

September 2013



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Special Issue: Winners and Losers

The Bullhorn

Winners and Losers

By Peter D.G. Brown, Chapter President

This special issue is devoted to viewing some groups and individuals in the College community through the prism of winners and losers, a topic with which our society seems obsessed. Broadly speaking, American higher education is approaching a state of crisis as a result of shrinking state support, stagnant professional and academic faculty salaries, soaring student debt, the continued exploitation of both contingent faculty and graduate student employees, and recent attacks on academic freedom and collective bargaining.

We all know that opportunity and success are not evenly distributed. Most so-called "winners" have traditionally been well-educated white men from privileged families, with women and minorities legally treated as inferior second-class citizens well into the 20th century. Since then, significant strides have been made toward inclusion and enlarging the middle-class. Unfortunately, the national myth of equality has tended to distract from the harsh reality of pervasive and persistent inequality.

SUNY's prime mission is "to provide to the people of New York educational services of the highest quality, with the broadest possible access, fully representative of all segments of the population." The University has a long way to go in fully realizing any of these lofty goals. On the other hand, the institution is constrained by financial realities: New York State is emerging from the worst economic downturn since the Great Depression, while American student debt now exceeds \$1 trillion.

Everyone—faculty, students and their parents, taxpayers, legislators and the general public—need to know how their hard-earned taxes and tuition dollars are being spent. Top college administrators make choices on how to spend their limited budget dollars. We encourage members of the College community and the general public to educate themselves, dig deeper and ask questions about where and why these choices are being made.

Winner: New Statewide UUP President

At UUP's Spring Delegate Assembly on May 3-4, Frederick E. Kowal of Cobleskill overwhelmingly defeated Wes Kennison of Geneseo by a vote of 233-89 to become the statewide UUP President. On June 1, Kowal succeeded Phil Smith of Upstate Medical University, who retired after serving five years as UUP President.

The assembled delegates adopted a Special Order of Business thanking Smith for his unselfish leadership, his open communication with members and his willingness to lead by allowing others to succeed.

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Fredrick E. Kowal

Photo by El-Wise Noisette

Working with Phil as my mentor was always very productive. I found him consistently accessible, supportive, unflappable and always open to new ideas, without the inflated ego so common among men in leadership positions.

His plain, unassuming style was reflected in Smith's final address to the delegates, in which he noted that "The power of the union is not its leadership, but the members."

Winner: New 2011-2016 Contract Ratified

All UUP members are winners following the decisive vote by more than 3:1 to ratify the 2011-2016 *Agreement* (our contract) between the union and New York State. Following its June 4 ballot count, the American Arbitration Association reported that a total of 10,681 ballots had been returned. 8,188 members (77%) voted to approve the proposed agreement, while 2,485 voted against it.

Drafting and mutual approval of the final contract language has progressed slowly, as has the process of contract implementation. For periodic updates and a very detailed Question & Answer analysis of the new *Agreement*, go to UUP's website at <http://uupinfo.org/negotiations/index.php>.

Though UUP finally had to settle for the best contract provisions it could get after years of grueling negotiations, the many significant gains it won for professionals, full-time and part-time academics will benefit all our members for years to come. The gains extend to more membership categories than ever before, including to those part-time adjuncts who historically have been the lowest-paid and most vulnerable members of the union.

I am profoundly grateful, as we all should be, to the members of UUP's fine Negotiations Team, especially to Chief Negotiator Jamie Dangler (Cortland) and to our own former Chapter President, Richard Kelder. He spent hundreds of unpaid hours in addition to his regular work to make sure we got the very best contract possible under extremely challenging circumstances.

Winner: Beth Wilson Elected to Statewide Executive Board

A number of new people were elected to UUP's 19-member statewide Executive Board, including our own Beth Wilson, a Lecturer in Art History and the New Paltz chapter's Officer for Contingents.

Although Beth has served in UUP and our chapter for more than a decade, she had not been a previously-announced candidate for this statewide position. Thus, her last-minute candidacy and stunning election victory provided additional excitement at the Delegate Assembly. It certainly came as a welcome surprise to many, including perhaps even to Beth herself.

She assumed her two-year term on June 1 and can be counted on to vigorously advocate for all members of the union, including those most vulnerable and least compensated.



Beth Wilson

Photo by El-Wise Noisette



UUP President Phil Smith, Burns and Brown

Photo by El-Wise Noisette

Winner: *The Bullhorn* Again Receives Journalism Awards

For the second year in a row, *The Bullhorn* received multiple awards in UUP's annual Journalism Contest. The New Paltz chapter's newsletter/magazine won the top prize in the category for Best Layout, Use of Graphics and Photos. The award was announced at the Spring Delegate Assembly and was given to Jaime Burns '13, last year's Chapter Intern, who served as Managing Editor of the publication. In the category of General Excellence, *The Bullhorn* received honorable mention, with citations going to both Jaime and me.

Winners: New Paltz Chapter Benefits from New Officers and Interns

Our New Paltz UUP chapter is gaining the services of a whole new slate of officers, including Jeff Pollard (Coordinator of the Institute for International Business) as Vice President of Professionals, featured on p. 16, and Donna Flayhan (Associate Professor of Communication & Media) as Vice President for Academics. Other new officers include Vika Shock (Director of Graduate Admissions) as Grievance Officer and Niza Cardona (Director of Student Accounts) as Treasurer. Following the unexpected resignation of previously-elected Gwen Havranek over the summer, Niza volunteered to fill the vacancy and is featured on p. 17.

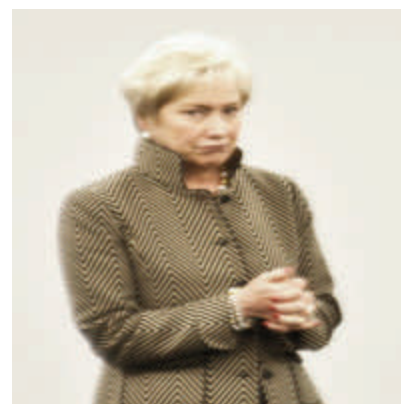
Winners: Top SUNY Administrators

Nancy L. Zimpher

There is a tiny handful of individuals within SUNY actually making over a million dollars a year, primarily top physicians at some of our finest teaching hospitals. Chancellor Nancy L. Zimpher's salary in 2012 was less than stratospheric, totaling some \$685,960 (source for all salaries: <http://seethroughny.net/payrolls/executive>). However, when her husband's salary of \$102,384, as a non-teaching Senior Fellow at SUNY's Rockefeller Institute of Government, is added to hers, the total is \$788,344, a tidy sum by most couples' standards.

Chancellor Zimpher's salary is not exorbitant when compared to heads of other large state systems. Whether or not she has been an effective Chancellor continues to be the subject of considerable debate. She clearly likes catchy buzzwords, such as *systemness*.

Her *Strategic Plan 2010 & Beyond* is called the *Power of SUNY* and consists of *Six Big Ideas*, for example, SUNY and a Healthier New York (<http://www.suny.edu/powerofsuny>). My personal favorite: SUNY and the World. These "big ideas" evolved from the Six Goals of UC 21, the Strategic Plan that Zimpher developed during 2003-2009 when she was Chancellor of the University of Cincinnati (<http://www.uc.edu/president25/uc21>). The big ideas there had catchy titles as well, such as Students First, Teaching Matters, and Healthy Cincinnati.



Nancy L. Zimpher

Photo by Roberto LoBianco



David K. Lavallee

David K. Lavallee

David K. Lavallee is also clearly a winner. From 1999 to 2009 he was Provost at SUNY New Paltz with a final salary of \$199,556. For the next four years he was SUNY's Executive Vice Chancellor for Academic Affairs & Provost with a salary of \$316,490 in 2012.

Although he stepped down from this last position on July 31, 2013, he will continue to receive his handsome salary for the next six months while on a "study leave." Despite repeated Freedom of Information Law requests submitted to both the College and SUNY administrations, neither has been able to produce any record documenting the purpose or goals of this "study leave," or even a leave application document.

