



Inside this issue:

Article	Page
UUP and State Tentative Agreement, 2011-2016 Details	2-7
Ratification Procedure, Staying Involved, and Chapter Elections	8
Chapter Meeting on the Tentative Agreement	9
Highlights from the Affirmative Action Panel	10-11
Labor Management Meeting Notes: Feb. 20	12-13
Contingent Concerns Labor Management Meeting Notes: Feb. 26	14-15
Professional Spotlight: Bernadette Morris, Registrar	16-17
Professional Spotlight: Keith Kenney, Wellness and Recreation	18-19
Department Chair Spotlight: Carole Cowan, Music	20-21
Elections Calendar	22
Environmental Awareness and Sustainability Day	23



The Bullhorn

UUP and State Reach Tentative Agreement

A tentative agreement between UUP and New York State was reached on February 13, 2013. In a day-long meeting on February 15 UUP's Negotiations Committee and Executive Board reviewed the tentative contract with President Phil Smith and the Negotiations Team and voted unanimously to send it to the membership for a ratification vote.

The full text of the contract proposal—with an article-by-article comparison of major changes—is being prepared and will be mailed to members' addresses of record. Included in the mailing will be information on the ratification vote.

Highlights of the Tentative Agreement:

- Salary increases starting in 2013 and in all subsequent contract years
- Service Awards for reaching career milestones (subject to continuation under Triborough)
- Maintenance of health benefits with employee premium share increase
- Increases in deductibles and co-insurance for out-of-network services under the Empire Plan beginning as soon as practicable after ratification
- Maintenance of drug co-pays for Tier 1 drugs; increases for Tier 2 and 3 drugs
- Elimination of co-pays for many yearly preventive care physical exams, screenings, tests, counseling, and vaccines
- Higher income eligibility level for Productivity Enhancement Program (exchange of vacation days for credit toward health insurance premium)
- Reinstitution of Labor-Management grant and other benefit programs
- Part-time employee time to term appointment reduced from 6 semesters to 4 semesters
- Expansion of eligibility for on-call/recall
- Procedural steps for Evaluation of Professionals put into Article 7 (Grievance Procedure)
- Additions to Appendix A-28 regarding performance programs and evaluations
- New class action grievance provision
- Ability to use 15 family sick days for adoption and foster care
- Deficit Reduction Plan for 9 days with 7 repaid at the end of the contract period
- Employee right to see unsolicited, signed letters in Personnel file
- Elimination of salary rank restrictions on eligibility for early permanent appointment
- Labor-Management commitment to discuss professionals titles and other issues, beginning with Information Technology



From left are Governor's Office of Employee Relations (GOER) Chief Negotiator Joseph Bress, GOER Director Gary Johnson, UUP President Phil Smith and UUP Chief Negotiator Jamie Dangler. Photo by Karen Mattison; republished from *The Voice*.

UUP/State Tentative Agreement 2011-2016 Details

COMPENSATION

A. Across the Board Salary Increases

Effective July 1 of each year (applied to minimum salary)

2011-12: 0%

2012-13: 0%

2013-14: 0%

2014-15: 2%

2015-16: 2%

B. Chancellor's Power of SUNY Performance Incentives (not Triboroughed)

Payable each year of the Agreement as noted below in the discretion of the Chancellor, to all employees on the payroll at each year's eligibility date:

2013: \$500 added to basic annual salary (prorated for part-time employees)

2014: \$250 added to basic annual salary (prorated for part-time employees)

2015: \$500 added to basic annual salary (prorated for part-time employees)

C. Presidential Discretionary Awards (not Triboroughed)

The Presidential Discretionary Award is a lump sum bonus payment (not added to basic annual salary) used to recognize performance. Effective July 1 of each year and payable by December 31 of each year:

2013: 0.5% of payroll distributed as a lump sum bonus payment not added to basic annual salary at the discretion of the campus president. For each campus, a percentage will be earmarked for part-timers based on the actual percentage of part-timers on that campus.

2014: 0.5% of payroll distributed as a lump sum bonus payment not added to basic annual salary at the discretion of the campus president. For each campus, a percentage will be earmarked for part-timers based on the actual percentage of part-timers on that campus.

2015: 0.5% of payroll distributed as a lump sum bonus payment not added to basic annual salary at the discretion of the campus president. For each campus, a percentage will be earmarked for part-timers based on the actual percentage of part-timers on that campus.

2016: 1% of payroll distributed as a lump sum bonus payment not added to basic annual salary at the discretion of the campus president. For each campus, percentage earmarked for part-timers based on the actual percentage of part-timers on that campus.

D. Service Awards- Triboroughed

Effective 2011-12 and continuing

Full-Time Employees, Effective 7/2/11 and continuing

A one time \$500 payment shall be added to basic annual salary at

- Continuing appointment
- Permanent appointment
- Second 5-year term Appendix A appointment
- Upon completion of 7 years in Appendix C, lecturer, and Appendix B-4 Division III titles

Part-Time Employees, Effective 7/2/11 and continuing

Continued on next page

A \$500 lump sum bonus payment (not added to basic annual salary) will be made to part-time employees after 8 years of consecutive service at the campus at which they are currently employed and every 8 years thereafter. Such employees are eligible for only one service award every 8 years.

ON-CALL/RECALL

Article 20.16 (Recall) and 20.17 (On-call)

- Will maintain Appendix A-16 list.
- Local management discretion to identify, add and delete positions other than those listed in Appendix A-16 as eligible for on-call/recall (as defined in 20.16 and 20.17) based on departmental/program needs and market conditions. Management will provide notice to UUP.
- Applies to hospital and non-hospital positions not encompassed within titles listed in A-16.
- May be adjusted annually.
- Advance notice of 30 days to be given to employees serving in positions other than those titles identified in A-16.
- Appropriate amendment to relevant sections of Article 20 to reflect a change in recall and on-call pay authority.

ARTICLE 7 GRIEVANCE PROCEDURE

Article 7.2 will incorporate procedural steps of Policies of the Board of Trustees Article XII, Title C.4 regarding evaluation of professionals.

Article 7.4 - UUP can file a class action grievance at Step 1 of the grievance process when there is more than one grievant at a single campus. Such grievance must name each grievant and be signed by the UUP statewide President.

ARTICLE 10 NO DISCRIMINATION

Replace "Vietnam era veterans" with "military status."

ARTICLE 21 STATEWIDE JOINT LABOR-MANAGEMENT COMMITTEES (Funding for UUP Labor-Management Grant Programs)

2013-14: \$3,357,000

2014-15: \$3,424,140 (2% increase)

2015-16: \$3,492,623 (2% increase)

UUP members will be eligible for the Dependent Care Advantage Account employer contribution, effective 1/1/2014.

ARTICLE 23 LEAVES

a. Deficit Reduction Plan

Employees will have their salary reduced by the value of a total of nine days over the course of fiscal years 2013-2014 and 2014-15. Once the reductions begin, employees shall be scheduled to take off a total of two days during the course of those fiscal years by determination of each campus president. Such determination shall be within the sole discretion of each campus president. The cash value of seven days shall be repaid to employees in equal installments over 39 payroll periods beginning with the final payroll period of fiscal year 2015-2016 in the exact amount at which the seven days were taken. Employees who separate from service prior to full repayment of the days reduced shall be paid the balance of money owed at the time of their separation, up to seven days.

b. 23.4 (Family sick days)

Use of up to 15 sick days to care for a newly adopted or new foster care child following the child's arrival in the family home

ARTICLE 31 PERSONNEL FILES

31.1a Unsolicited but signed letters placed in the employee’s official personnel file shall be accessible to the employee for review and response.

31.3 Change “member” to “representative” as follows:

A designated representative of UUP,....

ARTICLE 33 JOB SECURITY REVIEW PROCEDURES

33.4a Recommend employee enclose a copy of President’s reasons letter with request to Chancellor.

ARTICLE 39 HEALTH INSURANCE

Premium Share

Contributions for all employees shall be adjusted as soon as practicable, on a going forward basis, through the end of the Plan Year to be equivalent to the increases below, effective 1/1/13 in lieu of the State’s proposed \$1,000 lump sum payment during the term of the agreement. Thereafter, the adjustments below shall apply:

<u>Income Level</u>	<u>INDIVIDUAL COVERAGE</u>		<u>DEPENDENT COVERAGE</u>	
	<u>State Share</u>	<u>Employee Share</u>	<u>State Share</u>	<u>Employee Share</u>
FT Salary less than \$40,137	88%	12%	73%	27%
FT Salary \$40,137 or more	84%	16%	69%	31%

Medical/Surgical Program

Combined Deductible

A single combined deductible in the amounts below may be satisfied by covered expenses incurred for services covered under the basic medical program, non-network services covered under HCAP and non network services covered under the MHSA program.

