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**Let's get Engaged!!
(with the union movement, that is...)**

Apologies for the delay in getting this issue of the Bullhorn out to all of you. The couple of months has presented us with some new challenges, not least of which will be coming from the new Administration in Washington. The tone coming from President-elect Trump and his proposed Cabinet nominees has been adversarial to the labor movement. Bigly. We can expect an onslaught of new legislation designed to extend 'right-to-work' and other anti-union ideas; a nominee to the Supreme Court who will look kindly upon the numerous Friedrichs-like cases in the pipeline that will fundamentally threaten our own public sector union; and a new culture of deal-making that will privilege privatization and profit, and devalue a broader vision of the public good through public service.

Make no mistake—if the swamp in Washington is being drained, it's only to make way for a whole new cohort of bigger, more rapacious swamp monsters.

UUP recognizes the interest that many of our members have in speaking out, in sending our message to the new Trump Administration. As many of you know, there is a massive march being organized for the day after the inauguration, on January 21.

(It'll be YUUUGE.) Billed as the 'Women's March on Washington', the organizers have encouraged the development of a network of local/regional groups to charter buses to bring people down for the day.

Just this past week, UUP Central announced the availability of a \$60 stipend to help defray the transportation expenses to get to the march for the first 300 UUPers to register for it at the statewide website. If you're interested, you can get more details at www.uupinfo.org.

With the new challenges facing us as a union, we need YOU more than ever. As the announcement on page 10 proclaims, UNION SERVICE COUNTS AS SERVICE for purposes of your annual reports, reappointment dossiers, DSA applications, etc. If you're interested in putting your energy into helping not only yourself but also your colleagues across the campus, come work with us!! Please consider putting your name in nomination to run for chapter delegate, or even one of the officer positions. If you're not sure about running for an office, let us know if you'd like to work with one of our committees—Women's Rights and Concerns, Contingent Concerns, Retirees, or become a member of our Chapter Action Project (CAP) team—your input and ideas are important!!

As difficult as this year has been, it has also been very rewarding—and I'd like to thank all the members of our bargaining unit for allowing me the privilege to serve you as Chapter President. Let's all work together, in ways big and small, to make 2017 the most active, engaged year of our union yet!!

In solidarity,
Beth

Are You a Member?

| | | | | | | | |
|--|------------|----------------|------------|-----------------------------|-----------|-------------------|-----|
| Thomas P. DiNapoli New York State Comptroller | | JOHN DOE | | Total Gross | | Fed Taxable Gross | |
| | | | | Current | 3456.78 | 1234.56 | |
| | | | | YTD | 45,678.90 | 34,567.89 | |
| Advice # | 123456789 | Pay Start Date | 09/10/2015 | Net Pay 1,234.56 | | | |
| Advice Date | 09/10/2015 | Pay End Date | 09/24/2015 | | | | |
| Department ID | 1234 | | | Pay Rate | 56,789.10 | | |
| EARNINGS | | | | TAX DATA | | | |
| Current | | YTD | | Federal | | State NYC Yorkers | |
| Hrs./Days | Earnings | Hrs./Days | Earnings | | | | |
| Regular Pay Salary Employee | 3456.78 | | 45,678.90 | Marital Status | 4 | 4 | |
| Location Pay | 66.78 | | 678.90 | Allowances | 2 | 0 | |
| | | | | Add. Amt. | | | |
| | | | | 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 | | | | |
| Supplemental Ret. Annually Prog. | 678.90 | | 5,678.90 | | | | |
| TIAA Retirement Before Tax | 59.78 | | 1,234.56 | | | | |
| | | | | UUP Member 26P | 34.56 | 456.78 | |

CHECK PAY STUB TO MAKE SURE

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

UUP Membership Entitles You To:

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

Please contact your chapter officers for a membership application.

ONE MORE ROUND of INDIVIDUAL DEVELOPMENT AWARDS!!

We have recently learned that although the 2009-2016 Agreement between the State and UUP expired on July 2, 2016, funding for all NYS/UUP Joint Labor-Management Committees' programs is extended through March 31, 2017. This means we will have one final round of IDA grants to make, for activities taking place between those two dates.

Keep your eyes open for more information regarding the application process, deadlines, etc. soon!!

