

Special Issue for
the New Paltz
UUP Chapter
Elections
2015-2017

February/
March 2015



Elected Office

Chapter President	1
Vice President for Academics	2
Vice President for Professionals	2
Chapter Secretary	2
Chapter Treasurer	3
Grievance Officer	3
Officer for Contingents	4
Academic Delegates	4
Professional Delegates	8

The Bullhorn

Election Bulletin

Election ballots will be mailed out to all UUP members' home addresses around February 18, 2015. Ballots must be returned to the UUP's Elections and Credentials Committee in the envelopes supplied with your ballots and **received, not post-marked, by March 18**. Ballots arriving later will not be counted. Election results will be announced and posted online by March 21. Click here for a sample ballot:

<http://uupinfo.org/elections/sampleballots/chapter/NewPaltz/15/Ballot.pdf>

Members will also be able to write in candidates whose names do not appear on the ballot for all chapter officer or delegate positions.

Nominees were invited to submit an optional statement regarding their candidacy, limited to 350 words. The statements below are listed alphabetically within each category in the order that they appear on the official 2015 Chapter Elections Nomination List: <http://uupinfo.org/elections/nominees/chapter/NewPaltz/15/NewPaltz4.pdf>.

The use of any College or State equipment, such as copiers, email or telephones, for the purpose of soliciting votes in a union election is strictly prohibited.

Nominee for President and Delegate

Beth E. Wilson

It has been very exciting to see how our UUP chapter has become more energized over the past few years. We have been very fortunate to have a number of new people—including junior faculty—become engaged with various aspects of union work on our campus, and beyond, addressing everything from family leave policies to the threat of high-stakes testing for the future teachers we are training, to the challenges facing our adjunct and contingent brothers and sisters. As New Paltz Chapter President, I will seek to continue this process, to draw more of our membership into active involvement with our union and the concerns we share.

Education is a complex, human process, one that resists being reduced to a series of tally boxes on an Excel spreadsheet. While efficiency is generally speaking a good goal, it cannot be the only guideline for judging how well we do our jobs. I will endeavor to work with the administration to develop the support and the policies we need to ensure our ability to make good on the promise of SUNY's mission: to provide high quality, accessible, public higher education.

I have been very active over the past decade within UUP—I served on the Task Force for Contingent Employees several years ago, which produced a set of recommendations to update our statewide Constitution and improve our ability to address the needs of the more than 40% of our union members who work in positions without recourse to permanent or continuing appointment. I am currently on the statewide Executive Board, where I have enjoyed a good working relationship with

President Fred Kowal and the other officers, and where I have gained tremendous insight into the diversity of the SUNY system, and the wide range of issues facing UUP members across the state.

I would like to ask not only for your vote, but also for your ongoing, active support as we work together, in union, for a better quality of working life here at New Paltz.

Nominee for Vice President for Academics and Delegate

Anne R. Roschelle

Although I am running unopposed, I thought I would take this opportunity to let the membership know how I see my role as Vice President for Academics. For me this position is about support; support for the union and support for individual faculty members. During my term as Vice President for Academics I helped several faculty members respond in writing to unfair or critical tenure letters during their tenure process. I have also advised faculty members on how to navigate problematic departments, and create better relationships with difficult colleagues. For several years I have been offering workshops on “Getting to Tenure” with our wonderful Labor Relations Specialist Bill Capowski. These workshops are intended to help junior faculty members make informed decisions about their careers, understand the nuances of SUNY New Paltz, and ultimately obtain tenure. In addition, faculty members sometimes ask me to put specific items on the agenda at Labor Management meetings. When I represent faculty members at Labor Management meetings I represent them forcefully but with tact and respect. Ultimately, I see my role as Vice President for Academics as one of mentorship and support of our amazing faculty.

Nominee for Vice President for Professionals and Delegates

Kevin Saunders

My name is Kevin Saunders. I am the manager of the Faculty/Staff Help Desk. I have been employed on campus since 1999. I am married to a fellow NYSUT member, and have two children together. My parents were NYSUT members as well. I grew up in New Paltz, have undergraduate and graduate degrees from SUNY New Paltz, and reside in New Paltz. I guess I’m just a New Paltz guy. I spend much of my free time volunteering for organizations in this community. I have served as a Professional Delegate for 2 years. I also am co-chair of the chapter membership committee, and a member of the regional outreach committee. I would be honored to serve as your Professional Vice President.