\$1,000 per enrolled employee, per spouse, per all dependent children combined, effective upon ratification. Claims prior to ratification will not be re-adjudicated. Reduced to \$500 for employees earning less than \$34,318. The salary amount triggering the reduced deductible is indexed to ATB salary increases during the term of the agreement.

Combined Coinsurance Maximum

A single coinsurance maximum in the amounts below may be reached through the accumulation of coinsurance incurred for covered expenses under the basic medical, hospital and MHSA programs.

\$3,000 per enrolled employee, per spouse, per all dependent children combined, effective upon ratification. Claims prior to ratification will not be re-adjudicated.

Reduced to \$1500 for employees earning less than \$34,318. The salary amount triggering the reduced deductible is indexed to ATB salary increases during the term of the agreement.

Benefit Management Program

The Joint Committee on Health Benefits and the State will evaluate the current pre-notification of radiology services and review the viability of pre-authorizing non-urgent/non-emergency cardiologic procedures and testing.

Guaranteed Access

Provides network level benefits for primary care and certain specialties in New York and contiguous counties

Routine Health Exams

Paid in full under Patient Protection and Affordable Care Act (PPACA); \$20 for non-PPACA services

Adult Immunizations

Paid in full under Patient Protection and Affordable Care Act; \$20 for herpes zoster under age 60

Convenience Care Clinics

Covered; par only \$20 co-pay when applicable

Nurse Practitioners

Covered provider, par only, \$20 co-pay when applicable

Disease Management Programs

Add at least 2 additional through Joint Committee: Healthy Back and Bariatric surgery

Patient Protection and Affordable Care Act Mandated Benefits

Paid in full benefits for certain immunizations, screenings and preventive services; non-participating provider charges for services rendered in a hospital emergency room are considered under Basic Medical subject to deductible, but not coinsurance.

Copayment for up to a 30-day supply

Level 1	\$5
Level 2	\$25
Level 3	\$45

Copayment for 31-90 day supply at a network pharmacy

Level 1	\$10
Level 2	\$50
Level 3	\$90

Copayment for 31-90 day supply at mail order or specialty pharmacy

Level 1	\$5
Level 2	\$50
Level 3	\$90

Brand for Generic Program

Allows the placement of brand name drugs on the lowest co-pay tier when the brand name drug is the most cost effective alternative.

New to You Drugs

Requires two 30 day prescriptions (or the equivalent) of a new maintenance medication before a supply in excess of 30 days will be authorized. If a patient presents a prescription for more than a 30 day supply of a maintenance medication, the PBM will review the last 180 days of the patient's history to determine whether at least 60 days worth of the drug had been previously dispensed. If not, the longer duration fill will be denied and a 30 day fill will be approved.

Opt Out

\$1,000 on an annual basis for opting out of individual coverage; \$3,000 for opting out of family coverage, prorated and paid biweekly. Subject to IRC §125 restrictions. Other coverage must be provided by an employer other than NYS. Unless newly eligible to enroll in NYSHIP, to be eligible, the employee must be enrolled in NYSHIP prior to 4/1 of the previous plan year. Participation in Opt Out considered to be enrollment in NYSHIP for all purposes, including retiree health insurance coverage and use of sick leave credits toward health insurance premiums in retirement.

Sick Leave Credit/Actuarial Table

Provide an adjustment to crediting of unused sick leave toward reducing health care insurance premiums in retirement, such that for retirements going forward effective no less than 30 days from the ratification and notification from the Department of Civil Service, the appropriate actuarial table applicable to employees shall be the table then in effect.

ARTICLE 40 UUP BENEFIT TRUST FUND

(Covers dental, vision, life insurance)

2011-12	Funding remains the same
2012-13	Funding remains the same
2013-14	Funding remains the same
2014-15	Increase of \$50 per employee per year contribution (\$12.50 per quarter)
2015-16	Additional increase of \$50 per employee per year contribution (\$12.50 per quarter)

ARTICLE 41 JOINT COMMITTEE ON HEALTH BENEFITS

Add the following:

- Evaluate current Pre-Notification of Radiology Services and review viability of pre-authorizing non-urgent/non-emergent cardiologic procedures and testing.
- Implementation and ongoing oversight of a voluntary Healthy Back Program.
- Implementation and ongoing oversight of a Bariatric Surgery Management Program.
- Solicit Health Risk Assessment Program and implement voluntary participation.
- Incentivized program as well as development of educational efforts to influence healthy lifestyles.

ARTICLE 55 DURATION

July 2, 2011-July 1, 2016

WORKFORCE REDUCTION LIMITATIONS

For the Fiscal Years 2011-2012 and 2012-2013, employees shall be protected from layoffs (retrenchments) resulting from the facts and circumstances that gave rise to the present need for \$450 million in workforce savings. For the term of the agreement, only material or unanticipated changes in the State's fiscal circumstances, financial plan or revenue will result in potential layoffs. Workforce reductions due to the closure or restructuring of facilities, as authorized by legislation or SAGE determinations are excluded from these limitations.

APPENDIX A-26 PRODUCTIVITY ENHANCEMENT PROGRAM

PEP program for employees who earn vacation leave as follows:

2013 Effective 7/1/13 on a pro-rated basis

Full-time employees who enroll in the program with an annual salary at or below \$61,763 will forfeit a total of 1.5 days of annual leave in return for a credit of up to \$250 to be applied toward the employee share of NYSHIP premiums. Full-time employees who enroll in the program with an annual salary above \$61,763 and below \$88,257 will forfeit a total of 1 day of annual leave in return for a credit of up to \$250 to be applied toward the employee share of NYSHIP premiums.

Calendar Years 2014, 2015, 2016

Full-time employees who enroll in the program with an annual salary at or below \$62,998 will forfeit a total of 3 days of annual leave in return for a credit of up to \$500 to be applied toward the employee share of NYSHIP premiums.

Full-time employees who enroll in the program with an annual salary above \$62,998 and below \$90,022 will forfeit a total of 2 days of annual leave in return for a credit of up to \$500 to be applied toward the employee share of NYSHIP premiums.

APPENDIX A-28 MEMORANDA OF UNDERSTANDING RELATING TO EVALUATION AND PROMOTION FOR PROFESSIONAL EMPLOYEES

Insert the following in Memorandum re: System of Evaluation for Professional Employees:

Section V.A(6)(a), last sentence: The evaluation period cannot start prior to the date upon which the employee receives a copy of the written performance program.

Insert the following in Memorandum re: System of Promotion and Certain Salary Increases for Professional Employees:

Section III, E (2)(b), paragraph 3, second sentence: In the event a decision is not issued within the 90 calendar day period, the College President shall be deemed to have denied the request for purposes of the employee's right to file an appeal to the University Review Board....

APPENDIX A-32 EXECUTIVE LEVEL REVIEW OF PROFESSIONAL ISSUES

On a date as soon as practicable, but no later than 6 months, after the execution of the Agreement, and agreeable to the parties, the Executive Committee shall convene to discuss and review issues of mutual interest pertaining to professional employees. The first category of issues to be addressed by the Committee shall be with regard to Information Technology (IT), including but not limited to titles and title families. The agreement to review these issues in the labor-management forum will not constitute a waiver of any management or union right or prerogative.

APPENDIX A-42 FAMILY LEAVE

Replace former Appendix A-42 with revised appendix.

New Appendix includes

- Statement about need for family-friendliness and flexibility
- FMLA provisions
- Options for paid time off
- Options for Work Schedule Flexibility
- Stopping the “Tenure Clock”

APPENDIX A-46 VRWS PROGRAM

Voluntary Reduction in Work Schedule Program Guidelines will be added to the appendix

APPENDIX A-48 EXECUTIVE LEVEL REVIEW OF LIBRARIAN ISSUES

On a date as soon as practical after the execution of the Agreement, GOER, SUNY, and UUP shall meet at the Executive Level to discuss issues regarding librarians. Those issues include but are not limited to titles, obligation, protected time, and compensation concerns. The agreement to review these issues in the labor-management forum will not constitute a waiver of any management or union right or prerogative.

SUNY BOARD OF TRUSTEES POLICIES – EARLY PERMANENCE

Article XI Title C, Sec. 4 Appointment of Employees

Eliminate salary rank restrictions on eligibility for initial permanent appointment. Option available to all salary ranks upon notification to chief administrative officer. One time election, outcome final.

BOT POLICIES – TERM APPOINTMENTS FOR PART-TIME EMPLOYEES

Article XI, Title D Term Appointment 2(b) (1)

Eligibility for a part-time term appointment shall be reduced from six consecutive semesters to four consecutive semesters.



