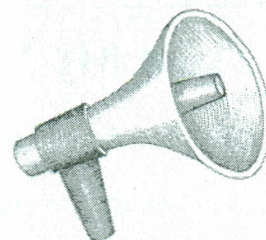


uup *The Bullhorn*

The Official Newsletter of
The SUNY New Paltz Chapter of the UUP



January, 2008

Volume 3, Issue 2

From My View

By Glenn McNitt, Chapter President

In what has been a very determined, democratic process, UUP, through its Negotiations Team and Committee, recently announced a proposed Agreement with New York State. The Memorandum of Understanding (MOU) is now under consideration by the members of UUP as they assess what the Team was able to negotiate with the tri-partite group at the bargaining table: the Governor's Office of Employee Relations (GOER), the Division of the Budget (DOB), and the State University of New York (SUNY). Though the State needed to balance the demands of its three disparate entities, who were not always in agreement with one another, the UUP Team faced what was perhaps a more daunting problem of balancing interests of its many constituencies—professional and academic faculty, full- and part-timers, campuses of various types and sizes—technology, comprehensive, graduate centers, health science centers, optometry and maritime campuses. In order to represent these constituencies fairly and comprehensively, UUP surveyed its members for many months prior to developing its package of proposals. Every campus was visited by

members of the Team, and requests for concerns of members were solicited through UUP publications, electronically, and by regular mail. Literally, thousands of pieces of information were received from the membership, and the Team and Negotiations Committee members (three members from each campus) assessed the collected data and established priorities of the concerns from our members. Using these priorities, the Team developed research and amassed facts, data, and materials to justify the demands of the membership.

Negotiations with the State began before the past

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photo by Susan Lehrer

Ed Quinn and Wilma Feliciano at the End of the Year Party (December 2007).

From My View

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... contract terminated (July 1, 2007) and continued amicably throughout the summer and fall of 2007, resulting in an Agreement between the parties at the table on December, 2008.

"In my view, this process that offers participation from beginning to end is the very definition of democracy."

The 35,000 members of the bargaining unit will have a few weeks to learn the specifics of the proposed contract and to cast their ballots, for or against it. Acting President and Chief Negotiator,

Fred Floss and a few of the Negotiations Team will visit every campus, with the New Paltz visit set for January 31st. I know of no other labor union of any size that acts in so democratic a manner as does UUP. Every member of the union can not only cast a vote regarding this proposal, but was offered the opportunity to participate in identifying, clarifying, prioritizing, and otherwise developing this union's proposals for the bargaining table. In my view, this process that offers participation from beginning to end is the very definition of democracy. I am proud that we have this kind of union, elected leadership and membership in the public university of the State of New York.

UUP Urges Part-Timers To Apply For DSI

By Maryann Fallek, UUP Chapter Delegate

Largely because of UUP efforts, last year the Administration accepted Discretionary Salary Increase (DSI) applications from part-time academics for the first time. While over 90% of these part-time applicants received DSI, only 26 submitted their documented requests. Why did so few Part-Timers apply? UUP has spent considerable time identifying and responding to the factors that may explain this minimal participation by Part-Timers.

Many Part-Timers do not have complete information about DSI and/or the application process. For example, people may not realize that the DSI is applied directly to base salary. DSI is NOT a one-time lump sum payment. If you receive a DSI, your salary is permanently

increased. Let's say, your particular base salary is \$2800 per 3 credit course and you received a DSI; your base salary becomes \$2855 per 3 credit course. Granted a \$55 per 3 credit course increase is small (perhaps another reason for the low number of DSI applications from Part-Timers) but it nevertheless is a permanent increase in your salary. UUP wants everyone to know this.

UUP had warned the Administration that the DSI for Part-Timers was too small to encourage participation in the application process. While that process was somewhat streamlined for Part-Timers, considerable paperwork and documentation were required.

See *Part-Timers* on page 3.

Part-Timers

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... The possibility of receiving about an \$18 per credit increase was not enticing to many Part-Timers. It seemed like a lot of work for little benefit.

However, primarily because of UUP efforts, the Administration has agreed to a small increase in the Part-Time DSI. This year, the 2007 DSI for Part-Timers is \$75 per 3 credit course applied to base salary. So, if you salary is \$2855 per 3 credit course and you receive a DSI, your base salary becomes \$2930 per 3 credit course. UUP continues to argue that the amount of the award is too small; the Administration has said that it is open to continued increases if the participation by Part-Timers does not improve significantly. UUP will work to increase the DSI for Part-Timers.

