

Fall 2022



Plattsburgh UUP Chapter Newsletter

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Upcoming Events

- **General Membership Meeting**
 - o Thursday, 9/22, 3:30pm via Zoom
- **Week of Action**
 - o 10/3 through 10/7
 - o Lounging:
 - Tuesday, 10/4, 8am-12pm, Faculty Lounge
 - Refreshments provided
- **Workshops**
 - o Problem Solving Processes for Members and Leaders Workshop
 - 10/5 at 12:00pm (zoom)
 - o Professional Performance Review Workshop
 - 10/27 at 12:00pm
- **Postcard Campaign**
 - o UUP will be sending us postcards with key contract demands for the membership to sign
 - o We will collect the signed cards and bring them to administration at a Labor/Management meeting
 - o Be on the lookout for these cards!
- **IDA Grants**
 - o Information coming soon
- **Professionals Meetings**
 - o 10/6 at 12:00pm (room TBD)
 - o 11/10 at 12:00pm (room TBD)

Contingent Officer Sarah Hackett



Sarah Hackett graduated from Plattsburgh State in 1999, 2003, and 2007. She earned a B.A./B.S. in Secondary Education: English, an M.A. in Leadership and Administration, and an M.S.Ed. in Special Education. Sarah taught 9th grade at Peru High School before coming to SUNY Plattsburgh in 2008. Since then she has taught in every program in Teacher Education and has supervised hundreds of pre-service teachers. She is active in campus/community programs such as Catherine's Closet, IBAC, and CFES in addition to creating several service-learning partnerships with local schools and communities. She currently serves as the program leader for the B.A./M.S.T. and M.S.T. programs at SUNY Plattsburgh.

Drescher Award Winners

Kelly Theisen

What are you most looking forward to as you begin your Drescher leave?

- Having time to really dig into research and writing! My research students have done amazing work since I started here, and I'm looking forward to getting it published.

How will the leave program provided by UUP impact your professional goals and aspirations?

- The paper (or two!) that I'm hoping to get submitted this fall will be a big part of my tenure package. It will cover data collected since I started at SUNY-Plattsburgh in fall 2018. I wasn't able to bring a postdoc or graduate project with me (those had already been published), so I started from scratch when I got here. It takes time to generate enough data to publish in scientific journals, and I'm now in a good place to do that. I also hope that the paper(s) will be a good spring-board to a grant proposal on my work.

How do you think your Drescher project will impact your teaching?

- I bring my research into my courses as much as I can. In my General Biochemistry and Physical Biochemistry courses we cover bioinformatics, protein (un)folding simulations, and some basics of drug design, which are all areas that I have research experience with. Last spring I taught a new course, Computational Biochemistry, which was setup as a Course-based Undergraduate Research Experience (CURE) focused on my research with computational docking and protein unfolding simulations. This course had no prerequisites, I wanted it to be open to anyone who was interested; the same as in my research lab. Removing as many barriers to research participation as possible (both real and perceived by students) has allowed me to recruit an excellent, and diverse, group of research students. All of the students in this new course were able to present their research posters at a local conference at the end of the semester, and their data will be included in the paper(s) I'm working on this semester. I'm looking forward to having future students in my courses read the paper(s) and see all of the student co-authors. I hope it shows them that they can make a real contribution to science as an undergraduate, and builds their confidence and persistence in a STEM major and/or career track.

Kolleen Duley**What are you most looking forward to as you begin your Drescher leave?**

- I am sure like most recipients, I am looking forward to having the ability to dedicate time exclusively to my research and writing!

How will the leave program provided by UUP impact your professional goals and aspirations?

- The leave program will help me in the area I need it most: advancing my writing projects and securing the publications I need to be considered for tenure.

How do you think your Drescher project will impact your teaching?

- Although I plan to utilize the Drescher to publish a paper and submit my book proposal, it will absolutely help my teaching, too. I am fully committed to my students and I spend a lot of time when I am teaching supporting students in need, especially students of color and queer and disabled students who are especially in need, and this has taken a lot of time away from my writing. The Drescher will help me maintain my commitment to vibrant social justice education because the small respite now will allow me to focus again on my students in the spring because I will have finally been able to accomplish what I need for myself and my own professional aspirations.

EAP Info

Helping SUNY Plattsburgh employees to assess problems and offer information and/or make a referral to a local provider. A completely free, confidential, and voluntary service.

What is EAP?

The New York State Employee Assistance Program (EAP) is a worksite-based program designed to help state employees deal with the everyday issues involved in balancing work and life, as well as more serious problems that may impact work performance. This benefit is available to SUNY Plattsburgh employees, retirees, and their families and is sponsored jointly by labor and management.

