

September 2012



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# The Bullhorn

## There's Nothing Natural about Natural Gas

by Rosalyn Cherry (community member), Susan Lehrer (Professor Emerita, Sociology & Woman Studies), and Mary Phillips (former adjunct faculty)

This past spring over four dozen interested citizens from SUNY New Paltz and the surrounding community took a bus to Dimock, PA. It is considered ground zero for drilling for natural gas—horizontal hydraulic fracturing, or fracking. The trip was sponsored by the SUNY New Paltz Environmental Task Force, consisting of faculty, staff, students and community members. In accord with ETF's goal to educate the campus and the community on sustainable practices, the trip was arranged so we could experience first-hand the impact of fracking on the environment and the community. This is especially important, as it seems possible that Governor Cuomo will allow fracking to move forward in New York.



Homeowner whose water has been contaminated; sign on roof.

Our tour guide was a local activist, Vera Scroggins, who also videotapes lectures, attends hearings and debates in PA and NY. She makes them available on YouTube under

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## New Paltz UUP Chapter Supports Public Education Call for Action

by Julie Gorlewski, Secondary Education



Public education is under attack.

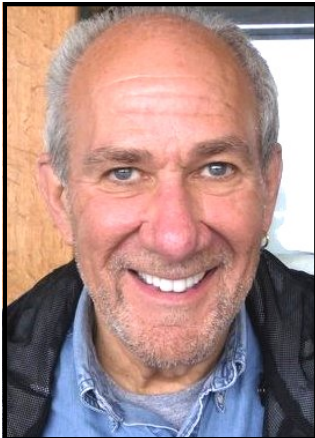
Under the guise of school reform, public teachers and students are being exploited—forced to spend hours and days filling in bubbles on standardized tests that end up doing nothing but generating data to support a flawed ideology while maximizing corporate profit.

Who is benefitting from this movement? Not the students and parents. Not teachers and principals. Consider who benefits and who loses under policies that remove the teaching/learning process from the classroom and place it in the hands of corporate America.

Here are some examples of who benefits from current education reform policies such as *No Child Left Behind* and *Race to the Top*. First, corporations which produce and sell standardized tests and test prep materials benefit. The Pearson Company was awarded a \$30 million contract from the New York State Education Department to oversee its testing system. That's 30 million dollars of taxpayer money—with no local input or oversight—going into the hands of a corporate entity; that's money moving away from cash-strapped schools.

Masthead photograph by Peter D.G. Brown

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## Welcome Back!

by Peter D.G. Brown, Chapter President

Welcome back from what I hope was both an enjoyable and a productive summer for you, as it was for me. It's always too short, but I still get excited every time the fall semester begins.

### Upcoming Events

There are two important events with free delicious

lunches that you should mark on your calendars now. The fall Chapter Meeting will be on Wednesday, October 10, at noon in The Terrace. Our guest will be Prof. Jamie Dangler of SUNY Cortland, UUP's Chief Negotiator and the statewide Vice President for Academics. She will give you the latest information and answer questions about the current contract negotiations, among the most challenging in our union's history.

A week later, Prof. Anne Roschelle (Sociology) and Bill Capowski (NYSUT Labor Relations Specialist) will be offering a workshop on "Getting to Tenure." This is obviously for pre-tenured faculty who want honest, unbiased information that may not be obtainable anywhere else. It will take place on Wednesday, October 17, from 12.30-2 PM in JFT 1010. This workshop was very well received when it was first offered last fall.

To attend either or both events, please RSVP by contacting our Chapter Assistant, Mary Thompson, by phone (ext. 2770) or email: [thompson@newpaltz.edu](mailto:thompson@newpaltz.edu).

### New Website

At our chapter retreat in May, we decided that our top priority over the summer would be to develop a new interactive website. We are deeply indebted to Jacqui Dubois (Financial Aid), who contributed huge amounts of her talent and time over the summer. While it remains a work in progress, you are invited to visit the website at <http://www.newpaltz.edu/uup>.

One new feature is that you can now post comments on the website by clicking on the Comments/No Comments link below the heading of each post. Simply fill in your name and email address (it won't be published), followed by solving a simple math problem, e.g.,  $7-1=$  \_\_. After you enter the correct solution and press submit, your comment goes to the moderator—yours truly, for now. I filter out any spam and post it to the website, usually within hours.

### Chapter Intern

Jaime Burns, a senior majoring in English/creative writing with a minor in political science, was selected from among a number of applicants to be our first Chapter Intern. She apparently is the very first SUNY student ever to intern at any UUP chapter. She started work on the first day of classes and will be working 10 hours a week for us until she graduates next May.

She assists our various committees and me in a variety of special assignments, including working on *The Bullhorn* and the website. She also serves as our chapter's Rock the Vote coordinator, which involves working with various student groups and NYPIRG to get students registered and voting in the upcoming election.

### State and National Elections

It sometimes seems as if this year's presidential election has been going on forever, but it will mercifully be over in another two months. There are huge differences in the two candidates' approaches to education and many other issues. As you know, this election will not be decided in New York, but by a small number of undecided voters in a handful of swing states.

What will definitely be decided by New York voters are the many races for the NYS Legislature. Local UUP chapter presidents convened this summer in Albany and made recommendations to our affiliate, NYSUT, which made the final decisions on which candidates to endorse. Their recommendations can be found at: [http://www.nysut.org/files/mediarelease\\_NYSUT\\_2012stateendorsements.pdf](http://www.nysut.org/files/mediarelease_NYSUT_2012stateendorsements.pdf)

NYSUT did not follow the recommendations of the local presidents in all instances. A prime example of this is in our own newly configured 19<sup>th</sup> Congressional District. This is the seat in the House of Representatives that was held for many years by SUNY New Paltz graduate Maurice Hinchey, who recently retired. Although the local union presidents recommended neutrality in this race between incumbent Chris Gibson (R) and challenger Julian Schreibman (D), NYSUT chose to endorse Mr. Gibson. The AFL-CIO, another affiliate, has endorsed Mr. Schreibman.

To help voters make up their own minds in this very important race, I have invited both contenders to participate in a Candidates Forum at SUNY New Paltz in October. As we go to press, this event has not been finalized, but you will certainly be notified if and when it is.

### Campus Positions Filled

President Christian announced a number of important new hires, including Philip Mauceri, our fifth Provost here in as many years. We had a very congenial meeting in August and I wish him all the best in his new position here.

I also met with Paul Zuckerman, the newly-elected Presiding Officer of our faculty. Unlike Phil Mauceri, Paul has been working at New Paltz for many decades and is thoroughly familiar with our campus. I expressed the hope that UUP and campus governance could work more closely on a number of issues of mutual concern.

I wish all our members, old and new, a very successful and enjoyable academic year!

## Negotiations Update: UUP, state still at it

by Karen L. Mattison, UUP

The UUP Negotiations Team remains hard at work to get “a fair and equitable agreement that our members will ratify.”

That’s the word from UUP President Phil Smith, who praised the Team during a recent meeting of chapter presidents and vice presidents held prior to the start of the 2012 Spring Delegate Assembly in Albany.

“I must compliment the members of our Negotiations Team, who continue to work extremely hard in making sure the union’s needs are met,” Smith said. “The Team is engaged on almost a weekly basis—with or without the state’s negotiators— and further bargaining sessions are scheduled through May.”

During the most recent face-to-face talks, the two sides continued to consider proposals and counterproposals on contract articles related to compensation, health benefits and other monetary and nonmonetary items.

“As the proposal/counterproposal process continues, UUP will continue to press for a fair and equitable compensation package,” said Chief Negotiator Jamie Dangler. “We have not yet reached an acceptable agreement on major monetary items.”

Dangler was encouraged by the progress being made on the nonmonetary items under discussion. “UUP and state negotiators are working on details and potential contract language to clarify items on which mutual understandings have been reached,” she said. But, she cautioned, there is no deal until both sides have reached agreement on all items open for discussion.

“All contract items will be finalized in the context of an overall agreement,” Dangler said.

Go to <http://www.uupinfo.org> and click on Contract Negotiations for the most up-to-date bargaining information.

*Reprinted by permission of The Voice.*



UUP Negotiations Team member Charles Callahan III of Brockport makes a point during a strategy meeting prior to an early May bargaining session. Also shown is Team member Pat Ghee of Buffalo State.

**COME OUT TO MEET UUP’S CHIEF NEGOTIATOR ON OCTOBER 10th AT NOON IN THE TERRACE!**





## CAS Board to Determine Fate of Food, Workers by Brian Obach, Chair, Sociology

This is a crucial time for advancing a healthy, sustainable food agenda and for safeguarding the rights of vital employees on the SUNY New Paltz campus. The long-term contract for the campus food service provider, Sodexo, expires this year. Whether the

Sodexo contract is renewed or a new food service company is brought in, it is during these contract transitions that significant improvements in food service and worker security can be institutionalized.

Several groups on campus are calling for provisions in the new food service contract that will require Sodexo or a new provider to offer more local and sustainable food options on campus. Students and other advocates have been pressuring Sodexo for years on this. Some gains have been made. However, since the College was locked into a 10-year contract with Sodexo, the opportunity to secure changes has been limited. The end of the contract period provides a rare opportunity to build requirements into the new agreement.

Food service workers are also paying close attention to the contract transition. Employees want to make sure that their jobs, contracts and union protections remain in place, even if the College were to bring in a new food service provider.

How this opportunity will be utilized is largely dependent on Campus Auxiliary Services and the governing board of faculty, students, staff and administrators, who oversee this not-for-profit corporation that carries out service subcontracting on campus. In the past, faculty representatives on the CAS Board have played an important role in improving the practices of companies that do business on campus. Former CAS Board member and current UUP chapter president, Peter D.G. Brown, played a vital role in securing the rights of food service workers when they first sought to unionize in 2002. Workers are again turning to CAS representatives to ensure that they are protected if and when a new employer is brought to campus. Sustainable food advocates have also relied upon CAS representatives to voice

their concerns and to hold the food service provider accountable to campus consumers.

The Board is now considering what provisions will be included in the new food service contract. There are some indications that the Board will incorporate worker protections and new sustainable food requirements. One board member reported that these provisions are already being added to the request for proposals that will go out to the food service companies who will be vying for the contract.

### The Struggle for Sustainable Food

While the rights of food service workers were largely secured following their successful unionization effort, the struggle to have healthier and more ecologically sound food options has been ongoing for almost a decade. Initially, it was students who protested against the requirement to purchase a campus meal plan when they objected to the industrial agriculture system that serves as the source for most food provided by multi-national food service corporations such as Sodexo. Many objected to the fact that the company was serving students apples shipped in from as far away as Chile and New Zealand, instead of fresh local apples from the orchards that surround New Paltz.