UUP Labor-Management Minutes

Wednesday, September 21, 2016

In Attendance for Management:

Lorin Basden Arnold, Donald Christian, Tanhena Pacheco Dunn, Jodi Papa, Shelly Wright

In Attendance for UUP:

Bill Capowski, Amanda Merritt, Anne Roschelle, Kevin Saunders, Linda Suszczynski, Beth Wilson

Union Service Counting as Service. In a Labor-Management meeting last semester, the Administration asserted that union service did not, nor ever did, count as service for the purpose of official dossiers, DSA, etc. Our records and recollection from previous discussions in Labor-Management several years ago is to the contrary. We would like to know if the most recent statements in Labor-Management represent a change on the part of the Administration of this previous policy?

President Don Christian stated he thought it was very clear that Union Service never counted. He believes that former Provost Mauceri had said it did not count. Jodi Papa said she has notes about this issue from the December 16, 2011 and February 22, 2012 Labor Management meetings. Beth Wilson stated she has notes from a 12/17/2012 meeting when it was discussed with Phil and Don, at which it appeared to be agreed that union service would, indeed contribute toward university service.

President Christian wondered that if such service were admitted, how would it be documented/evaluated? VPA Roschelle countered that for any service commitment, individuals normally attach a thank-you letter as proof of service. Wilson noted that the evaluation/weighting of any service was a question for the RTP committee, and those at other levels of review anyway. Roschelle made the point that faculty morale improved when they were under the assumption Union Service would count as service.

President Christian stated he does not want to leave the issue unresolved, and he asked Jodi Papa to review her notes, and to exchange records/history on this matter with President Wilson, for follow-up at a subsequent Labor-Management meeting.

Redressing salary inequities. In his State of the College address, President Christian noted that 54 faculty members would be notified of salary increases designed to address ‘the most egregious’ inequities identified by the Administration after a 2-year analysis. Can you share with us the names of those receiving these increases? What ranks/job titles do they occupy? How was the analysis done—what priorities/filters were applied in making these decisions?

Tanhena Pacheco-Dunn stated analysis has suggested there is salary compression for assistant professors and associate professors. The administration does not want to compromise the faculty already here, but finds it difficult to recruit and retain new faculty given the constraint of lower salaries for those already here. As a result, they decided to examine the salary structure for junior faculty hired in the last few years. The concept was to increase pay for this group, in order to create a salary scaffold that would allow hiring of new faculty at a level beneath that, in order to maximize our ability to both recruit and retain quality faculty.

President Christian stated no one has yet been notified of any increases, and the list has not been finalized yet. He stated that this work should be completed soon, and that the individuals involved will be notified when the final decisions have been made. President Wilson noted that the fact that the announcement was made in the State of the College address, with no one actually notified that they had received an increase had caused a number of members to assume they weren't receiving anything, which has depressed morale on campus. She asked if there was a timeframe for finalizing the process and notifying those who were to receive the increases: President Christian demurred giving a definite date, reiterating that it would be 'soon'.

Wooster Hall update. We have heard from members that there have been a number of outstanding punch list items not yet completed when the rehabbed Wooster building was occupied. Can you give us an update on the progress being made to complete these items? Has there been any impact to the employees in the building, in terms of health or safety issues?

Affected faculty and staff in the newly re-opened building have been encouraged to go through their supervisor or department chair person with concerns they have, rather than facilities directly, in order to more efficiently address issues of common concern.

Kevin Saunders reported that some of the concerns he had heard included vulnerability to an active shooter situation, due to the large size of the open, glassed-in areas. Provost Arnold stated Chief David Dugatkin of the University Police and Interim V.P. of Student Affairs Wayne Brumfield have designed and implemented a lock down protocol in the event of a campus shooter. The administration is looking into installing blinds; however, it was stated that would defeat the feel of the way the new building was designed.

It was stated a new (or additional) Verizon tower was installed to enhance cell phone access in Wooster Hall. It was stated there is a cell phone app available called Rave Guardian which allows individuals to be in touch with campus police (or whomever else the user designates) during an emergency.

Kevin Saunders stated it would be helpful if administration could possibly get information out to constituents and the departments that frequently do business with Wooster faculty and staff about pertinent information concerning the new building.

Adjunct office space. We had been informed at previous Labor-Management meetings that when the Wooster building came on line, there would be space freed in the basement of Humanities to set up a large, group adjunct office area equipped with computers/printers, lockers, etc. (similar to the space lost when the Wooster renovations began). Is this still the plan? If so, when might we expect to have the space ready for use by interested adjuncts?

