

April/May 2015



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Diversity, Inclusion and Racism – A Very Special Issue

By Peter D.G. Brown, Chapter President

This last issue of *The Bullhorn* under my editorship focuses on the thorny topic of racism. It is a topic that has tragically been a thorn in the side of our nation since its inception.

While we have made enormous progress over the years, we are still far from the goal of equality set forth as “self-evident” some 240 years ago by Thomas Jefferson, the slave holder who drafted our founding document. Thomas Day, a contemporary abolitionist, pointed out in 1776: “If there be an object truly ridiculous in nature, it is an American patriot, signing resolutions of independency with the one hand, and with the other brandishing a whip over his affrighted slaves” (David Armitage, *The Declaration Of Independence: A Global History*, Harvard UP, 2007, 76-77).

In the wake of last year’s demonstrations around the country after a white policeman in Ferguson, MO, killed an unarmed black teenager, conversations dealing with racism, diversity and inclusion have been rekindled everywhere. At New Paltz, Professor Karanja Keita Carroll, our chapter’s Affirmative Action Officer, and Library Dean Mark W. Colvson initiated a series of conversations among faculty, staff and students. These encounters have been productive and it is hoped they can be continued in as many different ways as possible.

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Ferguson, Selma, Campus Discrimination: Fork-Tongued Diversity

By Kathleen O’Mara, UUP Oneonta Executive Board



Kathleen O'Mara & Ghana Exchange Student to SUCO, Accra

Last month the subject of racism would not hide. We witnessed the Department of Justice Report on racial profiling and discrimination in Ferguson, MO, over the 2014 fatal police shooting of black 18-year-old Michael Brown, followed immediately by the fiftieth anniversary memorial of the Selma, AL, “Bloody Sunday” attack on peaceful civil rights marchers. Then on March 7th the police shooting death of another unarmed black youth in Madison, WI, occurred, as well as the racist chants on video of the ΣΑΕ fraternity brothers at the

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Diversity, Inclusion and Racism (Continued from page 1)



I was born a few miles from Ferguson in the southern Illinois town of Alton, just across the Mississippi River where my grandparents lived. It is also the hometown of two men who epitomize the tragic contradictions in American society: James Earl Ray, the assassin of our great civil rights leader Martin Luther King, Jr.; and Miles Davis, the legendary trumpeter who, despite struggles with heroin and cocaine addiction, became one of the most influential musicians of the 20th century.

Although I never lived in Alton, as a boy I was disturbed by my grandparents' incongruous racial prejudices. They proudly cited ancestral participation in the pre-Civil War Underground Railroad, while simultaneously feeling a natural superiority toward those Negroes (pronounced "niggras") living in other parts of town.

As an institution, SUNY New Paltz struggles mightily to increase diversity among its faculty and students. How successful these efforts have been, is surely a matter of divergent perception and interpretation. The relatively small numbers of faculty and students of color do not adequately mirror the demog-

raphy of the state, not to mention the even more diverse NYC metropolitan region from which we draw a significant proportion of our College community.

It is no consolation to realize that SUNY New Paltz is not unique in this regard. For some time, institutions around the country have been grappling with the same enormous social challenges: How do we improve the quality of our public schools? How do we increase the percentage of students of color, especially males, who complete high school, who graduate from college, who obtain PhDs and who decide to teach in higher education?

We are unfortunately dealing with a vicious cycle. It is a huge challenge to recruit faculty and students of color, once they realize what an overwhelmingly white campus we are. Can our College administration do more to attract students and faculty of color to New Paltz? Probably. Should the current faculty and students of color here be doing more to assist the College in its targeted recruiting efforts? Probably. Might we be doing more to reach out to students of color living in nearby cities, such as Beacon, Kingston, Newburgh and Poughkeepsie? Probably.

This special issue of *The Bullhorn* brings together Spotlight articles on a number of faculty and staff of color. While sharing their general satisfaction at working here, some also express critical views on diversity, inclusion and institutional racism.

We are pleased to include a thoughtful commentary by Professor Kathleen O'Mara, who teaches history and Africana & Latino Studies at our sister SUNY College at Oneonta. Although the situation at Oneonta is not identical to ours, the problems and challenges we face are unfortunately strikingly similar.

More than half a century ago, the 32-year old Martin Luther King, Jr., pointed out in a 1962 speech at New York University: "Human progress is neither automatic nor inevitable... Every step toward the goal of justice requires sacrifice, suffering, and struggle; the tireless exertions and passionate concern of dedicated individuals."

We can certainly applaud how far we have already come. But it is far more crucial for us to acknowledge how much further we still need to progress, and to openly discuss ways to achieve our goals of equality and justice.



Ferguson, Selma, Campus Discrimination (Continued from page 1)

University of Oklahoma. At Selma, President Obama acknowledged that “this nation’s racial history still casts its long shadow upon us...the march is not over yet...reaching that blessed destination where we are judged by the content of our character requires admitting as much” (*N.Y. Times*, 8 Mar 2015).

Attorney General Holder said he was “shocked” by the number of people mistreated by Ferguson police...the “breadth of the abuses,” highlighting the systematic “use of a law enforcement...to generate revenue...in a callous way” from African American citizens (*Washington Post*, 4 Mar 2015). These events remind us not only of the persistence of racial discrimination, but the continuous rush to move beyond the ugly realities of discrimination by asserting it is time to move forward, progress achieved. This echoes what was stated in the Oneonta College Senate last month: “time to forget” because “the Black List was twenty-three years ago.” To deny racial discrimination—from micro-aggressions to murder by using general “progress” to shield current inequality is the equivalent of a Band-Aid over a broken arm; it covers the problem, but the limb cannot work. Healing requires profound structural change.

Until the killing of black men, black mothers’ sons, becomes as important to the rest of the country as the killing of a white mother’s son, we who believe in freedom cannot rest until this happens.

Ella Jo Baker, (1903-1986) activist-NAACP, SCLC, SNCC.

Minimizing discrimination/racial profiling has brought us to our present historical moment—very short of equality. As a stance it mocks the experiences of people of color, especially young black men—excessively stopped, frisked, ticketed, arrested, incarcerated, killed— but also many others living other forms of difference, e.g., working class transgender men and transwomen of color. An editorial in the *Oneonta Daily Star* (Jan 24 2015) opined that if there is a perception that our campus has a diversity problem, then it has one.

One hears references to “these are not the sixties,” America has made “great progress” (which it has) and Ferguson and Staten Island protestors are incited by “outsiders.” On our campus I have been reminded of the denial of reality – from white colleagues who act compelled to defend our administration when the campus “metrics” on diversity reveal us to be the second poorest in the SUNY system (*UUP Sentinel* Feb 2015). Progress toward equity is made by setting goals and attaining significant equality and inclusion. Why accept second worst? At the UUP MLK Day recognition in January, that point was made by Acting President Compton who placed empty chairs to mark the failure of the Strategic Plan 2007 to produce the goal of five historically underrepresented faculty hires. To argue great progress based on hiring more white women and international faculty sidesteps the issue. We can do better. Failure to do so robs our students of role models and an equal education. We should do better than reach minimum affirmative action compliance.

When the Gallup Poll queried Americans in June 1963, two months before the historic March on Washington for Jobs and Freedom, 57% of Americans replying—70 % in the South — said that demonstrations “hurt the Negro’s cause” more than it helped. The week before the March, 63% of those who knew about it voiced unfavorable feelings. Among them, 17% volunteered that “it won’t accomplish anything.” That year, two years before Civil Rights legislation, 43% of Americans thought “Negroes had as good a chance to get any job they qualified for” as whites. Then, as now, those in power framed the terms of discourse and debate which seems to have morphed from “demonstrations are unwise and untimely” which Rev. Martin Luther King, Jr. refuted in his “Letter from Birmingham Jail” to “so much progress has been made” that to bring up these issues is divisive. As Rev. King noted, the greatest obstacle to the movement might be those more committed to ‘order’ than to social ‘justice.’

