

# Alfred UUP News

VOLUME 2, ISSUE 2

November –December 2014



**United University Professions**

The union that makes SUNY work



Welcome to *The Echo* – UUP's new online publication!  
You've read the story, but here's the date:  
The date is also available online (member magazine). Please visit [uupinfo.org](http://uupinfo.org) with your login to this site, and you'll find the date of the story. You can also find the date of the story in the print edition of the story.

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## New Statewide UUP Publication: *The Echo*

First there was *The Voice*.

Now there's *The Echo*.

The Echo is UUP's new online membership magazine. It's a web-only companion to *The Voice*, with stories for and about members—stories that we can't fit into the print edition of *The Voice*.

Unfortunately, budget constraints have forced UUP to cut back on print issues of *The Voice*. So UUP Communications created *The Echo* to continue bringing you full coverage of what's going on in your union and how your union is working for you.

You can view the debut issue of *The Echo* at <http://uupinfo.org/flipbook/Nov2014/index.html#/0>. It's also accessible on the UUP website at [www.uupinfo.org](http://www.uupinfo.org). The link

is in a blue box at the top of the page. You can't miss it.

Articles include "New teacher certification exams cause confusion, failure," "UUP surveying members on community involvement," "Contingents consider gains, air issues at retreat," "UUP makes splash at People's Climate March" as well as a number of other stories.

*The Echo* can also be downloaded as a .pdf. When the link to *The Echo* opens, you will see a white window with the numbers 1/20 and a row of white icons at the top of the page. Go to the third icon. When you hold your cursor over it, it will say "download." Click on the icon. A .pdf version of *The Echo* will open in a new window. Read and enjoy!

## Individual Development Awards

The Individual Development Awards Program is designed to support a variety of professional development projects or activities by assisting eligible employees to develop their full professional potential and to prepare for advancement. Full-time employees who accrue annual leave are not required to charge those credits for any project or activity funded by an Individual Development Award.

The Campus Professional Development Committee administers the Individual Development Awards Program on each

campus. Proportional allocations are assigned to each Campus Professional Development Committee based on unit member population. The Campus Professional Development Committee is required to dedicate a minimum of 15 percent of the funds under this program to part-time employees. If applications from part-time employees amount to less than 15 percent of the total funds, then the remainder from the set aside amount can be reallocated to awards for

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## Individual Development Awards (continued from page 1)

full-time employees. On campuses where more than 35 percent of the faculty are part time, the Campus Professional Development Committee should consider increasing the portion of funds set aside for part-time awards.

The maximum amount that can be awarded for each employee under this program is \$1,000. Employees may only be funded for one project or activity per award period.

The types of support available include:

- Registration fees for conferences or workshops.
- Travel and related expenses (includes lodging and meals).
- Research-related supplies.
- Tuition at the maximum allowable SUNY rate at the time of application.

Projects or activities must fall within the following categories:

- Basic, applied, or historical research.
- Curriculum or instructional material development.

- Workshop, seminar, internship, or course work not covered by Article 46, Program for Tuition
- Assistance or SUNY tuition waiver.
- Conference participation or attendance.
- Preparation of material for publication.
- Grant proposal development.
- Artistic or creative endeavors.
- Other work-related professional development projects or activities

Examples of the types of expenditures that are not appropriate for IDA funding are:

- Purchase of equipment, books or software
- Dues to professional organizations
- Cost of licensing, certification or examinations to obtain licensing or certification.

The UUP members of the IDA Awards Committee for 2014-2015 are:

- Joe Petrick (Chair)

- Linda Panter
- James Buell

The management members of the IDA Awards Committee for 2014-2015 are:

- Craig Clark
- Joe Greenthal
- Samantha Testani

Guidelines and forms are available at <http://www.nysuup.lmc.ny.gov/development/individual.html>



Joe Petrick, Alfred UUP Vice-President for Academics, at a UUP workshop.

## Labor-Management Meeting, October 20, 2014

Members of the Alfred Chapter Labor-Management Team met with members of Alfred State College Administration on October 20, 2014 to discuss a number of issues.

The first issue discussed was adjunct pay, which the local chapter of UUP has pointed out a number of times has not been raised for some time, and is the lowest rate in the state-operated sector of SUNY. Members

of the College's administration were once again reminded to keep this topic in mind as it goes into its budget "advance" in the months ahead.

A second issue was salary equity, and after a discussion of relative length of service and qualifications of personnel, management said that it would do a better job of defining the process for applying for salary equity,

and make the process readily available.

The subject of Discretionary Salary Awards was also discussed, and Labor reaffirmed its position of across the board awards.

Other topics of discussion included the 2015-2016 academic calendar, attendance at the performance program workshop, and faculty "performance programs."

# Discretionary Salary Awards

The Alfred Chapter of UUP executive board routinely states its position on Discretionary Salary Awards (formerly DSI) to management. It is recommended that the pool of DSA funds be disbursed in an equal amount to all eligible employees, prorated for part-time employees. This has been a long-standing position regarding DSI/DSA on the part of the UUP Chapter at Alfred State College.

