



The Bullhorn

The Official Newsletter of The SUNY New Paltz Chapter of the UUP
January 2009 • Volume 4, Issue 1

By Glenn McNitt
Chapter President

***No, we should not be involved
in the elimination of programs
and jobs of our colleagues or our
friends in other unions.***

From My View

The Question: Shouldn't we help the Administration prepare for how the budget cuts are implemented on campus? After all, we have a more sensitive and insightful perspective of the academic condition, and we know the intricacies of academic life. And don't we, as elected leaders of the faculty, have a responsibility to aid the Administration in its unfortunate task of selecting where the cuts (i.e. lost jobs and lost programs) should occur? And isn't it more than that, meaning that we can identify revenue savings that will not affect jobs? Can't we save a lot of money by "turning off the lights" or similar suggestions in lots of places?

The Answer: No, we should not be involved in the elimination of programs and jobs of our colleagues or our friends in other unions.

UUP is a union of members who are bonded together on some basic principles and who have collectively agreed to a contract with New York State. Perhaps the first principle of any union is the protection of employment for its members. That is especially powerful for UUP since UUP is also the primary agent for protecting tenure for members. As an institution, UUP's protection of tenure ensures academic freedom and due process in handling disputes with the Administration. Essentially, we are tenure track and non-tenure track employees, some with permanent appointment, others hoping to get that status and still others who have less protected employment status. So, we are not homogenous in our status or in our goals. But every one of us realizes that a loss of tenure negatively diminishes each of us. After tenure, term contracts of a year or more, and "contract guarantees," are issues that mandate union defense of employment protections. We, as a union and as members of the NP staff, must be vigilant and unbending



in our defense of our members' protections of their jobs.

Which gets me to the point. There will be enormous pressure on all of us to participate in the elimination of other members' jobs. Let's call it the "objective assessment" of programs—usually in other departments than our own—or the objective evaluation of offerings by faculty in various departments. The process of evaluation begins in non-threatening ways—turn off the lights, use the print shop economically, discuss creating a "pool of services" by secretaries and staff, and finding computer replacements for faculty and staff. It doesn't end here.

Let's face facts. Every savings plan has an employment impact. As people try to save money by cutting expenses, it has a direct impact on the faculty and staff member sitting next to you. Which of your colleagues do you wish to identify for termination? Did you put your own name on the list? Our first impulse ought to be that we use our intellectual energy to save jobs and protect the university rather than waste our efforts identifying others who should or could be fired. Let's work positively for our members and for the university, and reject the divisive, NIMBY approach that is currently being offered to us. Come on, folks, let's take charge of the situation we face on the New Paltz Campus. Don't be used by the Administration to reduce programs or the number of people. The Administration has a job to do and so do we. Our job is to say "No" and to fight attempts to eliminate programs and people. Let's use our energies in a positive way for the university and our colleagues. ■

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By Glenn McNitt

How to Respond to the Budget Cuts?

There are serious financial concerns facing the College, especially since the Governor has made the campuses undergo three cuts during the current budget and has recommended additional deep cuts in the upcoming financial plan. The cuts have been managed well by our Administration in so far as the impacts on the programs and personnel of the College. Not one program was cancelled and no faculty member was terminated. Well, on second thought, maybe that isn't accurate.

We know that some courses that were scheduled for the

Spring 09 semester were cancelled, and the faculty members originally assigned to them had their contracts voided. The explanation for those decisions was made, it is supposed, on the basis of low student enrollments. This justification is not a new one, since for some time low enrolled classes have been cancelled just before the semester was to begin. What is different this time is, first, the minimum number of students enrolled for a course section to survive has been raised. Second, some members had contracts cancelled not because their proposed course(s) were under enrolled, but because others had low enrolled course sections. In this case, a full time member may have been scheduled to teach a course that did not attain the minimum enrollment level. Department chairs and coordinators have notified part time faculty that they have been “bumped” from their course sections so that full time faculty are able to teach their required load of courses. These two situations are troublesome, perhaps unacceptable.

Obviously these two situations are related, and both are a manifestation of the budget crises New Paltz has been experiencing. Raising the enrollment minimum without increasing the number of students admitted to the college reduces the number of courses that are offered. With fewer course sections there is less need for faculty to teach, and the course load may stay the same but the class size increases and the number of offerings decreases. Adjuncts and other non-tenure-track faculty may see their course sections turned over to full time faculty also, reducing the need for part time workers and extra service teachers.