Another reason that so few Part-Timers applied for DSI last year probably was uncertainty about the application process, itself. UUP had been successful in convincing the Administration to streamline the procedure: Part-Time DSI applications go from Department Chairs, to Deans, the Provost and then the President.

Moreover, the emphasis for Part-Time applications is on teaching accomplishments; other professional activities, such as: research, publication, advising and service are not required to apply. While research and service are not excluded, the part timer's DSI request can be supported on the basis on evidence of effective teaching and learning, alone. The application process is explained at <http://my.newpaltz.edu> (the faculty/staff services: Documents & Policies, Promotions and Discretionary Salary Increases). However, many first-time Part-Time applicants may be somewhat

overwhelmed by the process.

To encourage Part-Timers to apply and assist in the process, UUP will offer a DSI workshop on February 1, 2008 from 11:30 a.m. to 1:30 p.m. in the faculty lounge in the Coykendall Science Building (CSB). The application and required materials should be submitted to the Department Chair during the first week in February.

At the DSI workshop, members of UUP's Part-Time Concerns Committee will provide feedback and suggestions, share model dossiers, AND serve a light lunch. Participants only need to come prepared with the necessary documents, including a curriculum vita, cover letter, list of courses taught, syllabi or course outlines, and SEI's. Sample assignments, assessments of student work also may be included. Please RSVP the UUP Chapter Assistant, Mary Thompson (257-2770), preferably before January 25th if you plan to attend the workshop.

“UUP will offer a DSI workshop on February 1, 2008 from 11:30 a.m. to 1:30 p.m. in the faculty lounge in CSB.”

UUP's fundamental goal is to increase the starting base salary for Part-Timers. In addition, UUP urges Part-Timers to take advantage of the opportunity to permanently increase your base salary by applying for DSI. Apply for DSI, you deserve it!

Fair Salaries

By Glenn McNitt, Chapter President

How do you make salaries fair? Do you presume that the salary paid is what the market determined, and if that salary is too low (i.e., unfair), then employees would not accept the job? Or do you presume that some salaries are too high, and that over time they will be reduced to bring them in line with what a fair market salary ought to be? If the market determines the salary, what market are we talking about—similar jobs in the area where one's job is located, similar jobs across the state, the region, the nation, even internationally? Are not the costs of living in some communities substantially higher than in other communities, and thus salaries must be higher in one than in the other?

"It is time to address the salary compression of the New Paltz academic faculty, tenured and untenured. "

For academics—all academics—the real salary that the professoriate receives has declined for a number of decades. The salary college and university professors receive, untenured and more senior tenured faculty, has seen precipitous declines compared to other professions over time. Public school teachers have attained tremendous increases in the salaries over the last two decades, outstripping the salaries of college teachers. Good for them; too bad for us.

I think that it is time to address the salary compression of the New Paltz academic faculty, tenured and untenured. Certainly there will be

increases in base salary for all of our members in the new Contract, but that will not be enough to address salary inequities. Suffering many years of inadequate salary increases has left the campus staff with diminished income in virtually all departments and academic levels. Therefore, any uniform, statewide increases in salary will only sustain an unacceptable status quo—better than before but still not good enough. What is needed is a campus specific assessment of the compensation for faculty (including professionals) that compares New Paltz salaries with those of comparable comprehensive public colleges region- and nation-wide. New York is a major player in higher education, public and private, and if SUNY wishes to be a "flag ship" institution, it must expect to compensate its staff accordingly.

Isn't this a "state-wide negotiations" issue, one might ask? The answer is, emphatically, "No!" The salaries paid to all staff are unquestionably a campus prerogative. Over and over again, this Chapter has been told that the salaries offered to employees, academic and professional, are determined by the local market, with some reference to the private institutions around us and the small colleges, including community colleges, within a few miles of New Paltz. Clearly, the "pool" that makes up the "market" is restricted in an unfriendly labor market for employees. Let's be more reasonable. What about truly comparable institutions, such as 4-year public colleges within New York State, the eastern states, or even nationally?

See *Fair Salaries* on page 5.

