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## Upcoming Events

- ◆ Campus Equity Week Oct 30-Nov 3<sup>rd</sup>.
- ◆ Executive Board Meeting Nov 1<sup>st</sup>.
- ◆ Office Closed Nov 10.
- ◆ Holiday Dinner December 5<sup>th</sup>.

## President's Message

Joe Torre, President  
Brockport Chapter UUP



### Herrenvolk Revanche

In my brief faculty and staff convocation remarks way back in August, I pointed to Antonio Gramsci's concept of hegemony as one way historians try and understand how people participate in their own domination. Gramsci was concerned with the struggles of capital and labor in turn of the century Europe, especially in the post-World War I period when a new world order promised so much but failed so miserably to deliver. My own use of Gramsci, particularly after our distressing "summer of hate," was related to race and bias overall, be it based on race, religion, gender or sexual orientation. Who knew that in my lifetime I would see young white men overflowing with anger and hostility, chanting "Jews will not replace us"? What the hell does that even mean, anyway? In the same Charlottesville riot, one of these new "Nazis" drove a car into the crowd killing a young woman and injuring many others. As we know, our fear-mongering leader found no way to condemn these lost white youths, but instead tacitly encouraged and validated their journey into a soul-crushing, hate-filled, pathetic life experience; and of course, encouraged and validated the degradation and immiseration of their fellow Americans of *difference*. And so encouraged, they continue, with news reports of young white American men congregating to chant Nazi and other racist slogans now commonplace.

The question I want to address now is how we can use hegemony as an interpretive framework to understand these issues. How are these young white men in any way under hegemonic domination and who are their masters? Whose interests does it serve to have torch-bearing, neo-Nazi attired, jack-booted Americans proudly spitting out racist slurs and venom on the 6 o'clock news? In a previous essay I spoke to the historical roots of these ideas in Jacksonian America ("[Herrenvolk](#)," [Beacon](#), December 2016). Another historical example that sheds light on this situation comes from Alabama in the middle of the 20th century. Before George Wallace was elected governor in 1962,

Alabama had previously enjoyed the leadership of "Big Jim Folsom." Folsom was governor of Alabama for two terms at the height of the efforts to destroy American apartheid, or *Jim Crow*. He was, however, a political leader who fought for the economic interests of the "little" men and women of Alabama, white and black (very tall, he was known as the "Little Man's Big Friend"). He was not a Civil Rights activist or even an outward integrationist but he was anti-Klan, and introduced legislation against them; he called for access to health care and education for African Americans and decried the "old prejudices and hatreds and false alarms" that dominated Alabama politics; he invited the courageous and outspoken African American congressman from Harlem, Adam Clayton Powell, to the Alabama Governor's mansion, a first in that stark age; he secretly met with Martin Luther King Jr. and encouraged him in his efforts; and most importantly he tried to forge a political alliance that was NOT based on the racist fear and degradation of African American men and women by their fellow white citizens. He lost the election to the Klan's candidate, John Patterson, in 1958, and again to George Wallace in 1962. Wallace paid particular attention to Patterson's winning 1958 "race" strategy and never again dropped the mantle of race as a political rallying cry; he never let a single issue or policy that might bring together white and black Alabamians enter the political discussion. From 1962 well into the present, there was no politics understood as policy in Alabama, and many other places in the south; it was all fear all the time, and black and white lives were the lesser for it.

I bring that up because it seems to me that their experience informs our own. We are on the cusp of a tax cut that will enrich the very, very few at a tremendous cost to the many; we have a supreme court appointed by a populist President about to gut the few protections for working people organized  
*continued on page 4*

## UUP 2017 Fall Delegate Assembly-New Delegate Perspective

*Naomi Williams, Academic Delegate, African American Studies*

*“Any member can reach out to delegates as well as chapter officers to discuss concerns, share experiences, and help shape chapter activities.”*

I attended my first UUP delegate assembly for the fall 2017 meeting. I am excited to help represent our Brockport chapter academics. This year's assembly was a blend of working committees and workshops. As a new delegate I mostly attended workshops. UUP delegates are responsible for getting input from chapter members on issues to be addressed at assemblies; participating in discussion and debate; representing our chapter members; perspectives; and of course, bringing new information back to chapter members. Any member can reach out to delegates as well as chapter officers to discuss concerns, share experiences, and help shape chapter activities. Coming to executive board, general membership, and labor-management meetings will also keep members informed of the things our union is doing around the Brockport campus.