UUP President Phil Smith conferring with Chief Negotiator Jamie Dangler at the Winter Delegate Assembly in Albany, February 25. A detailed explanation of UUP's new tentative contract agreement with the State highlighted the two-day meeting. Delegates also approved a constitutional amendment supported by the New Paltz chapter, making the Officer of Contingents every chapter's fourth delegate. Photo courtesy of UUP/*The Voice*.

Ratification Procedure

Detailed information about the Tentative Agreement, including contract article changes and a Question and Answer document, will be mailed to members' home addresses in early March. Members also will have opportunities to discuss the Tentative Agreement during Negotiations Team visits that will take place at every chapter through March and April. All chapter visits will be completed before the ratification voting period ends.

The ratification vote will be conducted by the American Arbitration Association (AAA), an independent, neutral organization. Instructions for completing and returning ratification ballots will be included in a mailing members will receive from AAA.

Important Dates:

- Ballots mailed by AAA to members' home addresses - April 19, 2013
- Deadline for receipt of returned ballots – May 15, 2013 at 5 p.m.
- Ballot Count – May 16, 2013
- Results will be posted on the UUP website as soon as possible after they are reported to UUP by AAA.

Stay informed

As negotiations proceed, UUP members will be kept informed through regular website postings, mailings from President Phil Smith, and articles in *The Voice*. Periodic updates and other information will be sent to chapter presidents for distribution via chapter websites, newsletters, fliers, and meetings.

Members are encouraged to periodically check the UUP website (www.uupinfo.org) for postings at the "Contract Negotiations" link on the home page. Feel free to contact UUP Chief Negotiator Jamie Dangler at contract@uupmail.org for further information or to submit questions or comments.

Chapter Elections—Remember to Vote!

Please make sure your ballots arrive at UUP Central in Albany before listed election deadlines, not postmarked. For retirees, ballots are due March 13th; for other chapter members, ballots are due on March 20th. Your vote is important to the next two years of chapter leadership. Turn to page 22 for a more comprehensive schedule.

Join us for our
Chapter Meeting
on the
Tentative Contract

With Featured Guests

Phillip Smith, UUP President

Jamie Dangler, Chief Contract Negotiator

John Marino, Acting Dir., NYSUT Field Serv. for UUP

Doreen Bango, Manager, Member Benefits and Services

Wednesday, March 20
12 PM, Lecture Center 100

R.S.V.P. to Mary Thompson

E-mail: thompson@newpaltz.edu

Phone: ext. 2770

Highlights from the Affirmative Action Panel

By Jaime Burns, Chapter Intern

UUP marked the end of Black History Month on February 27th with a panel discussion entitled “Affirmative Action, Diversity and Institutional Racism: Alive and Well?” Panelists included Black Studies Professors Karanja Keita Carroll and Major Coleman (chair); Chanel Ward, Director of the Scholars’ Mentorship Program; Josette Ramnani, a student senator graduating in May; and the chapter’s Affirmative Action Officer, Jerry Persaud, as moderator. After introductions by Persaud and Chapter President Peter Brown, each panelist offered substantial treatments on parts of the discussion topic, presenting their theories and evaluations on the controversial subjects at hand.

Professor Carroll highlighted the flaws that he believes block the effectiveness of affirmative action. He drew upon Audre Lorde, a Caribbean-American writer and activist during the Civil Rights era, and her theory of the “mythical norm,” to demonstrate the deep entrenchment of institutional racism. The “mythical norm” that most of the population falls outside of—middle-class white heterosexual males with no disabilities or maladies—creates a power structure preserving institutional racism. Although the norm applies to multiple categories, race takes center stage in the discussion, as one of the most visually apparent.

Carroll advocated for color-conscious policy. He asserted the current trend towards color-blindness and non-recognition of race allows the current power structure to continue functioning, and for society to continue its “gravitation towards whiteness.” In this way, affirmative action’s main benefit to white females becomes apparent. Carroll concludes that affirmative action started not in the 1960s, but rather in 1641, when house ownership was limited by race and gender. He maintained the same persists in the policy today.

Chanel Ward, currently Director of the Scholars’ Mentorship Program, deconstructed the word “diversity” in order to answer the question raised by the panel title: is diversity alive and well? First, she noted its ambiguity. The term offers no point of reference. SUNY New Paltz might be considered diverse to a student from northern Westchester County, such as myself, but not to someone from an inner-city school, such as panelist Josette Ramnani. “Diversity” never defines who is included or excluded from the term, whether the word refers to all differences or racial and ethnic backgrounds.

Ward noted that this ambiguity also weakens the term’s clarity of action: how can it serve its members? Second, “diversity” is subjective in nature, offering no room for various groups outside of those privileged to track progress towards equality. Third, the term creates a “state of tolerance” and a “limited welcome” rather than a permanent state of equality for all underprivileged groups. Ward concluded her presentation by answering the underlying question: diversity can never be achieved. She offers “environmental equity” instead as a word to elicit action and change.



Carroll and Ward

Photo by Morgan Gwenwald



Ramnani

Photo by Morgan Gwenwald

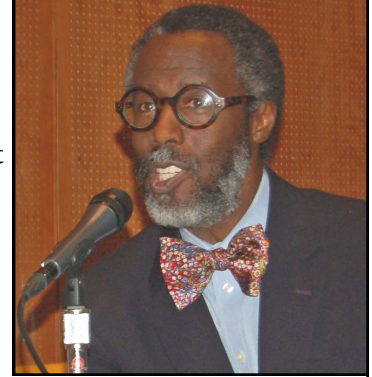
Josette Ramnani, graduating this May with a major in Political Science and a minor in Black Studies, covered a multitude of issues surrounding “diversity,” particularly in the context of SUNY New Paltz and educational institutions. Although our campus takes pride in its diverse student population, the College’s black population has sharply dropped, from 12% to 6%, in ten years. By showcasing its racial inclusiveness, New Paltz engages in institutional tokenism, using “diversity” as a “code for race, without engaging with race.”

Similarly, Ramnani noted that “diversity” hardly functions outside of predominantly white communities because, just as Ward noted, simply proclaiming “diversity” does not offer progress for students of color and deal with the issues

Continued on next page

associated with race that hinder social progress for marginalized populations.

Professor Coleman began his presentation by proclaiming, “This is America’s last and greatest century: enjoy it!” Coleman sees inequality across various minority groups, most notably racial, as the crack in US stability. To demonstrate his point, he highlighted three kinds of equality. Absolute equality hardly functions as a marker of progress, as it tracks changes throughout the grand narrative (i.e., from the Civil War until now). Relative equality, measured in relation to peers, remains stagnant, especially in education. For example, while the average amount of education (by year) for whites and blacks is fairly close—around thirteen-to-fourteen years—Latinos average ten years, which does not even equate to a high school education. Strategic equality, measuring between “where you are now and where you need to be to avoid a crisis,” can be determined by Coleman’s submarine example. Any cracks in the submarine, no matter how small, can destroy the underwater vehicle. With the many cracks in equality unsolved, Coleman predicts a crisis that will sink America.



Coleman

Photo by Morgan Gwenwald

Following the panelists’ presentations, the question and answer session began with strong concerns about applying racial discussions to the campus, the prison system, affirmative action laws and the presidency. Several audience members encouraged the discourse on race and expanding the dialogue past the auditorium, to which several panelists agreed.

Two students raised concerns on how SUNY New Paltz can encourage and improve on enrollments for persons of color. Panelists responded with various suggestions to the school, mainly financial, but also by maintaining a color-conscious approach in selecting faculty, forming representative committees and reaching out to disadvantaged communities.

Richard Kelder, former UUP Chapter President and current professional delegate, asked how the prison system and mass incarceration affects underrepresented populations. Carroll drew upon his extensive volunteer activities at Shawangunk Correctional Facility in Wallkill to emphasize the destruction of populations through mass incarceration, transforming people into objects. Persaud cited recent research labeling prisons as the fifth plantation.

A question on affirmative action reform, based on class, received heavy attention from Coleman, who found the reform approach ridiculous when twenty-five percent of the population is poor, and the law cannot even achieve equality within much smaller percentages of racial groups. Additionally, the reform would assume people in the same economic class are equal across races. Persaud noted that with little history of aiding the lowest class, there would be a long century ahead to even attempt to integrate the underclass into the working class.

One student raised concerns about the “African-American” label applied to President Obama, in view of the fact that his mother was white. The panelists were asked how they viewed the term, and they agreed on its non-inclusive nature. Another student wondered if the mere fact of Obama’s presidency marked progress toward racial equality. No one on the panel believed his election demonstrated significant change.

