degree was not a requirement for the Instructor Rank.

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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 3/2/17.

Abar, Caitlin	56,416	Boyle-Wittman, Jennifer	70,282	Conner, Tanasee	76,123
Abwender, David	78,210	Brasted, Monica	73,595	Cook, J	101,593
Agate, Joel	57,977	Brennan-Jones, Kelly	77,939	Cook, Laurie	69,066
Agate, Sarah	55,000	Breslawski, Steven	142,081	Copelton, Denise	68,489
Aina, Amy	42,500	Bridges, Tristan	63,497	Cordeiro, James	132,176
Alexandrov, Iskra	99,963	Brien, James	76,268	Covell, Mary	50,500
Allen, Heather	66,328	Bright, Beth	57,500	Cowling, Charles	72,320
Allen, Sharon	66,273	Brown, Michael	52,130	Coyle, Amanda	70,982
Almekinder, Sandra	97,000	Brown, Serina	49,113	Craft, Catherine	40,000
Alston, Jeffrey	57,977	Brown-Smythe, Claudette	51,500	Craig, Latasha	54,959
Althouse, Matthew	71,009	Buckner, Laura	80,027	Crane, Lindsay	51,310
Amatangelo, Kathryn	59,538	Bull, Nathan	44,530	Crews-Perkins, Sharon	93,329
Anthony-Uribe, Aleta	52,744	Bunch, Ann	70,127	Crissman, Tricia	46,000
Anugu, Reddy	68,772	Bunker, Benjamin	33,076	Daniel, Cynthia	52,750
Aponte, Carmen	80,322	Burstein, Miriam	74,765	Dauenhauer, Jason	72,314
Argetsinger, Gail	65,770	Busch, Austin	69,381	David, Tamala	74,217
Armentano, Danielle	44,530	Byrne, Heidi	79,961	Davila, Carl	68,494
Asbeck, Megan	45,000	Calandra, Thomas	48,500	Dearing, Frances	90,260
Ashley, Carrie	39,403	Callahan, Charles	92,060	DeMonte, Michelle	55,500
Ashton, Jennifer	58,497	Camp, Joanna	76,048	Dennis, Janie	63,699
Askey, Daniel	62,600	Canbolat, Mustafa	103,362	Dentino, Michael	64,347
Atkinson, J Scott	135,325	Cariola, Katherine	50,174	Denz, David	47,559
Auremma, Amanda	48,501	Carrasco, Tamara	55,000	Desrochers, Marcie	81,018
Autin, Whitney	87,195	Carroll, Jason	43,500	Dettman, Jolene	47,000
Baird, Michael	71,024	Carroll, Pilapa	64,698	Di Pasquale, Nancy	64,887
Baker, Robert	56,696	Carson, Christian	61,579	Diamond, Karen	76,386
Ballart, George	42,891	Caruso, Elizabeth	114,773	Dicker, Georges	109,379
Balog, Joseph	106,246	Cary, Kelly	56,500	Dickinson, Brian	57,893
Balog, Linda	115,029	Casanzio, Samuel	48,800	DiDonato, Sara	63,450
Banerjee, Priya	76,930	Cashman-Brown, Oliver	47,000	Dimino, Valerie	48,093
Barbel, Paula	68,901	Caswell, Julie	62,000	Dobmeier, Robert	63,460
Bareis, James	68,263	Cercone, Kayla	33,076	Dong, Yangyan	40,000
Barfield, Patricia	40,810	Cervone, Gian Carlo	67,055	Donnelly, Chelsea	41,000
Barido-Maier, Gail	63,591	Cesnales, Nicole	58,640	Donnelly, Heather	55,000
Barnes, Gordon	68,724	Chadsey, Mark	69,931	Donnelly-Major, Teresa	94,584
Barski-Moskal, Ewelina	59,017	Chakalis, Patricia	64,838	Dowe, Peter	100,017
Bazzie, Christopher	87,710	Chang, Mark	47,000	Ducey, Marsha	61,272
Beach, Justin	49,368	Chapman, Erin	41,426	Duerr, Kevin	35,576
Beauchamp, Benoit	52,255	Chapman, Marie	61,227	Dumas, Anthony	49,654
Beaudrie, Patricia	67,040	Chase, Alisia	70,045	Dumbleton, Nicole	63,000
Beers-Wilson, Jamie	79,005	Chase, Duncan	49,468	Dumuhosky, Laura	46,992
Belle Render, Sharon	60,364	Chesebro, Jennifer	60,969	Dunn, Kevin	47,282
Bell-Owens, Nora	88,993	Chesebro, Joseph	75,758	Duquette, Kimberly	66,884
Bennett, Nichole	50,400	Chew, Thomas	78,800	Eason, Terry	76,521
Biedlingmaier, Renee	60,448	Childs, Ruth	62,722	Edick, Buffie	44,530
Bingham, Karilee	60,448	Cho, Oh Kon	91,088	Edwards, Ashley	57,110
Birch, Stacy	75,115	Christensen, Mitchell	55,000	Ehret, Kimberly	56,515
Birkins, Deborah	85,762	Cochran, Lynda	67,403	Eison, Carvin	78,520
Bloom, Davida	67,214	Cohen, Lee	81,175	Elyjiw, George	57,003
Blose, Joshua	60,058	Colagio, Kevin	77,077	Fagan, Colleen	64,500
Boston, Michael	64,706	Colantonio-Yurko, Kathleen	55,000	Faria, Debra	81,243
Boyd, Laurie	53,743	Collier, Douglas	79,432	Farnham, Tammy	60,448
Boyd, Melody	58,497	Cone, Thomas	83,331	Feeney, John	57,588