Fair Salaries

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... Why can we not compare ourselves with such institutions, using data collected from these institutions themselves? Using my department, can we not determine the average salary across the region or the country of professors, associate professors, and assistant professors in political science in public colleges? Of course we can. The data are available, and with it we can determine just how off mark the campus may be. Given that information, we, the administration and the staff, can commence an honest discussion of what, if anything, we might do to respond to the evidence. I would hope that such knowledge would motivate

all of us to evaluate and develop strategies to rectify perceived deficiencies and to bolster perceived strengths. Governor Spitzer has urged that we make SUNY the best that it can be, and there is no better place to start that at the New Paltz Campus.

Every Week is Campus Equity Week

By Yvonne Aspengren

During Campus Equity Week in late October members of the Part-Time Concerns Committee (PTCC) and other UUP volunteers 'tabled' in the lobby of JFT, talking to faculty and students, distributing information, gathering signatures for a petition opposing the 2-course cap, listening to a variety of concerns and taking pictures of willing (and gracious) adjuncts for a "Faces of New Paltz" poster. If you happened to be passing through to Jazzman's, or waiting for the elevator, you couldn't have missed it. You may have been plied with candy corn and drawn into conversation, perhaps you posed for a Polaroid and missed the elevator. You may have argued with someone in a Halloween costume about the 2-course cap, wondered if you did indeed sign a union card

(check your pay stub!), or asked yourself, finally, what IS the Part-Time Concerns Committee, and what do they do when it's not Campus Equity Week?

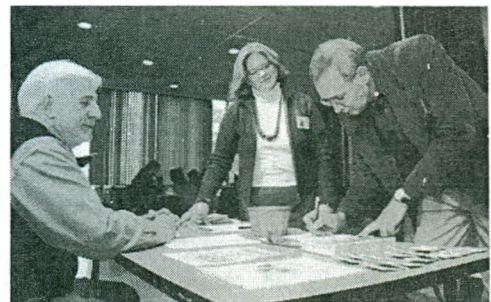


photo by Yvonne Aspengren

Campus Equity Week event in October 2007.

See *Every Week* on page 6.

Every Week

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... The Part-Time Concerns Committee (PTCC) of UUP at New Paltz is a standing committee charged with the responsibility of monitoring the concerns of Part-Time members. It reports to the Chapter, the Chapter President and the Executive Committee. It is chaired by the Vice-President for Part-Timers, and its members are appointed by the Chapter President. The PTCC meets monthly; in addition, a team from the Committee meets with the Provost and other members of the Administration at least twice a semester to discuss matters of interest to Part-Timers.

What issues has the Committee been working on?

- DSI. For some time, the PTCC has been working with the Administration to establish a procedure for Part-Timers to apply for and receive DSI monies, which is now in place. The amount of the award continues to be discussed.
- Requests for salary increases! This is a top priority and on nearly every agenda.
- Advocating flexibility in assigning adjunct course loads, i.e. opposing the 2-course cap.
- There is an ongoing effort to obtain accurate, timely data on the number of adjuncts employed each semester and the percentage of courses taught by adjuncts.

- Establishing a 'good teaching' award (\$\$), to be given to one adjunct from each school in the Spring.
- Timely contracts; the possibility of multi-year contracts.
- Assuring that incumbent Part-Timers who are qualified will be fairly considered for full-time positions as they become available.
- Pre-contract talks: the PTCC put forward a ten-point proposal to the Negotiations Committee strongly advocating a state-wide system of salary minima for all part-time employees based on the negotiated minima for full-time employees.
- Increasing UUP membership among Part-Timers (sign your union card)!

Now that you know more about what the Committee does, please don't hesitate to contact any one of the members with questions or suggestions. Monthly meetings are open; your participation is always welcome!

California Union Presentation at Fall Delegate Assembly in Buffalo

By Jeff Crane

At the Fall Delegate Assembly in Buffalo, during the free hour on Friday, September 28, UUP's Coalition for Contingent Faculty hosted an informational presentation by Elizabeth Hoffman, Associate VP of the California Faculty Association. Since the CFA and UUP are similar in size and scope, both unions can learn from the experiences of the other.

Ms. Hoffman outlined the CFA's two-year campaign to secure a new contract which was ratified by 97% of the voters in May 2007. This effort involved chapter leaders and thousands of rank-and-file members working with staff and students on 23 campuses.