Jodi Papa stated there has been storage (lockers) space added in Wooster and JFT, and there will be space for adjunct storage in Wooster Hall. A new committee has been designed to discuss space and identify what is available by the end of the semester, aligning the space administration knows about and the known needs for space. There was no explicit commitment to the previously discussed group adjunct space in Humanities.

Amanda Merritt stated the lockers installed for use by adjuncts in Old Main are frequently used. Amanda will find out if there more lockers available there.

Accommodations for late adjunct hires. We have heard of several instances in which individuals who were hired at the last minute to teach Fall classes had difficulty accessing email and/or Blackboard accounts, due to the IT offices in question having to wait for completed paperwork to come through from HR.

Is there any way to smooth this process – for instance, by using email or electronic approvals for these last-minute additions to the faculty, rather than waiting for paperwork to wend its way through the various offices required before allowing these new hires to access the accounts necessary to communicate with their students?

Administration stated the new hire must have a Banner ID to gain system access. Shelly Wright stated the new hire must have a valid contract in place in order to obtain their Blackboard access. Papa pointed out that if there is a concern about adjuncts having to wait on their first paychecks, they can ask HR for an advance.

It was stated by administration that there are add-on modules available for the Banner system that may enhance the new hire sign on process, but that there is a significant expense involved, and we do not have access to these now. It was stated there will always be people late and we cannot compromise the security of our systems to get them access.

Don Christian stated multiple semester registration and advance planning will help with this issue. The campus is working towards developing eight-semester plans.

Alternative work spaces for employees impacted by Central Hudson reductions. The College is receives incentives from Central Hudson for reducing power during peak hours. A number of our members have asked whether employees affected by the concomitant cutbacks in cooling/heating might be provided an alternative work space, not just being permitted to take leave, if they did not want to use their accruals when it is unusually warm or cold. Who is monitoring the temperature? How hot or cold is it getting? UUP wants to support a green campus initiative, but also recognizes the need for employees to have a comfortable environment to work in. Could the Administration work with us to create a viable

policy to accommodate these situations?

Administration stated these curtailments are mandated by a NY ISO coordinating power across the state. The word “incentive” creates a misunderstanding. We get a rebate, but we have no option but to engage in the curtailments. Demand response means the curtailments are mandatory. The same as when there is bad weather, as a State agency, we don’t have options to send people home with pay. State employment rules.

The union asked if an alternative work space could be provided for those employees affected. Administration stated that when the power cuts are called for, there is a rolling reduction around the campus, so it would be difficult to arrange alternate workspaces. Supervisors are encouraged to work with their supervisees to reasonably accommodate the workplace conditions. OHSa has no standards on temperature.

Capowski pointed out that the union is in favor of green initiatives. Members will be encouraged to work these matters out with supervisors. If an agreement cannot be made, HR will facilitate a conversation.

Composition of committees. UUP would like to discuss the composition of the following committees:

College Review Panel (Appendix A-28)

College Committee on Professional Evaluation (Appendix A-28)

Chancellor's Advisory Committee (Article 33)

Administration agrees these committees should be in place before they are actually needed and Shelly Wright will look into who was on these committees last year, in coordination with UUP.

Respectfully submitted,
Linda Suszczyński, UUP Secretary

Time to Take Action: Taking a Stand in New Paltz

By Elizabeth Chase

Black Lives Matter is a movement that demands mobilization now more than ever, according to New Paltz professor and UUP member Gowri Parameswaran. With acts of prejudice taking place in our community and across the country that have intensified since the election, it is time to take action that will peacefully benefit our friends, classmates and colleagues. Since September, Parameswaran has been organizing peaceful but powerful demonstrations on alternate Sundays in front of the Elting Library on Main Street, to call attention to police brutality and the Black Lives Matter movement with primarily young women of color from the University and community.



September 25th, 2016 protest

Photo credit: Beth Wilson



“Racism is subconscious and embedded, whether it’s in an organization or in the street, we have to unpack ourselves of these prejudices”. Professor Parameswaran is the chair of the Educational Studies and Leadership department here at SUNY New Paltz. She grew up and got her education in India before moving to Missouri, to a town not far from Ferguson, where protests against police brutality toward young men of color gained media attention starting in 2014. Out of those protests, and growing outrage over subsequent incidents, the Black Lives Matter movement was born.