Fegley, Joshua	56,855	Hart, Erick	100,113	Korni, Swaroop	92,843
Felerski Richard,	79,726	Hartigan, Kelsey	46,400	Kowal, Donna	85,464
Fellner, Stephen	69,152	Hasnat, Baban	116,427	Kozireski, Warren	81,117
Ferris, Jane	53,421	Haynes, Sonya	50,000	Kozub, Francis	85,206
Fico, Ashley	57,750	Haytock, Jennifer	75,397	Kruger, DaNeille	52,500
Fish, David	79,000	He, Lerong	107,756	Kurtz, J Roger	89,073
Fisher, Debra	72,798	He, Yuanlong	112,598	Kuski, Charles	42,500
Follaco, John	66,037	Heavey, Elizabeth	89,057	LaDew, Stacey	48,000
Follansbee, Patti	60,906	Hecker, Jennifer	88,391	Lair, Richard	99,799
Ford, Julie	69,287	Heffernan, Kristin	68,335	Lakshmanan, Kadathur	123,617
Forzano , Lori-Ann	80,602	Heitz, Mark	75,564	Lampley, Jeannette	36,592
Fournier, Maria	72,900	Hendrickson, Nathan	52,000	Lane, Stephen	47,063
Fox, Michael	50,000	Hendrix , Linda	52,182	Lang, Brittany	47,476
Fox, P Michael	145,913	Henry, Timothy	80,722	Lawrence, Constance	63,699
Fox, Shoshana	41,296	Hernandez, Thomas	132,600	Lee, Bora	57,000
Freeman, Laurie	73,776	Herrmann, Elizabeth	39,403	Lee, Dawn	72,230
Friend, Ashley	47,000	Hettler, Barry	110,000	Lending , Craig	85,904
Froats, Melissa	39,403	Heyward, Kim	90,246	Lenz, Elizabeth	55,896
Frosini, Johnna	78,513	Heywood, Robert	51,382	LeSavoy, Barbara	66,198
Gaisser, D'Arcy	68,000	Hickey, Thomas	46,305	Levy, Dena	77,365
Gamin, Michael	63,001	Hillman, Mark	73,118	Lewis, Samuel	51,114
Gardner, Dustin	33,076	Hinds, Janie	109,695	Lieberman, Lauren	92,364
Gardner, Lynne	52,728	Hine, Joshua	49,000	Linn, Jeffrey	79,805
Garvey, T Gregory	84,301	Hing, Huey	75,994	Linville, Rachel	61,412
Gates, Trevor	58,497	Hoffman, Susan	76,695	Lipko-Speed, Amanda	62,502
Gattie, Peter	45,000	Hoffmann, Markus	83,007	Little, Leigh	82,420
Gaylor, Keith	55,000	Hopple, Christine	62,139	Loaiza, Katiuzca	33,076
Geh, John	61,474	Houston Wilson, Cathy	88,289	Locketz, Leslie	70,431
George, Dylan	39,403	Hubbard, Kitty	70,564	Logan, Margaret	79,664
Gerst, Lisa	61,881	Iafrati, Nancy	76,272	Logsdon, Karen	87,691
Giblin, Thomas	110,397	Idland, Michael	50,000	LoMaglio, Jane	45,000
Gibson-Stevenson,Romanda	71,502	Ireland, Owen	128,414	Long, Joseph	57,824
Giglia, Ryan	55,000	Jackson, John	50,966	Loreto, David	64,251
Gillespie, Janet	81,270	Jacob, Debbie	97,046	Loria, Anna	40,000
Girvin, Alicia	64,973	Jaskulski, Edmund	46,252	Lowey, Susan	71,502
Gleisle, Sara	50,500	Jessup, Stephen	56,794	Lucas, Joan	107,766
Goedel, Nicole	41,296	Johnston, Jessica	50,480	Luedke, Michaela	44,715
Goings, Joseph	50,000	Johnston, Seth	55,535	Lyle, Romar	33,076
Gomez, Virginia	47,664	Jones, Corinne	56,600	Lyon, Alexander	65,628
Gonzalez, Elisabeth	57,321	Jones, Dawn	71,979	Macpherson, Anne	80,439
Gonzalez, Sheryl	78,756	Jones, Jennifer	44,530	Maglietto, Mark	59,342
Gonzalez, Stephen	55,000	Jones, Lisa	52,500	Mahlangu, Nomvuyo	70,000
Goodspeed, Patricia	70,029	Joseph, Valerie	47,489	Maier, Lynne	71,345
Gordon, Brandon	52,000	Jurasinski, Stefan	69,376	Malik, Salahuddin	103,734
Gotham, Kerry	94,911	Jurek, Steven	61,355	Mancini, Frank	77,694
Goverts , Claire	58,497	Kachiga, Jean	50,174	Mangone, Jason	73,583
Graham , Andrea	47,328	Kalenda ,Peter	47,000	Marah, John	77,712
Graham , Arthur	64,707	Kanous, James	73,636	Margolin, Sara	63,127
Graves, Joan	68,316	Karl, Alissa	61,937	Marshall, Michael	62,000
Greer, Daniel	63,740	Kasper, Barbara	84,158	Martin, Morag	73,031
Gregory, Elizabeth	57,357	Keating, Neal	67,160	Marvin, Todd	44,530
Griswold, Phyllis	50,823	Kegler, Jennifer	68,448	Massey, Timothy	69,029
Guptill, Amy	65,249	Keiser, John	114,190	Mattern, Craig	72,034
Hacker, Linda	62,308	Kelly, Sara	95,079	Maxwell, Patricia	62,680
Hager, Peter	68,279	Kennedy,Tia	47,500	Maxwell, Paul	81,000
Haibach, Pamela	67,071	Kent, D Donald	97,087	McCrank, Mary	51,214
Haines, Kimberley	78,766	Kerfoot, Alicia	57,457	McDermott, Thomas	54,371
Haines, Scott	77,511	Kershner, Joanne	70,616	McGorray, William	86,564
Hallenbeck, Crystal	82,100	Ketonen,Irene	47,000	McGuffog, Ingrid	57,977
Hansen, James	78,250	Kienzle, Megan	57,977	McKay, Pilar	47,000
Harris, Richard	43,500	Kim, Moonsun	65,322	McNall, Laurel	75,226
Harrison, Michael	71,900	Klancer, Richard	48,934	McNulty, Amy	59,971
Harbin. Kathleen	57.620	Kolbe, Athena	56,000	McQuality, Justin	20,000