At the delegate assembly meeting on 12-14 October, it was very promising to experience union leadership not only discussing key issues like contingent members and effective union organizing but presenting concrete moves to address those concerns. The contingent employee committee conducted a retreat on Thursday before the assembly got started. They held four workshops for delegates wishing to learn more about contingent faculty concerns and how to address them. Our VP for contingent employees, Paul Schreiner is collecting data about

working conditions for Brockport contingent employees. The UUP is working to better address wage and working condition needs of these workers who provide such vital service. One issue that came up for those with 9-month contracts, is the changes in New York law that make it more feasible to collect unemployment under certain conditions. Flyers with helpful information are available through UUP. The UUP parliamentarian held workshops on solving the bylaws puzzle and gave chapter officers key tools for ways to streamline bylaws and best practices. There is a state-wide template being produced to ease chapters along. The joint meeting for academics and professionals focused on organizing and engaging members. Throughout the rest of the semester look out for continuing academic and professional meetings held by our VPs, Susan Orr and Sharon Belle-Render. The UUP budget is on firm ground. We discussed the UUP position on the upcoming 07 November election on the Constitutional amendment proposal. The UUP position is to vote NO on this item because of the expense involved, the fact that the same elite politicians will be drafting any changes, and the possible danger to the public pension program among other concerns. It is also important to not only pay attention to the Supreme Courts' upcoming rulings on cases impacting public employees, but to also continue to advocate for each other here on campus and across the state. An active, engaged membership will help promote economic and social justice for us all.

## Open Access: A Brief Overview

*Pam O'Sullivan, Drake Library*

This year marked the 10<sup>th</sup> annual Open Access Week. While the Open Access movement has many supporters, the reasons for participating and the process for doing so are not always presented in a clear and coherent manner.

“Open Access” refers to a publishing model for academic journal articles that enables anyone to access the materials without having to pay any kind of fee. There are currently many journals that publish to very high standards, using the same level of peer review used by traditional journals.

Another form of Open Access is depositing a copy of a journal article that has been accepted for publication, in an on-line institutional repository. A number of colleges and universities participate in variations of this model. Some common factors of this model are:

- The article is already peer reviewed and accepted for publication.
- The pre-publication version of the article (after peer-review, but before final typesetting) is sent to the Digital Repository Manager after the article appears in print.
- The faculty member grants non-exclusive copyright privileges to the Digital Repository for the purpose of making the article visible on the website for sharing. At no time does the faculty member turn over copyright exclusively to the digital repository.

- Embargoes or any other restrictions set by the publishing journal, are adhered to at all times.
- At this time, most participating institutions have an “opt-out” policy. Faculty opt out of their articles being included in the institutional repository.

One of the major advantages to faculty in using Open Access is increased visibility for their publications, leading to a higher number of downloads and citations. The effect on faculty workload is negligible, as the Digital Repository Manager checks the publisher’s policy regarding Open Access, uploads the article to Digital Commons and notifies the faculty member when this is done. The only requirement on the faculty side, for those who choose to participate, is to keep your peer reviewed copy to email to the Digital Commons Manager.

With the rapidly rising costs of databases and static or shrinking library budgets, Open Access becomes an important conduit for students to obtain high quality research articles. As more institutions support this model, the hope is that faculty at all institutions will take a thoughtful look at the subject, discuss among themselves the pros and cons, and enter into a dialogue with their institutional repositories to determine how Open Access fits into their educational model.

*“One of the major advantages to faculty in using Open Access is increased visibility for their publications, leading to a higher number of downloads and citations.”*



UUP Holiday Dinner  
Tuesday, December 5, 2017  
6:00pm  
New York Room, Cooper Hall

Watch in the Daily Eagle for RSVP information early to mid-November!

