

Spring 2019



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**UUP-New Paltz Chapter**  
Lecture Center 6D (basement)

**Office hours:**

Mon-Wed: 10 am - 4 pm  
Thurs: 10 am - 2 pm  
Other times by appt or chance

845-257-2770  
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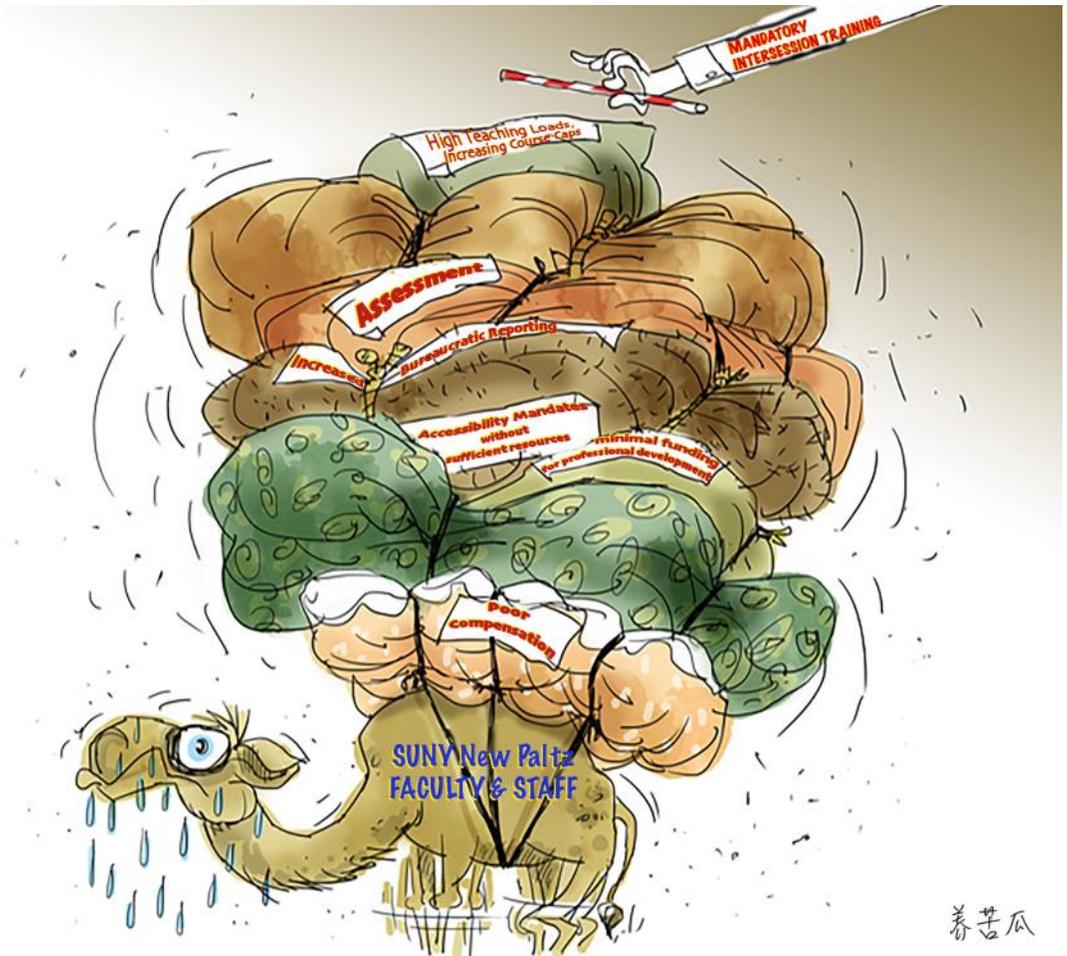


Illustration by Yang Kugua, who modified the cartoon from the original (<https://www.zanews.co.za/wp-content/uploads/2014/06/jerm-camel-strikes.jpg>) drawn by South African artist, Jerm (<http://jerm.co.za/>).

## Why don't they work with us, instead of doing things to us??

The Administration announced at the beginning of April a plan for two mandatory training days, apparently for all employees, to take place on the Thursday and Friday before the start of the Spring 2020 semester. We were advised to set these days aside for content that was yet to be determined.

At the Faculty Senate meetings in April and May, there were a number of Senators and community members who spoke up with concerns about the impact of imposing these new days for mandatory campus presence – for some, the significant cost of child care (at a time when the Children’s Center is yet to open); for others, a reduction of rare ‘open’ time for travel, research, and writing; and for yet others who are teaching over the intercession, a sheer lack of time to read papers and submit grades for those courses, while simultaneously completing preparation for the Spring courses that start on the following Tuesday.

## With us, not to us!! cont'd

It seems clear that the Administration decided to demand these two mandatory training days without any significant consultation with the Faculty. UUP raised the issue at our monthly Labor-Management meeting in April, trying to learn more about the intended purpose of the training, and whether there might be other options besides carving out these two days at what many perceive to be a very difficult time of the year. [Please see our notes from that meeting on page 4.] FYI, since most of our employees, including the 10-month academics, are under contract through the intersession, we don't have technical grounds to grieve this under the statewide Agreement, but we are committed to communicating our members' concerns with management, to the best of our ability.

We do our best to represent the interests and concerns of our UUP membership, and when we can, we work cooperatively with the Administration to address common interests. In fact, we signaled at Labor-Management that we are fundamentally supportive of the larger goals of this initiative, to address important issues of diversity and inclusion in our courses and on our campus. Despite our entreaties to conduct this important training on a basis that would be less onerous and more pedagogically sound (smaller groups in more/varied timeslots), it appears they are intent not on working with the faculty, but in dictating to us.

