

**November /
December 2014**



Inside this issue:

Article	Page
Growing the U in Union	1-3
Labor Marches for Climate Action	4-6
Spotlight: Janice Anderson	7-8
UUP Election Calendar	9
Chapter Meeting September 17	10
Spotlight: Kerry Carso	11
Workshop on Getting to Tenure	12
Spotlight: Rendesia Scott	13-14
Labor Management Notes: October 9	15
CCC Labor-Management Notes: October 22	16
The Adjunct Crisis	17-18
Mayday \$5k Campaign	19
Spotlight: Kimberly Ruth	20
Spotlight: Margaret Veve	21
Delegate Assembly October 17-18	22
Getting Out the Vote	23
Rock the Vote	24
Calendar	28-29
Chapter Committees	30
Executive Committee	31



The Bullhorn

Growing the U in Union

By Peter D.G. Brown, Chapter President



The writing is on the wall for all those who bother to look up from their desks:

- Union membership nationally has reached a new low;
- Our wages at SUNY appear mostly stagnant for the foreseeable future;
- The majority of our higher education workforce in America consists of underpaid, part-time and precariously at-will workers;
- American students are graduating with uncertain job prospects

into a highly competitive globalized market, their only certainty being a mountain of loan debt now exceeding \$1 trillion.

Broken systems

Many of us involved in international studies, who spend extended time in other countries, have come to the conclusion that if the American education system is not actually “broken,” it certainly needs some major fixing. The same, unfortunately, also holds true for our health care, transportation, energy and political systems. They all function more or less, but generally poorly and at enormous cost to individual citizens and society as a whole.

While unions by themselves naturally cannot fix our broken educational systems, UUP and other academic unions are working hard to reverse these trends and to educate our students, our legislators and the general public about the most severe problems and to explore solutions.

Union work does not come natural to academics. When not interacting with our students, we spend long hours working by ourselves at our work stations in our offices, libraries, studios and laboratories. We usually think of unions in connection with miners, teamsters, chemical, steel and auto workers. We tend to forget that our cherished tenure, health insurance, employer-paid leaves and pensions are solely the result of contracts achieved through the decades-long process of collective bargaining.

Threats to Academics

Currently our tenure, health insurance, pensions and other benefits are under strong attack from well-funded organizations that view academics as lazy, overpaid workers, a drain on the economy, harmful to students and undeserving of the modest compensation and benefits they currently receive.

In this cold and threatening environment, it will take everything we can muster to hold on to what we have, let alone increase funding for the kind of accessible, affordable higher education that has traditionally been provided to the citizens of New York State by SUNY.

DON'T JUST STAND BY AND WATCH, GET INVOLVED!!



You can't maintain or improve your conditions of employment without the union, and UUP won't be able to do so without you. It's that simple.

What U can do

Here are some of the things you can do to have your voice heard and strengthen your union, protect public education, your access to affordable health care and other issues that directly affect your life in a variety of ways.

One of the best ways to be heard is to contribute regularly to VOTE-COPE. This stands for Voice of Teachers for Education – Committee on Political Education, the nonpartisan political action arm of UUP's affiliate, New York State United Teachers (NYSUT). Your regular UUP membership dues are not allowed to be used for political purposes. Funded entirely by voluntary member contributions, VOTE-COPE is used to help candidates who support SUNY, education and labor issues.

Our allies count on your union's support to win elections. Powerful corporate political interests backing their opponents outspend labor 3-1

in New York and 15-1 nationally. Your donations in any amount to VOTE-COPE fight back against deep-pocketed anti-labor special interests.

You can obtain a simple payroll deduction form by calling the Chapter office (ext. 2770).

Total time required: 2-3 minutes.

Make sure you are a UUP member and not just a fee payer. Check your most recent pay stub to see if one of your deductions says "UUP Member." If it says "UUP Agency Fee," you are not a UUP member, but just a UUP fee payer, paying the same 1% of your salary to UUP. Fee payers are not allowed to vote to ratify or reject any new contract between UUP and NYS. Fee payers aren't able to vote or run for office in UUP chapter elections and generally are unable to participate in the life of the union. Becoming a member costs you absolutely nothing more than what you are already paying in agency fees! Over 90% of the tenure-track faculty and the vast majority of all people working at SUNY New Paltz are union members. If you are unsure of your status, don't hesitate to email or call me (ext. 2783) or our Chapter Assistant, Mary Thompson (ext. 2770), to quickly determine your status and have us send you a simple membership card to fill out, if necessary.

Total time required: 5-10 minutes.

Attend one of our Chapter Meetings, held at least once a semester. These meetings include a free luncheon, but are not as well attended by our Academics as by our Professional members. This is a great opportunity to meet your colleagues from across the College community. You can also talk to chapter officers and usually also to the statewide UUP leadership. We try to address the main issues facing UUP and our membership as fully, directly and honestly as possible.

Total time required: 1-2 hours per semester.

Join one of our half-dozen Chapter Committees. Our committees focus on such topics as affirmative action, women's rights and concerns, membership development, contingent concerns and regional outreach. Committees are open to all Academic and Professional members, whether full-time, part-time or retired. You can work to improve our College community, strengthen the union and meet colleagues from other departments.

Total time required: 1-2 hours per month.

Run for Professional or Academic Delegate. This is something everybody should consider seriously! You can nominate yourself, and if you receive just one vote, e.g., your own, you become a non-voting, ex officio member of the

Chapter Executive Committee. Those receiving 10 or more votes become voting members of this decision-making body and can have considerable influence on local UUP policy and planning.

Depending on the number of votes delegates receive, they may be able to attend the two-day statewide UUP Delegate Assemblies, typically held three times a year in Albany. The Delegate Assembly is the highest authority within the 35,000 member union. Up to eight Academic and four Professional Delegates may attend any Delegate Assembly, and they are fully funded for all room, board and travel expenses.

Nomination forms will be sent to all UUP members in January 2015. Ballots will be mailed to all members' home addresses in February and need to be returned to UUP by March 18. See Election Calendar on page 9.

Total time required: there is no minimum, but most delegates spend 1-2 hours per month at Executive Committee meetings. Attendance at Delegate Assemblies is optional.

Run for Chapter Office. All of the Chapter Officers will be up for election early in the spring of 2015: President; Vice President for Professionals; Vice President for Academics, Vice President/Officer for Contingents; Treasurer; Secretary; Grievance Officer. See Election Calendar on page 9.

Total time required: this varies widely, depending on the office, from about 5 hours per month for most officers to about 100+ hours per month for Chapter President, who may receive ½ load fully-paid release time. Retirees are eligible to serve but receive no monetary compensation.

Volunteer to be your Departmental Representative. Department representatives act as liaison between their departments and the Chapter. They let us know of departmental issues where UUP can be helpful. Others report or explain union policy at their own departmental meetings. Some help distribute print copies of *The Bullhorn* to their department mailboxes. Once a semester we have a luncheon meeting with the departmental reps, where we exchange information and discuss chapter priorities.

Total time required: 2-3 hours per semester.

Attend a UUP-sponsored event. UUP cosponsors a number of campus events and organizes several of its own events every year, such as topical forums, film presentations, lectures and panel discussions.

Total time required: 1-2 hours per event.

Submit an article to *The Bullhorn*. Our award-winning newsletter/magazine welcomes articles by members on any number of topics, including their work at the College, book reviews, research, leisure, recreation and health. *The Bullhorn* seeks to inform, advocate, educate and entertain, thereby fostering a greater sense of community among members of the union.

Total time required: typically several hours per article.

Volunteer to advocate for SUNY or UUP-sponsored legislation by visiting legislators in their Albany or local district offices. Bringing our issues to the attention of legislators is absolutely essential if we are to build a stronger union. Since SUNY is perennially starved for resources, our legislators always need to hear how important having an adequate level of funding is to the work of our members and our students at the College.

Total time required: this ranges from a couple of hours when visiting a legislator's district office to the better part of an entire day when visiting multiple legislators at their offices in Albany.

Having personally served for ten years in various chapter and statewide leadership positions in UUP, I have decided to step down as Chapter President at the end of my current term that expires June 1, 2015. I will continue to actively serve the chapter as a delegate, but I believe it is not just healthy, but vital for any organization to periodically get an infusion of new energy and talent. It has been a privilege and an honor to work with many of you for six years as Vice President for Academics and then for four years as Chapter President. I look forward to continuing in the future under new leadership and having some free time to pursue other interests.



Peter D.G. Brown

LABOR MARCHES FOR CLIMATE ACTION

By Donna Goodman, Professional Delegate



Four hundred thousand people took to the streets of Manhattan on Sunday, Sept. 21, in the People's Climate March, the largest demonstration for the environment in history. Worldwide, there were 2,800 rallies and other climate events in 166 countries. The turnout by young people was huge.

United University Professions actively promoted the colorful march from Columbus Circle to the Javits Center. The distance was two and a half miles, but for those whose buses dropped us off on 86th Street, it was closer to four miles.