Parameswaran emphasizes that such blatant racism was a problem long before Ferguson though, saying that her young children were mocked after 9/11 solely based on the fact that they weren’t Caucasian Americans--implying that they were

story continued on page seven

Resolution for Diversity and Tolerance

Passed unanimously by

UUP-New Paltz Chapter Executive Committee

November 29, 2016

Whereas, in the days since November 8, 2016, there has been a notable increase in the number of both bias-related incidents and hate crimes on college campuses across the United States; and

Whereas, such actions express the worst aspects of bias and systematic racism, sexism, misogyny, homophobia, anti-Semitism and islamophobia; and

Whereas, higher education communities are, by their nature, intended to be sanctuaries for diversity in thought and expression, with tolerance being the over-riding principle guiding our intellectual exploration; and

Whereas, higher education communities are uniquely positioned to oppose the targeting, intimidation or exclusion of any member or group in these communities; and

Whereas, statements condemning acts of hatred and exclusion have unfortunately been limited in number and scope; and

Whereas, UUP has consistently maintained the strongest position in opposition to all types of bigotry, bias and hatred; therefore be it

Resolved, that UUP-New Paltz, in solidarity with UUP statewide, calls upon our campuses, communities, and our nation to come together in vigilant support of inclusion, of pluralism, and of diversity; and be it further

Resolved, that UUP-New Paltz, in solidarity with UUP statewide, expresses its unequivocal condemnation of hateful expression in any and all forms on SUNY campuses, our communities and our nation; and be it further

Resolved, that UUP-New Paltz, in solidarity with UUP statewide, publicly expresses this condemnation and invites the SUNY New Paltz Faculty Senate and SUNY New Paltz Administration to join us in aggressively counter-ing such expression wherever it occurs in our University community.

Join UUP's 'Fair Contract' Campaign



SUPPORT YOUR UNION'S EFFORTS TO NEGOTIATE A NEW CONTRACT

Here's what you can do:

- Post a UUP 'United for a Fair Contract' sign or sticker on your office door and in other prominent locations.
- Wear a Fair Contract button or sticker.
- Attend chapter meetings on your campus to discuss the contract and other union issues.
- Put a sticker on the bumper of your car, and ask family and friends to do the same.
- Wear red on Fridays!

Call or email your UUP chapter office to get a 'United for a Fair Contract' sign, button or sticker.

Check the UUP website at www.uupinfo.org—and the union's new members-only section in particular—for periodic negotiations updates. Encourage your UUP coworkers to view the site at <http://bit.ly/2cBv57P>; tell them to follow the directions posted there.

UUP-New Paltz
Lecture Center 6A
Beth Wilson, President
bwilson@uupmail.org
Mary Thompson, Chapter Assistant
x2770, thompsoa@newpaltz.edu

Contract questions can be sent to UUP at contract@uupmail.org

UNION SERVICE COUNTS AS SERVICE

In our labor-management discussions this semester, we settled an understanding with the Administration that UUP service work—serving as an officer, a delegate, or working on a union committee—can indeed contribute to the service expectations of members for purposes of reappointment dossiers, applications for permanent appointment, and the DSA. Don't forget to include it on your annual report!!

If you haven't served the union in a formal capacity, your opportunity to step up is coming this Spring, when we will be running our Chapter Elections. If you'd like to get involved, why not run as a Delegate?

You can serve on our local Executive Committee, and even have a vote at the three-times per year Delegate Assemblies, representing the knowledge and experience of you and your colleagues at the statewide level.

Self-nominations are welcome—watch your mailbox in January for the necessary forms! If you have any questions at all, please feel free to contact me at bwilson@uupmail.org.

-Beth E Wilson
UUP-New Paltz Chapter President

UNITED UNIVERSITY PROFESSIONS 2017 ELECTION CALENDAR

| Chapter Elections | Dates |
|---------------------------------------|--------------------------|
| Certification Date | 11 Jan 17 (Wednesday) |
| Mail Notice/Call and Nomination Forms | 18 Jan 17 (Wednesday) |
| Nominations Close | 15 Feb 17 (Wednesday) |
| Mail Ballots | 08 Mar 17 (Wednesday) |
| Ballots Due | 12 Apr 17 (Wednesday) |
| Ballots Counted | 13 Apr 17 (Thursday) |

| Retiree Election | Dates |
|---------------------------------------|--------------------------|
| Certification Date | 11 Jan 17 (Wednesday) |
| Mail Notice/Call and Nomination Forms | 18 Jan 17 (Wednesday) |
| Nominations Close | 15 Feb 17 (Wednesday) |
| Mail Ballots | 22 Feb 17 (Wednesday) |
| Ballots Due | 22 Mar 17 (Wednesday) |
| Ballots Counted | 23 Mar 17 (Thursday) |