Not to wax too nostalgically for the past, but once upon a time, College administrators were faculty members who rose from the ranks, so to speak, to take the helm in positions like President or Provost. As individuals familiar with the campus community—having been members of it first—there was a more open possibility of dialogue. As the university has be-

come more and more corporatized everywhere, this sort of organic leadership has waned, and we are facing administrative mandates that are increasingly top-down and less and less consultative.

We recognize that President Christian is faced with the daunting task of making this place work with fewer and fewer resources, as State funding has remained flat for SUNY over the past decade. At this point, he has little choice but to admit more and more students, to try to close the budget gap with tuition dollars—but this means more and more work for those of us with increased class sizes, heavier advising loads, an ever-growing number of students to process for financial aid, inter-library loans, parking passes, technology support, accessibility needs—you name it. The imposition of these two additional mandatory training days (on top of an ever-increasing list of other administrative mandates) truly is the straw that's about to break the camel's back.

In light of this power dynamic, it becomes even more important than ever to support and engage in the work of the union—the one organization that you can count on to have your back, as we stand collectively, putting our members' interests first. I invite you to engage with us, to plug in, participate—attend Chapter events, sign a Re-UUP membership card, join a committee, volunteer to be a department rep!! It doesn't necessarily require a huge investment of your time, but your ideas and your input will help to ensure that we build the collective strength of our union voice. When we work together, we can accomplish a great deal to help level the playing field.

In union,

Beth

**Beth E. Wilson**  
President

**UUP-New Paltz Chapter**





**United University Professions  
New Paltz Chapter**

**Jamie Dangler**  
**Statewide VP for Academics**

*will be holding*

## **Drop-in Office Hours**

**When: Monday, May 6  
10:00 am – 2:00 pm**  
**Where: UUP Office  
Lecture Center 6D**

**(basement)**

UUP members are cordially invited to drop in with questions and concerns that you may have regarding:

- **Paid Family Leave**
- **Intellectual Property/Copyright**
- **Teacher Education issues**
- **Workload Creep**
- ***and any other issues you may have***



## UUP Labor-Management Notes

Friday April 29, 2019

3:00 pm

**For UUP:**

Beth E. Wilson, Gowri Parameswaran, Kevin Saunders, Brian Obach, and Spencer Salend

**For the Administration:**

President Donald Christian, Lorin Basden Arnold, Michele Halstead, and Shelly Wright

**1. Support/encouragement for accommodations at events on campus.** *Following up on our discussion last month, regarding encouraging those who are organizing campus events to include some statement regarding reasonable accommodation on the publicity, etc, we were wondering whether there might be centralized support from the College to help enable such accommodations. Could there be some sort of centralized resource or at least basic information provided, so that department secretaries and others who may need to respond to such requests will not have to figure out how to do it on their own?*

Shelly Wright said that they were working on an FAQ, in coordination with Jean Vizvary of the DRC, to cover basic information about things that should be considered when organizing events on campus.

Spencer Salend asked if our Disability Rights and Concerns Committee could have a look at a draft of that document to give feedback before it is posted, and Wright said she would try to make sure that happened. Salend pointed out the value of having notices regarding 'reasonable accommodations' posted on all event flyers on campus—it represents a cultural shift, and it helps if people see the language on a regular basis moving forward. We would like to see offering accommodations as simply part of all offerings on campus, to make New Paltz genuinely inclusive.

**2. Statistics regarding employees with disabilities.** *Our Disability Rights and Concerns Committee would like to know if HR can provide a statistical breakdown of the percentage and number of employees with disabilities at SUNY and SUNY-New Paltz as well as the percentage and number by disability category (e.g., physical, sensory, mental health, learning disabilities, Attention, Autism Spectrum, etc).*

Wright said that the administration doesn't regularly maintain those numbers, which in any event fluctuate constantly, when people are hired and others leave the college, and there are a number of individuals who have temporary

disabilities as well. To her knowledge, there are no such statistics kept by SUNY Central for the system, either. She suggested that UUP could make a formal information request to RDI, and they would see what numbers they have as a snapshot, at least.

**3. Mandatory service days in January.** *In President Christian's report to the Senate for April, he mentioned that there would be two mandatory service days scheduled in January 2020, prior to the start of the Spring semester. We would like to know what will be included in these trainings—are these topics that have been mandated by the State, or are they subjects of special concern to our local Administration? What will happen if someone is unable to attend these sessions? We would like to present the concerns of a number of our academic members regarding this topic for discussion as well.*

President Christian said that he put the notice of the mandatory training days in his report for April in the hopes that having eight months' notice would enable employees to plan accordingly.

Regarding the topics to be covered in the training, President Christian mentioned a general interest in covering policies that are campus specific (like the relatively new consensual relationships policy), Title IX, and dealing with difficult situations in the classroom, for example. He noted that in some of his 'hot chocolate with the President' sessions with students, he had heard reports of culturally insensitive behavior on the part of some faculty members, and wanted to include diversity training in particular. Provost Arnold noted that the trainings wouldn't be covering the same things every year, and that they were contemplating having the two days structured among different workshops, which may vary according to the type of employee. (Some for CSEA, some for teaching faculty, some for professional staff, etc.)

President Wilson affirmed that UUP certainly had no problem with the topics, and indeed we could heartily endorse the intent behind covering this material; however, the timing in January was very problematic for many of our members, and asked whether there might not be several options for the training to

be offered during the semester, which could slot into the variety of teaching schedules which are known quantities. President Christian countered that he could consult with Institutional Research to find out how many different time slots might be required to do that, but that it would be too difficult for the staff in HRDI to cover 15 or 16 different training sessions. He said that they wanted to avoid small group trainings spaced throughout the year.

