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The Bullhorn

How to Increase Your Salary

By Peter D.G. Brown, Chapter President



As I talk to UUP members across the campus throughout the year, the #1 issue is stagnant salaries. People naturally miss getting Discretionary Salary Increases (DSI) on base. DSI was not obtainable during the last round of negotiations, but that may well change in the next *Agreement between UUP and NYS* (the “contract”), beginning in July 2016.

Some members also criticize us for strongly and consistently advocating on behalf of adjuncts, our weakest and most vulnerable members, whose salaries are truly wretched. These part-time Academics are the only members for whom there is no salary minimum prescribed in the *Agreement*.

Unlike our precarious adjuncts, who lack any meaningful job security and can be non-renewed for any reason or for no reason at all without any due process, our full-time Academic and Professional members are in a much better position to advocate for increasing their own salaries. Until recently, full-time employees at SUNY New Paltz have shown little inclination to stand up and demand more money, but that appears to be changing.

On December 10, 2014, the UUP New Paltz Chapter’s Executive Committee voted unanimously to undertake two important long-range projects: a Quality of Professional Life & Administrative Assessment and a Salary Study to compare increases in UUP members’ compensation over the past five years to increases received by top administrators. **We need UUP members familiar with quantitative analysis to assist us in this effort and are asking them to contact the Chapter Office at ext. 2783.**

What are the chances of success? Not bad, actually, provided we can muster a sustained, broad-based effort and utilize some of the successful approaches outlined below. It is certainly not something that is achievable by a mere handful of local or statewide union officers acting alone. Our volunteer jobs do not come with magic wands. But salary increases have in fact been attained at other SUNY campuses, most recently at Oneonta during the current academic year.

On November 18, 2014, emails were sent to all tenure-track teaching faculty members by Oneonta Provost Maria Thompson. Here is an example of what one professor received:

“I am reaching out to all tenure-track/tenured teaching faculty members to share whether the recent salary adjustments to correct for compression have

Continued on page 2

affected them. Based on the compression analysis performed by the Institutional Research Office, your salary has been increased by \$5,180 to \$89,085. This change will be reflected in your paycheck dated Dec. 3.”

Clearly, we need to act locally, since it is unrealistic to expect large increases through the statewide collective bargaining process. The way things are set up, UUP will bargain its next contract in 2016 only after the larger public employee unions, CSEA and PEF, have settled with NYS. That establishes the “pattern” for us. Annual contractual across-the-board increases have recently been in the 0-2% range. However, it is possible to augment whatever may be gained in statewide collective bargaining with significant local increases, as was the case in Oneonta.

To obtain substantial salary increases for themselves, the Oneonta faculty undertook some fundamental actions, including a new Salary Study in three phases to complement their periodic assessments of top administrators. The process has extended over several years. Their sixth Quality of Professional Life & Administrative Assessment survey is described in some detail in the September 2014 issue of their excellent newsletter, *The Sentinel*: <http://www.oneontauup.org/sentinel/14/201409.pdf>

Realizing that a UUP-run assessment of administrators was imminent and morale was at an all-time low, management decided to make salary changes in Phases I and II. Phase I set minimums for assistant professors and increases in promotional increments. Phase II addressed inequity. Phase II excluded those who made more than \$100,000 and those who were not tenure track. In addition, those in the School of Business and Economics were excluded from the analysis and from receiving any increase as part of the equity adjustments.

Based on ordinary least squares (OLS) regression analysis, the end result was that all faculty in that pool received 22.8% of the amount deemed to be inequitable salary differential from the mean of other comprehensive institutions that excluded Old Westbury and Purchase from the analysis.

Phase III is supposed to address adjuncts. Although the administration had originally said that Professionals would be included, they were left out of Phase II, according to Oneonta UUP leaders. In the words of one of our Oneonta colleagues: “SUNY is one corrupt system and there is no free lunch.”

Here are some of the concrete steps:

-- Conduct a Salary Study of top administration (Management/Confidential) wage increases over the past five or six years and compare them to increases for other classes of employees during the same period. This information is in the public domain and can readily be obtained online, in our Sojourner Truth Library or via a Freedom of Information Law (FOIL) request.

-- Work with appropriate Faculty Governance bodies, e.g., the Budget, Goals & Plans Committee, to analyze the data and formulate upward-adjustments based on well-established principles of equity, fairness and inclusion.

-- Invite cooperation and buy-in from the administration. At Oneonta, a Labor-Management Budget Committee was created that worked on the process collaboratively. UUP Oneonta conducted its own analysis and held meetings and published the information in its newsletter. Subsequently, the Oneonta administration did their own analysis using a data set which they constructed using the ordinary least squares regression method (OLS). Then they released the results and explained the process and implications of their analysis. No individual data was provided.

-- Our SUNY New Paltz administration has unfortunately developed a habit of automatically saying “No!” to most reasonable requests put forth by UUP. If the administration refuses to cooperate, the Salary Study can proceed without them.

-- Results of any Salary Study should be widely disseminated. Results obtained at Oneonta were published in the November 2014 issue of *The Sentinel* (pages 2-6):

<https://drive.google.com/file/d/oB8GYMH03xVMWMWY3cow1cnhfUVk/view>

-- UUP and Faculty Governance will need to push hard for change. Based on the data, one or more resolutions will need to be drafted and adopted by the local UUP chapter and Faculty Governance bodies, calling for salary increases in line with those already given to Management/Confidential administrators.

-- Our Chapter and Faculty Governance bodies will need to be assertive when advocating on their own behalf. That is how change comes about.

-- We will need to overcome the climate of fear, in which challenging or confronting the administration is viewed not just as inappropriate, but as tantamount to treason or blasphemy. Absent any pressure from the faculty, administrators will continue to advance their own interests, along with those of the College.

Decisions are made every year by our campus administration on how to allocate tens of millions of dollars' worth of resources. It has the authority under Article 20.14 of the Agreement to increase the salaries of current employees, or it can use those resources to hire new faculty and focus on raising the salaries of top administrators.

Increasing the salaries of current faculty and staff has a very low priority at SUNY New Paltz. UUP members can change campus priorities to increase their own salaries. If you don't, nobody else can do it for you.



Kowal Criticizes Governor's So-Called 'Opportunity Agenda'

By Mike Lisi, UUP Communications Director



Fred Kowal at the Delegate Assembly in Albany

UUP President Fred Kowal had strong words for Gov. Andrew Cuomo's 2015 "Opportunity Agenda," calling it a "cleverly designed, slick package of giveaways and takeaways that will bring about the slow destruction of the public good."

In a powerful Jan. 25 speech to delegates at the 2015 Winter Delegate Assembly in Albany, Kowal said that the governor's proposal was little more than an "exploitation agenda" that favors big business over low-income, high-needs and working-class New Yorkers.

He tore at the governor's plans for a performance-based assessment system for SUNY campuses and assailed Cuomo's plans to cut funding to the state's public hospitals and allow private companies to own and operate five of the facilities.

"Though he calls his program the Opportunity Agenda, it is an opportunity only for profiteers, for corporations looking for a ready supply of trained labor, and for those who would dismantle the great tradition of an education ... for all who seek it in our great state," said Kowal.

"So to those in this city and this state who see the governor's Opportunity Agenda as the way forward, I have news for you: There is a gathering movement of New Yorkers who reject the cynicism and manipulation of the truth, and who embrace hope and a better future for all," he continued. "And we in UUP are in the vanguard of that movement."

Kowal, who won a standing ovation from the more than 200 delegates at the DA, said the fight for accessible, affordable, quality public education for all is a civil rights issue that UUP must stand and fight for. Cuomo's Executive Budget pushes that objective aside in favor of proposals that set the university up as a glorified trade school poised to provide a ready supply of trained labor for corporations.

"At worst, it is a grand deception, with the poorest and weakest as its first victims," Kowal said. "The governor promises opportunity for the poorest, but offers a budget allocation system that will reward SUNY campuses who admit only those students who are the most likely to succeed and then be employed at high salaries."