My experience with students of color here, especially those arrested for minor driving infractions or noise ordinance violations, is that they are handcuffed and arrested rather than warned, have their cars searched, are made to pay bail and then fines, whereas white students are more often warned, not ticketed and not arrested, especially white women. As one woman student noted in a campus forum in acknowledging her white privilege, “I even had weed in the glove compartment, but the cop did not search and let me off with a warning.” Recently three different white transfer students told me about their disappointment over the lack of diversity on our campus. They pointed to the campus website as misleading them with false images.

Diversity Happiness

Students today expect a happy, diverse campus because that is the way it has been marketed to them. Websites like SUNY Oneonta's promise a reality they do not see, and students of color are most disappointed, often angered. In a country and on a campus dominated by assertions of diversity, equity and inclusion, and events touting Rev. King's "beloved community" anyone who contests the reality is a 'killjoy' because racism is an 'unhappy word' in institutions that claim diversity (Ahmed 2012, 154). Those who say otherwise must be discredited and isolated. This tactic is an old one employed, as Ahmed noted (2010), in silencing second and third wave feminists: unhappy killjoys. Diversity language invokes progress already achieved and is one of the discursive strategies a neoliberal regime deploys to maintain and reproduce social inequalities and systemic racial, queer, and immigrant exclusion and discrimination. To identify racism or discrimination in an institution claiming diversity and racial inclusion is to push against a huge boulder. The claim threatens the institution's reputation and the fantasy that race or sexuality-gender discrimination is a thing of the past. Talking about racism or white privilege is seen as inappropriate unless it occurs in a classroom or an administratively regulated "training." Unauthorized speakers must be isolated, or silenced, for they are seen as harming the "product" or exposing the chicanery of institutional marketing. Ironically, this approach cements the feelings and perception of the non-normative campus citizen as a stranger, as someone who does not belong, who is a body 'out of place' (Douglas 1966; Ahmed 2000, 22).

We can become outsiders on campus because institutional space allows some bodies, some ideologies a home, the 'rightful occupants of certain spaces' (Ahmed 2012, 2) whereas others, nonwhite, non-normative, are trespassers. An ALS/WGS course, **Marked Bodies**, resonates with students living difference for that very reason. Messages of exclusion often arrive indirectly. As if to confirm student laments about the CME (Multicultural-Center) at the far end of the campus, these are the ways we are told we do not "belong" in the institution, by spatial isolation in faraway corners. If indirect speech fails, then public mobbing—chairs' letters of condemnation or whole "school" meetings—deny inclusion, and endorse exclusion. Institutions communicate otherness in many ways which is why skepticism persists among those of us who live difference-racially, sexually, intellectually, linguistically—even though struggling for inclusion and against discrimination. Equality has been, and remains the Black/Latino Studies project. Yet our institution prefers to reinforce an outsider status with peer complicity.

Equality, inclusion, loving difference, especially of blackness, brown-ness, queerness, gender non-conformity and all intersections of differences is ALS praxis. What we face is a discursive regime in which words and policy substitute for action, for not ending multiple intersecting structures of domination and exclusion. When an institutional 'commitment' to diversity does not entail action, that commitment can be seen, Ahmed argues, as 'non-performative' because the commitment is made precisely to not do what it says. Rather, it is used (by repetition) to relieve someone of the responsibility of taking action, as if action has already been taken by 'making' the commitment. In sum, when the 'commitment' is matched by a critical mass of people of difference (full time faculty, students, staff) and policy actions, only then can the institution be said to have moved beyond the past. I look forward to it.

Ahmed, Sara. *On Being Included: Racism and Diversity in Institutional Life*. Durham: Duke University Press, 2012. Ahmed, Sara. *The Promise of Happiness*. Durham: Duke University Press, 2010.

Douglas, Mary. *Purity and Danger: an analysis of concepts of pollution & taboo*. London: Routledge, Kegan Paul, 1966

<http://www.washingtonpost.com/news/post-nation/wp/2015/03/04/the-12-key-highlights-from-the-joys-scathing-ferguson-report/>

Professor O'Mara teaches history and Africana & Latino Studies at SUNY Oneonta. This article originally appeared in the Oneonta UUP newsletter, *The Sentinel*, and appears here by kind permission.

Labor-Management Meeting Notes, March 9, 2015

By Lori Nutting, Chapter Secretary

Administration Attendees: Human Resources Director Dawn Blades, VP for Administration & Finance Michele Halstead, Provost Philip Maucieri, Director of Faculty Services Jodi Papa, Chief of Staff Shelly Wright

UUP Attendees: Chapter President Peter D.G. Brown, NYSUT Labor Relations Specialist William Capowski, Secretary Lori Nutting, VP for Professionals Jeff Pollard, VP for Academics Anne R. Roschelle, VP/Officer for Contingents Beth Wilson

1. Start-Up NY. Last April, Empire State Development (ESD), the State's economic development agency, approved the College's plan to take part in this economic development initiative to establish tax-free areas through partnerships with college and university campuses. What developments have occurred with Start-Up NY at New Paltz over the past twelve months?

Shelly Wright mentioned that there is nothing new to report. The College has received some inquiries, but no business has gone to the next level. Gateway Industries has some empty space on 32 North that is being discussed. Regarding the Governor's performance metrics for Start-Up NY, the administration is waiting to hear about the specifics and direction needed to go in. Peter Brown noted that the UUP is not in favor of having participation in Start-Up NY as being of any campus funding metric.

2. Salary Equity and Transparency. Please clarify President Christian's statement in his February Report to the Faculty that "the institutional goal is for staff to focus attention more broadly on the building blocks toward the multi-divisional analysis that will serve all employees rather than spend time on multiple individual requests." Who will be conducting this study and what criteria will be utilized? Will any members of the New Paltz faculty and professional staff be involved?

Jodi Papa mentioned that this would be a project over several years. The College is collecting data from all over campus regarding the equity issue. Papa and Tanhena Pacheco Dunn are collaborating on this, starting with Academic Affairs and then moving on to the other divisions across campus. Philip Mauceri spoke about this being an ongoing campus effort, not to be undertaken once, but a continual process. Anne Roschelle asked if help was needed and Mauceri said they are looking at the manpower necessary. Wright asked about looking into the MAAC study that had been done system-wide in the late 80s or 90s.

3. Searches for Lecturer. What is the procedure for filling a lecturer position? Are lecturer positions required to be posted internally and externally? How can the procedure be improved to make it more equitable and less prone to favoritism? UUP requests that all full-time and part-time faculty are always made aware of Lecturer openings prior to them being filled, so that the current faculty have the opportunity to apply and to be considered.

Papa said there is a standard procedure, but Mauceri also pointed out that it depends on the situation. A lecturer position is internal for the first 10 days, posted on the Human Resources website. Papa said that interested persons can talk to Dunn about the postings, and Mauceri said they could talk to the Department Chairs about getting the word out to their departments/schools.

4. Family Leave. How can the College clarify the process for requesting family leave? It might be helpful to add specific instructions on the HR website regarding the process and possible outcomes, as well as publicizing this information elsewhere.

Papa mentioned the location on the website where this information can be found. Employees are encouraged to speak to the Benefits Office to discuss their individual needs and circumstances.

5. Electric hand dryers. Very loud electric hand dryers have been installed in restrooms all over campus. Both faculty members and students inside classrooms near these restrooms find the noise to be very intrusive. Could it be measured how loud (how many decibels) they are and perhaps replace those near classrooms with quieter ones?

Michele Halstead asked for the locations of the offending hand dryers so that she can have them looked at. They can evaluate the hand dryers and can actually lower the volume, though this may affect their efficiency.