The consequences impact the faculty by reducing the number of faculty teaching.

There are other consequences too, but for the union the most severe one is the loss of a job by some unit members.

Raising the enrollment minima and reducing the total number of courses offered administratively effects expenses for programs and for faculty, pedagogical considerations notwithstanding. As the revenue shrinks, the pressure to reduce the number of campus offerings and to make each course more “profitable” increase as well. The consequences impact the faculty by reducing the number of faculty teaching. There are other consequences too, but for the union the most severe one is the loss of a job by some unit members. A loss of a job, no matter how it is justified, potentially shatters the career and the livelihood of fellow members.

Our initial reaction to these situations may be to withdraw—to restrict our focus to our own circumstances and our own narrow department. How does it affect my teaching, my department? Can I sit back and criticize Department “A” for not doing what my Department did or does? Did the other Department sell out in some fashion, become less rigorous or less professional? No matter. The fact is that given the personnel rules and appointment/reappointment practices of the college, in gaining professional status and attaining standing, our members are equally justified in asserting their rights to job security and respect as colleagues. Each of them is a competent professional and each has as much reason to feel so as any other member of the staff. How, then, should we deal with the calls for reduction in force and paring of programs?

It is foolish and mistaken to consider cuts as the proper solution to SUNY’s problems. If there isn’t sufficient revenue for the university to operate and maintain its standards, then increasing revenue is just as good an answer as cutting programs and staff. Actually, it is a superior option to undermining the programs. For many years, UUP has argued that SUNY revenues are an investment in New York State, rather than an expense. When investment stops in any type of institution, the entity decays and dies. What is true for corporations is true for SUNY as well. Providing access to public higher education for New Yorkers arms our citizens with the technological, economic, philosophical and social skills that make it possible to transcend financial hard times, and to do so with finesse. Our attention and our best efforts ought to be focused upon how our institution can attain the revenue it needs to meet its goals and responsibilities. Cutting the budget is not the answer.

Elsewhere in the Bullhorn there is a political calendar which includes five dates in January and February for political activity. These dates identify Outreach activities for discussing the under funding of SUNY with members of the NYS Legislature. The Outreach by UUP has been effective in the past, but it will need to be even better this year, with more members participating and more legislators persuaded that cuts are not the answer for SUNY. Only if we talk with them, give testimony of the impacts of proposed cuts, and

provide the insights of the many positive attributes SUNY brings to the communities in which campuses are sited—only then will the case for SUNY be made to legislators. So pick a date or two to help; call the UUP office (-2770) to say when you will come. In unity we have strength.

Support UUP as it fights to preserve everyone's job. 📧

By Maryann Fallek
UUP Delegate

What is DSI?

How did DSI get started?

How is this amount of DSI money determined?

Given this formula, how much DSI money theoretically should be awarded to Part-timers each year?

Is there a long history of Part-timers receiving DSI on this Campus?

What happened to this \$33,000 for the years prior to 2007 when there were no applications from academic Part-Timers?

How much is the DSI for academic Part-Timers?

DSI for Part-Timers

Frequently Asked Questions

DSI is a discretionary salary increase that the Administration uses to recognize and reward employees for their contributions to the University. This increase is a permanent addition to your base salary.

DSI resulted from negotiations between the United University Professions (UUP) and the State of New York. These two parties agreed that a specific amount of money would be set aside for DSI annually.

The amount of money reflects one percent (1%) of the annual aggregate payroll.

One percent of the aggregate payroll for Part-time academics is approximately \$33,000. Technically, that amount should be awarded to Part-timers as Discretionary Salary increases each year. (n.b. The money for DSIs awarded Part-time Professionals is deducted from a different pool of money used for Full-Time Professional DSIs.)

Not really. However, two years ago (2007), the UUP Chapter leadership was successful in convincing the Administration to encourage and support DSI applications from part-timers. In that year, for the first time, 26 part-timers applied for DSI and nearly all received the increases to their base salaries.

This money augmented the pool used for DSIs, given to Full-timers.

Initially in 2007, the DSI was only \$55 per course. However, UUP has been successful in convincing the Administration to increase the award. This year the DSI for part-timers who teach in the classroom has increased to \$100 per course.