Despite a near-universal desire to support area farmers and to have fresher locally produced foods, this socially and ecologically sound alternative did not fit with Sodexo's business model. Sodexo buys in massive scale from providers who offer financial incentives when purchases reach certain thresholds. Thus, the company resisted calls by members of the campus community to utilize small distributors dealing in locally produced goods, since this would divert purchases from their national distributors and threaten the lucrative profit incentives they offer. Yet, as pressure from students and faculty built (and as the expiration of their contract neared), Sodexo made some concessions and started purchasing a small amount of food from area farmers and other producers.

While there was concern initially about the financial implications of these alternative purchases, in many

cases the cost of local goods was only marginally greater and in some cases lower than the conventional products. Matt Flusser, Sodexo's former campus food buyer and an inside champion of the local food effort, reported that the local and organic food was very favorably received by students and faculty alike. (Flusser recently left Sodexo to work for Winter Sun, a company dedicated to local food distribution). Despite some progress, the local Sodexo management was under continuous pressure from the corporate headquarters to limit local purchasing.

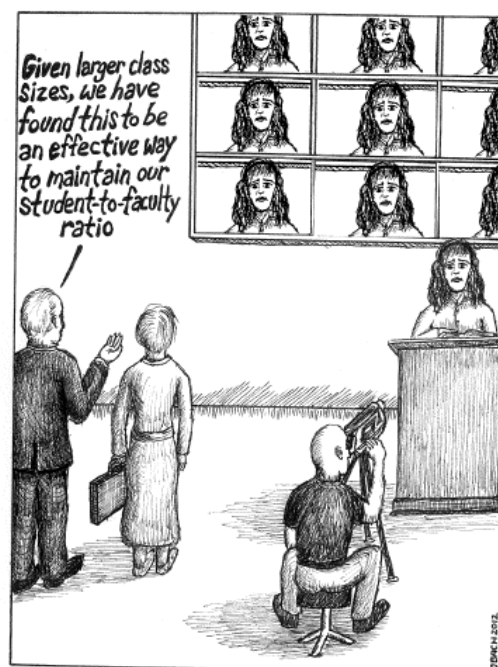
Advocates are hopeful that the CAS Board will include worker protections and local, sustainable food requirements in any new food service contract. Campus environmental groups such as the Environmental Task Force and the faculty governance Sustainability Committee have called for such measures, as have a number of student organizations. Students for Sustainable Agriculture submitted a petition with almost 1000 signatures to the CAS Board last year, demanding more local food options. Specific, measurable, enforceable provisions built into the contract from the start will reduce the food service provider's ability to stonewall campus constituencies once a long-term contract is secured.

Faculty members have an opportunity to express their interest on this issue via their representatives on the CAS Board. Both of the current members, Kevin Saunders of Computer Services and a new CAS board member, Rachel Rigolino from the English Department, have indicated that they support contract provisions that require sustainable food offerings and worker protections. Both Steve Deutsch, the Executive Director of CAS, and Jacqueline DiStefano, the College's Vice President for Administration & Finance and the President of the CAS Board, have also indicated their willingness to support such requirements. With proper action now, the campus can look forward to healthier, more sustainable food options and a working environment in which the rights of those who make our coffee and serve food are protected.



Organic tomatoes at a local farmers market

## Cartoon by Brian Obach, Sociology



*veraduerga*. Vera first showed us the Hollenbech site, which had been under construction for over a year. The house across the street, which had leased their land, had huge construction vehicles and the start of a pipeline alongside. Vera warned us to stay on the public road, but a site worker came over and told us to leave anyhow. We all said we had a right to be there, and he walked off. We could only imagine the intimidation had we not been such a large group, with Vera.

We had loaded our bus with bottles of water we had collected, to be distributed among families who can no longer use their tap water due to contamination. Along our route we passed many homes with a 'water buffalo'—large water tanks boxed in plywood—because their own wells have been contaminated by fracking. The gas corporation then supplies them with fresh water. Some residents who have contaminated water and work for the industry do not want to cause trouble, so they do not report it. Many have also signed non-disclosure agreements, so they cannot talk to the media. The industry maintains that no aquifers have been contaminated by fracking.

Our trip revealed an additional kind of poison. As Mary Phillips put it, there is a new kind of vitriol that turns friends into enemies, family members against each other, and the unraveling of the fabric of a once closely knit community. At a luncheonette across the road, Mary stopped in and asked some of the regulars, who initially regarded her with hostility, for their views. Their hostility diminished as one man told her that everyone in the area had suffered greatly from the economic downturn. For them, it might mean losing their farms. Resignedly, he said that the "mailbox checks" (from the gas company for use of their land) fed their families.

Some of the inhabitants are employed by the gas companies as truck drivers and in other labor situations. Neither they nor their families will complain about the company which provides them with jobs. Even low wages are better than no wages. Mary commented that either they were oblivious, or realized they are contributing to the ultimate ruin of their land, water and air. Both sides of the controversy are hurting. Both sides are owned by the gas company. They did realize that the promise of the

gas company to provide a pipeline to bring pure water was a lie. Lawsuits continue.

We talked briefly with one resident who was proud of having leased her land for drilling wells. She told us she feels patriotic to be helping our country get off our dependence on foreign oil. She did not seem to know there are new export terminals or facilities to convert gas to be shipped overseas, where the price gives the industry a big boost in profits that they will not be sharing with the landowners. (See photo-Thanks sign). Another resident just down the road had an upside down flag, signifying distress. Yet another family has a sign intended for a billboard draped on their roof.



**Next to house which leased land for fracking; pipeline under construction beside it.**

The anti-fracking side of the controversy has been effectively censored by the local newspaper, which has refused to publish their paid ads. The billboard company which had initially put up one of their signs took it down two days later after 'complaints.' This whole rural county is now zoned industrial. Heavy trucks went by constantly, some carrying water or

chemicals used in fracking. Roads were dug up as a pipeline was installed, while loud noise from the compressor stations needed every two or three miles goes on 24/7. Resentful truckers make noise riding the brake when they passed an anti-fracking family.

For union members, this issue is particularly relevant. One of the tactics historically used to gain support for controversial polluting industries in general is to argue that JOBS are created. We are given the choice: which would we rather have, jobs *or* a clean environment? In Binghamton, training for jobs potentially in the hydrofracking industry is being touted as a route to scarce better-paid employment. By contrast, in our own BOCES and local community college, we can see technology training offered for solar, photovoltaic and other non-extractive ways to meet our energy needs.

It turns out that the demand for extractive gas is not what corporations like Chesapeake Gas had hoped. First, they called it a 'bridge fuel,' presumably until some as-yet unknown source can be developed. Now, they are trying to *create* demand for it. Natural gas cars? Why? Why not push for solar technology for cars?



Locally, SUNY New Paltz and Newburgh Free Academy High School students both participated in an international solar racing car competition. Frank Wolf, (teachers' union member, NYSUT), who teaches technical design and drawing, worked with the Newburgh after-school team of about 70 students for the winning design, which stressed fuel efficiency. It can produce more electricity than the car itself used.

We are at a crossroads: we can continue to promote extractive drilling technologies as the only option, or we can use and develop processes that do not so severely damage our natural environment and our societal ties.

### Links:

Also on our trip to Dimock were reporters Lynn Woods and Richard Parisio:

Lynn Woods CHRONOGRAM FRACK WATCH DIMOCK

[chronogram.com/issue/2012/6/News+%26+Politics/Frack-Watch-Portrait-of-a-Fracking-Town-Dimock-Pennsylvania](http://chronogram.com/issue/2012/6/News+%26+Politics/Frack-Watch-Portrait-of-a-Fracking-Town-Dimock-Pennsylvania)

Rich Parisio NP TIMES Column

[newpaltzx.com/2012/05/06/the-cruel-arithmetic-of-hydraulic-fracturing/](http://newpaltzx.com/2012/05/06/the-cruel-arithmetic-of-hydraulic-fracturing/)

Catskill Citizens for Safe Energy

Their 'learn more' section has great articles [catskillcitizens.org/learn.cfm](http://catskillcitizens.org/learn.cfm)

[www.wfte.org](http://www.wfte.org) – small on-line radio station in PA with news on fracking. Under 'news' – 'fracking,' see video "Consumptive Water Use of Fracking in PA."

<http://magazine.columbia.edu/features/summer-2012/gas-menagerie>



**Left:** signs in front of compressor station along the pipeline.

**Bottom:** Homeowners with "Thanks" (to the gas drilling company).



*Photos by Susan Lehrer*

Who else benefits?

The political leaders who listen to lobbyists and rely on contributions from corporations such as Pearson whose testing system will be used to place a number next to each student, teacher, principal, and school in this state—a number that is designed not to improve our schools but to rank them and, ultimately, to eliminate our most experienced teachers.

All you need to know about the new evaluation system comes down to two facts. Fact #1: standardized test scores - and standardized test scores – will be the decisive criteria used to determine public school teacher competence. The NYS Education Department has changed its original position about the weight of standardized assessments on overall teacher evaluation. Originally, test scores would override criteria in other categories. However, standardized assessments still comprise a significant measure of teacher effectiveness, and how they will be used in practice has yet to be seen.

Fact #2: teachers in private schools are exempted from the new teacher evaluation system. So, only public schools will bear the brunt of this legislation.

Under these policies, class sizes are increasing and educators are being laid off while school buildings continue to deteriorate.

So, corporations, lobbyists and politicians benefit from the destruction of public education. Why does it matter? Why should we care?

We should care because vibrant public education must exist so that all children have the opportunity to get a good education. Private schools remain options for those people who can afford to opt out of standardized testing. For the wealthy, public education is not an issue. From their perspective, who needs public education, anyway?

Think about it. If all children have access to high quality education—not test preparation, but real education—all children learn to become critical thinkers. And if this happens, our democracy gets stronger and we elect ethical leaders who enact policies that lead to social and economic equity: policies that benefit people, not corporations and the politicians beholden to them.

Think about it: because if there is one thing that standardized, test-driven reformers don't want you to do, it is *to think—really think*—about the future of our nation.

Students are more than test scores. Teaching cannot be reduced to a number. Hours, days and months of learning cannot be quantified and scaled as rankings. And the purpose of education is diminished when it is equated to lifetime earnings, as some reformers, including President Obama, suggest.

The purpose of education is not to create global laborers working to maximize corporate profit. We are educating people, citizens committed to making our communities, our nation, and our world a better place.

So, before you vote: think about it.

Before your children take another standardized test: think about it.

And, if you value public education, unite and stand up against corporate reform. Contact your friends, neighbors, educators and political leaders and let them know exactly what *you* think about it.

Underscoring the power of individual and collective resistance, in a speech he delivered in South Africa in 1966, Robert Kennedy said:

“...each time a man stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, he sends forth a tiny ripple of hope; and crossing each other from a million different centers of energy and daring, those ripples build a current which can sweep down the mightiest walls of oppression and resistance.”

