

September 2015



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Message from the Chapter President

Beth E. Wilson



As we get started on the new academic year, it is my pleasure to serve as your new UUP Chapter President. Officially, I took over the reins from Peter Brown as of June 1, and with the assistance of our Vice Presidents—Kevin Saunders, Annee Roschelle, and Barbara Heiles—we are hitting the ground running. There is much to do, and we need YOUR input and engagement.

In addition to my duties as Chapter President, I have started my second term on the statewide Executive Board (having been re-elected at the Delegate Assembly last April); over the summer, I also accepted an invitation from UUP President Fred Kowal to serve on the Negotiations Team for our next statewide Agreement.

I shall strive to do my best to represent all of our members' interests in all of these endeavors, but I cannot do it alone. I'll be relying a great deal on the talents and ideas of our newly-elected Executive Committee, which includes a number of new union activists, with fresh ideas and perspectives on how we can all work together for the greater good. We began the academic year with a half-day retreat of the Executive Committee, which was very productive, as we set an ambitious agenda for the Fall semester and beyond.

As we head into negotiations with the State, UUP's Chief Negotiator, Philippe Abraham will be making visits to all of the campuses that we represent, along with members of the Negotiations Team. His visit to New Paltz will be on Thursday, October 15, at a lunch at the Terrace from 12-2 pm. (SAVE THE DATE!)

In advance of Philippe's visit, we are organizing a series of smaller meetings, for various constituencies within our membership—professionals (broken down into groups by the VPs to whom they report); tenured academics; not-yet-tenured academics; part-timers; and full-time non-TT lecturers. These meetings will be facilitated by our Chapter officers and members of the Executive Committee as a safe space to bring your concerns, to build solidarity, and to more effectively organize our issues for presentation at both labor-management meetings and as valuable information for input into the negotiations process.

The dates and locations of these smaller constituency meetings can be found on page 3. We will be providing food and refreshments, in exchange for your experience and ideas!! I do hope that many of you will be able to attend!!

There's no Union without YOU.

We face many challenges—unions, in both the public and private sectors, have been under constant attack. Nationally, union membership has experienced a steady decline over the past three decades, weakening worker protections and keeping pay stagnant against inflation. The forces seeking to undermine worker rights never take a rest—witness the rise of Scott Walker in Wisconsin, whose agenda includes not only the virtual elimination of public sector unions, but also destroying the University of Wisconsin system by slashing its budget and eliminating tenure. Walker's anti-union campaign, bankrolled by the Koch brothers, has very well-articulated goals, and seemingly endless financial resources. What is to be done in response?

Activism—more specifically, UNION activism. We need to do more than just sign a membership card and show up to chapter meetings (although both of those things are a good place to start). We need to come together, whether at events like organized Labor Day parades, or in union committees working on issues of common concern, or volunteering to phone bank for union-friendly candidates at election time, and make our voices heard. At the heart of our Chapter is a terrific core of engaged, activist officers and elected delegates—but without the deeper resonance of YOUR support and active participation, we can only do so much.

Together, we are much, much stronger!!

What can you do?

- ◆ Join us at the New York City Labor Day Parade on Saturday, September 12.
- ◆ Attend your constituency meeting in September (see list below)
- ◆ Get involved—volunteer for a chapter committee; help out in whatever way, large or small, with a union event; ask about attending a Delegate Assembly as an observer....
- ◆ Communicate your interests and concerns! Call the UUP office at x2770, or email me at bwilson@uupmail.org



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					
		Current		YTD	
	Hrs./Days	Earnings	Hrs./Days	Earnings	
Regular Pay Salary Employee		3456.78		45,678.90	
Location Pay		66.78		678.90	
TAX DATA					
				Federal	State NYC Yonkers
				4	4 0
				2	0
TAXES					
				Current	YTD
				Fed Withholding	3,456.78 1,234.56
				Medicare	45,678.90 34,567.89
				Social Security	3,456.78 1,234.56
				NY Withholding	45,678.90 34,567.89
BEFORE TAX DEDUCTIONS					
				Current	YTD
				Regular Before Tax Health	456.78 1,234.56
				Supplemental Ret. Annuity Prog.	678.90 5,678.90
				TWRA Retirement Before Tax	56.78 1,234.56
AFTER TAX DEDUCTIONS					
				Current	YTD
				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.