Are ALL part-timers eligible for DSI?

Yes, all academic and professional part-timers are eligible for DSI. In addition to academic part-timers who teach courses, academic part-timers who supervise student teachers or give individual lessons or do other similar work also are eligible for DSI. Moreover, professional part-timers also are eligible for DSI.

What time period is covered by this year's DSI application?

The time period central to the application is January 1, 2008 through December 31, 2008.

Where is the information about the DSI criteria, forms, and process information found?

All information and forms are available at my.newpaltz.edu. After logging in, click on *Faculty/Staff Services* and find *Documents & Policies*. Essential information and necessary forms are available under *Promotions & Discretionary Salary Increases*.

Also, for the last two years, UUP's Part-Time Concerns Committee has conducted a hands-on workshop for part-timers interested in applying for DSI. For this round of DSI applications, the UUP workshop was held December 10, 2008.

Generally, what are the criteria for obtaining a DSI?

UUP has insisted that the DSI requirements be reasonable and fair. For Part-Timers, UUP has emphasized that professional performance, knowledge, expertise, experience and skills should be the focus for receiving DSI.

What are the DSI application requirements for part-timers who teach?

While research and service are not excluded, these DSI requests can be supported on the basis on evidence of effective teaching and learning, alone. Basically, the applicant's teaching accomplishments, such as the creation and use of effective instructional strategies, are considered.

Is a minimum number of either courses or students required in order to apply for DSI?

While this information is reported, there is no minimum for either courses or students taught.

How are non-teaching professional part-timers' applications evaluated?

These DSI requests are evaluated using the same criteria as those received from Full-Time Professionals. The primary difference is quantitative; a person who works part-time is not expected to do as much as one who works full-time.

Is there a minimum length of service required? Or is length of service considered in the evaluation process for DSI?

There is no length of service requirement. And length of service is not a factor in the evaluation of an application.

<i>Are other activities, in addition to my basic job, required or expected?</i>	No. Volunteer activities are not required or expected. It is your choice to reference them in your DSI application.
<i>What does the dossier, submitted to the Department Chair, look like?</i>	Your dossier basically is a three-ring binder with secured materials about 1½ inches to 2 inches thick.
<i>What materials are included in the Dossier?</i>	<p>The required materials are:</p> <ol style="list-style-type: none"> 1. Curriculum vita 2. Personal narrative explaining why you deserve a DSI 3. Job description or list of courses taught and course enrollments 4. Course syllabi 5. SEIs and/or observation reports 6. Evidence/documentation
<i>When is the deadline for applications?</i>	This year, the applications should be received by Department Chairs on or before February 6, 2009. Departments are free to create their own processes and time tables for meeting this particular deadline. Part-time applicants are encouraged to learn the process details for their respective Departments.
<i>Who is responsible for initiating the DSI application process?</i>	While Department Chairs are encouraged to inform and encourage Part-Timers regarding DSI, the Part-Timer is responsible for initiating the process.
<i>To whom is the application submitted?</i>	Applications generally are submitted to the Department Chair.
<i>Who reviews and evaluates the application?</i>	The Department Chair reviews and evaluates the application. The role and responsibility of the other Department members varies among the Departments
<i>What happens to the application, once the Department has made its decision?</i>	The DSI application from a Part-Timer is forwarded to the Dean, then to the Provost and finally to the President for the final decision.
<i>When do you learn the outcome of your application? How do you find out whether you have been successful?</i>	The Provost usually notifies you in writing in late fall or early winter of the school year in which you applied.
<i>How is the award paid?</i>	<p>The DSI distribution for work performed in 2008 must occur no later than December 31, 2009. The actual increase to your salary is effective July 1, 2009 or September 1, 2009.</p> <p>For example, this year (2009) successful academic part-time applicants will receive \$400 for their work in 2008. This</p>

\$400 will be received before December 31, 2009. The base salaries of these recipients will increase by \$400, effective September 1, 2009.

Does the DSI really make that much difference in a person's salary?

Yes, because your base income is permanently increased.

Yes, but the increase it seems too small amount to make much of a difference. No?

Well, actually: "No."

Let's say, in 2007 your base salary was \$2800 per 3-credit course and you received a DSI; your base salary was increased to \$2855 per 3-credit course. (\$55 per 3-credit course; \$220 typical increase for those teaching two courses per semester) Once you add your 3% UUP negotiated salary increase, your base salary for a 3-credit course became \$2941 per 3 credit course, effective July 2, 2007.