Kowal said that Cuomo's student debt plan—which would forgive two years of student loans for graduates starting in 2015 if they live in New York and make \$50,000 or less—won't make a dent in the state's student debt crisis. It provides no relief to millions of New Yorkers carrying student debt and could force students into lower-paying jobs to qualify.

UUP's proposed "SUNY Student Loan Refinancing Program" is a long-term solution to the debt crisis. It would be open to all SUNY graduates with state or federal student loans incurred as of Jan. 1, 2008. They must earn an associate or bachelor's degree from a state-operated SUNY school and wait a year after graduating to take part in the program.

"Don't try to tell the people of New York that you care about the working class and the poor when you offer a student debt solution that will result in no relief—absolutely no relief—to the 2 million New Yorkers carrying over \$73 billion in debt," Kowal said.

Individual Development Awards

If you are interested in applying for a Joint Labor Management **Individual Development Award (IDA)**, *digital applications only* will be accepted, starting January 19 and ending February 27, 2015. No applications will be accepted after this February deadline.

To apply, go to <http://nysuup.lmc.ny.gov/development/individual.html> and click Application. You are applying for **Individual Development Award**.

- Provide the date of your proposed project/activity, which **must have taken place, or will take place, between July 2, 2014 and July 1, 2015**.
- The "Semester Date" is July 2, 2014, to July 1, 2015. After completing the budget summary, please indicate the attachments that will be included (your CV and a detailed description of your proposed project/activity.)
- After all required fields are complete, click Generate PDF. Save the PDF to a flash drive or your computer.
- When ready, email the application PDF, your CV and a description of your project/activity to:
Richard Halpern (halpernr@newpaltz.edu) Committee Chair (3743)

AND

Mary Thompson (thomsom@newpaltz.edu) UUP Chapter Assistant (2770)

Detailed information about expenditure limitations is available at <http://nysuup.lmc.ny.gov/resources/info.html>. You must provide **original receipts** to be reimbursed for any expenses you incur. If you do not have the receipts you will not receive payment. **For activities occurring after the February 27 deadline for application, you will not be reimbursed until after all original receipts have been submitted.**

Email your application, CV and description between January 19 and February 27, 2015; hard copies will not be accepted. The committee will notify applicants by the end of April whether or not their applications have been approved. If approved, you will need to come to the UUP office to sign the hard copy we will print. Awards may not exceed \$1,000, but the Committee may well set a lower limit, depending on the number of applications received.

The Committee will give preference to individuals who have not received an IDA since 2011; to individuals who have not yet received permanent or continuing appointment; and to individuals presenting at conferences, rather than those simply attending. According to the *Agreement between UUP and NYS*, **at least 15% of the award monies must be allocated to part-time professionals and academics (adjuncts).**

Labor-Management Professional Development Committee

Appointed by UUP:

Richard Halpern, Physics, Chair
Steven Pampinella, Political Science
Kevin Saunders, Computer Services

Appointed by Management:

James Burns, Student Accounts
Devon Duhaney, Secondary Education
Anneliese Kniffin, Human Resources



Teach-In on Family Leave

By Emily Breen '16, Chapter Intern



Kathryn Hurd

The New Paltz UUP Chapter organized a campus-wide Teach-In on Family Leave that took place in the Honors Center on November 5, 2014. It provided great insight into a pressing, important topic. This event grew out of a series of Women's Rights and Concerns Committee meetings chaired by Kiersten Greene, Assistant Professor of Elementary Education. "The Teach-In on Family Leave started off as an idea that came up during one of our brainstorming meetings. The goal of this event was to educate individuals, as well as make their own private, personal stories into a public conversation, in the hopes of making headway on this pressing issue," she explained.

Eve Tuck, Associate Professor of Educational Studies, and Kathryn Hurd, Instructional Design and Project Support Associate in the Department of Academic Computing, organized the event in the hopes that UUP members across campus would share their stories and experiences with navigating family leave here at SUNY New Paltz.

Jaime Dangler, UUP's statewide Vice President of Academics and founder of the UUP's statewide Family Leave Committee (2001-2010), kicked off the event and discussed UUP's efforts for family leave from 2001 to present. As with many other social issues, this topic initially received great attention before slowly losing steam. Currently there is no standardized system for family leave within SUNY's state-operated campuses, which is quite troublesome.



The Teach-In encouraged active engagement by all participants. Factual information was mixed in with personal anecdotes, interspersed with question and answer discussions. This was clearly a successful format, with the three-hour event passing along quickly.

Jamie Dangler

The Teach-In also differed in nature from previous events due to the participation of administrators, which was both helpful and unusual for a UUP event. They included Provost Philip Mauceri, Jodi Papa, Director of Faculty Services in the Office of Academic Affairs, and Tanhena Pacheco-Dunn, Executive Director for Compliance and Campus Climate.

The Teach-in was cited in President Christian's November Report to the Faculty: "Academic Affairs personnel have been working the past several months with several faculty to plan family and medical leaves; these discussions have underscored that each leave presents special circumstances and needs to be planned individually. They also highlighted the special circumstances that leaves by teaching faculty create for individuals and departments. This growing interest was reflected in last week's UUP-sponsored teach-in about this topic. With Academic Affairs as the "point" office for this effort and other offices (Benefits, Human Resources, Payroll) as collaborators, we are exploring a new and more comprehensive model that will balance individual needs, department staffing and service needs as well as the parameters outlined by Board of Trustees, SUNY, and NYS policies."



Eve Tuck

The most problematic issue of not having a standardized system is that it leads to inequity. There is a lack of consistency between situations and individuals, making family leave work better for some and not for others. Many individuals also feel a sense of isolation, having to go through their experiences of negotiation almost entirely on their own.

Eve Tuck shared her thoughts after successfully negotiating a leave. "I won a major fellowship that coincided with my need for family leave after having my first baby. I negotiated a leave

arrangement for my second baby that was very fair, but was told that it was possible only because I was so valued by my department. I wonder what would have happened if I were not considered valuable, and that is not a good thing to have weighing down on you during any circumstances that would require family leave," she stated.

The theme of luck and value was threaded throughout the entire discussion for those who had good experiences. "I had a positive experience because of the lovely people who stuck their neck out to help me. I was of value to my department, however this is not the norm or standard. All my stars were aligned. I got lucky," explained Andrea Varga, Associate Professor of Theatre Arts.



Andrea Varga

Unfortunately, not everyone was so lucky. Carolyn Corrado, a lecturer in Sociology at the College since last fall, has a four-month-old baby. She is currently juggling her maternal duties with her duties as an educator, along with a commute that is over an hour each way, four days a week. She started working again when her son was only nine weeks old. "It is way too soon, and way too stressful to be back at work, but between paying for childcare and paying off my student loans, I could not afford to take an unpaid leave. There are not even good days and bad days, there are good hours and bad hours," she stated. Carolyn



Carolyn Corrado told her story on a screen via Skype, since she had to take her son to a doctor's appointment and could not make it to the event. <https://www3.newpaltz.edu/directory/photos/sizes/228x319/hurdk.jpg>

The lack of any consistent standardized process also affects students, other educators and the educational system as a whole. "This is not just about me and my individual needs. We have a program that needs to be maintained," explained Andrea Varga.

Amy Papaelias, Assistant Professor of Art, who was on child care leave without pay during the fall 2014 semester, stated "My classes have been covered by adjuncts, and the rest of the Art Department has to cover my advisees and service responsibilities. There is guilt associated with it, knowing that other people need to take on more because of you, but it should not be that way."



Amy Papaelias

There were also many pertinent questions that came out of the discussion: Why do you need to use sick time for the birth of a child, when giving birth is not an illness? If you use all your sick time for one baby, what happens if you plan on having another one? What happens if your baby gets sick or something happens to your parents? What should family leave look like in the United States? What kind of policy would make sense for our campus?

