

April 2014



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## Don't Mourn. Organize!

### What You Can Do to Get a Better Contract

By Brian Obach, Sociology Department Chair and UUP Delegate



Brian Obach

“Don't waste any time mourning. Organize!” This is what the great early 20<sup>th</sup> century labor organizer and troubadour, Joe Hill, admonished his fellow unionists to do just prior to his execution on trumped-up charges. While the stakes are meager by comparison and the context is very different, many of our colleagues are embracing the spirit of Joe Hill's message in regard to our current union contract and the general state of affairs at SUNY.

Many are not happy with our union contract, and for good reason. While we were able to protect many of our rights and benefits—and even make some modest gains on some fronts—most

of us focus on compensation levels, and in that area there is little about which to be happy. This needs to be understood in the context of the greatest economic crisis since the Great Depression and the dismal plight of American workers everywhere, but that does not make the frustration any less.

The question is what we do with that frustration.

Unfortunately grumbling about it amongst ourselves does nothing to improve our situation, especially when that ire is misdirected and ill informed. We should all do as Joe Hill suggests. Let's stop wasting time and start organizing. But before we turn to what that actually involves, let's examine what led to this situation.

Three factors can be cited as the root cause of our less-than-ideal compensation package: macro-economic conditions, pattern bargaining in the New York State labor relations system, and the aspirations of state political leaders.

First, we cannot ignore the fact that we are only now ever so slowly emerging from the greatest economic crisis since the Great Depression.

Median household incomes in the U.S. are 6% *lower* than they were six years ago. Relatively speaking, we're still among the privileged. While we are used to achieving continuous gains through our union contract, holding the line or limiting losses should be recognized as an achievement under such macro-economic conditions.

A second factor worth noting, although it is not necessarily causal in terms of understanding compensation outcomes, is what is referred to as "pattern bargaining." In New York, some public employee unions are considerably larger than the UUP, namely the Civil Service Employees Union, which has over 200,000 members. Although specific contract provisions may be very different, the large unions tend to set the "pattern" for what kind of contract smaller unions are likely to get. Negotiators for the state are not going to give the largest unions one deal, and then give much smaller unions a considerably better deal. Our fate was essentially sealed when CSEA completed its painful contract negotiations.

Does that mean that UUP bargaining is pointless or that we don't really need union representation? Of course not! There are many specific provisions that are particular to our work status over which we need to negotiate. And if you think you would be better off without *any* representation, you need only review the statistics on wage differentials between unionized and non-unionized employees. The fact is that we need to bargain as a union in order to protect and advance our interests as SUNY faculty, even though some major factors influencing the outcome are beyond our direct control.

The third factor is the most relevant in terms of what we can actually do to improve our position. For the last three decades business interests and conservative political leaders have waged an all-out war on organized labor. This began with the private sector where we have seen precipitous declines in unionization. But it has also spread to the public sector. In some states, such as Wisconsin and Illinois, political leaders have launched full-fledged attempts to eliminate public sector unions. That has yet to happen in New York, but nonetheless the weakened state of the labor movement enables political leaders to gain advantage at the bargaining table. This is especially true if political circumstances give leaders a great incentive to exploit that advantage, as is the case in New York under Governor Andrew Cuomo.

No state leader wants to preside over the issuing of generous contracts to unionized public employees while others are struggling. Conservatives have been very effective at rallying disadvantaged workers against less disadvantaged workers, promoting the false image of unionized public employees as overpaid, their "generous" salaries and benefits drawn from the taxes of less privileged non-unionized private sector workers.

While no political leaders want to subject themselves to that vulnerability, Governor Cuomo has an added incentive to appear strong and fiscally tight in the face of union negotiators. He wants to be President of the United States. He has no hope of winning crucial states if he is painted as a tax-and-spend, union-friendly New York liberal. Thus, he wants to take every step necessary to preempt that critique. One way to do that is to shortchange public employees, cut public services (like funding for SUNY), reduce taxes in ways that disproportionately favor the rich and present himself as a responsible fiscal conservative. Despite his most recent overall public approval rating falling to a low of 42% (NBC 4 New York/Wall Street Journal/Marist College poll, 3/3/14), he persists in sticking it to SUNY faculty and other public employees.

That's where you come in. We need to *organize* to create credible political repercussions, for the Governor and for *all* elected officials when they don't provide SUNY with the funding it needs or when they fail to provide fair compensation to faculty and other public employees. Some of us are doing just that, and we need you to join us if we are to make this work.

UUP's Outreach Committee has organized a series of lobbying visits with elected officials throughout the region. This is part of a statewide UUP strategy to step up political mobilization, and chapters are engaging in similar activity elsewhere. Outreach Committee volunteers are also building bridges with other unions and community organizations. Unions need to stand together, and we have to make non-unionized workers and the public at large recognize us as allies who improve conditions for all working people.

None of us are excited about our contract and no action is going to yield immediate change. The link between our political mobilization and our next contract is indirect. But commiserating amongst ourselves without any effort to act upon, or even understand, the circumstances that led to this situation is counterproductive. The idea that UUP negotiators in Albany could have achieved more if they simply made more demands or presented them more forcefully ignores global economic conditions, the structure of the labor relations system in New York, and state and national political dynamics.

It is time to recognize reality, stop mourning, and organize! A union is only as strong as its members are active. Please join us in making a stronger union, and next time around there will be cause to celebrate and not mourn.



Delegate Carol Rietsma (Biology) addressing Senator George Latimer in his Albany office on the need to increase funding for SUNY, while Peter Brown looks on, March 4.

*Photo by UUP*

## Chapter Meeting, February 19



Fred Kowal, UUP President



John Shupe, Asst. Vice  
President Facilities Mgmt.



Jamie Dangler, Statewide Vice  
President for Academics



Michele Halstead, SUNY New Paltz VP for Admin.  
& Finance, and Peter Brown, Chapter President,  
discussing the College's procedures during winter  
weather emergencies.

Left to Right: Kevin Caskey,  
Glenn McNitt and Victor  
deMunck

*Photos by Morgan Gwenwald.*



**\$ Should a University \$ ?  
Operate Like A Business?**



**? Book Talk and Discussion \$  
by  
Professor Lawrence Wittner**

**Professor of History emeritus (SUNY/Albany),  
long-time UUP activist and author of the satirical  
novel, *What's Going On at UAardvark?***

**\$ Thursday, April 17, at 5 PM ?  
Lecture Center 104  
SUNY New Paltz**



**Sponsored by the New Paltz Chapter of United University Professions**

## International Women's Day at SUNY New Paltz

By Donna Goodman



Attendee signing petition

UUP was well represented at an exciting public forum in honor of International Women's Day that took place on March 6 on the New Paltz campus. The forum was organized by a collaboration of Mid-Hudson Women Organized to Resist and Defend (WORD), the Mid-Hudson Valley chapter of Amnesty International, and the Hudson Valley Activist Newsletter.