The panelists all thanked UUP for sponsoring this important discussion and expressed the hope that further events could be organized in the future.



From L to R: Carroll, Persaud, Ward, Ramnani, Brown and Coleman

Photo by Jaime Burns

Labor-Management Meeting Notes, February 20, 2013

By Jeff Miller, Vice President for Academics

Administration Attendees: HR Director Dawn Blades, President Don Christian, Provost Phillip Mauceri, HR Assoc. Dir. Jodi Papa, Asst. VP John Shupe, Assoc. VP Shelly Wright

UUP Attendees: Chapter President Peter D.G. Brown, NYSUT Labor Relations Specialist William Capowski, VP for Academics Jeff Miller, VP for Professionals Linda Smith

1. SUNY and Campus Budgets. With the proposed new model for allocating taxpayer support to SUNY campuses now off the table for the present, what are the prospects and implications for the College as the University begins to align State support with enrollment growth? What are the implications for SUNY New Paltz from any proposed additional performance-based funding?

President Christian began by noting that funding for SUNY New Paltz has always been driven by enrollment numbers. But because the proposed performance-based distribution has been put on hold, it would be premature to say how New Paltz will fare under any new distributional scheme. Additionally, the metrics for any performance-based program remain unclear. Will increased funds be given to schools with higher graduation rates, or to schools with low-graduation rates to help improve outcomes there?

New Paltz is currently looking internally to secure and enhance funding by moving graduate education classes toward hybrid, online, and evening courses to retain and enhance enrollment.

2. Union Service. At our Labor-Management meeting on December 17, 2012, UUP and the College Administration agreed that union work is a form of service falling under Article XII, Title C, §5 of the SUNY Policies of the Board of Trustees, which include, but are not limited to “such things as college and University public service, committee work, and involvement in college or University related student or community activities.” Since there is some lack of clarity and occasional resistance to acknowledging union work as service, we requested that the acceptance of union work as service be clearly confirmed in writing. The Provost’s memo of January 30, 2013, to Deans, Directors and Department Chairs on the subject of Faculty Utilization/Workload Policies would have been an appropriate document in which to confirm this understanding. UUP requests that this understanding be formally documented in an MOU or some other appropriate document.

Both President Christian and Provost Mauceri affirmed once again that UUP service is one among many different things that can count toward the service component of tenure, promotion, reappointment, and salary increases. Despite UUP’s repeated request that it do so, the College administration declined to go further and put something in writing, reasoning that other examples of service are not explicitly specified anywhere.

3. Winter Safety. Our members’ health and safety is seriously jeopardized during the winter months, when the likelihood of slipping, falling and other accidents is greatly increased. Since the beginning of the semester, UUP has received complaints from members that snow and ice removal during recent winter storms has been inadequate and needs to be improved. As parking is moved to the periphery of the campus, employees must walk significantly greater distances to reach their offices and classrooms. What measures can the College undertake to improve its snow and ice removal efforts to better insure the health and safety of our members during winter weather conditions? The Health and Safety Committee meets very infrequently; issues such as ice and snow might be better addressed by this committee if it met more frequently.

John Shupe noted that snow and ice accumulation is closely monitored across campus, that Facilities Management devotes considerable resources to the safety of the campus community, and that it takes some 24-48 hours to remove snowfall from the campus’s five miles of sidewalk and 2-3 miles of roadway. Priority in snow clearance is always given to fire and police access, then to disabled students before other areas are cleared. He noted that if the weather

forecast calls for ice or freezing rain, the policy is to leave snow on the ground, because it is safer to walk across snow than ice, and black ice is often hard to see.

If the campus community has concerns about snow removal, the Health and Safety Committee is a good place to bring them up. The next meeting for the Health and Safety Committee meeting is March 20th. Additionally, the campus community can consult the Facilities Management Website, where a snow-removal protocol can be found (www.newpaltz.edu/facilities). Individuals can also call 257-3301 to report a problem directly.

4. Course Load for Lecturers. At previous meetings last year, we discussed the course load for lecturers, which UUP asserts is not only unusual within SUNY and excessive, but harmful to faculty and students alike. We were told that lecturers only rarely teach a 5-5 course load. UUP requested data from the College Administration on the actual course load of our current lecturers. We are still waiting and would appreciate receiving this data on the actual number of courses being taught by lecturers at SUNY New Paltz during the 2012/2013 academic year.

Provost Mauceri responded by stating that the problem of lecturer course load is part of the larger issue of course delivery. We need to balance our curricula to ensure course availability, and this impacts how much flexibility and choice we have in our course offerings. Both Christian and Mauceri noted that better curriculum planning and reduction of “curricular glut” are important factors to consider.

In terms of lecturers (or other faculty members), chairs and deans are free to arrange course releases where they see fit, but there has also been a general college-wide effort to reduce course releases.

Both Christian and Mauceri expressed concern that a lower lecturer teaching load would lead to a blurring of the line dividing tenure-track faculty members from lecturers.

5. Leaves. Following previous discussions involving the need for a more helpful presentation of employee leave options on the College’s website, we are grateful that Human Resources now has a useful compilation of various leave options on its website (<http://www.newpaltz.edu/hr/leave.html>). As previously discussed, UUP suggests that a link also be included on this website to our Family Leave/Work-Life Services Guide (<http://uupinfo.org/reports/reportpdf/FLWLSguide012611Updated012012.pdf>), which contains clear, concise and useful information not readily available elsewhere.

Dawn Blades reported that the Office of Human Resources is reluctant to provide a direct link to the UUP leaves policy document, because they have not reviewed it, and it is not run or authorized by the Governor’s Office of Employee Relations. Human Resources is comfortable with the current presentation leave policies on the SUNY New Paltz Human Resources website.



From L to R: Miller, Capowski and Brown

6. The meeting concluded with a brief discussion of the *Tentative Agreement* between UUP and the State. Chapter President Brown asked how the College administration planned to process discretionary awards for past or future years. President Christian replied that no plans had yet been made, pending approval of the new contract.

Contingent Concerns Labor-Management Meeting Notes: February 26, 2013

By Alan Dunefsky and Beth Wilson, CCC members

Administration Attendees: Philip Mauceri, Provost; Dawn Blades, Human Resources Director; Jodi Papa, HR Associate Director; Deborah Gould, Executive Assistant to the Provost

UUP Attendees: Beth Wilson, Co-Chair, Contingent Concerns Committee; Alan Dunefsky, Professional Delegate, CCC; Peter D.G. Brown, Chapter President; William Capowski, NYSUT Labor Relations Specialist

1. Adjunct Compensation

Contingent Concerns Committee Co-Chair Wilson initiated discussion by stating that that *Tentative Agreement* does not include a minimum compensation for Part-Timers. Chapter President Brown noted that the SUNY Chancellor was firmly opposed to any minimum salary for PTs, evidently based on input from campus presidents. Provost Mauceri responded by saying he has no decision-making power with regard to this issue. Brown pointed out that precisely because there was no minimum for PTs in the *Tentative Agreement*, it therefore needed to be negotiated at the individual campus level. Mauceri replied that any change to adjunct compensation would have to await ratification of the new contract.

Wilson noted that under Provost Lavalley, increases for PTs were tied to contractual raises, and given the three years of no increases under the *Tentative Agreement*, there should be some additional consideration regarding compensation for PTs. Brown pointed out that, given the steadily decreasing number of adjuncts, the College administration could keep the overall budget for PTs constant, while gradually increasing the level of compensation for remaining adjuncts.

2. Lecturer Course Loads

Mauceri said that lecturers are full-time, and since this meeting is for part-timers, this should be discussed at the regular Labor-Management meeting. HR Director Blades said that according to the standing contract, these part-time Labor-Management meetings are solely for discussing part-time issues. Wilson pointed out that there is actually a long history of addressing full-time lecturer issues in these meetings. She also noted that within UUP there has been significant recognition of the commonality of interests between part-time and full-time contingents. Thus, lecturers have issues that can be addressed in both the 'regular' and the 'part-time' Labor-Management meetings.

Blades reasserted that the language describing the 'part-time' meetings should exclude any discussion of lecturers, since they are full-time employees and their issues were being addressed at the 'regular' Labor-Management meetings. Brown replied that the serious issue of lecturers' excessive 5-5 course load was, in fact, not being addressed in either forum. He noted that this excessive course load was not the norm at other SUNY colleges. He pointed out that this unusually heavy load results in rapid teacher burnout and that it was academically harmful to students, since it does not allow sufficient time for the scholarship that is so crucial for quality instruction.