There are no definitive solutions yet, but the Teach-In on Family Leave is certainly an excellent start. Kiersten Greene concluded that "the SUNY contract does not actually protect its workers when they are expectant mothers or need to request family leave for eldercare or any number of other reasons. You have to rely on your sick leave or vacation time and hope that you have enough of it. Otherwise, you face a deleterious domino effect of losing your paycheck and possibly your benefits. The U.S. is one of only eight countries worldwide that doesn't provide paid maternity leave, and that doesn't make any sense. I am hoping SUNY New Paltz will fight to shift this practice by leading the way in changing these practices. It should not be a privilege to have access to paid family leave, it should be a right."



Kiersten Greene

Resolution on Climate Action

WHEREAS, UUP publicly endorsed the People's Climate March, with financial support, media publicity, President Kowal's address at the labor rally, and a large turnout of its members at the March; and

WHEREAS, the rapidly changing climate is impacting union members and working communities in New York as we experienced firsthand with the devastating impacts of Sandy; and

WHEREAS, we recognize that working people will suffer disproportionately from the current patterns of investment and neglect that do not prioritize good jobs, clean air, and healthy communities; and

WHEREAS, climate change initiatives have and must continue to provide good union jobs; and

WHEREAS, world leaders met in New York City on September 23 for a historic United Nations summit on climate change and Secretary-General Ban Ki Moon called for governments to agree to sign a treaty in 2015 on an ambitious program to reduce greenhouse gas emissions; and

WHEREAS, 74 nations, with the exception of the U.S., signed on to an agreement calling for a global price on carbon; and

WHEREAS, an unprecedented array of groups representing climate, economic justice, environmental justice, human rights, labor, faith, and the arts united for the People's Climate March on September 21, 2014; and

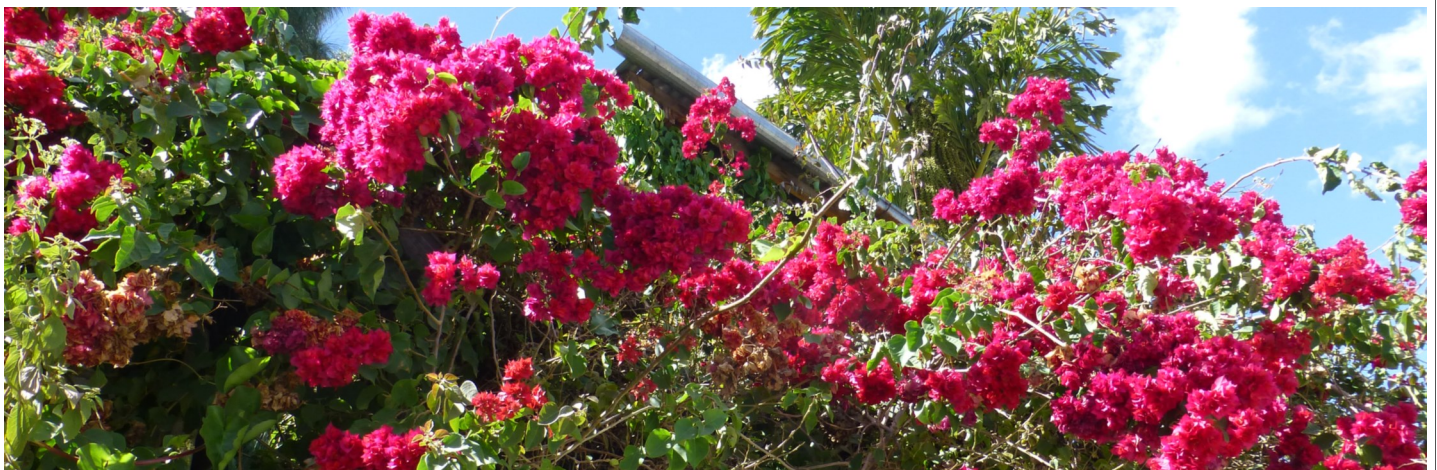
WHEREAS, many of our brother and sister unions also endorsed the People's Climate March; therefore be it

RESOLVED, that UUP supports the demand for job creation resulting from the transition to clean energy and away from the production and use of fossil fuels, and ambitious, binding and fair legislation and international agreements for emission reductions to limit climate change and foster a sustainable adaptation to the effects of climate change; and be it further

RESOLVED, that we encourage our members, families and friends to participate in other events that build on the successful September 21st People's Climate March and the September 23rd UN Climate Summit; and be it further

RESOLVED, that UUP's Labor and Higher Education Committee recommend to the Executive Board further UUP education and action related to climate change.

Adopted unanimously by UUP New Paltz Chapter Executive Committee, January 21, 2015



Business as Usual

By Edward Hanley, Academic Computing

Awards. Recognition. Prestige. Honors. National rankings. Challenge grants. Why, we're even environmentally friendly. Year after year, accomplishment after accomplishment, SUNY New Paltz moves from one impressive success to the next. How is this possible? Who is responsible for this ongoing litany of achievement?

As it turns out—it's the same people who respond to the College's calls for help whenever something needs doing. Calls that are always answered, by people who volunteer countless hours in support of College activities and events. Move-in Day. Convocation. Orientations. Open House. Parent & Family Weekend. Clean up Day. Graduations. By people who have even been known to give up, without too much grumbling, their usual parking spaces on occasion so visitors to the campus aren't unduly inconvenienced when they come here for some important gathering or other.

Who are those people? Why, you of course! The faculty & staff of this fine institution. Without you none (let me repeat: none) of these things would be possible. Now then, in view of all you do for the College, you might think that if our administrators were presented with an opportunity to do something nice for you in return, they would jump at the chance. But if you did, you'd be wrong.

It snowed here the day before Thanksgiving. Classes were not affected. There were no classes. Students were largely unaffected; most had already gone off to enjoy their Thanksgiving. But many of you—the people who actually make SUNY New Paltz the award-winning place it is year after year—were affected. Because you were here. And when the snow started falling, many or perhaps even most of you stayed. Because there was work to do. The kind of work that put this place on the map. The kind of work that keeps it there.

The administration could have told you to go home. It could have taken the opportunity to say "We really appreciate all you do. Tomorrow is a holiday. Leave a bit early, so you can travel a little more safely. Enjoy a few extra hours with friends or family. Or just take some time for yourself. You deserve it. You work hard. Thank you!" But of course that didn't happen. It was just business as usual.

Giving you those few hours off would not have affected the College's educational mission. Or its budget. In fact, it probably wouldn't have cost the College a cent. It would have been a "freebie." A nice thing to do. A random act of kindness. But an act that would have reflected both appreciation and respect. It might have even engendered a little good will, if not actual peace on earth. But "more" for you somehow means "less" for the college, even if "less" can't actually be articulated or quantified. So even though it wouldn't have cost a thing, our administrators still couldn't quite bring themselves to do it. Instead, the decision was made to keep offices open. Business as usual. The administration played it safe. But it seems to have been the administration's own safety that was best served by that decision. With a "business as usual" approach one need never worry about climbing too far out on a limb. Or rocking a boat. Sending the wrong message. Encouraging employee avarice. Setting a bothersome precedent. Or risking the disapproving glances of other SUNY and state officials higher up the food chain in Albany.

Whatever the reason(s) for it, the administration's decision that day reflected a short sighted, small minded, miserly attitude entirely out of step with the caring, can-do, volunteer spirit consistently displayed by you - the faculty & staff.

But Scrooge would have been proud...



Edward Hanley

[See Labor Management agenda item #6 on page 26 of this issue of *The Bullhorn*.]

Spotlight: Kevin Caskey **Professor, Business**

By Emily Breen '16, Chapter Intern



Kevin Caskey

Kevin Caskey, Professor in the School of Business, joined the SUNY New Paltz faculty in 2001. He was born in Pontiac, Michigan, where GM's Pontiac cars originated. When he was twelve years old, Kevin's parents and three siblings relocated from Franklin Village, a suburb of Detroit, to the Boston area, where Kevin remained until completion of his bachelor's degree.