An audience of 120 people, about half of them students, attended the two-hour meeting in CSB Auditorium. The event opened with a playlist of feminist music, followed by a video of a feminist parody of Lady Gaga's "Bad Romance," depicting the century-long struggle for the right to vote.

Among the speakers were three UUP members, including two organizers of the meeting: Donna Goodman, a UUP delegate and coordinator of the local WORD chapter, and Professor of Political Science and International Relations and Ilgu Ozler, Associate Professor of Political Science and International Relations at New Paltz, who leads the Mid-Hudson Valley Amnesty chapter. Third was Lydia Johnson, a UUP delegate from Stony Brook and president of the newly chartered Long Island chapter of the Coalition of Labor Union Women (CLUW).

Other speakers included Leah Obias of the Filipina activist organization Damayan; Himali Pandya of Grace Smith House (a women's and children's shelter in the region); Daniella Monticciolo of the student Feminist Collective (and campus rugby team); and Kelvin Then of the campus slam poetry group Urban Lyrics.

Donna led off with a discussion of the long, hard struggle to win past victories in the quest for female equality and the need for even sharper struggles to win new gains while protecting earlier advances from being dismantled by the right-wing war on women. Calling for building a fighting independent women's movement, she identified future targets such as pay equity, ending violence against women and demanding that the political system provide significant social programs for women and all working people.

Ilgu reported on Amnesty International's campaigns to end violence against women, to end the victimization of women caused by wars, and to expand women's rights worldwide. She stressed the importance of informing and engaging politicians who might not be viewed as natural allies, and proudly announced Amnesty's success in securing Republican Congressman Chris Gibson's sponsorship of the International Violence Against Women Act.

Lydia gave an inspiring history lesson on the accomplishments of trailblazing women in the labor movement from the 1800's to the present. Naming a dozen women, from Mother Jones to Addie Wyatt, from Rose Schneiderman to Linda Chavez-Thompson, Lydia showed the importance of sisterhood and solidarity in building the union movement, improving the lives of working women, and struggling for both bread and roses, concluding: "A woman's place is in her union."

Leah told a hushed audience about the super exploitation and cruelty that is the lot of so many low wage Filipina domestic workers who emigrate to the U.S. in search of jobs and income to help support their families back in the Philippines. Few of the attendees had been aware of the suffering of these virtually trafficked women, and all were moved by a brief film depicting the work of Damayan in organizing and standing up for them.

Himali, who is the shelter's youth outreach coordinator, spoke of the grim statistics of domestic violence, the elevated risks to young women, and the effects of domestic violence on families and communities. At the same time, she pointed out the importance of education and prevention, and stressed that an informed, concerned and committed community, working together to take this issue seriously, can go a long way to combatting domestic violence.

Daniella spoke passionately about the need for unity and solidarity, among feminists and between feminism and other movements. She connected the academic research on intersectionality with current trends in the activist movement and expressed optimism that by identifying and uniting around their common interests, feminism and related movements could become even stronger.

Kelvin performed an original poem dedicated to his future daughter, vowing to protect her, teach her to respect herself, and help her fight against the inequality and sexism she will surely face as a woman.

Endorsing the forum were over two dozen labor, community and student organizations. In addition to the New Paltz chapter of UUP, endorsers included the New York Civil Liberties Union, Mid-Hudson Valley Planned Parenthood, Working Families Party, CLUW, Hudson Valley Area Labor Federation, Upper Hudson Central Labor Council, Students for Sustainable Agriculture, Women's Gender and Sexuality Studies, Queer Student Union, Democracy Matters, OXFAM America at SUNY NP, and American Association of University Women. Many of these groups staffed tables in the lively CSB lobby, handing out literature, buttons and presenting petitions. Among the petitions was one on behalf of Marissa Alexander, an African American woman who was sentenced to 20 years in prison for firing a warning shot in the presence of her abusive ex-husband. The petition is calling for her freedom and for all charges against her to be dropped.

International Women's Day is a holiday with origins in the early labor movement, inspired by the marches and strikes of women in the U.S. garment industry. Although it has been celebrated around the world for over 100 years, it faded from public consciousness here in the U.S. It's now making a comeback, and we were proud to be part of it.



L-R: Ilgu Ozler, Himali Pandya, Leah Obias, Daniella Monticiollo, Lydia Johnson

## Professional Corner Notes

By Jeff Pollard, Chapter Vice President for Professionals



Jeff Pollard

**Russell Thompson**, Box Office Manager and Event Coordinator at SUNY New Paltz, recently attended the International Ticketing Association's (INTIX) 35th Annual Conference & Exhibition in Chicago, IL. At the conference, he co-presented a session on “*Bringing your Box Office into the 21st Century*,” along with Keith Goldberg, Vice President of Marketing at Vendini (the ticketing service provider used at SUNY New Paltz). “It was clear we added tremendous value to the conference and provided lots of good takeaways for our session attendees, as we received overwhelmingly positive feedback,” Thompson said. He also won the 2014 Young Ticketing Professional of the Year award from INTIX, the leading trade organization for ticketing professionals.

**Jennifer Wawrzonek** of the SUNY New Paltz Undergraduate Admissions office and **Laura Schultz** of the SUNY New Paltz Registrar’s Office have transitioned the College from DARS (Degree Audit Reporting System) to Degree Works in record time. Wawrzonek, Schultz and **Karen Sumnick** of the Registrar’s Office gave a presentation about the implementation of Degree Works at the Ellucian Conference in Philadelphia last April.

Three staff members from the Center for International Programs (**Christian Speedling**, Study Abroad Advisor, **Cindy Cullen**, International Student Advisor, and **Kathleen Geher**, Dual Diploma Program Director) will present at the Terra Dotta User Conference in Denver, CO on April 15, 2014. Their presentation, entitled “*Incoming! Using Studio Abroad for Inbound International Students*,” will discuss their innovative use of Terra Dotta's web-based software to streamline the application process for international students studying at New Paltz. The software package was originally marketed and used to manage applications from American students planning to study abroad. The program was then creatively adapted to suit the needs of the International Student Services team with the assistance of **Tim Roberson**, Senior Web Applications Programmer in Computer Services, and **Chingo Tsai**, Compliance Assistant in the Center for International Programs. Because this software can now communicate directly with other data managements systems used on campus, such as Banner, it has made the application process easier for students and less time-consuming for staff, producing more accurate and efficient results.

### Did you know. . . ?

SUNY employees receive a substantial discount on various software programs. I learned this right after I purchased some at full price from Amazon. Don't let this happen to you—visit this website to see if the software you need is among the discounted items: <http://onthehub.com/suny>. Thanks to Kevin Saunders, Help Desk Manager, for sending over the link!

UUP members also receive discounts at a number of organizations ranging from Apple to Verizon. Check out the offers by visiting the UUP benefits page: <https://uuphost.org/myuup>.