Wilson brought up the scheduling issue with regard to the 'Red Zone.' She explained that it creates a potential for large gaps of time between lecturers' classes, which tend to be the lower-level courses targeted for both very early and late time-slot scheduling. Mauceri noted that the scheduling initiative came from VP Eaton's office, and so he did not have direct input regarding its implementation. He stated that chairs have the ability to make adjustments in individual cases.

Continued on next page

3. Adjunct Access to Office Space, Facilities, Administrative Support

Mauceri said the deans need to set aside space for adjuncts. Wilson noted that with loss of Wooster Science Building, there is no longer a shared, designated adjunct space. This has created a significant inconvenience for a number of our members. When Mauceri mentioned that the Wooster renovations would be completed in the near future, Wilson asked if there would still be a designated adjunct office space in the building. Mauceri said he did not know, but he would look into it. Wilson said that whenever the College undertakes renovation and building projects, careful thought should be given to providing space for adjuncts, as they will continue to serve as a significant portion of the teaching faculty, who need office space to meet with their students.

4. Maternity & Family Leave for Adjuncts

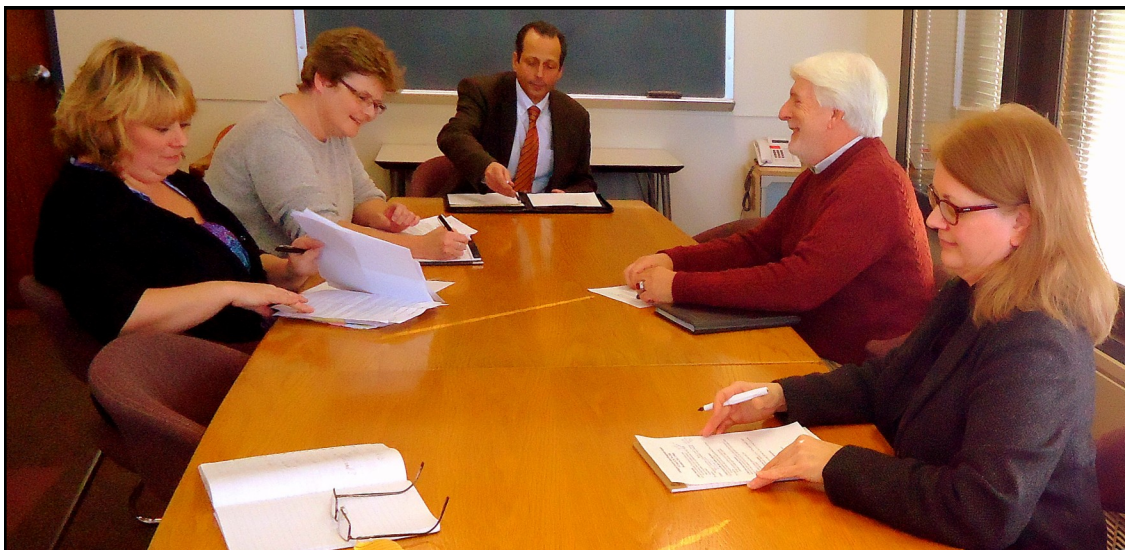
Blades said that there is a web page on the HR web site describing medical, family care and other leaves. She said HR is satisfied with the various links currently posted there, and she declined to add a direct link to the more comprehensive UUP document on leaves (<http://uupinfo.org/reports/reportpdf/FLWLSguide012611Updated012012.pdf>).

5. Streamlining the Lecturer Reappointment Process

Wilson asked if the new, more streamlined guidelines been communicated to deans and chairs? It is likely too late now for the coming year, since the previous guidelines have already gone out.

6. Technology Fee for Space-Available Tuition Waiver

Wilson asked if the technology fee could be waived for PTs taking courses under the Space-Available Program. UUP members should be able to take advantage of this benefit, but the technology fee is quite steep and seems redundant, as the members already have access to email and other technology. She said that fees provide a significant barrier for participation, especially among adjuncts, who are already underpaid. Blades discussed some issues with the administration of the program, and that it differs in some respects depending on which bargaining unit the employee is in (CSEA, UUP, etc.). Capowski pointed out that the UUP position on 'space available' is that it is a benefit provided by UUP members for other UUP members. Since there is no specific mention of what should be done regarding fees, it would be up to the College to decide that issue. This concern will be raised at the next contingent labor-management meeting, after Blades can ascertain what the fees are, which ones are currently waived and what the others might be.



From L to R: Papa, Blades, Mauceri, Dunefsky and Wilson



Professional Spotlight: Bernadette Morris, Registrar By Jaime Burns, Chapter Intern

Registrar Bernadette Morris invited me into her office behind the Records and Registration cubicles with a vibrant energy. To this day, through numerous events across campus, she shares her history to inspire students. “I’m a high school drop-out. I taught at a Tier 2 institution and multiple colleges. I have multiple degrees. If I could do it, you can do it!”

After raising a family as a single mother, she continued her education, because she always wanted to go back to school, fully aware of education as a powerful tool of self-empowerment. “If you know that you should do something to your fullest capacity, explore some inner ability you have, to read and research, you owe it to yourself to do that. You can’t

get uneducated. That is yours forever. That’s why I think education is so important: it’s the one thing in life that can’t be taken away from you.”

Bernadette Morris proudly declares she is “SUNY-bred,” first starting her undergraduate education at SUNY Ulster. Later she earned her Bachelor’s in Communication & Media from SUNY New Paltz and her Master’s from SUNY Albany, but “SUNY New Paltz was something special for me.” Such sentiments frequently reoccur among faculty and staff who previously attended the institution as an undergraduate and/or graduate student. Even with a full scholarship, teaching assistantship and great friends at SUNY Albany, she seized the opportunity to return to New Paltz when Patricia Sullivan, then the Department Chair for Communication & Media, asked if she could teach a section of Public Speaking. After graduation, she received another request from the department as a major advisor. She balanced teaching as an adjunct with part-time advising, which evolved into a full-time position under then Provost David Lavallee.

After a brief interlude away from New Paltz, Bernadette filled in an open position in Academic Advising. She continued teaching as an adjunct, including a Theories of Persuasion course at Russell Sage, until promoted to senior academic advisor. After a year and a half, she moved over to Records and Registration as the Associate Registrar. In 2007, when SUNY New Paltz moved to the Banner software system, Bernadette experienced a “baptism by fire” as the newly-installed Registrar. She credits the network of Registrars across SUNY for helping her ease into the new software and major system change. The Office of Records and Registration, which the Registrar supervises, functions behind the scenes to keep all the crucial systems operating smoothly. “Unless something out of the usual happens, you won’t have to see us.”

For Bernadette, her research evolved from her academic writings on non-verbal communication to consistently updating her knowledge on the latest degree software. Most recently, her research includes DegreeWorks. Adopted by CUNY Baruch and SUNY Cobleskill, the system includes features such as the “What If” function. This allows students interested in changing their major to see how their already completed courses could fit into graduation requirements, before they decide to switch.

As part of her Registrar duties, Bernadette frequently discusses campus policies with the Associate Deans, Vice Presidents, the Provost and other administrators, “always planning the next step.” While one might assume that system functions hardly affect a college’s image to prospective students, Bernadette views the big picture and encourages her staff to follow suit. “If I make processes easier, then the word gets out, and the College gets better. We don’t just help with graduation; we help from the beginning. We have to take ownership of that, because if we don’t, then we put the whole institution at peril.”

While most of her work focuses on student needs, she aids faculty in navigating the system from time to time. As a former faculty member and close friend of many current faculty members, Bernadette understands that struggling

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through scheduling and degree systems is the last burden they need. “I have a tremendous amount of respect for faculty. They have so much invisible work. The students have some tough questions and they’re looking at you to be the expert. Professors constantly need to be reading to keep up in their academic areas.”

From her diverse range of experiences at the institution, Bernadette gained “a really good idea of what SUNY New Paltz is all about. Having served in the academic side, I really understand what it is to teach, and I know the pressures. Having been a student and an administrator, I can bring all of those experiences to the table. I try to represent all of them, yet it’s very apparent that we’re here because of the students.” She extends herself on numerous occasions outside of her duties as Registrar, conducting communications-oriented programs in the residence halls, with EOP and through Orientation, in part because she “didn’t have those experiences as a commuter student.” She also assists Honors Program theses from time to time, despite no longer working as an adjunct, with her knowledge on non-verbal communication.

During her years affiliated with SUNY New Paltz as student, faculty and staff, Bernadette Morris has developed a strong group of friends. She frequently meets up with her former professors and current colleagues Pat Sullivan, Shelly Wright, Nancy Kassop and Lynn Spangler. “We’re regular girlfriends, and girlfriends are very important. We don’t have to talk about academe, we can talk about our own lives. We rally around each other for support, and they’re the most supportive friends I can have.”