Nominee for Secretary

Lori J.M. Nutting

I have served as the Secretary since this past summer and have enjoyed becoming part of the inner workings of the New Paltz Chapter. Since I have only been part of the SUNY New Paltz community for a year and a half, this position has given me the opportunity to get more involved with UUP and the campus as a whole. This chapter is a strong and active one, and I look forward to being part of its continued growth.

Nominee for Treasurer

Douglas A. Koop

STEM is very under-represented in the UUP! I am a candidate for both Treasurer and Academic Delegate and am asking for your votes.

As a ten year adjunct in the Physics, Mathematics and Engineering departments, I am now eligible for the life-time SUNY health benefits that were negotiated by the UUP. So I'd like say thank you by serving in these positions.

My adjunct service was preceded by a career in research, manufacturing, marketing and general management with Philips Electronics and the non-profit Hudson Valley Technology Development Center. For ten years I've been the Treasurer of the Adirondack Division of United States Masters Swimming. Since 2008 I've taught math and physics for the Bard College Prison Initiative. My education: Ph.D, Metallurgy and Materials Science, Lehigh University; B.S., Physics, Rensselaer Polytechnic Institute

Nominees for Grievance Officer

Peter D.G. Brown

I am running for the position of Grievance Officer because I would like to continue serving the 900 members of UUP's New Paltz chapter, while drawing on my past decade of union experience.

I served for six years as Vice President for Academics and then for four years as Chapter President. During these ten years, I have worked side-by-side with past Grievance Officers, chapter leaders and Labor Relations Specialists to help our members confront challenging situations, such as serious threats of discipline or dismissal.

I have been available 24/7 to deal with scores of members who were being treated unfairly, had challenging issues with their supervisors or other problems that demanded decisive union support. These situations often require sympathetic counseling and sometimes direct intervention with the Offices of the Provost, Human Resources or others.

Michael G. Malloy

I will promote the ideas and the foundations of UUP to improve the terms and conditions of employment of those it represents through my vast safety and health experience of now over 30 years. I will also promote mutual assistance and cooperation among the members of UUP through direct communication. I will look to promote the principle of unity and collective bargaining in higher education; and to defend the civil, professional, and human rights of those it represents. I bring a broad based experience to the table when dealing with health and safety issues for our members.

Nominee for Officer for Contingents

Barbara M. Heiles

I have lived in the Hudson Valley since 1961, I have attended classes on three state campuses, and I have worked for the State of New York for over 16 years, both here and as a Habilitation Specialist at Wassaic Developmental Center. My experience as an adjunct, and my interactions with adjunct and lecturer colleagues, make me well-acquainted with the challenges and working conditions faced by everyone in contingent positions.

I first taught for the Department of Mathematics at New Paltz as a Graduate Assistant while completing my MA in mathematics from 1988-1991. I returned as an adjunct, off-and-on from 1997-1999, then every semester for over ten years now.

I was a member of PEF (New York State Public Employees Federation) when I worked at Wassaic Developmental Center in the 1980's, and I have always been a UUP member as an adjunct here. I am a strong believer in both the importance of the power of collective bargaining, and in the community that solidarity in union can build.

I have served as my department's union representative for the past year, and I have been an active member of the Contingent Concerns Committee since Fall 2013. My efforts with the CCC leave me confident that I have the skills and resources to serve as the Officer for Contingents.

Nominees for Academic Delegate

Peter D.G. Brown

As long as it proves productive, I would like to continue sharing my experience as Delegate to benefit the chapter's Executive Committee and UUP's statewide Delegate Assembly. I have served on the union's statewide Executive Board and continue to serve on its Outreach Committee, which advocates with legislators and others on behalf of SUNY and its faculty.

For the past four years, I have been the Executive Editor of our newsletter, *The Bullhorn*, which year after year has won top awards for general excellence in the union-wide UUP Journalism Competition. This colorful publication has been expanded to include notes of all Labor-Management meetings and spotlight articles featuring individual members.