Their highly visible campaign, called 'United to Win,' mobilized non-tenured track and tenure track faculty, librarians, coaches and many of the 400,000-plus students at the California State University. Ms. Hoffman brought along various CFA materials for distribution, including a new Lecturer's Handbook and copies of the 'United We Won' issue of the California Faculty magazine.

Highlights from the 2007-2010 contract:

- The new four-year CFA contract calls for 20.7% (not counting compounding) in general salary increases.
- Four guaranteed 2.65% Service Salary Increases (SSI) for eligible faculty.
- \$14 million for a new equity program to address inversion and related structural inequities.
- \$14 million for a new post-promotion increase program to address compression problems for senior faculty who have exhausted SSI eligibility.

After teaching one semester in each of six consecutive years in a department, the part-time and full-time temporary faculty, all of whom are called Lecturers, receive three-year contracts, which are automatically renewable except in cases of documented unsatisfactory performance. The average compensation per three-credit course is currently \$4,950, about twice what our adjuncts are receiving at SUNY.

In her presentation, Ms. Hoffman stressed the importance of getting the support of full-time faculty in improving working conditions for their part-time colleagues. According to Hoffman, CFA's success in California was the result of a strategy that brought together full-timers, part-timers and students in a campaign that always stressed everyone's goal of providing students with quality education.

The Bullhorn

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

Layout: Sandrine Dincki x3458
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Linda Smith

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DSI Awards for New Paltz, 2006