In 2008 the DSI for Part-Timers was increased to \$75 per 3-credit course applied to base salary. So, if your salary was \$2941 per 3-credit course and you received a DSI, your base salary became \$3016 per 3-credit course. (\$75 per 3-credit course; \$300 typical increase for those teaching two courses per semester). Once you add your 3% UUP salary negotiated increase, your base salary became \$3107 per 3 credit course, effective July 2, 2008.

In 2009, the DSI for Part-Timers will be \$100 per 3-credit course applied to base salary. Thus, if your salary was \$3107 per 3-credit course and you receive a DSI, your base salary would be \$3207 per 3-credit course. (\$100 per 3 credit course; \$400 typical increase for those teaching 2 courses per semester.) When you add your 3% UUP negotiated salary increase, your base salary for a 3-credit course would be \$3303 effective July 2, 2009.

Because of DSI and UUP negotiated salary increases, as a Part-Timer your base salary for a three-credit course would have increased by \$503. Thus, if you teach four courses per school year, your salary increased by \$2012 because of DSI and UUP negotiated salary increases.

Is my Dossier returned to me?

Yes.

May I apply for a DSI every year?

Yes. Actually, after the first year, subsequent applications are considerably easier as you simply update your information to demonstrate your continued commitment to professional excellence and SUNY New Paltz.

Who should I contact if I have any questions or concerns about DSI?

If you have any questions or concerns, contact President Glenn McNitt or Part-Time Concerns Committee Chair, Yvonne Aspengren by telephoning the Chapter UUP Office, 257-2770.

UUP urges all Part-Timers to apply for DSI. Good luck. ◀

Meeting Dates, Spring 2009

Mark your calendars!

As you see, some meeting times are not set yet. Please let me know if you have preferences. Of course, it is impossible to accommodate everyone's schedule, but I will try my best.

Location information also is forthcoming.

<i>Tuesday, January 13</i>	Executive Board Albany	
<i>Tuesday, January 20</i>	Lobbying Albany	9:00 a.m.
<i>Wednesday, January 21</i>	Labor-Management NP	11:00 a.m.
<i>Tuesday, January 27</i>	Lobbying Albany	9:00 a.m.
<i>Wednesday, January 28</i>	Executive Committee NP	
<i>Thursday, January 29</i>	Executive Board Albany	
<i>Friday–Saturday, January 30–31</i>	DA Albany	
<i>Tuesday, February 3</i>	Lobbying Albany	9:00 a.m.
<i>Wednesday, February 4</i>	Chapter Meeting NP	
<i>Tuesday, February 10</i>	Lobbying Albany	9:00 a.m.
<i>Thursday, February 12</i>	Labor-Management NP	3:30 p.m.
<i>Friday–Sunday February 13–15</i>	Black / Puerto Rican Caucus Albany	
<i>Wednesday, February 18</i>	Executive Committee NP	
<i>Tuesday, February 24</i>	Lobbying Albany Legislative Luncheon	9:00 a.m.
<i>Friday, February 27</i>	Executive Board Albany	

<i>Wednesday, March 11</i>	Executive Committee NP	
<i>Thursday, March 12</i>	Labor-Management NP	3:30 p.m
<i>Spring break March 16–20</i>		
<i>Friday, March 27</i>	Executive Board Albany	
<i>Thursday–Sunday, April 2–5</i>	NYSUT RA Buffalo	
<i>Monday, April 6</i>	Executive Committee NP	
<i>Monday, April 13</i>	Labor-Management NP	3:30 p.m.
<i>Wednesday, April 22</i>	Chapter Meeting NP	
<i>Thursday, April 23</i>	Executive Board Albany	
<i>Friday–Saturday, April 24–25</i>	DA Albany	
<i>Thursday, May 7</i>	Labor-Management NP	3:00 p.m.
<i>Thursday, May 14</i>	Executive Committee NP	
<i>Tuesday, May 19</i>	Executive Board Albany	

Commencement May 15 (graduates) May 17 (undergraduates)

*Lobbying for Higher Education, Committee of 100 Lobbying dates are in the process of being changed and will need to be added to the above calendar.

*End of the Year event (New Paltz) has yet to be scheduled.