Kevin received his undergraduate degree from Northeastern University. He chose this university because of its co-op plan. The co-op plan takes five years to graduate instead of four. After the first year, students alternate one semester of class and one semester of work. "I was thrilled with the co-op plan because I was able to have a hands-on experience and got paid to do real work in factory studies," Caskey explained. He graduated with a degree in engineering.

Caskey later earned two master's degrees and a Ph.D. His first master's degree was in industrial engineering from Stanford University. Caskey then spent four years in Germany and Switzerland where, among many jobs, he was a touring actor, based in Munich. After returning to North America, he completed a master's in operations research from the University of British Columbia.

While working full-time for Boeing as a computer simulation specialist, he completed a Ph.D. in industrial engineering at the University of Washington in 1993. His dissertation topic was on *Neural Networks and Genetic Algorithms Applied to Manufacturing Scheduling*.

Dr. Caskey decided to teach business because industrial engineering is similar to operations management, which is what he teaches at the College. As for why Caskey decided to become an educator, he recalls a pivotal moment during his junior year of college: "I was taking a course in organizational behavior, when my professor divulged that the career with the highest job satisfaction is a professor in an urban university. The career with the second highest job satisfaction is a professor in a rural university, which is what compelled me to go into academia."

Prior to coming to New Paltz, Kevin Caskey conducted research at two universities in Europe. He spent five years at the Technical University of Eindhoven in the Netherlands and two years at the Bremen Institute of Production Technology in Germany. He can now speak both Dutch and German reasonably well. He chose to come to New Paltz for several reasons, but the location itself is a compromise. He prefers mountains while his family prefers the city.

At the College, Caskey teaches Operations Management and Statistics, as well as two courses he created: Project Management and Entrepreneurship and Business Planning. Occasionally, he will also teach quantitative courses at the MBA level. He finds the most challenging aspect of his work to be the mismatch between his level of enthusiasm and that of his students for quantitative topics. He finds the most rewarding part of his job to be the classroom experience, noting that he genuinely enjoys working with students. "At SUNY New Paltz, given the nature of the school and generally small class sizes, I am able to have a good interaction with my students, which is what makes teaching fun."

Professor Caskey, who received the School of Business Distinguished Teaching Award in 2011, feels that his previous career adds to his value in the classroom. He knows what it is like to work day-to-day in an industrial

setting. Caskey notes that his previous career also influences the way he teaches and what topics he finds interesting for research. He is excited to bring together the School of Business with other units on campus, for instance, linking the Business Plan Contest with the School of Science and Engineering. The winning business plan for the previous year was one for business students to help market art students' creations, further illustrating a move towards cooperation among different departments. "The School of Business should not be by itself. Everyone would benefit from a deepened cooperation. Luckily, all three of the Deans involved share in that opinion," he explained.

Outside of teaching, Kevin Caskey has a passion for biking and skiing. He can often be found riding his road or mountain bike around New Paltz. Every day he bikes to the College. He is active in Gumba, the Gunks Mountain Biking Association, which conducts courtesy patrols of the Mohonk Preserve and Minnewaska State Park. He serves with the ski patrol at Belleayre Ski Center in the Catskills, one of three state-owned facilities, and has recently taught economics to prisoners at the Woodbourne Correctional Facility and the Eastern Correctional Facility in Napanoch.

Professor Caskey is a strong believer in unions, having initially joined the Retail Clerks International Union (RCIU) at the age of sixteen. He currently serves as University Senator from New Paltz on the system-wide University Faculty Senate.



New Paltz Members at UUP Delegate Assembly in Albany

January 25, 2015



Donna Goodman and Carol Rietsma



Beth Wilson and Jeff Miller





Barbara Heiles and Douglas Koop

Holiday Gathering December 2014



Bill Capowski



Mary Thompson and Mick Adams



Donna Goodman, Mariah Brown , Emily Breen



**Sam Fisher, Keron Lewis, Mike Koczanski,
Rob Moysey and Brendan Lowe**



Edith Kuiper, Gowri Parameswaran and Mona Ali



Paul Chauvet, Monsterrat Gimeno and Rimer Cardillo



Beth Wilson and Peter Brown



Mary Kastner, Justin Shumway and Matt Skillman



Jeff Miller and Brian Obach

The Militarization of the Police: Implications for SUNY

By Michael Brown, UUP Oneonta, Grievance Officer



Micheal Brown

Policing in the United States is becoming excessively militarized, primarily through federal initiatives that create incentives for local police to use weapons and tactics designed for warfare. *The Daily Star* recently reported that SUNY Oneonta's University Police Department (UPD) has participated in such initiatives, acquiring three semi-automatic M-14 assault rifles and an unarmored Humvee through the US Department of Defense's 1033 Program.

The Department of Defense operates the 1033 Program through the Defense Logistics Agency's Law Enforcement Support Office, whose motto is "from warfighter to crimefighter." According to the American Civil Liberties Union, the 1033 Program includes more than 17,000 federal and state law enforcement agencies from all US states and territories. Overall, more than \$4.3 billion worth of military equipment has been transferred to state and local law enforcement agencies through the program, which has provided a large number of small towns with such equipment as tanks, grenade launchers, night vision gear, and high-caliber assault rifles.

The trend toward militarization began in the 1960s with the social unrest of the time. The development of Special Weapons and Tactics (SWAT) teams in reaction to the Watts race riots in Los Angeles started a movement in policing that relied on military tactics, training, and gear. After President Nixon's declaration of the "War on Drugs" in 1971, the use of SWAT teams underwent a dramatic expansion. The Heritage Foundation reports that the number of raids conducted by local police SWAT teams has gone from 3,000 a year in the 1980s to over 50,000 a year today, the overwhelming majority of which involve executing search warrants in drug investigations. The use of such force to execute search warrants amounts to using paramilitary tactics to conduct criminal investigations in searches of people's homes.

The "War of Drugs" may have spurred police militarization, but the "War on Terror" has greatly accelerated it. In addition to the Department of Defense's 1033 Program, another agency created in the aftermath of 9/11 is helping militarize the police. The Department of Homeland Security (DHS) offers grants that provide military equipment to local police departments. According to the Center for Investigative Reporting, at least \$34 billion in DHS grants have gone to police agencies to buy military gear. The trend towards police militarization has opened a new lucrative market to military contractors. In addition to selling military equipment that will ultimately find its way into the hands of local law enforcement, contractors also offer expensive training programs for SWAT teams and police agencies.

It is not surprising that we are only now hearing about UPD's involvement in the 1033 Program, as this revelation is the result of a Freedom of Information Act request. The militarization of policing has occurred with virtually no public oversight. Agencies that monitor such programs are nonexistent, and there are very few policies in place specifying what happens with the equipment after it is transferred to local law enforcement. The equipment still belongs to the federal government; however, local agencies are required to maintain it – at their own cost – and use it within one year of receipt. Thus, local law enforcement agencies are essentially serving as armories for the Department of Defense.

It is clear that this growing police militarization is a threat to community policing, which emphasizes the importance of the relationship between law enforcement and the community they serve. Many members of our campus community already believe that UPD is heavy-handed, especially in regard to issues of profiling and arresting students for possession of small amounts of marijuana – a mere violation under New York State law. UPD's procurement of military gear will undoubtedly strengthen this perception.

Chief Daniel Chambers recently spoke to *The Daily Star* and *The State Times* and gave somewhat different impressions about the extent of UPD's weaponry and its use. Chambers told *The Daily Star* that the M-14

rifles are purely decorative, and the college does not have ammunition for them. However, Chambers also spoke about the need for such weaponry in the event of an “active-shooter” situation. He told *The State Times* that all UPD officers are prepared to use the rifles when needed, and each officer must complete firearm training twice each year. We also learned that UPD has several AR-15 semi-automatic rifles in its possession. Police militarization has been allowed to occur without any meaningful public discussion. The people have a right to know how law enforcement agencies are policing their communities and spending their tax dollars. The federal government should take the lead in reining in programs that create incentives for local police to acquire military equipment. However, meaningful restraints on the procurement of such equipment can start at the local level. The SUNY Oneonta community should be made aware of any other military equipment UPD may have, and of any outstanding 1033 Program requests. It is also imperative that students and faculty consider whether such equipment is needed and/or welcomed on our campus.