Wilson countered that it wasn't necessarily a choice between the two days in January, and a dozen or more sessions throughout the year. Couldn't it be maybe three different days throughout the semester, staggered to consider teaching schedules? President Christian responded that he was not willing to abandon setting aside the 2 days in January.

Wilson asked what the consequences of not attending the trainings would be, since they are mandatory. Christian suggested that they might be considered a requirement for consideration for DSI, as one possible measure.

Brian Obach affirmed the objections and difficulties already raised, which he had been hearing from faculty regarding the January dates; Provost Arnold interjected that there would be alternate arrangements made for those who were on sabbatical leave for the year, for example. President Christian added that they were looking into online options for some of the topics.

Obach raised the pedagogical problem raised by mass-training—certainly is seemed unsound to try to raise sensitive issues around diversity in a group of several hundred people? Wouldn't it be better to have smaller groups, if the intent is to seriously address these questions effectively? Gowri Parameswaran added that some of the specific concerns raised by the President in the discussion seemed to suggest they were planning a training that seemed very basic, and that might be addressed via other platforms. She also reinforced Obach's observations regarding the effectiveness of teaching to a large auditorium vs. smaller groups.

Obach said that when we know what, specifically, is to be addressed, it would be possible to know how to do this more effectively

There was no resolution at the end of the discussion, but President Christian said that at this time, his key goal is in establishing the mandatory training days, but that he would take the concerns raised by UUP under consideration.

**4. Contingent input in Middle States Self-Study.** *At the meeting last week with Dr. Sean McKittrick from Middle States, there was some discussion of the need to include contingent (adjunct and full-time lecturers) as participants in the self-study we are about to undertake. Given that adjuncts are paid solely to teach their assigned courses, we would like to raise the question whether any of them who assist with the work of the committees will be paid for this additional service? Similarly, full-time lecturers are typically paid only for teaching; in this case, might there be some way of either compensating them additionally, or devising some sort of course release (perhaps in conjunction with other work such as advising, etc) in exchange for their work on the committee?*

Provost Arnold said that she hoped to see a lot of contingent faculty giving input into the self-study process; however, she did not think the Administration wanted to get involved in paying people for Middle States work. Perhaps full-time lecturers with a service release might participate, but otherwise the participation of adjuncts and other contingents would be via feedback on surveys, etc.

**5. Emeritus rights and privileges for contingent faculty.** *Following up on our discussion of this point from last month (when the Provost could not attend), we would like to know if the Administration can provide a specific response to our inquiry. Can (or do) long-serving adjuncts and lecturers enjoy the same privileges (parking passes, library access, etc) as full-time emerita and retirees?*

Shelly Wright stated that part-time employees and lecturers with at least 10 years of service at the College qualify for the same library and parking privileges that are available to full-time employees (both academic and professional) when they retire. Wilson asked whether they needed to formally retire—the process that we are familiar with involves primarily adjuncts who declare a 'constructive retirement' in order to maintain their access to health benefits—or is simply no longer working was sufficient.

Wright said that she believed they would have to file an official letter of resignation, but that since either Tanhena Pacheco nor Jodi Papa were present at the meeting, she would need to follow up with them. They will provide more details to us later.

**6. Parking.** *Following up on a discussion we had regarding parking some months ago, we have noticed that Sodexo persists in parking 4 or 5 vans or cube trucks in spots behind the Terrace, where they sit for days at a time, taking up spots that would otherwise be available for faculty and staff. Was there ever a discussion with them to move these vehicles to another lot? Sodexo has one marked, dedicated spot in the*

## Labor-Management notes, cont'd

*Terrace lot, plus the space in the loading dock already. We would appreciate seeing any additional vehicles brought into the Terrace lot on an as-needed basis.*

*On a related note, it appears that the UPD are not issuing tickets for vehicles displaying improper permits (i.e., students are parking in faculty/staff lots). Has there been a change in how the parking policies are being enforced?*

President Christian responded by informing us that Sodexo was requesting a second designated spot behind the Terrace. President Wilson asked whether that meant

that the additional spots taken up regularly by their vans/trucks would be vacated. She asked if there weren't some other lot, further removed where these vehicles could be kept, when it is clear that they often sit in the same spot for days at a time? Christian said that they promised they would stay out, in exchange for the additional designated space.

With regard to students parking in designated fac/staff lots, Shelly Wright stated that we should call UPD to ticket any offending vehicles we see. It was unclear whether there had been any change to the frequency or number of ticket-writers on duty.

***Interested in finding out what we've been talking about in Labor-Management?  
You can always find our L-M Notes on the Chapter website, at  
<https://tinyurl.com/NP-Labor-Mgmt-Notes>***



Outgoing Membership Development Officer Merci Decker, at the UUP table at the Farmer's Market. Join the Membership Development Committee to help us continue this effort to raise UUP's visibility on campus in the Fall!

Call x2770 or write to [bwilson@uup.org](mailto:bwilson@uup.org) for more information.