The event was initiated by 350.org along with a coalition of more than 1,500 environmental, peace and justice, indigenous, student, labor, faith, political and other groups. The purpose of the march was to sound the alarm about the urgency of the earth's climate crisis and revitalize the international climate movement, in light of the inaction and, worse, obstruction on the part of government and corporate leaders.

According to UUP president Fred Kowal, the impetus to support the march came from the members. At least nine chapters were represented — Cortland, Downstate, Empire State, Farmingdale, New Paltz, Old Westbury, Oneonta, Stony Brook, and System Administration — as well as most of the union's statewide officers.

New Paltz was well represented at the action, with six full buses, organized by New Paltz Climate Action Coalition, together with UUP, faith groups and others. An appearance on campus by 350.org organizer Bill McKibben days before the event helped build the momentum to fill the buses.

A huge variety of colorful signs and slogans permeated the line of march. Some were aimed at wealthy Americans, such as the Koch Brothers, who finance climate denial and those who stand with the fossil fuel industry. Reflecting the times, the 1%, inequality, and capitalism attracted recurrent criticism. This represents a shift in both tone and content from previous environmental protests. Privatization and deregulation were also targets of speeches and signs.

Teachers carried signs aimed at the climate deniers: "Teach Science!" Youth and students carried signs with a slogan from the Keystone XL demonstrations: "Hey, Obama, we don't want no climate drama." Health workers marched behind a banner calling for "Healthy Planet and Good Jobs," in English and Spanish. Other prominent slogans included "There is no PLANet B," "System Change, Not Climate Change," and "End Capitalism before it Ends Us."

Labor was an important and visible presence at the march. At least 75 unions and labor support organizations signed on as endorsers and were represented at the event. (See <http://peoplesclimate.org/organizedlabor/> for a complete list.)

A labor movement statement declared: "The People's Climate March is Labor's Climate March!" Workers and union members play an essential role in responding to climate change and extreme weather events – many workers risked



L-R: Delegate Carol Rietsma and President Peter Brown

very day, this very hour, the great healing to come," he read. CUNY's Professional Staff Council President Barbara Bowen quoted from Naomi Klein's new book, *This Changes Everything*, "Capitalism cannot solve the climate problem it has created."

A speaker from 32BJ SEIU talked of reducing emissions by changing the materials used in building construction and repair. A representative from the International Brotherhood of Teamsters proudly told the crowd of the work his union members did to rescue New Yorkers who were stranded by Hurricane Sandy. The Teamsters are also pushing for clean, reduced-emission trucks. The Transit Workers Union led a chant: "Work in a dirty environment? Shut it down!"

SEIU president Mary Kay Henry urged climate activists to build bridges across movements. "When we unite we win," she declared. She then introduced David Scott, president of the Sierra Club, who reminded the crowd that it was the labor movement who bailed Martin Luther King out of the Birmingham Jail.

Domestic workers at the rally were represented by National Domestic Workers Alliance and Damayan, an organization of Filipina domestic workers.

Labor's impressive showing at the march represents a turning point for both the unions and the environmental movement. However, labor does not have a united position on climate change and what to do about it. A number of unions and their members see a contradiction between (1) the steps necessary to end reliance on fossil fuels to halt increases in global warming and (2) the preservation and expansion of jobs in the oil, gas and coal industries and related businesses.

The extremely profitable fossil fuel corporations spend untold multi-millions on lobbying politicians and on mass media advertising to disparage the necessity to swiftly switch to renewable sources of energy such as solar and wind power.

Locally, the Upper Hudson Central Labor Council is beginning a discussion to come up with an environmental position that the member unions can agree on. Reflecting on the successful march and on labor's role in the environmental movement, Beth Soto, Executive Director of the Hudson Valley Area Labor Federation, said:

"I was proud to see so many Hudson Valley labor folks in New York. We saw colors from all different unions standing strong for climate action. We saw union members of all generations. The labor movement needs to move in the direction of caring for our planet with good green jobs."

Peter Brown, UUP's New Paltz chapter president, said: "I was very impressed by labor's participation and gratified to see such a broad-based movement. Labor has not always supported

their lives to repair infrastructure and keep essential services running in the aftermath of Sandy. By joining this march we challenge the 1% and corporate CEOs who are responsible for both attacking workers and unions and polluting our environment and causing climate change."

A pre-march labor rally filled several blocks of midtown Broadway. Labor speakers were consistent in challenging the false dichotomy between job creation and protecting the environment. They pointed to the job opportunities presented by a transition to clean energy, and emphasized the issue of environmental justice, noting that those most affected by environmental disasters are workers and the poor, here in the U.S. and around the world.

UUP's Fred Kowal delivered a prayer written by imprisoned Native American activist Leonard Peltier. "Let us begin this

very day, this very hour, the great healing to come," he read. CUNY's Professional Staff Council President Barbara Bowen

quoted from Naomi Klein's new book, *This Changes Everything*, "Capitalism cannot solve the climate problem it has

created."

A speaker from 32BJ SEIU talked of reducing emissions by changing the materials used in building construction and repair. A representative from the International Brotherhood of Teamsters proudly told the crowd of the work his union members did to rescue New Yorkers who were stranded by Hurricane Sandy. The Teamsters are also pushing for clean, reduced-emission trucks. The Transit Workers Union led a chant: "Work in a dirty environment? Shut it down!"

SEIU president Mary Kay Henry urged climate activists to build bridges across movements. "When we unite we win," she declared. She then introduced David Scott, president of the Sierra Club, who reminded the crowd that it was the labor movement who bailed Martin Luther King out of the Birmingham Jail.

Domestic workers at the rally were represented by National Domestic Workers Alliance and Damayan, an organization of Filipina domestic workers.

Labor's impressive showing at the march represents a turning point for both the unions and the environmental movement. However, labor does not have a united position on climate change and what to do about it. A number of unions and their members see a contradiction between (1) the steps necessary to end reliance on fossil fuels to halt increases in global warming and (2) the preservation and expansion of jobs in the oil, gas and coal industries and related businesses.

The extremely profitable fossil fuel corporations spend untold multi-millions on lobbying politicians and on mass media advertising to disparage the necessity to swiftly switch to renewable sources of energy such as solar and wind power.

Locally, the Upper Hudson Central Labor Council is beginning a discussion to come up with an environmental position that the member unions can agree on. Reflecting on the successful march and on labor's role in the environmental movement, Beth Soto, Executive Director of the Hudson Valley Area Labor Federation, said:

"I was proud to see so many Hudson Valley labor folks in New York. We saw colors from all different unions standing strong for climate action. We saw union members of all generations. The labor movement needs to move in the direction of caring for our planet with good green jobs."

Peter Brown, UUP's New Paltz chapter president, said: "I was very impressed by labor's participation and gratified to see such a broad-based movement. Labor has not always supported



environmental issues. UUP should be a leader in this movement. It should work with other environmentally conscious labor unions to build support for the environment. If climate change is the most important issue of our time, I would like to see labor move into the leadership, rather than running to catch up." Referring to the example of Germany, he said: "There are so many jobs available in rebuilding the economy."

Brian Obach, UUP delegate and chair of the New Paltz Sociology Department, is encouraged by the growing unity between labor and environmental leaders on environmental and economic policy. "Ideally," he said, "this alliance would include a broad coalition of other progressive groups. Part of the weakness of progressive movements is that we are segmented into dozens of different causes. These need to be brought together if we are to effectively change policy and the overarching structures that harm workers, the environment, women, immigrants, racial and ethnic minorities and others. I am pleased with the direction of the UUP leadership in terms of mobilizing members and reaching out to other organizations. We need to do a whole lot more of this if we are to advance progressive values in the face of a corporate dominated political system."

On the return bus to New Paltz, some of the demonstrators spoke up:

Carolyn Cino, a New Paltz junior, thought the march was amazing, and she was glad to be a part of it. She wants to work toward changing the way we get our fuel and believes America should be more focused on the global warming crisis. Emily Deutsch, also a junior at New Paltz, said, "The decision makers don't listen to the people they govern." She believes that being more active would help her be less discouraged. John Macher, a New Paltz freshman, saw a leaflet and got on the bus. He was inspired by the march to join an environmental organization.

Lynn James of the Poughkeepsie Quaker Meeting said the Meeting has supported this action since the summer and helped to build it. Their principles encompass all aspects of environmentalism, faith and spirit. Theresa Daniel, an earth science teacher in Marlboro, expressed frustration at the time constraints teachers face, preventing fuller coverage of climate issues in class. Barbara Corona, who marched with the faith contingent, was representing the Unitarian Universalist Church of Poughkeepsie. The church's social justice committee includes environmental justice.

The large turnout of New Paltz union, campus and community members suggests the potential for future collaboration and coalition building.

Becky Adae, manager of the open computer labs on campus, heard about the march through the Buddhist Center and marched with the faith contingent. "The climate crisis is a human rights issue," she said, "and we should be supportive of this movement for that reason."

Steve Pampinella, a lecturer in the Political Science Department, wants to see activists push New York State government and SUNY Central to divest entirely from the fossil fuel industry.