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Michael Brown is Assistant Professor of Psychology at SUNY Oneonta. This article first appeared in the November 2014 issue of their chapter newsletter, *The Sentinel*, and is reprinted here by kind permission of the author.



Spotlight: Maureen Morrow

Professor of Biology

By Carol S. Rietsma, Associate Professor Emerita, Biology



Maureen Morrow

Maureen is a Professor in the Biology Department, where she currently teaches microbiology and basic molecular biology. She is also Director of Research, Scholarship & Creative Activities (RSCA) for the College. What perhaps is less widely known is that 'Mo-betta' plays bass guitar in the band *Questionable Authorities*.

A native New Yorker, Maureen was born in Babylon, LI, and has three siblings. Her two brothers are NYC firefighters and her sister is a nurse. Her mother was also a nurse, whose experience with diseases sparked Maureen's interest in microbiology. Her father, a computer programmer, died when Maureen was thirteen years old, leaving her mother to raise the family on a limited income.

Maureen earned a B.S. degree from the New York College of Agriculture & Life Sciences at Cornell University, part of the SUNY system. Several experiences there influenced her career path. She found that microbiology was the most interesting of her biology courses, and she was invited to conduct research in a microbiologist's lab. In addition, the instructor who

ran the microbiology laboratories had a teaching style that inspired her interest in teaching.

Maureen earned her Ph.D. from Columbia University, where she investigated how growth factors affect cancer genes in immune system cells. Dr. Morrow then taught at Occidental College in California for two years before returning to New York.

Throughout her academic life from undergraduate to professor, Maureen has been active in student research. During her first year at SUNY New Paltz, she began engaging students in research, one of whom is now a Lecturer in the Biology Department. She also organized Science Day, which has morphed into the annual Student Research Symposium at the College. In 2006, she became Director of RSCA and oversees funding for research projects, student travel to conferences, and workshops such as abstract writing. She also updates and modifies the program so it is appropriate for all disciplines across the campus.

Her research involves collaboration with colleagues in other departments. She is currently working with Professor Hon H. Ho in the Biology Department to sequence the DNA of a fungus that produces a compound which kills other fungi, and also with Professor Frantz Folmer-Andersen in the Chemistry Department to isolate and identify this compound.

One thing she likes best about her work at the College is "watching students transform into scientists and colleagues in about four months." Two challenges she faces are finding enough time and external funding.

One of Maureen's passions is playing the bass guitar. Together with Sociology Department colleagues Brian Obach (guitar & vocals) and Peter Kaufman (drums), she started the *Questionable Authorities* eleven years ago. This popular local band, which also features sociologist Anne Roschelle and psychologist Glenn Geher (guitar), has helped raise money for student scholarships.

Other interests are yoga, swimming, biking, skiing, and walking her dog, Cleopatra. One of her key watchwords is fairness. To that end, she is active in the Democratic Committee of Rosendale. She also serves as the Biology Department's representative to UUP at the College, stating that she sees "UUP and unions in general as maintaining fairness."

Labor-Management Meeting Notes, November 17, 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, NYSUT Labor Relations Specialist William Capowski, Chapter Secretary Lori Nutting, Professor Emeritus Spencer Salend, Grievance Officer Vika Shock.

1. Joint Workshop on Drescher Leaves. Would the administration be interested in offering a joint Labor-Management workshop on Drescher Leaves next spring?

Mauceri was in agreement to have a workshop in the spring; in March or April, with refreshments or lunch.

2. Nursing/pumping room. UUP supports requests that the College identify a dedicated nursing/pumping room for its female employees. When could such a room become available?

Blades cited Section 206 of the State Labor Law, proximity guideline. Employees are required to make employer aware of their situation before they return after giving birth, so that they can be offered a space that is close to their office space. Administration is also exploring a location central on campus for all to utilize. During the last year, two people requested such a space, this year it is 8-10 people. Tom Gaffney and Tanhena Pacheco Dunn have met to discuss this recently. Issue has been dealt with on an individual basis so far. Brown, Shock and Capowski spoke about the membership's need for a more standardized procedure/guidelines as to maternity leave and benefits surrounding it.

3. Employees exempt from FLSA. How many non-exempt/overtime-eligible employees are in the UUP bargaining unit? On what basis are most of our Professional employees exempt from the Federal Labor Standards Act?

There are 48 FLSA-exempt employees at the College, most of whom are part-time. Their designation is due to Professional Exemption. Most professionals are exempt under the Professional Exemption. Others are exempt under the Administrative Exemption.

4. Human Resources forms and procedures. Can HR make salary increase and promotion request forms more accessible, e.g., online on the HR website, in the HR office reception areas, etc.? Can the process and timeline for salary increase and promotion request also be made more accessible and distributed to all UUP members and supervisors?

Blades, Papa and Cathy Gilbert are revising the form to include a sheet that explains the process and eventually place it online on the Forms page. In the meantime, the current form can be placed on the webpage.

5. Athletic & Wellness Center fees. The membership fees charged to UUP members by the College's AWC are substantially higher than at most of our SUNY sister institutions. Is the College willing to consider bringing our fees more in line with those at other SUNY comprehensive colleges?

Halstead has asked the EAP and Workplace with Heart to come up with some funding options. SUNY New Paltz has not had a PE program for decades, which means that the operations and faculty at the AWC are paid

for by student fees and AWC memberships. Halstead will ask Stuart Robinson for membership demographics. One idea could be to create a bare-bones membership with possible limited hours.

6. Sick leave bank. UUP asks the College to establish a process whereby employees, who have accrued over 40 vacation days, at the end of the year may donate their excess vacation leave to a sick leave bank for employees who need extra sick leave.

Fredonia has a plan in place. Blades will call them and get more information on it.

7. Winter weather emergencies. Both Governor Cuomo and Director of State Operations Jim Milatras have acknowledged that “severe weather is becoming more frequent and more extreme in our state” (Memo to All State Employees, 9-16-14). While the administration recognizes the campus President's longstanding authority under Article 23.11 of the agreement to direct employees to leave work without charge to leave credits, UUP encourages him to be more willing to invoke this authority as appropriate. The administration should also recognize that during limited weather emergencies, many of our members are capable of fulfilling their professional obligation from home and should have the option of doing so, without undue risk of serious physical harm to themselves or others.

The College has no explicit telecommuting policy, and Blades does not see it becoming a possibility at this time. If/when a supervisor informs subordinates that their office is closed, the supervisor should also indicate what/where the alternative work location is.



I am Not a Part-Timer

By Gregg Weatherby, English Department, SUNY Cortland



Gregg Weatherby

My first reaction on getting this invitation and being told I was being honored as a part-time employee was that there must be some mistake. You see, I am not actually a part-timer. I teach a maximum course load here at SUNY Cortland of three courses each semester. Some full-time tenure-track faculty teach a course load of 3 and 2. If I teach more sections than a full-time faculty member, by what strange calculus should I be considered part-time? Maybe it's some kind of new quantum mechanics, but that doesn't make any sense to me.

So, you see, I am not a part-timer. In fact, I am more than incredulous that I am considered by anyone to be a part-timer. This year, I will teach at two institutions a total of 15 sections—all composition. Fifteen sections. That's three times the course load of some full-time faculty, and nearly

twice the course load of a full-time lecturer here at SUNY Cortland. I am not a part-timer.

And even though I teach a course load of two to three times what a full-time faculty member carries, I am paid less than half per course than a FT lecturer, and far, far below the UUP member median salary of \$70,000. In fact, in order to make the equivalent of a Full-time lecturer's salary (who teaches 4 and 4—or 8 sections a year), I have to teach 14 to 15 sections a year—nearly twice as many sections. That's 6 in the fall, 6 in the spring, and 2 in the summer, and I still won't make \$40,000 a year.