November 2016

| SUN | MON | TUE | WED | THU | FRI | SAT |
|-----|-----|-----|---|---|---|-----|
| | | 1 | 2 | 3 | 4 | 5 |
| | | | Executive Committee Meeting 11:00am-12:30pm UUP Office | | | |
| | | | Contingents Workshop | | | |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| | | | | Professionals FLSA Workshop 11:30-12:30pm WH 360 | MetLife Representative 12-2PM SUB 100N | |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | | | |
| | | | Executive Committee Meeting 11:00am-12:30pm UUP Office | | | |

December 2016

| SUN | MON | TUE | WED | THU | FRI | SAT |
|-----|---|---|-----|-----|---|-----|
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| | | | | | Labor- Management Meeting 1:00pm | |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| | Hudson Valley Area Labor Federation Holiday Dinner 5:30-8:00pm | End of Semester Gathering at Bacchus 4:30-7:00pm | | | | |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | 31 |



Madison Square Garden



has teamed up with the
UUP Member Services Trust

to offer UUP members discounted tickets for
New York Rangers and New York Knicks games.

That's a discount of up to 25% off an individual game!*



And to get our members in the holiday spirit ...
The Member Services Trust has partnered with
Radio City Music Hall to kick off its Christmas
Spectacular, starring the Radio City Rockettes.
Reduced prices are \$45, \$55 and \$65.*



You MUST be a member of UUP—not an agency fee payer—to receive these discounts.

* Specific dates apply.



Contact the UUP Member Services Trust at 1-800-887-3863.
Our representatives will forward to you an email with all the
information on how to receive your discounted tickets.

Where's the Public in Public Higher Ed?: how defunding public higher ed is making inequality worse...and what we can do to reverse it!



A series of workshops organized by United University Professions @ New Paltz



All workshops will be held in the Sojourner Truth Library lobby (snacks/drinks will be provided for participants)

Workshop I: Wednesday, November 2, 11am - noon

What's the recent history of New York State's funding for SUNY? What have been the effects of Governor Cuomo's pressure to remake SUNY into an engine for economic development, through programs such as START-UP NY? We will provide some basic statistics and information: participants in the workshop will bring their on-the-ground experience of the results of the significant shift of resources and emphasis. Where are we today? What does SUNY really need now??

Workshop II: Wednesday, November 16, noon - 1 pm

What's the process to change course? We'll start with a presentation of the NYS budget process, identifying who are the policy makers we need to reach if we are to effectively work to increase funding for SUNY. We will brainstorm in small groups to develop ideas for how to engage the political process - what arguments will work best? Which ones won't fly? The goal of this workshop will be to develop an outline for an ongoing campaign of action and engagement, in support of SUNY's mission as the source for high quality, accessible, public higher education in New York State.

Workshop III: Wednesday, November 30, 11 am - noon

Taking action!! We will initiate activities in this workshop, based on the campaign ideas sketched out in Workshop II. These can include engaging faculty, staff, and students in letter writing to legislators and others; organizing and signing people up for group visits to legislators in their home offices; and continuing development of whatever other elements of the ongoing campaign arise from the group work of the previous workshops.

This series of workshops has been developed as part of UUP-New Paltz's Chapter Action Project, with the support of NYSUT.