Wayne Lempka
Dorsky Museum

Departmental Representatives' Luncheon

April 1, 2015

Want to see how SUNY New Paltz salaries have changed over the past decade or compare them to other 4-year public colleges? Here is comparative data from *The Chronicle of Higher Education*:

<http://data.chronicle.com/196176/State-University-of-New-York-at-New-Paltz/faculty-salaries/>



Melissa Rock, Geography



**Jeff Pollard, International
Business**



Frank Rufini, IMS



Larry Fialkow
Computer Science

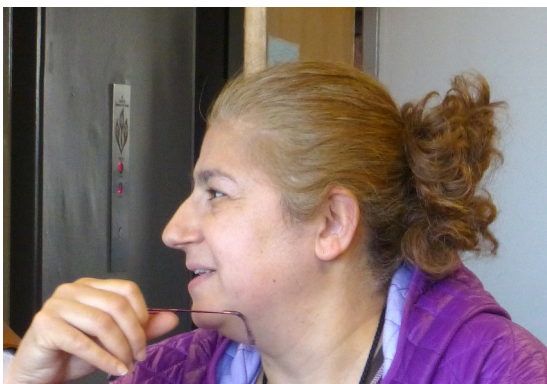
**Photos by Tichakunda Mafundikwa
& Peter D.G.Brown**



Maureen Morrow
Biology



Ed Felton, Art



Nancy Cooney
Academic Computing



Thomas Labarr
Engineering

Chapter President-Elect Beth Wilson, Lecturer in Art History

By Emily Breen '16, Chapter Intern



Beth E. Wilson is the newly elected UUP Chapter President, taking over Peter Brown's position after his four year term as the union leader ends this spring. Wilson will take the reins on June 1.

Wilson began teaching at SUNY New Paltz in 1994 as an adjunct in art history, originally as a one-semester sabbatical replacement. That semester subsequently turned into 13 years working as an adjunct on the campus (and also, for a time, at SUNY Ulster), teaching in the Art History, Art Education, and Women's Studies programs. She has been a full-time, non-tenure track lecturer since 2008, teaching the second half of the introductory art history survey, and upper-level courses in her areas of specialization, photography and film. She has also organized a number of Summer On-site Studies in Art History trips, taking groups of students abroad for intensive study in France, Germany, and Italy.

In addition to being an educator, Wilson is also a long-time activist. "I have been very communally orientated for a long time. I was active in Green politics starting in the 1980s, making connections between the environment and the institutional structures of our society that reinforce exploitation of both people and the planet. Working with the union is for me a direct extension of that set of concerns."

As the current Officer for Contingents, her primary responsibilities include being the point person fielding issues of concerns by part-timers, which includes adjuncts as well as part-time professionals. Additionally, she is responsible for scheduling and leading a series of part-time labor management meetings and organizing workshops such as the Adjunct Survival Guide, an introduction to the provisions and protections available for part-timers under the UUP Agreement.

Wilson has been active in the union for more than ten years, serving at the statewide level on the Contingent Employment and Labor and Higher Ed committees, and as a specially-appointed member of the Task for on Contingent Employment under President Phil Smith. It proposed a number of significant changes to UUP policy, including a number of constitutional amendments that have since been adopted. Two years ago, she was elected to the statewide Executive Board of UUP, along with a new cohort of union activists led by President Fred Kowal. "It's been a pleasure to work with Fred and the others on the Board to raise the public profile and increase the activism of our union," she notes.

"It's easy for contingents—part-timers and full-time lecturers who have no access to tenure—to feel pretty powerless. One thing I've discovered is that the more union work I do, the more empowered I feel, and I hope to communicate that to everyone in the bargaining unit as we work together," Wilson says. "I am awed by the amount of work Peter has done over the past four years, and I hope I can live up to that level of hard work that he has put in. Given my work within the union up to this point, I feel like I have the knowledge and experience to do the job. When Peter announced that he would not be running for another term, it seemed to be the time for me to step up," she stated when asked about her motivations to become Chapter President.

Wilson has solid goals set in place to ensuring that her presidency is successful. "My primary emphasis is going to be activating our members. I want to get people more involved in and engaged in the union on an

everyday basis. I hope to do more programming on the campus, bringing people together to talk and discuss issues of common concern. I would like to build some serious bridges between union members and student activists at New Paltz. The faculty and students together are the very reason this place exists. I believe that we share a lot of the same goals, and collaborating with one another is something I really hope to make happen,” she stated.

Wilson’s presidency will not come without its fair share of challenges, stemming from the already established structure of unions. “We are much stronger collectively than we are individually. The weaknesses of the union stem from the union movement being in serious retreat. Union consciousness has shrunk publicly. Unions have a lot of ground to make up from misconceptions of how unions operate and what they stand for. We need to keep pressing forward and show people what unions can really do,” she said.

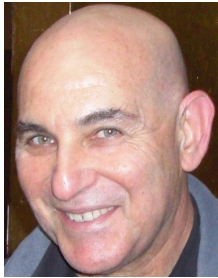
“I would like to emphasize more activities and create more opportunities for members in the chapter to plug in one way or another, whether simply socially or more politically. We have recently made some moves in that direction already, especially coming out of our Women’s Rights and Concerns Committee. This committee has been doing fantastic work under the leadership of Kiersten Greene,” she stated. Additionally, Beth notes that *The Bullhorn* newsletter will continue to be published, although small changes may be made.

“I guess the thing that surprises me the most about this whole situation, is that in a couple of months I am going to assume my role as Chapter President. I am slightly amazed that I do not have much trepidation at all about that. I am really looking forward to it and sinking my teeth into it. It is not about fear. ‘No fear’ should be the motto of unionists everywhere. We need to behave as if we have the right to dignity in our working lives, because we do. We are human beings and we are doing complicated, challenging, engaging work. I am hoping that our efforts are going to make this a better place to do all of that,” Beth Wilson concluded.



UUP Advocating for Lower Athletic & Wellness Center Fees

By Spencer Salend, Professor Emeritus, Educational Studies



“You should pray for a sound mind in a sound body.”

– Juvenal, Roman poet and satirist of the late 1st and early 2nd centuries AD

Our New Paltz UUP Chapter is committed to supporting the professional and personal lives of the union’s members and the campus community. As part of this commitment, we have asked for making membership fees to the Athletic and Wellness Center (AWC) more affordable for faculty, staff, retirees, their spouses and domestic partners.

Benefits to SUNY-New Paltz and Members of the Campus

Increased participation in the AWC would benefit SUNY New Paltz and all members of the campus community. Greater participation can lead to health benefits, enhance job performance and personal well-being, as well as reduce medical costs and health insurance premiums. The AWC also can strengthen the sense of campus community by serving as a hub for interactions among students, staff and faculty.

Current Membership Fees

To join the AWC, employed and retired staff and faculty pay \$200, and their spouses/domestic partners pay \$280. Membership provides access to fitness centers, group exercise classes and an indoor track. Employed and retired faculty and staff are eligible for a no-fee membership to Elting Gymnasium that includes use of the pool, basketball gym and racquetball courts.

AWC Fee Comparisons with other SUNY and Local Campuses

We collected and examined data regarding the AWC membership fees charged at the other SUNY comprehensive campuses, as well as non-SUNY campuses in the Mid-Hudson region (see Table 1). These data indicate:

The mean cost for SUNY faculty/staff is \$129.55. Faculty/staff who work at non-SUNY campuses in the Mid-Hudson region pay no fees.

The mean cost for SUNY spouses/domestic partners is \$196.15. Spouses/domestic partners of faculty/staff who work at non-SUNY campuses in the Mid-Hudson region pay no fees (Marist does not allow spouses/domestic partners to attend).

The mean cost for SUNY retirees is \$78.33. The mean cost for retirees from non-SUNY campuses in the Mid-Hudson region is \$32.50 (Retirees from non-SUNY campuses in the Mid-Hudson region attend for free, except for the Culinary Institute of America where retirees pay a fee of \$130).