His "study leave" was originally planned as a three-month stint to prepare new courses that Lavallee would be teaching in our Chemistry department. However, he

has now arranged it so that he will not be working either as a teacher or as an administrator when he returns to the New Paltz campus at the end of January 2014.

Lavallee will still be paid 10/12 of his final salary as Provost at New Paltz, making him the highest paid person on campus after the College's President. His duties will be to "engage College staff and faculty in professional development activities," to mentor a new chemistry professor and to "involve College faculty and staff in broader professional development and leadership activities in SUNY" (Memorandum of Understanding, 5/13/13).

Chancellor Zimpher recently appointed Lavallee to the rank of University Professor. In her June 11 memo to the SUNY Board of Trustees, she asks that he also "be entitled to use the title of Provost emeritus, and upon his retirement in good standing from the University faculty also the title of University Professor emeritus."

SUNY College Presidents' Salaries for 2012

Name of Institution	Annual Pay Rate	Total Pay
New Paltz	225,000	220,673
Buffalo	225,000	218,373
Oswego	220,000	213,520
Geneseo	215,000	210,420
Brockport	215,000	208,966
Empire State College	210,000	204,914
Purchase	209,000	243,606
Oneonta	205,000	199,903
Cortland	205,000	199,458
Fredonia	205,000	178,166
Old Westbury	198,000	192,168
Plattsburg	196,000	191,226
Potsdam	193,600	200,163

Source: <http://seethroughny.net/payrolls/executive>



Donald P. Christian

Donald P. Christian

Our College President Donald P. Christian looks like a sure winner when compared to other heads of comparable SUNY sister institutions, the comprehensive colleges. The publicly available data in the table (p.4) reveal that Christian is at the very top of his class. None of the other presidents enjoys a higher rate of pay, and only the President at Purchase received more total pay in 2012.

Over the years, our College's presidential salary has continued to rise by any measure. Even when adjusted for inflation, over the past decades the presidential salary has soared by some 35% since 1970. In contrast, incomes for most of the academic and professional faculty have remained fairly stable or have actually decreased in real dollars. In 1970, for instance, President John J. Neumaier's salary was about three times that of most beginning assistant professors. Today, President Christian's salary is about four times that of a typical assistant professor starting out here.

Our President's residence, while not exactly a mansion, was significantly enlarged during the tenure of the previous President, Steven Poskanzer. Steve has since moved on to even larger digs and increased compensation (\$492,526 in 2012) as President of Carleton College in Northfield, Minnesota. Nonetheless, the New Paltz President's official residence is considered ample enough for the incumbent and his family, unlike many other College employees who are unable to afford living anywhere in or near New Paltz.

Photos by Morgan Gwenwald

Professionals and Tenure-Track Academics: Winners or Losers?

As an academic union leader, most of what I hear on a daily basis are complaints, so it is not easy to tell whether professionals and tenure-track academics view themselves as winners or losers. At UUP's Faculty Forum last April, most of the professional and academic faculty in attendance strongly expressed the feeling that they were constantly being asked to do more with less resources.

Academics attending the Faculty Forum complained that there are increased expectations regarding teaching: additional teaching loads, increased class sizes, increased advising loads and research productivity.

A member of the professional staff summed up that group's general level of frustration by saying: "I am being asked to do more and more on top of what I have been doing. It's hard to say no."

Department chairs are often in a particularly difficult and thankless position. Many are frustrated by contradictory expectations, which one expressed this way: "I should spend 50% of my time teaching. In reality, it is less than 30%. It is not that I am teaching less; it is just that my other responsibilities have exploded. I shiver when I hear that the administration is talking about a higher workload for us."

Adjuncts: Losers?

I would be loath to categorize any group of people as losers. Most of the adjuncts I know are outstanding, highly proficient and dedicated teachers. Our adjuncts number somewhat less than 200 and deliver a substantial portion of our GE courses to undergraduates seeking a quality education at “one of the hottest schools in the Northeast.” Most of our students encounter adjuncts during their critical freshman year, when adjuncts play a crucial role in retention by successfully engaging students in class and helping them make the sometimes difficult transition to college.

Financially, adjuncts are not simply losers, but find themselves in a terrible situation that just keeps getting worse every year. These fine teachers are highly educated and experienced, many with multiple master’s degrees or PhDs. Some have been working here for decades, yet they remain among the very lowest paid employees on campus. Unlike all other campus employees, adjuncts have little if any job security, hence no academic freedom. They can be non-renewed or laid off for any reason or no reason at all, without any due process or hearing whatsoever.

The huge gap between their disgraceful salary and everyone else’s just keeps on getting wider every year. A typical New Paltz adjunct teaches four courses a year for around \$3,000 a course, totaling little more than \$12,000, hardly a living wage. To simply subsist at any level above poverty, most adjuncts need to teach at several colleges or have another job or person to help support them.

As an illustration of the ever-widening gap: in 1970, President Neumaier’s salary was 32 times what an adjunct was paid to teach a single course. In 2012, President Christian’s salary was a whopping 72 times the per course salary for an adjunct.

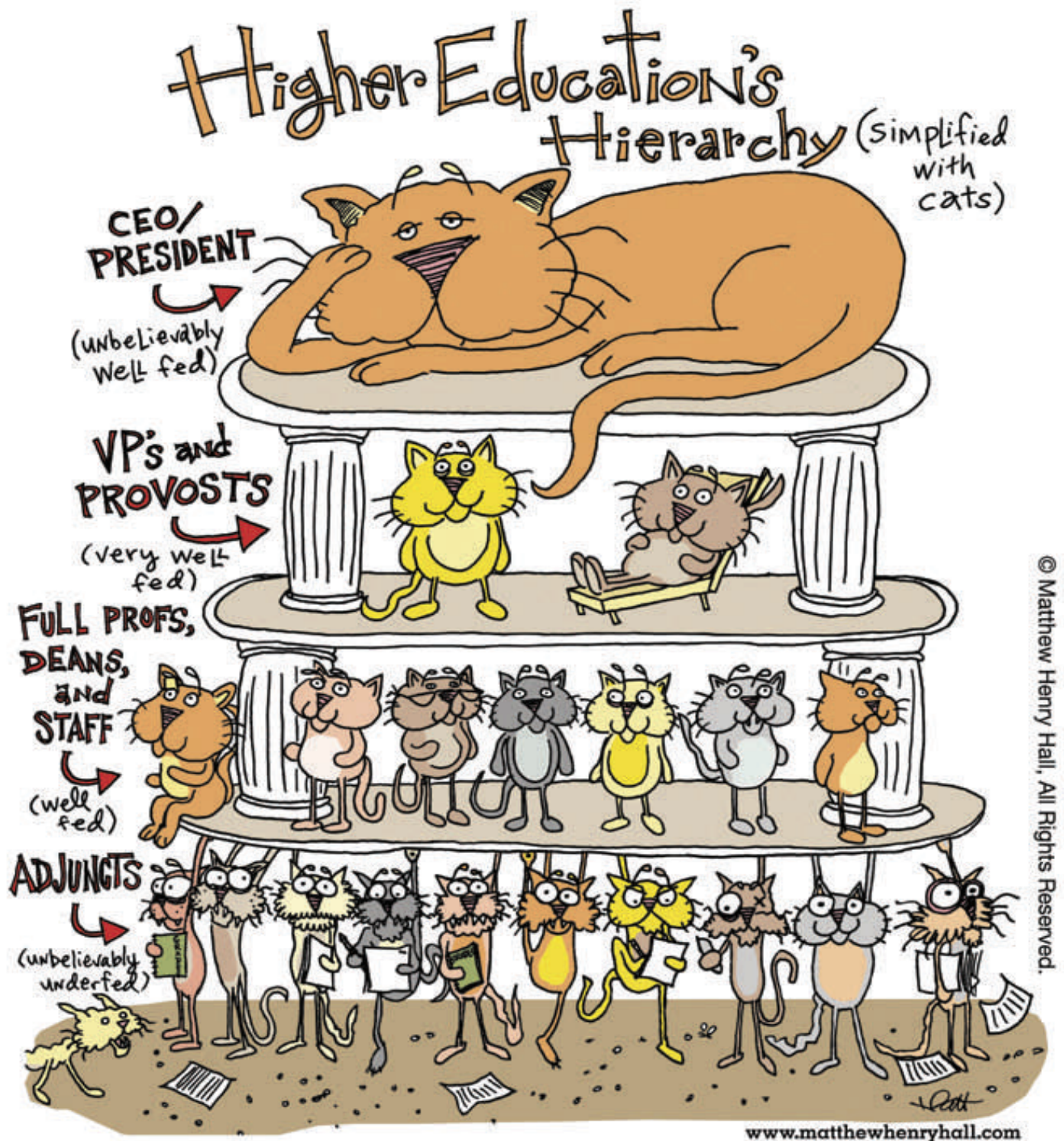
Adjuncts are the only academics without any minimum base salary floor in UUP’s contract with the State. When adjusted for inflation, adjunct pay has plummeted by more than 50% since 1970. In negotiations for our latest 2011-2016 contract, UUP made an all-out effort to establish a minimum salary for adjuncts, but was rebuffed by SUNY. College presidents and SUNY officials making hundreds of thousands of dollars insist on continuing to pay poverty wages to a substantial portion of their teaching faculty.