Did you know you can look up payroll information online? It only takes a few moments. I found myself doing it to see what my SEFA contribution was last year for taxes.

Here is how:

Go to <https://my.newpaltz.edu>, log in there. Don't have a password? Go to step 6.

1. Select "Employee Resources" from the menu on the left.
2. Select "SUNY Self Service" from menu on the right.
3. Select "View Paycheck" from self service menu.
4. From this "Paycheck Self Service" page, you can change year, and select various paychecks to view. Note: you will have to scroll down to see details.

Don't believe you have a "my.newpaltz.edu" login? Contact the Faculty Staff Help Desk. I was assured if you have email, you have my.newpaltz.edu and it might just be an issue of resetting your password.

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Outreach meeting in January  
*Photo by Karen Mattison*

## Spotlight: Glenn McNitt Former Chapter President and Delegate

By Cecilia Stein, Chapter Intern



Glenn McNitt receiving certificate of appreciation from UUP President Phil Smith, November 2011.

*Photo by UUP*

Professor Glenn McNitt, who has long been a prominent member of UUP and the SUNY New Paltz community, will be retiring this year after 41 years of teaching. He served as UUP's New Paltz Chapter President for 14 years and is a longtime NYSUT delegate.

Glenn was born in Pennsylvania. When he was 9 years old, his dad left to find better work and ultimately build a better life for the family in California. Within the year, Glenn, his three younger siblings and his mom traveled by train to join the father and to live together in the Bay area as a family once again.

After graduation from high school in California, Glenn served two years in the U.S. Navy, seeing much of the world on board a communications

ship. Following this military service, Glenn earned his undergraduate and Master's degrees at the University of California at Santa Barbara. Later married with two children, Glenn returned to Pennsylvania with his family to earn his doctorate at Penn State.

One of the events that changed the course of Glenn McNitt's academic career and sparked his activism in American politics was when he had taken a group of students to see Robert F. Kennedy speak on the day of the assassination of RFK in Santa Barbara in 1968. This powerful incident "indelibly impressed" him with "the importance of politics."

As a teacher, Glenn McNitt has most enjoyed instilling an interest in politics through introductory courses in political science. He finds that new students to the discipline are often the most inquisitive and fun to get to know. Teaching introductory classes also allowed Professor McNitt to interact with more of the diverse student population of New Paltz.

In addition to teaching political science, Glenn McNitt has also been extremely active outside the classroom in political campaigns and labor organizations. Glenn's passion for labor issues originated during his childhood. He was the son of a steelworker, who was an active union member. "My father always complained about the union, but ultimately instilled in me that that it was a good thing that unions existed."

With this background, he has made a point of joining every union at any job where the opportunity presented itself, even while working jobs at grocery stores. Glenn mentioned that one of the reasons he was drawn to teaching at New Paltz was because he knew there was an active and vibrant

union presence on campus. Being a passionate union member, he has come to believe that you can't make a difference in the union by simply joining it. "Any opportunity to make a contribution to the union beyond paying your dues is one you should take, because that's how you really bring about change."

Glenn consistently embodied this philosophy during his time as Chapter President of UUP. One of the accomplishments he is most proud of during his tenure was that he was able to identify many of the non-member "fee-payers" in the bargaining unit and personally reach out to them to convince them to join as members. He convinced some fee payers to become even more involved beyond simply signing a membership card.

Glenn McNitt was also involved in forming the current lobbying strategy, whereby union members not only lobby politicians for their own interests or concerns, but also on behalf of SUNY as a whole. Lobbying thus becomes a more inclusive joint effort of the union, students and administration. Having members advocate for their students and their institution, rather than just the union, ultimately made them more comfortable with lobbying legislators.

Glenn realizes that getting younger faculty involved in the union is becoming more difficult, because they are not as familiar with labor history and are not as educated to the importance of unions.

When I asked Glenn what his plans were for retirement, he emphasized that he would definitely continue to be a familiar face at various campus sporting, arts and theater events. He mentioned that he was always impressed by the amazing work produced by the students in the performing and visual arts.

Glenn is also very much looking forward to having more free time to travel as much as he can with his wife, Maryann Fallek. Some destinations he has in mind are the southwestern United States, Morocco, Spain and Sicily. He is also particularly excited about no longer having to endure harsh winters in upstate New York.

With the retirement of Glenn McNitt, the Political Science department and the New Paltz UUP Chapter lose a towering figure whose absence will be felt by many throughout the campus community.



Donna Goodman and Glenn McNitt at Spring Delegate Assembly, April 20, 2012.



Maryann Fallek and Glenn McNitt



**MEMORANDUM**

**TO: Members of the Student Assembly**  
**FROM: Caitlin Janiszewski, Delegate**  
**University at Albany – Graduate Division**  
**DATE: November 9, 2013**  
**SUBJECT: Contingent Faculty Pay Equity**

I recommend that the Student Assembly adopt the following resolution:

Whereas the typical 3-credit course salary for a SUNY adjunct is between \$2,500 and \$3,000 per three-credit course they teach; and

Whereas adjunct faculty in SUNY are typically signed to contracts lasting one semester or one year, at most; and

Whereas SUNY contingent faculty are the only category of New York State employees for which there is not minimum contractual salary; and

Whereas contingent faculty on temporary appointments can be fired at any time without cause, and those on term appointments can be non-renewed for any or no cause, and therefore contingent faculty need to be extremely concerned about their job security; and

Whereas this demeaning treatment of contingent faculty negatively impacts the quality of education at SUNY as contingent faculty are not able to deliver the same quality of education as they would if they were better supported by receiving a living wage, office space to meet with students, and other necessary resources for fulfilling their role as educators and advisors; and

Whereas students understand the need for flexibility on behalf of the system administration when it comes to hiring and firing faculty, but also recognize that concern for being laid off or non-renewed can hinder the quality of education or the ability of contingent faculty to challenge students; and

Whereas many contingent faculty in the SUNY system are graduate students; and

Whereas contingent faculty and GTAs are the most vulnerable employees; and

Whereas 44% of SUNY faculty are contingent faculty, not including GTA labor; and

Whereas contingent faculty are often given only one course leaving them ineligible for benefits; and

Whereas students understand that adjunct faculty will always be present on SUNY campuses; and

Whereas the Modern Language Association proposes a minimum starting salary for part-time faculty of \$7,090 per standard three-credit course, rather than the market baseline which is approximately \$2,500-\$3,000 which adjunct faculty salaries are currently determined by; and

Whereas students understand the contributions adjunct faculty have made to SUNY; now, therefore, be it

Resolved that the SUNY Student Assembly consider the treatment of contingent faculty to be unfair and harmful to academic quality; and, be it further

Resolved that the SUNY Student Assembly call on SUNY System Administration to pay all contingent faculty members a minimum starting salary of \$5,000 per standard three-credit course; and, be it further

Resolved that the SUNY Student Assembly recommend that departments, whenever possible, offer two courses to a contingent faculty member making them eligible for benefits; and, be it finally

Resolved that copies of this resolution be distributed widely, but not limited to, the SUNY Board of Trustees, SUNY Chancellor Nancy L. Zimpher, University Faculty Senate, Faculty Council of Community Colleges, SUNY Campus Presidents, and SUNY Student Government Associations.