Amount authorized: \$336,995.00

Amount distributed: \$336,995.00

		Eff. Date	DSCR Increase				
ADAMS	MICHAEL	9/1/2007	\$1,250	COHEN-LA VALLE	ROBIN	7/1/2007	\$1,000
ALBERTSON	JUDITH	7/1/2007	\$1,500	COLANDREA	BRIAN	7/1/2007	\$675
ALDANA	LIGIA	9/1/2007	\$1,250	COMBS	MICHELLE	7/1/2007	\$1,000
ALLEN	SUSAN	7/1/2007	\$1,000	COWAN	CAROLE	9/1/2007	\$750
ALTMAN	PORTIA	7/1/2007	\$1,000	CRYER	MARY	7/1/2007	\$1,000
AMAROBASTIEN	EILEEN	7/1/2007	\$1,500	CUESTA	ROGELIO	8/23/2007	\$220
APPELBAUM	DAVID	9/1/2007	\$750	DANGERFIELD	RAYMOND	7/1/2007	\$1,000
ASPEGREN	YVONNE	8/23/2007	\$220	DEEN	MARYSTELLA	8/23/2007	\$2,250
ATKINS	PAMLYN	7/1/2007	\$1,000	DEGROOT	CORNELIS	9/1/2007	\$750
AZARI RAD	HAMID	9/1/2007	\$1,250	DELAPE	CHRISTINE	7/1/2007	\$1,250
BACKHAUS	KRISTIN	9/1/2007	\$1,250	DEMAIO	SUSAN	7/1/2007	\$1,000
BALABAN	MARK	7/1/2007	\$1,000	DEMUNCK	VICTOR	9/1/2007	\$1,250
BALANTCAMPBELL	ANNE	9/1/2007	\$750	DESCHAMPS	FRANCOIS	9/1/2007	\$1,250
BARKER	JOAN	8/23/2007	\$220	DHAR	PREETI	9/1/2007	\$750
BARNA	MARY	7/1/2007	\$750	DOHERTY	DENNIS	9/1/2007	\$750
BELL	KAREN	9/1/2007	\$1,250	DOMINICI	DIEGO	9/1/2007	\$1,250
BENINCASA	JANIS	7/1/2007	\$750	DOOLEY	COLLEEN	7/1/2007	\$1,740
BENNETT	JAMES	9/1/2007	\$1,250	DOWLEY	KATHLEEN	9/1/2007	\$1,250
BERNSTEIN	LEE	9/1/2007	\$1,250	DUHANEY	DEVON	9/1/2007	\$1,250
BLAKE	THOMAS	7/1/2007	\$375	DULL	LAURA	9/1/2007	\$1,250
BODENSCHATZ	RICHARD	7/1/2007	\$1,000	EASWARAN	CHIRAKKAL	9/1/2007	\$1,250
BONILLA	ANTONIO	7/1/2007	\$2,000	EBERHARDT	LEWIS	7/1/2007	\$1,000
BOOKS	SUSAN	9/1/2007	\$1,250	EDISON	WILLIAM	7/1/2007	\$1,750
BOSE	SUNITA	9/1/2007	\$1,250	EGAN	MARY	7/1/2007	\$375
BOYLE	MARY	9/1/2007	\$1,250	EKMAN	MARY	8/23/2007	\$1,250
BRAY	GREGORY	9/1/2007	\$1,250	ENGEL-DIMAURO	SALVATORE	9/1/2007	\$750
BROOKS	WENDELL	8/23/2007	\$220	ERNE	IAN	7/1/2007	\$2,500