When I asked Chancellor Nancy Zimpher during her visit to the New Paltz campus in May what SUNY could do to close the ever-growing wage gap between adjuncts and everyone else, she first replied that she had to carefully weigh the many needs of the University. She further made the bizarre claim, widely reported in the press, that SUNY was not even present at the bargaining table during contract negotiations with UUP. Actually, SUNY is duly represented at negotiations by Raymond L. Haines, Jr., Associate Vice Chancellor for Employee Relations. Ray has long been SUNY’s Chief Negotiator on the State’s team that negotiates contracts with UUP (<http://www.suny.edu/ER/StaffER.cfm>).

UUP launched its \$5K campaign in May to raise the minimum starting salary for all SUNY teachers to \$5,000 per course. This minimum salary has been endorsed by UUP’s statewide Executive Board and by chapters throughout SUNY, as well as by the Student Association at New Paltz (see p. 12). In the months ahead, we will be seeking additional support from the entire campus community to pay our adjunct faculty a living wage.

2013 POVERTY GUIDELINES FOR THE 48 CONTIGUOUS STATES AND THE DISTRICT OF COLUMBIA

Persons in family/household	Poverty guideline
1	\$11,490
2	15,510
3	19,530
4	23,550
5	27,570
6	31,590
7	35,610
8	39,630
For families/households with more than 8 persons, add \$4,020 for each additional person.	



Disclaimer: Any resemblance to any cats or persons, living or dead, is purely coincidental.

On our New Paltz campus, the President and Provost are admirably slim and trim, while most of those on the faculty and staff are not particularly "well-fed." Artist Matt Hall focuses here on the plight of adjuncts, which has only gotten worse since he drew this cartoon more than a decade ago. [The Editor]

Making Everyone Winners

Here are a few suggestions on how we might work toward making everyone winners:

1. Keep informed and become active in UUP. This could involve joining a committee, serving as your departmental representative, attending general chapter or Executive Committee meetings, running for delegate or officer in the next chapter elections in 2015. The union is not me—it's you and all of us.
2. Become more active in campus governance. This might involve serving on one or more committees, agreeing to be elected committee chair or running for Presiding Officer. I'm not on the faculty anymore, but you are. *This also applies to adjuncts and lecturers. For the first time with our new UUP contract, adjuncts become voting members of the College Faculty after only two consecutive years of teaching here.* You have a voice now—use it!
3. Engage in meaningful research that can inform discussions of budget, workload, spending priorities, equity and compensation for different campus constituencies. If you have an inquisitive mind and third-grade math skills, you can begin studying current conditions of employment at SUNY. Most of the data that you need are readily available online or in the Sojourner Truth Library.
4. Talk to your colleagues, your family, your students, their parents, taxpayers, legislators and the general public about what is happening in higher education, about our terms and conditions of employment, about winners and losers. Most of the general public hasn't a clue as to what's really going on in the academic world.
5. Support the \$5K campaign to pay all our faculty members a living wage and provide them with a measure of job security. Sign our Mayday statement at <http://bit.ly/XEta7u>.
6. Write an article or draw a cartoon for *The Bullhorn*.

President Obama's Proposal for Performance-Based Funding

By Rudy Fichtenbaum, President, American Association of University Professors

In an attempt to rein in rising tuition and skyrocketing debt President Obama has announced a plan for performance based funding for higher education. Under his plan colleges would be rated on affordability, graduation rates and earnings of graduates. While we applaud the President for raising concerns over rising tuition and student debt, concerns that we share, we also believe that the President's proposal will do little to solve the problem and will likely result in a decline in the quality of education offered to working class and middle class students, particularly students of color.

Unfortunately, the President's plan is little more than a version of the failed policy of "No Child Left Behind" brought to higher education.

In rolling out this plan the administration says they plan to consult with colleges and universities. The problem, however, is they mean they will consult with college and university Presidents and not with the faculty who must actually do the teaching, much less the students they claim to assist. The President's plan is a "market"-based solution, based on the premise that if people understand what they are buying they will shop around for the best value. In theory the plan sounds fine if you believe that education is simply a commodity.

In reality, even if one believes, as it appears the President does, that education is mainly about job training, in reality measuring the output of our colleges and universities in a meaningful way is simply not possible. But the fundamental problem with the President's proposal is that it does not get at the root cause of skyrocketing tuition, which is directly related to the escalating debt burdening millions of students and their families. The price of higher education is what individual students and their families pay i.e., tuition. Public colleges and universities have additional sources of revenue and traditionally, their most important source of revenue has been state appropriations.

One of the most important factors driving price (tuition) at public colleges and universities has been the decline in state support for higher education. According to State Higher Education Finance FY 2012, a report issued by the State Higher Education Executive Officers Association, annual revenue per student adjusted for inflation was \$11,084 in 1987 and in 2012 it was \$11,095, hardly a staggering increase. Over the same period, however, government support has declined from \$8,497 to \$5,906 per student, while net tuition increased from \$2,588 to \$5,189.



Rudy Fichtenbaum

The second major culprit driving increases in tuition is rising costs. While costs are growing too rapidly, they are not increasing as fast as tuition (prices). Critics of higher education, like Wall Street Journal (WSJ) reporter David Wessel, blame rising costs on allegedly higher salaries receive by supposedly complacent faculty, particularly tenured faculty. However, rising costs have not been a result of higher faculty salaries, but rather growing administrative costs.

According to an article, "Deans List: Hiring Spree Fattens College Bureaucracy — and Tuition," published in the December 28, 2012 WSJ, "The number of employees hired by colleges and universities to manage or administer people, programs and regulations increased 50% faster than the number of instructors between 2001 and 2011, the U.S. Department of Education says. It's part of the reason that tuition, according to the Bureau of Labor Statistics, has risen even faster than health-care costs."

In contrast, the percentage of tenured and tenure-track faculty has been eroding steadily and they are now a minority among those who teach in higher education. The new faculty majority are contingent faculty including both full-time faculty off the tenure track and part-time faculty. The numbers for both of these groups have increased dramatically and they earn a fraction of what the tenured and tenure-track faculty earn and only rarely qualify for retirement or health benefits.

More to the point, however, is that, according to the Digest of Educational Statistics, the average salary for a full-time faculty member at a public institution in 1999-2000 (in constant dollars) was \$77,897. In 2011-12 the average salary for the same full-time faculty member was \$77,843 (in constant dollars). So when measured in constant dollars (i.e. adjusting for inflation), salaries for full-time faculty at public institutions have actually declined.

Blaming "complacent faculty" who remain "shortsighted" ignores the reality of higher education in the 21st century. It is not the tenured and tenure-track faculty, much less the army of contingent faculty who have been displacing tenured faculty, who are complacent or shortsighted. If anyone has lost touch with reality it is the metastasizing army of administrators with bloated salaries, who make decisions about the allocation of resources on our campuses, and our university presidents who are now paid as though they were CEO's running a business — and not a very successful one at that. Unfortunately, these are the very people President Obama plans to consult while implementing his plan.