Last year I earned so little that I was eligible for food stamps.

What logic is there in this situation? How can it possibly be justified? What happened to the college's commitment to equality? What happened to the concept of equal pay for equal work?

We have an income inequality issue here on campus. We have a poverty issue here on campus.

SUNY should be ashamed. The college should be ashamed. The union should be ashamed. What message are we sending our students about the value of education? What message are we sending the society at large? What message are we sending to our adjuncts?

I predict that this issue will soon become a factor that college students and their parents will consider when choosing a college. Would you want to send your child to an institution that pays its instructors so little that they need to be on public assistance? It has even been suggested that the accrediting bodies should consider the issue of adjuncts and adjunct pay. Does it really need to come to that before the college and SUNY decide to do what is clearly the right thing?

I am not a part-timer. And I am not alone. I am a member of a group of itinerant professionals, who must cobble together full-time employment, every semester, however we can. "Cobble" is a better word than "beg."

We are not part-timers. We are the migrant workers of academe. We are the working poor, right here on campus. And, like the rest of the working poor, we often go from crisis to crisis. If the car needs repair, it's a crisis. An illness? A crisis. High winter heat bills? A crisis. Low enrollment or reduction in course load—a crisis.

And like other migrant workers, we are vulnerable and exploited; grossly underpaid for the services that we perform. We are often isolated professionally. We are often treated as inferiors, and often do not even get the support services that we need to do our jobs. We are victims of a two-tier system that has no logic. A two-tier system so ingrained that it is taken for granted not only by the college and some of our colleagues, but by the union as well.

Let me tell you a story to illustrate my point:

Every semester, year after year, I have needed to contact IT about my office computer, a tool, I think we can all agree, is vital to the performance of our work. The equipment I am issued seems to need replacing every semester. At the beginning of this semester, my computer did not work at all. Fed up after semester after semester of this, I asked the IT person why it was that I kept getting crap for a computer? Was it because I was an adjunct? The answer, astoundingly, was YES. It is even in writing.

It is policy that part timers are given “trickle down technology” “that does not carry a manufacturer’s warranty,” and “the campus technology services do not guarantee it.” “The equipment may or may not support new or upgraded software applications.” “Reassigned technology is older technology that has been heavily used...it is likely to have operating problems and failures, will be slower than new technology.” I finally got an older Mac to use. And IT has spent hours working on it over several different days on several different occasions—all times when I could not use the computer in my office and had to fight for computer time in the English departmental office. I still can’t download my class lists.

“Trickle down” indeed. More like trickled on.

This is a policy that is in writing in a document from our IT department entitled “Reassigned Technology Equipment Policy.” How is this allowed to happen? The college should be ashamed. The union should be ashamed. Don’t our adjuncts deserve better? Don’t our students?

The running title of this luncheon is Union Matters. So don’t get me wrong, I am a strong union supporter. I am among a group of colleagues at TC3 attempting to organize a union there. Unions have traditionally been the advocates for the marginalized, the exploited, the most vulnerable. But what I realized is that, although we already have a union here at Cortland, it hasn’t resolved some very major issues that have existed for a very long time. Adjuncts have not had a significant raise in base salary in the years that I have been here. (McDonald’s and Walmart give raises more frequently.) We are grossly underpaid. We are the working poor. And we are not part-timers.

Many of us feel that the union doesn’t represent us, even though we make up over 30% of the membership. We, as a union, need to address the inequities in salary NOW. I consider this a moral imperative. We need to stop being complicit in this exploitive two-tiered system. Adjuncts need to be more adequately represented in the governance of the union. We especially need peer representation consistent with our numbers—and, this is vitally important—on the negotiating teams. Because that’s where the rubber meets the road.

I believe that numbers make us strong, but to marginalize 30% of the membership is simply wrong. It is unethical. Please consider what I have said today. Most of what I have said is not new. What is new, is a growing movement among adjuncts. We will not be marginalized. We will not be underpaid. We will not be disrespected. The union needs to take concrete action, NOW. Not just with more buttons, or posters, or eloquently written statements—but with courage and, most importantly, with action.

It is no longer acceptable for the UUP to be a two-tiered union.

It is not acceptable for a union, to which I pay dues, to support this unjust two-tiered system that exploits and marginalizes thirty percent of its members. Members who are highly competent professionals. Members who are often highly respected in their fields. Members who write, publish, advocate. Members who do field work and actively participate in the life of the college. Members who work harder, longer hours than many so-called full-timers. We are not part-timers, and we deserve a professional, equitable and livable wage.

It is not sufficient for the union to just support the highest earners and the status quo. If it continues to do so, the tide of unrest will turn into a new movement. If the UUP cannot resolve this issue, if it is not willing to fight whatever battles are necessary to secure an equitable and livable wage for adjuncts, perhaps adjuncts need a union of their own. The issue has already been raised on other campuses. Without solidarity, this may happen. Remember the “do unto others” rule. Remember the “first do no harm” rule. Treat us as professionals. Treat us as equals. Treat us as union brothers and sisters.

We are not part-timers.

Gregg Weatherby teaches in the English Department at SUNY Cortland. This article is adapted from his remarks as the honored speaker at the third Annual Part-Time Service Award banquet. It first appeared in the December 2014 issue of their UUP chapter newsletter, *The Cortland Cause*, and is reprinted here by kind permission of the author.

National Adjunct Action Week February 23-27

MAYDAY
\$5K!

**UUP supports a minimum starting salary
of \$5,000 per course for adjuncts**

Spotlight: David Hobby, Associate Professor, Mathematics

By Emily Breen '16, Chapter Intern



David Hobby

David Hobby, Associate Professor of Mathematics, has taught at SUNY New Paltz since 1985. David was born in Houston, Texas. His father was also a mathematician and had a number of post-doc positions. When David was five years old, his family settled in Washington State. He received his undergraduate degree from the University of Washington, where he double-majored in math and physics. When it came time to go to graduate school, David decided to further pursue mathematics.

He notes that although he had trouble really understanding aspects of physics as an undergraduate, he found math to be easy and enjoyable. He went to graduate school at UC Berkeley and completed his dissertation on universal algebra. Universal algebra studies common properties of algebraic structures, such as groups, rings, fields and lattices. Dr. Hobby wrote a book with

his thesis supervisor entitled *The Structure of Finite Algebras*.

Hobby's decision to become an educator was not initially due to an inclination towards teaching. He wanted to do research in mathematics, but to do research one often needs to teach. He revealed that he initially had stage fright and had to grow into his role as an educator. Dr. Hobby first taught at San Jose State for a year and a half before settling in New Paltz. He was drawn to New Paltz because of his specialty in universal algebra. "When I started at New Paltz in 1985, there were lots of professors at the College specializing in my field. Now I am the only one left," he said.

Dr. Hobby teaches primarily Abstract Algebra, Foundations of Algebra, and Linear Algebra. During the summer he also teaches Calculus 1 and 2. He finds the most challenging part of his job to be keeping up with grading students' work, and the most rewarding part of it to be the ability to do research. In recent years Hobby has also become more involved in service work, most recently on the committee trying to get the College to revamp its G.E. requirements.

David and his wife live in Rosendale. Two of his children have graduated from SUNY New Paltz, one majoring in political science and the other in linguistics. His youngest daughter is currently completing her mathematics degree at the College. What Dr. Hobby enjoys most about New Paltz is the location, that it is in the country, yet so close to New York City. In his free time he enjoys hiking and bicycling. He wishes that he lived close enough to bike to the College. He also enjoys word puzzles and is trying to master cryptic crosswords. Dr. Hobby's wife is Bavarian and works for Woodstock Percussion. David notes that everything he learned about business has been from her.