After a lengthy and heated debate, the statewide SUNY Student Assembly overwhelmingly passed the above [resolution](#) on April 4. One Senator from Jamestown Community College claimed he had personally received a phone call from Governor Cuomo, urging its defeat.

A final resolved clause was added to the original resolution:

**Resolved, that the Student Assembly request that Chancellor Zimpher and the Board of Trustees advocate for additional revenues to help address the problem of contingent faculty, with particular concern for the Community Colleges and campuses that would be most dramatically affected by salary increases to contingent faculty.**

## **UUP Labor-Management Meeting Notes, February 14, 2014**

### **By Beth E. Wilson, Art History, Officer for Contingents**

**Administration attendees:** President Donald P. Christian, Provost Philip Mauceri, VP for Admin. & Finance Michele Halstead, Chief of Staff Shelly Wright, HR Director Dawn Blades

**UUP attendees:** Chapter President Peter D.G. Brown, Officer for Contingents Beth E. Wilson, NYSUT Labor Relations Specialist William Capowski.

Prior to addressing issues on the formal agenda, there was discussion of the College's inclement weather policies, and issues reported by UUP members (particularly professional staff) who have had a difficult time accessing their workplaces, despite being required to report for work. The administration reiterated that the College's operating procedures for staff are clearly stated in the official inclement weather policies posted online; ultimately, it is the employee's decision whether it is safe to come in or not. Employees and their supervisors are responsible for being aware of the standing policies.

#### **1. Performance Evaluations. Please provide the list of all UUP bargaining unit members whose last performance evaluation was completed December 31, 2012, or earlier. What is the time-table (and the plan) for getting to full compliance with this requirement?**

The administration is not providing this list, but is instead asking that anyone for whom this is an issue should come to HR. The College is providing training sessions for supervisors and is working toward improved compliance, although the areas in which there are significant problems with compliance are especially difficult to reach.

Brown stated that the UUP chapter at Purchase received such a list; why can't we see it here?

Capowski noted that the issue of compliance with the performance evaluation requirement was a shared problem between the union and management; how can we partner on this?

Christian noted that although compliance was a requirement for supervisors to be considered for DSI/DSA, a number of them still don't respond. Capowski noted that under the new *Agreement between UUP and NYS*, the importance of this requirement is being emphasized. Christian stated that the administration does not disagree.

#### **2. Open SUNY. How will the College compensate instructors of courses in Open SUNY whose enrollments significantly exceed the designated course cap?**

Mauceri stated that the online policy in place caps courses at approximately 25 students; for each student above that level, the instructor is paid \$170 per student. If enrollment rises to a critical level, a new section is opened.

Brown inquired whether all of New Paltz's online courses are part of Open SUNY. According to Mauceri, our courses are all listed on the SUNY Learning Network. At this point, Open SUNY features only programs and support structures, so it doesn't really apply.

#### **3. START-UP NY. The College recently submitted its application for funding through Round III of the NYSUNY 2020 Challenge Grant to build a 20,000-square-foot building to house its planned Mechanical Engineering program and to secure key**

**equipment for that initiative. The College has publicly announced that the proposed building will also provide office and laboratory space to companies looking to take advantage of the START-UP NY program. Please provide UUP with a copy of the College's START-UP NY plan, as required by the statute, including a description of the land or property to be designated as tax-free, a description of the type of companies SUNY New Paltz will be seeking to attract and how they relate to the institution's academic mission.**

Christian stated that the process is guided by the Research Foundation. There is an initial plan under review, to which the administration is making some structural changes in order to comply with the State program. When that plan is finalized, it will be shared with the various parties who are to receive it, including UUP. Wright noted that this should take place shortly, by early March, after which there is a 30-day response period.

Christian stated that the College will be looking to partner with firms doing things that will enhance the academic programs we already have, and possibly hire our students. 3D is obviously one of our key areas in that regard. The overall shortage of space on campus for academic programs will be a significant obstacle for pursuit of this program.

**4. On-call/Recall. Given that President Christian has identified no UUP bargaining unit members as eligible for on-call or recall pay, will SUNY New Paltz agree to assign all on-call and recall duties to personnel outside of the UUP bargaining unit? Does the College administration affirm that no UUP bargaining unit members are required to take calls, email, page, etc., after they have left the workstation for the day or for the week? If not, please provide a list of UUP bargaining unit members who are required to take calls, pages, email, etc., after they have left the workstation for the day or for the week.**

Brown noted that despite previous requests, the campus President has not identified anyone as eligible for this provision of the *Agreement* on our campus. Blades cited a recent memo from John Marino, Director of NYSUT Field Services for UUP, stating that simply receiving calls, carrying a pager, or responding to emails was not sufficient to qualify employees for on-call/recall. On-call would require that their movement be restricted, while recall applies only when someone is called to return to the workplace.

Capowski noted that this issue still lacks clear definition in the *Agreement* as it stands, and that it may be worked out more specifically by MOU. Brown raised the point that there are six SUNY campuses where this issue is being raised as a class-action grievance, which could have implications for New Paltz. Our chapter's Executive Committee has not yet decided whether to pursue such a class-action grievance.

**5. edTPA. How are supervisors of student teachers being additionally compensated for their significantly increased workload due to the implementation of the new edTPA (Teacher Performance Assessment)?**

Brown reported complaints from a number of members who supervise student teachers about the increased workload they are having as a result of the new edTPA requirement. Mauceri asked if it was really an increase in workload, or if it was actually a redistribution/restructuring of the supervi-

sor's obligation. He stated that the administration is still unsure about this question. If it is a question of absolute increase in workload, then yes, they would entertain the idea of additional compensation; but if not, if it is just a question of changing methods and not an increase in overall workload, there would be no increase in compensation. The administration is waiting to hear back from the Dean of Education on this issue.

**6. DSA. What measures has the College undertaken to improve the distribution of Discretionary Salary Awards to both full-time and part-time academic and professional UUP bargaining-unit members in the current year?**

Wilson noted that the part-time issue was addressed at the previous part-time labor-management meeting, when the administration stated that they would be eliminating the application process altogether for *part-time* academic and professional faculty, in favor of an across-the-board distribution of the pool as it is defined under the new Agreement. With regard to full-time employees, the administration noted that the Faculty had voted to streamline the process, eliminating the central committee, but only so long as the awards remained as DSA (not DSI).