If any environment demonstrates Bernadette’s passionate interest in education as a vital tool, it would be Tanzania. For three weeks in 2010, she volunteered at the base of Kilimanjaro with the grassroots women’s organization Women’s Education and Economic Centre (WEECE). She gave a campus lecture on her experience in Tanzania (<http://www.newpaltz.edu/wmnstudies/fall2010webnewsletter.pdf>). “I’ve been to the Bahamas, Bermuda, Ireland, England, Italy and Canada, but I’ve never done any volunteer work. Every place else is just touristy; you don’t really know the land.” She observed the harsh realities of a truly misogynistic third-world country, struggling against rampant diseases, water shortage and short life expectancy. Yet, she fell in love with the beauty of the people and their “different way of being.”

On the one hand, a harsh societal patriarchy and a horrible rape culture toughen the female survivors. Bernadette recalls how she started crying after listening to one woman talk about her countless rapes, but was told, “You must stop that now. There is no time to cry. You cry, you are weak, and people hurt you.” Young women must develop a hard shell to survive. Learning English is no longer education for knowledge sake: “They know English is their way to achieve. They are much harsher with teaching because it’s life and death.”

On the other hand, amidst poor living conditions, Bernadette witnessed great kindness and community. When visiting the Maasai village on a free weekend, Bernadette found a “soul charm” among the semi-nomads. Even with absolutely nothing, their cow dung-and-mud huts crawling with bugs, the people graciously took care of Bernadette, who had fallen ill. Back at the base of Kilimanjaro, the women sewed a traditional dress, green with yellow giraffes, and a small head wrap as a going away present. Although she doubts she could wear the outfit to work, as the women hoped, she donned her garments for the lecture on the experience in the fall.

Summing up her experience in Tanzania, Bernadette Morris remarked that “it was there that I learned that we all have an obligation towards each other. The world is not about doing it all on your own. If I can help more people, I will.” Someday soon, she hopes to volunteer at Queens Galley, a soup kitchen in Kingston. Although she knows she will be instantly gratified by working as a server, she also hopes to utilize her professional skills to attract more donations. “Every time you start feeling down about yourself, you need to be devoting more of your attention to other people.”



Interviewee presenting on her time in Tanzania, Fall 2010

Provided by Bernadette Morris



Professional Spotlight: Keith Kenney, Wellness & Recreation

By Jaime Burns, Chapter Intern

Sitting down with Keith Kenney in his Elting Gym office, the Director of Wellness and Recreation shared his passion for a healthy lifestyle, stemming from his history at SUNY New Paltz and with sports, most notably basketball.

Keith started his athletic career with soccer. From an early age, he competed with strong travel teams, reaching the state finals in many of those years, and at thirteen he made the All-USA East Coast select team. However, he bonded with his father over basketball, watching the Boston Celtics. When one of the soccer team parents asked the kids to play in a basketball CYO team in sixth grade, Keith fell in love with the court. He continued to play soccer until his sophomore year in high school, shocking the close friends on the travel team when he quit and then devoted himself fully to basketball.

Although he maintained a great academic record, graduating with honors, and could have had a choice of many good colleges with strong academics, he chose to attend Cobleskill to sharpen his basketball skills for two years before re-recruitment. "It didn't challenge

me academically, it was very easy, but I wanted to get re-recruited and take another shot at a high level program." When he left Cobleskill, his team set the single season record for team wins at Cobleskill, missing the national tournament by 3 points. Keith received All-America recognition and remains a member of the Cobleskill Athletic Hall of Fame.

He initially disregarded new recruitment offers and went to the University of Central Florida. Although he originally intended to be a math or physical education teacher, while coaching students he realized he did not want to teach and instead pursued business. Still, he never "found a college with the right fit between academics and basketball," and even after deliberately abandoning the sport, "I let the basketball lead me to the colleges and not academics."

As a Middletown native, he took trips to New Paltz and knew the area well before deciding to attend the school. With two of his good friends already attending, one of whom had who played basketball with him at Cobleskill, he transferred in his junior year and graduated with his Bachelor's degree in business management in 1999. During his two years on the basketball team, he proved himself as "one of the most talented men's basketball players to ever suit up for the Hawks," according to the Athletics and Wellness website. As a two-time First-Team All-State University of New York Athletic Conference (SUNYAC) selection, and a part of the last winning men's basketball team at our school, Keith received the Floyd Patterson Award for the 1998-99 academic year. "I just had to play every day. It was amazing: some of the best moments of my life!"

After graduating from SUNY New Paltz, Keith found employment at Infineon Technologies, a German computer company. There were arrangements to move to Denmark for a professional basketball team he had lined up; he considered the sport his career, and he planned to play for ten-to-fifteen years and figure out his goals afterwards. When the team fell through at the last minute, he stayed with the company for a few more years, installing computers across the country and frequently traveling to Infineon's Munich headquarters. At times, he contemplated working in the business for the rest of his life, but then he realized, "after three or four years, I didn't actually like what I was doing as much as I liked the people." When he heard about the opening for a strength and conditioning coach at SUNY New Paltz, he left the lucrative career path and returned to the school in 2004. While many of his co-workers questioned his decision, he knew his heart would be into the job. "It was a natural fit, a dream come true. I didn't know those kinds of jobs even existed. And you get paid for that?"

Shortly thereafter, the previous Wellness & Recreation Director retired and Keith Kenney took on the developing role in 2005. With more space for non-sports activities in the new Athletic and Wellness Center, Keith developed and ran

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the recreational programs and services, including group exercise classes, outdoor trips, intramurals, personal training sessions, health-assessments and wellness workshops. As the wellness activities grew, the school allocated increasing funds for more employees, including a fitness director, an Intramural director and a student work program to match the increasing demands. Today, Keith Kenney works behind the scenes, putting his business degree to good use with organizing and managing the large range of programs, yet his love for the position never wavered. "All the reasons I made the decision to come here are the reasons I still love it here and working with students."

Currently, sports take a backseat to fitness, health and wellness. Although still a basketball junkie, following the professional games, "winning and losing doesn't mean as much to me anymore. It's more about the big picture, being healthy, and how much that can affect a person's life." While playing basketball, he noticed how training with weights, sprint work-outs, and plyometrics kept him in shape for the game; but now Keith is more driven to help the "average person," rather than the athlete.

In that vein, Keith seizes opportunities to challenge himself physically, including playing on a minor league pro basketball team in 2007 and participating in the New York City Marathon in 2009. One of the largest marathons in the world, the 26-mile route spans the five NYC boroughs and attracts over forty thousand runners each year since 1970. "Nothing could top that. It's such an amazing experience to run through New York City." While the training was hard, Keith finds these physical challenges "make you feel alive."

With a wellness aficionado in front of me, I could not pass up the opportunity on health advice. When asked about the largest unhealthy habit or behavior in an American daily lifestyle, Keith automatically responded with nutrition. "I think most people know that, but it's heavily underrated. I always joke that people will spend days researching the newest gadget, but nutrition or how to work out are snap decisions. Educating themselves on what they put in their body is the biggest problem."

Of course, simply discussing nutrition ignores many factors of overall lifestyle that wreck a healthy body. From exercise to sleep, to stress, every little detail of a daily routine contributes to overall wellness. Unhealthy living affects productivity, from the workplace to social life. Keith advises people to "keep it simple. With me, as an IT worker, I was in my worst physical condition, with sometimes two-to-three hours of sleep and frequently eating out at restaurants or fast food."

Outside of wellness, Keith Kenney stays involved on campus through committee work. While the Workplace with Heart Committee dovetails with his duties as Wellness and Recreation Director, his current activity with the Judicial Board follows his interests in the broader campus community. Keith enjoys collaborating with different Student Affairs departments and helping students outside of the classroom. He knows, as a SUNY New Paltz graduate, that these activities are "all the things you remember when you graduate, besides your academics, of course."

Outside of New Paltz, Keith adores spending time playing instruments and taking walks with his son, who "opened up a whole new world," both in parenting and music. "We think he's this little prodigy." Along with strong support from his parents and his grandparents, who are musicians, the three-year-old practices often in his own "half of a room that looks like a music studio," complete with a real drum set. "Obviously he doesn't know notes or anything like that, but he has an electric guitar and a ukulele, and he knows the difference between the two, plugs them in, and plays them. I have tons of videos of him playing and singing. I think he's going to be good." Keith doesn't play an instrument, but he always loved attending concerts. "There has to be balance in your life." Keith Kenney still travels whenever he can. He loves to read nonfiction and mysteries, the "stuff that makes you think." He continuously stays physically and mentally engaged, contributing to an overall healthy living.