New Paltz and Plattsburgh appear as outliers in terms of cost for faculty/staff/retiree and family use. Plattsburgh has the highest membership fee for faculty/staff and New Paltz has the highest membership fee for spouse/domestic partners.

Labor Management Meeting of November 17, 2014

At the Labor-Management meeting of November 17, 2014, UUP shared the data in Figure 1 and noted that the AWC membership fee charged to faculty, staff and retirees at SUNY New Paltz and their spouses/domestic partners was substantially higher than the fees charged at most of our SUNY sister institutions. We also spoke to the benefits of increased participation in the AWC to the campus community and asked, “Is the College

willing to consider bringing the AWC membership fees more in line with those charged at other SUNY comprehensive colleges?”

Management representatives agreed that greater participation was a desirable goal and reported that they had previously asked the Employee Assistance Program (EAP) and Workplace with Heart groups to come up with some funding options. Management representatives also noted that because SUNY New Paltz has neither a Physical Education Program nor some of the external funding sources that other SUNY comprehensive colleges have to supplement the membership fee for faculty/staff, the AWC is funded solely by student athletic fees and AWC memberships. The idea of creating a reduced fee membership with limited times (e.g., off-peak hours) for using the AWC was discussed and management agreed to ask Stuart Robinson, Director of Athletics, to provide data on the numbers of faculty, staff, and retirees who are AWC members.

Labor Management Meeting of December 15, 2014

Management representatives estimated that there are about 100 employees, including members of CSEA and UUP faculty/staff, who have AWC memberships. To ascertain what students pay to have access to the AWC and the costs associated with running the AWC, we asked management to respond to the following: (a) What percentage of the \$385 yearly athletic fee paid by students is devoted to the budget of the AWC; and (b) What is the line-by-line budget of the AWC?

Management responded that it is difficult, if not impossible, to disaggregate the costs for the AWC, and that the costs to maintain the AWC and replace equipment were high. Management claimed that it was not possible to reduce the AWC fee for faculty and staff without impacting other budgets, increasing the fees for students, or decreasing the hours during which the AWC is open.

The issue of the administration and UUP co-sponsoring a survey to faculty and staff concerning their use of the AWC was discussed. Although some members of the administration and UUP thought this could be helpful, others were concerned that a survey could be misconstrued and give the impression that the fee would be reduced. The suggestion of tiered memberships was mentioned, such as a reduced rate to use only the indoor track. It was agreed that Athletic Director Stuart Robinson would meet with me to discuss the feasibility of a survey and tiered membership options.

Letter from the Administration January 9, 2015

In a letter written on behalf of President Christian, Dr. L. David Rooney, Vice President for Student Affairs, informed Chapter President Peter D.G. Brown that “we (the administration) will not consider changes in our fee structure that inevitably would shift more of the burden of costs to our students.” The letter opined that: (a) increased faculty and staff use of the AWC would “diminish the quality of the student experience;” (b) cross SUNY campus comparisons are “dangerous;” (c) “the level of New Paltz student satisfaction with athletic and recreational facilities FAR exceed that of other SUNY campuses;” and (d) the cost of joining the AWC is “far below that of any commercial gyms or fitness centers in the area.”

However, it should be noted that Planet Fitness, which has several fitness centers in the Mid-Hudson region, offers a membership for \$10.00 per month and a \$29.00 annual membership fee. Rooney also accused the UUP chapter of using this issue to “push for us (the administration) to reallocate student-fee funding from intercollegiate athletics to other programs.”

Labor Management Meeting of February 16, 2015

At the Labor-Management meeting of February 16, 2015, UUP proposed that faculty, staff, retirees and their spouses/domestic partners be allowed to use the indoor track at the AWC for an annual fee of \$20. In support of this proposal, UUP noted that: (a) the \$20 fee matches the auto registration (“parking”) fee; (b) the track would most likely be used during inclement weather and would provide a safe place to walk when the weather is cold, icy, snowy, rainy, very hot and humid; (c) a key card would allow entry only onto the indoor track; and

(d) the outdoor track is available free to faculty, staff, retirees and their spouses/domestic partners.

It should also be noted that during the winter, the Marist cross country team is granted exclusive use of the indoor track from 1-3pm on Mondays, Tuesdays and Wednesdays. During those time-periods, the track is unavailable to students and members of the AWC.

It is likely that the presence of faculty/staff/retirees and their spouses/ domestic partners could enhance the experience for students and model the importance of maintaining a healthy lifestyle throughout one's life span. The administration expressed concern that students may have an issue with this proposal and indicated that they do not see this plan as workable.

UUP will continue its efforts to collaborate with and encourage the administration to translate the words of Juvenal into positive actions that promote and sustain a healthy and diverse college community on an environmentally healthy campus.

Table 1. Summary of Athletic and Wellness Center Fees across SUNY Comprehensive Colleges and Mid-Hudson Region Colleges (Data from Old Westbury were not readily available.)

Campus	Faculty/Staff Year	Spouse/ Domestic Part- ner Year	Retirees
SUNY Plattsburgh	245	245	Not Available
SUNY New Paltz	200	280	200
SUNY Oswego	185	195	Not Available
SUNY Buffalo	180	180	180
SUNY Potsdam	180	270 Whole Family Membership	Senior Individual : \$90 Senior family membership: \$135
SUNY Brockport	155	271.50	Free
SUNY Geneseo	155	155	Not Available
SUNY Fredonia	125	125	Not Available
SUNY Purchase	Free	120	Not Available
SUNY Cortland	Free	120	Free
SUNY Oneonta	Free	Not Available	Free
Bard College	Free	Free	Free
Culinary Institute of America	Free	Free	130
Marist College	Free	Cannot use facilities	Free
Mount Saint Mary College	Free	Free	Not available
Vassar College	Free	Free	Free

Spotlight: Albert J. Williams-Myers, Professor of Black Studies

By Tichakunda Mafundikwa '15, Chapter Intern



35 years. That's how long Professor Albert J. Williams-Myers, or "A.J." as he likes to be called, has been a fixture in the Black Studies department at SUNY New Paltz. The former Chair of the department has had an eventful life, to say the least. From volunteering for the Peace Corps to resigning in protest from the UUP chapter's Executive Committee, Williams-Myers has never shied away from expressing his opinions on issues of race.

Born in Georgia and raised in New York City, Williams-Myers was adopted at the age of 13 by a white couple who also raised two Korean-American youngsters. He married while he was still an undergraduate at Wagner College on Staten Island.

"Once I graduated, my wife and I went to live in St. Thomas, US Virgin Islands," said Williams-Myers. "We did some school teaching. I taught social studies and she taught math." My second year on the Islands was Director of

Student Activities/Head Resident at the College of the Virgin Islands.

After their time in St. Thomas, Williams-Myers joined the NYC Youth Board as a Street Club Worker assigned to a gang in Spanish Harlem ('65-'66), before joining the Peace Corps in 1966. Their first destination was Malawi, where they spent two years as health workers treating people for tuberculosis.

He would later return to the southern African region while completing his master's and PhD at the University of California at Los Angeles. His research was done on the Nsenga of Central Africa in 1974. He tried but couldn't get into Mozambique because of the war between Portugal and the Front for the Liberation of Mozambique (FRELIMO). "Instead, I did my work in Zambia by interviewing some of the refugees from Mozambique. We tried to get as close to the border as we could."

Afterwards he spent three years ('76-'79) at Carleton College as Assistant Professor of African History.

In 1979, Williams-Myers applied for a job here at SUNY New Paltz and was appointed chair of the Black Studies Department. During his time in the Hudson Valley, he has published widely on the African presence in the region, a history he describes as "rich and fairly untouched. Before I came, there were people collecting data and archiving it, but not much was written. Under the British, African slaves were a very important factor in the wealth accumulated here as a British colony. By the time of the American Revolution, New York was one of the wealthiest colonies because of African labor."