The same December article in the WSJ cited above looked specifically at the University of Minnesota and found that the administrative payroll there had gone up 45.5% since 2001, while the instructional payroll increased by only 15.6%. During the same period the number of students increased by 22.4%, so instructional spending per student actually declined while administrative spending per student increased. Sadly, this is typical of most universities.

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The same December article in the WSJ cited above looked specifically at the University of Minnesota and found that the administrative payroll there had gone up 45.5% since 2001, while the instructional payroll increased by only 15.6%. During the same period the number of students increased by 22.4%, so instructional spending per student actually declined while administrative spending per student increased. Sadly, this is typical of most universities. In addition to the growth in administrative spending there is also the growth in entertainment spending and spending on amenities. Many universities claim that they must compete and therefore have borrowed millions to build luxury dorms, new dining halls and rock climbing walls. This construction is paid for out of rising tuition. They also spend millions subsidizing intercollegiate athletics, money that comes directly out of academic programs, while shamefully exploiting student athletes. According to USA Today, only eight Division I schools do not subsidize intercollegiate athletics and on average the subsidy accounts for about 61% of spending on intercollegiate athletics. This is money that comes directly from students and which could be used to support academic programs. Together the subsidy for intercollegiate athletics at 227 Division I schools is \$2.2 billion, which accounts for about 3% of all state spending on higher education.

The solution to the current crisis in higher education, characterized by rising tuition and student debt, is not a report card based on poorly defined metrics. Albert Einstein was reported to have said, "Not everything that can be counted counts, and not everything that counts can be counted." In his rush to measure the performance of higher education institutions the President should remember this maxim. The creation of so called report cards based on graduation rates and earnings of graduates from colleges that serve diverse student populations will result in a race to the bottom, driving public universities and non-elite private universities to standardize their curricula to insure they get a passing grade. For millions of working class and middle class students, particularly students of color, the President's plan will result in a decline in the quality of higher education, in the name of increasing graduation rates. If we were truly interested in increasing graduation rates, we would provide more funding for K-12 education to insure that students were better prepared for college. If we were truly interested in controlling or reducing tuition, we would increase public funding of higher education both at the state and federal level by taxing the rich, particularly the top 1% who have benefited disproportionately from government bailouts and have been the recipients of the lion's share of income growth since the 1970s. One way to accomplish this would be through a financial transactions tax.

The President's plan will do for higher education what No Child Left Behind has done for K-12 education. It will lead to more testing and to dumbing down the curriculum by a majority of faculty who no longer have the protection of tenure and therefore will be forced to teach students simply to take tests. But we all know that teaching someone how to take a test is different than giving them a high quality education. A high quality education is more than vocational training. It teaches students about art, music, and culture, the things that make us human beings. It teaches students history, economics, psychology, political science, sociology and anthropology, making them better citizens. It teaches them science and mathematics, allowing them to understand the world around them. Quality education can give students skills that will be useful in helping them find jobs, but it is also about creating better human beings and giving students the knowledge to deal with the myriad of problems we face as a society. I have yet to see a test to measure whether or not someone has become a better human being. Until such a test is developed we should concentrate less on testing and assessment and more on providing institutions of higher education the resources they need to provide all students with a high quality education.

This article originally appeared on the AAUP website: <http://aaup.org>. Reprinted by kind permission of the author, who is Professor of Economics at Wright State University, Dayton, Ohio.



50th Anniversary of the March on Washington for Jobs and Freedom

By Donna Goodman, Professional Delegate

Long before dawn on August 24, a chartered bus filled with enthusiastic activists pulled out of the New Paltz Park & Ride lot and headed to Washington for the 50th Anniversary March on Washington for Jobs and Freedom. On the bus were members of UUP from New Paltz, Albany and Cobleskill, New Paltz United Teachers (NPUT), Public Employees Federation (PEF) and New York State United Teachers (NYSUT), sponsors of the bus.

Arriving at RFK Stadium at 9 a.m., we found a team of AFT members distributing blue t-shirts and box lunches for the march ahead.

After a brief trip on the Metro, we were quickly absorbed into the massive crowd surging toward the Lincoln Memorial. It took over an hour to get close enough to see the speakers on a screen and to hear the speeches.

The day was hot and sunny. According to press accounts, attendees numbered in the tens of thousands. Union members were visible everywhere – auto workers, postal workers, teachers, health care workers – all in their identifying t-shirts.

Speaker after speaker assured the crowd that this day was not just a commemoration of the 1963 march, but a continuation of the unfinished struggle for economic rights, social justice and civil rights. Trayvon Martin's image was on thousands of signs as a symbol of the need to fight against racial profiling in the streets and in the criminal justice system.

And yet, as an example of just how far we still need to go, signs that read “Stop Mass Incarceration. Stop the New Jim Crow” were confiscated by Park Police (see Dave Zirin's article on *The Nation* blog link below). The Supreme Court's gutting of the Voting Rights Act was another prominent theme in speeches and on placards.

For me, the most moving moments were the talks by Myrlie Evers-Williams, widow of Medgar Evers, and Georgia Congressman John Lewis. Evers-Williams called on marchers to “Stand Your Ground,” an obvious reference to the laws used to justify George Zimmerman's killing of Trayvon Martin. Turning Stand Your Ground on its head, she exhorted the crowd to stand firm for freedom and justice and equality and “make sure that nothing is taken away from us.” Referring to the famous Sojourner Truth quote—“Ain't I a woman?”—she asked: “Where are the women who need to be acknowledged in the struggle for freedom and justice: Coretta Scott King and Betty Shabazz?” She called on the movement to stand by the youth, help bring up young leaders, and to hold leaders accountable.

John Lewis remembered standing on that same platform 50 years ago. “Those days are gone,” he said, “but we have another fight.... We cannot go back, 50 years later. We cannot wait, we cannot be patient.... We cannot give up; we cannot give out; we cannot give in.... I am not going to stand by and let the Supreme Court take away the right to vote.... Stand up, speak out, get in the way!” And to young people: “Get out there and push and pull and make America what it should be for all of us!”

The rally was followed by a march to the new MLK Memorial, but many in our group couldn't even get close to the Memorial in the dense, slow-moving crowd, so we chose to miss the second rally rather than miss the bus home.

For links to press stories about the march and for more background, go to:

<http://www.nytimes.com/2013/08/25/us/following-in-the-footsteps-of-king-and-looking-to-galvanize-a-new-generation.html?pagewanted=all&r=0>

<http://www.nytimes.com/video/2013/08/24/us/100000002404455/march-on-washington-50-years-later.html>

http://www.democracynow.org/special/50th_anniversary_of_the_march_on

<http://www.thenation.com/blog/175890/seeing-new-jim-crow-placards-seized-police-more-march-washington#axzz2defgYr3K>



Cliff DaVis (Cobleskill) and Goodman



The Student Association

RESOLUTION

***PASSED BY THE NEW PALTZ STUDENT SENATE,
MAY 1, 2013***

Main Sponsor: Jesse Ginsburg, Senator

Co-Sponsor: Josette Ramnani, Senator

Whereas adjunct faculty at SUNY New Paltz are paid about \$3,000 per three-credit course they teach; and

Whereas adjunct faculty at SUNY New Paltz are signed to contracts lasting one semester or one year, at most; and

Whereas adjuncts have to reapply yearly to be rehired at SUNY New Paltz, even those who have been consistently rehired; and

Whereas there is no minimum contractual salary for adjunct lecturers in SUNY; and

Whereas adjunct faculty on temporary appointments can be fired at any time without cause, and those on term appointments can be non-renewed for any or no cause, and therefore adjunct faculty need to be extremely concerned about their job security; and

Whereas the poor working conditions for adjunct faculty negatively infringe upon the ability of professors to effectively teach their courses; and

Whereas there is an arbitrary distinction between adjunct and full-time lecturers, for example full-time lecturers get paid \$4000 per course and are usually signed to multi-year contracts, but lecturers and adjunct faculty are required to perform the same tasks at SUNY New Paltz; and