# Your Union Contract At Work!

## FAST FACTS

## 2016-2022 State/UUP Agreement COMPENSATION

### Fall 2018 Payment Dates

#### Oct. 31 paycheck

- \$600 lump-sum payment (prorated for part-time employees)

#### Nov. 28 paycheck

- 2016—2 percent increase to base salary
- 2017—2 percent increase to base salary
- 50 percent of retroactive cash for back pay from the 2016 and 2017 increases (balance paid in July 2019)

#### Dec. 12 paycheck

- 2018—2 percent increase to base salary
- 100 percent of retroactive cash for back pay from the 2018 increase

#### Dec. 26 paycheck

- 2018 Discretionary Salary Awards—lump-sum awards paid at the discretion of the campus president. Total campus money for DSA equal to 1 percent of UUP payroll

### Future Compensation

#### 2019

- 2 percent increase to base salary
- Discretionary Salary Increases to base pay: Total campus money for DSI equal to 0.5 percent of UUP payroll
- On-base increases to address salary compression: Total campus money for compression raises equal to 0.5 percent of UUP payroll

#### 2020

- 2 percent increase to base salary
- Discretionary Salary Increases to base pay: Total campus money for DSI equal to 0.5 percent of UUP payroll
- On-base increases to address salary compression: Total campus money for compression raises equal to 0.5 percent of UUP payroll

#### 2021

- 2 percent increase to base salary
- Discretionary Salary Increases to base pay: Total campus money for DSI equal to 0.5 percent of UUP payroll
- On-base increases to address salary compression: Total campus money for compression raises equal to 0.5 percent of UUP payroll

**2022** (contract expires July 1, 2022, with the following payable no later than Dec. 31, 2022)

- Discretionary Salary Increases to base pay: Total campus money for DSI equal to 0.5 percent of UUP payroll
- On-base increases to address salary compression: Total campus money for compression raises equal to 0.5 percent of UUP payroll

**Employees who meet the contractual eligibility criteria will receive the increases outlined.**



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.

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## Community Spotlight: Joel Oppenheimer

*Interview conducted by UUP intern Jesse Dillon*

UUP member Joel Oppenheimer has undertaken an exciting new project on campus where he aims to examine toxic masculinity. Joel has been a Senior Counselor at the SUNY New Paltz Counseling Center since 2015, and is now working on a new program with the goal of reducing sexual assaults on campus by having open discussions about masculinity.

Joel says that men need to look more critically at their role in masculinity and recognize how they benefit and are negatively impacted by masculinity. Joel says women are often left with the responsibility of addressing sexual assaults and that needs to change.

He says that men need to take responsibility for being part of a culture that allows sexual assault. Joel says that we have many great programs that support people harmed by sexual assault, but no programs to address those who have caused the harm.

These upcoming workshops will feature Native American Chief Sachem Hawkstorm who hopes to build community by finding connections through our shared story. The goal of building community, Joel says, is to show that we are here to hear each other, not hurt each other.

He says that so many people feel alone with their issues and don't realize that there is help. Joel says that if we feel heard then we are less likely to hurt others.

This process will help attendees understand their responsibility to the community and move New Paltz closer to positive masculinity.

**The term “toxic masculinity” is trending across social media and the news. What about the current atmosphere has brought this term to the forefront of our society?**

The “Me Too” movement has strongly brought sexual assault conversations forward and part of those conversations is this idea of male privilege. This comes with this idea of this grey zone which is where men can take advantage of male privilege.

This is playing on gender power dynamics in a way that's pushing the line of appropriateness in different spaces



where men know they can act in intimidating ways, whether it be sexual behavior or power dynamics in the workplace. A lot of this is coming up more because women are now able to talk about it more. What's important for me and what I'd love to get across in this article is the amount of emotional work it takes for a woman to come forward.

My masculinity project is working to shift that to men, and that the responsibility to address toxic masculinity is men's responsibility. Men need to understand our role in it, understand how we take advantage of it, and then call out other men for this type of behavior. My deeper goal is to reduce sexual assaults on campus by helping people of all gender identities to look at how masculinity impacts us all.

**The community at SUNY New Paltz is generally quite progressive in terms of addressing societal issues. Do you think this culture has an effect on the presence of toxic masculinity?**

Statistically we are in line with other campuses in terms of sexual assault. Despite the progressive thoughts and people that are here, this idea of masculinity and it

### Community Spotlight, cont'd

effects on sexual assaults are still the same. If we look at the population of people who have been harmed by sexual assault, we do an okay job of supporting them. We have programs like Title IX, we have support groups on campus, we have services for victims. But we don't have a single thing to address the men who have actually done it.

If the women feel strong enough to come forward and say a name, and go through that very difficult process, we have to look at the other side. We have to take a look at the people doing harm, and see how we can work with them to reduce the harm that they are causing. We all have to work together to change this culture, and I feel that this masculinity project is a way to get all genders involved in this conversation, especially men, in a way that's looking at shifting culture and affecting each other.

#### How can women help address toxic masculinity around them?

Women can hold men accountable. Again, that takes a lot of emotional space for them. They can support men in a way that helps men feel safer to be more vulnerable, to talk more about their feelings. Women can share their personal stories of what gender oppression feels like. I don't think that is women's responsibility,

but I think that's a way they can help if they feel they are able to do so.

#### How do you reach out to men who embody "toxic masculinity"?

People who are significantly toxic are surrounded by other people who are supporting that. Part of it is getting them in the conversation as best as we can, and getting them to show up to things like this, and hearing stories from other men. My in is about what it is really like to be a man today. We all have issues with our fathers. We all have issues with isolation and loneliness. Not all of us, but it's a super common theme. There's feelings of not wanting to be open and vulnerable, and these are basic human things that we go through, and that's really where it starts. It's so hard for us to see what this culture does to us. We know this from all kinds of studies about high levels of suicide in men, particularly white men between the ages of 25 and 45, and we know that the depression rates are very high in this population. We know that as men go through life they have less and less friends and are less and less connected. Then we look at the active shooters. These are white men struggling with this same issues.