***Fact #1: standardized test scores... will be the decisive criteria used to determine public school teacher competence.***

***Fact #2: ... only public schools will bear the brunt of this legislation.”***

On May 9, 2012, the Executive Board of the New Paltz Chapter of the UUP began a ripple of hope when it endorsed the following Call for Action and agreed to recommend that the statement be shared with related union organizations as well as leaders

in state government, particularly those in the New York State Education Department. This historic action provides an example of union leadership to push back against efforts to privatize and standardize public education. Union leaders, in solidarity



with numerous educators nationwide, have identified the need to take a stand regarding the effects of standardization and privatization on schools because of the belief that a critically educated citizenry is essential to sustaining a meaningful democracy. The Call for Action which follows was developed by faculty members from the SUNY New Paltz School of Education. Additional signatories include educational leaders from around the world.

### **CALL FOR ACTION: EDUCATORS UNITE!**

As public educators committed to democratic principles, we are charged to:

- Advocate for authentic reform initiatives that support public education to ensure PK-12 students develop the critical thinking and process skills necessary to become informed citizens capable of supporting an effective democracy,
- And, in support of this goal, resist, and support resistance of, forces that seek to connect standardized testing to teacher evaluation.

The current political climate is marked by powerful attacks on public institutions, including schools, colleges, universities and public employee unions. These attacks are dangerous because public education is an essential component of an effective democracy: for citizens to self-govern, they must be able to engage in the process of recreating society in meaningful, intentional ways.

Today, neoliberal policies threaten the ability of public institutions to foster critical, thoughtful, active citizens. Education is being viewed as a commodity and the labor of teachers and students—at all levels—is being exploited as a means to generate data for private entities which then, more often than not, use those data to confirm the perceived ineffectiveness of the public institutions themselves.

As professional educators, teacher educators, and future educators, we must model the critical stance that we want school professionals and citizens in a democracy to embrace. We must not simply comply with policies and regulations that we know are unjust, flawed, and designed to undermine and destroy the power of the public sphere.

These actions may seem unnecessary and excessive; however, the actions of neoliberal reformers are, in fact, far more extreme and debilitating to our

society—especially to those who are least powerful. Moreover, if we can lead a movement that involves educators throughout the state and nation, our efforts could have a significant impact by harnessing the power of education for social justice.

If these actions seem misguided, consider the following question: what would we expect our students to do? We hope to graduate citizens who advocate for democracy and social justice; therefore, we must demonstrate our own commitment to these values.

The new teacher evaluation system exploits the labors of students, teachers, and administrators in an endeavor that

- shows no evidence of benefiting learners
- enriches private entities who develop and distribute the examinations
- is designed to prove that public institutions are deficient, setting the stage for privatization—a strategy that will deplete public schools and diminish the overall quality of education for all except the affluent, privileged classes.

In the new assessment system, the expertise and energies of students, teachers, and administrators are expended in order to provide data that enriches private entities and impoverishes public schools. This is not acceptable. Therefore, we recommend that school districts in states such as New York, that are subject to the damaging effects of evaluation systems based on standardized

***“...If we can lead a movement that involves educators throughout the state and nation, our efforts could have a significant impact by harnessing the power of education for social justice.”***

assessments, should refuse to participate. Teachers and administrators should educate community members about high-stakes standardized assessments, and parents and their children

should consider declining to provide data that only harm the quality of their education.

**In New York State, this means that students should not be subjected to the respective state examinations.**

**To encourage this action, we pledge to:**

- **Promote United Opt Out (<http://unitedoptout.com>), a grass-roots movement to end punitive public school testing;**
- **Petition political leaders at the local, state and federal level to end initiatives that do not benefit students;**
- **Endorse the New York Principals APPR**

*continued on next page*

## (Annual Professional Performance Review) Position Paper ([www.newyorkprincipals.org](http://www.newyorkprincipals.org));

- **Provide direct assistance to families and educators who wish to resist destructive reforms and advance positive, proven teaching-learning experiences.**

Public education is the foundation for developing the minds, attitudes and values of students to become informed decision-makers able to engage in effective democracy in meaningful ways. A system organized around teaching to the test will not provide students with the skills and dispositions necessary to have a meaningful voice in a democratic and just society.

Please join us as we speak out against and boycott examinations that will be used only to reinforce conditions of injustice and corporatization and undermine the quality of our public education system. Education is neither a business nor a competition. People are more than data points; education is more than a number. Tell your school district officials that children should not take part in the destruction of public education, and encourage others to do the same.

In solidarity,

Julie Gorlewski, SUNY New Paltz  
 Spencer Salend, SUNY New Paltz  
 Judith Dorney, SUNY New Paltz  
 Eileen Murray, SUNY New Paltz  
 Gowri Parameswaran, SUNY New Paltz  
 Rachel Mattson, SUNY New Paltz  
 Laura Dull, SUNY New Paltz  
 Terry Murray, SUNY New Paltz  
 Tom Meyer, SUNY New Paltz  
 Sue Books, SUNY New Paltz  
 Rosemary Millham, SUNY New Paltz  
 Nancy Schniedewind, SUNY New Paltz  
 Kate McCoy, SUNY New Paltz  
 Paul Thomas, Furman University  
 David Gorlewski, D'Youville College  
 Ken Saltman, DePaul University  
 Henry Giroux, McMaster University  
 Ira Shor, City University of New York at Staten Island  
 Susan Ohanian, Charlotte, VT  
 Jim Horn, Cambridge College  
 Jed Hopkins, Edgewood College  
 Ilhan Kucukaydin, Penn State Harrisburg  
 Ann G. Winfield, Roger Williams University  
 Barbara Madeloni, University of Massachusetts Amherst  
 Timothy D. Slekar, Penn State Altoona  
 David W Brown, University of Massachusetts, Amherst  
 Anne Violanti, Orchard Park, NY  
 Siri Paolino, Orchard Park, NY  
 Sandy Grande, Connecticut College  
 Cathryn Teasley, University of A Corunha, Spain  
 Shawgi Tell, Nazareth College  
 Darren E. Lund, University of Calgary, Canada  
 David Schultz, Long Island University at Riverhead  
 Lynne Miller, University of Southern Maine  
 Mara Sapon-Shevin, Syracuse University  
 Richard M. Ryan, University of Rochester  
 Ken Jones, University of Southern Maine

Morna McDermott, Towson University  
 Shaun Johnson, Towson University  
 Sean Feeney, New York Principals  
 Andrea M. Hyde, Western Illinois University  
 Peggy Robertson, United Opt Out National  
 Brad Porfilio, Lewis University  
 Ceresta Smith, United Opt Out National  
 B L Buddy Fish, Jackson State University  
 Michelle Fine, The Graduate Center, CUNY  
 Alfie Kohn, Belmont, MA  
 Carrie Freie, Penn State Altoona  
 Mark Naison, Fordham University  
 Deborah Meier  
 Betsy L Angert, Empathy and Education  
 Rosemarie Jensen  
 Marvin C Gentz  
 Candice Miracle  
 Noah De Lissovoy, The University of Texas at Austin  
 Poonam C. Dev, Nazareth College  
 Rose Rudnitski, SUNY New Paltz  
 Jeanne Cameron, Tompkins Cortland Community College  
 Leigh M. O'Brien, Shear School of Education  
 Travis Vande Berg, Tompkins Cortland Community College  
 Robin M. Smith, SUNY New Paltz  
 Mark Garrison, D'Youville College  
 Don Johnson, New York University  
 Teresa Y. Roberson, AISD  
 Mahsa Kazempour  
 Julie Westerlund, Texas State University-San Marcos  
 Chris Cerrone, Hamburg Middle School  
 Don Bartalo  
 Bob Valiant, Kennewick, WA  
 Regina Weir, Indiana University Bloomington  
 Janet Pfadt, Public School Educator, Indianapolis, IN  
 Salvatore Engel-Di Mauro, SUNY New Paltz

## Reflections on Anger as a Political Tool: A Jewish Journey through the LGBTQ Struggle, Part I

by Peri L. Rainbow, Women's Studies

**“Sometimes,” my rabbi once whispered to me,** “it’s better to be quiet than to be right.”

I was horrified! How could he believe that? “Justice, Justice shall you pursue” — doesn’t the Bible tell us that we should not bear witness to the suffering of another without taking action?

“What should I do?” I asked.

“Just keep showing up,” he said.

***As a Jew, I identify with struggle organically.*** This sensibility was heightened in me early on by my childhood sexual victimization by an adult, which fueled my sense of outrage against the exercise of power-over, especially power over women. In the 1980s I was a college student, energized by the feminist movement, and I joined the effort to end oppression. I experienced righteous indignation on a daily basis. “The personal is the political” was my battle cry, and I brought it into every walk of life.

I helped coordinate a campus rape crisis center. I organized the first “Take Back the Night” rally in my town of New Paltz, New York. We chanted, “Women unite, take back the night!” as we marched, about sixty of us, carrying glowing candles through the campus and down Main Street. College students hung out the doors and windows of the crowded bars to holler their support, while the police videotaped us, “just in case.” The radicals among us sneaked away to draw chalk figures on sidewalks where we knew sexual assaults had occurred. Vandalism! The knowledge that it was illegal made us giddy.

The last “Take Back the Night” event I helped organize was in 2001. Then 41, I was the director of Sexual Assault Services at Bard College and on the faculty of the State University at New Paltz. That April evening, five hundred of us marched by candlelight over the Mid-Hudson Bridge. We chanted and cried in

memory of our own histories and the histories of those we loved. The march, rally, and survivor speak-out were charged with every form of energy imaginable. Overwhelmingly though, we were driven by anger at the sexual violence that we and our sisters (and brothers) face daily.

I was very comfortable there.

***On that same night, my future wife, Tamela,*** held my hand for the very first time! Amazing! I had met her seven years earlier, in 1994, at the Sojourners’ Women’s Gathering Space, a

collective of women who organized events at the Unitarian Fellowship in Kingston, New York. This was the only “women-only” space between New York City and Albany, an important safe place for lesbians and feminists, and one of the few that survived almost three decades. I was unabashedly, unapologetically out as a lesbian. That took some courage back then, and inspired courage in other women. We hosted many women artists, writers, entertainers, and political leaders. It was there that I attended my first feminist Passover seder, my first pivotal attempt to find and reclaim my people. They forgave me my dish of peas with walnuts, just left it outside as they welcomed me in.

I had accepted an invitation from the Sojourners Collective to lead a discussion on “butch-femme relationships in our community,” after a screening of the young filmmaker Tamela Sloan’s newly acclaimed short, *Dare To Be Butch*. I fell in love with Tamela that night. We began to see each other once or twice a year, whenever I had occasion to invite her to present the film in my class — and, of course, to take her out to dinner afterwards to “thank her.” Tamela was a bit of a rogue at the time, working as a stagehand in the rock ‘n’ roll industry. She always left my students swooning, handing her their phone numbers. Although it took seven years before we touched, I always knew that I loved Tamela and wanted to be with her.