BROWN	PETER	9/1/2007	\$750	EVANS	ANDREW	9/1/2007	\$750
BRULEY	COLLEEN	7/1/2007	\$750	FAIRBROTHER	PETER	7/1/2007	\$1,500
BRULEY	ROBERT	7/1/2007	\$1,000	FAKLER	MARY	9/1/2007	\$750
BUELVAS	ESTRELLA	7/1/2007	\$750	FALLEK	MARYANN	8/23/2007	\$220
CAHN	DUDLEY	9/1/2007	\$1,250	FARBANIEC	DAVID	7/1/2007	\$1,500
CALDWELL	BARBARA	7/1/2007	\$500	FELICIANO	WILMA	9/1/2007	\$1,250
CARACCI	CORINNA	7/1/2007	\$1,000	FESTA	THOMAS	9/1/2007	\$1,250
CARDILLO	RIMER	9/1/2007	\$1,250	FEUER	JOAN	7/1/2007	\$750
CARDONA	NIZA	7/1/2007	\$2,000	FEUZ	JANELLE	7/1/2007	\$1,000
CARR	LARRY	9/1/2007	\$750	FIALKOW	LAWRENCE	9/1/2007	\$1,250
CARSO	KERRY	9/1/2007	\$750	FREEDMAN	DANIEL	9/1/2007	\$1,250
CASKEY	KEVIN	9/1/2007	\$750	FRENCH	KATHERINE	9/1/2007	\$1,250
CELARISTE	RITA	7/1/2007	\$1,000	GALLIN	ANNE	7/1/2007	\$1,000
CELOTTO	ANNA	7/1/2007	\$800	GALPERIN	ANNE	9/1/2007	\$750
CHARLES-SCARINGI	KRISTIN	7/1/2007	\$350	GARATTI	MARINELLA	9/1/2007	\$1,250
CHENG	AMY	9/1/2007	\$1,250	GAYLE	MICHAEL	9/1/2007	\$1,250
CHIKWENDU	EUDORA	9/1/2007	\$1,250	GEE	DAVID	9/1/2007	\$1,250
CHORZEMPA	BARBARA	9/1/2007	\$1,250	GEHER	GLENN	9/1/2007	\$1,250
CHOWDHURY	SHAFIUL	9/1/2007	\$1,250	GEHER	KATHLEEN	7/1/2007	\$1,250
CHRISTIANSEN	ANNEMETTE	9/1/2007	\$1,250	GEORGE	REENA	7/1/2007	\$750
CHRISTIE	LYUDMILA	7/1/2007	\$1,000	GIUFRE	MATTHEW	7/1/2007	\$1,000
CIRCE	SHANA	7/1/2007	\$1,000	GOOD	HOWARD	9/1/2007	\$1,250
CITERA	MARYALICE	9/1/2007	\$750	GOODELL	KATHY	9/1/2007	\$750
CLARK	DAVID	9/1/2007	\$1,250	GORRICK	ANNE	7/1/2007	\$250
CLARK	THEODORE	9/1/2007	\$1,250	GOTTSCALK	CHARLEEN	8/23/2007	\$220
CLARK	WILLIAM	7/1/2007	\$1,000	GOULD	DEBORAH	7/1/2007	\$750
COGSWELL	JOHN	7/1/2007	\$870	GRIFFITHS	MATT	7/1/2007	\$1,000
				GROSSI	GIORDANA	9/1/2007	\$1,250
				GRUNWALD	GAYLE	7/1/2007	\$1,750

DSI Awards for New Paltz, 2006 (cont'd.)