Constituency Meetings

Beth Wilson, Chapter President

What are YOUR concerns? Workload creep? Scheduling difficulties? Family leave issues? Pay and benefits frustrations? Job insecurity?

BRING YOUR IDEAS AND CONCERNS TO THE UNION!!

If you can, please attend the meeting on the list below that applies to your work on campus—food and refreshments will be served, and members of our Chapter Executive Committee will be in attendance to facilitate the group discussion, and to provide information on some of the ways UUP might be able to help address the issues raised.

Come help us develop our labor-management agenda, and inform the upcoming negotiations process for our next statewide Agreement!!

Please RSVP for your meeting to Chapter Assistant Mary Thompson at thompson@newpaltz.edu or x 2770 as soon as possible, so we can order the food and ensure we're booked in a room that's big enough!!

Date	Time	Group	Location
9/10	12-1	Professionals (1)	SUB 62/63
9/15	3:30-4:30	Tenured academics	CSB 1010
9/16	12:30-1:30	Non-TT lecturers	JFT 1010
9/16	1:30-2:30	Untenured TT academics	JFT 1010
9/17	12-1	Professionals (2)	SUB 418
9/21	12:30-1:30	Part-timers/adjuncts	JFT 1010
9/22	12:30-1:30	Part-timers/adjuncts	JFT 1010
9/24	12-1	Professionals (3)	SUB 62/63

Labor-Management Meeting Notes Tuesday, April 21, 2015, 3:00 PM

For the administration: Dawn Blades, David Eaton, Michelle Halstead, Jody Papa, Shelly Wright

For UUP: Peter Brown, Bill Capowski, Ed Felton, Lori Nutting, Anne Roschelle, Beth Wilson

1. Maximum course enrollments. We have seen overall course enrollment limits increased in recent years. In addition to smaller increases that can be accommodated by instructor adjustments, we have learned of others that involve, for instance, turned a 300-level course that previously had a maximum of 27 students into a 90-student lecture. Is there a reason that two additional sections could not be offered, instead of creating such a crippling load for individual instructors, including adjuncts? Are there guidelines for department chairs on how to make such determinations?

*Shelly reported that Don and Phil stated that this did not come from the cabinet level, maybe it was a decision made within the department to better allocate resources and enrollments. Shelly suggested raising the issue with the chair and dean of that department. Shelly and Jodi will look into that one instance, Jodi would like to put in back on the next part-time meeting agenda.

2. Reaffirmation of Administration policy and adjunct course caps. UUP would like to reaffirm the understanding that there is no longer an official two-course cap for adjuncts, who may, in fact teach up to three courses in a given semester. There seems to be continued confusion at the departmental level about this situation, as adjuncts are regularly told that part-timers may not teach more than two courses.

*Jodi confirmed that there is no cap. When she communicates with the deans for fall adjunct appointment, she will relay this information to them. If for some reason this is occurring in any departments, Jodi would need to be advised.

3. Faculty salaries. Faculty salaries at SUNY New Paltz have been stagnant for many years. Data provided by IPEDS to the Chronicle of Higher Education confirm that our average salaries for all academic ranks are substantially lower than the national averages at comparable public institutions. They have actually been declining in recent years, even before adjusting for inflation (<http://data.chronicle.com/196176/State-University-of-New-York-at-New-Paltz/faculty-salaries>). Wages for professional staff have also remained stagnant, while those for upper-level M/C administrators have increased substantially in the past several years since 2011. How does the administration intend to reverse this trend and raise faculty salaries to the levels of comparable public institutions?