#### What can the community expect from your upcoming workshops regarding "toxic masculinity"?

### What is Hypermasculinity?

Hypermasculinity is a term that stems from a male that adheres to the stereotypes of men, but exaggerates them. Social norms play a big role in how men react to their environment or even themselves. A teenager may think that he has to take up sports because it will make him manly. He might also think that if he were to be in touch with his emotions that would make him weak. These two flawed ways of thinking are a result of hypermasculinity.

Something as simple as having bulging muscles could make a man feel that he is superior to others since he is fulfilling the stereotypes effectively. The man must be aggressive and strong because anything opposite of that would seem too feminine. In our society today men feel the need to be providers for their families. They also prefer to make more money than their wives. Their egos would be bruised if their wives made more than them.

To be a "man" means that you cannot; cry, fail, or talk about your feelings.

Sexuality is a very important aspect of hypermasculinity. Men are praised for the number of women that they have slept with. Men that depict hyper masculine characteristics see the act of sex as a prize or even a "goal." Hypermasculine men might assault or harass women because they feel that is the appropriate way to get them.

We have seen it all before men grouped up and sexually harassing women that are clearly not interested in them. SUNY's Got Your Back program which is being launched across many different SUNY campuses works to combat this type of harassment along with sexual assault. Faculty and students are working together to comfort and aid victims of these types of harassment and assault.

- Delani Morgan

## Community Spotlight, cont'd

### What can the community expect from your upcoming workshops regarding "toxic masculinity"?

I'm going to be co-facilitating these workshops with a native American by the name of Sachem Hawkstorm, a native American chief from this area. What we are doing is building relationships in the community through stories.

We are bringing different individuals together to tell stories, and when we tell stories we humanize each other. Some of it is about helping the people in the room to be more connected with each other, building our community, and the other part of it is understanding our responsibility to a broader community.



I'm trying to change toxic masculinity to positive masculinity. Part of positive masculinity involves breaking down hierarchy and status, because that's something that people take advantage of in many ways. At a workshop last semester we had deans, high level faculty members, and we did not identify who they were or what their title was.

We broke down status to put everybody on the same level in order to break down this topic and share with each other how this affects us. What I heard back from people who were authority figures is that they were so thankful to just be themselves.

One of the deepest aspects of our cultural issues is identities that separate us and don't bring us together. Part of breaking down status is saying that we are all one, and this is something that Sachem Hawkstorm and a lot of indigenous cultures can really bring in a much more truthful way than I can.

This is about breaking down color and gender and getting to a deeper place of wholeness and connection through a unified story that exists through our community. I'm in the process of putting together what I call the "positive masculinity toolkit" which will help people become more aware of these issues.

I also want to put together a leadership model, so we really want to get a lot of students to come together to see if there are some leaders who can take this information with them and be leaders in this area.



## Did you know...

### That our chapter has an active Women's Rights and Concerns Committee?

The WRCC has helped us press the Administration to set up lactation spaces on campus, promote better representation of women and POC on important committees, and assisted members dealing with complex family leave issues, among other things. If you're interested in helping with this important work, let us know!! We can add you to the group email, and let you know when the meetings take place.

## Your Union Contract At Work!



# UUP Dependent Scholarship Program

**FAST  
FACTS**

A new UUP Benefit Trust Fund Scholarship Program is now available for undergraduate students starting with the Fall 2018 semester and running through the Spring 2022 semester. **Scholarships of \$500 per semester** are available for eligible dependents of active, UUP-represented SUNY employees.

### Eligibility and guidelines:

- Scholarship awards can be used for books, supplies, or room and board costs; they cannot be used to pay for tuition.
- A maximum of one \$500 scholarship per dependent child will be awarded each semester, even if both parents are UUP-represented employees.
- Eligible dependents, up to age 26, must be enrolled in a SUNY state-operated campus. Dependents who turn 26 anytime during the semester in which they are applying are no longer eligible.
- Each dependent child is eligible for a maximum of eight scholarships. Scholarship checks will be issued in the UUP-represented employee's name.
- Applications must be postmarked by 60 days after the end of the semester for which the dependent is applying.
- The scholarship form outlines specific criteria that UUP-represented employees and their dependents must meet to qualify for the scholarship.
  - There are two different forms based on a member's eligibility for the New York State Health Insurance Program. Non-NYSHIP-eligible employees will need to provide documentation verifying that they are the parent of the student.

**For more information, call the UUP  
Benefit Trust Fund at 800-887-3863.**

**For applications, go to  
<https://bit.ly/2TIEkSA> or  
scan the QR code at right.**





# Are You a Member?

<b>Thomas P. DiNapoli</b> <b>New York State Comptroller</b>		<b>J. DOE</b>		Total Gross    Fed Taxable Gross Current    3456.78    1234.56 YTD    45,678.90    34,567.89	
Advice #    123456789 Advice Date    11/10/2018	Pay Start Date    11/10/2019 Pay End Date    11/24/2019		<b>Net Pay 1,234.56</b>		
Department ID    1234			Pay Rate    56,789.10		
EARNINGS					
		Current	YTD	TAX DATA	
Hrs./Days	Earnings	Hrs./Days	Earnings	Federal	State
Regular Pay Salary Employee	3456.78		45,678.90	4	4
Location Pay	56.78		678.90	2	0
				TAXES	
				Current	YTD
Fed Withholding				3,456.78	12,345.67
Medicare				5,678.90	4,567.89
Social Security				3,456.78	1,234.56
NY Withholding				5,678.90	4,567.89
				DEDUCTIONS	
				Current	YTD
Regular Before Tax Health				456.78	1,234.56
Supplemental Ret. Annually Prog				678.90	5,678.90
TIAA Retirement Before Tax				56.78	1,234.56

**CHECK PAY STUB TO MAKE SURE**

To be a member of the union, your paycheck **must** say "UUP Member" under "Deductions."