From Left to Right: Peri, Cecilia, and Tamela.  
Photo by Roy Gumpel, 2004.

*continued on next page*



***In 2002, after a year of marriage,*** Tamela and I were denied the right to adopt our daughter as a couple. The next battle in my fight for peace and justice was laid out before me. Why should we be denied our right to make a family? How dare they?

Before this, I had been trying for years to conceive through artificial insemination. Then Tamela and I had decided to get married, and to try to create a family together. We discussed this intimately with our rabbi — I now had a rabbi! — who agreed, after careful discussion with Tamela, who is not Jewish, to officiate our wedding. I had journeyed closer to Judaism in the years since that lesbian potluck seder, and had shared many conversations with my rabbi about my disconnected Jewish past, its association with my sexual abuse, and my intentions and desires for my Jewish future. I still felt raw when I attended services, but I kept going sporadically, while reading parts of the Torah to try to understand both the text and my inclination towards it.

Our daughter Cecilia had been removed from a horribly abusive birth home at age 4 and exiled to a year in foster care. She met us at an orphanage of sorts, where Tamela worked while completing her graduate studies. Carrying the names of both my and Tamela's grandmothers, Cecilia seemed meant to be our child. We didn't want to fight for her, just the opposite: I had actually begun to imagine a peaceful life with my *basherte* and my baby. But I was *always* ready to battle for justice . . .

There were three county agencies and a faith-based housing agency involved, putting us through multi-layered investigations and home studies. All the evaluations were glowing and every social worker filed a positive recommendation. Two county commissioners signed off on our adoption request before I received the call: The attorney for the county in which our daughter had been born said with disdain that her county had never released a child to a same-sex couple and were not about to now.

She had three months to find a way to deny our petition. Just shy of three months later, she called and said that we had "desecrated legal documentation" by crossing out the words "adoptive father" and instead writing "adoptive mother" or "adoptive parent" on our forms (which had been approved by two other counties). There was only room for one adoptive mother, said this county attorney — and so they were prepared to release the child to one of us.

I was ready to sue the county commissioner, call the

press, and file a discrimination charge. Then my wife — part Buddha and part Peter Pan — suggested that we breathe deeply and then contact our attorney and our county's family court judge. Both of them suggested that I remain quiet and that we simply adopt our daughter one parent at a time.

Sometimes it is better to be quiet than to be right.

***"Aren't you gay?" That was the response*** from the human resources staffer at the college in 2005, when I applied for spousal health benefits after our fourth and only legal marriage ceremony in Niagara Falls, Canada.

I expressed my familiar rage at her without filter, tired of having to defend my rights, especially after having spent a beautiful weekend as a legally married (at last!) woman. We had gone on the Maid of the Mist, just like our grandparents! Now I had to defend my right to health insurance? How dare they!

Yet during the next few years, this head of human resources and I worked together quite well. I agreed to withdraw my formal complaint; she filed our application for spousal benefits with the state. It took a year for them to respond. Under the direction of Governor George Pataki, they rejected our application.

We joined a lawsuit with Lambda Legal Defense. After winning three cases brought against us by the fundamentalist Alliance Defense Fund, we helped change New York State case law three times and won legal recognition of health care benefits for *all* legally married New York State employees. At a press conference early in our campaign, our attorney directed me to "say less." *But there is so much to say*, I thought. Then she fed me a line: "We are here to protect our family." It was brilliant, and quiet. It defused everything. No fight necessary, just the simple truth.

[continued in next issue]

**Peri L. Rainbow** is an author, clinician and educator with over twenty years of experience in her field. Recognized for her treatment of post-traumatic stress, safety, and diversity, she has been teaching at SUNY New Paltz since 1991. Reprinted by permission from *Jewish Currents*:

<http://jewishcurrents.org/reflections-on-anger-as-a-political-tool-a-jewish-journey-through-the-glbtc-struggle-11132>

## The SUNY New Paltz Lesbian-Gay-Bisexual-Transgender-Queer (LGBTQ) Faculty-Staff Group

by Morgan Gwenwald (Library), Gregory Bynum (Educational Studies) & Benjamin Junge (Anthropology)

The SUNY New Paltz Lesbian-Gay-Bisexual-Transgender-Queer (LGBTQ) Faculty-Staff Group has contributed to the life of the university and wider community by undertaking various important projects, including a campus climate survey, a film event, lecture events, support for a student-organized educational event focusing on transgender issues, and a vigil held in honor of a lesbian couple shot in Texas. The group has also started a listserv and has held periodic lunch gatherings which have helped to build community and solidarity among LGBTQ members of the campus community.

The group began when concerned LGBTQ faculty and staff met informally, in response to the suicide of Rutgers student Tyler Clementi in October of 2010, to discuss what might be done on campus to create a stronger, positive visibility of LGBTQ community. Fifteen members of the group published an op-ed in the *Oracle* entitled “Supporting Sexual and Gender Diversity on College Campuses: Why Speaking out is Important.” [<http://oracle.newpaltz.edu/supporting-sexual-and-gender-diversity-on-college-campuses-why-speaking-out-is-important>] Soon afterwards, the group held a brown bag luncheon and its first public events. Widney Brown, Senior Director for International Law and Policy of Amnesty International’s International Secretariat, gave a lunchtime presentation entitled “The US’s Lethal Export: Homophobia.” Brown discussed the Ugandan government’s attempt to make some homosexual acts capital crimes—an effort that has received monetary support from Christian evangelicals in the United States. Brown also gave an evening lecture entitled “Gender and Human Rights: The Vulnerable Flank of the Human Rights Movement.” These events were free, open to the public, and well attended. They were co-sponsored by the New Paltz Chapter of Amnesty International.

The LGBTQ Campus Climate Survey was administered to university students, faculty, administrators, and staff in November, 2011, following an extensive process of research, drafting, and revision in which members of the LGBTQ Faculty-Staff Group and the Office of Institutional Research, SUNY New Paltz



President Donald P. Christian, center, meeting with members of the LGBTQ Faculty-Staff Group.

students, and President Donald P. Christian participated. As part of this process, the group consulted via teleconference with experts at SUNY Fredonia, where a similar survey was administered, and with participants in a meeting of the SUNY New Paltz Queer Action Coalition (QAC), a student group. The survey attracted more than 1,000 respondents, and its results are currently being reviewed and considered by members of the LGBTQ Faculty-Staff Group and university administration. Survey questions explored a range of topics, including experiences of anti-LGBTQ discrimination and the degree to which LGBTQ people feel safe, accepted, and respectfully and equally included on campus.

The film event was a showing of *Valentino*, a film about an Italian fashion designer and his relationship with his life partner. A highlight of the film is its focus on a positive and successful, long-term, loving relationship between two gay men. The film’s director, *Vanity Fair* editor-at-large Matt Tyrnauer, participated in the event, which took place in March. The event was co-sponsored by the Department of Anthropology, the Anthropology Club, the Italian Studies Program, and Campus Auxiliary Services.

In April, the group co-sponsored a talk by Professor Rudolph P. Gaudio of SUNY Purchase, entitled “Trans-Saharan Trade: The Cultural Roots of African Homophobia.” The talk presented a more accurate and complex picture of African homophobia than the commonly-expressed view that it comes only from European colonial influences. It was presented as part of the Department of Anthropology Speaker Series with co-sponsorship from Women’s Studies, Sociology, the College of Liberal Arts and Sciences, and Campus Auxiliary Services.

*Continued on next page*

Also this past spring, members of the group supported and participated in Transaction, a student-run event focused on educating about issues of transgender inclusion and challenges facing transgender people, their families and their loved ones. This excellently organized and very well-attended event began with talks providing a brief introduction to transgender issues from several of the event leaders. After that, participants divided into small groups and moved into classrooms to listen to presentations by various speakers including the loving and supportive mother and father of a male-to-female transgender woman; a female-to-male transgender man who shared his experiences and challenges; a SUNY New Paltz anthropology professor presenting reflections on gender-neutral bathrooms; and Pauline Park, a transgender activist from New York City, sharing her experiences as a human rights advocate and lobbyist in favor of transgender rights in employment and education. President Donald Christian was a supportive presence at this event.



Members of the group also organized a vigil held in the New Paltz Peace Park this past June in support of Mollie Olgin, aged 18, and Kristene Chapa, aged 17, a lesbian couple who were shot on June 22, 2012. They were spending time together in Violet Andrews Park in Portland, Texas. Olgin was killed and Chapa was seriously injured. Over 40 people from SUNY New Paltz and the surrounding community, ranging in age from teenagers to seniors, participated in the vigil, which was co-sponsored by the LGBT Community Center in Kingston. Messages of consolation and solidarity were gathered and sent to Olgin's family and to Kristene Chapa; the couple was honored with candles, flowers, singing, and a poster bearing messages from vigil participants; and funds were raised for Chapa, who does not have health insurance to cover her hospital fees.

## Obama gets AFL-CIO, AFT endorsements by Karen L. Mattison, UUP

UUP's international and national affiliates—the AFL-CIO and the 1.5-million-member AFT—have thrown their support behind President Barack Obama in the November general election.

Citing his record as a fighter for working families, the AFT Executive Council in early February endorsed the president, and set in motion a well-organized, broadbased grassroots campaign to return Obama to office for a second term.

The AFL-CIO also backed its endorsement of Obama with a pledge to mobilize people through door-to-door canvassing and social networking.

The AFT endorsement came after months of surveys, meetings, online forums and talks with thousands of members.

While labor does not agree with President Obama on all of the issues, he is "the only candidate who understands that economic growth depends on economic fairness, and who has articulated an agenda focused on rebuilding and expanding the middle class," according to the AFT's endorsement resolution.

*Reprinted by permission of The Voice.*







About 300 people attended a Women's Equality Day rally in New Paltz Peace Park Aug. 26, then marched with signs through the business district chanting such slogans as "When Women's rights are under attack, what do we do? Stand up, fight back!" The reception from bystanders was positive.

About three quarters of the participants were women of all ages including SUNY students who just returned to campus. One freshman - Molly Madden, 19, from Buffalo - told a local newspaper that she "enjoyed the speakers, the rally and the message. I've never been to anything like this." All three regional papers covered the event with stories and photos.

Sixteen local organizations endorsed the fight-back rally, which was organized by the Hudson Valley Activist Newsletter, including: American Association of University Women (Kingston), Arts for Peace, Dutchess Greens, Dutchess Peace, End New Jim Crow Action Network, Hudson Valley LGBTQ Community Center, Middle East Crisis Response, NAACP (Ellenville), Occupy New Paltz, Orange Democratic Alliance, Orange Peace & Justice, Peace & Social Progress Now, Real Majority Project, Ulster Democratic Women, Ulster MoveOn Council, and Women in Black (New Paltz).