Emily Breen, UUP's student intern, co-captained New Paltz's NYPIRG bus and marched with the youth contingent. Emily, who was already an experienced anti-fracking activist in the community, was encouraged by the size and diversity of the youth and student contingent. "This is a turning point," she said. "People aren't going to take it any more. I'm optimistic, but we need a follow up. I feel optimistic that we will avoid catastrophe as long as we keep pushing and don't back down. It will take a lot of hard work."

All of us who attended the march were astonished by the size of the turnout. Hours before the event the press was suggesting the crowd might reach 100,000. Even some of the most hopeful environmental organizers didn't venture beyond 200,000. By doubling that figure the movement against climate change has established itself as a mass political entity that cannot easily be brushed aside.

The talk now among the leading activist organizations is how to broaden and deepen the impact of this larger movement — both in tactics and strategy — to bring about significant reductions in the use of fossil fuels before climate change produces widespread, permanent, disastrous consequences in the next couple of decades.



Spotlight: Janice Anderson, Presiding Officer of the Faculty Associate Professor, Communication Department

By Emily Breen '16, Chapter Intern



Janice Anderson

Janice Anderson was born and grew up in West Chester, Pennsylvania, one hour west of Philadelphia and a half-hour north of Wilmington, Delaware. West Chester is a suburban community with strong Quaker roots. Her father was a chemical engineer for DuPont in Delaware, the state with the highest number of corporate headquarters. Janice has one older brother, a retired lawyer.

Janice received both her undergraduate and graduate degrees from Penn State University. Her undergraduate degree was in secondary education with an English concentration. However, her plans to become an English teacher were derailed by a glut in teachers at the time she graduated. "In Pennsylvania one could not even get a teaching application without knowing a member of the school board," she explained. Janice completed her undergraduate degree in an impressive two years and nine months.

During a stint as a cashier in a "rag" outlet, Janice ran into one of her undergraduate professors, who urged her to apply to graduate school. She decided on the field of communication, because she had enjoyed her undergraduate communication classes. She applied to a Master's program in speech communication, but the graduate program did not give her any funding due to her being financially independent. Instead, her seemingly dead-end secondary English degree landed her a teaching assistantship at Penn State.

She taught one year of freshman composition and one year of public speaking. The teaching assistantship enabled her to complete her Master's degree, writing her thesis on students' speeches and essays. Her Ph.D. dissertation in communication focused on Mobil's advocacy advertising in the New York Times.

Dr. Anderson wanted to find a college that emphasized teaching. "I strongly disagree with the Division I Research University model. I chose a place where teaching is not only valued, but is also expected," she explained. She wanted a place that was the antithesis of Penn State and her undergraduate experience.

Anderson has been at SUNY New Paltz for the past thirty years. "My specialization is organizational communication, and I teach in the area of applied theory. My seminar on organizational communication is equivalent to an entry level graduate methods class," she explained.

As a communication professor, Anderson engages undergraduate students in research and service learning. Her class on negotiations includes a simulation in which the students are divided into two groups: half are buyers and half are sellers negotiating the sale of a house.

She developed a curriculum in organizational communication that has now grown to include 130 majors. Professor Anderson identifies herself as a feminist organizational theorist, who interrogates the organizational hierarchy and focuses on being a systems theorist.

As a feminist, her research led to a gender inequity lawsuit against SUNY. This lawsuit went all the way to the Supreme Court, where the defendants attempted to overturn the Equal Pay Act on a legal technicality. After a decade-long battle, Dr. Anderson settled with a negotiated agreement. She got increased salaries not just for herself and other women at the New Paltz campus, but also for women at other SUNY campuses across the state. "I was a successful catalyst for change, but at a cost," she explained.

This semester Janice Anderson was elected Presiding Officer of the Faculty at SUNY New Paltz. Her responsibilities include running both the Academic Senate and the Faculty meetings, as well as being the official representative and faculty voice in a variety of forums. Other responsibilities include serving as an ex officio member of the College Foundation and the College Council.

Anderson enjoys seeing organizations from a variety of different levels, both inside and outside. This gives her a more varied perspective. “It is very important to faculty that we are able to control and manage our own curriculum,” she explained.

There are some key issues currently facing her as Presiding Officer. The most pressing questions include: What should our general education and liberal learning program look like? What kind of knowledge and competencies does a student need to acquire over the course of the degree?

Anderson found previous campus administrations to be extremely autocratic, while she views the current administration as more open to listening and collaborating.

She also notes that adjuncts, who sometimes appear to be the main focus of the union chapter, are not the only group facing obstacles and feeling discouraged. Full-time employees are also experiencing stagnant wages and everyday pressures. Their needs also have to be addressed by UUP.

Janice discusses the increasing issue of “workload creep” at SUNY New Paltz. “As the budget gets bad, there is a move to increase class size. There has been a real increase in the number of students per class and the number of advisees that each professor needs to guide each semester. Tasks become more complex, and it becomes a real balancing act between teaching, service and scholarship,” Janice explained.

Janice likens the “workload creep” issue to the factors that contributed to her dislike of the Penn State undergrad experience. “Job creep is especially an issue in the Communication Department, because organizational communication has become the go-to major for liberal arts students due to its variety of applications. Organizational communication has grown 50 majors in the past three years alone. It is hard to find that balance, and something is inevitably going to get lost in the process,” Dr. Anderson explained.

It is also difficult to hire part-time faculty in the Communication Department. Janice notes that there is a real problem in the fact that our external environment is changing and growing much faster than we are internally.

Anderson enjoys the 180 degree turnaround that she has seen in SUNY New Paltz students. What she loves most about New Paltz students is that they are street smart. “New Paltz students do not simply accept what they are told. They are always willing and ready to challenge authority. The students are what make working at this school so great,” she explains.

In her free time, Janice enjoys reading fiction and cruising junk stores in Newburgh for antiques. She has a flair for decorating and especially enjoys perusing Salvation Army and Goodwill stores.

It’s obvious that Janice Anderson is a unique, passionate, courageous and outspoken educator, who clearly loves what she does.



UNITED UNIVERSITY PROFESSIONS
2015 CHAPTER, RETIREE, AND AFFILIATE CONVENTION
ELECTION CALENDAR*

*Dates may be modified.

Activity	2015 Elections
Chapter Requests to E&C Committee Due	12/01/14
Election Certification Date	12/31/14
Mail Chapter, Retiree & Affiliate Convention Nomination Forms	01/09/15
Chapter, Retiree & Affiliate Convention Nominations Close	02/04/15
Nomination Lists Posted to Web	02/06/15
Mail Retiree Election Ballots	02/13/15
Retiree Election Ballots Due	03/11/15
E&C Committee: Count Retiree Ballots	03/11/15 — 03/13/15
Mail Chapter Elections Ballots	02/18/15 — 02/20/15
Chapter Elections Ballots Due	03/18/15
E&C Committee: Count Chapter Elections Ballots	03/18/15 — 03/21/15
Mail Run-off Elections Ballots no later than	06/19/15
Run-off Elections Ballots Due	07/15/15
E&C Committee: Count Run-off Elections Ballots	07/15/15 — 07/17/15
E&C Committee: Count Run-off Affiliate Convention (if necessary)	07/15/15 — 07/17/15

Approved by the UUP Executive Board on: Aug. 9, 2014

UUP Chapter Meeting September 24, 2014



Statewide UUP VP for Academics Jamie Dangler



Beth Wilson and Donna Goodman



Rendesia Scott (See p.13)



Statewide UUP Secretary Eileen Landy addressing the chapter

Photos by Morgan Gwenwald



Spotlight: Kerry Carso Chair, Art History Department

By Emily Breen '16, Chapter Intern



Kerry Carso

Kerry Carso is an Associate Professor of Art History at SUNY New Paltz and has taught here for the past nine years. As of this semester, she is the new Chair of the Art History Department.

Professor Carso grew up in Everett, MA, near Boston. Kerry's interest in art history first appeared during her undergraduate years at Harvard, where she concentrated in English literature. She took a class in Japanese art and architecture, which she thoroughly enjoyed and led to her interest in interdisciplinary studies. Her undergraduate thesis focused on architectural spaces in British Gothic novels. Kerry decided that she wanted to become a professor when she did her junior tutorial. Harvard operates similarly to the British school system. As an undergraduate, Dr. Carso did a junior tutorial; in the English Department it was a one-on-one, student and faculty member experience. "I remember sitting across from my professor and realizing that this is what I wanted to do. I wanted to have her job. The experience was so enriching and intellectually stimulating!" She received her undergraduate degree from Harvard in English and American Literature and Language.