Brown inquired about professionals, as they seem to have been left out of the conversation. They should know that they can self-nominate for DSA, and that they don't have to wait for their supervisor to do so. Christian stated that the administration will attempt to make the call for DSA applications for professionals as clear as possible. He noted that professionals have historically operated on a different timeline, which will resume in May 2014 as usual.

**7. Instructorships. How has the College been using the title of *Instructor* in its appointments of teaching faculty?**

According to Maurceri, the title Instructor has been used as an equivalent of clinical faculty at the medical schools. At New Paltz this has applied only to faculty in the Communications Disorders department. Brown asked if there might be a way to expand this usage, possibly to include the growing number of full-time Lecturers: the critical difference being that, according to the Board of Trustees policies, Instructors are eligible for tenure, while Lecturers are not.

Wilson raised the issue of long-time Lecturers still needing to produce voluminous dossiers every two or three years for reappointment, which many of them feel to be insulting. A number of years ago, she recalled, there had been an effort to streamline the reappointment process. However, that resulted only in making a teaching-only, lecturer-specific set of guidelines, an improvement, but not in fundamentally reducing the burden of applying for reappointment.

Christian recalled the notion of reducing significantly the requirements for lecturer reappointment—he was Provost when the concept was initially raised—and suggested that there should be a way of significantly reducing the dossier required from the second reappointment onward.

Maurceri mentioned a model at another school, where full-time lecturers were given contracts of increasing duration, from two to three, to as many as seven years. Wilson noted that the Board of Trustees policies would be a constraint in our case on this practice. Brown said that putting people on Instructor (tenurable) lines would be another way to achieve a measure of job security. It was agreed that the issue should be revisited in greater depth at subsequent meetings.

# MAYDAY \$5K\*

**Celebrate International Workers' Day  
Rally for Student and Worker Rights**

**Student and Labor Leaders Addressing:  
Adjunct Job Security & Compensation**

**Lecturer Workload**

**Campus Policies on Family Leave**

**Student Loan Debt**

**Academic Concourse Outside Humanities**

**MAY 1 SUNY New Paltz**

**NOON - 1 PM**

**\*5,000 minimum starting salary demanded  
per course for all adjuncts and lecturers**



**Sponsored By:**

- Civil Service Employees Association (CSEA)
- Hudson Valley Activists Newsletter
- Hudson Valley Area Labor Federation
- New York Public Interest Research Group (NYPIRG)
- New York Students Rising (NYSR)
- Service Employees International Union (SEIU)
- SUNY New Paltz Student Association (SA)
- United University Professions (UUP)

## **Labor-Management Notes, March 5, 2014**

**By Jeff Pollard, Chapter Vice President for Professionals**

**Administration attendees:** Provost Philip Mauceri, Chief of Staff Shelly Wright, VP for Admin. & Finance Michele Halstead, HR Director Dawn Blades, Assoc. HR Dir. Jodi Papa

**UUP attendees:** Chapter President Peter D.G. Brown, VP for Professionals Jeff Pollard, NYSUT Labor Relations Specialist William Capowski

### **1. edTPA. How are supervisors of student teachers being additionally compensated for their significantly increased workload due to the implementation of the new edTPA (Teacher Performance Assessment)?**

Mauceri replied that it is not clear that what supervisors are being asked to do is significantly more or different from what they have been asked to do in the past. Until the administration gets formal guidelines from SUNY System Administration and the School of Education, it can't really address this.

### **2. START-UP NY. Please provide UUP with a copy of the College's START-UP NY plan, as required by the statute, including a description of the land or property to be designated as tax-free, a description of the type of companies SUNY New Paltz will be seeking to attract and how they relate to the institution's academic mission.**

Brown expressed thanks for having recently received the packet. The chapter is checking with UUP leadership to see whether the union will respond system-wide or campus by campus. Either way, UUP will provide a response within the timeline.

### **3. Consultants. Has the College retained consultants in any of the following areas: Academic Affairs, e.g., curricular development, staff productivity, workload, campus governance; Enrollment Management, e.g., recruitment & retention, Banner conversion, Argos implementation, room optimization; External Affairs, e.g., fundraising & development, capital campaign feasibility studies, crisis management; Facilities, e.g., maintenance & management; Finance/Administration, e.g, optimizing business practices, Human Resources; Student Affairs, e.g., meals and housing, co-curricular activities, counseling & mental health, athletics? If so, what were the initial costs, as well as the annual licensing amounts?**

Mauceri asked why UUP was bringing this request to Labor-Management. Brown replied that outside consultants can affect our members in a variety of ways and cited a recent RFP by the Library for a study that could have an impact on staffing. Mauceri noted that the number of consultants was very large, including one-time guest lecturers coded as consultants by IRS standards. After further clarification, the administration agreed to prepare a report listing the most important consultants, their purpose and associated costs.

### **4. Lecturers. Does the Administration have any knowledge of other SUNY comprehensive college where lecturers are expected to teach 30 credits per year?**

Mauceri claimed to have no knowledge of what other institutions are asking their lecturers to teach. He said the course load at New Paltz will vary based on department and individual circumstances, and that most Lecturers do not teach a 5-5 load.

**5. Inclement weather. What can the administration do to improve snow and ice removal to facilitate parking and access by students and staff? How can the College encourage the development of alternate work options so that employees are not forced to take leave accruals when emergency travel restrictions or similar conditions are in effect?**

Halstead reviewed policies and procedures that had been discussed at the February UUP Chapter Meeting, including clearing main roads and emergency centers (e.g., Police, Health Center, etc.) followed by ADA-accessible entrances and pathways. Compounding the issue is that in many cases, our custodial staff clear walkways and paths near their buildings, but are not essential staff. Grounds staff do the best they can given the situation, equipment, and staffing. They also conduct a post-incident review after each storm to assess their performance, what worked, what didn't, and look for ways to improve.

Capowski pointed out that it is not clear in the College's online information regarding inclement weather policies exactly what employees can do if their offices close.

Halstead and Blades replied that there are ways to work this out, and they cover this in the supervisory training sessions. However, this conversation should also be going on in advance of a storm to ensure people know their options.

**6. Drescher Leaves. How can UUP and the administration work together to improve the process of announcing and administering Dr. Nuala Drescher Affirmative Action/Diversity Leaves?**

Mauceri noted that under the former provost, there was an announcement made in July for all applications to be submitted by September. That gave faculty a distinct time-frame to work on these applications and did not hinge on the statewide announcements, which are often late. UUP agreed that such a timeline would be a sensible approach.

**7. Diversity. What additional measures can the administration undertake to foster diversity on campus and increase the hiring of faculty of color?**

Brown suggested tabling this item until our chapter's Affirmative Action Officer can be present. Wright suggested also inviting the College's Director of Compliance and Campus Climate to such a meeting.

**8. DSA. When is the next round of DSA's being solicited for faculty members?**

Mauceri noted that the process was recently revised by the Faculty and that the central committee involvement was removed, which should ensure a quicker turnaround time in future DSA awards. The administration plans to issue new DSA application guidelines in the near future.