Whereas full-time lecturers are required to teach five courses per semester, an excessive and unsustainable workload that is unique among SUNY colleges, while adjuncts are usually limited to two courses a semester, which at \$3,000 a course means a salary of \$12,000 a year; and

Whereas this demeaning treatment of contingent faculty negatively impacts the quality of education at SUNY New Paltz as contingent faculty are not able to deliver the same quality of education as they would if they were better supported by receiving a living wage, office space to meet with students, and other necessary resources for fulfilling their role as educators and advisors; and

Whereas students understand the need for flexibility on behalf of the College administration when it comes to hiring and firing faculty, but also recognize that concern for being laid off or non-renewed can hinder the quality of education or the ability of contingent faculty to challenge students; and

Whereas students understand that adjunct faculty will always be present on SUNY New Paltz campus; and

Whereas the Modern Language Association [proposes a minimum starting salary](#) for part-time faculty of \$7,090 per standard three-credit course, rather than the market baseline which is approximately \$3,000 which adjunct faculty salaries are currently determined by; and

Whereas students understand the contributions adjunct faculty have made to SUNY New Paltz; therefore the 55th Senate proposes

A RESOLUTION

Be it resolved; we as Student Senate consider the treatment of adjunct faculty to be unfair and harmful to academic quality. We call on the College administration to eliminate the arbitrary distinction between part-time adjunct faculty and full-time lecturers by paying all contingent faculty members a minimum starting salary of \$5,000 per standard three-credit course, and ensuring that adjunct faculty are eligible for three-year contracts after a probationary period of three to five years, during which faculty are subject to the same yearly evaluation process that is currently implemented, with satisfactory peer and student evaluations. Further, the general requirement that full-time lecturers be required to teach ten courses a year should be replaced by a more flexible arrangement, under which the number of courses to be taught by any contingent faculty member is determined by the departmental chair, in consultation with the employee.



Labor-Management Meeting Notes, May 15, 2013

By Ed Hanley, former Chapter Secretary

Administration Attendees: Provost Phillip Mauceri, Assistant Vice President Michele Halstead, Chief of Staff Shelly Wright, Human Resources Director Dawn Blades, Human Resources Associate Director Jodi Papa

UUP Attendees: President Peter D.G. Brown, VP for Professionals Linda Smith, VP for Academics Jeff Miller, NY-SUT Labor Relations Specialist William Capowski, Secretary Ed Hanley

1. Technology Fee for Full-Time Faculty. For some time, the technology fee was waived for full-time faculty members taking courses in the Space-Available Program. When UUP asked that the fee also be waived for our part-time members, most of whom are in a financially weaker position, the result was that the technology fee is to be imposed on all our full-time and part-time members taking courses in the Space-Available program. Since the \$184 technology fee represents a substantial obstacle for all members considering taking courses and a significant change from past practice, we strongly urge that this and other fees be waived for members taking courses in this program.

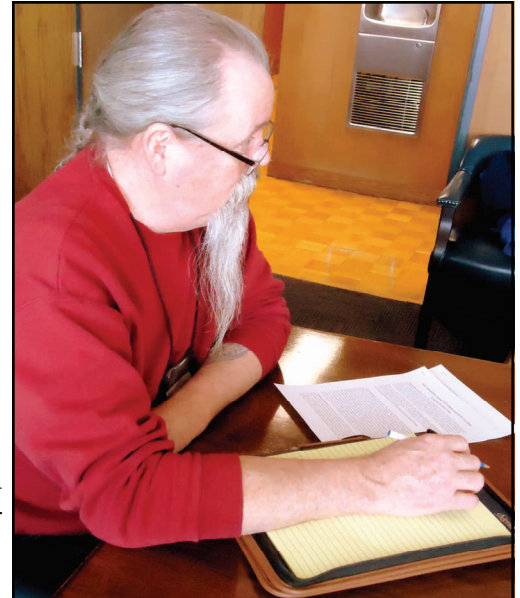
Brown characterized the recent decision to eliminate the technology fee waiver as “rather disturbing.” Instead of improving upon an already favorable situation by extending the waiver, the union believes the College has instead taken a step backwards by eliminating it entirely. Brown urged that the fee be waived for all members rather than being levied on all. According to Director Blades, while the administration felt it best to waive other fees (e.g., health and athletic fees), everyone would be required to pay the technology fee. Noting that the practice of waiving the technology fee had been established years ago, Blades indicated it had never been revisited in light of changes in the academic environment. She observed that there is far more technology currently being utilized, and the burden of paying for that technology is currently borne by the students through the tech fee). Chief of Staff Wright and VP Halstead concurred with her observation. Blades went on to suggest that the tech fee for students might need to be increased if it continued to be waived for faculty. Brown asked if the administration had any data to support such an assertion. Blades indicated there was none, since that sort of information is not tracked. After some further discussion, Wright concluded by pointing out that the technology fee would now be fairly applied to all students.

2. Pregnancy Leave. In order to move toward a more family-friendly campus and better support members who become pregnant, UUP suggests creation of a joint labor-management task force to explore establishing a Pregnancy Leave program along the lines of what is currently available at UC Berkeley (<http://www.uhs.berkeley.edu/worklife/policy.shtml>). Berkeley’s Pregnancy Leave entitles employees up to four months of leave for pregnancy. Pregnancy Leave may consist of leave without pay (during which employees may be able to receive disability benefits, if eligible) and/or paid leave such as accrued sick leave, accrued vacation leave and compensatory time off.

Brown briefly recapped union views and concerns on the matter. Noting the issue was covered by Appendix A-42 of the contract provisions then in force, Blades stated that the administration had no authority to alter the contract language at the local level. Thus, she saw no value in creating a task force to examine issues that cannot be negotiated locally. Brown pointed out that the union was not suggesting such issues be negotiated locally. Rather, the purpose of the proposed task force would be to evaluate local procedures and recommend improvements. Blades stated the administration was already comfortable with its procedures and asked that the union simply continue to refer members to HR for assistance as it has in the past.

3. DSIs. UUP again emphatically urges the College administration to seriously consider distributing some form of salary increase to those meritorious employees who applied for and were approved for DSI after the previous *Agreement* between New York State and UUP expired on July 1, 2011. Aside from any contractual mandate or resources, the College should consider allocating other resources at its disposal to address the escalating problems of retention and low faculty morale. The College administration would do well to use its resources not just to hire new faculty, but also to reward and motivate existing employees who have been performing outstanding work here for many years.

Focusing on the morale aspects of the issue, Brown stressed the importance of doing something for those employees who should have and would have received DSI during the past two years had it not been for the expiration of the previous *Agreement*. Noting that DSI has been a part of the campus culture for a long time, Brown reiterated that the administration has options to address this issue; options it is not using. He opined that the issue really is not tied to the status of the contract. Provost Mauceri took the position that DSI is a contractual issue to be negotiated at system level. While local action might be possible, there were many competing requirements for funds at the local level. Thus, the administration's position was that DSI would be a matter for the contract to address.



Ed Hanley

Photo by Jaime Burns

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

Brown asked if any of the requested data was available yet. Mauceri indicated that Executive Assistant to the Provost Gould was still in the process of gathering the relevant information. He speculated that data gathering might wrap up at some point early in the summer. He assured Brown that the process would run through to completion. Brown reiterated that 5/5 loads appear to be both unique to New Paltz and damaging to quality of instruction. Mauceri noted that while 5/5 is the standard, it is subject to modification at department level by Deans and Chairs.

5. Limiting .99 Appointments. UUP opposes .99 appointments and asks that the College refrain from this practice for what instead should be full-time appointments.

Brown reiterated the union's opposition to such appointments. Blades stated that there were no longer any members on .99 appointments. If we had information suggesting otherwise, she asked that we provide her the name(s) of anyone on such an appointment. Noting that it was the union's position that .99 appointments should not be used at all, LRS Capowski asked Blades if the administration had any specific position on the matter. Blades stated that the administration did not see .99 appointments as being in the best interests of employees either. Capowski thanked her for her reply.