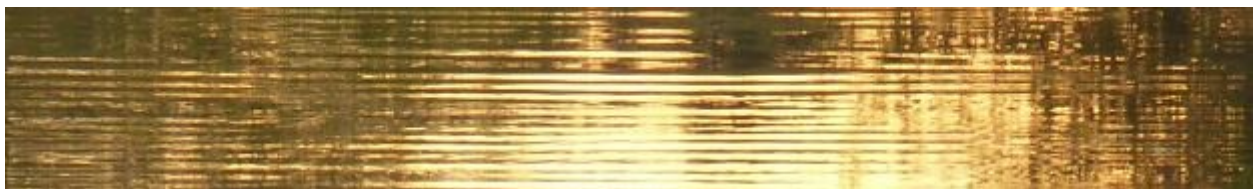
Dr. Carso attended Boston University, where she earned her MA and Ph.D. in American Studies with an art history focus. Subsequently, she worked as an adjunct at Skidmore College and SUNY Oneonta. Before coming to New Paltz she was a visiting professor at James Madison University in Virginia. "I feel very fortunate to have my job at New Paltz. It is hard enough finding a full-time teaching job; finding one in a suitable area is nearly impossible," she noted.

At SUNY New Paltz, Kerry teaches courses in American art and architecture. Her research focuses on the interconnections between art and literature in the nineteenth-century United States. Since her area of specialization is the Hudson Valley, working here perfectly combines her teaching and research. Not surprisingly, she teaches a course on art of the Hudson Valley. Her essay on architecture in Hudson River School paintings appeared in the exhibition catalogue for *The Hudson River to Niagara Falls: Nineteenth-Century Landscape Paintings from the New-York Historical Society* (2009) at SUNY New Paltz's Dorsky Museum of Art.

Heavily rooted in Romanticism, the Hudson River School was the first coherent school of American art. The prevalent genre emerging from this movement was the American landscape. The paintings depict the Hudson River Valley and the surrounding area, including the Catskill, Adirondack, and White Mountains.

Dr. Carso has a book coming out in November entitled *American Gothic Art and Architecture in the Age of Romantic Literature*. It developed from her dissertation, which analyzes the impact of Gothic novels and historical romances on American art and architecture between 1800 and 1850. She has also published articles on Gothic Revival architecture and Romantic painting in such journals as *Mosaic*, *Winterthur Portfolio*, *Symbiosis*, *The Hudson River Valley Review* and *Gothic Studies*.

In their free time, Kerry, her husband, and their two sons like to visit historic sites, particularly house museums and battlefields. The family enjoys outdoor activities, such as hiking and camping, as well as traveling. Kerry is a UUP member and regularly receives updates from her colleague Beth Wilson, the chapter's VP/Officer for Contingents.



Workshop for Academics on Getting to Tenure October 2, 2014



Vice President for Academics Anne R. Roschelle (Sociology) conducting the workshop on tenure



Spotlight: Rendesia Scott Director of Business Advising

By Mariah Brown '15, Chapter Intern



Rendesia Scott

Rendesia Scott, the Director of Business Advising, is a woman of distinction on the SUNY New Paltz campus. Her involvement in the campus community is not limited to her professional obligation, as she also serves on our UUP chapter's Affirmative Action Committee.

Rendesia lives in Poughkeepsie with her husband and two children, a thirteen-year-old son and a six-year-old daughter. A native of Brownsville, Brooklyn, she knew from a young age that she wanted to venture away from home to attend college. She chose the University of Connecticut and graduated with a B.S. from the School of Family Studies with concentrations in Counseling & Adolescent Development, in 1993. She continued her education at SUNY New Paltz, completing her M.S. in Educational Administration and Supervision in 1996.

While working toward her Master's degree, Rendesia served as a Residential Counselor for the former High School Equivalency Program (HEP) on campus, mentoring and assisting students preparing for GED programs. Upon completing her M.S., Rendesia worked at Vassar College as a House Advisor from 1996 to 1998.

She returned to New Paltz to work as an EOP Advisor from 1998 until 2005. Rendesia loves to help people and knew she wanted to be involved with a student population that not only wanted, but at times, needed support. Rendesia enjoyed being an advisor for the EOP program because it helped to develop her advising skills, which have served her throughout her career. "The EOP program was phenomenal for me! It's where I got my foundation in advising on campus," she said. While in EOP, she coordinated the charter of the Honor Society for the Educational Opportunity Program, Chi Alpha Epsilon.

Rendesia then moved to advising in the School of Business. The position started as a Senior Business Advisor, and eventually turned into the Director of Business Advising for the Center for Business Advising. "I love my job. I love to help people," she said with a glowing face. She always knew she wanted to help people for a living. "When you do what you love, it doesn't feel like work," she said.

However, outside of the work setting, Rendesia admits she is a different person. "I have two sides," explained Rendesia. There is the Rendesia Scott we know on campus, and then there is Rendesia out of work, whom she refers to as "Desia." I am "two different people," she said humorously. At work, professionalism and integrity are important to her, and she does the utmost to uphold them. But outside of work she likes to have fun with those closest to her and enjoy her free time.

Rendesia has chartered/founded a number of organizations on both a personal and professional level. Within her sorority, Sigma Gamma Rho Sorority, Inc, she is a founding member of her undergraduate chapter (Nu Mu) at the University of Connecticut, the Mid-Hudson Valley Alumnae Chapter (Theta Sigma Sigma) and the only predominantly Black Greek Organization recognized at Marist College (Pi Gamma).

Pride comes with her sorority, as it has given her a venue to "Give back to her Community." She has led and participated in a number of community services within the Mid-Hudson Valley area, but the most humbling, yet fulfilling has always been the Soup Kitchen.

Most recently, she was able to work with students within the School of Business to charter a long awaited student organization, the Business Association for Students of Color (BASC), in which she now serves as the Faculty Advisor.

Rendesia advised a number of student organizations throughout her time here on campus, but her most fulfilling was serving as the Advisor for First World Graduation, an intimate graduation ceremony that celebrates the achievements of first generation college students on campus.

Rendesia has been a member of a number of campus & department organizations (Organization Committee, CRAL, Judicial Hearing Officer, Academic Standing & Scholarship Committee, SBB Curriculum Committee, SBB Scholarship Committee) to name a few. She was also recently appointed to the Provost council, the Academic Advising Council.

Rendesia is most pleased with her involvement in the Scholar's Mentorship Program. She currently serves as one of the Members of the Executive Task Force for the organization and was instrumental in the creation and implementation of the new position, Director of the Scholar's Mentorship Program. Along with this, she is also active in ministries of her church and active in her children's school.

Mrs. Scott is a recipient of the 2012 National Academic Advisement Association (NACADA) Academic Advising Excellence Award and the 2009 SUNY New Paltz School of Business Distinguished Staff Award. She is currently a member of the Association of Black Women in Higher Education, NYC Chapter, the National Academic Advisement Association (NACADA) and the Mid-Hudson Women's Association in Higher Education (MHAWHE).

With her dedication and diverse skills, Rendesia Scott hopes to continue to foster change on campus by working through UUP and other organizations. Her goals within the Affirmative Action Committee include greater pay equity and increased diversity in the hiring process. She would also like to reverse the decreasing number of black students on campus, while continuing to be a "voice for the voiceless." UUP is truly fortunate to have active members like Rendesia Scott.



Labor-Management Meeting Notes, October 9, 2014

By Lori Nutting, Chapter Secretary

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

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

1. Streamlining reappointment for Lecturers. Some years ago, the former chair of UUP's Contingent Concerns Committee, Yvonne Aspengren, and the Interim Provost Laurel Garrick Duhaney developed a streamlined process for Lecturers applying for reappointment. Since then, the reapplication procedure has reverted back to the original cumbersome process. How can we reinstitute the streamlined process previously agreed upon?

Jodi Papa confirmed that the original concept is being utilized, but said that UUP would like to streamline it even further. Wilson agreed that the idea is to reduce the burden of the dossier process. Mauceri suggested Wilson review the current document and make recommendations on which items need to be streamlined further. Wilson was agreeable to doing this.

2. \$10 million SUNY 2020 Challenge Grant. Please explain how the \$10 million SUNY 2020 Challenge Grant for the Engineering Innovation Hub, as described in the September 16 press release from the College, is expected to be spent. What are the terms and expectations for developing further funding?

Mauceri responded that STEM (Science, Engineering, Technology & Math) is being focused on due to changing enrollments and increasing interest in STEM-related fields. It will not be a detriment to the Humanities, Liberal Arts, etc. Halstead stated that the amount applied for was more than the amount granted, hence the need to coordinate the cost vs. the need. \$13.4 million is the projected cost for the building, and the College received \$10 million. The College is working on "value engineering." Regarding Start-up NY, the administration is looking for a company that can partner without taking up campus space.

Regarding adjunct office space, Mauceri has been looking at different options on campus to create space for them.

3. Seamless Transfer Requirement waivers. Which, if any, programs have received Seamless Transfer Request (STR) waivers? Which programs have been denied waivers?

Mauceri said there have been no Seamless Transfer waiver requests.

4. Parking. Article 38.1 of the Agreement between UUP and NYS 2011-2016 stipulates: "UUP recognizes that the State may modify existing parking facilities for purposes including, but not limited to, construction of new buildings, roadways or other improvements. In the event that existing parking is impacted by such modifications, the State and UUP shall meet to consider alternatives for such parking. Such consideration shall include the issue of transportation to and from parking areas and parking for the handicapped."