Department Chair Spotlight: Carole Cowan, Music By Jaime Burns, Chapter Intern

Carole Cowan was destined to pursue a professional career in music, since her mother was a musician and her father frequently sang as a minister. From an early age, she studied piano, but when her mother realized there were more conservatory scholarships for violinists, she encouraged her daughter to pursue the string instrument. For two summers, Carole attended the competitive Interlochen Summer Arts Camp in Michigan, where she played in an orchestra with soloists such as the pianist Van Cliburn. She remembers being awe-struck in the middle of a Brahms symphony, experiencing the joy of playing beautiful music as part of such a good orchestra. Carole also enjoyed tutoring younger students in violin during high school.

By the time she had to decide among music conservatories for further study, she was being offered substantial scholarships wherever she applied. “I knew it would be hard to become a world-famous violin concert artist, because that would be highly competitive, and I had started a little too late. Besides, it’s a hard life. I thought I would be

more successful in chamber music and orchestra positions.”

She pursued her passion for music through extensive education, earning her Bachelors in Music from Northwestern University and both her Master’s and Doctorate from the Yale School of Music. She first joined a union as a graduate student violinist in the New Haven Symphony. Harry Jensen, a friend from Northwestern and Professor Emeritus at SUNY New Paltz, informed Carole about an opening here. Although she did not take the position herself, she told a good friend, who would later become her first husband. Together they moved to the area.

Dr. Cowan assumed many roles even before her full-time position in 1990, working initially as an adjunct, a New York City freelancer, the Concertmaster of the Hudson Valley Philharmonic, and as a member of a string quartet with her first husband and two friends. Many years later, after receiving a tenure-track professorship at SUNY New Paltz, she also remarried and relocated to Newburgh where she and her husband started a chamber series. She has also taught at the Aspen Music Festival in Colorado for thirty-five summers.

As a classically trained violinist, Carole has also pursued her jazz interest during sabbaticals and as research. “I teach classes like sight singing/ear training, piano, and keyboard harmony, and a lot of these students are in Jazz Studies. I needed to know how to teach those students, along with the classically trained.” She began teaching the daughter of a jazz faculty member, Vinnie Martucci, and then audited several of his jazz courses during a sabbatical. She continues to study jazz theory and violin and applies the interest to her courses. She finds that improvisation helps with theory and “loosens up” her students.

While Professor Cowan is primarily known as a classically-trained violinist, her early specialty was “contemporary,” moving beyond Impressionist compositions into a more minimalist and atonal style. She also plays viola and continues playing the piano to accompany her students. During graduate school, she briefly studied the cello and later taught recorder in one of her first jobs.

Despite her extensive musical education, the greatest challenge as Music Department Chair is managing the diverse concentrations and programs offered here. Even under each performance concentration (classical, contemporary and jazz), the department must cater to the different instruments each student specializes in, resulting in three times as many adjuncts as tenure-stream professors. The department will often need to hire a musician to provide instruction once a week to just one or two students.

Dr. Cowan was interim head of the graduate Music Therapy program until just recently which was established five years ago by the late Mary Boyle. As Chair there are numerous weekend responsibilities, auditions, concert series,

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and student reviews for the 120 undergraduate majors and 50 graduate students. Carole simply remarks, "It is complicated."

Since this is her second three-year stint as Department Chair, Professor Cowan knows how to navigate between student and faculty needs. She holds several subcommittee meetings to engage with the different areas in her department. She frequently sends out e-mails and encourages feedback on all departmental decisions. For the many adjuncts and lecturers unable to attend meetings, she sends out minutes "so they feel involved" and informs her faculty when major issues will be discussed at meetings.

While some academic leaders fail to recognize their limits and get swamped by their work, Professor Cowan knows how to delegate tasks, such as preparing for accreditation, to willing and helpful faculty members. "I end up wearing a lot of hats, trying to hold everything together. It's become such a huge job." She enjoys the support from the rest of the faculty and is grateful to them for their dedication. She also is grateful to have a wonderful department secretary, Annette Weeden.

As part of her Department Chair duties, Carole heads Music department committees. In previous years, she chaired central personnel committees for reappointment, tenure, promotion and salary increase. Despite the work load, she greatly enjoyed learning what other faculty members and departments are doing.

Even though enrollments are high and growing, Professor Cowan knows that to remain successful a Music department should be invested in technology. The department has an excellent music computer lab in College Hall for composers and offers courses in recording, computer and electronic music. The department is working toward using social media to recruit students and inform the campus of concerts and other musical events. Carole also recognizes the over-dependence on computers to be a social and physical threat. As a violinist well-adapted to rigid, yet correct, posture, she feels the physically-damaging effects of sitting too long in front of a screen. When she drives home, she plugs books-on-tape into her car to avoid being bombarded with news several times over. "We're all on information overload."

In these difficult economic times, a nationwide decline in music and arts education significantly affects higher education and the opportunities available to different socio-economic classes. "The poorer schools don't have many opportunities for the students, and many students don't receive private instruction until it's too late." As with foreign languages, children need to begin learning to play musical instruments at a very young age. Failure to offer music instruction in primary and secondary public schools seriously disadvantages these students.

Professor Cowan notes that "there is a lot of music that people are hearing, but I don't feel they have the opportunity to take up singing or an instrument. That's only happening in affluent families, which is really too bad! All people should have the opportunity to enrich their lives with music."

Dr. Cowan strongly advocates for music education through her professional and community involvement. The College Youth Symphony, which includes many undergraduates, also reaches out to community members and advanced high school students, whose instrumental ensemble programs were eliminated from their schools. Her concert series in Newburgh also exposes that urban area to a rich musical environment.

Motivating her many efforts is a deep gratitude for the opportunities her music education offered her. Ministers did not earn great wages, but her parents sacrificed to get their children musical training. Her family had to live from paycheck to paycheck, but music expanded her horizons. "I traveled, playing in festivals all over the world. I wouldn't have had that opportunity if I wasn't in music. I went to China, Italy, Spain, summer programs here and there. When you perform, you mingle and get to know people on the board of your organizations. In a way, it becomes a classless world."

With her musical background, Carole Cowan finds herself generally more appreciative of the arts. She likes to visit museums during her free time and discover "things that tie together history and music, synthesize the arts and education." She also recognizes the underlying mathematical components, not just in music theory, but those in other areas, such as symmetries in visual arts. Most importantly, music offered the gateway to appreciating arts in their entirety. She sums it all up by concluding: "I cannot compartmentalize things. I'm pretty much interested in everything."

United University Professions
2013 Chapter, Retiree, and Affiliate Convention
Election Calendar*

Activity	2013-2015 Election
Mail Retiree Election Ballots	02/15/13
Retiree Election Ballots Due	03/13/13
E&C Committee: Count Retiree Ballots	03/13/13 - 03/15/13
Mail Chapter Elections Ballots	02/20/13 - 02/22/13
Chapter Elections Ballots Due	03/20/13
E&C Committee: Count Chapter Elections Ballots	03/20/13 - 03/23/13
Mail Run-off Elections Ballots no later than	06/14/13
Run-off Elections Ballots Due	07/17/13
E&C Committee: Count Run-off Elections Ballots (Affiliate Convention if necessary)	07/17/13 - 07/19/13

* Dates may be modified



Rosemary Millham

Environmental Awareness and Sustainability Day, April 20

By Celia Cuomo and Rosemary Millham, Secondary Education

Mounting scientific evidence for accelerated climate change is derived from diverse scientific fields, including glaciology, ornithology, meteorology and botany. Recent extreme weather events in our state, throughout the United States and around the world, continue to place climate change in the headline news. Informed and concerned individuals can feel overwhelmed by the scope of environmental, societal and political consequences due to climate change, and many citizens are unsure about what constitutes the “new norm.” Many are eager to find ways to make ecologically sound choices in their own lives.

In an effort to increase awareness about climate change, the second annual Environmental Awareness and Sustainability Day (EASD) focuses on ways that individuals and families can be informed citizens in the discussions about climate and climate change. The event will be held on April 20 from noon to 4 p.m. at SUNY New Paltz and will present a wealth of everyday sustainable practices, such as reducing carbon footprints to reduce production of carbon dioxide, recycling, reusing, reducing and repurposing materials. Attendees will learn about sustainable and renewable energy; programs for monitoring the environment to mitigate human impact; and methods for developing public awareness and communication about climate change.