* Peter reviewed the study results from the Chronicle's study. Ed Felton discussed the workload increase in his department for the past 15 years. Jodi brought up the track for an individual increase, Peter pointed out that it is a larger UUP issue, not on a singular level. Michele brought up some discrepancies in the management salaries listed in the study. She also listed the salary increases per year regarding MC and UUP. Many of the MC salary increases were as a result of increased work load. Anne addressed how the increased work load and lower salary affect morale. Don has data within the SUNY system; New Paltz ranks in the middle. David agreed there is a problem, especially since the DSI has been removed.

4. Mechanical Engineering major. What does the administration project to be the impact of instituting the new Mechanical Engineering program on existing departments/programs? If the College does not plan to expand the size of the student body, will the addition of this program entail reduction in the number of majors in other disciplines?

*David Eaton showed a PowerPoint of the increase/decrease of enrollment in the last decade and broken down by school. Enrollments in F&PA and the School of Education have both shown recent downturns (reflecting national trends), while there has been a steady increase in Science & Engineering. The administration makes decisions for allotting faculty lines in accordance with the demonstrated need in the various departments/programs.

Labor-Management Meeting Notes Wednesday, May 13, 2015, 1:00 PM

For the administration: Dawn Blades, Don Christian, Deborah Gould, Jody Papa, Shelly Wright

For UUP: Peter Brown, Bill Capowski, Ed Felton, Lori Nutting, Jeff Pollard, Anne Roschelle, Kevin Saunders

1. .5 Instructional Support Technician positions in the Art Department. Discussion of health & safety and other issues associated with these positions being part-time. Felton discussed feedback from NASAD (accrediting agency) and from professional studio technicians on the inadequacy of coverage for the art studios. This is a situation that endangers the health and safety of both employees and students using these facilities.

*Deb Gould stated that this issue has been brought to the administration's attention and they are in the beginning stages of addressing it.

2. Salary parity. At our Labor-Management meeting on March 9, 2015, UUP sought clarification of 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."

It is our understanding from this meeting that there are currently two review processes underway: a) one for individuals claiming disparity; and b) a second global review, looking at all UUP employees, which is expected to take "several years" (Jodi Papa).

Please elaborate on the goals and timeline envisioned for this second global review, which Provost Mauceri described as "a continual process."

The union is concerned that this review, which sounds vague and open-ended, is not being treated as a sufficiently high priority. This is especially disappointing in view of the official IPEDS/CHE data discussed at our most recent Labor-Management meeting, showing that for more than half a decade—even without adjusting for inflation—the average faculty salaries for all ranks at the College have been declining (<http://data.chronicle.com/196176/State-University-of-New-York-at-New-Paltz/faculty-salaries/>).

Across the entire United States, average salaries for each academic rank are substantially higher (21-27%) than at New Paltz, which is located in one of the more expensive areas in the nation. Not just Academics, but hundreds of Professionals are also negatively impacted by low pay.

Our members see what is going on and daily suffer the consequences of being paid significantly below the national average for 4-year public colleges. This situation leads to widespread demoralization among both Professionals and Academics. It also makes faculty recruitment and retention a growing challenge.

What are the administration's goals and timelines for reviewing academic and professional faculty? What are the personnel, methodologies and parameters that are being used for this study? UUP hopes the College will do the right thing and set as one of its goals: adjusting the compensation at SUNY New Paltz to at least the national average.

*Peter brought up the IPED data, highlighting the discrepancies between NP and four year public colleges. The President said there is one process that is focused on internal disparity, looking at the more global college view. Anne suggested that the President address the issue with more transparency to the entire community; what the process is, how long it will take, etc. Peter asked if there was a process or form to get an individual review. Jodi responded that there is a form and the process would start with their chair/dean for faculty and for professionals, their supervisor. The President mentioned that due to rational tuition restrictions and the hiring of over 50 new full time faculty, there are no dollars to spend on increasing existing faculty salaries. Shelly suggested pushing the geographical differential for the campus on the administration and UUP fronts. The idea of DSI was also discussed as morale improvement. Jodi reported on the process and frustrations of retrieving data from the SUNY system. The President suggested a forum to share the information about the process.