What additional parking alternatives, parking for the handicapped, and transportation to and from parking areas are currently being considered by the College?

Halstead mentioned the property on 82 S. Mannheim Boulevard, where the College is looking to add a couple hundred spots within the next year or so. At this time the College exceeds the compliance factor for handicapped parking spots. Wilson suggested parking specific to only faculty/staff, separate from student/commuter spaces.

Halstead recommended reaching out to UUP members who are currently on the Parking Committee to see if they have looked into this idea. Wright said that UUP or anyone else can take their concerns directly to the Chair of the Parking Committee.

Contingent Concerns Committee Labor-Management Meeting Notes, October 22, 2014

By Beth Wilson, Vice President/Officer for Contingents

Administration Attendees: Provost Philip Mauceri, Human Resources Director Dawn Blades, Director of Faculty Services Jodi Papa.

UUP Attendees: VP/Officer for Contingents Beth Wilson, Chapter President Peter D.G. Brown, Professional Delegate Alan Dunefsky, NYSUT Labor Relations Specialist William Capowski.

Adjunct office space/facilities. Have there been any new developments in terms of spaces designated/soon to open up for use as adjunct office spaces on campus? If so, where and when might that be happening?

Mauceri reiterated plans discussed previously to open a new group adjunct office in the basement of Humanities, after the Wooster building opens in Spring 2016. When asked if there were any adjunct spaces being reserved in the newly renovated Wooster for the departments that will be based there (Anthropology and Psychology), Mauceri said he did not know, but he would look into it. We will follow up on this at our next Labor-Management meeting.

Longevity bonus. How many part-time employees have qualified for the 8 year longevity bonus negotiated in the latest Agreement during the current semester? When will these one-time (not on base) bonuses be paid?

Blades states that Payroll is in charge of administering the longevity bonuses, according to memoranda received from the State. This semester, apparently no adjuncts qualified for the bonus. She noted that for adjuncts, the requirement is 8 years of continuous service: if an adjunct does not teach for just one semester, the clock is set back to zero. In addition, adjuncts who teach only one semester per year (even if they teach 8 years or more every spring) will not qualify for this bonus.

Increased job security for long-term adjuncts. We would like to know if the administration is open to officially negotiating with the union to develop a group of policies that would create a more stable employment situation for adjuncts, especially those who have been serving long enough to become term employees of the College. There is such a process under way at the moment at another SUNY campus, and we would be very interested to enter into such negotiations with the administration here at New Paltz.

Wilson introduced the concept of a formal negotiations process, which would involve UUP seeking official permission from its President, Fred Kowal, and the New Paltz administration would need to receive a similar permission from GOER. The justification for requesting this process would be to rationally negotiate a group of policies affecting job security for adjuncts, including issues such as right of first refusal to classes regularly taught, recognition of seniority in terms of length of service, etc. The UUP chapter at another SUNY campus has presented a comprehensive package on behalf of its adjuncts; at the moment, they are not at liberty to speak as the negotiations are taking place behind closed doors.

Mauceri asked for clarification on some details of what is involved in such a process and stated that the administration would like to wait at this time to see how the process works elsewhere, before deciding whether or not they would like to pursue a similar negotiation here. The question will be put on hold pending further information.

The Adjunct Crisis Is Everyone's Problem

By Sarah Kendzior



Sarah Kendzior

In 2012, I got my Ph.D. and left academia with no regrets. Like all decisions based on financial stability, it was not so much a decision as a reaction.

Academia, I had discovered, was not an industry in which one works for pay but one in which you must pay to work. New Ph.D.'s are expected to move

around the country in temporary postdocs or visiting professor jobs until finding tenure-track positions -- financially impossible for me as a mother of two -- or stay where they are and work as adjuncts with no job security and an average wage of \$2,700 per course. While making an income below the poverty line, a new Ph.D. is expected to spend thousands of dollars on job interviews at conferences in expensive cities and write pay walled papers for free.

I left. But there is no escaping the consequences of academia's reliance on contingent labor. If you do not experience the adjunct crisis directly as an academic, you may well experience it as a citizen: as a student, a parent, or a professional facing a similar contingency crisis in your own field. The adjunct crisis in academe both reflects and advances a broader crisis in labor. Our exploited professors are teaching our future exploited workers.

On February 25, 2015, adjunct professors across the United States are planning to walk out of the classroom to protest their low pay, lack of benefits, and unfair treatment. Their struggle is one we all should support. Here are the reasons why you should care.

Labor exploitation is not the new normal. Adjunct professors are distinct from other low-wage contract workers only by virtue of degree -- that is, the Ph.D. Like other exploited workers, adjuncts are told that their low pay and mistreatment are the deserved consequence of poor choices. While low-wage workers without college degrees are told to get an education, adjuncts are asked what they thought all that education would get them. The plight of the adjunct shows one can have all the education in the world and still have no place in it.

The contingent labor market is marked by two paths: one of

low-status, low-paying jobs emblematic of poverty; another of high-status, low-paying jobs emblematic of wealth. Adjuncts fall in the latter category, indicative of how the rhetoric of prestige is used to justify low compensation. Since the recession, academia's pay-to-play business model has been adopted by other professions, including law, policy, and media -- all of which increasingly rely on unpaid or low-wage labor. That should not be accepted as "the new normal" but rejected as a crisis of exploitation.

Hurting researchers hurts research. "There's this huge labor force here to do the bench work, the grunt work of science," biologist Gary McDowell told The Boston Globe in a recent article. "But then there's nowhere for them to go." McDowell was talking about the rise of postdoctoral fellowships in the sciences as a path to nowhere, but the same applies to adjuncts. In the current market, only 15 percent of American scientists are expected to find tenure-track jobs. As a result, many Ph.D.'s leave academia and abandon their research in the process. The lack of a career track means that discoveries are derailed. When the ability to continue research becomes based on independent wealth, the quality of research and diversity of topic declines as more researchers are forced to leave the field.

Exploiting teachers means harming students. If you know anyone in college, odds are good that they are taught by an adjunct. If you are a parent, odds increase every year that your child will be taught by an adjunct -- while the tuition at your child's college or university rises. Debates continue over the quality of adjunct teaching but the fact remains that contingent instructors do not receive the same support and resources as their tenured colleagues. Most adjuncts are not the freeway fliers of legend but teach at only one campus, according to the 2012 report on part-timers from the Coalition on the Academic Workforce. But whether they teach at one, or three, they struggle with low pay, no benefits, and no job security. Even the most talented

"The contingent labor market is marked by two paths: one of low-status, low-paying jobs emblematic of poverty; another of high-status, low-paying jobs emblematic of wealth."



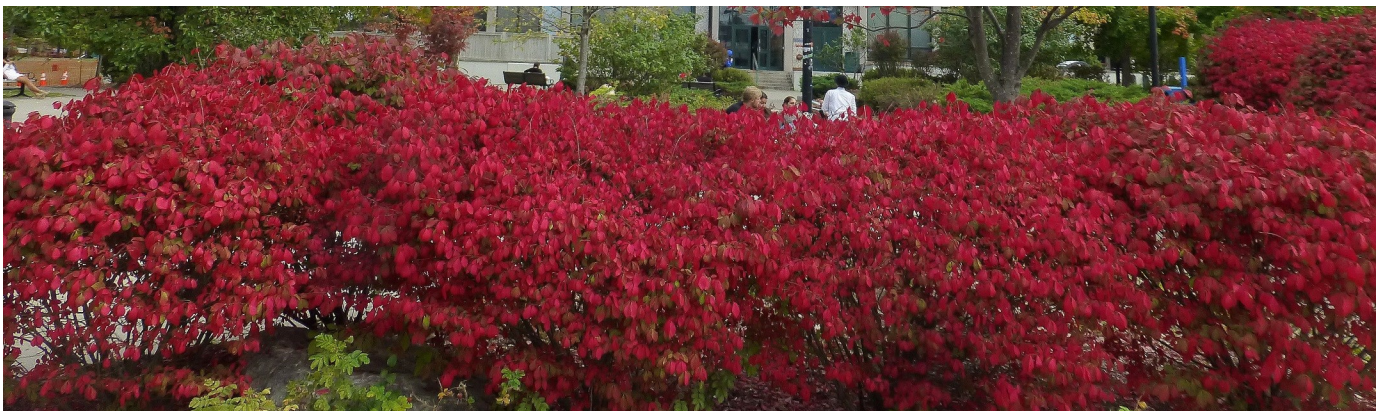
Strikers picketing during the 1913 Rochester, New York, Garment Workers' Strike.

teachers would find their ability to perform challenged under such conditions. As Rebecca Schuman and others have noted, the percent of adjunct faculty should be included in any publication that ranks universities, as it is a leading indicator of a institution's commitment to students.

It can be fixed. Like many industries, academia's problem is not unemployment but poorly paid employees. While other university officials -- including college presidents and coaches -- see their salaries rise, the adjunct's wages remain stagnant or fall. Many universities could afford to pay adjuncts more but instead allocate funding toward administrative salaries and lavish infrastructure.