Meathm,Margy	50,174	Perreault,Melanie	55,386	Salagean, Grigore	47,000
Metz, Gary	96,920	Perry, Susan	62,101	Saleem, Khalid	54,821
Mfodwo, Ebenezer	33,076	Petersen, Susan	108,461	Samalot-Rivera,Amaury	62,139
Micheli, Sherri	63,179	Peterson,Kathleen	91,832	Samudra, Rhucha	57,000
Mihalakas, Athanasios	100,113	Peterson,Tracy	70,000	Sandler, Eric	47,000
Militello, Michael	65,687	Pettit, Julie	53,815	Sapienza, John	74,257
Miller, Molly	54,336	Phelps, Emily	35,576	Sargent, Daniel	75,034
Miller, Sanford	128,416	Piatt, Kimberly	55,960	Sarkis, Megan	59,538
Mills, Lori	74,207	Pierce, Melissa	49,654	Sarrazin,Natalie	65,274
Minardo, Edward	44,500	Pietrzak,Claudia	40,000	Scheid, James	74,103
Mitra, Sandeep	102,427	Pijanowski, Kurt	47,053	Schmitt, Darlene	81,509
Molyneux, Stasia	61,400	Pike, Steven	50,174	Schneider, Robert	85,268
Monier, Eric	71,472	Pisanczyn, Jan	97,240	Schockow, Joan	58,441
Morgan , Gloria	84,507	Podsiadly, Karen	90,120	Scholl, Emma	50,927
Morini, Jason	50,174	Ponicsan, Ivonne	42,000	Schreiner, Paul	49,460
Morith, Gretchen	57,990	Potter, Stephen	50,384	Schuhle-Williams,Karen	114,829
Morog, Gary	85,503	Powell, Pamela	53,726	Scime, Anthony	110,603
Morris, James	90,460	Powell, Robert	44,530	Scott Demmin, Sarah	48,440
Morris, Jason	64,000	Prajitura, Gabriel	78,252	Seem, Susan	102,378
Morrison, Richard	70,507	Prather, Faith	93,901	Sefranek, Mildred	45,492
Mower, Ronald	55,376	Price, Christopher	73,294	Seo, Joon Yong	103,362
Moyer, Paul	75,280	Prince, Wendy	46,502	Sercu, Linda	32,913
Murdoch, Daniel	97,916	Proehl, Kristen	57,977	Serio, Joseph	39,421
Murray, Donald	115,267	Quill, Kallee	47,000	Setek, Pamela	49,500
Musante, Gary	74,818	Quinn, Patricia	35,031	Shaw, Tate	65,390
Myer, Lucas	55,376	Radford , Stanley	106,790	Shearer, Amanda	49,654
Myers, Kim	52,586	Rajasethupathy,Kulathur	115,340	Shen, Rongkun	59,150
Napier, Donna	58,589	Ralph, P Gibson	73,093	Sherman, Gregory	53,375
Newman, Dawn	53,626	Ramsay, Jennifer	63,578	Shum, Robert	57,457
Nicolosi , Samuel	63,139	Rangan, Priyamvadha	107,600	Sia, Rey Antonio	76,629
Nobles, Keith	52,673	Rao, Thambrahalli	118,538	Siler, Willie	34,276
Noh, Shihyun	55,000	Ratcliff, Jennifer	64,714	Singh, Sandeep	140,396