Who are we?

Employee Assistance Program Coordinator:

Kim McCoy Coleman

EAP Office: 401A Beaumont Hall

Email: eap@plattsburgh.edu

Phone: 518-564-EAPP

Wellness New York: Daily To-Dos

New York State is helping all of us to take wellness seriously by providing a monthly challenge and an accompanying to-do list to help keep us on track. There is still time to get going on September's challenge.

September: Carve out 22 minutes of alone time each day.

Are you always doing something for other people? This month, make yourself a priority and carve out 22 minutes of alone time as often as you can.

Here are a few suggestions:

- ☐ Find time to be alone. It may be early morning before everyone is up, at lunchtime when you get a mid-day break, after work but before you arrive home, or late in the evening when everyone has gone to bed. What's the best time of day for you?
- ☐ Start a gratitude journal. Sitting alone, write down a person, thing or experience you are grateful for.
- ☐ Look on your bookshelf and choose a favorite book. Take 22 minutes to start reading it again.
- ☐ Plan a vacation for yourself. This could be a weekend away or your dream vacation or a day just for yourself. Where would you like to go and what you would like to do?
- ☐ Go to a concert or performance all by yourself. Excellent single seats are often available at popular shows.
- ☐ Treat yourself today to a bubble bath or a long shower. Play soft music and relax for 22 minutes.

Upcoming challenges for 2022:

October: Find out your health statistics.

November: Plan one positive thing for tomorrow.

December: Use a journal to plan healthy activities for 2023.

Learn more about Wellness New York and the Monthly Challenge at: <https://wellnys.oer.ny.gov/>

What is a UUP Delegate?

A UUP delegate is elected by their chapter to represent them at the UUP Delegate Assembly (DA), which is the legislative and policy forming body of UUP. The DA is convened twice a year, in the fall and spring.

Each chapter is allotted one delegate for every 75 members (UUP Constitution, Article VIII, Section 2c). SUNY Plattsburgh currently seats 6 academic and 4 professional delegates.

Role at the Delegate Assembly:

Delegates carry out specific duties, including electing statewide officers and Executive Board members, establishing policies for the union, deciding on proposed amendments to the UUP Constitution, and adopting UUP's annual budget (UUP Constitution, Article VI).

If you are elected as a delegate you are expected to:

- Prepare for attending the DA by reading materials posted online and in DA packets.
- Participate in discussion and debate.
- Represent chapter members' perspectives and experiences in state-level discussions.
- In addition, you can join one of the state-wide committees, many meet during the scheduled DAs. <https://uupinfo.org/committees/>

Note: UUP covers the cost of your travel, the hotel room, and provides meals at the DAs.

Roles on Campus:

- Solicit input from chapter members on issues delegates will deliberate on at delegate assemblies.
- Become informed about all UUP statewide committees to present chapter members with updates and opportunities to get involved in state-level work.
- Report back to chapter colleagues about issues learned at the DA.

Election for Delegates in Spring 2023

Elections for chapter officers and held in spring 2023. Please consider name to the list when the nomination

As not everyone is available for all the need more people to run as delegates. priority is based on votes, but we move that we can fill all our delegate slots. In only had 1 professional and 4 academics



delegates will be adding your forms come out.

DAs, we actually The seating down the list so the spring we attending.

Tips for Building and Maintaining a Positive and Civil Workplace

- **Words matter – verbal and written**

Make polite language routine (please, thank you, you're welcome, etc...)

It can really set or change the tone of your communication and your working relationships:

"I have not gotten an update on this project from you."

"Can you please send me an update on this project?"

- **Avoid blame and snap judgments - don't assume the worst**

Quick, decisions without all the facts can lead to an incorrect interpretation of what is happening or being communicated.

Avoid making snap judgement by beings curious. If we have questions, we are open to learning and receiving information.

A colleague misses a meeting.

Do you assume they are just blowing it off, or are they having a family emergency?

- **Be mindful of your own emotional reactions to situations**

If we are already stressed out, worried, or angry our interpretation and responses to ordinary interactions may be less than ideal.

If you are not in the best frame of mind, try to take a step back and not act or respond immediately.

"Let me get back to you on that.", "Can we meet tomorrow?"

- **Use a solution-driven approach to resolve issues or conflicts**

Most of us would like to avoid conflict, but ignoring it usually will not make things better.

A solution-driven approach addresses issues by avoiding blame, and instead, focuses on how to improve things moving forward.

A campus event ran into some problems when the wifi went down and one of the event workers was out sick.