Reversing that trend means refusing to accept the adjunct crisis as an academic problem. It is a social problem, indicative of how labor exploitation is justified with the rhetoric of prestige. Supporting the adjuncts' call for higher wages and job security means supporting a system in which tuition money goes to education instead of exploitation. If you are unsure what adjuncts are worth -- or how pervasive the problem is - the February walkout will make it clear.

Sarah Kendzior is a St. Louis-based writer who covers politics, media and education. This article first appeared in *The Chronicle of Higher Education*, <https://chroniclevitae.com/news/762-the-adjunct-crisis-is-everyone-s-problem>, and is reprinted here by kind permission of its author.



Resolution to Support the Mayday \$5K Campaign

Whereas half of the UUP bargaining unit faculty members teaching at SUNY New Paltz hold contingent, temporary or term appointments; and

Whereas the per-course compensation for part-time adjunct lecturers fell by 49% from 1970 to 2008, when adjusted for inflation (<http://thekeep.eiu.edu/jcba/volo/iss5/25>); and

Whereas New York State and SUNY have consistently refused to establish any minimum level of compensation for part-time faculty; and

Whereas the Mayday \$5K campaign was conceived and launched by New Paltz UUP Chapter Executive Committee members in April 2013, with the aim of raising the minimum starting compensation per three-credit course from \$3,000 to \$5,000 for all faculty members; and

Whereas the New Paltz UUP Chapter Executive Committee voted unanimously on April 24, 2013, to endorse the Mayday \$5K campaign and allocate \$500 to support this effort; and

Whereas the SUNY New Paltz Student Senate approved a resolution on May 1, 2013, calling the treatment of contingent faculty “unfair and harmful to academic quality” and demanding “the College administration 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

Whereas the UUP Delegate Assembly approved a resolution on October 5, 2013, to officially endorse the Mayday \$5K campaign; and

Whereas the New Paltz Chapter Executive Committee voted unanimously on September 25, 2013, to support educational efforts during Campus Equity Week, allocating \$750 to support these activities, which focused on the plight of contingent faculty at SUNY New Paltz; and

Whereas the UUP Delegate Assembly approved a resolution on February 3, 2014, that “supports efforts by UUP members to form a National Mobilization for Equity that will...focus attention on the urgent plight of contingent academic labor and to publicly advocate for change;” and

Whereas the statewide SUNY Student Assembly, representing 465,000 students, approved a resolution on April 4, 2014, stating that the “demeaning treatment of contingent faculty negatively impacts the quality of education at SUNY” and called on “SUNY System Administration to pay all contingent faculty members a minimum starting salary of \$5,000 per standard three-credit course”; and

Whereas United University Professions (UUP) is Local 2190 of the American Federation of teachers (AFT); and

Whereas the AFT Higher Education Committee approved a resolution on July 12, 2014, titled “Support for the ‘Mayday \$5K’ National Movement for Job Stability and Parity for Part-Time Faculty,” stating that “the AFT promote the Mayday \$5K National Mobilization for Equity as an allied campaign for academic fairness” and “support local affiliates that seek to achieve or exceed the Mobilization’s goals, especially salaries of at least \$5,000 per three-credit course,” and

Whereas the AFT Convention approved a resolution on July 13, 2014, titled “Ending the Exploitation of and Reliance on a Contingent Academic Labor System in Higher Education,” which calls on its members and affiliates to “to build a movement that educates people about the impact of contingency on the lives of teachers and their students and on the quality of education”; be it therefore

Resolved, that the New Paltz Chapter of UUP continue to vigorously pursue its Mayday \$5K campaign, reaching out to educate colleagues and students, prospective students, their parents, other unions and the general public regarding working conditions for contingent faculty at SUNY; and be it further

Resolved, that the New Paltz Chapter of UUP allocate an additional \$750 toward this effort.

Approved by the New Paltz Chapter Executive Committee, September 17, 2014

Spotlight: Kimberly Ruth, Adjunct Digital Media & Journalism

By Mariah Brown '15, Chapter Intern



Kimberly Ruth

Kimberly Ruth is dedicated to teaching her students from a place of empathy and insight. An alumna of SUNY New Paltz, she completed a dual degree consisting of a BA in Journalism and a BFA in Photography. Soon thereafter she attended Tufts University and earned an MFA in Studio Art. Her stunning artwork can be viewed at kimberlyruth.com. Originally from Long Island, Ms. Ruth currently resides in New Paltz.

She encourages her students to do their best by making herself readily available and transparent with her agenda. Her efforts to create a productive and comfortable setting for her students have paid off. "I think 80% of my students want to learn for the sake of learning and bettering their own practice and skill set," she said.

Kimberly gets to know her students well by taking the time to understand their perspectives, while staying committed to keeping classes interesting and engaging. She teaches Feature Writing, Entrepreneurial Journalism, Journalism I and Digital Story Telling. Her favorite class to teach is Journalism I, where she gets to introduce incoming college students to the world of journalism and challenges students to think critically. "It is ex-

citing for me to see their progress and for them to be able to progress in such a quick way," she said.

Ms. Ruth's devotion regardless of low adjunct pay is a result of her past professional experience. "I love being here, though it is difficult to pay the bills with the adjunct salary." However, she pointed out that from her background "as an artist you don't think about your paycheck, you work to make something you are proud of." She sometimes struggles to balance teaching and another job. "I teach for the reward, not for the paycheck."

Kimberly is a proud member of UUP. She appreciates the continued mobilization toward higher salaries for adjuncts, and understands how complex it is to achieve those changes. "For one union alone to make changes for a system that's clearly bigger than this institution is so much to ask. Universities all over the country are staffed with adjuncts." However, she urges UUP to "keep fighting for higher salaries for adjuncts."

Her self-motivation stems from graduate school. "It was the best learning experience I had, because I taught myself time management, self-motivation, and all those wonderful skills that are super important to keep with you in your professional life," she said.

Aside from teaching, Kimberly makes time to run her not-for-profit magazine, *Gnome*, which focuses on social issues surrounding race, gender, sexuality and social class. It allows her to sustain an open dialogue with key people in the art world. The magazine is an outlet for Kimberly's intellectual creativity and growth. She operates the magazine with grants and donations and is hopeful about its future. "I want to continue producing work that keeps me researching important issues and topics," she said.

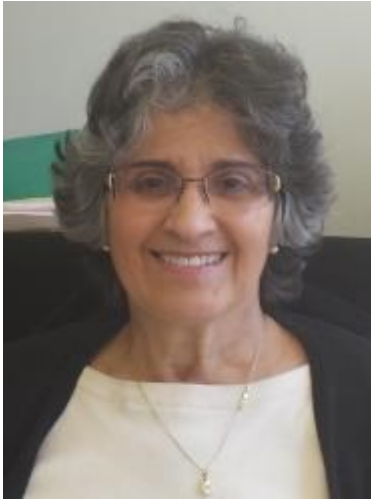
When Ms. Ruth is not working on teaching and her writing, she enjoys yoga, watching movies, exercising and walking her dog. She also loves to surf every chance she gets.

Kimberly Ruth's future is bright and her commitment to art is unwavering. "The long-term goal for my art career is to keep making work that I am proud of. I want to be an artist until I die."



Spotlight: Margaret Veve Student Teacher Coordinator

By Emily Breen '16, Chapter Intern



Margaret Veve

Margaret Veve has called the Hudson Valley home since the age of seven when she moved from New York City to Modena, ten minutes south of New Paltz.

She received her undergraduate degree from SUNY New Paltz, majoring in Political Science and Spanish. Maggie then earned a Master's degree in bilingual education at SUNY Albany and a doctorate from Seton Hall University in educational administration with a bilingual education focus. Her doctoral dissertation was entitled "The Relationship between Burnout and Sources of Stress as Perceived by Select Bilingual Education Teachers." Additionally, she received a certification in special education from SUNY New Paltz.

Maggie worked at three other places before settling in at SUNY New Paltz in July 2005. She was an Assistant Professor and the Director of the Special Education Program at SUNY Old Westbury. She also worked at Lehman College as the Director of their Bilingual Special Education Program. Maggie Veve taught classes in literacy for non-native speakers and special education foundation and methods classes, as well. In

addition, she worked as the Director of Pupil Personnel Services in the New Paltz Central School District, responsible for all student support services in the district.

At SUNY New Paltz, Ms. Veve is the Coordinator of the Student Teaching Program. She is a 12-month professional staff member employee. "I decided I wanted to be a student teacher coordinator because I love learning, the learning process and being a part of other peoples' learning experiences," she stated. Maggie had prior experience at her job at Old Westbury and wanted to move back to the New Paltz area.

Maggie is primarily responsible for the field experiences that students have in schools, providing the college students with much needed practical experience for their future teaching careers. As the student teacher coordinator, Maggie bridges theory and practice. However, being student teacher coordinator is a job that across colleges is becoming increasingly more difficult with new, controversial Common Core standards, testing and teacher evaluations.

The Annual Professional Performance Review (APPR) is an annual performance review of both new and tenured teachers.