*Please contact your chapter officers for a membership card or go to <https://bit.ly/1RYG65y>*

## The Benefits of Being UNION!

Membership in your union goes well beyond fair and equitable wages, and quality, affordable health insurance. It's a statement: There is strength in numbers, and our collective voice will be heard.

Together, our voice is heard when bargaining with New York state and SUNY. Our voice strengthens our leverage in contract talks and enforcement, and in addressing problems in SUNY labor-management meetings.

Our voice is heard as the main advocate for SUNY campus and hospital funding, and for other legislative issues of importance to you—issues that help us better meet the needs of our students and our patients.

Being a member of UUP also means you maintain:

- Representation in interrogations or disciplinary actions, or in legal actions brought on behalf of members;
- Representation if Title IX harassment complaints are filed against you (for student or co-worker complaints);
- Access to benefits and services provided by UUP Member Services Trust, and discount programs and services provided by UUP's state and national affiliates: NYSUT, AFT and NEA;
- Access to UUP's vision, dental, and life insurance plans in retirement; and
- The right to vote on the union contract, and to provide input in chapter and statewide union elections.



## Discretionary Salary Awards Report 2017 activity (distributed in December 2018)

The final distribution of Discretionary Salary Awards (lump sum, not on base), a provision of the statewide Agreement ratified last September, was paid out in the final pay period in December 2018. Under the terms of our Agreement, the College was required to distribute a sum no less than 1% of the total UUP salary pool for the 2017 calendar year, before the end of 2018. The total DSA pool for distribution here at New Paltz for 2017 was \$ 457,143.01. (For activity in 2018 moving forward, through the life of the contract, there will be .5% of the salary pool dedicated to Discretionary Salary Increases, which will be added to members' base salary.)

Please remember that the 'D' stands for 'discretionary' here—the distribution of these funds is entirely left to the judgment and decision-making of the College Administration. As a result, you may notice from the attached lists of DSA recipients and the amounts that they received that there is a great deal of variation in the size of the awards.

Of the 972 UUP bargaining unit members on the payroll at the end of December, 420 received \$0 in DSA, either because they did not qualify (weren't employed throughout calendar year 2017), or more frequently, because they did not apply for it. (Overall, that means that 57% of those on the payroll received some sort of payment, and 43% did not.)

For full-time Academic members, an application process was announced by the Provost's office late in 2017, with application dossiers due by early February. (Some departments set their own, earlier deadlines.) At that time, we were still without a tentative Agreement, so there was no way of knowing whether there would be discretionary awards available, what their amount might be, and if they were to be paid, whether or not they would be lump sum (DSA) or an increase to base salary (DSI).

As a result, a smaller than usual number of these members applied; given the calculations by the Administration of what share of the pool should go to Academics and how much to Professionals, the two levels of award to those Academics who applied were significantly higher than usual (merit = \$1,337.10/major = \$1,781.51).



For full-time Professionals, whose DSA process was announced several months later, there was more information available from the negotiations table, indicating that DSA would be included in the contract. In addition, Professionals do not always submit an application—in a number of instances their supervisors put in the DSA request on their behalf. As has been the practice of the Administration, the portion of the available payroll pool is distributed to the VPs of the various divisions,

who make the ultimate decisions regarding size and distribution of the money.

Many of you may recall that under the terms of the previous Agreement, a pool of money was designated at each campus for mandatory distribution to part-timers; at New Paltz, the Administration decided (given the size of this pool) to divide it equally among qualified part-timers, resulting in \$300-400 DSA payments to each of them, with no application process. Under the new Agreement, there is no such formula applied to earmark an amount for the part-timers. In Labor-Management, the Administration informed us that as there had been no application process announced for the 2018 DSA, they decided to reserve a pool representing the part-timers' contribution to the overall 1% payroll, and divide that evenly among all the eligible individuals. This calculation resulted in a pool of \$13,002.32, distributed to 205 indi-

viduals, most of whom received a lump sum payment of \$63.49, regardless of the number of classes or other professional obligations they may have had in 2017. (N.B. There seem to have been a number of part-time professionals who were overlooked in the December payments, but who received minuscule awards along the lines of those paid to our part-time teaching faculty; these additional individuals were not included on the attached lists, which represent those reported by the campus to SUNY Central/UUP in December.)

We have published two pdf reports on the chapter website. One list covers the 205 part-time bargaining unit members who were received DSA payments; the other list comprises the 347 full-time academic and professional faculty who received DSA, in amounts ranging from \$231.42 to \$2,147.63.

For more information, including the complete lists of DSA awards granted for the 2017 calendar year, please visit this link:

<http://www.uuphost.org/newpaltzwp/discretionary-salary-awards-report/>



**UNITED UNIVERSITY PROFESSIONS  
OFFICIAL 2019 ELECTION REPORT  
NEW PALTZ CHAPTER  
(40821)**

Election results are listed in descending order of votes received. Tie votes are listed in rank order as determined by lottery. Winners are designated by an "X" except for delegates. Delegates are listed in rank order of votes received.  
\* = NO ONE ELECTED — Call the Co-Chairs of the Constitution and Governance Committee.