We can't change what happened, but we can focus on contingency planning and more flexible staffing for the next event.

What to do if you are experiencing workplace incivility?

- Model civil/professional behavior yourself (especially if experiencing incivility).
- Document and report cases of unacceptable/uncivil behavior.
Report to your supervisor (or if your supervisor is the issue report to HR)

Policitcal Action



It's that time of year, November, election season. We are entering into what may prove the most consequential midterm election in any of our memories. For the most part, this election is not going to depend on the force of argument, it is going to depend on one thing...Voter Turnout! As dedicated Unionists we have a responsibility to do everything we can to encourage ourselves, our families, our friends and relatives, our neighbors and our students to pay attention to this election and to register their votes by November 8th.

UUP, through our affiliate unions New York State United Teachers and the American Federation of Labor-Congress of Industrial Organizations has endorsed Democrats Billy Jones as our candidate for the New York Assembly District 115, and Matt Castelli as our candidate for the New York 21st Congressional District (currently represented by Elise Stefanik). NYSUT has endorsed Republican Dan Stec for the New York

45th Senate District. The NYSUT endorsement of Stec was largely based on his past support for North Country K-12 school districts. His opponent in this year's election is Democrat Jean Lapper.

Our Plattsburgh Chapter was represented by a small delegation at this year's Labor Day Parade in Massena where we were joined by a small UUP delegation from SUNY Canton. UUP marches with the large NYSUT contingent under our own banner. The Massena labor Day Parade is always a great event, with lots of participation from Union families. Post parade activities include a large provided picnic with hot dogs, hamburgers and an ice-cream truck. A large playground and bouncy houses for the kids. The parade itself becomes a tremendous bonding experience for labor organizations as the sheer number of North Country unionists and their associated unions and chapters march past crowds of supportive parade watchers. Marching with our NYSUT colleagues is a reminder that our 600,000 members represents the single largest block of unions in the state.



Our North Country politicians are very much aware of their unionist constituents. Billy Jones joined NYSUT at our pre-parade rendezvous shaking hands, taking pictures but also listening attentively to questions and concerns. Matt Castelli also met us at the rendezvous and marched with the NYSUT contingent through the whole parade route. Matt Castelli is proving to be a very strong candidate and contender for the 21st CD and is worthy of strong consideration. Both Jean Lapper and Dan Stec were available at the picnic to campaign and meet potential supporters.

Once again, the key to this election is voter turnout. Both the Castelli and Jones campaigns are actively seeking volunteers for phone banking and door-knocking. Billy Jones has a campaign office on Margaret street. There are lawn signs available at the chapter office in Hawkins Hall.

In Solidarity,

Kim Hartshorn

For more information please contact me at w.kim.hartshorn@gmail.com



Retiree Info

If you are getting close to retiring, you should give some serious thought to maintaining your UUP membership. Active UUP members who have five years of continuous UUP membership immediately prior to retirement, or who have continuous membership for the entire length of their employment prior to retirement if less than five years, may sign up for UUP Retiree Membership. Annual dues, billed to you each August, are currently only \$50, an insignificant amount relative to two significant benefits included with Retiree Membership.

First of those benefits is \$1,000 of UUP Life Insurance coverage. Second is Metlife Travel Assist which gives you access to emergency services while you travel. It can provide you and your dependents with medical, legal, transportation and financial assistance 24 hours a day, 365 days a year when you are more than 100 miles away from home.

Perhaps less significant, but also still included, are a right to vote in UUP elections, opportunity to purchase UUP Retiree dental and vision plans (which are an important supplement to the NY State Empire Plan for Retirees), a discount vision program, opportunity to purchase the MetLife Legal Services Plan, opportunity to participate in and/or purchase NYSUT, AFT and NEA discounted programs and services, and discounted products and services from: Apple; AT&T; BJ's Wholesale Club; Brooklyn Nets; Enterprise Rent-a-Car; Goodyear, Liberty Mutual; and Fuel Buyers Group.

Here is some info that you will want to review prior to retirement:

<https://uupinfo.org/retiree/>

<https://uupinfo.org/benefits/ret.php>

<https://uupinfo.org/retiree/activeretiree.php>

<https://uupinfo.org/retiree/pdf/RetireeApplication.pdf>

Even if you are not planning on retiring soon, each of those links might be worth having a look at in advance.

Currently there are more than 6000 UUP Retiree Members. You would be a welcome addition.

*** The Plattsburgh Chapter Newsletter is a publication of the Plattsburgh Chapter of United University Professions. The views expressed are not necessarily those of the Plattsburgh Chapter Executive Board or UUP.**