The event is a collaboration begun in the School of Education’s Secondary Education Department partnering with SUNY student organizations and musicians, regional residents, businesses, farms, non-profit organizations, and governmental agencies to bring the event to the general public in a format that allows for diverse activities. Included in these events are engaging activities for children and adults of all ages including games, interactive displays, speakers, a green living panel, music and local markets.

Two speakers are featured: **Lynne Cherry**, author of children's books on ecology and videographer of the film series *Young Voices for the Planet*, and **Andrew Revkin**, Dot Earth blogger for the New York Times and Pace University Senior Fellow of Environmental Understanding. Lynne will share inspirational stories of youth who have made substantial impacts with innovative projects for environmental change. Andrew will share his thoughts on climate change and communication. Following his talk, he will join SUNY student bands on the “quad” to play music.

Additional events include a “Green Panel” with faculty and local environmental volunteers discussing sustainable agriculture, solar power, recycling/reusing/repurposing and green burial. Throughout the day, displays will demonstrate renewable energy, bike safety, wool spinning and more. Maps of New Paltz bike routes will be available for those interested in the best commuter routes or the safest roads for family rides. The Solar Car Club will showcase their vehicle, and the Recycling Club will share their successes.

Students from the Geology Club and the Future Educators of America will delight and educate children with their environmental games and science activities. The local market will offer fresh and prepared foods as well as other locally-produced, environmentally-friendly products including eggs, honey, goat milk and cheeses, organic and vegan delights, wool, and (weather permitting) vegetable starts and flowers.

Environmental Awareness and Sustainability Day supports taking positive steps toward reducing individual and collective carbon footprints. EASD will provide a forum that highlights mutual interests of the SUNY community and the wider mid-Hudson region.

Special thanks to the New Paltz Environmental Task Force, the Future Educators Association and all the student organizations, musicians, local and regional public and private entities participating in this wonderful event.

These EASD activities will take place in Old Main classrooms, CSB Auditorium and outdoors on the “quad.” For more information contact Professor Millham at 845-257-3118 or write to millhamr@newpaltz.edu.



Andrew Revkin

Chapter Committees 2012-2013

Affirmative Action Committee

Jerry Persaud, Comm. & Media, 257-2631, persaude@newpaltz.edu (chair)
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Claudette Aldebot, Residence Life, 257-5501, aldebotc@newpaltz.edu
Wayne Lempka, Art Museum, 257-3845, lempkaw@newpaltz.edu

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Joshua Simons, CRREO, 257-2845, simonsj@newpaltz.edu

Contingent Concerns Committee

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Beth Wilson, Art History, 257-3896, wilsonb@newpaltz.edu (co-chair)
Yvonne Aspengren, Languages, Literatures & Cultures, aspengry@newpaltz.edu
Alan Dunefsky, Development, 257-3986, dunefska@newpaltz.edu
Salvatore Engel-Di Mauro, Geography, 257-2991, engeldis@newpaltz.edu

Legislation/Political Action

Glenn McNitt, Political Science, 257-3553, mcnittfg@newpaltz.edu (chair)
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Kevin Caskey, Business, 257-2659, caskeyk@newpaltz.edu
Rosemary Millham, Secondary Ed., 257-3118, millhamr@newpaltz.edu

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Ed Felton, Art/Wood design, 257-2792, feltone@newpaltz.edu
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Jacqueline Dubois, Financial Aid, 257-2598, duboisj@newpaltz.edu
Lucy Walker, Institutional Research, 257-3228, walkerl@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.

Women's Rights and Concerns Committee

Maryalice Citera, Psychology, 257-3476, citeram@newpaltz.edu (chair)
 Sunita Bose, Sociology, 257-2601, boses@newpaltz.edu
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 Abigail Robin, English (ret.), robina@newpaltz.edu
 Alison Nash, Psychology, 257-3554, nasha@newpaltz.edu
 Melanie Hill, Psychology, 257-3457 hillm@newpaltz.edu

March

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2 Equity & Social Justice Conference
3	4	5	6 Dept. Reps. Lunch, noon	7 International Women's Day, LC 100, 6-9 PM	8	9
10	11	12 Higher Education Lobby Day in Albany	13 Exec. Comm. Meeting, JFT 1010, 11 AM	14	15	16
17	18	19	20 Chapter Meeting, LC100, 12 PM	21 Labor Management, 1:45 PM	22	23
24	25	26	27	28	29	30
— 31	Spring Break					

April

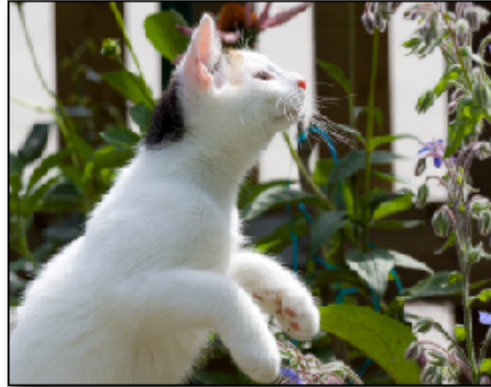
Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3 Ex. Comm Meeting, 11-12:30 PM, JFT 1010	4	5	6
7	8	9 Contingent Gathering, Bacchus, 5:30-7 PM	10	11	12	13
14	15	16 CC Labor Management, 1-2 PM	17	18 Labor Management, 1:45 PM	19	20
21	22	23	24 Ex. Comm. Meeting, 11-12:30 PM, JFT 1010	25 Workshop for Adjuncts, Location TBA, 12:30 PM	26 Workshop for Adjuncts, Location TBA, 12:30 PM	27
28	29	30				

NYSUT members: *Is danger lurking in your home?*

We've just about made it through a particularly cold winter, and spring is finally upon us. With that means warmer weather and the opportunity to spend more time playing with our pets (both indoors and outdoors).

And while we always hear about the dangers of ticks and fleas that can come from the "Great Outdoors," what about those potential hazards lurking inside of our homes as well?

Check out the following list from VPI Pet Insurance about the most common calls received by the Pet Poison Helpline:



Top 5 Toxins & Poisons – Dogs

1. Chocolate
2. Insect bait stations
3. Mouse & rat poison
4. Fertilizers
5. Sugar-free gums & candies

Top 5 Toxins & Poisons – Cats

1. Lilies
2. Topical flea & tick medicine for dogs
3. Household cleaners
4. Mouse & rat poison
5. Paints & varnishes

So have fun with your four-legged friends this spring, but be mindful of where your pet is roaming both inside and outside of your home.

If you suspect that your pet has ingested anything harmful, seek immediate veterinary advice. **The Pet Poison Helpline is also available for a fee 24/7 at 800-213-6680.**

Remember NYSUT members receive a 5% discount on VPI's base medical plan and up to a 15% discount if multiple pets are enrolled.

For more information, please visit memberbenefits.nysut.org and click on "Discounts & Travel – Members" and then "VPI Pet Insurance" or call toll-free 866-838-3461.

Insurance from A to Z...

While you're considering whether pet insurance is right for your pet, don't forget about the humans in your life as well. If you're looking to protect yourself or your family, make sure to check out the variety of insurance programs endorsed by Member Benefits.

The following programs are currently available: **Term Life & Level Term Life; WrapPlan® II Universal Life; Personal Property/Liability (auto, home, renters, boat, umbrella, etc.); Disability; Vision Plan; and Dental Plan.** Many of these programs are also available to cover spouses/domestic partners of members, dependent children, dependent parents, and grandparents.

Learn more about our endorsed programs by contacting Member Benefits at **800-626-8101** or visiting memberbenefits.nysut.org.

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

Mar/Apr. '13

MEMBER
BENEFITS
nysut
Working to Benefit You

Executive Committee 2011-2013

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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		Pay Rate 78,910.11		Net Pay 1,234.56	
EARNINGS				TAX DATA	
Current		YTD		Federal	State NYC Yonkers
Hrs./Days	Earnings	Hrs./Days	Earnings		
Regular Pay Salary Employee	3456.78	45,678.90	45,678.90	4	4
Location Pay	56.78		678.90	2	0
				TAXES	
				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
BEFORE TAX DEDUCTIONS				AFTER TAX DEDUCTIONS	
Current		YTD		Current	YTD
Regular Before Tax Health	456.78	1,234.56	1,234.56	34.56	456.78
Supplemental Ret. Annually Prog.	678.90	5,678.90	5,678.90		
TIAA Retirement Before Tax	56.78	1,234.56	1,234.56		

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, 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.



**United University Professions
New Paltz Chapter**

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We're on the Web!
www.newpaltz.edu/uup



Department Reps Meeting, March 6, 2013

SUNY New Paltz Chapter Officers

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The Bullhorn: Peter D.G. Brown, Executive Editor
Jaime Burns, Managing Editor

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.