**The term of office for each position is from June 1, 2019 through May 31, 2021.**

**PRESIDENT AND DELEGATE**

Candidate	Total	Winner	Ineligible
Wilson, Beth E	260	X	
Brown, Peter D.G.	1		
Cardona, Niza	1		
Greene, Kiersten A.	1		
Pabon, Jessica N.	1		
Saunders, Kevin	1		

**VICE PRESIDENT FOR ACADEMICS AND DELEGATE**

Candidate	Total	Winner	Ineligible
Parameswaran, Gowri	166	X	
Obach, Brian K.	1		
Olsen, Thomas G.	1		

**VICE PRESIDENT FOR PROFESSIONALS AND DELEGATE**

Candidate	Total	Winner	Ineligible
Saunders, Kevin	92	X	

**SECRETARY**

Candidate	Total	Winner	Ineligible
Cooney, Nancy C.	15	*	
Thompson, Mary E.	4		
Del Gaudio, Bethanne	2		
Lempka, Wayne W.	2		
Shock, Vika F.	2		
Christensen, Mary C.	1		
Kelder, Richard B.	1		
King, Beth A.	1		
Knapp, Deanna L.	1		
McNitt, F. Glenn	1		
Morcone, Laura M	1		
Pabon, Jessica N.	1		
Smith, Linda K.	1		
Wyman, Sarah M.	1		

We certify that this election was conducted in accordance with the UUP election procedure and that this report constitutes the official election report. Ties were resolved by lot.

**Signatures on File**

David H. Kreh Jeanne L. Galbraith  
Co-Chairs, Constitution and Governance Committee

**Signature on File**

Jeri O'Bryan-Losee  
Secretary-Treasurer

**Tellers:** List of tellers on file.

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**TREASURER**

Candidate	Total	Winner	Ineligible
Koop, Douglas	240	X	

**GRIEVANCE OFFICER**

Candidate	Total	Winner	Ineligible
Merritt, Amanda	12	*	
Folmer-Andersen, Frantz	11		
Brown, Peter D.G.	3		
McNitt, F. Glenn	3		
Lempka, Wayne W.	2		
Weatherly, Michael W.	2		
Bernstein, Lee	1		
Farbaniec, David A.	1		
Hanley, Edward K.	1		
Havranek, Gwen G.	1		
Malloy, Michael G.	1		
Mott, Lucien	1		
Obach, Brian K.	1		
Parameswaran, Gowri	1		
Roschelle, Anne R.	1		
Sawyer, Mary H.	1		
Morcone, Emma	1		X

**MEMBERSHIP DEVELOPMENT OFFICER**

Candidate	Total	Winner	Ineligible
Greene, Kiersten A	248	X	

**OFFICER FOR CONTINGENTS**

Candidate	Total	Winner	Ineligible
Sheridan, Robyn S	234	X	
Cohen LaValle, Robin	1		X

**ACADEMIC DELEGATE**

Candidate	Total	Rank	Ineligible
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**Signatures on File**

\_\_\_\_\_  
David H. Kreh Jeanne L. Galbraith  
Co-Chairs, Constitution and Governance Committee

**Signature on File**

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Jeri O'Bryan-Losee  
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Obach, Brian K	126	1	
Roschelle, Anne R	119	2	
Greene, Kiersten A	89	3	
Varga, Andrea	88	4	
Barros, Cesar	87	5	
Rock, Melissa Y	82	6	
Brown, Peter D G	80	7	
Pampinella, Stephen M	69	8	
Rietsma, Carol S	68	9	
McNitt, F. Glenn	65	10	
Bryant, Karl	64	11	
Somerstein, Rachel E	64	12	
O'Sullivan, Meg Devlin	63	13	
Noel, Andrea M	62	14	
Puretz, Susan L	37	15	
Koop, Douglas	36	16	
Plumly, Vanessa D	32	17	
Minkoff, Scott L	30	18	
Grazier, Colleen L	20	19	
Decker, Merci M	14	20	
Folmer-Andersen, Frantz	7	21	
Ferguson, Megan A.	2	22	
Friday, Matthew	1	23	
Del Gaudio, Bethanne	1		X

**PROFESSIONAL DELEGATE**

Candidate	Total	Rank	Ineligible
Scott, Rendesia M	63	1	
Merritt, Amanda	57	2	
Felton, Edward T	56	3	
Goodman, Donna	56	4	
Lempka, Wayne W	42	5	
Tobin-Flusser, Kathleen	35	6	
Ruffini, Frank	34	7	
Simons, Joshua A	26	8	
Cooney, Nancy C.	1	9	
Shock, Vika F.	1	10	

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**Signatures on File**

\_\_\_\_\_  
David H. Kreh Jeanne L. Galbraith  
Co-Chairs, Constitution and Governance Committee

**Signature on File**

\_\_\_\_\_  
Jeri O'Bryan-Losee  
Secretary-Treasurer

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Hanley, Edward K.	1	11	
Del Gaudio, Bethanne	1	12	
Cardona, Niza	1	13	
Laufer-Turk, Stella	1	14	
Barros, Cesar	1		X
Bryant, Karl	1		X

**OFFICER FOR RETIREES**

Candidate	Total	Winner	Ineligible
McNitt, F. Glenn	222	X	
Brown, Peter D.G.	1		
Goodman, Donna	1		
Kastner, Mary M.	1		
Sturm, Phyllis M.	1		

We certify that this election was conducted in accordance with the UUP election procedure and that this report constitutes the official election report. Ties were resolved by lot.