Noll, Mark	86,022	Rath, Logan	62,036	Skogman, Howard	64,897
Norcia, Meg	71,597	Rawlings, Tiffany	52,567	Slater, Michael	56,600
Norment, Christopher	91,792	Ray, Michael	50,174	Slifkin, Jacqueline	63,500
Novara, Danielle	49,460	Reamer ,Pamela	70,674	Smalls, Jennifer	59,023
Nunnery, Brandon	44,530	Reed, Carly	56,937	Smathers, Jennifer	79,450
Nwachi, Omeri	64,907	Reff, Nathan	56,600	Smith, Jessica	47,000
Oakes, Stephanie	57,834	Reiner, Summer	63,890	Smith, Rebecca	67,033
O'Connor, Carl	58,997	Rewald, Matthew	44,972	Smith, Ricky	95,748
O'Connor, Christopher	46,533	Rew-Bigelow, Monique	51,646	Smith, Shelly	56,500
O'Keefe ,Pamela	81,130	Rhodes, Darson	57,750	Smoker , Kari	103,362
Olmstead, Kathleen	56,000	Rich, Adam	89,599	Snarr, Jeffery	61,098
Olson, Kari	56,493	Richards, Paul	70,433	Snell, Linda	99,788
Orr, Susan	59,714	Rickman, Erin	63,031	Sniatecki, Jessica	59,249
Ortega, Bernardo	59,538	Riley, Melanie	46,000	Snyder, Brad	50,458
Orzel, Virginia	63,521	Rinchar, Jacques	68,394	Snyder, Tricia	48,440
Osowskim, John	108,277	Rion, Fred	85,000	Sohn, Kyongsei	72,912
O'Sullivan, Pamela	79,307	Risse, Tonia	46,305	Soles, Carter	56,416
Outland, Rafael	57,000	Rivers, Marsha	45,000	Soloway, Stuart	76,402
Owens, Gary	106,514	Robb, Sue	85,127	Soufleris, James	48,149
Oyer-Ryan, Dona	45,000	Robbins ,Brian	43,611	Souto Rumbo, Ismael	49,000
Pagan-Guzman, Gladys	46,962	Robinson, Zachary	59,000	Spirithes, Dana	60,000
Paine, Skye	57,896	Robusto-Mack, Lisa	44,675	St George, Richard	89,430
Panning, Anne	88,176	Rochette, Scott	76,036	St John, Brandon	65,214
Parada, Andrea	85,208	Roe, Garrett	39,403	Stacy, Mark	84,488
Parker, Alison	88,403	Rogers, Daniel	74,000	Standish, Adam	73,674
Parker, Andrea	53,500	Romal, Jane	114,056	Standish, Elizabeth	55,188
Parker, Fred	41,464	Roman, Meredith	67,479	Stanton, Cindy	67,750
Pearlman, Ann	56,916	Rong, Weidong	103,000	Starkoff, Brooke	55,376
Pelletier, Michel	68,449	Ross, Craig	82,957	Stephan, John	105,000
Pelttari, Carole	60,643	Rossi, Frank	53,803	Stewart, Janice	60,293
Peluso-Militello,Janet	58,068	Roy, Janet	75,856	Stites-Doe, Susan	110,659
Perevich, John	57,750	Russell, Elizabeth	55,000	Stoller, Timothy	48,093
Perkins, Jonathan	54,021	Saiya, Nilay	59,652	Strabel, David	81,844