Williams-Myers has strong opinions when it comes to the importance of Black Studies classes and issues of race. He feels that it is now the role of white Americans to address issues of race: "Those who are willing should challenge other whites who continue to hold onto racism. Racism is alive and well on this campus, as in any other place. Nonetheless, everyone should take a Black Studies course. Black students need to know about their origins and the role they played in building this country."

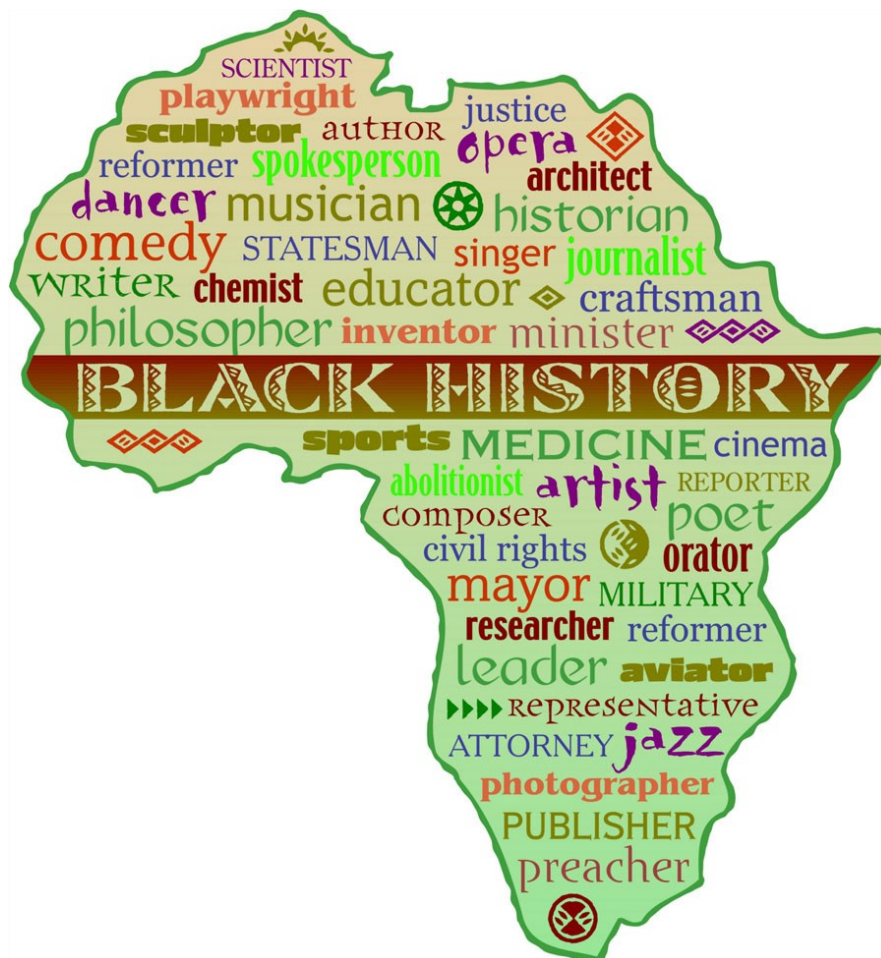
On the issue of black students, Williams-Myers is concerned about their dwindling enrollment. He views the fact that the black student body now stands at 5%, down from 12%, as a cause for concern: "There is a marked decrease, though it is a state school supported by state taxes. One would think the population of black students would mirror that of the state. The school has argued in the past that we can't offer black students what

predominantly black schools have to offer. I would argue that the school leadership has taken a position to cut back on African-Americans. One can argue that they probably have a problem with their own racism.”

Williams-Myers has not experienced any major racially-motivated attacks against his department, but he has hinted at subtle actions that could be interpreted as such. This then raises the question of how to identify racially-motivated behavior: “Growing up, your parents try to help you understand the need for you to read people. Part of our survival as an African people in America is the ability to read people. How do you do that? In terms of their body movements, how they speak and, as your grandparents would say, you look them in the eye. The eyes are the avenue to the soul.”

Williams-Myers is a member of UUP and served on the chapter’s Executive Committee until after the search for a new Dean of the Library. He recounts how “one of the candidates, a person of color, was placed on a weekend as opposed to weekday voting slot; people were less likely to vote on Saturday and Sunday, putting this individual at an automatic disadvantage. Someone brought this to the school’s attention. They switched the candidate’s slot to a weekday and now he is the Library’s Dean. I felt that the union was not defending the person who revealed what was being done.”

At present, Williams-Myers, feels that UUP is a necessary organization on campus but, like everyone else here, it needs to begin tackling issues of race: “Can they? Are they able to? Will they? The next stage in the civil rights movement is white people talking about white people.”





The Hunting Ground (2015) - Screening & Panel Discussion

April 27 at 7 p.m. in Lecture Center 102

Please join us for a screening of "The Hunting Ground," to be followed by a panel discussion including faculty, staff and students.

The Hunting Ground is a new documentary film dealing with sexual assault on U.S. campuses, institutional cover-ups and the brutal social toll on victims and their families. Rated PG-13 for disturbing thematic material involving sexual assault and for language.

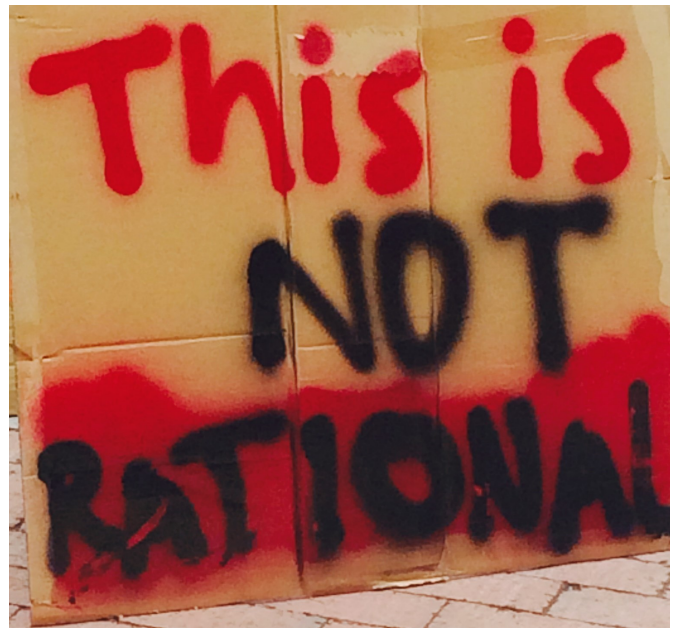
Co-sponsored by the New Paltz Chapter of United University Professions (UUP), the SUNY New Paltz Office of Compliance & Campus Climate, Student Affairs, the Student Association, Take Back the Night; and the Departments of Educational Studies; Elementary Education; Digital Media & Journalism; Secondary Education; Sociology; the Women's, Gender & Sexuality Studies Program.



Student Rally Opposing “Rational” Tuition Increase

March 31, 2015

Photos by Emily Breen





Spotlight: Stephen Pampinella, Assistant Professor, Political Science

By Emily Breen '16, Chapter Intern



Stephen Pampinella, Assistant Professor of Political Science, initially was a lecturer at SUNY New Paltz. He is one of the fortunate few to be promoted to a tenure-track position.

Originally from Flushing, Queens, Stephen's family relocated to Suffolk County, LI, when he was five years old. He is of Ecuadorian and Italian descent. He is also proud to be from a family with a long tradition of teachers.

Stephen received both his undergraduate and doctoral degrees from SUNY Albany. While an undergraduate, he double-majored in political science and history. As a graduate student in Albany's Ph.D. program in International Relations, he focused on counterinsurgency and intra-state conflict. "My interest in counterinsurgency stems from a combination of my own theoretical research and observing world events, American foreign policy and U.S. military operations," he stated.