GWENWALD	MORGAN	7/1/2007	\$750	LIN	JUN	9/1/2007	\$750
HALASZ	JUDITH	9/1/2007	\$750	LIU	SHUGUANG	9/1/2007	\$1,250
HALPERN	JAMES	9/1/2007	\$1,250	LIZARDO	CARMEN	9/1/2007	\$1,250
HAMMOND	JAN	9/1/2007	\$1,250	LLOYD	GWENETH	7/1/2007	\$1,000
HANCOCK	ROBERT	7/1/2007	\$1,000	LOHANBREMER	MAUREEN	7/1/2007	\$2,000
HANLEY	EDWARD	7/1/2007	\$800	LONGOBARDI	ELIZABETH	8/23/2007	\$220
HARRIS	KRISTINE	9/1/2007	\$750	LOUGEN	COLLEEN	7/1/2007	\$1,250
HART	ERICK	7/1/2007	\$1,000	LOVETT	SARAH	9/1/2007	\$750
HAUPTMAN	LAURENCE	9/1/2007	\$1,250	LUKASZEWSKI	KIMBERLY	9/1/2007	\$1,250
HAVRANEK	GWEN	7/1/2007	\$1,250	LUNDERGAN	EDWARD	9/1/2007	\$1,250
HEATH	FOSTER	9/1/2007	\$1,250	LYONS	JAMES	7/1/2007	\$500
HEINOLDBELOCK	RACHEL	8/23/2007	\$220	MAJAK	JULIETA	7/1/2007	\$1,250
HERRMANN	GEORGE	7/1/2007	\$1,000	MASON	NANCY	7/1/2007	\$1,000
HEWETT	HEATHER	9/1/2007	\$1,250	MATHER	ELTON	9/1/2007	\$1,250
HILL	MELANIE	9/1/2007	\$750	MATSUBARA	YUKO	8/23/2007	\$220
HO	HON	9/1/2007	\$750	MAYNARD	DOUGLAS	9/1/2007	\$1,250
HOENER	ARTHUR	9/1/2007	\$1,250	MCCAW	DAWN	7/1/2007	\$1,000
HOFF	SHAUN	7/1/2007	\$1,000	MCGLINN	LAWRENCE	9/1/2007	\$750
HOFSTETTER	ELAINE	9/1/2007	\$1,250	MELLONI	GIORGIO	9/1/2007	\$1,250
HOLMES	TABITHA	9/1/2007	\$1,250	MEYER	THOMAS	9/1/2007	\$1,250
HURLEY	KRISTEN	7/1/2007	\$875	MILLER	SUSAN	8/23/2007	\$220
ISABELLE	AARON	9/1/2007	\$750	MILEM	BRUCE	9/1/2007	\$750
ISSEKS	NANCY	8/23/2007	\$220	MILLER	JEFFREY	9/1/2007	\$750
JANDREW	MICHAEL	8/23/2007	\$220	MILLER	ROBERT	9/1/2007	\$1,250
JOHNSON	MARGARET	9/1/2007	\$1,250	MIMLITSCH-GRAY	MYRA	9/1/2007	\$1,250
JOHNSON	NANCY	9/1/2007	\$1,250	MINNICK	ANN	7/1/2007	\$6,000
JONES	LISA	7/1/2007	\$1,000	MONTECALVO	WAYNE	8/23/2007	\$220
KADDAR	YOAV	9/1/2007	\$750	MORRIS	BERNADETTE	7/1/2007	\$2,000
KAHL	MARY	9/1/2007	\$1,250	MORRISON	HEATHER	8/23/2007	\$750
KALHOR	HASSAN	9/1/2007	\$1,250	MORROW	MAUREEN	9/1/2007	\$1,250
KARASIK	RUSSELL	8/23/2007	\$220	MOSS	KENNETH	8/23/2007	\$220
KASSEL	PAUL	9/1/2007	\$1,250	MUFFS	MICHAEL	9/1/2007	\$1,250
KASSOP	NANCY	9/1/2007	\$1,250	MUMPER	JOEL	7/1/2007	\$1,500
KASTNER	MARY	7/1/2007	\$1,500	MURPHY	CAROLINE	7/1/2007	\$750
KATORI	KRISTINA	7/1/2007	\$1,000	MURRAY	TERRY	9/1/2007	\$1,250
KAUFMAN	PETER	9/1/2007	\$1,250	NACK	GARRY	7/1/2007	\$800
KAVATHAS	HARALAMBOS	7/1/2007	\$875	NASH	ALISON	9/1/2007	\$750
KELDER	RICHARD	7/1/2007	\$750	NELSON	KIMBERLY	7/1/2007	\$250
KEMPTON	DANIEL	9/1/2007	\$1,250	NESHEIWAT	GHAZI	8/23/2007	\$220
KENNEY	KEITH	7/1/2007	\$1,000	NEUHAUS-SCHUCK	SUSANNA	9/1/2007	\$1,250
KESSELMAN	AMY	9/1/2007	\$750	NIELSON	NANCY	7/1/2007	\$1,250
KHALIFA	YASER	9/1/2007	\$1,250	NOBLE	ROBERT	7/1/2007	\$750
KING	BETH	7/1/2007	\$1,000	NUNES	STACIE	9/1/2007	\$1,250
KITSAKOS	STEPHEN	9/1/2007	\$750	OBACH	BRIAN	9/1/2007	\$1,250
KNIFFEN	LAURA	7/1/2007	\$500	O'DRISCOLL	SUZANNE	7/1/2007	\$1,500
KONOWITZ	ELLEN	9/1/2007	\$1,250	OLIVER-VELEZ	DENISE	8/23/2007	\$220
KULESA	JESSICA	7/1/2007	\$750	OLSEN	THOMAS	9/1/2007	\$1,250
LEFKOWITZ	JOEL	9/1/2007	\$750	O'SULLIVAN	JULIE	7/1/2007	\$750
LEMPKA	WAYNE	7/1/2007	\$750	OZLER	SERIFE	9/1/2007	\$1,250
LENDVAY	LINDA	7/1/2007	\$1,000	PALEN	JAMES	7/1/2007	\$1,000
LESPERANCE	JEFFREY	7/1/2007	\$1,000	PARAMESWARAN	GOWRI	9/1/2007	\$1,250
LETTIS	HARRIET	7/1/2007	\$2,500	PARK	SANGSOOK	9/1/2007	\$1,250
LEUNG	REBECCA	9/1/2007	\$1,250	PATON	FIONA	9/1/2007	\$750
LEWIS	SUSAN	9/1/2007	\$750	PERISSE	JOAN	8/23/2007	\$220
LI	KEQIN	9/1/2007	\$1,250	PHAM	HANH	8/23/2007	\$750