Strasenburgh, David	112,498
Suarez, Juanita	72,733
Szilagyi, Janka	65,108
Tahar, Mohammed	87,471
Tait, Althea	56,600
Taylor, Vanessa	33,076
Thomas ,Drake	46,564
Thompson, Angela	59,896
Thompson, Taneika	84,507
Thorpe, Elizabeth	57,457
Tiede, Mary	49,000
Tober, Tara	57,440
Tobin, James	83,566
Too, Danny	73,686
Torre, Jose	68,798
Torres, Cesar	79,508
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 Wie, Nikole	39,403
Vazquez, Carla	44,366
Vazquez, Sandra	55,500
Veneziani, Pierangela	62,163
Vergamini, Wendy	70,292
Veronesi, Peter	75,242
Viggiani , Pamela	63,098
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, Katherine	70,537
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
Washington, Akaby	45,000
Watt, Celia	97,308
Weinbeck, Robert	101,541
Weininger, Elliot	69,724
Weitzel, JoLynne	55,932
Welch, Danielle	48,046
Welling, Wendy	62,500
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	61,538
Wilkerson-Barker,Donna	65,977
Williams, Christopher	68,724
Williams, Clayton	56,000
Williams,Naomi R	48,000
Williams, Patricia	87,000
Wineburg, Benjamin	56,437
Witnauer, James	57,584
Wong, Diana	50,861
Wright, Allison	53,931
Wright, Wendy	50,174
Wyant, Robert	66,800
Yasar, Osman	131,404
Yeoman, Matthew	57,977
Yin, Hong	60,578
Young, Kimberly	51,500
Young, Phil	47,000
Yox, Violet	34,285
Zaihra, Tasneem	56,937
Zapata, Adam	70,000
Zehnder, Sarah	46,000
Zeliff, Darlene	49,698
Zhang, Jie	64,065
Zhao, Ruhan	75,810
Ziolkowski, Michael	108,148
Zollweg, James	70,855
Zuckerman, Mary Ellen	130,000