Professor Hobby is a member of UUP. He reads the union mailings and tries to show up to important events, such as the forum on the new contract before the membership voted on it. UUP has also sponsored forums on the working conditions of contingent faculty. Hobby attended both and spoke at the first one. He also contacts union leadership whenever he feels strongly about an issue, saying "I applaud those who serve the union in elected positions, but I am too busy to do so myself."

Spotlight: Howard Good Professor of Digital Media & Journalism

By Mariah Brown '15, Chapter Intern



Howard (Howie) Good is an influential figure on the SUNY New Paltz campus. He has impacted many people throughout his twenty-nine years of teaching. Currently a full professor in the Department of Digital Media and Journalism, his classes include Media Ethics, Journalism 1 and 2, and Press In America.

Good taught briefly at several other institutions, including the University of North Dakota and Iona College in New Rochelle, NY, before making SUNY New Paltz his home. He currently lives in Highland with his wife, Barbara.

Howie received his Bachelor's degree in Literature from Bard College, a Master's degree in Journalism from the University of Iowa and a Ph.D. in American Culture from the University of Michigan.

Howard Good He describes his time at New Paltz as personally enriching and rewarding. "I have very nice, continuing relationships with a fair number of students whom I have taught, going back to almost the beginning of my time teaching here," said Good. He attributes this to the advantages of social media, particularly Facebook.

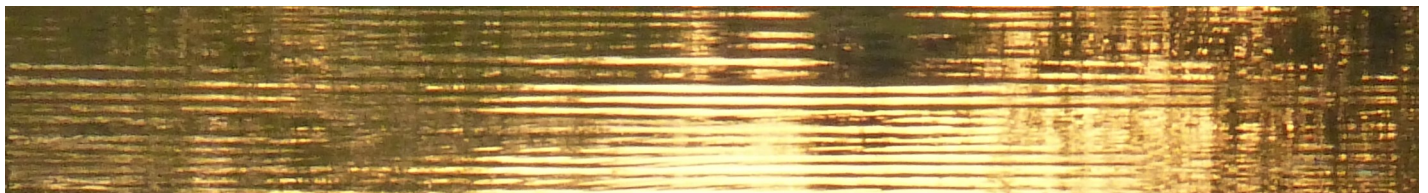
Professor Good has written almost two dozen publications. His most recent work is titled *Fugitive Pieces* (Right Hand, 2014), a book comprised of collage poems on different topics. The title is a line from one of the poems in the book. "They are fugitive pieces because I found stuff and made serendipitous or accidental creations. Their origins are suspect and incidental in a mysterious way," he explained.

Howie's first love was writing poetry. He draws inspiration from anything in contemporary culture that strikes him. Although he has written books on a variety of topics, poetry is closest to his original ambitions. It took him time to realize it towards the end of his career. He believes poetry is the news that people really need to know, a way of knowing the world.

Professor Good also believes that empathy is a skill journalists must have if they are going to write about the world in a way that is "informative and productive." A couple of poems in the book have been nominated for awards, such as the Pushcart Prize (<http://www.pushcartprize.com>).

Good decided to donate his book proceeds to the Food Bank of the Hudson Valley (<http://foodbankofhudsonvalley.org>), to which he and his wife have been contributing monetary and food donations for years. Thus far, book sales have managed to raise a thousand dollars.

Good formerly served on the school board for six years. Both he and his wife were deeply rooted in the community when their children were in the school system. He strongly believes that "food is a basic right. We sure do not want any kids going hungry," he said.



Labor-Management Meeting Notes, December 15, 2014

By Anne R. Roschelle, Chapter Vice President for Academics

Administration Attendees: Human Resources Director Dawn Blades, President Donald P. Christian, VP for Administration & Finance Michele Halstead, Provost Philip Mauceri, Chief of Staff Shelly Wright.

UUP Attendees: Chapter President Peter D.G. Brown, VP for Professionals Jeff Pollard, VP for Academics Anne R. Roschelle; Professors Natalie Chesky, Anne Galperin, Kiersten Greene, Melissa Rock & Spencer Salend; Librarians Anne Deutsch, Stephan Macaluso & Valerie Mittenberg; NYSUT Labor Relations Specialist William Capowski.

1. Sick leave bank. On November 17th, UUP asked the College to establish a process whereby employees who have accrued over 40 vacation days at the end of the year could donate their excess vacation leave to a sick leave bank for employees who need extra sick leave. Can we establish such a leave bank before the end of this year?

Blades replied that leave donation programs need to be negotiated by the State. In addition, she mentioned Appendix A45 of the *Agreement between UUP and NYS* (the “contract”), which states that one cannot donate vacation days that would otherwise be given up. Although Wright indicated that sick leave/vacation leave must be explicitly specified in the contract, she pointed out that we can work things out on a policy basis. The administration will see about the possibility of coming up with a creative solution.

2. Athletic & Wellness Center fees. Also at our last meeting, the Union noted that the membership fees charged to UUP members by the College’s Athletic and Wellness Center are substantially higher than at most of our SUNY sister institutions. Following up, we wish to know:

How many faculty and professional staff are members of the AWC? What percentage of the athletic fee paid by students is devoted to the budget of the AWC? What is the line-by-line budget for the AWC? Is the administration willing to co-sponsor a survey to faculty and staff concerning their use of the AWC?

Salend discussed the costs to faculty and staff for using the Athletic and Wellness Center (AWC). It costs \$100.00 per semester for faculty and staff to have a membership. The Elting Gym and the pool remain free for faculty and staff.

Christian and Halstead explained the upkeep costs to maintain the AWC are extremely high and indicated that they could not possibly lower the cost. The student Athletic Fee goes to the AWC but also to intramural and other collegiate sports. The total amount paid by about 120 faculty/staff/alumni is \$54,000.00 per year.

Christian claimed that if faculty didn’t pay a membership fee, then the Athletic Fee charged students would need to increase to cover the loss. Students then would either have to bear the burden of an increased fee or a decrease in services, e.g., fewer morning hours.

The cost of replacing equipment is very expensive, and the general upkeep of the AWC is a “giant enterprise.” In advance of the meeting, Wright looked at other places to get the money to offset the faculty AWC fee, but ultimately found that all choices meant taking necessary money from other budgets.

Brown and Salend suggested doing a survey of faculty. Christian was concerned that a survey might lead to a false assumption that the fee would be lowered or waived, which he clearly stated will not happen. Brown showed Christian a survey the chapter had already drafted and asked if the administration would be willing to collaborate with the chapter on conducting it.

Two things that came up during the discussion about the survey: Some faculty don’t utilize the AWC because they do not want to work out with their students. It would be great if faculty could have free access to the track just to walk (or run) during breaks, which would not put a burden on equipment. A survey could help discern the reasons faculty and staff do or do not use the AWC. Presently less than 120 faculty/staff members actually utilize it.

An agreement was reached that Stuart Robinson would be asked to work with Salend on a survey that would get at these issues.

3. Emergency Cancellations and Delays Policy 2014-2015

The Union would like to discuss concerns that bargaining unit members have brought to our attention about this policy.

a. Attendance Records, not time records. UUP bargaining unit members do not have time records, they have attendance records (see Article 23.9 of the *Agreement between UUP and NYS, 2011-2016*). This is a fundamental aspect of the terms and conditions of UUP bargaining unit members;

b. Librarians are Faculty. After the policy memo was distributed, the UUP Chapter had several Librarians remind us that they are Academic Faculty, not Professionals. We agreed to raise this at the upcoming Labor-Management meeting;

c. Non-chargeable leave. There is no fixed work-day. When the College has a delayed opening, it should not result in a requirement that the UUP bargaining-unit member enter any form of leave. None was requested, and none is needed. The responsibility of the Professional employees is to meet their professional obligation, not to round out a non-negotiated work day by using a form of leave that was not negotiated or agreed to;

d. The quarter-day rule. The memo indicates that Professional employees (and possibly Librarians) need to use accruals when they arrive after the opening time of the College. This appears to encourage, if not require, falsification of attendance records. Sick leave may be used when the employee is temporarily disabled, and vacation leave requires prior request and approval. SUNY and UUP agree that, rather than charge a quarter of a day accrual, this can be handled informally between the supervisor and the employee without charge to accruals. UUP requests that the administration cease from requiring the charge of accruals in these circumstances.