Spotlight: Morgan Gwenwald, Associate Librarian

By Mariah Brown '15, Chapter Intern



Photo by: Victoria Falco

Although her official position is based in the Sojourner Truth Library, Associate Librarian Morgan Gwenwald is closely connected to various other units in the College. As the Library Outreach Coordinator, she works with displays for a variety of academic departments, is involved with Friends of the Library (<http://library.newpaltz.edu/friends/index.html>), acts as support staff to the Dean of the Library, preserves Special Collections (<http://library.newpaltz.edu/banner/archives/collect.html>), facilitates book sales and special events, in addition to teaching single-session classes. “There’s a large umbrella for what I do,” she said.

Morgan completed her undergraduate studies at Florida State University with a BFA in photography and graduated from Stony Brook University with an MA in Social Work. She earned her MLS from Queens College in NYC. Prior to becoming Library Outreach Coordinator she worked as a part-time Reference Librarian here for a year.

Morgan takes pride in teaching students about history not easily accessible to them. She encourages students “to stretch their minds to understand past times.” She enjoys referencing archival and special collection information on United States history, especially about the experiences of marginalized people. “I’ve always been interested in the history of people made invisible, people left out of the textbooks,” she explained.

Gwenwald has a particular appreciation for archives and special collections. Her passion stems from a previous position she had before coming to New Paltz.

Morgan was a Volunteer Coordinator at the Lesbian Herstory Archives in Park Slope, Brooklyn, for twenty years. The Lesbian Herstory Archives is one of the world’s oldest and largest collections of lesbian history. “It’s a miracle this archive survived,” said Morgan. She enjoyed working to preserve the rich history of lesbian women that “otherwise would be lost to us,” she said. The archive was established in the 1970s and was originally on the Upper West Side in Manhattan before it was moved to Park Slope Brooklyn

“Archives speak to me. You’re able to get into the mindset of people,” she said. Last year, as part of her WGSS course, “Queer Women,” she facilitated a field trip to the Lesbian Herstory Archive with a group of New Paltz students. The students were given the opportunity to learn about AIDS activism and how to protest strategically and safely.

Since her early years, Morgan has worked for social justice. She was a member of the activist group Lesbian Avengers. As a Lesbian Avenger she worked in a collective opposing LGBTQ stereotyping and violence

against women. Morgan recalls there was a lot of street action involved in pushing for LGBTQ equality. Morgan held tight to her values as she progressed through her career. Preceding her current position, she worked as the Executive Director of a gay television show called *In The Life*, hosted by WNYC. The TV show had a format similar to *60 Minutes*, featuring stories about people in the LGBTQ community. It sparked important dialogue and showed that “LGBTQ people are good people too, making important contributions” said Morgan.

Morgan was inspired to leave entertainment and become a librarian when she moved to the Hudson Valley. One of her recent accomplishments is the digitization of “The Negro Question, Mohonk Conference,” a fragile, unique piece of Hudson River Valley Heritage addressing issues of race relations in the United States from the 19th century.

Although Morgan is no longer organizing and protesting in NYC, she remains involved in various issues, convinced that queer people have a responsibility to be visible. She continues to work toward fostering community among the LGBTQ-identified people on campus and appreciates the supportive environment. “I can be myself and have these concerns and passions. I don’t have to give up big parts of myself to work here,” she said. She is also a member of the UUP statewide SOUL (Sexual Orientation United for Liberty) Committee.

Gwenwald urges UUP to continue to have a dialogue on the issues experienced by historically underprivileged union members at New Paltz. “The union tradition in this country is very important. We’ve got to look out for each other’s interests and build these coalitions,” she concluded.



2015: Negotiations at a glance

UUP Negotiations Structure

The UUP model for negotiations involves three distinct but interrelated groups of volunteers: the Negotiations Team, the Negotiations Committee and the *Ad Hoc* Advisory Committee. Article X of the UUP Constitution establishes the Negotiations Committee and the *Ad Hoc* Advisory Committee. UUP is committed to a vigorous process that provides many and varied opportunities for members to express their needs and concerns.

The negotiations process reflects UUP's commitment to openness and member participation.