Teachers fear that they will fall behind and, as a result, will not meet the far more stringent new standards imposed by high-stakes testing. Maggie Veve also admitted to having trouble getting student teachers placed. On the Friday before the week that student teachers there were supposed to start in their assigned classrooms, she still had seven or eight that hadn't been placed yet. However, despite these obstacles Maggie remains upbeat and optimistic.

Maggie is also involved with the UUP, as well as activism in general. Previously Ms. Veve was a part of the UUP Membership Committee, which focuses on recruitment. Currently she works with the UUP Legislative Committee, which brings UUP issues to local legislators for discussion.

Two years ago, she worked on the campaign for Cecilia Tkaczyk, our current State Senator. "Working on the Cecilia Tkaczyk campaign reaffirmed for me just how valuable one's vote is. It definitely is not something that can be taken for granted! After all, Cecilia won by only 18 votes," she explained. Senator Tkaczyk is campaigning for reelection, and Maggie is excited to be phone banking for her.

Maggie is an avid reader and also enjoys skiing in her spare time. She has an important message for all UUP Members. "At times there is a desperation that we all feel, but that is no reason to give up. If you cannot change the world, do not let it change you! Use the union to make sure your voice is heard," she stated.

Fall Delegate Assembly in Albany, October 17-18, 2014



Delegates Donna Goodman, Kevin Saunders (Computer Services)



Jeff Miller and Steve Pampinella (Political Science)



MICHAEL LISI

UUP PRESIDENT FRED KOWAL ADDRESSES NEARLY 400 DELEGATES, COMMITTEE MEMBERS AND GUESTS ATTENDING THE 2014 FALL DA.



KAREN L. MATTISON

CITIZEN KOCH FILMMAKER TIA LESSIN TALKS ABOUT THE ANTI-UNION SENTIMENT IN AMERICA.



Beth Wislon (Art History) and Carol Rietsma (Biology)

Getting Out the Vote

By Emily Breen '16, Chapter Intern

They say that one person cannot make a difference, but I have found that to be untrue. If every person adhered to this belief, then nothing would ever be accomplished. This semester, as part of my internship with the union, I served as UUP's Rock the Vote Coordinator. In conjunction with the New York Public Interest Research Group (NYPIRG), I registered students to vote in the upcoming elections.

I also worked on Part Two of our efforts with a *Get out the Vote* concert. This event served as a reminder to students to get out and vote. We had speakers addressing the importance of voting and additionally providing students with their polling locations. Our co-sponsors for this event were the departments of Political Science and Sociology, as well as the student club Democracy Matters.

Having a voice in politics is crucial. The leaders we choose help run our country and shape our country's future. Many people question why these elections are even important, since this is an off-year election. However, every person voted into office makes an impact, whether that impact is positive or negative.

Working on this event did not come without challenges. The biggest obstacle to creating an event is the organization itself. Every person working on the concert is a student. We have to balance conflicting schedules, schoolwork, jobs, extracurricular activities, etc., in addition to planning for this event. We all have different personalities and different ideas that sometimes cause tension.

I have encountered many challenges during my time as a volunteer. I have had people be downright rude to me for simply calling them or knocking on their door, asking for only a minute of their time. I have had to canvass in the sweltering heat for over five hours.

However, my biggest complaint is the fact that the majority of people do not answer the phone or their door. I have no

problem putting in the time when I feel that results are being achieved, but often that is not the case. One rainy Saturday afternoon, I made almost 500 calls in the Kingston office, but spoke to only 54 people.

Volunteering can also be extremely satisfying. There was the time I canvassed in Lloyd, and I had a man tell me that because I took the time to come to his door, he was going to vote for Cecilia Tzaczky. I have had people thank me for taking the time to call them and for sticking to my convictions. These are the experiences that keep me going. I also agree with all the issues that Cecilia stands for, and I am genuinely concerned for what will happen if she does not remain in office.



Life is short, and I feel that people have two options: one can passively glide through life without making an impact, or one can choose to stand up for what is important and try to make as much of a difference as possible. I have chosen the latter. This world has its fair share of problems, but it has an even greater number of solutions if you take the time to look for them.

It is extremely important for people to be politically involved. Politics affect not only this generation, but all future generations to come. The way to effectively accomplish change is to put people into power who will make the best decisions for the overall benefit of our society. With so many technological advances in the past couple decades, it can sometimes be hard to wrap one's head around all that is going on in modern society. It is easy to get overwhelmed and forget to look at the bigger picture.

Policies need to be implemented that will sustain us not only today, but for the future as well. Having a strong political voice is the best thing one can do for oneself and for society.

Rock the Vote

October 29, 2014



NYPIRG Activist James Auer speaking with other students



Chapter Intern Emily Breen with Chapter President Peter Brown



Teach-In on Family Leave

Are you curious about
navigating family leave
at SUNY New Paltz?

Are you in the process of
negotiating leave
to care for a newborn
or considering your
options for the future?

Are you unsure of
how to use your sick leave
to care for a family member?

Wednesday, November 5th from 11am - 2pm

The Honors Center, 111 College Hall

Light refreshments will be served

All are welcome to attend and to participate in the Q & A sessions that will follow each speaker. This is a flexible event and attendees should feel free to come and go, according to their personal schedule.

Faculty, Staff, and Administrators are invited to share stories and discuss strategies in this interactive forum on taking Family Leave.

Special Guest Speaker: Jamie Dangler, UUP Vice President for Academics and founder of the UUP's statewide Family Leave Committee (2001 - 2010)

Hosted by the  Women's Rights and Concerns Committee

You're invited to
An evening with
Wade Rathke

**"Is Grassroots Organizing Dead or Just Dying –
There Won't Be A Facebook Revolution!"**

Wade Rathke is the founder and Chief Organizer of ACORN International as well as Local 100 United Labor Unions and the Publisher of Social Policy magazine. He has worked for and founded a series of organizations dedicated to winning social justice, workers rights, and a democracy where "the people shall rule". Rathke also founded and is the Chief Organizer of Local 100, Service Employees International Union, working with members in Louisiana, Texas and Arkansas in 1980. Over the last several years he has directed the WARN project, a joint community-labor effort engaging Wal-Mart's expansion in Florida, California, India and Mexico. Rathke has also authored several books, such as Citizen Wealth: Winning the Campaign to Save Working Families, The Battle for the 9th Ward and edited the compilation Global Grassroots. He now serves as publisher and Editor in Chief for Social Policy, and maintains a blog at www.chieforganizer.org.



Founder of **ACORN**

Association of Community Organizations for Reform Now

CSB Auditorium

8PM

**Wednesday
November 5th**

Sponsored by the **SUNY New Paltz Student Association**

Co-Sponsored by



Protecting your family for the future



It's important that your family members are financially protected throughout their lives. Have you stopped to consider what would happen to your spouse and/or children if you were to suddenly pass away?

Would your loved ones be able to continue to live in their home, pay regular bills and maintain a comfortable lifestyle? What about your final medical, burial or funeral expenses?

And it's not a question of just having a life insurance policy... make sure you have *enough* coverage to provide for your family. Find a plan that's right for you and your specific financial situation.

Plans designed specifically for NYSUT members

As NYSUT members, it makes prudent sense to look into the Term Life or Level Term Life Insurance Plans endorsed by NYSUT Member Benefits. Both of these plans offer specific terms and rates designed exclusively with NYSUT members and their families in mind.

The **Term Life Plan** is available for NYSUT members and their spouses/domestic partners under age 85. If you are under age 65, you can apply for coverage from \$25,000 up to \$1 million at premiums negotiated specifically for NYSUT members.

Meanwhile, the **Level Term Life Plan** offers terms for 10, 15 or 20-year periods. The premium that you start with is projected to remain the same and the benefit amount will not decrease throughout the term – regardless of your age or health condition.

You can enjoy an **additional savings of 15%** on published rates if your local association has approved automatic deductions from your paycheck or pension check and you sign up for that benefit.

To learn more about the Member Benefits-endorsed Term Life or Level Term Life Insurance Plans, call **800-626-8101** or visit memberbenefits.nysut.org.

Member Appreciation Month is coming!

NYSUT Member Benefits wants to start the New Year off right with a celebration of the entire NYSUT membership.

These offers will continue into February 2015, which has been designated as Member Appreciation Month!

It's the strength of the more than 600,000 NYSUT members that makes it possible for Member Benefits to offer approximately 50 endorsed programs & services designed with you in mind.

This special celebration will be kicking off in January 2015 with the arrival of your new membership cards. This mailing will include a variety of special offers only available to NYSUT members.



This will be a month filled with a series of special prize drawings for items donated by our endorsed program providers. To be eligible for these drawings, all you need to do is be a participant in our voluntary MAP Alert email service.

We will announce the winners of these special prize drawings exclusively on the Member Benefits website throughout the month of February.

For more details about this exciting event, visit the Member Benefits website at memberbenefits.nysut.org or call **800-626-8101**.