Management Confidential Salaries

Andriatch, Michael	165,500
Bhadury, Joyendu	185,000
Carr, Denine	76,500
Cranmer, Wendy	112,600
Cushman, Robert	120,000
Daniel, Eileen	145,000
Elsenheimer, Victoria	63,132
Gagne, Becky	79,500
Giblin, Edward	105,000
Groves, Kathleen	99,602
Hartway, Kristin	52,000
Haynes, James	150,000
Kittleson, Mark	175,000
Lamphron, Deborah	65,000
Langston, Randall	120,921
Lashbrook, Jeffrey	100,946
Lear, Gloria	53,000
Leenhouts, Justin	60,000
Macpherson, Heidi	240,000
Maliekal, Jose	133,406
Mareus, Roosevelt	123,155
Mihalyov, David	116,926
Obourn, Milo	75,754
Orzech, Mary Jo	104,999
Pine, Karey	115,000
Prioleau, Darwin	139,440
Pruss, Julie	68,901
Reynolds, Ryan	79,000
Riotto, Karen	127,900
Schreiber, Bradley	108,496
Smith, Laurie	57,000
Starr, Serena	75,500
Swift, Chaley	61,202
Willis, James	178,143
Wilson, Kathryn	174,155

Academics Discussion Continued

- One recurrent question in our discussions was whether the creation of Instructor roles would require that open searches be undertaken. Many members (departments) felt that the creation of a permanent faculty role, albeit at the Instructor rank, should require an open search. In this circumstance, current QAR's could apply but would not necessarily be appointed - this of course would undermine the goal of making the employment situation of current QAR's more stable. This point is complicated by the fact that while many current QAR's were hired without a national search, some were hired as a result of a national search.
- Some current QAR's were very positive about the prospect of transitioning to an Instructor role - many of those who expressed this view were long-term faculty who did not have a terminal degree and valued the permanence. Others, most of whom held a terminal degree, expressed support for the move from QAR to Instructor because they would benefit from the stability of a permanent position but at the same time articulated reservations. Their reservations primarily reflected a concern that the role would be perceived as a "second-class" or "lower-tier" of faculty, and also that the role would provide limited opportunity for advancement both professionally and with respect to pay and benefits.
- A number of current QAR's were somewhat, or very, opposed to the transition. In general these were current faculty with terminal degrees who felt that moving from Visiting Assistant Professor to Instructor would simply constitute a demotion.

Members expressing this view, clearly indicated that they would value permanence, but were of the belief that this transition would unjustly place them in a "lesser" role than justified. They raised the question of why they would not be hired as tenure track Assistant Professors.

I think that I have captured most of the critical points in this summary, though I am certain I have missed some positions and arguments - I apologize for such omissions. Some of the concerns articulated above may become moot - when we get more clarity from the campus administration about the precise parameters of any move to the use of the Instructor Rank. This is particularly the case with respect to the precise qualifications necessary for the rank and clarification regarding the process by which Instructors might be promoted. Following such guidance, it will be necessary for each department to up-date by-laws to incorporate and reflect any changes in titles.