A memo went out on November 19, 2014, entitled *Important Modifications: Emergency Cancellations Non-Teaching Professional Employees and Librarians*, indicating that if non-teaching employees came to campus late due to snow or after the time given for a delayed opening, that they must indicate it on their time records.

Librarians Mittenberg, Macaluso, and Deutsch stated that they are indeed Academic Faculty and, given the exigencies of their jobs, they often work at home long past an eight-hour day. In addition, they are not hourly workers, but rather are paid an annual salary. Librarians have no time records, but instead they have attendance records, as do other Academic Faculty members.

Blades said she agreed with that assessment, and the memo was really meant for classified staff. She suggested that in the future, the administration would provide separate memos.

Mittenberg and Deutsch mentioned that this is part of a deeper problem of librarians being treated as classified staff. They indicated that in training memos and Power Point presentations, librarians are often treated as hourly employees and not as faculty. The work of the librarians is beyond a 9-5 structure. Many of them work at night and on the weekends. They are in the building most of the time, but they need flexibility to conduct their work.

Mittenberg and Deutsch explained that the current state of the library has made this difficult. They do not have office space and are working in cubicles that are not conducive to productivity or to professionalism. These working conditions have hurt morale, and the idea that they cannot come to school late, despite hazardous road conditions, simply adds insult to injury.

Blades mentioned that there does need to be someone on-site and therefore they need to either get to work in snow or use a sick day. She said that Appendix A-48 of the *Agreement* has a provision for further negotiations with regards to librarians, and there is a new committee to discuss these issues for the next round of negotiations. However, there is currently no uniformity in the SUNY system, and contract negotiations are a fairly long way off.

4. Compensation. Please provide average salary data for the past six years from 2009-2014 for full-time and part-time Academics, including librarians, by rank and Professionals by salary grade, as well as salary data over the same six years for all M/C positions.

Blades replied that the State provides UUP salary on a quarterly basis, and that we can get that from UUP in Albany. Hard copies of M/C salaries are kept in the Library and are available to us.

5. Diversity. Please provide data for the past six years from 2009-2014 regarding the number of Black, Latino and other members of historically under-represented groups on the College's Academic and Professional Faculty. What measures has the administration recently undertaken to increase representation of these groups, and what additional steps to increase diversity will be taken in the future?

Mauceri indicated that UUP's central office has the information for the overall SUNY system. When asked specifically about New Paltz, he indicated that he was not sure if our campus had that data. He said the State keeps that information and we should refer to his most recent Provost's report for what he is doing to increase diversity on campus. He mentioned the possibility of cluster or Target of Opportunity hires. He also said it was up to departments to hire historically under-represented faculty and staff. Roschelle replied that we need to be more strategic in our searches by contacting potential candidates who represent historically under-represented groups and encourage them to apply. Unfortunately, the pay is terrible, which makes it difficult to hire these candidates.

6. Inclement weather policy. What is the campus president's rationale for not using his authority to "suspend campus activities" and direct employees to leave work without charge to leave credits when we experienced inclement weather on the day before Thanksgiving? There was significant snowfall on one of the busiest travel days of the year, and driving had become extremely hazardous by early afternoon. It is prudent to err on the side of caution when making judgment calls that bear directly on employee safety. This is especially true in a situation where an early release would have had no impact whatsoever on the College's educational mission, since there were no classes on that day or for the entire rest of the week.

Blades and Wright indicated that Christian did not suspend offices because the Governor's Office of Employee Relations (GOER) advised agencies to have employees charge any missed work that day to their accruals. Brown said that the UUP contract trumped GOER and that Christian has the authority to use his own judgment and could have sent non-essential employees home. Brown stated that according to Section 23.11 of the *Agreement*, the campus president does have the power to send people home without accruals. No resolution was reached.

7. Breast-feeding and pumping space. Has any progress been made in identifying a centrally located breast-feeding and pumping space?

Professors Galperin, Greene and Chesky spoke about the need for a centrally located space that is private and hygienic. Wright explained that there is an old apartment in the SUB that would be ideal, as it is private and has a kitchen. Christian supported this idea, although he did express concern that the SUB might not be centrally located for everyone. He asked if it might be better to have a couple of locations.

Galperin and Chesky explained that there needs to be a refrigerator, an electric plug and a sink to clean the apparatus. Christian affirmed that the College is committed to rearranging the apartment in the SUB with all these requirements in mind. It was also brought up that students have the same need as well.

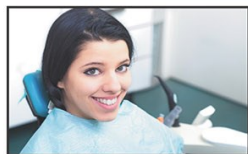
Greene asked if we could also have a few other locations, perhaps at the Children's Center and somewhere in the northern part of the campus. Christian and Wright agreed to look into other locations, as well, so faculty don't have to walk all the way across campus to pump.

Wright mentioned that they can make individual accommodations if the SUB is not helpful. In the meantime, they are moving forward with the SUB apartment. Christian suggested that Tom Gaffney (Human Resources) and Mike Patterson (College Activities) show the SUB apartment to members of the Women's Rights and Concerns Committee for their input.

Make your dental & vision care a priority!

Well, another year has passed us by and the New Year is upon us! As you take stock of the various resolutions you've made for this year, now is the time to make your dental & vision care a top priority.

Dental Care



The NYSUT Member Benefits Trust-endorsed Dental Plan features the MetLife PDP Plus Network.

The Plan offers easy to understand dental coverage that allows you to:

- Protect you and your family by providing competitively-priced dental coverage for most preventive and routine services that help promote long-term oral health.
- Choose the dentist of your choice at the time of treatment. You do not have to select a primary dentist and there is no ID card to show or referrals needed for specialty care.
- Save on out-of-pocket expenses by receiving services from thousands of participating dentist locations nationwide that agree to charge fees typically 15% to 45% lower than the average charges in your area.

With the MetLife Dental Plan featuring the PDP Plus Network, you'll receive a wide range of benefits that provide choice, savings and convenience to help make your dental health a priority.

Vision Care

The NYSUT Member Benefits Trust-endorsed Vision Plan provided by Davis Vision ensures that you are able to obtain proper eye care.



The plan offers a variety of benefits, including:

- One complete eye exam (including glaucoma testing, and when professionally indicated, dilation).
- One pair of eyeglasses (lenses & frames) or contact lenses per benefit period – paid in full according to plan specifications from participating providers.

Once you've enrolled in the plan and you're confirmed, simply call an in-network provider, identify yourself with your name or NYSUT ID number (available on your NYSUT membership card), make an appointment, and use all of the plan benefits at that visit (exam & glasses cannot be split into two appointments).

The provider's office will contact Davis Vision and verify your eligibility for benefits. There are no claim forms or ID cards needed to use the plan.

February is Member Appreciation Month!

Don't forget that NYSUT Member Benefits is teaming up with its endorsed program providers for a special month-long event in **February 2015**.

Member Appreciation Month will feature a special prize drawing each day of the month in February, including a Bose Wave Radio, iPad Mini, several



Amazon Kindles, and a variety of gift cards. The winners of the daily prize drawings will be announced exclusively on the Member Benefits website throughout the month of February.

You **MUST** be a member of the voluntary Member Benefits MAP Alert email service to be eligible for these drawings!

For more details about these endorsed programs or Member Appreciation Month, visit the Member Benefits website at memberbenefits.nysut.org or call **800-626-8101**.

February 2015

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11:30 AM
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March 2015

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Committee of
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12:30 PM
Executive
Committee
Meeting
JFT 1010

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April 1

12 Noon
Department
Representatives
Meeting
JFT 1010

Chapter Committees 2014– 2015

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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.

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Chapter Interns , Emily and Tichakunda, at work on *The Bullhorn*

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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.