November 2014

SUN

MON

TUE

WED

THU

FRI

SAT

1

2

3

4

5

6

7

8

11 AM-2 PM
Teach-In On
Family Leave
Honors Center

11:30 AM
Adjunct Survival
Workshop
CSB 110

Noon
Adjunct Survival
Workshop
JFT 1010

8PM
Evening with
Wade-Rathke
CSB
Auditorium

9

10

11

12

13

14

15

8 PM
Student Labor
Coalition
LC 6A

16

17

18

19

20

21

22

10:30 AM
Labor-
Management
Meeting

Noon
Executive
Committee
Meeting
CSB 110

11:30 AM
CCC-Labor-
Management
Meeting

23

24

25

26

27

28

29

30

December 2014

SUN

MON

TUE

WED

THU

FRI

SAT

1

2

3

4

5

6

7

8

9

10

11

12

13

Last Day of
Classes

4:30 PM-7 PM
Holiday
Gathering
Bacchus
Restaurant

11:30 AM
Executive
Committee
Meeting
JFT 1010

14

15

16

17

18

19

20

11 AM
Labor-
Management
Meeting

Happy
Hanukkah!

21

22

23

24

25

26

27

Merry
Christmas!

Happy
Kwanzaa!

28

29

30

31

Happy
New Year!

Chapter Committees 2014– 2015

Affirmative Action Committee

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

Contingent Concerns Committee

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

Membership Development Committee

Alan Dunefsky, Development, 257-3986, dunefska@newpaltz.edu (co-chair)
Kevin Saunders, Computer Services, 257-3893, saunderk@newpaltz.edu (co-chair)
Spencer Salend, Educational Studies, 257-2842, salends@newpaltz.edu
Maggie Veve, Student Teaching, 257-2823, vevem@newpaltz.edu
Wayne Lempka, Art Museum, 257-3854, lempkaw@newpaltz.edu

Regional Outreach Committee

Donna Goodman, Development (ret.), 255-5779, goodmand@newpaltz.edu (co-chair)
Brian Obach, Sociology, 257-3447, obachb@newpaltz.edu (co-chair)
Kevin Saunders, Computer Services, 257-3893, saunderk@newpaltz.edu
Mike Malloy, Environmental Health and Safety, 257-2385, malloym@newpaltz.edu
Spencer Salend, Educational Studies, 257-2842, salends@newpaltz.edu
Rosemary Milham, Secondary Education, 257-3318, mihmamr@newpaltz.edu
Beth King, Career Resource Center, 257-3278, kingb@newpaltz.edu

Women's Rights and Concerns Committee

Kiersten Greene, Elementary Education, 257-2887, green@newpaltz.edu (chair)
Maryalice Citera, Psychology, 257-3476, citeram@newpaltz.edu
Sunita Bose, Sociology, 257-2601, boses@newpaltz.edu
Megan Smailer, Design & Construction, 257-3391, smailerm@newpaltz.edu
Alison Nash, Psychology, 257-3554, nasha@newpaltz.edu
Melanie Hill, Psychology, 257-3457, hillm@newpaltz.edu
Giordana Grossi, Psychology, 257-2674, grossig@newpaltz.edu
Angelica Snyder, Development, 257-3235, snydera@newpaltz.edu
Eve Tuck, Education Studies, 257-8859, tucke@newpaltz.edu
Elizabeth Shuipis, Records and Registration, 257-3109, shuipise@newpaltz.edu
Katherine Hurd, Academic Computing, 257-3820, hurdk@newpaltz.edu
Kara Belinsky, Biology, 257-3748, belinsk@newpaltz.edu
Karl Bryant, Sociology, 257-3035, bryantk@newpaltz.edu
Nataly Chesky, Elementary Education, 257-2872, cheskyn@newpaltz.edu
Mary Beth Collier, Academic Advising Center, 257-3017, collierm@newpaltz.edu
Andrea Gatzke, History, 257-3523, gatzkea@newpaltz.edu
Julie Gorlewski, Secondary Education, 257-2856, gorlewsj@newpaltz.edu
Amy Kesselman, Women's, Gender, and Sexuality Studies, amykesselman44@gmail.com
Daniel Lipson, Political Science, 257-3543, lipsond@newpaltz.edu
Kate McCoy, Educational Studies, 257-2629, mccoyk@newpaltz.edu
Amanda Merritt, Dean-Education, 257-2335, merritta@newpaltz.edu
Amy Papaelias, Art Department, 257-2785, papaelia@newpaltz.edu
Abigail Robin, English Department ret.
Melissa Rock, Geography, 257-2994, myrock@newpaltz.edu
Scott Schulte, Environmental Health & Safety, 257-2387, schultes@newpaltz.edu
Sarah Shuwairi, Psychology, 257-3468, shuwairs@newpaltz.edu
Rachel Somerstein, Digital Media & Journalism, 257-3089, somerstr@newpaltz.edu
Susan Stern, Elementary Education, 257-2852, sterns@newpaltz.edu
Michael Viega, Music, 257-2707, viegam@newpaltz.edu
Chanel Ward, Black Studies, 257-2762, wardcm@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.

Executive Committee 2013-2015

CHAPTER OFFICERS:

President	Peter D.G. Brown, Languages, Literatures & Cultures, ret.	x2783	brownp@newpaltz.edu
Vice President for Academics	Anne R. Roschelle, Sociology	x3502	roschela@newpaltz.edu
Vice President for Professionals	Jeff Pollard, Center for International Programs	x2903	pollardj@newpaltz.edu
Officer for Contingents	Beth Wilson, Art History	x3896	wilsonb@newpaltz.edu
Secretary	Lori Nutting, Business	x2932	nuttingl@newpaltz.edu
Treasurer	Niza Cardona, Student Accounts	x3157	cardonan@newpaltz.edu
Grievance Officer	Vika Shock, Graduate School	x3286	shockv@newpaltz.edu
Affirmative Action Officer	Karanja Keita Carroll, Black Studies	x2721	carrollk@newpaltz.edu

Academic Delegates:

Peter D.G. Brown, Languages, Literatures & Cultures, ret.	x2783	brownp@newpaltz.edu
John Hain, Secondary Education, ret.	x2770	thompsom@newpaltz.edu
Jeff Miller, Political Science	x3934	millerj@newpaltz.edu
Glenn McNitt, Political Science	x3553	mcnittfg@newpaltz.edu
Brian Obach, Sociology	x3447	obachb@newpaltz.edu
Susan Poretz, Physical Education, ret.		puretzs@newpaltz.edu
Spencer Salend, Educational Studies	x2842	salends@newpaltz.edu

Professional Delegates:

Alan Dunefsky, Development	x3986	dunefska@newpaltz.edu
Donna Goodman, Development, ret.		goodmand@newpaltz.edu
Richard Kelder, Teaching/Learning Center	x2650	kelderr@newpaltz.edu
Wayne Lempka, Dorsky Museum	x3845	lempkaw@newpaltz.edu
Michael Malloy, Environmental Health & Safety	x2385	malloym@newpaltz.edu
Kevin Saunders, Computer Services	x3893	saunderk@newpaltz.edu
Linda Smith, Academic Computing	x3188	smithl@newpaltz.edu

NYSUT Labor Relations Specialist:

William Capowski		wcapowsk@nysutmail.org
------------------	--	--

Chapter Assistant:

Mary Ann Thompson	x2770	thompsom@newpaltz.edu
-------------------	-------	--

Chapter Interns:

Emily Breen	x2769	lb_breen@yahoo.com
Mariah Brown	x2769	mariahfb2020@gmail.com





United University Professions New Paltz Chapter

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

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

Emily Breen and Mariah Brown, Chapter
Interns
845-257-2769

We're on the Web!

www.newpaltz.edu/uup



The Executive Committee meeting on September 17, 2014

SUNY New Paltz Chapter Officers

President:

Peter D.G. Brown

Phone: x2783
Email: brownp@newpaltz.edu

Vice-President for Professionals :

Jeff Pollard

Phone: x2903
Email: pollardj@newpaltz.edu

Vice-President for Academics:

Anne Roschelle

Phone: x3502
Email: roschela@newpaltz.edu

Officer for Contingents:

Beth Wilson

Phone: x3896
Email: wilsonb@newpaltz.edu

Affirmative Action Officer:

Karanja Keita Carroll

Phone: x2721
Email: carrollk@newpaltz.edu

Grievance Officer:

Vika Shock

Phone: x3286
Email: shockv@newpaltz.edu

Treasurer:

Niza Cardona

Phone: x3157
Email: cardonan@newpaltz.edu

Secretary:

Lori Nutting

Phone: x2932
Email: nuttingl@newpaltz.edu



The Bullhorn: **Peter D.G. Brown, Executive Editor**
Mariah Brown, Managing Editor
Yvonne Aspengren, Copy Editor

Editorial Policy: Opinions expressed in *The Bullhorn* are solely those of the writers and do not necessarily reflect the positions or policies of the UUP or its New Paltz Chapter, who are not liable for any errors or inaccuracies.

Would you like to write for *The Bullhorn*? We welcome your mail, editorials and articles on work, research, leisure, recreation, health and other topics. Please email brownp@newpaltz.edu.