## President's Message cont'd

labor has been able to implement over a century of effort; we stand ready to roll back modern environmental protections and kill hundreds of thousands of Americans in the coming decades, in the name of profit; perhaps most amazingly, to enable massive tax cuts we have repeatedly attempted to gut the health insurance of the nation's most vulnerable, presumably with their complete acquiescence, since it is being carried out by their duly elected candidate; we witness the humiliation of American citizens in Puerto Rico as the President tosses out paper towels to sick and starving hurricane victims, and massive contracts to three-people companies hastily founded by hometown friends and acquaintances of the Secretary of the Interior; and I could go on, and on, and on. And yet, all we hear from our political leadership is race fear, hate mongering, attempts to humiliate and shame gender difference, Sinophonic saber-rattling, Islamophobia, homophobia, anti-immigrant racist slurs, and so on. And leading this demonic "hate" circus is a billionaire with gold-plated toilet seats on his private plane, and his demented jester, Steve Bannon, a former Wall-Street executive and film producer who has found much fortune and fame in cultivating the anger of white people diminished by the world he wrought; we should not forget that his fame and fortune were founded on the global system he now denounces to further profit.

At any rate, underlying all of these efforts to fill our cups with hate is the fact that Trump, Bannon and numerous GOP donors will profit handsomely from this new political order. The losers will continue to be the Kentucky and West Virginia coal miners, and others who

voted for Trump and were deceived. Not for them real discussions of health insurance and tax reform and jobs; they will be nourished by steady diet of "whiteness" as they are further economically marginalized. Regrettably, however, they (and we) will lose much more than our fortunes, labor rights or health insurance in this political nightmare. The politics of fear and hate has many victims and their losses are profound: first are the people who suffer hatred and discrimination and whose life experience is inexorably diminished as a result; second, are those whose hope and optimism, the joy of life, is sucked dry by the implosion of the world we have created over the last half century; finally, however, the men and women whose very being is dominated and destroyed by this racist hatred - whose soul is crushed under the weight of this monstrous emotion - are also victims - played by clever charlatans to ends contrary to their interests. What shall be their gain in reaping this bitter poisoned harvest?

The concept of hegemony might or might not lead us to policy-based solutions but I think it has helped me to understand how seemingly ordinary people can do extraordinarily terrible things - and some very mundane and banal things, with terrible and evil consequences - contrary to their own interests. The solution to hegemony, I suggested back in August, was knowledge and critical thinking - the ability to differentiate intellectual wheat from chaff. These are the very skills and goods we as educators and unionists are charged with delivering. Godspeed.

*"The politics of fear and hate has many victims and their losses are profound."*

## Brockport Participates in Campus Equity Week

Campus Equity Week is in full swing, and UUP contingent employees at chapters across the state are taking part.

At Brockport the CEW team created an "Equity Wall" display and CEW literature table. The chapter will also do an installation on the "Equity" wall using sticky notes in four different colors; the notes will be attached to the wall to show the contrast in numbers of full-time and part-time faculty, and full-time and part-time

CEW spotlights the contributions of contingent employees, and the difficulties they face on the job—including low pay, the lack of job security, and working conditions. More than 40 percent of UUP members are contingents; part-time academics make up more than a third of the faculty at SUNY state-operated campuses.

Yet, contingents are vastly underpaid for their work. One in three part-time academics earn less than \$200 per week, while one in five makes less than \$175 weekly. Many contingents are forced to work several jobs just to make ends meet.



*The "Equity Wall" will be on display October 30-November 3<sup>rd</sup> in the Union.*

## Kowal Debates Strong Case against Con Con

If New Yorkers vote for a constitutional convention in November, they will have to deal with an expensive and disruptive distraction months before the next presidential election - and just as their focus should be on the dysfunctional administration in Washington.

UUP President Fred Kowal made that forceful case against a constitutional convention in an Oct. 16 debate at SUNY New Paltz, where he countered the pro-con views of his debating partner, Gerald Benjamin, with facts, figures and a strong delivery. Above, Kowal, left, answers a question during the debate, as Benjamin listens.

"I would like to know how we will all have input to develop proposals, and then turn those proposals into action," Kowal said. "No one knows how deals will be struck. The money needed to run this convention would be better spent for an entirely different purpose. I think New York is being sold a quick-fix scheme. In order to achieve any progress in New York state, the focus needs to be national."