We are happy to keep this conversation going so please get in touch with me, or others in UUP, if you would like to provide input. Although this issue does not appear to be pressing currently, UUP is best served if we have a good sense of members' views and concerns. Before closing I would like to say a big thank-you to our chapter secretary and support Brittany Profit-Rheinwald for coordinating these listening sessions and to Pat Domaratz our Labor Relations Specialist for providing excellent information and insight.

CAP Team Supports Brockport Water Walk



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Fax:
(585) 395-2138

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Brockport@uupmail.org



We're on the Web!
<http://www.uuphost.org/brockport/>

Please become a part of the UUP Chapter Action Project Team as we join with the college and community on Monday, April 3 from 7-9 pm to walk and help raise money to bring clean water to a school in Uganda! We are supporting BFA Art student and Honors College student Kate Hochbrueckner in her quest to bring awareness to the global problem of access to clean water, and at the same time raise money that will go directly toward building and installing a water tank at a school in Uganda. If you can't walk with us, please consider donating!!! The walk will take place in the SERC, and will happen rain or shine! FOR MORE INFORMATION, please see the flyer in this month's Beacon, or contact Sara DiDonato at sdidonat@brockport.edu. Hope you are able to join our team!!!

BBQ Dinners provided by 58 Main are also available for purchase for \$12. Proceeds will go to the Uganda Water Project.



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UUP Labor Relations Specialist
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Rochester, NY 14607
(585) 454-5550

APRIL 3RD 2017 7PM-9PM SERC

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Simplifying your life insurance options

As an educated consumer, you realize the earlier in life that you purchase life insurance, the cheaper the premiums will likely be. You're also aware that life insurance offers financial protection for your dependents upon your death, helping to cover the costs of funeral and burial expenses; assistance to help with your children's education; and offering financial assistance with paying debts and other expenses.

It can be overwhelming, though, trying to determine the best type of life insurance policy. Let's take a look at some of the different types of life insurance options available.

#1: Whole Life Insurance – This type of insurance is usually the most costly since policies are guaranteed to remain in force as long as premiums are paid. Whole life insurance offers permanent protection with premiums that never increase and builds cash value you can borrow against while you are living (like a loan). **Important:** Understand that you will reduce your death benefit if you don't repay loans with interest and will no longer have coverage if you surrender the policy.

#2: Term Life Insurance – This type of insurance pays a benefit in the event of the death of the insured during a specified term, offering a fixed rate of payments during that time period. Once that period ends, coverage at the previous premium rate is not guaranteed and the insured would need to get

further coverage. Term life insurance (and its level term life cousin) is designed only to protect your dependents if you were to die prematurely -- offering NO cash value.

#3: Level Term Life Insurance – Like term life insurance, level term life insurance pays a benefit in the event of the death of the insured during a specific time period. Premiums may not be increased during the time period due to change in your age or health status.

#4: Universal Life Insurance – This type of insurance offers a way to protect your dependents while building tax-deferred cash value. While the cost of a universal life plan needs to be covered so the policy remains in force, the policyholder has the option to adjust how much he or she will pay in premiums each year. Policyholders can also access a portion of the balance without affecting the guaranteed death benefit as the cash value accumulates over time.

“Term life and level term life policies are often popular options for those individuals with young families since there is a greater need for life insurance protection. They also tend to be much less expensive than their whole life counterparts. If you are considering a term or level term life policy, make sure to consider how long you would need the coverage.”

Keep in mind that NYSUT members & their spouses/certified domestic partners can help protect their dependents from life's uncertainties with a variety of NYSUT Member Benefits-endorsed life insurance plans. Many of these plans offer group rates not available to the general public along with additional convenience and savings opportunities.

For more information about these plans, visit the Member Benefits website at memberbenefits.nysut.org or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.