The Negotiations Team, appointed by and responsible to President Fred Kowal, represents UUP at the bargaining table and is responsible for negotiating the contract with the State of New York. The chief negotiator, UUP Vice President for Professionals J. Philippe Abraham, is the leader and spokesperson for the Team. He will be assisted by the associate/deputy chief negotiator Michael Smiles, and by Assistant Chief Negotiators Pamela Malone and Jason Torre. The Negotiations Team consists of the chief negotiator and 17 UUP activists. The Team will meet Aug. 18-20, 2015, to begin preparations for the negotiations process.

The Negotiations Committee's constitutional charge is to prepare proposals for negotiations and submit the tentative agreement to the membership for ratification. Each chapter has a member on the Negotiations Committee. Each chapter nominates two additional representatives—one professional employee and one

academic employee—for the *Ad Hoc* Advisory Committee. These two chapter representatives are charged with compiling and presenting the concerns of the membership at their chapter for consideration as potential UUP proposals.

On Dec. 16, 2015, each chapter's representatives on the *Ad Hoc* Advisory Committee will meet as part of a

100-plus-person work group to present member issues to the Negotiations Committee and Negotiations Team.

Negotiations Process Begins

Negotiations Committee and Team members will hold an initial meeting at the 2015 Fall DA in Buffalo, Sept. 30, 2015, to prepare for the negotiations process. The first phase of the process will proceed through the 2015 fall semester and consists of a member survey, collection of Member Suggestion Forms, an open hearing at the Fall Delegate Assembly, and chapter visits by Negotiations Team members.

Member Survey

The Negotiations Survey is conducted by the UUP Research Department.

Through the survey, individual UUP members have an opportunity to provide information for potential negotiations issues. The survey will be available online at www.uupinfo.org.

Member Suggestion Forms

UUP provides Member Suggestion Forms to allow individuals the opportunity to offer detailed comments and suggestions on employment issues. State negotiators require details about the specific needs or problems addressed by UUP's proposals. The most convincing explanations are often anecdotal reports that document members' needs and experiences.

Delegate Assembly Open Hearings

The Negotiations Team will meet with delegates at UUP Delegate Assemblies, starting with the 2015 Fall DA.

In addition to open hearings, Committee and Team members consult with delegates in numerous other informal ways.

Committee and Team members wear name badges with special ribbons at DAs to facilitate identification and interaction with delegates.

Negotiations Team Chapter Visits

The Negotiations Team will hold an open meeting at each chapter during the 2015 fall semester. Chief Negotiator

J. Philippe Abraham and other members of the Team listen directly to members' concerns. More than 30 chapter meetings have been scheduled from August through October. Chapter members are invited to participate and share their concerns in

person with the Team. Contact your chapter office or visit www.uupinfo.org for information about the Team's visit to your chapter.

Preparation of Contract Proposals

The Negotiations Team and Negotiations Committee will convene Jan. 19-21, 2016, to review the tabulated results of the Negotiations Survey, as well as member comments from the survey, member suggestion forms, and other communications. They will also consider member input from the negotiations chapter visits and open hearings. They will then begin the process of analyzing member input to create a package of negotiations proposals.

Bargaining Expected to Begin

UUP's Negotiations Team and the NYS Team are expected to exchange proposals for nego-

tiations in spring 2016. The NYS Team includes representatives from the Governor's Office of Employee Relations, SUNY System Administration, the state Division of the Budget, and the state Department of Civil Service. Regular meetings occur throughout the ensuing months to negotiate a successor collective bargaining agreement. The current contract expires July 1, 2016. All contract articles continue until a successor contract is concluded unless specific contract provisions expire by explicit sunset dates.

Member Approval of Tentative

Pact At the conclusion of the negotiations, the Negotiations Team presents a tentative agreement to the UUP Negotiations

Committee. The Committee then makes a recommendation to the membership regarding ratification. Copies of the tentative agreement will be provided to all UUP members. Members vote to ratify the tentative agreement. Ratification is conducted by a neutral third party, often the American Arbitration Association.