Seven speakers, all activist women from our region, addressed the sunny Sunday rally. Event chair Donna Goodman, a UUP elected delegate and a vice president of the AFL-CIO's Hudson Valley Area Labor Federation, spoke first. Noting that "women have made good progress in America in the last 200 years," she said:

"Every victory was the product of an intense, organized, independent struggle waged by women and whatever male allies were willing to join with them.... We may have come a long way but we still have a long way to go for full equality.... And our sisters from oppressed communities -- African Americans, Latinas, Native Americans - have the hardest road to travel. We must not rest until all of us get to the finish line!"

## Women's Rally to Defend Rights

by Donna Goodman, Chapter Delegate for Professionals

"Right now, as the political right wing and fundamentalist religious elements are determined to wipe out some of our gains, we must revive the organized struggle for women's rights! We cannot rely on the two-party system to do the job for us. We need to build an independent, progressive, activist women's movement in America to protect our existing rights and to extend those rights."

The next speaker was Elizabeth Soto, executive director of the Hudson Valley Area Labor Federation. She declared that "We stand here to say that no one is going to take away the basic right of women to control our own bodies. We believe in equality. We support working women. We are tired of the right wing trying to turn back the clock and take our hard-won rights away. Women's rights are human rights."

Other speakers included recent SUNY graduate Elizabeth Gross, founder of the New Paltz Feminist Collective; Barbara Upton, founder of New Paltz Women in Black; Joanne Myers, Marist College professor, co-director of women's studies, and vice president of the Hudson Valley LGBTQ Center; Monica Miranda, president of the Hispanic Coalition of New York; and Ariana Basco, a New Paltz Village Board Trustee and co-chair of the Environmental Task Force. Music was provided by progressive women's singing group known as The Mahina Movement.

The New Paltz rally coincided with similar events in Los Angeles, San Francisco, New York, and Chicago on Aug. 26, the day before the Republican Convention, initiated by the feminist group Women Organized to Resist and Defend.

For information or to receive notice of the next women's action, contact Donna at [donna0726@earthlink.net](mailto:donna0726@earthlink.net).



Photos by Susan Lehrer

## Labor-Management Meeting Notes, May 11th, 2012

### by Ed Hanley, Chapter Secretary

**Administration Attendees:** President Christian, VP DiStefano, Chief of Staff Wright, HR Associate Director Papa

**UUP Attendees:** President Brown, VP Smith, VP Miller, NYSUT Labor Relations Specialist Capowski, Secretary Hanley.

**1. Leave policy.** UUP seeks clarification of the absence policy circulated to LA&S faculty by Dean Schiffer on 20 March 2012. In item (b) of that message, the following text was included: “b. For second and subsequent absences, with the purpose and destination for travel approved, arrangements should be made for substitutes. Before committing to travel, permission of the dean should be obtained. This is only for professional travel. Other reasons for absence are covered by other policies. There will be a form on the Human Resources website for this type of extended absence. There was discussion of this policy.”

This was followed by a description of the procedure to follow in case of more than one absence:

“The above policy, while specifically addressing absences for professional travel, also applies to other kinds of absence when the instructor knows in advance that she or he will miss more than a single class: The instructor should a) notify the department chair of the absences and b) seek the approval of the chair and dean for the plan of coverage during the absences.”

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UUP maintains that under The Agreement (Articles 23 and 27), UUP-represented academic employees accrue sick leave. They can use that paid sick leave when sick, and this accrued, paid sick leave does not require permission from the employer. The Agreement does not require notice to the employer, though it is a good practice whenever feasible. The employer cannot disallow sick leave, but the employer can ask employees to provide medical documentation to substantiate the sick leave.

After briefly recapping the issue to open the discussion, President Brown stated the concern here is that “other kinds of absence” is rather vague and suggested that a memo from Dean Schiffer clarifying what this means would be appropriate. Associate Director Papa stated that HR was already looking into the matter and working with Dean Schiffer to clarify the policy.

**2. Faculty threatened by students. We are receiving reports that chairs and deans are not adequately supporting faculty members threatened by students, who are sometimes emotionally disturbed. Does the administration have any procedures to support members in such situations?**

Brown observed that presently available guidance on workplace violence seems focused on employee vs. employee situations, rather than student vs. employee situations. President Christian stated that procedures covering such workplace violence situations are clearly specified and followed. Problems can arise if an incident is initially addressed, but the faculty members involved choose not to pursue the matter. This leaves the administration willing to act, but lacking the backing of the affected members. Problems can also arise in instances where certain behavior(s) by students are initially tolerated by faculty as “OK,” but then subsequently deemed problematic. Noting there are examples of how situations of this type have been handled superbly in the past, Christian stated that training may help, but the administration needs to look into this. VP DiStefano seconded the need for training. Papa pointed out that the current workplace violence training already provides a good baseline for addressing these situations. Brown asked about specific procedures and where they were outlined. Christian noted that responses vary by circumstances involved. In cases where there is an immediate threat to safety, the University Police will respond. Where there is no immediate threat, the matter would normally be handled through the campus judicial process. Brown asked if there was any specific role for department Chairs. Christian indicated that while there is no official role specified,

Chairs need to be in a position to advise their faculty on these matters. Clearly, there is a need for much more robust training and orientation for new Chairs.

**3. Workload.** UUP welcomed members of the administration to UUP's April 3rd Faculty Forum. Since the second half of the event was limited to UUP members, as a courtesy to administrators who attended the first part of this Forum, we are sharing a separate document, copied below, summarizing the four table discussions that ensued. While UUP is collecting quantitative data through a separate process, there was universal consensus at the Forum that overall workload has been significantly increasing, along with a concomitant decrease in educational quality. These are very disturbing trends that not only affect our terms and conditions of employment, but a serious lowering of quality is something that could affect the entire College, its faculty, staff and students for decades to come. How does the administration propose to address the overall workload increase, and how can non-teaching components of the professional obligation be proportionally decreased in order to achieve a level workload based on past practice?

Brown stated the primary concern here is the effect workload is having on educational quality. Christian asked Brown to be cautious about sending messages about declining quality. He noted that such conversations are often picked up by students and faculty. Citing the example of student comments regarding the loss of adjuncts, Christian pointed out that the numbers (adjuncts and courses taught by adjuncts) from 2010 and 2011 were virtually identical. In this case, myth has overcome reality and fostered inaccurate perceptions. Christian observed that as far as workload is concerned 2012 has, to some degree, been an anomaly as it is a major transition year. Funds have already been allocated for searches and hires in 2013. Further, the administration is already looking for additional lecturers for the Fall semester. Next year and the year after should see a dramatic shift in the number of teaching faculty. Nevertheless, there is a continuing need to explore ways of doing business differently. Christian went on to point out that the workload issue has been framed as a technical problem that some "expert(s)" can solve. He sees it more as an adaptive problem requiring solutions and behavioral changes on the part of everyone and hopes UUP can work with the administration to help achieve the opportunity he sees represented in such shifts. Responding to Brown's observation that teaching and scholarship constitute two big slices of the workload "pie," Christian stated that having our new Provost on board will help further conversations about our curriculum. Regarding scholarship, this is an area where just the sort of cultural shift alluded to earlier will come into play.

**4. Improper Practice.** Our members have been reporting for a while that a number of units have been actively discouraging their subordinate employees from participation in UUP. This is arguably a serious violation of the statute and an Improper Practice actionable with PERB. The administration needs to make it very clear by sending a memo to all department and area heads/directors, with a copy to UUP, affirming: that under the Taylor Law, UUP is the exclusive legal representative of the roughly 900 members of the bargaining unit; and that it is an Improper Practice, as set forth in §209-a, Section 1a, to "interfere with, restrain or coerce public employees in the exercise of their rights guaranteed" in §202 (Right of Organization), §203 (Right of Representation) and §204 (Recognition and Certification).

Brown noted that there seems to be an anti-union animus in certain departments and went on to cite specific examples. DiStefano indicated she had been hoping for just such specifics so she could follow up in focused conversations with the departments and people involved. She assured Brown that the administration would address the matter.





## Part-Time Labor-Management Meeting Notes, May 2nd, 2012

by Ed Hanley, Chapter Secretary

**Administration Attendees:** Interim Provost Torsney, HR Director Blades, HR Associate Director Papa, Executive Assistant to the Provost Gould

**UUP Attendees:** President Brown, Beth Wilson, Alan Dunefsky, NYSUT Labor Relations Specialist Capowski, Secretary Hanley

### Agenda Items

**1. Do you have projections for the overall numbers of part-timers and lecturers who will be teaching in Fall 2012? How do these staffing levels compare to 2011-12?**

Interim Provost Torsney stated that projections were not yet available as the process of determining what course enrollments look like remains underway. Projections aside, Wilson asked if there was any reason to expect a big fluctuation in the number of part-timers and lecturers teaching in the Fall. Torsney replied that the overall picture seems pretty stable.

**2. Regarding “double contingency” language (which held that adjuncts would be subject not only to reaching certain enrollment levels for their own classes, but also that they could be ‘bumped’ in order to make room in case a full-time professor’s course did not fill): previously in labor-management meetings, it was agreed that this language would be removed from future contracts. Could you please confirm that this language does not appear in any Summer or Fall 2012 contracts?**

Torsney confirmed that the contract language in question had indeed been removed. Wilson followed up by noting that at least one department now appears to be holding off making course assignments. She asked if this might somehow be related to the removal of the double-contingency language. Torsney opined that this was neither a matter of policy nor necessarily an isolated incident. She ventured that departments may be proceeding more cautiously with respect to course assignments because that particular contract language *has* been removed. She also speculated that departments with more stable enrollments have probably proceeded normally and sent out Appointment Request Forms (ARF) already. Other departments may be taking a “wait and see” attitude. Wilson then asked if there would be any overall deadline for making decisions re: course assignments. Torsney stated that deadlines would likely vary by department. Brown observed that, if tenure track faculty members courses do not fill up, it is not necessary to give them courses that would have been assigned to adjuncts, as there are alternatives for tenure track faculty; extra advising, for example. Per Torsney, such decisions would vary by department; there would be no directive on the matter from the Provost’s office.

**3. Could you provide a count of the total number of adjuncts who have submitted DSI applications for 2011? We would like to know the level of response that has resulted from the extended deadline, and from the workshop that we organized to encourage greater participation.**

According to Torsney, twenty-nine applications had been submitted. Brown asked how that compared with the number of applications from tenure track faculty. Torsney pointed out that, having not been asked for that information ahead of time, she did not have those figures immediately available. LRS Capowski asked if there was anything the union could do to help increase the number of applicants. Brown noted that increasing the amount of money available for the awards would help. Wilson then asked the current status of the DSI applications. Per Torsney, the applications were at the Provost’s office awaiting review. She would try to review them before stepping down as Interim Provost, in order to give some feedback to the incoming Provost. However, if she (Torsney) had already left office, the new Provost would handle the process on his own.