Of particular concern to me has been the treatment of our most vulnerable members, the full-time lecturers and part-time adjuncts. The former are exploited through excessive workloads, while the latter suffer from extremely low wages. I helped establish two national organizations that advocate on behalf of our colleagues employed in precarious, non-tenure-track positions: New Faculty Majority (2009) and the National Mobilization for Equity (2014).

In 2013, I launched the Mayday \$5K Campaign, calling for a minimum starting salary of \$5,000 per three-credit course for all adjuncts in the United States. This campaign has been endorsed by unions around the country, as well as by the New Paltz Student Association and statewide SUNY Student Assembly.

Karanja K. Carroll

No statement at time of publication.

Alexandra L. Cox

I am asking for your vote for my position as an academic delegate. I am the newest member of the Department of Sociology, where I serve as the coordinator of the department's Concentration in Criminology. I am excited to become a more engaged member of our union in order to help build more progressive, fair, and equitable practices for all workers on our campus. I have a strong track record as a vigorous advocate in the field of criminal justice reform, and I believe that the energy and commitment that I bring to the work I do will be a strong asset to our union.

Maryann Fallek

In the recent past, I served several terms as an active voting member of the Chapter UUP Executive Committee. As a member of this important group of local union leaders and representatives, I valued and consistently advocated for open, inclusive, and thoughtful decision-making. And I consistently did my best to provide fair and reasoned input to that process. For me, the means to any end are critically important.

If elected once again to the Chapter Executive Committee, my commitment to, advocacy for and participation in transparent and thorough decision-making would strengthen the UUP on the Campus while protecting and advancing the rights of the entire membership. I have what it takes--the union knowledge, experience, and orientation and the leadership skills -- to make the UUP presence and voice on this Campus: respected, valued and influential. This is what the UUP deserves and needs in its effort to help make this Campus, the best possible place to learn and work.

A little about me: for 27 years, I taught American history at the high school in the Poughkeepsie City School District (PCSD). While there, I also held various elected union leadership positions, including that of the Poughkeepsie Public School Teachers Association (PPSTA) president for my last 12 years in the District. Following retirement from the PCSD, I developed and directed a national leadership program for high school girls at Eleanor Roosevelt Center at Val-Kill and also began 10 years of teaching as an adjunct in the secondary education program here at SUNY NP.

My longer and larger vision, my knowledge of and appreciation for contractual language and established practice and my negotiations style and skills will support a labor-management relationship that gets good things done. Yes, UUP representatives sit on the other side of the table from the representatives of management and regularly present different, sometimes opposing, perspectives and positions but that does not mean that we can't and shouldn't work together productively and successfully for one and all. Please consider giving me your support. Thank you.

Julie A. Gorlewski

No statement at time of publication.

Kiersten A. Greene

Despite what some might say, I believe unions are still relevant, and standing up for workers' rights *matters*.

As a former delegate for the United Federation of Teachers and one of the original organizers of the Union of Adjunct Faculty at Pace, my background in labor organizing goes back almost fifteen years. I am eager to continue that rank-and-file work—both on our campus and throughout SUNY.

I am frustrated that salary increases under the new contract are quite bleak. The so-called cost-of-living increases we receive from time to time do not even begin to keep up with inflation. I am interested in seeing SUNY come up with a salary step or other plan to pay its workers a more competitive wage—a salary that is both commensurate with our work *and* equitable across programs, departments, and campuses.

With a baby on the way, I have a heightened awareness of our contract's lack of protection and financial support for caregivers—especially for new parents-to-be. I would like to see SUNY adopt more realistic family and maternity leave policies. Did you know that PSC-CUNY workers get *8 weeks of paid maternity leave*? If they can do it, why can't we?

Although I have chaired the Women's Rights and Concerns Committee for the last year and a half, and have diligently attended Executive Committee meetings in that time, I have held no representative voting rights. I am running for delegate so that I can more completely represent *your* rights and interests—not just in theory, but also in practice.

If you are interested in fighting for a more equitable contract next time around, have a deep-seated interest in issues related to family leave, or, like me, believe our union matters, please consider casting a vote for me.