Benjamin, a political scientist and former dean at New Paltz, directs the Benjamin Center at the college, which supports public policy research and regional engagement among diverse groups in the state. He bases his outspoken support for a constitutional convention on the need to correct what he calls New York's "broken government."

UUP New Paltz Chapter President Beth Wilson and K.T. Tobin, associate director of the Benjamin Center, co-moderated the debate.

### Trickle-down policy upheaval

While not disputing that state government could work better at times, Kowal pointed out that even the most functional legislature would still have to deal with a federal government that is upending policies on health care, civil rights and public education.

Great uncertainty also looms around the vaguely defined Republican tax overhaul. All of this upheaval is already affecting the flow of federal money into New York that is needed for public education and health care, including care provided by the SUNY hospitals. UUP estimates that a constitutional convention could cost \$50 million to \$100 million.

### Outsiders may push right-wing ideas

Many of the well-funded right-wing organizations that have pushed an ultra-conservative agenda in the Trump administration could take advantage of a constitutional convention to press the causes of the charter school and fossil fuel industries at the expense of public education and the constitution's "Forever Wild" clause that protects public lands from development, Kowal said.

"A constitutional convention sounds like the panacea to all our problems," Kowal said. "My feeling is that it is a mirage, and a dangerous one at that. There would be no transparency. There is also no accountability. At the end of the day, the delegates don't have to answer to the people of New York."

New York residents will vote in November on whether they want a constitutional convention. Delegates will be selected a year later, again through the ballot in the general election, and a convention would most likely begin in April 2019.

UUP members are working hard to educate voters about why a constitutional convention is such a bad idea. For more information and ideas on campus activities to oppose the convention, go to the UUP website home page and click on the red and grey box that says "Constitutional Convention Info."



## The Research Foundation for SUNY

*Laura Merkl, Research Foundation*

The Research Foundation for SUNY, The College at Brockport, is the administrator for external funding on the campus. The Research Foundation is the entity that assumes responsibility for the liability, compliance, and legalities on all external funding.

The campus has adopted an External Funding Policy. A copy of the policy is attached. This policy is in effect for all external funding.

The Grants Development Office, under Patricia "Tish" Williams' leadership, is the office responsible for assisting faculty with external proposals review and submission. Tish reviews the guidelines, reviews the narratives, and submits the awards. Laura Merkl at Research Foundation, completes the budget narrative and all budget forms, and obtains the necessary campus approvals. Once you have identified an external funding opportunity, it is important to engage our offices immediately so that we can begin the proposal process and meet the deadline. It is our policy to have the submission finalized a week before the due date to allow a final review and to submit early to avoid potential system issues, internet problems and the like.

Once an external proposal is funded, the Research Foundation administers the award. Research Foundation was chartered by SUNY to administer external funds and act on SUNY's behalf. Research is a non-profit, private entity. Research does the contract negotiations, financial reporting, invoicing, payroll, and purchasing and payments on the award. Research is responsible for sponsor and federal audits, as well as all compliance with applicable laws and regulations, liability, and legal issues with regards to the funding. Research Foundation administers the award and absorbs the risks so that the

college nor the faculty or staff member is responsible.

Facilities and Administration, otherwise known as indirect costs, are the real costs to the campus for external funding. There is a federal form the campus completes and submits to the Federal government that details all of those costs. It is that form and the federal government that determine the rates. These costs cover, and this is not an all-inclusive list, campus costs (utilities, IT infrastructure, equipment depreciation, building maintenance, etc.), as well as all the administration by RF that entails - award service, reporting, HR, compliance, legal situations and advice, liability, Workers' Compensation, Disability, professional insurance, etc. The funds cover a wide variety of real expenses that are beneficial and essential to the external funding.

The Grants Development Office and The Research Foundation for SUNY present a Grants Writing Workshop each January. The workshop is held prior to the beginning of the Spring semester to make is accessible to faculty and staff. Notification of the date of the workshop is announced several times in the Daily Eagle prior to the workshop. If you would like a workshop presented to UUP, please contact Patricia "Tish" Williams at x5118 or Laura Merkl at x 2444, and we will be happy to accommodate that request.