**Jeff Pollard**

Spotlight: Jeff Pollard, Institute for International Business Chapter Vice President for Professionals

By Daniel Brenner, Chapter Intern

Meet Jeff Pollard, the new Vice President for Professionals at our New Paltz chapter of UUP. Mr. Pollard does not have a typical background for a union officer. He has spent a majority of his career working in the area of human resources. Since 2005 has been the Coordinator of the Institute for International Business (IIB) here. Pollard sat down with me at the International Students' Office in Vandenberg Hall. He admitted that he initially had no plans of becoming involved with UUP. That is, until last year when many of his colleagues were encouraging him to take up the open position of VP for Professionals. "I believe that everyone should take a turn," he told me during our interview.

Pollard believes strongly that it is the responsibility of staff and faculty who are a part of the union to actively participate in the organization. He says the Executive Committee is planning to start a "campaign in which we're asking everyone to do something, and we'll give them a laundry list every

semester. Everyone should get involved at least once, because it's their union."

While many Executive Committee members of the past have been lifelong teachers, a profession that has traditionally supported unions, Pollard comes from a field that often has antagonisms with labor. "Unions and management usually have this confrontational relationship, and HR sits with management," he explained. When his colleagues encouraged him to run for union office, he admitted that he was at first reluctant. "My background is from the other side of the table." Nevertheless, Pollard realized that his experience on the managerial side of the coin could be a useful asset for UUP.

Pollard's experiences in human resources have allowed him to make the IIB program here extremely successful. The program accepts international students from a variety of foreign countries and places them in internships throughout New York City. Mr. Pollard's experiences with skill evaluation and connections with HR department officials give these students a unique advantage in finding exciting internships. Pollard also has a great deal of international living experience, giving him the ability to communicate well with students of foreign backgrounds. As a child, he lived in Luxembourg for three years. Later, while serving in the military in the early 1990's, Pollard lived on a base in southern Germany. He explained that his foreign living experience makes him sensitive to different cultures and what it feels like to be "the odd person out."

Part of Pollard's job at the IIB has been to motivate international students to accept positions with which his office has formed partnerships. Similarly, part of his role as the new VP for Professionals will be encouraging campus colleagues to get involved with their union. When I asked him what accomplishments he would like to see the UUP make in his time on the Executive Committee, Pollard replied that he "would love to see more people engaged and doing something."

He also commented that he would like to see "the relationship between the local campus chapter and the campus administration be more cooperative," a comment which reflects Pollard's experience in managerial departments. Indeed, the tension between certain SUNY administrators and UUP members is a concern for other members of the union besides Pollard. If the new Executive Committee can help raise awareness and participation this upcoming school year, the union's sheer numerical support will be a persuasive tool. "If everyone would do just one thing, the involvement would be amazing!"

**Niza Cardona**

Spotlight: Niza Cardona, Student Accounts Chapter Treasurer

By Ryan Randazzo, Chapter Intern

Mother, teacher and Director of Student Accounts, these are but a few of the titles for Niza Cardona, the new Chapter Treasurer. Cardona's name is known widely across the campus by both students and faculty. She was very excited to begin working as Treasurer over the summer and is eager to learn as much as possible in the months ahead.

Niza was born and raised in Brooklyn with five brothers and sisters. She received her bachelor's degree in Marketing Communications at the Fashion Institute of Technology. Later she worked for an advertising agency and an airline before taking a job at FIT. Eventually she moved to Mexico to work in the hotel business. From there Cardona moved up to the Hudson Valley and got a job at the Financial Aid Office here.

Within three years Cardona became Senior Financial Aid Advisor, Work Study Coordinator, and then was asked to apply for the director's position. She applied, was hired and has been Director of Student Accounts since 2001. Looking to further her education, she pursued a master's degree in Humanistic/Multicultural Education here at SUNY New Paltz, taking only one class a semester.

Cardona has instituted some major changes at the Office of Student Accounts since she became Director. One thing she worked on was moving toward a completely electronic, paperless office. "We are right up there with Amazon," Cardona said. The project began five years ago, and every year she adds a new component to making things electronic. The next step for her will be to focus on texting and emailing students, as well as using social media as a tool for billing and collections.

The UUP has always been something that interested Cardona. She was very enthusiastic when she saw that the position of Treasurer was available, and she thought it was a great opportunity to finally be more active. She is less concerned about how much time it will take, because she plans on being here for the rest of her career.

Cardona has been serving as the chair of the Bursar Committee at SUNY Central. She also chairs our campus' College Review Panel and the Veterans' Advisory Board, but is always grateful for new opportunities to reach out and serve the College community.

New Chapter Interns: Daniel Brenner

By Ryan Randazzo, Chapter Intern



Daniel Brenner



From his presidency of the Political Science Club to hosting his own funk radio show, Daniel Brenner has been known to expand his horizons and take full advantage of what SUNY New Paltz has to offer. He is now on to one of his final endeavors here at SUNY New Paltz: interning at UUP.

Dan is currently a senior graduating in December with a major in International Relations and a minor in Spanish. His interest in studying Spanish began in his Manhattan high school, where he spent time learning the language and studying in Costa Rica. After declaring a minor in Spanish, he spent his second semester of his sophomore year studying the language in Argentina. After a year of studying and working in Argentina, Brenner was able to speak the language fluently.

Back on the SUNY campus, Brenner has had an assortment of experiences outside of his academic life. He began doing registration for NYPRIG his freshman year, which eventually lead to an internship with the organization.

As the current president of the Political Science Club on campus, Dan is responsible for setting up meetings on current events and hosting debates. He also is involved in bringing guest lecturers to campus and organizing a trip to Washington D.C. for learning and networking purposes.

Brenner's life is not all hard work. He enjoys playing pickup games of football, basketball and soccer, as well as going on hikes in the mountains with his friends. He has hosted two radio shows on the school's radio station, WFNP. One was a sports talk show which he hosted with his friend, and the other was a funk music program which he did by himself.

He wanted an internship where he could sharpen his writing abilities and other skills, while at the same time staying in the political realm, so the UUP seemed like a perfect fit. He has never been involved with a union before, though they have always sparked his interest.

"I am really excited to contribute positively to the UUP and reach out to the campus community," Brenner said.

New Chapter Interns: Ryan Randazzo

By Daniel Brenner, Chapter Intern



Ryan Randazzo



**Heads up! Campus Equity
Week is October 28th to
November 1st!**

Ryan Randazzo, my fellow Chapter Intern here at UUP, is a native of Williston Park, LI, outside of Mineola. He is a Public Relations major and is currently in the five-year BA/MBA program. Ryan's past job and internships have given him a great deal of experience with social media and with formatting programs, such as InDesign. He will be continuing to hone these skills with UUP and helping to disseminate the chapter's concerns via the Internet and *The Bullhorn*.

When I sat down to interview Ryan, I had to ask him, "What exactly is Public Relations?" I was, of course, aware of the fact that the field contains a large variety of concentrations and areas of study. He told me that PR essentially trains you how to get the word out about any organization with which you are working. While many students who are unfamiliar with the major may think it is strictly a business-oriented field, Ryan explained that in reality the major has a lot of versatility. "PR skills can be useful for smaller organizations and nonprofits, not just for big corporations." Ryan has worked with other departments at SUNY New Paltz, including the Communication and Media and the Honors Center. For both units, he ran the social media pages. His familiarity with programs such as InDesign has already allowed him to work on editing the *The Bullhorn*.

Besides his academic and career-related endeavors, Ryan is involved in numerous extracurricular activities. On campus at SUNY-New Paltz, he is the captain of the rugby team. He has also founded and is President of the Cystic Fibrosis Awareness Club. In his free time, Ryan plays the bass guitar and is a devoted follower of the jam band Phish. "My life is pretty much music and sports-oriented. When I'm not studying or in Rugby mode, all I'm doing is playing music." Now, he'll be able to add union activism to his list of passionate pursuits.