DSI Awards for New Paltz, 2006 (Cont'd.)

PHILLIPS	LISA	8/23/2007	\$220	SPRINGER	EDWARD	7/1/2007	\$1,250
PINE	BRIAN	7/1/2007	\$2,000	ST JOHN	PAMELA	9/1/2007	\$1,250
POLLARD	JEFFREY	7/1/2007	\$750	STARK	JOSHUA	7/1/2007	\$375
PORRAS	LUZ	9/1/2007	\$750	STICKEL	BARRY	7/1/2007	\$2,500
PUTHOFF	EMILY	9/1/2007	\$1,250	STOKES	SUZANNE	9/1/2007	\$750
RADHAKRISHNAN	DAMODARAN	9/1/2007	\$1,250	STONEBACK	HARRY	9/1/2007	\$1,250
RAMOS	JOSEPH	9/1/2007	\$1,250	STRANO	KIMBERLY	7/1/2007	\$1,000
RANCE-RONEY	JUDITH	9/1/2007	\$750	STRAUSS	DIANE	7/1/2007	\$1,000
RANSOME	RAYMOND	7/1/2007	\$800	STURM	PHYLLIS	7/1/2007	\$2,500
RASKIN	JONATHAN	9/1/2007	\$2,250	SUCKIE	CAMILLE	7/1/2007	\$1,000
RAVISHANKAR	Krishnamurthi	9/1/2007	\$1,250	SULLIVAN	PATRICIA	9/1/2007	\$1,250
REUBEN	RACHEL	7/1/2007	\$5,000	TAITWATKINS	MARTHA	7/1/2007	\$500
RIGOLINO	RACHEL	9/1/2007	\$1,250	TALLEYRAND	DANIEL	7/1/2007	\$750
RINSCHLER	DANA	7/1/2007	\$1,500	TIKOO	SURINDER	9/1/2007	\$1,250
ROBERSON	TIMOTHY	7/1/2007	\$2,000	TOZZI	SHARON	7/1/2007	\$500
ROBIN	ABIGAIL	8/23/2007	\$220	TRAGER	NEIL	7/1/2007	\$1,000
ROBINSON	STUART	7/1/2007	\$1,000	TRAHAN	ROBERT	7/1/2007	\$600
ROEHM	MARY	9/1/2007	\$1,250	TRAPP	EMILY	7/1/2007	\$1,000
ROONEY	MERCEDES	9/1/2007	\$1,250	TREZZA	FRANCIS	9/1/2007	\$1,250
ROPER	LOUIS	9/1/2007	\$1,250	TSAI	CHIH YANG	9/1/2007	\$1,250
ROSCHELLE	ANNE	9/1/2007	\$750	TUTTLE	IVELISSE	7/1/2007	\$1,000
ROZTOCKI	NARCYZ	9/1/2007	\$1,250	UCHMANOWICZ	PAULINE	9/1/2007	\$1,250
SAKLAD	NANCY	9/1/2007	\$1,250	VANDERLIPPE	JOHN	9/1/2007	\$750
SALEND	SPENCER	9/1/2007	\$1,250	VANPELT	AMY	8/23/2007	\$220
SALERNO	MICHAEL	7/1/2007	\$1,500	VARGA	ANDREA	9/1/2007	\$750
SARRANTONIO	THOMAS	9/1/2007	\$1,250	VARGAS	BETH	7/1/2007	\$1,500
SAUNDERS	KEVIN	7/1/2007	\$1,000	VINSON	STEPHEN	9/1/2007	\$750
SAWYER	MARY	9/1/2007	\$1,250	WADE	JOHN	9/1/2007	\$1,250
SCHNIEDEWIND	NANCY	9/1/2007	\$1,250	WADE-LEWIS	MARGARET	9/1/2007	\$1,250
SCHOUTEN	PENNY	7/1/2007	\$1,000	WAIT	JENNIFER	7/1/2007	\$1,000
SCHULTE	SCOTT	7/1/2007	\$500	WALKER	LUCILLE	7/1/2007	\$1,000
SCHULTHEIS	CAROL	7/1/2007	\$1,750	WALLACE	BRIAN	7/1/2007	\$750
SCHULTZ	SALLY	9/1/2007	\$750	WALTERMAURER	EVE	9/1/2007	\$1,250
SCHWARTZ	JONATHAN	9/1/2007	\$1,250	WAUGH	ROBERT	8/23/2007	\$1,250
SCHWEGLER	DONALD	8/23/2007	\$220	WEATHERLY	MICHAEL	7/1/2007	\$100
SCOTT	RENDESIA	7/1/2007	\$1,000	WECHSLER	ALICE	8/23/2007	\$750
SCOTT-CHILDRESS	REYNOLDS	9/1/2007	\$750	WELENC	CHARLES	7/1/2007	\$750
SELIGMAN	SUSAN	9/1/2007	\$1,250	WHITE	WILLIAM	7/1/2007	\$1,000
SEMENCHUK	DANIELLE	7/1/2007	\$1,000	WHITTAKER	CATHARINE	9/1/2007	\$1,250
SENER	TULIN	9/1/2007	\$750	WIGGINS	COLIN	7/1/2007	\$750
SEWARD	JAMES	7/1/2007	\$1,000	WILLIAMS	BRIAN	7/1/2007	\$1,000
SHIFTAN	ANAT	9/1/2007	\$1,250	WILSON	BETH	8/23/2007	\$220
SHIRLEY	STEPHEN	7/1/2007	\$1,000	WINTERS	JANE	7/1/2007	\$500
SHOCK	VIKA	7/1/2007	\$1,500	WOLF	REVA	9/1/2007	\$1,250
SILBERGER	DONALD	9/1/2007	\$1,250	WONTZ	WALTER	7/1/2007	\$250
SILLNER	BRUCE	7/1/2007	\$1,500	WOOD	FRANK	7/1/2007	\$200
SIMS	SHANNON	7/1/2007	\$750	WYMAN	SARAH	9/1/2007	\$750
SMAILER	MEGAN	7/1/2007	\$475	ZUNOUBI	MOHAMMAD	9/1/2007	\$1,250
SMITH	DAVID	7/1/2007	\$725	ZWICKLER	ANNETTE	7/1/2007	\$375
SMITH	ROBIN	9/1/2007	\$1,250				
SOBRADO	CORNELIUS	7/1/2007	\$1,000				
SPANGLER	LYNN	9/1/2007	\$750				
SPETH	LURA	7/1/2007	\$1,000				
SPILMAN	EMILY	7/1/2007	\$1,000				
						Total	\$336,995