CHAPTER OFFICERS:

| | |
|----------------------------------|---|
| President | Beth E. Wilson, Art History |
| Vice President for Academics | Anne R. Roschelle, Sociology |
| Vice President for Professionals | Kevin Saunders, Academic Computing |
| VP/Officer for Contingents | <i>(vacant)</i> |
| Secretary | Linda Suszczynski, Accounting Services |
| Treasurer | Douglas Koop, Physics |
| Grievance Officer | Peter D.G. Brown, Languages, Literatures & Cultures, ret. |
| Affirmative Action Officer | Rendesia Scott, Business |

ACADEMIC DELEGATES:

| | |
|---|--|
| Beth E. Wilson, Art History | Douglas Koop, Physics |
| Peter D.G. Brown, Languages, Literatures & Cultures, ret. | Abigail Robin, Women's, Gender & Sexuality Studies, ret. |
| Anne R. Roschelle, Sociology | Susan Poretz, Physical Education, ret. |
| Glenn McNitt, Political Science , ret. | Stephen Pampinella, Political Science |
| Alexandra L Cox, Sociology | Karl Bryant, Sociology |
| Kiersten Greene, Teaching and Learning | John Hain, Secondary Education, ret. |
| Spencer Salend, Special Education, ret. | Carol Rietsma, Biology, ret. |

PROFESSIONAL DELEGATES:

| | |
|--|---|
| Michael Malloy, Environmental Health & Safety | Donna Goodman, Development, ret. |
| Amanda Merritt, Education | Wayne Lempka, Dorsky Museum |
| Edward Felton, Art | Christian Speedling, Center for International Programs |

NYSUT LABOR RELATIONS SPECIALIST:

Bill Capowski
914-592-4411
wcapowsk@nysutmail.org

CHAPTER ASSISTANT:

Mary Ann Thompson x2770

CHAPTER INTERNS:

Elizabeth Chase

Alexandria Griffiths



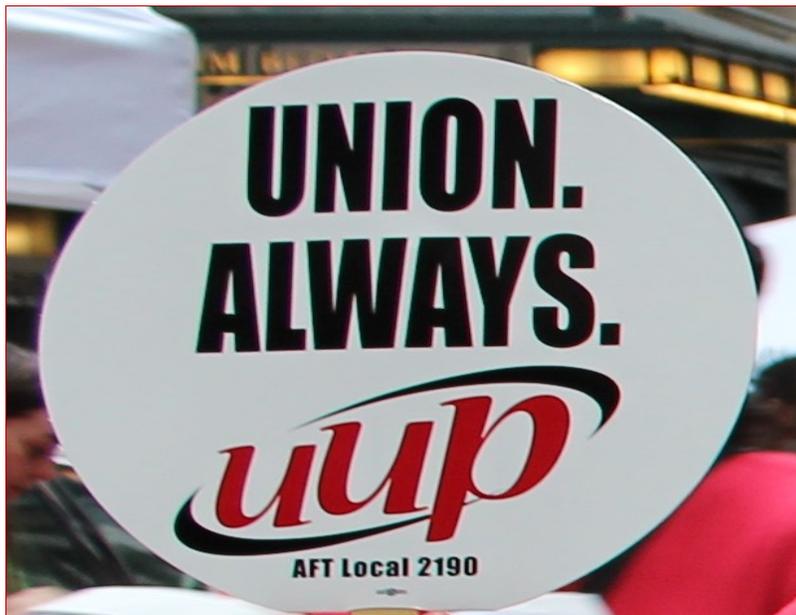


United University Professions New Paltz Chapter

SUNY New Paltz Phone: 845-257-2770
Lecture Center - 6A Fax: 845-257-2741
1 Hawk Drive
New Paltz, NY 12561

Mary Thompson, Chapter Assistant
845-257-2770
thompson@newpaltz.edu

Elizabeth Chase, Alexandria Griffiths
Chapter Interns



We're on the Web!

www.newpaltz.edu/uup

SUNY New Paltz Chapter Officers

President:

Beth E. Wilson
Phone: x2783
Email: bwilson@uupmail.org

Vice-President for Professionals:

Kevin Saunders
Phone: x3893
Email: saunderk@newpaltz.edu

Vice-President for Academics:

Anne R. Roschelle
Phone: x3502
Email: roschela@newpaltz.edu

VP/Officer for Contingents:

(vacancy)

Affirmative Action Officer:

Rendesia Scott
Phone: x2909
Email: scottr@newpaltz.edu

Grievance Officer:

Peter D.G. Brown
Phone: 845-255-4302
Email: brownp@newpaltz.edu

Treasurer:

Douglas Koop
Email: koopd@zmail.newpaltz.edu

Secretary:

Linda Suszczynski
Phone: x3181
Email: suszczyl@newpaltz.edu



The Bullhorn: **Beth E. Wilson, Executive Editor**
Elizabeth Chase, Managing Editor
Alexandria Griffiths, Layout 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 bwilson@uupmail.org.