Contingent Concerns Labor-Management Meeting Notes May 20, 2013

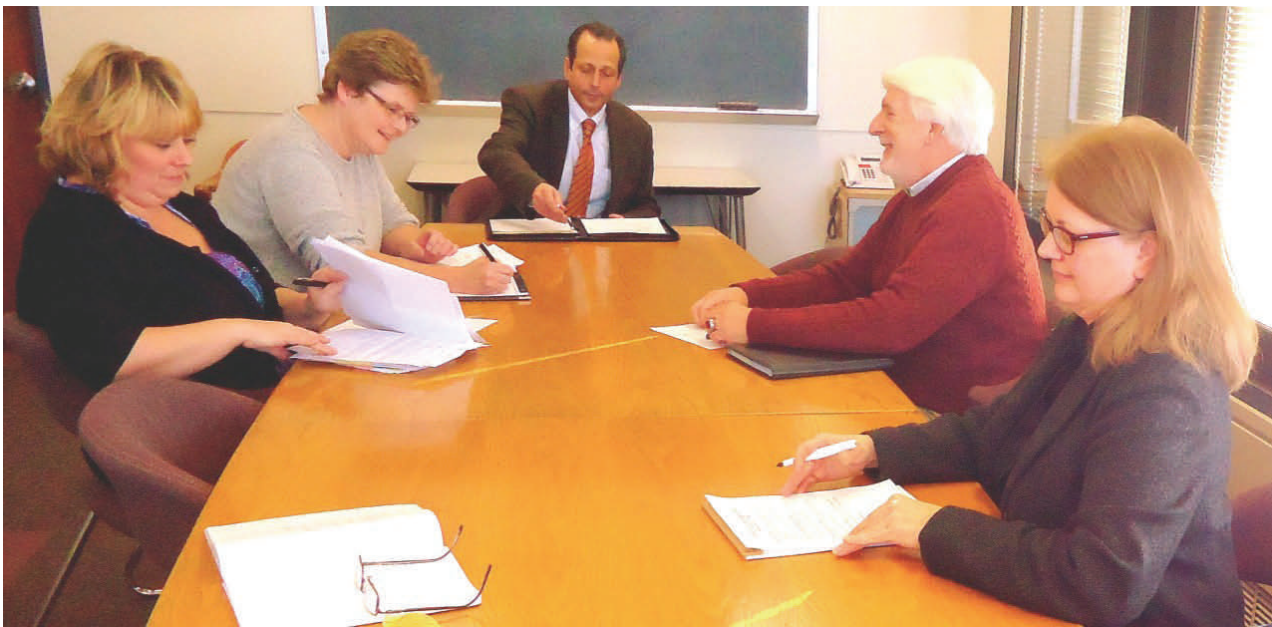
By Alan Dunefsky and Beth Wilson

For the Administration: Provost Phillip Mauceri; Deborah Gould, Assistant to the Provost; Human Resources Director Dawn Blades; Associate Human Resources Director Jodi Papa

For UUP: Chapter President Peter D.G. Brown; VP for Contingents Beth Wilson; Clinton Bennett, Adjunct in Philosophy; Barbara Heiles, Adjunct in Mathematics; Alan Dunefsky, Development Office; NYSUT Labor Relations Specialist William Capowski

1. Adjunct compensation

VP Wilson asked how the administration can take meaningful steps and make concrete progress toward increasing adjunct compensation. Provost Mauceri claimed that the only way this could occur would be if there were an across-the-board increase in the contractual *Agreement between UUP and NYS*. Brown continued to press for ways to close the ever-widening gap between compensation for adjuncts



From L-R: Papa, Blades, Mauceri, Dunefsky, Wilson

Photo by Jaime Burns

and everyone else. Mauceri replied that discretionary salary increases would likely be linked to any solution to close this gap. Wilson reported that SUNY Oswego had announced significant adjunct pay increases in incremental steps over a number of years. Brown reminded Mauceri that SUNY has for years been unalterably opposed to including adjunct salary minimums in statewide contract negotiations with UUP. Mauceri once again closed this topic by claiming that the administration was unwilling to increase adjunct compensation due to “market forces.” Thus, the University refuses to negotiate adjunct salaries at the statewide level, and the College likewise refuses to negotiate their salaries at the campus level.

2. Adjunct access to office space and facilities

Wilson opened the discussion by pointing out that lack of adequate office space and facilities for adjuncts is a perennial problem in all schools and faculties at SUNY New Paltz. She distributed a preliminary survey by UUP that identified three of the worst problem areas:

Mathematics—there is a sign on an office door designating the room for adjuncts, but it is frequently used by full-timers. Lack of office space is also particularly acute in the School of Education and Art Studio.

Mauceri said that the administration will speak to department chairs, but claimed that in matters concerning adjuncts, his authority is so limited that he can only make recommendations.

Wilson stressed that as buildings such as Wooster are being rehabbed and new ones being built, it is important for the administration to plan for adequate office space and facilities for adjuncts. Their concerns need to be addressed, and not merely as an afterthought. Mauceri replied that he would try to do what he could, but that space is at a premium across the campus.

UUP then asked if there is a plan to address the antiquated, inadequate hand-me-down computer equipment currently provided to adjuncts. There are members who report not being able to properly advise students on projects, for instance, because of lack of access to the necessary equipment. Mauceri offered no definitive statement of additional resources to be provided at this time, but he stated that he will look into it.

3. Inclusion of adjuncts in teaching awards

Brown followed up his query to the Provost at the last faculty meeting about including an award for an adjunct next year. Wilson also suggested that we add an adjunct to the committee that decides the provost’s awards, to which Mauceri replied in the affirmative that it would be a good idea to do so.

Phyllis Sturm, former Chapter Secretary, Keeps on Giving

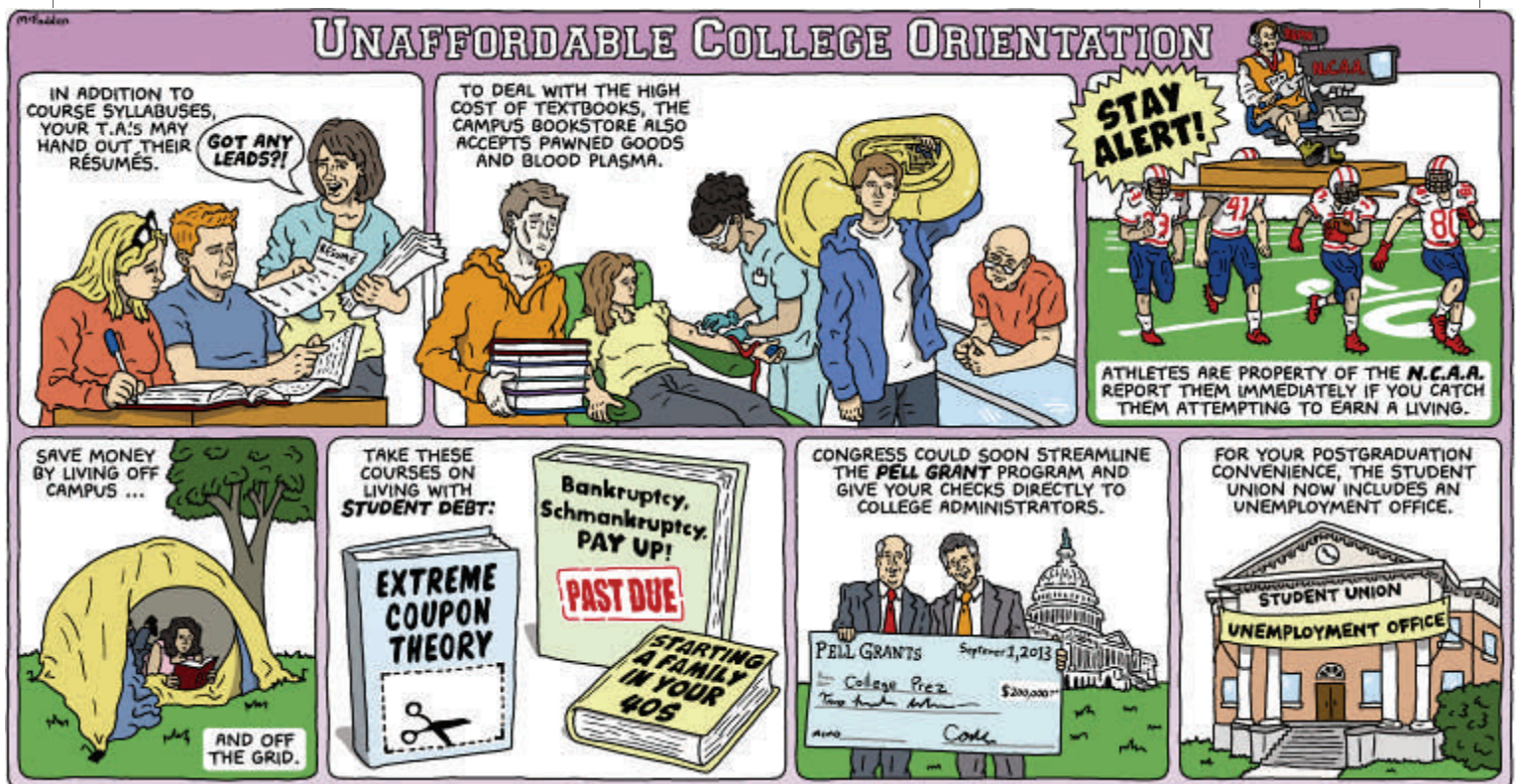
On July 10, Women of the Moose Chapter # 428 in Poughkeepsie were proud to present a check for \$1,276 to Anna Trocino, Director of Special Events Eastern Division American Cancer Society. The presentation was followed by homemade cake with beverages and a discussion of the virtues of Moose International.