Pampinella was an adjunct at SUNY Albany for three years while completing his dissertation. He also worked for Fair Elections of New York as communications coordinator during his time in Albany.

Dr. Pampinella loves teaching at New Paltz. "New Paltz is the best SUNY campus in the entire system! The students here are inspiring. They have an unmatched intellectual drive and curiosity. I think this is what makes us the best campus, what makes us truly unique, and that is why I love it here," he stated.

He compared working as a lecturer to being a full-time faculty member: "As a tenure-track faculty member, I certainly have more responsibilities, such as advising. I have the ability to take on Independent Studies, service requirements and research obligations. However, I have a lot more support to help me with these added responsibilities. Many adjuncts and lecturers do not have an office. They do not necessarily have the same level of support from the University as a whole," he remarked.

"As an adjunct or lecturer," he explained, "you do not get paid a living wage. You get paid a poverty wage. The level of exploitation of adjuncts and lecturers is so much more extreme than it is for full-time faculty. Even though full-time faculty are not paid well, either, it is particularly problematic for adjuncts and lecturers. It is disturbing that State government thinks it is okay to pay contingent faculty poverty wages," he remarked.

Stephen Pampinella is a member of UUP and notes that he is excited by the new leadership of UUP, specifically mentioning UUP President Fred Kowal. "Fred Kowal has a vision for the union to enmesh it more in social movements, fighting for education with other partners in K-12 and higher education. I feel that this is so incredibly important because if we help others they will help us. Together, as a broad-based movement of many different actors and constituencies, we will be better able to defend higher education. We will also be able to better ensure that we as professors, whether full-time or part-time, get paid what we deserve and are treated with dignity. I am very inspired by Fred Kowal's leadership, and I believe we are moving in the right direction" he stated.

Professor Pampinella believes that unions are dying and that a shift in the direction and focus of unions is necessary. "If we are going to live with any kind of dignity, unions have to be fighting for ordinary workers, fighting for regular people, and they have to be stronger. We all need to stand together in the union and have a common vision. I believe that we have started moving towards this direction in the past three to four years. Ever since Occupy happened, that galvanized many unions and made them realize they cannot simply act as corporate actors concerned with protecting their own narrow self-interests. Unions have to act as a social movement and develop shared interests. I think unions are moving in that direction. This is what the future of unionism is, and this is the direction I think we should move towards," he concluded.

Stephen Pampinella is a self-proclaimed nerd. In his free time enjoys reading and following international and New York politics. He also enjoys running when the weather is nice. He was an avid fencer in high school and hopes to get back to the sport some day when he has more free time.



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Spotlight: Alex Peh, Assistant Professor of Music

By Emily Breen '16, Chapter Intern



Alex Peh is an Assistant Professor of Music at SUNY New Paltz. Alex was born in Malaysia and lived there until the age of five. His family then relocated to New York City, where his father completed his Ph.D. in hydrology at Columbia University. Alex, his parents and his brother lived on the Upper West Side of Manhattan in Columbia housing.

Peh has had a passion for music since a young age. He began taking piano lessons while he still lived in Malaysia. He continued taking music lessons when he moved to New York, but did not get serious about his musical studies until high school.

Alex earned his undergraduate degree from Northwestern University, majoring in music, specifically piano performance. He had originally intended to double major in music and journalism, but eventually abandoned journalism. He later earned a master's degree from

Northwestern University and a Ph.D. from Indiana University, both in piano performance. He notes that Indiana University is where he received all his serious piano training, working alongside Arnaldo Cohen and Menahem Pressler, now both renowned concert pianists.

Before coming to teach at New Paltz, Peh worked as a piano instructor at the Levine School of Music. This is a community music school in Washington D.C., attended by children of such notables as President Obama and Chicago Mayor Rahm Emmanuel. Peh also founded and directed Piano Squared, a high school summer chamber music festival and performance tour for talented pianists.

Professor Peh is in his second year of teaching at the College. He is in charge of organizing and overseeing the curriculum for the piano classes. Additionally, he teaches courses on Keyboard Harmony and Theory. He has his own private studio at the College where he does applied lessons with piano majors. Currently he has twelve students with whom he meets for one hour a week each.

Peh notes that he really enjoys living and working in New Paltz. "New Paltz is a beautiful place, with a great campus. I admire how creative and open the students are to trying out a lot of things. They impress me with how hard they work. Being here is perfect," he stated.

Outside of being a New Paltz professor, Alex Peh is a widely-acclaimed pianist. He has performed in Carnegie Weill Recital Hall, the Kennedy Center Millennium Stage and Frank Lloyd Wright's Unity Temple. His recordings and performances have been broadcast live on various major classical music stations, including WFMT in Chicago and WETA in Washington, DC. He readily admits that he really enjoys traveling throughout the country for his work, most recently to Las Vegas. He also loves hiking in his spare time.

As a proud member of UUP, Alex Peh is very much pro-union. "I think that unions are extremely important. I came from a community music school that did not have a union. That was a point that all the music teachers wished we had, because the administration was very much operating on a business model. They were constantly threatening to cut our pay and our health insurance. Being in a union was something I had always wanted. My mom teaches at a private school in New York and has a wonderful union. It is great to have one! I have actually noticed a big difference in the benefits I get here, as opposed to a place with no union," he concluded.

Spotlight: Chanel Ward

By Tichakunda Mafundikwa '15, Chapter Intern



For Chanel Ward diversity is a major theme in her academic career. The current Director of the Scholars' Mentorship Program has an office decorated with fabric, ornaments and pictures from around the world. Ward's appreciation of art is clear. But it could have been different.

Ward was working in the corporate world after completing her undergraduate studies in Long Island, "shortly after school I became a headhunter for a corporate entity that recruited individuals skilled in a specific software," said Ward.

"I would try and place them in some of the larger financial institutions such as JP Morgan and Chase. I realized the corporate culture wasn't for me, so I moved back home to Poughkeepsie and began my graduate studies at SUNY New Paltz."

Her first job at the school was as a complex director where she maintained Bouton hall for four and a half years. After completing her graduate studies, she came on as an adjunct in the Black Studies Department. Two years ago she took on her current role of Director of the Scholars' Mentorship Program, which is housed in, but not part of, the department.

The classes that Ward teaches also catch the eye: "Key Issues in the Lives of Underrepresented Students, a seminar course that I teach to all incoming students. Writing for scholars through the Black and Latino experience where we really explore lived experiences.

"In that course I hope to engage students in a way that they find their own voice as a writer. For instance, they do a memoir as a midterm project. I've also taught rap and spoken word, where we explore African oral-tradition and histories related to modern classical works today, while exploring the roots of hip hop in the African-American culture."

Ward attributes many of her teaching methods to the Humanistic Multicultural Educational Studies Program. "I was exposed to pretty non-traditional approaches where co-operation in the classroom takes place. I rely heavily on the participation of students to create an environment where they feel their voice is recognized, heard, acknowledged and learn from the experiences of others, who may be different from them."

On the issue of diversity in the classroom Ward had this to say, "We're at a very unique time in history. 2014 was the first year on record where the majority of births were children of color. The fact that we're diversifying as a nation is no secret. With that being said, I think in order for us to be successful we need to be mindful of everyone's experiences. In the future being mindful of others who are different from you is going to be a needed quality."

In terms of interests other than music, Ward enjoys spending time with family and travel whenever possible. Her biggest achievement with the Scholars' Mentorship Program has been "seeing a community form and watching my students move on to pursue their life goals."

Spotlight: Gowri Parameswaran, Professor & Chair Educational Studies

By Tichakunda Mafundikwa '15, Chapter Intern

Racial issues seem to tie most people's tongues in a knot, but not Gowri Parameswaran. As a person of color, the current Chair of the Department of Educational Studies is well aware of the progress that needs to be made in this area. She may be small in stature, but her eyes have the glint of determination that allows her to tackle big issues.