The Bullhorn

The opinions expressed in the Bullhorn are those of the authors and do not necessarily represent the opinion of the United University Professions.

2008 Discretionary Salary Increases

Adams, Michael	\$1,250	Brown, Peter	\$750
Aldana, Ligia,	\$1,250	Bruley, Robert	\$750
Allen, Susan	\$1,500	Bruley, Colleen	\$750
Altman, Portia	\$3,760	Bryant, Karl	\$750
Anema, Inge,	\$750	Buckman, Gary	\$1,500
Arnao, Susan	\$750	Calderon, Rafael	\$750
Arnold, Merle	\$1,250	Caldwell, Barbara	\$1,775
Aspengren, Yvonne	\$300	Capozzi, Robert	\$500
Azari Rad, Hamid	\$2,500	Caracci, Corinna	\$750
Backhaus, Kristin	\$1,250	Cardillo, Rimer	\$750
Baker, Kathleen	\$1,100	Cardona, Niza	\$5,000
Barley, Gerlinde	\$1,000	Carr, Larry	\$1,250
Barna, Mary,	\$1,000	Carroll, Karanja	\$1,250
Bartholomew, Alexander	\$1,250	Carso, Kerry	\$3,750
Baumler, Donna	\$300	Cartwright, Natalie	\$750
Bell, Karen	\$1,250	Caskey, Kevin	\$1,250
Bennett, James	\$1,250	Cass, Melissa	\$750
Bernstein, Lee	\$1,250	Cavallaro, David	\$1,250
Birkeland, Brian	\$750	Celariste, Rita	\$1,000
Blake, Thomas	\$500	Celotto, Anna	\$400
Blume-Hartwell, Lisa	\$750	Chauvet, Paul	\$800
Bonilla, Antonio	\$1,000	Cheng, Amy	\$1,250
Books, Susan	\$1,250	Chiarito, Julie	\$850
Bose, Sunita	\$1,250	Chowdhury, Shafiul	\$1,250
Bower, Wendy	\$750	Christie, Lyudmila	\$500
Boyle, Mary	\$1,250	Circe, Shana	\$2,000
Bray, Gregory	\$1,250	Citera, Maryalice	\$750

Clancy, Kyle	\$500	Dowley, Kathleen	\$1,250
Clark, William	\$540	Dull, Laura	\$750
Clark, Theodore	\$1,250	Easwaran, Chirakkal	\$750
Clark, David	\$1,250	Eberhardt, Lewis	\$400
Coder, Megan	\$1,250	Ebrahim, Ahmed	\$5,000
Cogswell, John	\$500	Egan, Mary	\$500
Cohen-La Valle, Robin	\$750	Engel-Dimauro, Salvatore	\$1,250
Combs, Michelle	\$750	Evans, Andrew	\$1,250
Connolly, Joan	\$800	Fairbrother, Peter	\$700
Cowan, Carole	\$750	Fakler, Mary	\$750
Crane, Jeffrey	\$300	Fallek, Maryann	\$300
D'agostino, Joseph	\$800	Farbaniec, David	\$1,000
Dalgic, Orkunt	\$1,250	Feliciano, Wilma	\$1,250
Dangerfield, Raymond	\$600	Felton, Edward	\$500
Davila, Elisa	\$750	Festa, Thomas	\$1,250
Dearce, James	\$300	Feuer, Joan	\$500
Deen, Marystella	\$1,250	Feuz, Janelle	\$500
Delape, Christine	\$1,000	Freedman, Daniel	\$1,250
Demaio, Susan	\$750	Freel, Penny	\$750
Demunck, Victor	\$1,250	Freeman, Phyllis	\$1,250
Deporto, Darlene	\$1,000	French, Katherine	\$5,520
Dergham, Nancy	\$400	Galperin, Anne	\$1,250
Deschamps, Francois	\$1,250	Garatti, Marinella	\$1,250
Dewar, Tim	\$750	Geher, Kathleen	\$1,000
Dhar, Preeti	\$1,250	Geher, Glenn	\$1,250
Diamond, Joseph	\$750	Gill, Ann	\$300
Doherty, Dennis	\$1,250	Girma, Paul	\$1,250
Dominici, Diego	\$1,250	Goding, Anne	\$750
Dooley, Colleen	\$600	Gonzalez, Julio	\$750