## Spotlight: Kevin Saunders, Help Desk Manager, Professional Delegate

By Ryan Randazzo, Chapter Intern



Kevin Saunders

There are some people in this world who love what they do, where they live, and how they spend their time. Kevin Saunders is exactly that kind of person. As a very active father, the help desk manager on campus and a UUP professional delegate Kevin is constantly busy, devoting his life to what he feels is important.

Saunders and his family have deep roots in New Paltz, both the town he grew up in and the university he attended. He, both of his parents, his wife, and his brother have all studied at the college. He even has a great cousin who attended the New Paltz State Normal School, an early form of what the university has become today. It makes perfect sense that he would choose to live and work in a place with which he has such history.

Long before becoming the current help desk manager on campus Saunders had different goals for his future. He began his academic career at Sullivan Community College where he studied the culinary arts. He then transferred to SUNY New Paltz where he received a Bachelor's Degree in business management with the future goal of managing a restaurant in mind.

Out of college Kevin got a job at SUNY New Paltz working for the Research Foundation on campus. He continued there for a year until he got a job as a help desk technician. He worked in that capacity until 2005, when he was promoted to help desk coordinator. From there he was promoted to his current position as the help desk manager on campus.

To Saunders computers have always been a hobby, and he did not foresee himself working with computers early in his career. However, now that he has turned his hobby into his career he realizes that it is exactly what he wants to be doing and does not regret not working in a business environment.

In 2011 Kevin went back to school and earned a Master's Degree in education administration with the thought that he may go into the education field as director of technology in a local district. However due to limited job security he decided to stay as help desk manager. His new degree did teach him new philosophies that he could apply to managing the help desk, as well as corporate leadership skills which can be adapted to anything.

Along with his managerial role at the help desk, Saunders is also a very active member of the UUP. He is a professional delegate on the regional outreach committee, membership development committee, and executive committee. Working with the regional outreach committee he has learned that you have to be involved to make any change occur.

"It's easy to say things should be different," Saunders said. "But unless you get involved and make plans for what needs to be changed nothing will ever happen."

Saunders recognizes that many faculty members are active with community service outside of SUNY and the UUP, but it is not widely known on campus. He thinks that it would be a great idea to create a database of all of the community service that members do outside of the union in order to heighten outreach in other ways. He would also like to see a better exchange between local NYSUT and UUP members in order to make budget cuts and the struggles educators go through common knowledge among everybody.

At the moment Kevin is very happy with the amount of time he contributes to the union, but he hopes that one day he can do more. At the moment he has young children so most of his free time outside of work is devoted to his family. He is the president of the New Paltz Baseball/Softball Association, coaches football and basketball, and officiates swimming meets. He realizes that at this point in his life he, as well as other members with young children, does not have the ability to devote a large chunk of his time to union activity but plans on it once he gets a bit more free time. He urges those who do have the time to do as much as they can to help strengthen the union as well as the community.



Chapter Interns Ryan Randazzo and Cecilia Stein tabling at the Jobs and Internships Fair, April 1

*Photo by Mary Thompson*

## **Hudson Valley Area Labor Federation: Some Labor Updates** **By Donna Goodman, Professional Delegate**

The Hudson Valley Area Labor Federation (HVALF) is the regional arm of the New York State AFL-CIO, representing 113,000 union families across seven counties: Columbia, Dutchess, Greene, Orange, Rockland, Sullivan and Ulster.

The ALF's activities are devoted to educating the public on issues of importance to workers and unions; advocating for the labor movement with the region's politicians at the municipal, state and national level; and raising the visibility of the union movement in the Hudson Valley.

Here are some of the highlights of the ALF's current work:

### **New York State Politics**

#NYInequality: Labor leaders are joining with local politicians who oppose Governor Cuomo's proposed tax breaks for the wealthy (a \$750 million inheritance tax break and a \$350 million deal for Wall Street banks), even as New York state residents are experiencing record levels of poverty and income inequality.

### **National politics**

TransPacific Partnership (TPP): This is a "free trade" scheme that will join the U.S. with Asian and Pacific countries that is, according to opponents, "NAFTA on steroids." In other words, the plan will be less about opening up economic development opportunities for the residents of member countries than about lifting regulations on corporations, even to the extent of superseding the laws of member nations – including labor laws. The Obama administration is proposing to put this legislation on a "fast track" to be passed in Congress. What this means is that Congress would only be allowed an up or down vote, with no amendments, and also that the contents of the legislation would remain secret. To date very few people who would vote on it have even seen the legislation, and except for a tiny portion of the bill released by Wikileaks, the public is almost completely in the dark.

A press conference, called by Communications Workers of America (CWA), was held at New Paltz Town Hall on March 3 and was attended by union members and leaders, local politicians, and Congressman Chris Gibson, all of whom spoke out against the legislation and against fast track. Unfortunately very few members of the press attended. Also in attendance were local environmental activists who not only oppose TPP but also the Keystone XL pipeline, which Rep. Gibson, along with many unions, supports.

### **Local Labor struggles**

Two local private hospitals are faced with service cutbacks or closure. One of these, St. Francis in Poughkeepsie, is facing bankruptcy. The hospital agreed just last year to recognize SEIU/1199 as the union representing nurses, technicians and maintenance workers. St. Francis is expected to be bought by Westchester Medical Center in Valhalla. 1199 expects the new owners to recognize the union.

In Cornwall, St. Luke's, whose healthcare workers are also represented by 1199, had announced cutbacks in its emergency department from 24 hours a day to 12. The united opposition of the union, the general public and local politicians forced the hospital to put the brakes on this plan for now. Orange County Assemblymember James Skoufis introduced legislation, which passed in the Assembly, that requires hospitals to go through a strict review process before putting emergency departments on part-time status.

Legislation proposing the privatization of maintenance and operations of certain buildings and recreational property at state-owned parks and historical sites is pending in the NYS Assembly and Senate. Jobs at state-owned pools are already privatized. CSEA has launched a public campaign to defeat this legislation (S. 4358A and A. 7991) and urges the public to join with the union in advocating against the legislation.

## Upcoming Events

**Workers Memorial Day:** This is an annual observance in honor of workers who have died or been injured on the job. The regional ceremony will take place on April 24 at the IBEW Local 363 training center in Harriman. It will be followed by a labor legislative forum.

**Labor Heroes Celebration:** Each year the ALF hosts a celebration honoring men and women who have been special friends of labor, in their community activism or as members of the union movement. Past awardees include Pete Seeger and former Congressman Maurice Hinchey. This year's event is being planned for June 5.

## Community Visibility

Like its member unions, including UUP, the labor federation is trying to overcome a growing distance between the labor movement and local communities. This distance is exacerbated by anti-union propaganda emanating from the political system and the media. Several initiatives are being taken to overcome community apathy and promote union visibility.