For several months, Junior Graduate Regent Susan Upton collected donations of goods, services and gift cards from retail establishments and members of the Moose. Members also contributed special items for the 16 beautifully decorated gift baskets Upton created as part of the penny party fundraiser held in June.

A big thank you to the members of the committee, the volunteers and especially to all those in the community who donated items which made the raffle the successful day it was.



Women of the Moose Chapter # 428



This strip first appeared in the *New York Times Magazine* on September 1, 2013. Reprinted by kind permission of the artist, Brian McFadden, www.bigfatwhale.com.

Filmmaker

JOSH FOX

Director of *GASLAND*

A photograph of filmmaker Josh Fox speaking at a podium. He is wearing glasses, a dark suit, and a tie. The podium has a sign that reads "SUNDANCE FILM FESTIVAL" and a logo. The background is dark with some blurred lights.

SUNDANCE
FILM FESTIVAL

Tuesday, October 29, 7:00pm
Lecture Center 100

Award-winning documentary filmmaker Josh Fox will be speaking and showing clips of the sequel, *Gasland Part II*, which premiered at the 2013 Tribeca Film Festival. It shows how the stakes have been raised on all sides in one of the most important environmental issues of our time.

The film argues that the gas industry's portrayal of natural gas as a clean and safe alternative to oil is a myth: that fracked wells inevitably leak over time, contaminating water and air, hurting families and endangering the earth's climate with the potent greenhouse gas, methane. The film also looks at how the gas industries are contaminating our democracy.

Chapter Committees are being reconstituted. Previous membership:

Affirmative Action Committee

Jerry Persaud, Comm. & Media, 257-2631, persaude@newpaltz.edu (chair)
Elissa Greene, Design & Construction, 257-3309, greenee@newpaltz.edu
Patricia Noble, Comm. & Media, 257-3450, noblep@newpaltz.edu
Claudette Aldebot, Residence Life, 257-5501, aldebotc@newpaltz.edu
Wayne Lempka, Art Museum, 257-3845, lempkaw@newpaltz.edu

Communications Committee

Rachel Rigolino, English, 257-2731, rigolnr@newpaltz.edu (chair)
Beth Wilson, 257-3896, Art History, wilsonb@newpaltz.edu
Jacqueline DuBois, Financial Aid, 257-2598, duboisj@newpaltz.edu
Marcia Tucci, Advising, 257-3044, tuccim@newpaltz.edu
Abigail Robin, English (ret.), robina@newpaltz.edu
Susan Lehrer, teachers@newpaltz.edu

Community Outreach/Coalition Building

Donna Goodman, Development (ret.), 255-5779, goodmand@newpaltz.edu (chair)
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Beth King, Career Resource Center, 257-3278, kingb@newpaltz.edu
Joshua Simons, CRREO, 257-2845, simonsj@newpaltz.edu

Contingent Concerns Committee

Ed Felton, Art/Wood Design, 257-2792, feltone@newpaltz.edu (co-chair)
Beth Wilson, Art History, 257-3896, wilsonb@newpaltz.edu (co-chair)
Yvonne Aspengren, Languages, Literatures & Cultures, aspengry@newpaltz.edu
Alan Dunefsky, Development, 257-3986, dunefska@newpaltz.edu
Salvatore Engel-Di Mauro, Geography, 257-2991, engeldis@newpaltz.edu

Legislation/Political Action

Glenn McNitt, Political Science, 257-3553, mcnittfg@newpaltz.edu (chair)
Irwin Sperber, Sociology, 257-2772, sperberi@newpaltz.edu
Kevin Caskey, Business, 257-2659, caskeyk@newpaltz.edu
Rosemary Millham, Secondary Ed., 257-3118, millhamr@newpaltz.edu

Membership Development Committee

Alan Dunefsky, Development, 257-3986, dunefska@newpaltz.edu (co-chair)
Spencer Salend, Educational Studies, 257-2842, salends@newpaltz.edu (co-chair)
Shannon Roddy, Foundation, 257-3244, roddys@newpaltz.edu
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Kevin Saunders, Computer Services, 257-3893, saunderk@newpaltz.edu

New Priorities Committee

Donna Goodman, Development (ret.) 255-5779, goodmand@newpaltz.edu (chair)
Tom LaBarr, Elect. & Comp. Engineering, 257-3733, labarrt@newpaltz.edu
Lisa Ostrouch, Institutional Research & Planning, 257-2647, ostroucl@newpaltz.edu

Website Development Team

Linda Smith, Academic Computing, 257-3188, smithl@newpaltz.edu (coordinator)
Jacqueline Dubois, Financial Aid, 257-2598, duboisj@newpaltz.edu
Lucy Walker, Institutional Research, 257-3228, walkerl@newpaltz.edu

Committees are open to all academic and professional members of UUP, whether full-time, part-time or retired. It is a great way to get involved, to improve our College community, to strengthen our union and to meet colleagues from other departments.

Women's Rights and Concerns Committee

Maryalice Citera, Psychology, 257-3476, citeram@newpaltz.edu (chair)

Sunita Bose, Sociology, 257-2601, bores@newpaltz.edu

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Melanie Hill, Psychology, 257-3457 hillm@newpaltz.edu

Giordana Grossi, Psychology, 257-2674 grossig@newpaltz.edu

September

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9 Labor Management, 2:30 PM	10	11 Chapter Meeting, Terrace 12 PM	12	13	14
15	16	17	18	19	20	21
22	23	24	25 Exec. Comm. Meeting, CSB 110 12:30 PM	26	27	28
29	30					

October

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4 Fall D.A. Saratoga Springs	5 D.A
6	7 Labor- Management 2:30 PM	8	9 Department Representatives 12:15 CSB 110	10	11	12
13	14	15	16 Workshop For Academics: Getting Tenure 12:15 CSB 110	17	18	19
20	21	22	23 Exec. Comm. Meeting, LC 6A 11 AM	24	25	26
27	28	29	30	31		

Executive Committee 2013-2015

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President	Peter D.G. Brown, Languages, Literatures & Cultures, ret.	x2783	brownp@newpaltz.edu
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Vice President for Professionals	Jeff Pollard, Center for International Programs	x2903	pollardj@newpaltz.edu
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Interim Secretary	Wayne Lempe, Dorsky Museum	x3228	lempkaw@newpaltz.edu
Treasurer	Niza Cardona, Student Accounts	x3157	cardonan@newpaltz.edu
Grievance Officer	Viza Shock, Graduate School	x3286	shockv@newpaltz.edu

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NYSUT Labor Relations Specialist:

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United University Professions New Paltz Chapter

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Chapter Interns
845-257-2769

We're on the Web!

www.newpaltz.edu/uup



From L-R: Capowski, Hanley, Goodman, Robin, Brown, Wilson, Smith, McNitt, Hain, Miller

Photo by Jaime Burns

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