Born in Chennai, 'the Detroit of India' formerly known as Madras, Gowri left the industrial port of Southern India to pursue her graduate studies at Rutgers University, New Jersey. The year was 1986. "I've always been a bit of a rebel, so this seemed like a good way to get away and be independent!" she said. "Part of it was seeking adventure, and I wanted to study some more. My family was very encouraging, especially my father, so that really helped."

After finishing her doctoral work at Rutgers, Dr. Parameswaran got a tenure-track position at Missouri State University in Springfield. However, her husband was also looking for a job, and they moved to the Mid-Hudson Valley where he found a position at Bard and she was offered a position at SUNY New Paltz.

The academic couple enjoyed being in the Northeast, where they raised two sons. "My older son is currently at the School of Nanoscience, and my younger son is at Bard, majoring in film. I was glad to move back to the Northeast, where the culture is more open and liberal. There are lots of things I miss about Springfield: its closeness, people have more time for you and it was a closely knit community in my department," she recalls.

"But here in New Paltz you have the best of both worlds. It's a small place so you know everybody and I bump into students, people that I know in town. But at the same time, you can hop on to a bus and get to New York City."

Professor Parameswaran also said that New Paltz's diversity was a strong element in their decision to raise their two boys here, "though it is not too diverse compared to New York City! But it felt a little bit more diverse than some other places around here."

In terms of her own assimilation into the predominantly white faculty body on campus, Gowri doesn't feel that there has been any negative discrimination against her, but she definitely thinks that people have type-cast her as an Indian woman. "They expect me to be demure as a woman, because I come from an Asian culture. Sometimes, as a woman of color, I feel unheard in committee meetings, even when I'm being my articulate best. But those are rare moments. These are people who are on an academic quest; they are better-read than the average person on the street. They do understand the barriers faced by women of color and try to overcome them."

Dr. Parameswaran has evidently given this topic considerable thought: "Racism is like the air that you breathe. It's difficult for them [white people] to know how a person of color feels. This problem is not just on this cam-

pus, but everywhere. As you can see, I've been able to dispel the assumptions. I've been the Chair of a large department for eight years. But I don't look at discrimination as personal anecdotal evidence. There's a larger institutional racism on this campus in terms of the curriculum that is offered, our student body and how students of color are treated."

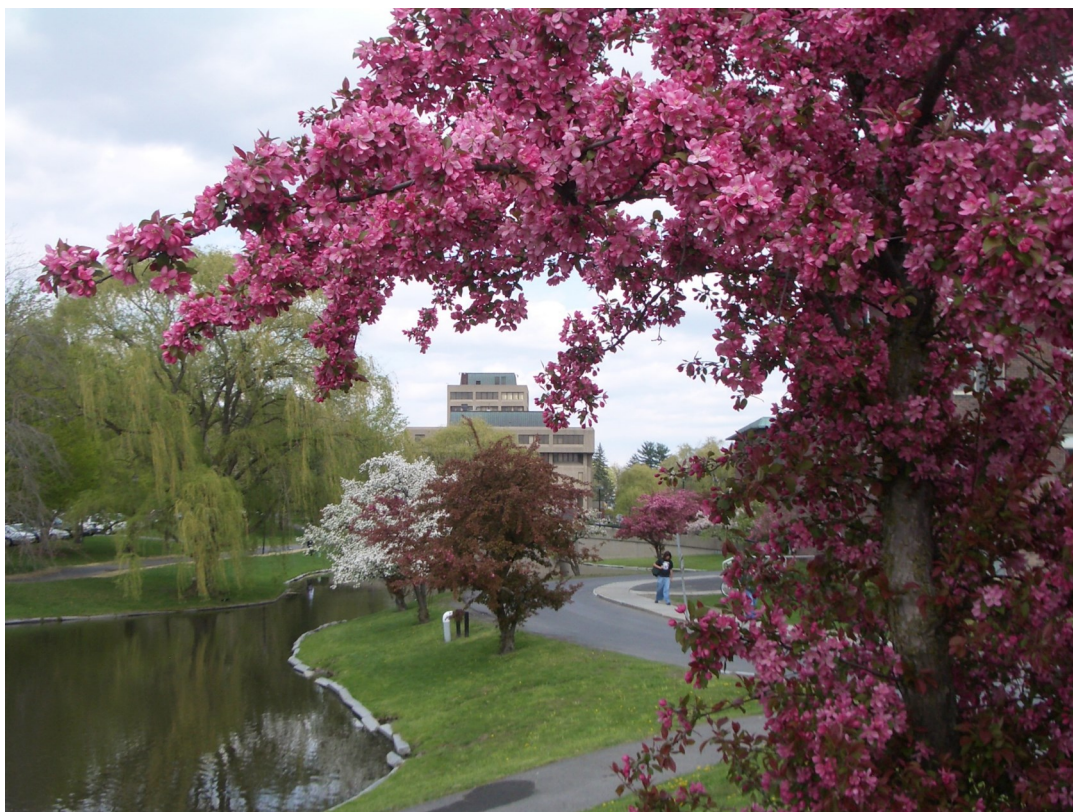
She has spoken with black and Latino students about the issues they face in the classroom. There was one particular exchange with an African-American EOP student that stood out. "An instructor wrote to a student saying that her paper cannot be hers because it's too good, implying that the student had plagiarized. The student wrote back that she had not plagiarized and had good grades in all her other classes and thought very hard about what she writes. She told the instructor to check Turnitin, just like other faculty members do to check if she had cheated. The adjunct didn't even know what Turnitin was!"

Dr. Parameswaran spoke with the teacher about the incident but continues to struggle with moral issues about firing individuals or enforcing mechanisms that prevent such incidents from occurring. "You have to have proactive measures where people are forced to confront their racist attitudes and the biases that they have, before they can begin to teach in class.

She likes to borrow a quote from one of her colleagues: "We should teach in class as if we were teaching to students of color."

Professor Parameswaran teaches psychological foundations in the department. Her main area of research is exploring gender and culture in the development of children. She is currently writing on research in psychology about parenting from a critical perspective.

Gowri Parameswaran likes to cook for her close friends. In her leisure time she also enjoys reading, singing, watching both mainstream and art-house movies, listening to Indian classical music, belly-dancing and Bollywood-style dancing.



**UNITED UNIVERSITY PROFESSIONS
OFFICIAL 2015 ELECTION REPORT**

New Paltz: 40821

SUMMARY PAGE

- | | |
|----------------------|---|
| <u>DEC. 31, 2014</u> | • Membership certification date. |
| <u>JAN. 09, 2015</u> | • Date notice of election and call for nominations mailed to home address of chapter members. |
| <u>FEB. 04, 2015</u> | • Date nominations closed. |
| <u>FEB. 20, 2015</u> | • Date ballots were mailed to home addresses of chapter members. |
| <u>MAR. 18, 2015</u> | • Date ballots were due at the UUP Administrative Office in Albany. |
| <u>MAR. 20, 2015</u> | • Date ballots were counted. |
-

ACADEMIC RETURNS

- | | |
|------------|---|
| <u>166</u> | • Number of Academic Control Envelopes: |
| <u>1</u> | • Number of INVALID control envelopes and reasons invalid: |
| <u>0</u> | • Non-eligible voter. |
| <u>1</u> | • Other: <u>Incorrect Ballot: Retiree</u> |
| <u>165</u> | • Number of valid control envelopes. |
| <u>0</u> | • Number of INVALID ballots and reasons invalid. |
| <u>0</u> | • Not in sealed inner envelope (secrecy compromised). |
| <u>0</u> | • Secrecy compromised by voter (e.g., ballot envelope or ballot signed, initialed, etc.). |
| <u>0</u> | • Other: _____ |
| <u>0</u> | • Number of blank ballots |
| <u>165</u> | • Number of valid ballots. |