In March several Central Labor Councils participated in local St. Patrick's Day parades, with t-shirts, buttons and other union giveaways.

Just as some individual unions sponsor local little league and other teams, the Central Labor Councils are reaching out to local communities and exploring the possibilities of sponsoring teams.

The ALF is requesting that the statewide AFL-CIO fund a full-time staff person whose time would be devoted entirely to community outreach and organizing.

Local labor-religion coalitions have served an important community liaison function in the past, and the ALF is seeking to revive this coalition locally.

The ALF and member unions will participate in National Volunteer Week in local communities from April 7-11.

## Spotlight: Kiersten Greene, Elementary Education Chair, Women's Rights & Concerns Committee

### By Ryan Randazzo, Chapter Intern



Kiersten Greene

As an educator, activist and scholar, the chapter's newest chair of the Women's Rights & Concerns Committee has a great deal to offer at her new home here at SUNY New Paltz. Kiersten Greene, the school's most recently hired Assistant Professor in Literacy Education, is excited to offer her unique skill-set not only to inspire students but also union members.

Kiersten was born in Goshen and initially lived in Middletown. Her family later moved to Mattituck, where she spent her subsequent childhood. She received her BA degree in Anthropology from Princeton University, where she first discovered her love for research. Her undergraduate thesis was titled *Needle Exchange: An Exploration of Reciprocity in HIV Prevention*.

Upon graduation, Greene spent a year teaching photography, literacy and math at Leake and Watts Services, Inc. in Yonkers. She also worked as the Development Director at City Lights Youth Theatre in New York City, an after-school theatre education program. Eventually, she decided to pursue graduate work at Bank Street College of Education. While working on her MS in Early Childhood and Elementary Education (2003), Greene took a job teaching at P.S. 125. There she taught 3<sup>rd</sup> and 5<sup>th</sup> grades, serving as literacy coach until 2006.

Kiersten began adjuncting at Pace University in 2004. This led to her becoming a graduate teaching fellow/fieldwork supervisor at CUNY Hunter College in 2006. As a result of this experience, she realized that she wanted to work full-time in higher education. While continuing to work as an adjunct, she pursued her graduate studies and received a PhD in Urban Education from CUNY in 2013.

After receiving her doctorate she was appointed Assistant Professor of Literacy Education at SUNY New Paltz. She also supervises fieldwork at the Duzine Elementary School. Greene is currently working on a grant proposal with the Newburgh Literacy Partnership, in an effort to build a virtual network among schools to promote literacy.

Unions have always been very important in Kiersten's life. As a New York City public school teacher, she realized how essential unions are in order to fight for better working conditions. She is excited to work at another public institution and glad that our UUP chapter is open to new ideas.

In addition to chairing the Women's Rights & Concerns Committee, Kiersten is also Elementary Education's departmental representative for UUP. She has been collecting ideas on ways to address women's issues and those of her departmental colleagues. She was paid more as a New York City elementary school teacher, so she would like to focus some of her energy on increasing compensation for junior faculty.

Ultimately, Kiersten hopes to find a way to connect all of the projects that the UUP chapter committees are currently working on, in order to promote solidarity and encourage a more cooperative atmosphere.

In her free time, Greene enjoys knitting and even has her own company called Brooker Hollow (<http://brookerhollow.com>). She also enjoys videography and produces stop-action films. The next film she plans on making will be a video memorial of the life of Jean Anyon (1941-2013), Greene's mentor, a critical thinker and researcher in the field of education.



Jean Anyon and Kiersten Greene



Kiersten Greene



## Spotlight: Lisa Mitten, Sustainability Coordinator

By Cecilia Stein, Chapter Intern



Lisa Mitten

Sustainability Coordinator Lisa Mitten and the [Office of Campus Sustainability](#) were welcome and exciting additions to the SUNY New Paltz campus last spring. Prior to serving as the College's Sustainability Coordinator, Lisa had worked on a diverse number of sustainability projects and initiatives at Project Management Inc., a small company located in McLean Virginia.

While working there, Lisa was involved diverse projects with various federal agencies, many of which were involved in constructing green [LEED](#) silver or gold certified buildings. The federal clients she dealt with were designing and constructing various projects valued at anywhere from \$1 Million to \$500 Million, an experience which prepared her well for working on projects at SUNY New Paltz.

Although this is her first job in a higher education setting, Lisa feels very much in her element. She loves school and has a Bachelor's degree in politics and government, along with two Master's degrees and two certificates in the works for non-profit management and entrepreneurship.

Lisa Mitten is enjoying getting to know student leaders in sustainability, as well as working on issues such as bikes and trees on campus. She likes working in an academic setting, since such an environment is conducive to innovative sustainability planning.

Lisa's career and passion for sustainability and environmentalism began with food. As an undergraduate student at the University of Maryland, she was introduced to a student-run food cooperative. She soon grew to appreciate the quality of the food, as well as the values and the culture of the coop.

After becoming more involved with the food coop and reading books such as Eric Schosser's *Fast Food Nation*, Lisa was inspired to continue to investigate the problems and challenges posed by the American food system, organic farming and sustainable agriculture. This snowballed into her creating a one-acre suburban homestead with a bio-intensive garden. She co-founded and co-managed a certified organic vegetable farm, establishing two community gardens as well as organizing two organic farming conferences.

Eventually Lisa combined both her interests in government and sustainable agriculture and earned two Master' degrees, one in public policy and the other in environmental education.

As Sustainability Coordinator, Lisa works along with her colleagues in the Office of Campus Sustainability to achieve the goals outlined in the [Campus Sustainability Plan](#) of 2012.

Currently the office is working on the three main areas of outlined in the sustainability plan, which include:

- energy reduction on campus;
- increasing the amount of locally sourced and ecologically humane food available on campus; and
- moving towards becoming a zero-waste campus.

Lisa is identifying and learning from best practices in sustainability at other higher education institutions. One of the best practices that Lisa is currently researching is to provide electric car charging stations on campus.

Her work as a Sustainability Coordinator in the SUNY System could enable Lisa to make a significant impact beyond just the New Paltz campus. “This would not be possible if I was working at a small liberal arts college,” she said. When I asked her about the implementation of SUNY-wide strategies for sustainability, she expressed a great sense of camaraderie with other sustainability coordinators across the statewide system. She emphasized that the ‘systemness’ of SUNY offered many opportunities for collaboration with her counterparts at other colleges. An example of this collaboration emerged from the SUNY Sustainability Conference that took place last September at Oswego: the creation of a new food rating system, the Sustainability Tracking Assessment and Rating System (STARS).

Lisa Mitten is a passionate environmental educator and innovator. Her drive and experience with diverse environmental initiatives will surely help the College to become a leader in environmental sustainability.