John H. Hain

No statement at time of publication.

Barbara M. Heiles

See statement on page 4.

Douglas A. Koop

See statement on page 2.

F. Glenn McNitt

I am asking for your vote to be a Delegate to the Delegate Assembly. Being a Delegate means sitting on the **New Paltz Executive Committee** whose primary purposes are to oversee the Officers of the Chapter and represent the various members of our diverse community. As the policymaking body, my primary concern will be to focus on labor/management relations. I believe that the Chapter must reduce its confrontational approach in dealing with the campus administration and attempt to re-establish a good working relationship with management. There are times that the Chapter should assume a strong stance, especially when elements and features of the contract have not been adhered to satisfactorily. A strong response to the administration is called for in defense of the contract and our members. There are also many instances in which the Union attempts to advance member interests on campus that are technically outside the confines of the contract. Poor relations with the administration resulting from unnecessary and inappropriate posturing may damage these areas of possible cooperation. There needs to be an "adjustment in approach" by this Union on this campus.

Being a Delegate to the **State-wide Assembly** requires dealing with state and national issues that are affecting SUNY and UUP members. Budgets, Civil Rights, Labor Law and Relations, Standards of Performance, and Professional Ethics are just some of the issues that the Union Delegates may deal with during the three sessions of the Assembly each year. I will seek your consultation to provide me guidance as a New Paltz Representative. Yes, I am a representative which means that you and I communicate before as well as after UUP decisions are made—locally as well as at the state level.

I have long been an active member and Officer of the Chapter, serving previously as Chapter President, Vice-President and Delegate, as well as a member of the UUP State-wide Executive Board and Chair of the State-

wide Outreach Committee. I have the experience, expertise and the enthusiasm that Delegates need to serve. I ask for your vote and support. Thank you.

Susan L. Puretz

No statement at time of publication.

Carol S. Rietsma

I am an Associate Professor Emerita in Biology and now teach part-time as an adjunct. During the past two years, I have served as a Delegate and was appointed to the UUP's statewide Women's Rights & Concerns Committee, which advocates for gender equality and work-family balance. I particularly enjoyed advocating for public higher education with NYS legislators in Albany following the UUP Delegate Assembly and as part of NYSUT's Committee of 100. I would be honored to serve as one of our chapter's Academic Delegates and continue this work.

Abigail J. Robin

No statement at time of publication.

Anne R. Roschelle

See statement on page 2.

Spencer J. Salend

I retired from SUNY-New Paltz in September of 2014 and I am now working part-time on a federal grant. Prior to joining the Department of Educational Studies at SUNY-New Paltz faculty in 1981, I worked as an assistant professor at Lehigh University and a teacher in the New York City schools, respectively. In addition to serving on almost every college-wide and School of Education committee, I have served as an active member of the Executive Committee of the SUNY-New Paltz UUP chapter. Throughout my professional career, I have tried to be an empathetic listener and thoughtful contributor who works collaboratively with others to enhance the experience and outcome for all involved.

As we know, public and private employee unions, and public K-12 and higher education are facing many challenges. Traditionally pro-labor states including Illinois, Wisconsin, and Michigan have adopted policies eroding the roles of unions and the mission and funding of public education. These attacks on unions and public education have had a negative impact on union membership, our work, our economic livelihoods, our state, and our country. As an Academic Delegate, I would collaborate with you and the other members of our campus community to strengthen our union and enhance the role of public education, which in turn would enhance both our professional and personal lives.

Beth E. Wilson

See statement on page 1.

Nominees for Professional Delegate

Edward T. Felton

I take the commitment of Professional Delegate very seriously. I plan to designate time in my weekly schedule to fulfill that commitment. I'll communicate with Professionals across campus to identify issues that need attention. I'll continue my commitment to addressing the particular issues faced by part-time Professionals. I'll work with other Executive Committee members on initiatives that strengthen union consciousness and activism on our campus.

Donna Goodman

I am seeking my seventh term as UUP professional delegate. During my current term I have focused on developing relationships for UUP with other unions, regional labor groups and community organizations, which has raised the visibility of UUP and helped give us a stronger voice in the larger labor movement. My activities have included organizing events, writing articles and initiating programs. On campus I organized a public forum on International Women's Day that featured UUP, student and community speakers.