**Signatures on File**

David H. Kreh Jeanne L. Galbraith  
Co-Chairs, Constitution and Governance Committee

**Signature on File**

Jeri O' Bryan-Losee  
Secretary-Treasurer

**Tellers:** List of tellers on file.

# How Academics Can Fight Workload Creep!

## HELPFUL HINTS

- 1** Understand the basic principles that apply to academics' professional obligation. If one part of your obligation is increased, another should be decreased. Your total obligation should remain the same.
- 2** Bring workload issues to your UUP chapter officers to discuss possible remedies.
- 3** Document workload increases:
  - Keep a log of work done in areas subject to workload creep. Ask your chapter president or VPA for a log sheet.
  - Document that you have taken on additional workload for specific reasons/projects—and note that you do not consider it to be part of your professional obligation going forward.
  - Note workload increases in your annual report, identifying extra work in relation to previous years.
- 4** Take steps to ensure that extra responsibilities and volunteer work do not become part of normal workload expectations.
  - Document in writing that volunteer work is being done on a voluntary basis and for a specific period of time or to accomplish a specific one-time task (through emails, letters to department chairs, deans or other administrators).
  - Have department-level/unit-level discussions about workload issues to try and get everyone on the same page.
- 5** If you are asked to take on extra responsibilities, you can ask for compensation (extra service pay, reduction of duties in a subsequent semester for taking on extra duties now).
- 6** Academic-year appointees are not under obligation during the summer. Check with chapter officers on the exact start and end date of the academic-year professional obligation on your campus. Work with your chapter officers to develop practical suggestions to handle summer work that may be beyond the class preparation and research activities normally done during summer months.
- 7** Workload creep is often experienced individually but is part of a collective problem. Work collectively, with the assistance of your UUP chapter, to address workload issues.



FOR FURTHER INFORMATION, CONTACT YOUR CHAPTER OFFICERS  
OR VICE PRESIDENT FOR ACADEMICS JAMIE DANGLER AT  
1.800.342.4206 OR JDANGLER@UUPMAIL.ORG



# OPEN HOUSE



## KATE MULLANY NATIONAL HISTORIC SITE

**WEDNESDAY, MAY 29, 2019**

**Noon to 8:00 PM**

**350 Eighth Street**



Visit the home of Kate Mullany, a young Irish immigrant ,who formed and led the first bona fide all-female union in the nation— the Troy Collar Laundry Union in 1864. The home was built in 1869. It is both a National Historic Landmark and National Historic Site (a unit within the National Park System).

[www.katemullanyrhs.org](http://www.katemullanyrhs.org)

**CHAPTER OFFICERS:**

President	Beth E. Wilson, Art History
Vice President for Academics	Gowri Parameswaran, Educational Studies and Leadership
Vice President for Professionals	Kevin Saunders, Academic Computing
VP/Officer for Contingents	Robyn Sheridan Educational Studies/WGSS
Secretary	Nancy Cooney (pro tem) Academic Computing
Treasurer	Douglas Koop, Physics
Grievance Officer	Peter D.G. Brown, Languages, Literatures & Cultures, ret.
Membership Department Officer	Merci Decker

**ACADEMIC DELEGATES:**

Beth E. Wilson, Art History	Douglas Koop, Physics
Peter D.G. Brown, Languages, Literatures & Cultures, ret.	Abigail Robin, Women's, Gender & Sexuality Studies, ret.
Vanessa Plumly, Languages, Literatures & Cultures	Susan Poretz, Physical Education, ret.
Glenn McNitt, Political Science , ret.	Stephen Pampinella, Political Science
Faheem Haider Art	Karl Bryant, Sociology
Kiersten Greene, Teaching and Learning	Colleen Lougen Librarian
Frantz Folmer– Andersen Chemistry	Carol Rietsma, Biology, ret.
Brian Obach Sociology	

**PROFESSIONAL DELEGATES:**

Michael Malloy, Environmental Health & Safety	Donna Goodman, Development, ret.
Amanda Merritt, Education	Wayne Lempka, Dorsky Museum
Nancy Cooney Academic Computing	

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Delani Morgan and Jesse Dillon

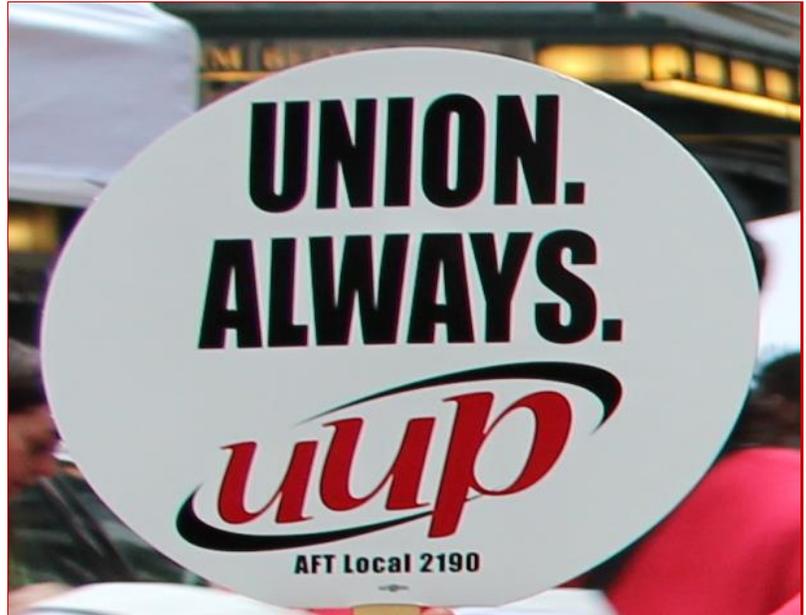


## United University Professions New Paltz Chapter

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### We're on the Web!

[www.newpaltz.edu/uup](http://www.newpaltz.edu/uup)

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**The Bullhorn:**      **Beth E. Wilson, Executive Editor**

**Delani Morgan/ Jesse Dillon Reporting &  
Layout**

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

Would you like to write for *The Bullhorn*? We welcome your mail, editorials and articles on work, research, leisure, recreation, health and other topics. Please email [bwilson@uupmail.org](mailto:bwilson@uupmail.org).