### *The Three Spheres of Sustainability*





*Coming Soon:*  
**New endorsed shopping program**

**NYSUT Member Benefits is excited to announce the endorsement of the member shopping program powered by PayCheck Direct for roll-out this spring 2014.**

This program – part of the national retail powerhouse Bluestem Brands, Inc. family, which also includes Fingerhut and *Gettington.com* – allows individuals to purchase what they want now and pay interest-free over 12 months.

Through PayCheck Direct, NYSUT members & their families will have access to more than 7,000 name-brand products such as appliances, televisions, computers, electronics, furniture, and much more.

Members would have the option of paying for any items they purchase interest-free over a 12-month period; bi-weekly payments would be made via automatic checking account withdrawals.

PayCheck Direct offers a 30-day in-home trial on many products; flexible return policy; no interest fees, credit checks, down payments, or

finance charges; and toll-free customer service representatives located in the U.S.

As part of this endorsement, PayCheck Direct will mail merchandise catalogs to the NYSUT membership four times per year.

NYSUT members are encouraged to shop and compare prices before making a purchase with this program and consider it as an alternative to using their credit card.

We are excited to be launching this new program in spring 2014! Join our MAP (Member Alert Program) Alert email service to be among the first to learn more about this program (visit the Member Benefits website for sign-up instructions).

You can also visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org) in the coming weeks for details on how to use this service or call **800-626-8101** with any questions.

## Chapter Committees:

### Affirmative Action Committee

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

### Contingent Concerns Committee

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

### Membership Development Committee

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

### New SUNY Initiatives Committee

Donna Flayhan, Communication and Media, 257-3511, flayhand@newpaltz.edu (co-chair)  
 Niza Cardona, Student Accounts, 257-3157, cardonan@newpaltz.edu (co-chair)  
 Richard Kedler, Teaching/Learning Center, 257-2650, kedlerr@newpaltz.edu  
 Helise Winters, Office of Extended Learning, 257-2894, wintersh@newpaltz.edu  
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 Lulu Brotherton, Art History, 257-3853, brothere@newpaltz.edu  
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 Linda Smith, Teaching and Learning, 257-3188, smithl@newpaltz.edu  
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 Amanda Merritt, School of Education, 257-2335, merritta@newpaltz.edu  
 Harriet Lettis, Computer Services, 257-3133, lettis@newpaltz.edu

### Regional Outreach Committee

Donna Goodman, Development (ret.), 255-5779, goodmand@newpaltz.edu (co-chair)  
 Peter D.G. Brown, UUP President (ret), 257-2783, brownp@newpaltz.edu (co-chair)  
 Kevin Saunders, Computer Services, 257-3893, saunderk@newpaltz.edu  
 Brian Obach, Sociology, 257-3447, obachb@newpaltz.edu  
 Mike Malloy, Environmental Health and Safety, 257-2385, malloym@newpaltz.edu  
 Spencer Salend, Educational Studies, 257-2842, salends@newpaltz.edu  
 Rosemary Milham, Secondary Education, 257-3318, mihmamr@newpaltz.edu  
 Beth King, Career Resource Center, 257-3278, kingb@newpaltz.edu  
 Helise Winters, Office of Extended Learning, 257-2894, wintersh@newpaltz.edu

### Women's Rights and Concerns Committee

Kiersten Greene, Elementary Education, 257-2887, greenek@newpaltz.edu (chair)  
 Maryalice Citera, Psychology, 257-3476, citeram@newpaltz.edu  
 Sunita Bose, Sociology, 257-2601, boses@newpaltz.edu  
 Megan Smailer, Design & Construction, 257-3391, smailer@newpaltz.edu  
 Abigail Robin, English (ret.), robina@newpaltz.edu  
 Alison Nash, Psychology, 257-3554, nasha@newpaltz.edu  
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 Scott Schulte, Environmental Health and Safety, 257-2387, schultes@newpaltz.edu  
 Elizabeth Shuipis, Records and Registration, 257-3109, shuipise@newpaltz.edu

***Committees are open to all academic and professional members of UUP, whether full-time, part-time or retired. It is a great way to get involved, to improve our College community, to strengthen our union and to meet colleagues from other departments.***

# April

Su	Mon	Tue	Wed	Thu	Fri	Sa
		<b>1</b>	<b>2</b> Executive Committee Meeting, 11:45 am, CSB 110	<b>3</b> Labor-Management, 3:30 pm	<b>4</b>	<b>5</b>
<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b> Larry Wittner: "Should A University Operate Like A Business?" 5 pm, LC 104	<b>18</b>	<b>19</b>
<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>
<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b> Executive Committee Meeting, 11:45 am, CSB 110	<b>May 1</b> Mayday \$5K Rally, 12 Noon, Outside Humanities, In Case of Rain SUB 62/63		

**Executive Committee 2013-2015****CHAPTER OFFICERS:**

President	Peter D.G. Brown, Languages, Literatures & Cultures, ret.	x2783	<a href="mailto:brownp@newpaltz.edu">brownp@newpaltz.edu</a>
Vice President for Academics	Anne R. Roschelle, Sociology	x3502	<a href="mailto:roschela@newpaltz.edu">roschela@newpaltz.edu</a>
Vice President for Professionals	Jeff Pollard, Center for International Programs	x2903	<a href="mailto:pollardj@newpaltz.edu">pollardj@newpaltz.edu</a>
Officer for Contingents	Beth Wilson, Art History	x3896	<a href="mailto:wilsonb@newpaltz.edu">wilsonb@newpaltz.edu</a>
Interim Secretary	Wayne Lempe, Dorsky Museum	x3228	<a href="mailto:lempkaw@newpaltz.edu">lempkaw@newpaltz.edu</a>
Treasurer	Niza Cardona, Student Accounts	x3157	<a href="mailto:cardonan@newpaltz.edu">cardonan@newpaltz.edu</a>
Grievance Officer	Vika Shock, Graduate School	x3286	<a href="mailto:shockv@newpaltz.edu">shockv@newpaltz.edu</a>
Affirmative Action Officer	Karanja Keita Carroll , Black Studies	x2721	<a href="mailto:carrollk@newpaltz.edu">carrollk@newpaltz.edu</a>
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	Spencer Salend, Educational Studies	x2842	<a href="mailto:salends@newpaltz.edu">salends@newpaltz.edu</a>
<b>Professional Delegates:</b>	Alan Dunefsky, Development	x3986	<a href="mailto:dunefska@newpaltz.edu">dunefska@newpaltz.edu</a>
	Donna Goodman, Development, ret.		<a href="mailto:goodmand@newpaltz.edu">goodmand@newpaltz.edu</a>
	Richard Kelder, Teaching-Learning Center	x2650	<a href="mailto:kelderr@newpaltz.edu">kelderr@newpaltz.edu</a>
	Wayne Lempka, Dorsky Museum	x3845	<a href="mailto:lempkaw@newpaltz.edu">lempkaw@newpaltz.edu</a>
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Elissa Greene and Rosemary Millham at Outreach  
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*Photo by Karen Mattison*

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