Gonzalez, Anita	\$1,250	Hollister, Joan	\$1,250
Good, Howard	\$1,250	Holmes, Tabitha	\$750
Goodell, Kathy	\$1,250	Isabelle, Aaron	\$1,250
Grazier, Colleen	\$1,250	Johnson, Nancy	\$1,250
Greenow, Linda	\$1,250	Junge, Marvin	\$750
Griffiths, Matt	\$750	Kaddar, Yoav	\$750
Grossi, Giordana	\$1,250	Kahl, Mary	\$1,250
Gullickson, Eric	\$500	Kalhor, Hassan	\$750
Gwenwald, Morgan	\$750	Kassop, Nancy	\$1,250
Halasz, Judith	\$750	Kastner, Mary	\$675
Halpern, James	\$750	Kaufman, Peter	\$750
Hammond, Jan	\$1,250	Kelder, Richard	\$1,000
Hancock, Robert	\$800	Kelly, Suzanne	\$300
Hanley, Edward	\$400	Kelly-Barra, Clare	\$275
Harris, Kristine	\$750	Kempton, Daniel	\$750
Hart, Erick	\$2,000	Kenney, Keith	\$1,000
Haselton, Aaron	\$1,250	Kesselman, Amy	\$750
Havranek, Gwen	\$1,250	King, Beth	\$750
Heath, Foster	\$750	Kitsakos, Stephen	\$1,250
Herrmann, George	\$400	Kniffen, Laura	\$400
Hester, Elizabeth	\$1,250	Kocher, Palmer	\$300
Hewett, Heather	\$1,250	Koczanski, Michael	\$400
Hickey, Casey	\$800	Kraat, Susan	\$1,250
Highley, Tonda	\$750	Laufer-Turk, Stella	\$1,250
Hill, Melanie	\$1,250	Lautenbach, Nancy	\$1,250
Ho, Hon	\$1,250	Lefkowitz, Joel	\$1,250
Hoener, Arthur	\$750	Leinberger, Rena	\$1,250
Hoff, Shaun	\$2,000	Lempka, Wayne	\$4,700
Hofstetter, Elaine	\$1,250	Lendvay, Linda	\$500

Lesperance, Jeffrey	\$1,000	Merritt, Amanda	\$500
Lettis, Harriet	\$1,000	Meyer, Thomas	\$1,250
Lewis, Susan	\$1,250	Milem, Bruce	\$1,250
Li, Keqin	\$1,250	Miller, Robert	\$1,250
Lin, Jun	\$1,250	Miller, Jeffrey	\$1,250
Link, Christopher	\$1,250	Mimlitsch-Gray, Myra	\$5,250
Liu, Shuguang	\$1,250	Montecalvo, Wayne	\$300
Lizardo, Carmen	\$1,250	Moore, Sarah	\$1,500
Lloyd, Gweneth	\$1,000	Morrison, Heather	\$750
Locke, Bruce	\$800	Morrow, Maureen	\$2,250
Lopez, Vidal	\$750	Moss, Kenneth	\$300
Lukaszewski, Kimberly	\$1,250	Mott, Lucien	\$1,250
Lundergan, Edward	\$1,250	Moysey, Robert	\$750
Lyons, James	\$1,000	Mozayeni, Simin	\$750
Ma, William	\$300	Muffs, Michael	\$1,250
Macaluso, Stephen	\$1,250	Mumper, Joel	\$800
Majak, Julieta	\$800	Murphy, Caroline	\$750
Mano, Joan	\$750	Murray, Terry	\$750
Martucci, Vincent	\$1,250	Nack, Garry	\$800
Mason, Nancy	\$1,000	Nash, Alison	\$750
Mass, Spencer	\$300	Nelson, Kimberly	\$600
Matsubara, Yuko	\$300	Neuhaus-Schuck, Susanna	\$1,250
Maxwell, Maureen	\$450	Neuman, Joel	\$1,250
Maynard, Douglas	\$1,250	Noble, Robert	\$750
Mccaw, Dawn	\$750	Noel, Andrea	\$1,250
Mccoy, Katherine	\$750	Nolan, Lyle	\$800
Mcglinn, Lawrence	\$750	Nystrom, Kenneth	\$1,250
Mcgurn, Bryan	\$1,000	Obach, Brian	\$1,250
Mclaurin, Jan	\$1,250	O'donnell, Lauren	\$500