PROFESSIONAL RETURNS

- | | |
|-----------|---|
| <u>78</u> | • Number of Professional Control Envelopes: |
| <u>0</u> | • Number of INVALID control envelopes and reasons invalid: |
| <u>0</u> | • Non-eligible voter. |
| <u>0</u> | • Other: _____ |
| <u>78</u> | • Number of valid control envelopes. |
| <u>0</u> | • Number of INVALID ballots and reasons invalid. |
| <u>0</u> | • Not in sealed inner envelope (secrecy compromised). |
| <u>0</u> | • Secrecy compromised by voter (e.g., ballot envelope or ballot signed, initialed, etc.). |
| <u>0</u> | • Other: _____ |
| <u>0</u> | • Number of blank ballots |
| <u>78</u> | • Number of valid ballots. |

We certify that this election was conducted in accordance with the UUP election procedure and that this report constitutes the official election report. Ties were resolved by lot. **The term of office for each position is from June 1, 2015 through: May 31, 2017.**

SIGNATURES ON FILE

David H. Kreh & Jeanne L. Galbraith
Co-Chair, Elections and Credentials Committee

SIGNATURE ON FILE

Eileen Landy
Secretary

Date: **MARCH 20, 2015** Tellers: **List of Tellers on File. No teller worked on his/her Chapter's elections.**

**UNITED UNIVERSITY PROFESSIONS
OFFICIAL 2015 ELECTION REPORT
NEW PALTZ CHAPTER
(40821)**

Election results are listed in descending order of votes received. Tie votes are listed in rank order as determined by lottery. Winners are designated by an "X" except for delegates. Delegates are listed in rank order of votes received.
* = NO ONE ELECTED — Call the Co-Chairs of the Elections and Credentials Committee.

PRESIDENT AND DELEGATE

Candidate	Total	Rank
WILSON, BETH E	134	X
MCNITT, F. GLENN	2	
PATTERSON, MICHAEL	1	
SAUNDERS, KEVIN	1	
BROWN, PETER D	1	
SULLIVAN, PATRICIA	1	
SHOCK, VIKA	1	
MOTT, LUCIEN	1	

VICE PRESIDENT FOR ACADEMICS AND DELEGATE

Candidate	Total	Rank
ROSCHELLE, ANNE R.	96	X
OBACH, BRIAN	1	

VICE PRESIDENT FOR PROFESSIONALS AND DELEGATE

Candidate	Total	Rank
SAUNDERS, KEVIN	74	X

SECRETARY

Candidate	Total	Rank
NUTTING, LORI M J	131	X
SMITH, LINDA	2	
Harris, Kristine	Ineligible	1 N/A

TREASURER

Candidate	Total	Rank
KOOP, DOUGLAS A	130	X
DUNESKY, ALAN	2	
SERINO, DAVID	1	
ROCK, MELISSA	1	

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Signature on File
David H. Kreh Jeanne L. Galbraith
Co-Chairs, Elections and Credentials Committee

Signature on File
Eileen Landy
Secretary

Tellers: List of Tellers on file. No teller worked on his/her Chapter's elections.

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GRIEVANCE OFFICER

Candidate	Total	Rank
BROWN, PETER D G	76	X
MALLOY, MICHAEL G	70	
GOODMAN, DONNA	1	

OFFICER FOR CONTINGENTS

Candidate	Total	Rank
HEILES, BARBARA M	126	X
FALLEK, MARYANN	2	
SAXE, PATRICK	1	
MOTT, LUCIEN	1	

ACADEMIC DELEGATE

Candidate	Total	Rank
WILSON, BETH E	70	1
BROWN, PETER G D	67	2
ROSCHELLE, ANNE R	62	3
CARROLL, KARANJA K	60	4
MCNITT, F GLENN	55	5
COX, ALEXANDRA L	51	6
GREENE, KIERSTEN A	49	7
GORLEWSKI, JULIE A	48	8
SALEND, SPENCER J	45	9
RIETSMAN, CAROL S	44	10
ROBIN, ABIGAIL J	34	11
HEILES, BARBARA M	31	12
KOOP, DOUGLAS A	30	13
FALLEK, MARYANN	29	14
PURETZ, SUSAN L	26	15
HAIN, JOHN H	18	16
BRYANT, KARL	9	17
PAMPINELLA, STEPHEN	8	18
BROWN, LA TASHA A	1	19

We certify that this election was conducted in accordance with the UUP election procedure and that this report constitutes the official election report. Ties were resolved by lot. The term of office for each position is from June 1, 2015 through May 31, 2017.

Signatures on File
David H. Kreh Jeanne L. Galbraith
Co-Chairs, Elections and Credentials Committee

Signature on File
Eileen Landry
Secretary

Tellers: List of Tellers on file. No teller worked on his/her Chapter's elections.

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OFFICIAL 2015 ELECTION REPORT
NEW PALTZ CHAPTER
(40821)**

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* = NO ONE ELECTED — Call the Co-Chairs of the Elections and Credentials Committee.

Harris, Kristine	Ineligible	1	N/A
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PROFESSIONAL DELEGATE

Candidate	Total	Rank
SAUNDERS, KEVIN	51	1
MALLOY, MICHAEL G	49	2
GOODMAN, DONNA	45	3
MERRITT, AMANDA	31	4
LEMPKA, WAYNE W	28	5
NUTTING, LORIM J	26	6
FELTON, EDWARD T	25	7
SPEEDLING, CHRISTIAN J	25	8

We certify that this election was conducted in accordance with the UUP election procedure and that this report constitutes the official election report. Ties were resolved by lot. The term of office for each position is from June 1, 2015 through May 31, 2017.

Signature on File
David H. Keel Jeanne L. Galbraith
Co-Chairs, Elections and Credentials Committee

Signature on File
Eileen Landy
Secretary

Tellers: List of Tellers on file. No teller worked on his/her Chapter's elections.

April 2015

SUN	MON	TUE	WED	THU	FRI	SAT
5	6	7	8	9	10 2 PM CCC -Labor - Management Meeting	11
12	13	14	15 11:30 AM Executive Committee Meeting JFT 1010	16	17 UUP Delegate Assembly Saratoga Springs	18 D.A. Saratoga Springs
19	20	21 3 PM Labor-Management Meeting	22	23	24	25
26 7 PM The Hunting Ground Screening & Panel Discussion	27	28	29	30		

May 2015

SUN MON TUE WED THU FRI SAT

1

2

1 PM
Mayday \$5K Rally
Humanities
Concourse

3

4

5

6

7

8

9

4:30 -7 PM
UUP Party
Bacchus

11:30 AM
Executive
Committee
Meeting JFT
1010

10

11

12

13

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15

16

1 PM Labor-
Management
Meeting

17

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21

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23

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29

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Chapter Committees 2014– 2015

Affirmative Action Committee

Karanja Keita Carroll, Black Studies, 257-2721, carrollk@newpaltz.edu (chair)
 Eve Tuck, Education Studies, 257-2958, tucke@newpaltz.edu
 Nicole Wistreich, Art Education, 257-3759, wistrein@newpaltz.edu
 Rendesia Scott, Business, 257-2909, scottr@newpaltz.edu
 Nkeiru Okoye, Music, 257-2706, okoyen@newpaltz.edu

Contingent Concerns Committee

Beth Wilson, Art History, 257-3896, wilsonb@newpaltz.edu (chair)
 Ed Felton, Art/Wood Design, 257-2792, feltone@newpaltz.edu
 Yvonne Aspengren, Languages, Literatures & Cultures, aspengry@newpaltz.edu
 Alan Dunefsky, Development, 257-3986, dunefska@newpaltz.edu
 Clinton Bennett, Philosophy, 257-2980, bennetc@newpaltz.edu
 Barbara Heiles, Mathematics, 257-2633, heilesb@newpaltz.edu

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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.

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