If there are any faculty or staff that have identified external funding and would like to begin working on a proposal, please contact both Tish and I immediately. If you are a faculty or staff and you'd like to investigate potential funding for research, a study, or an idea you may have, please contact Jules Oyer at x2905, or send her an email at [joyer@brockport.edu](mailto:joyer@brockport.edu).

*"Research Foundation was chartered by SUNY to administer external funds and act on SUNY's behalf."*



The Brockport Chapter of UUP is a proud Sponsor of the Veterans Day 5k, November 4th, 8am, SERC. Visit <https://www.brockport.edu/support/veterans-day/> for more information or to register.

## The AFT IS Leading Effort to Bring Water to Puerto Rico, While Federal Government Moves at Snail's Pace

*Diane Ravitch*



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

The American Federation of Teachers is joining with other concerned citizens to bring water to the people of Puerto Rico, a vital mission that seems to have been forgotten by the Trump administration. Randi Weingarten sent out the following information:

“Responding to the water crisis unfolding in Puerto Rico, AFT, Operation Blessing, AFSCME, and the Hispanic Foundation launched Operation Agua today to crowdsource contributions and provide a reliable source of safe drinking water to families across Puerto Rico.

“More than a month after Hurricane Maria devastated the island, most Puerto Ricans still have no reliable source of safe drinking water. When I was in Puerto Rico last week, I saw with my own eyes children collecting water in streams that were likely severely contaminated. We know people are collecting water from runoff or even drinking from toxic Superfund sites. And even the water coming out of the tap is unsafe because there is no electricity to run treatment facilities. The federal government has failed the people of Puerto Rico and we need to continue to fight to get the federal response this disaster requires.

But we must also continue to do what we can to care for Puerto Rico children and families. Our campaign isn't a substitute for federal action but a necessary intervention to get as much clean water as quickly as we can to people.

“Operation Agua's initial goal is to purchase and distribute 100,000 individual water filtration systems for households and classrooms and 50 large capacity clean water devices to a network of non-profit organizations, union offices, schools and other community based groups to provide stable and reliable sources of safe water.

“A single \$30 contribution provides an in-home purifier that requires no electricity and filters and provides more than 10 gallons of safe water per day to a family. \$5,000 delivers a disinfectant generator that can disinfect 150,000 gallons per day—enough safe water for hundreds of people.

For full article please visit:  
<https://dianeravitch.net/2017/10/23/the-aft-is-leading-effort-to-bring-water-to-puerto-rico-while-federal-government-moves-at-snails-pace/>

## PARKING TROUBLES?



Check twitter for parking & bus updates:

@bportparking

And sign up for text alerts:

[www.brockport.edu/parking](http://www.brockport.edu/parking)

### BROCKPORT CHAPTER OFFICERS 2017-2019

President.....Joe Torre  
VP Academics.....Susan Orr  
VP Professionals.....Sharon Belle-Render  
VP Membership.....Sara DiDonato  
VP Retiree Concerns.....Herb Fink  
VP Part-time Concerns.....Paul Schreiner  
VP Publishing.....Brittany Profit-Rheinwald  
VP REOC (Academics).....Diana Wong  
VP REOC (Professionals).....Lisa Gerst  
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***Have you had your financial check-up lately?***

## ***NYSUT Member Benefits launches the new Financial Planning Center!***

NYSUT Member Benefits is excited to announce the launch of our NEW online Financial Planning Center. This enhanced site will assist NYSUT members and their families with making a variety of important financial decisions.

The NYSUT Member Benefits Financial Planning Center provides helpful tools and resources to assist members with a number of crucial decisions regarding financial wellness and retirement planning.



**This new site includes more than 100 modules on different financial topics along with a financial fitness check-up to see where members stand with their financial knowledge.**

Whether it's planning for retirement, saving for college for your children or considering purchasing a home, the choices we need to make on a regular basis are never easy. If you're already enjoying retirement, you may be dealing with long-term care needs, managing your investments and estate planning.

NYSUT members can get assistance with these questions and more with our NEW Financial Planning Center.

To access the Financial Planning Center (and more than 100 planning modules), visit the NYSUT Member Benefits website at [memberbenefits.nysut.org](http://memberbenefits.nysut.org) and click on **"Financial Planning Center."**

To learn more about Member Benefits-endorsed programs & services, visit [memberbenefits.nysut.org](http://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.