At this point, Capowski asked to follow up on agenda item 2 above to further clarify the situation regarding course

assignments. Specifically, had appointment letters simply not yet been issued, or had they had been issued without courses assignments reflected? He ventured that the latter might suggest an intention to assign under-enrolled courses to adjuncts as those courses were identified. Torsney stated there was no such intent, as assigning adjuncts courses they were not familiar with would affect the quality of instruction in the event the courses filled and were taught as scheduled.

**4. Concerning adjunct per-course pay rates: is there any possibility of increasing the base, incoming rate to reflect increased cost of living, especially the cost of fuel (essential for adjuncts, many of whom commute from some distance away)? Even while UUP and the State are conducting negotiations for a new contract, there is no impediment for the New Paltz administration to increase the per-course rate. We do not know how long the current statewide negotiations may go on, and in the meantime many adjuncts are having a harder and harder time making ends meet. It would be a gesture of goodwill if the Administration could recognize the value of their service, and ameliorate at least part of the cost of having these faculty members simply get to work.**

Wilson opened the discussion by pointing out that, given local economic conditions in general and fuel prices in particular, even a minor increase in the per-course pay rate would be most welcome. Torsney stated that the question of adjunct compensation had already been answered in a previous (full time) Labor-Management meeting. Per Torsney, it is the administration's position that adjunct compensation is an issue that needs to be addressed in the ongoing contract negotiations between UUP and New York State. HR Director Blades concurred, pointing out that until the contract was settled the administration would not consider the issue locally. Wilson noted that, even if the issue is successfully addressed in negotiations, there was nothing to prevent the administration from unilaterally going "over and above" anything that might eventually be stipulated in a new contract. This was confirmed by Capowski. Torsney observed that New Paltz is in the upper end of the pay spectrum already. Wilson suggested that, rather than reflecting how well adjuncts are paid here at New Paltz, this simply reflects how poorly they are paid elsewhere. As the discussion ended, Torsney acknowledged the various good points made by the union but reiterated that the issue had already been addressed and was not open for further consideration at this time.

The meeting adjourned at 11:42am.

## Upper Hudson Central Labor Council

by Donna Goodman, Chair of Community Outreach/Coalition Building Committee



The focus of the July and August meetings was on making connections between the labor movement and the community. This is in response to the national AFL-CIO's commitment to reach out to unorganized workers.

The Upper Hudson Central Labor Council had a booth at the Columbia County Fair to promote outreach and labor education.

The work plan that was proposed in the spring has been approved by the Area Labor Federation and will consist of work in four areas: organizing, political action, social activities, labor education. The CLC president is looking to UUP for help in instituting a labor education program. Under discussion are two aspects: 1) teaching about labor and union history in the public schools and 2) educating union members themselves about the labor movement. I will be on the education committee and have invited Mike Lonigro, CLC president, to the UUP executive committee meeting of Sept. 19.

There was also discussion of holding a labor rally that would include all local and regional unions, some time this fall. There is not a consistent Labor Day event in Ulster County, and there are proposals to hold one in the future in Kingston or New Paltz.

Both education and outreach coincide with the action agenda of the New Paltz chapter of UUP. Participating in these activities with other unions will help UUP to reach out to the community and provide important union work to engage our members.



## The Closing of American Academia by Sarah Kendzior

It is 2011 and I'm sitting in the Palais des Congres in Montreal, watching anthropologists talk about structural inequality.

The American Anthropological Association meeting is held annually to showcase research from around the world, and like thousands of other anthropologists, I am paying to play: \$650 for airfare, \$400 for three nights in a "student" hotel, \$70 for membership, and \$94 for admission. The latter two fees are student rates. If I were an unemployed or underemployed scholar, the rates would double.

The theme of this year's meeting is "Traces, Tide-marks and Legacies." According to the explanation on the American Anthropological Association website, we live in a time when "the meaning and location of differences, both intellectually and morally, have been rearranged". As the conference progresses, I begin to see what they mean. I am listening to the speaker bemoan the exploitative practices of the neoliberal model when a friend of mine taps me on the shoulder.

"I spent almost my entire salary to be here," she says.

My friend is an adjunct. She has a PhD in anthropology and teaches at a university, where she is paid \$2100 per course. While she is a professor, she is not a Professor. She is, like 67 per cent of American university faculty, a part-time employee on a contract that may or may not be renewed each semester. She receives no benefits or health care.

According to the Adjunct Project, a crowdsourced website revealing adjunct wages - data which

universities have long kept under wraps - her salary is about average. If she taught five classes a year, a typical full-time faculty course load, she would make \$10,500, well below the poverty line. Some adjuncts make more. I have one friend who was offered \$5000 per course, but he turned it down and requested less so that his children would still qualify for food stamps.

Why is my friend, a smart woman with no money, spending nearly \$2000 to attend a conference she cannot afford? She is looking for a way out. In America, academic hiring is rigid and seasonal. Each discipline has a conference, usually held in the fall, where interviews take place. These interviews can be announced days or even hours in advance, so most people book beforehand, often to receive no interviews at all.

The American Anthropological Association tends to hold its meetings in America's most expensive cities, although they do have one stipulation: "AAA staff responsible for negotiating and administering annual meeting contracts shall show preference to locales with living wage ordinances." This rule does not apply, unfortunately, to those in attendance.

### Below poverty line

In most professions, salaries below the poverty line would be cause for alarm. In academia, they are treated as a source of gratitude. Volunteerism is par for the course - literally. Teaching is touted as a "calling", with compensation an afterthought. One American research university offers its PhD students a salary of \$1000 per semester for the "opportunity" to design and teach a course for undergraduates,

who are each paying about \$50,000 in tuition. The university calls this position "Senior Teaching Assistant" because paying an instructor so far below minimum wage is probably illegal.

In addition to teaching, academics conduct research and publish, but they are not paid for this work either. Instead, all proceeds go to for-profit academic publishers, who block academic articles from the public through exorbitant download

**"The adjunct problem is emblematic of broader trends in American employment: the end of higher education as a means to prosperity, and the severing of opportunity to all but the most privileged."**



and subscription fees, making millions for themselves in the process. If authors want to make their research public, they have to pay the publisher an average of \$3000 per article. Without an institutional affiliation, an academic cannot access scholarly research without paying, even for articles written by the scholar itself.

It may be hard to summon sympathy for people who walk willingly into such working conditions. "Bart, don't make fun of grad students," Marge told her son on an oft-quoted episode of *The Simpsons*. "They just made a terrible life choice."

But all Americans should be concerned about adjuncts, and not only because adjuncts are the ones teaching our youth. The adjunct problem is emblematic of broader trends in American employment: the end of higher education as a means to prosperity, and the severing of opportunity to all but the most privileged.

In a searing commentary, political analyst Joshua Foust notes that the unpaid internships that were once limited to show business have now spread to nearly every industry. "It's almost impossible to get a job working on policy in this town without an unpaid internship," he writes from Washington DC, one of the most expensive cities in the country. Even law, once a safety net for American strivers, is now a profession where jobs pay as little as \$10,000 a year - unfeasible for all but the wealthy, and devastating for those who have invested more than \$100,000 into their degrees. One after another, the occupations that shape American society are becoming impossible for all but the most elite to enter.

### **The value of a degree**

Academia is vaunted for being a meritocracy. Publications are judged on blind review, and good graduate programs offer free tuition and a decent stipend. But its reliance on adjuncts makes it no different than professions that cater to the elite through unpaid internships.

Anthropologists are known for their attentiveness to social inequality, but few have acknowledged the plight of their peers. When I expressed doubt about the job market to one colleague, she advised me, with total seriousness, to "re-evaluate what work means" and to consider "post-work imaginaries". A popular video on post-graduate employment cuts to the chase: "Why don't you tap into your trust fund?"

In May 2012, I received my PhD, but I still do not know what to do with it. I struggle with the closed off nature of academic work, which I think should be accessible to everyone, but most of all I struggle with the limited opportunities in academia for Americans like me, people for whom education was once a path out of poverty, and not a way into it.

My father, the first person in his family to go to college, tries to tell me my degree has value. "Our family came here with nothing," he says of my great-grandparents, who fled Poland a century ago. "Do you know how incredible it is that you did this, how proud they would be?"

And my heart broke a little when he said that, because his illusion is so touching - so revealing of the values of his generation, and so alien to the experience of mine.

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***Sarah Kendzior is an anthropologist who recently received her PhD from Washington University in St Louis.***

**This article originally appeared in Al Jazeera English:**

**<http://www.aljazeera.com/indepth/opinion/2012/08/2012820102749246453.html>**

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## Featured Member: Jason Wrench, Chair, Communication and Media Department

### *Insights on Working with multiple publishers*

Dr. Wrench specializes in workplace learning and performance, or the intersection of instructional communication and organizational communication. He has published five books, including his most recent published in 2011 *Casing Organizational Communication* (Kendall Hunt), and *Stand Up, Speak Out: The Practice of Ethics and Public Speaking* (Flat World Knowledge). He has also published over 20 research articles.

Here Wrench talks to TAA [*The Academic Author*] about his experiences working with multiple publishers.

**TAA:** How did you get started in textbook authoring?

**Jason Wrench:** I was lucky enough to have two amazing graduate mentors, James C. McCroskey and Virginia Peck Richmond, when I was a doctoral student at West Virginia University. Starting in my first year as a doctoral student, Virginia invited me to work on a revision of a textbook used in the off-campus master's program in instructional communication. From that point forward, I've collaborated with Virginia and Jim on a number of books first as the last author and then slowly making my way up the chain to first author. I learned so much from their mentoring about writing textbooks. After writing four books with them, I ventured out on my own mentoring two novice book writers in their first academic book. By October 2014, I'll have 12 text or academic books under my belt and see no sign of stopping.

**TAA:** What are the advantages and disadvantages of working with multiple publishers?

I never set out to write with multiple publishers. My first five books were all written under different publishers primarily because publishers would come to

my mentors asking for a specific book, and I went along for the ride. While my mentors primarily published with one publisher over the years, I started out writing for many different publishers, so moving from one publisher to the next was natural for me.

The advantages of working with multiple publishers are that you learn what you like and don't like about the publishing process, you are free to shop projects around, and you see what different editors need. Two disadvantages of working with multiple publishers are that it may present you with more of a juggling game and it may not offer you the same opportunity to develop strong relationships with editors.