September 2015

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
				Professionals Meeting 12 —1 p.m. SUB 62/63		NYC Labor Day March UUP bus pick-up on campus 8 a.m.
13	14	15	16	17	18	19
		Tenured Academics Meeting 3:30-4:30 p.m. CSB 110	Non-Tenured Track Lecturers Meeting 12:30-1:30 p.m. JFT1010 Junior Tenure Track Academics 1:30-2:30 p.m. JFT1010	Professionals Meeting 12-1 p.m. SUB 418		
20	21	22	23	24	25	26
	Part Timers/ Adjuncts Meeting 12:30-1:30 p.m. JFT1010	Part Timers/ Adjuncts Meeting 12:30-1:30 p.m. JFT1010	Labor Management Meeting 10:30-11:30 a.m. HAB 9th floor conference room Executive Cte. Meeting 12:00-1:30 p.m. JFT1010	Professionals Meeting 12-1 p.m. SUB 62/63		
27	28	29	30			

October 2015

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
					Delegate Assembly Buffalo Hyatt	Delegate Assembly Buffalo Hyatt
4	5	6	7	8	9	10
			Chapter Meeting 11:30 a.m.-1:00 p.m.			
11	12	13	14	15	16	17
		Labor Management Meeting 3:00-4:00 p.m. HAB 9th floor	12:00-1:30 p.m. Executive Cte. Meeting JFT1010	Philippe Abraham— Negotiations listening tour 12:00-2:00 p.m.		
18	19	20	21	22	23	24
		“Getting to Permanent Appointment” Professionals Workshop 12:30-2:00 p.m.				
25	26	27	28	29	30	31

Campus Equity Week

Spotlight: Amy Pickering, Visitor Services Coordinator, Samuel Dorsky Museum of Art

By Emily Breen '16, Chapter Intern



Amy Pickering is a rocker, a motorcycle enthusiast and an avid rock climber from Washington D.C. In lieu of a formal college education, Amy became a singer in Fire Party, a D.C.-based punk rock band, from 1984-1990. Amy coined the term “Revolution Summer,” which she noted is all about empowerment. This became the mantra of D.C. punk bands throughout this time period. They were the first all-female band in D.C., a rarity in the punk music scene. Their drummer, Nicky Thomas, was one of the few African American women involved in punk rock. They toured Europe and had a last impacting on the punk music scene, despite their limited discography.

Amy worked for Dischord Records, an independent record label (<http://www.dischord.com/band/fire-party>). Dischord has an unusual philosophy. According to Amy, “when Dischord started, full albums cost five dollars, and singles were two dollars. It has always been maintained that there is no need to pressure the bands with the need to make money. They still do that. The theory is that as soon as you put money into art, it changes it,” she stated. Pickering is still connected with the music industry and appears in a movie about D.C. punk rock that was recently screened in Kingston.

Amy Pickering is a jack of all trades when it comes to her past job endeavors. She has done everything from soldering personal computer boards to housecleaning to landscaping to Christmas tree decorating. She used to be the secondary mechanic for a motorcycle endurance team, but she no longer owns a motorcycle.

Amy came to New Paltz for its world-class rock climbing and immediately sought out the Museum to satisfy her artistic cravings. Pickering is currently Visitors Services Coordinator at the College’s Samuel Dorsky Museum of Art (<http://www.newpaltz.edu/museum>), where she has worked for more than a decade.

As the Dorsky Art Museum manager, her primary responsibilities include supervising thirty students, making sure the facility opens on time and ensuring that there is adequate staff on a daily basis. She is also in charge of administrative tasks, such as updating the website and membership lists.

Pickering previously managed a rock climbing gym and is still an active climber. Her travels have taken her overseas to climb. She most recently went to Lebanon and Jordan for a climbing adventure. At trade shows, she manages the booth for Black Diamond, a company that sells rock climbing gear.

Amy has been taking courses at the College and is currently enrolled in a political science course taught by Jeff Miller.

Pickering notes that although she is not the most active member of UUP, she is a strong supporter. “I am certainly a big supporter of the idea of unions and the communal power that they have. I think it is super important to maintain that power,” she stated.

Executive Committee 2015-2016

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**United University Professions
New Paltz Chapter**

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