Olsen, Thomas	\$1,250	Roth Tucci, Marcia	\$1,250
Olstad, Stephanie	\$300	Rudnitski, Rose	\$1,250
O'sullivan, Julie	\$500	Ruffini, Frank	\$800
Otis, Michael	\$750	Saklad, Nancy	\$1,250
Ozler, Serife	\$1,250	Salend, Spencer	\$1,250
Palen, James	\$1,000	Salerno, Michael	\$2,000
Parameswaran, Gowri	\$1,250	Sarrantonio, Thomas	\$1,250
Paton, Fiona	\$750	Saucier, Elizabeth	\$500
Perisse, Joan	\$300	Saunders, Kevin	\$800
Perry, Andrew	\$1,250	Sawyer, Mary	\$1,250
Peters, Jessica	\$300	Schmidt, Jan	\$750
Phillips, Lisa	\$300	Schniedewind, Nancy	\$1,250
Pindling, Courtney	\$300	Schulte, Scott	\$1,500
Pollard, Jeffrey	\$1,250	Schultheis, Carol	\$400
Puthoff, Emily	\$1,250	Schultz, Sally	\$1,250
Quinlan, Todd	\$1,250	Schultz, Laura	\$1,500
Radhakrishnan, Damodaran	\$750	Schuman, Joan	\$300
Rance-Roney, Judith	\$750	Schwartz, Jonathan	\$1,250
Ransome, Raymond	\$400	Scott, Rendesia	\$1,250
Rant, Stephen	\$900	Scott-Childress, Reynolds	\$1,250
Raskin, Jonathan	\$1,250	Semenchuk, Danielle	\$1,250
Ravishankar, Krishnamurthi	\$750	Sharp, John	\$1,250
Reuben, Rachel	\$1,000	Shiftan, Anat	\$1,250
Rigolino, Rachel	\$1,250	Sileo, Jane	\$750
Rinschler, Dana	\$1,000	Sillner, Bruce	\$1,500
Roberson, Timothy	\$1,300	Sims, Shannon	\$1,750
Robinson, Stuart	\$2,000	Smailer, Megan	\$800
Roper, Louis	\$1,250	Smith, Linda	\$400
Roschelle, Anne	\$1,250	Smith, Michael	\$750

Smith, Robin	\$1,250	Wade, John	\$1,250
Smith, Richard	\$1,250	Wade-Lewis, Margaret	\$750
Sobrado, Cornelius	\$400	Wait, Jennifer	\$600
Spangler, Lynn	\$1,250	Waite, Brian	\$800
Speth, Lura	\$400	Waldo, Jennifer	\$750
St John, Pamela	\$1,250	Walker, Lucille	\$850
Stark, Joshua	\$500	Wallace, Brian	\$1,000
Stevens, Mary	\$1,250	Waltermaurer, Eve	\$1,250
Stickel, Barry	\$400	Ward, Carol	\$1,000
Stokes, Paul	\$400	Waugh, Robert	\$750
Stokes, Suzanne	\$750	Weatherly, Michael	\$800
Stoneback, Harry	\$1,250	Wechsler, Alice	\$750
Strauss, Diane	\$400	Welenc, Charles	\$750
Su, Ping	\$1,250	Whalen Smith, Heather	\$1,250
Suckie, Camille	\$1,000	Whitaker, Chris	\$500
Sullivan, Patricia	\$1,250	White, William	\$800
Tikoo, Surinder	\$1,250	Whittaker, Catharine	\$1,250
Timperio, Daniel	\$800	Williams, Brian	\$1,000
Trahan, Robert	\$400	Wilson, Beth	\$300
Trapp, Emily	\$1,000	Wilson, Warren	\$1,250
Trezza, Francis	\$1,250	Winters, Jane	\$1,000
Tsai, Chihyang	\$1,000	Wolf, Reva	\$1,250
Tuttle, Ivelisse	\$4,000	Wolfe, Eleanor	\$1,000
Uchmanowicz, Pauline	\$1,250	Wood, Frank	\$800
Varga, Andrea	\$1,250	Wyman, Sarah	\$750
Vargas, Michael	\$750	Zwickler, Annette	\$500
Vargas, Beth	\$1,500		\$356,595
Vollmer, Frederick	\$750		
Vora, Davina	\$750		