**TAA:** Do you have any specific tips regarding negotiating contracts with multiple publishers?

**JW:** My tips would be the following:

a) *Right of first refusal.* The right of first refusal clause is one that forces an author to pitch any new book idea to a previous publisher first, so that the publisher has first rights to accept or refuse a project. I ran head first into this problem when one of my previous editors heard I was writing a public speaking book with Flat World Knowledge. The right of first refusal grants a publisher first dibs on your next book project. Thankfully, the editor let me out of this clause in order to work on the project.

b) *Watch out for the competition clause.* First and foremost, you've got to be careful of the competition clause in your contracts. The competition clause generally prevents an author of a book from writing a book or contributing to a book that would be seen as competition. If you're like me and publish numerous books (with multiple publishers) on similarly related topics, you may run into competition problems if this clause is too broad. For example, I published a book on case studies in organizational communication, a two-volume series on organization communication geared towards business

professionals, and now I'm writing an introductory textbook on organizational communication. All three of these projects involve themes in organizational communication, which could appear to compete with each other unless the clauses in your contract are written clearly. For example, with the case studies book, I had the publisher clearly specify that I would not write another "case study book in organizational communication" instead of the more generalized language often seen in contracts that reads "in subject area."

c) *Understand time commitments.* In the world of textbook writing (especially books that need updating more frequently), you should watch out for and specify revision dates. If you have a book that may need revised more often, you can try to negotiate possible revision schedules into the contract from the beginning to prevent yourself from getting too overwhelmed, but this is admittedly something many publishers find non-negotiable because it's hard to predict the future.

**TAA:** What resources have been most useful to you in your publishing career?

**JW:** I cannot stress the importance that my mentors were for me as both an academic scholar in conducting and publishing original research but also on writing and publishing academic and textbooks.

I also consider TAA a valuable resource. Michael Boezi at Flat World Knowledge recommended that I join TAA to learn more about the legal and professional side of academic and textbook publishing. I

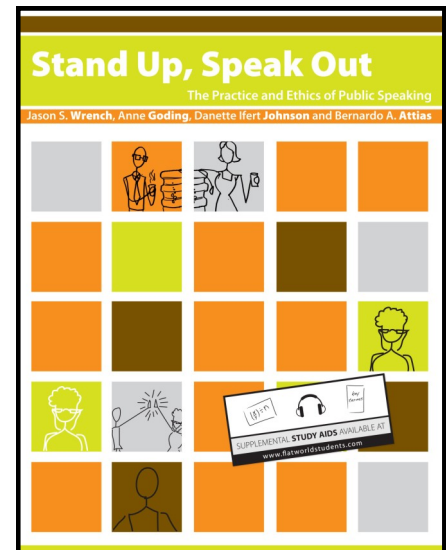
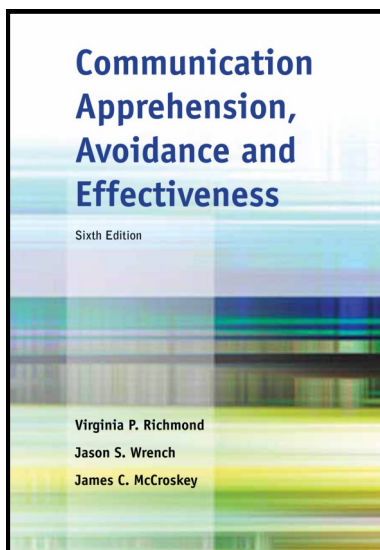
am very grateful that he suggested I join TAA. I've enjoyed listening to the various podcasts on a range of subjects from contract negotiations to blogging for your book. I am a proud member of TAA and try to tell everyone I know who is involved with the academic and textbook writing world to join.

**TAA:** What do you value about your TAA membership?

**JW:** First, I value the monthly newsletter. I relish reading about other academic and textbook authors who are going through similar situations. Learning from their mistakes and their successes helps make me a better author.

Second, I enjoy the wide range of resources on the TAA website. I recently gave a workshop on my on campus about negotiating contracts. While I'm not a lawyer, I was able to draw upon both my own experiences and the wealth of content on the TAA website to help me create this workshop. I've received numerous thank you notes for the information I presented in that workshop. It's very gratifying.

Lastly, I enjoy the ongoing, continuing education that is sponsored by TAA. From articles about the current trends in academic and textbook publishing to innovative podcasts on marketing your books, these features help me understand the business side of the publishing industry. I was taught to be a communication scholar, not to be publisher savvy. TAA helps fill-in the gaps between what I learned as a graduate student and from my own mentors to what I need to know to be successful as an author.





Jason Wrench's tips on the advantages & disadvantages of working with multiple publishers:

### Advantages

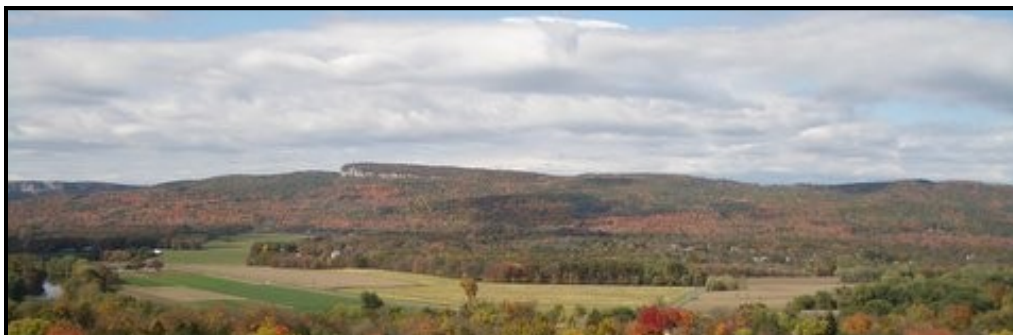
- a) *You learn what you like and don't like about the publishing process.* First and foremost, one of the biggest advantages to having multiple publishers is you learn what works for you and what doesn't. Some publishers are a lot more hands-on during the writing process, while others are almost completely hands-off until the entire manuscript is finished. I've always been someone really good at keeping deadlines, so I don't need an editor to help me with that, but I really do like getting the feedback along the way. I've experienced both, and have found that I would rather alter how I'm writing a book to meet expectations along the way than have to rewrite the book after I've finished.
- b) *Free to shop projects around.* When you develop multiple relationships with editors, you have a lot more freedom to shop a specific project around. I had a book topic that I thought was a really good one, but one of my editors wasn't interested at the time because he had just signed a similar project. Fast-forward a couple of years and that project is now under contract because I found a different editor who was as excited about the project as I was.
- c) *See what different editors need.* When I am at conferences and conventions, I regularly talk to a variety of editors. Editors are often looking for specific titles, and I've signed a number of contracts because I've been willing to take on projects that editors were seeking. For example, a friend forwarded me an e-mail that a publisher was looking for an editor of a multi-volume series in my content specialization, and I contacted the editor immediately. Now, that series will be coming out next fall. If I had stayed tied to one publisher, I would have passed up this exciting opportunity. Another example involves my relationship with Flat World Knowledge. A few summers ago I was reading about the new open-text initiative and by chance came across Flat World Knowledge's website. I was intrigued by what they were doing to make textbooks affordable and reached out to see if they were interested in publishing a public speaking textbook. That book became the first book in their new communication list in November 2011. If I hadn't given myself the opportunity to shop for projects I find interesting (no matter who the publisher was), I would have missed out on working on a fantastic project with an innovative publisher.

### Disadvantages

- a) *The juggling game.* Typically when you sign a contract there is a specific due date for the finished manuscript. However, once that manuscript is to the publisher, their process for turning that manuscript into the printed form varies. As such, from October 2011 to October 2012 I'll have six different books published. Trust me, I did not plan this when I signed those contracts. I got ahead on some books and the publishing process was slower with others. I say this to emphasize that I've spent the greater part of this year juggling projects with five different publishers. If all of the project were with one publisher, you could probably more evenly space out projects in various stages.
- b) *Not developing strong relationships with editors.* One of my biggest regrets is that I haven't developed overly strong relationships with all of my editors. I definitely have closer relationships with some editors, and I'm more likely to work with them again than I am with editors I really don't know.

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This article first appeared in the May 2012 issue of *The Academic Author* (TAA). Reprinted by kind permission.





## ***SUNY New Paltz UUP Spotlight: Mary Thompson***

***by Jaime Burns, Chapter Intern***

Last semester, I was a nervous wreck. The chapter intern position was my first attempt at an internship, the foot-in-the-door for career opportunities outside of college, and I had no idea what to expect. I certainly did not expect the cheerful greeter just beyond the UUP office doors. I cannot say how much I was pleasantly surprised.

Mary Thompson, the chapter secretary and the face of the UUP office, extends her sunshine past the large office doors. Her open arms to friendly passersby and frequenters of the Lecture Center basement gives her the rightful title of “The Heart of the Union,” no matter how much she questions it.

So what makes our Chapter Secretary smile? How does Mary turn the otherwise desolate basement level of the Lecture Center into a cheerful hall and transform the chilly UUP office into a warm, cozy home?

Growing up in the tavern business was “one of the gifts [she] was given.” Her mother, in particular, is a shining influence on her near unlimited capacity for sympathy and empathy, taking care of many customers late into the night. For many years, Mary constantly tried to separate herself from her mother and her youth in the tavern, but in the end, what her youthful self tried to avoid were the strongest influences on her life.

Losing her father at age nine fueled a strong-willed nature that propelled her through her adolescence

and young adulthood. While her sister was a straight-A student, Mary set her own path as an athletic go-getter, pursuing nearly every sport except swimming, afraid to reveal her naturally-curly hair. At twenty-three years old, Mary packed up her bags and left New York City to live on the other side of the world: India.

Why India? Living in the city, a group in her yoga class introduced ideas of living with a guru and finding oneself through a spiritual experience. Driven to figure out exactly who she was and who she wanted to be, other than a devoted wife and mother, Mary saved a mere \$750, \$350 of which went towards an open ticket for a year, and set off on her way. After backpacking from Istanbul through warring Arab nations to her destination, she lived up the hill from the Nainital ashram at the Hanuman Temple in Northern India with a group of westerners. She studied first with Nim Keroli Baba. When he passed away, Harvard Professor Dr. Richard Albert, given the spiritual name Ramdas by Baba, paid his respects by traveling with the group of westerners, including Mary, to nearby villages. Unable to avoid her tavern background, she eventually became the head cook for the Western group at the ashram.

A year later, her experience comes full circle, arriving where she left. Just before leaving New York City, a neighbor told Mary that she did not need to go to India to find herself: her identity was inside all along, available for self-reflection. Returning to the States, she replied to his advice: “he was right.”

Instead of India, Mary found her answers in Practical Philosophy. First founded after WWII in London, a branch opened in New York City in 1964 and now various locations exist throughout the United States and the world. Shortly after her trip, a woman walking her dog enticed her to just go, giving hardly any information of exactly what the course was about. The random tip was worthwhile, and “every word that came out of [the lecturer’s] mouth was a gem.”