As a UUP delegate, I initiated the resolution that declares UUP's support for climate friendly job creation, a transition to clean energy, and domestic and international agreements to reduce emissions. It was passed by our chapter's executive committee, the statewide UUP and the Hudson Valley Area Labor Federation, as steps toward influencing AFL-CIO policy.

In my work as UUP delegate and statewide Women's Rights and Concerns Committee co-chair, I organized a workshop for delegates on Title IX and combatting sexual violence on campus, which will serve as a model for all campuses. This semester I am organizing a workshop on family leave in preparation for our contract negotiation process.

My solidarity activities have included participating in the NYC Labor Day parade; rallies for postal workers; a unionization action for healthcare workers at St. Francis Hospital; the 50th anniversary March on Washington; and the People's Climate March, the first such environmental action in which labor played a prominent role. I am also a member of the town-gown Environmental Task Force, which organizes educational events.

As a delegate to the HV Area Labor Federation, I represent UUP in candidate interviews and nominations for local and regional elections, as well as solidarity events in the region.

I am a frequent contributor to the Bullhorn and have written articles on postal unions' struggles against cutbacks and privatization; the activities of area unions and labor councils; International Women's Day at New Paltz; the March on Washington; and the Climate March.

I have been proud to serve as your delegate and look forward to continuing to work for your rights and to help build UUP.

Wayne W. Lempka

No statement at time of publication.

Michael G. Malloy

I have been a professional delegate and brought the fundamentals UUP and the core values to the table for more than a year now and look forward to continuing this effort this year.

Amanda Merritt

Thank you for considering my nomination as a candidate for professional delegate.

Changes in New York State K-12 education, most of them profit-driven, are already affecting our School of Education programs and teacher education candidates. Some of the changes in K-12 schools are worthwhile (requiring children to do closer reading and more writing, for example). Others, such as frequent standardized testing for children and standardized evaluation of teacher candidates and teachers, seem not to lend themselves to scholarly growth and intellectual introspection, substituting a Pearson algorithm and a battery of tests for effective teaching and thoughtful evaluation.

Profit-driven changes now underway in K-12 schools will affect all our academic programs as students now in the system begin to apply to New Paltz. UUP is taking a strong stand, as it should, on these changes. As a professional delegate, I will do all I can to help protect the education of our future students.

We have other immediate problems. The status of professional faculty on this campus comes to mind, as does our campus family leave policy. Most professionals I have spoken to are uncomfortable with the administration's increased blurring of lines between professionals and our respected CSEA members, who work under different rules. As for family leave, there is an opportunity for New Paltz to be one of the SUNY campuses that leads the movement to support families and communities. Our current grudging family leave policies need to be improved as quickly as possible.

I would appreciate the opportunity to help solve these problems.

Lori J.M. Nutting

I see being a Professional Delegate as the perfect final step in my evolution from new Professional and UUP member to voting Executive Board member and Secretary. As I become more involved in all things New Paltz and UUP, it makes perfect sense that I take action at the state and national level. I welcome the opportunity that a Delegate position would offer me to become more integral in the organization.

Kevin Saunders

See statement on page 2.

Christian J. Speedling

I have worked at SUNY New Paltz for over seven years at the Center for International Programs in a number of roles, all relating to education abroad. I attended SUNY Brockport as an undergraduate, receiving my bachelors degree in 2004. I took graduate courses at SUNY Albany while employed here at NP and received my masters degree in May of 2014. As you can see, SUNY has been good to me and I want to give something back.

I was recently made our department union representative and have been performing that role for about one year. It was in this role that I first heard of the process for becoming a delegate and I resolved to do my best to become a voting member of the Executive Committee at that time. I will advocate on behalf of all UUP members but especially so for Professional staff members, whose voices should be heard. I come from a family of union members and activists, my father was an executive board member of the Ulster County BOCES Teachers Association of NYSUT and he served as VP and Treasurer as well as on the negotiating team for several contracts. I hope to live up to his example and represent the interests of the hardworking people I have come to know here on campus.