Her personal uncertainty dissipated. What drives her to this day is a wisdom unearthed by this school of thought, carefully removed and reflecting on the all-consuming hectic everyday lifestyle. “You often go on a day-to-day basis and you’ve got to do what you’ve got to do, and there’s no real presence, no real connection to what you’re doing... It’s a matter of coming under some discipline [and making] life more harmonious and happy.” Practical Philosophy offers her such a discipline and harmonious existence. Through an array of jobs, including the diamond district in New York City, the restaurant industry she wanted to avoid in her youth, a part-time job at the Shawangunk town hall (aka Hamlet of Wallkill) and her ten years here as Chapter Assistant, she remains faithful to the School of Practical Philosophy, attending various classes for the past 41 years and giving volunteer time as food coordinator for nearly fifteen years. She is currently working on a cookbook called *The Philosopher’s Table*, based on her recipes created for the retreats. Both her and her husband live on the Practical Philosophy school’s property (formerly the old Borden Estate) in the Carriage House as caretakers for the last 22 years.

One word, recently-explored in a lecture held by the School of Practical Philosophy, sums up Mary’s peaceful, self-reflective outlook on life and her work at the SUNY New Paltz Chapter of the UUP: gratitude. She has a beautiful relationship with her daughter, Rose, who lives right down the road and often leaves her children at Nana’s house while continuing her education: “an excellent treat” in the doting mother’s eyes. She has a similarly peaceful relationship in the union. Dually appreciative of the work that union members undertake and grateful that she does not need to engage in the politic and decision-making of the organization, she is able to extend the sympathy and empathy taught to her by her mother so many years ago in the tavern.

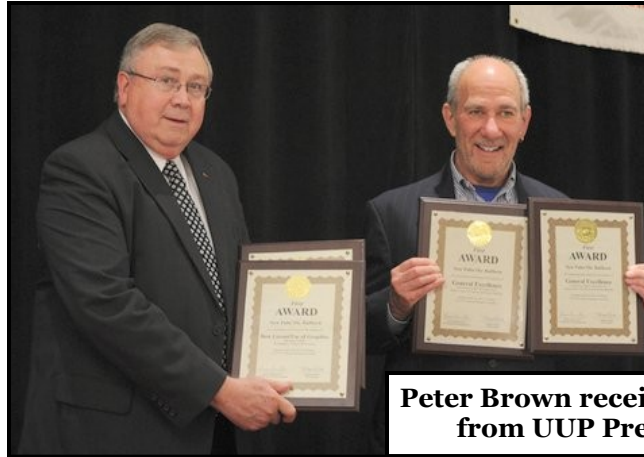
As I am writing this piece, only a week into my internship, I still hear Mary Thompson’s cheerful hello down the hall and feel the warmth of her greeting hug from moments ago. As the “Heart of the Union,” her motherly care extends to the SUNY New Paltz Chapter of the UUP. For her, “it’s a sense of working for a family. Working for the union expands my sense of family to something much larger, which is beautiful.” With the same tender care for her daughter and volunteer work, she blesses the union with the touch of compassion that counteracts all the tough, angry politics of day-to-day union business. She gives the union a sense of family; that is definitely something beautiful.



Photos by Jaime Burns



## Bullhorn Wins Top Awards as “An Impressive (Almost Intimidating) Tour de Force” by Peter Brown, Chapter President



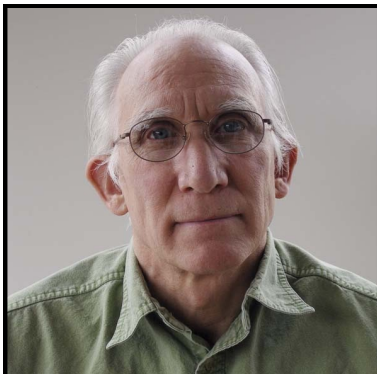
**Peter Brown receiving Bullhorn awards  
from UUP President Phil Smith**

At the April Delegate Assembly in Albany, *The Bullhorn* garnered a number of top awards in UUP's 2011-2012 Journalism Contest. Former Managing Editor Rachel Rigolino and I received First Award in the categories for General Excellence and for Best Editorial or Column. In their written comments, the judges cited the New Paltz publication for its “interesting, well-written articles on a wide range of topics from a variety of voices. Good, clean layout with good color. Readable meeting notes.” Another judge summarized: “This publication is an impressive (almost intimidating) tour de force.”

My editorial on “The Future of Higher Education” (December 2011) was cited as an “excellent and clearly written discussion of the big threats to a quality university education today, with a useful discussion of efforts to correct the problems and ways to learn more and get more involved.”

The article on “My Year in Mali” by Francois Deschamps (Art) won the top award for Best Use of Photos and an Award of Merit in the Best Feature Story category. The judges cited this feature article as a “great first-person account of a unique and interesting educational experience. Good details and related photos... exotic and touching.”

Contest judges were Sherry Halbrook, editor of the Public Employees Federation newsletter, *The Communicator*; Mark Hempstead, specialty publications editor at the Albany *Times Union*; and Karen Nelis-O'Brien, a former reporter with the *Times Union* and now a freelance writer.



**Francois Deschamps (Art)**



**Rachel Rigolino (English)**

## **Chapter Committees 2012-2013**

### **Affirmative Action Committee**

Jerry Persaud, Comm. & Media, 257-2631, persaude@newpaltz.edu (chair)  
Elissa Greene, Design & Construction, 257-3309, greenee@newpaltz.edu  
Patricia Noble, Comm. & Media, 257-3450, noblep@newpaltz.edu  
Claudette Aldebot, Residence Life, 257-5501, aldebotc@newpaltz.edu  
Wayne Lempka, Art Museum, 257-3845, lempkaw@newpaltz.edu

### **Communications Committee**

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### **New Priorities Committee**

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Tom LaBarr, Elect. & Comp. Engineering, 257-3733, labarrt@newpaltz.edu  
Lisa Ostrouch, Institutional Research & Planning, 257-2647, ostroucl@newpaltz.edu

*Committees are open to all academic and professional members of UUP, whether full-time, part-time or retired. It is a great way to get involved, to improve our College community, to strengthen our union and to meet colleagues from other departments.*

**Website Development Team**

Linda Smith, Academic Computing, 257-3188, smithl@newpaltz.edu (coordinator)

Jacqueline Dubois, Financial Aid, 257-2598, duboisj@newpaltz.edu

Lucy Walker, Institutional Research, 257-3228, walkerl@newpaltz.edu

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Melanie Hill, Psychology, 257-3457 hillm@newpaltz.edu

Giordana Grossi, Psychology, 257-2674 grossig@newpaltz.edu

## September 2012

Sun	Mon	Tue	Wed	Thu	Fri	Sat
<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b> Executive Committee Meeting: 12:30 PM JFT 1010	<b>6</b>	<b>7</b>	<b>8</b>
<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b> Executive Committee Meeting: 11 PM, JFT 1010	<b>20</b>	<b>21</b>	<b>22</b>
<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>

**Our next Chapter Meeting is October 10th, 12 noon at the College Terrace.**

**UUP Chief Contract Negotiator Jamie Dangler (Cortland) will be our guest.**



## Executive Committee 2011-2013

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Vice President for Professionals	Linda Smith, Academic Computing	x3188	smithl@newpaltz.edu
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<b>Chapter Intern</b>	Jaime Burns		jburns79@hawkmail.newpaltz.edu



# Are You a Member?

Thomas P. DiNapoli New York State Comptroller				JOHN DOE				Total Gross		Fed Taxable Gross	
Advice #		123456789		Pay Start Date		07/13/2009		Current		3456.78 1234.56	
Advice Date		07/12/2009		Pay End Date		07/27/009		YTD		45,678.90 34,567.89	
Department ID 1234				Net Pay 1,234.56				Pay Rate		78,910.11	
<b>EARNINGS</b>											
Hrs./Days		Earnings		Hrs./Days		Earnings		Federal		State NYC Yonkers	
Regular Pay Salary Employee		3456.78		45,678.90		678.90		Marital Status		4 4	
Location Pay		56.78						Allowances		2 0	
								Add. Amnt.			
								<b>TAXES</b>		Current YTD	
								Fed Withholding		3,456.78 1,234.56	
								Medicare		45,678.90 34,567.89	
								Social Security		3,456.78 1,234.56	
								NY Withholding		45,678.90 34,567.89	
<b>BEFORE TAX DEDUCTIONS</b>				<b>AFTER TAX DEDUCTIONS</b>				Current		YTD	
		Current		YTD							
Regular Before Tax Health		456.78		1,234.56							
Supplemental Ret. Annually Prog.		678.90		5,678.90							
TIAA Retirement Before Tax		56.78		1,234.56							
								<b>UUP Member 26P</b>		34.56 456.78	

## CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck **must** say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are *not* a member of the union.

## UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Hold union office
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels
- Maintain UUP membership after retirement and be eligible for benefit programs
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs

**Please contact your chapter officers for a membership card.**

## Join the UUP

### Who can become a member of the UUP?

To be eligible to join UUP, one must be an employee of the State University of New York and belong to the Professional Services Negotiation Unit (PSNU, also called the o8 Bargaining Unit).

**I am on the faculty at New Paltz / part of the professional staff / a librarian , so I am automatically a member of UUP, right?**

No. By legislative action, UUP has "agency fee," meaning that all individuals who are classified as being members of the "Professional Services Negotiating Unit" pay a fee to the union if they are not actually members. The fee is equal to the dues charged UUP members, because Fee Payers receive many services from the union even though they are not members. Nonetheless, unless one signs and returns a membership application form to UUP Central, one can not vote in UUP elections, run for office within UUP or participate fully in UUP policy making. In short, if you don't sign the card, you are not a member of UUP.

### What do I need to do in order to join?

You can obtain a membership application by contacting the Chapter Office, Lecture Center 6a and speaking with Chapter Assistant, Mary Thompson. You may also download the Membership Application (in PDF Format) from the UUP Central website, [www.uupinfo.org](http://www.uupinfo.org), by clicking "Welcome/Join," and "How to Join UUP?" The form may be completed, SIGNED, and mailed to UUP, PO Box 15143, Albany, NY 12212-5143.



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New Paltz Chapter**

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**We're on the Web!**

[www.newpaltz.edu/uup](http://www.newpaltz.edu/uup)



**Executive Committee Meeting  
September 5th, 2012**

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**Editorial Policy:** Opinions expressed in *The Bullhorn* are solely those of the writers and do not necessarily reflect the positions or policies of the UUP or its New Paltz Chapter, who are not liable for any errors or inaccuracies.

Would you like to write for *The Bullhorn*? We welcome your mail, editorials and articles on work, research, leisure, recreation, health and other topics. Please email Peter Brown or Jaime Burns.