The inclusion of DSA in the contract negotiated with the State of New York has always resulted from the

desire for its inclusion on the part of the Governor's Office of Employee Relations and not from UUP, which has long considered the awards divisive.

Regarding awards for merit, administration is free to make such awards at any time. The contract states, "\$20.14 Nothing contained herein shall prevent the University, in its discretion, from granting further upward salary adjustments of individual employees."

Administration continues to want to

award DSA for merit, and considers the development of DSA criteria a "work in progress." Because administration continues to award at its discretion, we would encourage consideration of best practices in all areas.

If you have any views that you would like heard on this or other subjects, feel free to have the executive board add them to the agenda. Contact Chapter Assistant Elaine Burns or any executive board member if there is an issue you would like to discuss.

Are you interested in union involvement? If you would like to know more about your local chapter of UUP, contact one of the officers listed on the back of this newsletter!



## Are You a Member?

Thomas P. DiNapoli New York State Comptroller				JOHN DOE				Total Gross				Fed Taxable Gross			
Current				YTD				Current				YTD			
3456.78				45,678.90				3456.78				34,567.89			
YTD				YTD				YTD				YTD			
45,678.90				45,678.90				34,567.89				34,567.89			
Advice #				123456789				Pay Start Date				07/13/2009			
Advice Date				07/12/2009				Pay End Date				07/27/009			
Department ID				1234				Net Pay				1,234.56			
Pay Rate				78,910.11											
EARNINGS				TAX DATA											
Current				YTD				Federal				State			
Hrs./Days				Earnings				NYC				Yonkers			
Regular Pay Salary Employee				45,678.90				Marital Status				4			
Location Pay				56.78				Allowances				2			
				678.90				Add. Amt.				0			
								TAXES				Current			
												YTD			
								Fed Withholding				3,456.78			
								Medicare				45,678.90			
								Social Security				3,456.78			
								NY Withholding				45,678.90			
												34,567.89			
BEFORE TAX DEDUCTIONS				AFTER TAX DEDUCTIONS				Current				YTD			
Current				YTD				YTD				YTD			
Regular Before Tax Health				456.78				1,234.56							
Supplemental Ret. Annulity Prog.				678.90				5,678.90							
TIAA Retirement Before Tax				56.78				1,234.56							
								UUP Member 26P				34.55			
												-55.76			

CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck **must** say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are **not** a member of the union.

## UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Hold union office
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels
- Maintain UUP membership after retirement and be eligible for benefit programs
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs

Please contact your chapter officers for a membership card.



# Academic Appointment and Tenure

There has been concern recently on the part of some faculty about continuing appointment. The local chapter of UUP has been in conversation with Human Resources and the Alfred Campus Promotion and Continuing Appointment Committee on the subject. The following is an excerpt on academic appointment and tenure from the *UUP Guide for Academics*:

## What are the appointment types available to me as an academic?

The Trustees' policies cover various appointment types under Article XI. Most new full-time academic employees are given a Term Appointment for one, two or three years. Such appointments expire at the end of their term unless renewed. Term appointments may be renewed by the chief administrative officer of a campus (usually the president), with notice to the chancellor, for a period of not more than three years. New part-time academic employees are usually given a Temporary Appointment, as such appointments are consistent with a job that is expected to be one year or less, or fills a temporary vacancy. (A temporary appointment may be terminated at any time.) After four consecutive semesters of part-time service, an employee is entitled to a term appointment.

Most academic employees aspire to attain what is generally called "tenure," which at SUNY is termed "Continuing Appointment." This most important appointment type has several unique provisions, so it's important to read about this directly in the policies. Nonetheless, here are a few highlights: For those academics who have started their careers at SUNY, continued employment beyond seven years must be through Continuing Appointment. That means academics with a term ap-

pointment must attain a positive review by their department and/or campus Promotions and Tenure committee, be recommended by their campus president and approved by the chancellor for Continuing Appointment prior to the end of their sixth consecutive year of employment. At that time, an assistant professor often would be promoted to associate professor.

For more senior academics, SUNY's policies provide for Continuing Appointment upon initially joining the faculty. But for those given a term appointment, no associate professor, professor, associate librarian or librarian may continue beyond the third consecutive year of service without attaining Continuing Appointment.

Concerning Continuing Appointments, it is important to keep three things firmly in mind: 1) You should read the policies language on this topic in its entirety; 2) you should consult with your department chair or a senior colleague about the process of attaining Continuing Appointment on your campus; and 3) Continuing Appointment must be granted by the chancellor, i.e., it is not granted automatically. As written in the policies: "Appointment as distinguished professor, distinguished service professor, distinguished teaching professor, distinguished librarian or university professor may be given by action of the Board of Trustees on recommendation of the chancellor and shall be a Continuing Appointment."

## What type of job security does each type of appointment give me?

A Temporary Appointment does not give much job security, as you can be terminated at any time without notice.

A Term Appointment can be renewed before it expires for terms of not more than three years. It carries different notice requirements if it is not being renewed, depending on how long you have been employed at the college and whether you are employed full time or part time.

If you are a part-time employee with a Term Appointment, you must receive a notice of nonrenewal 45 calendar days before your appointment expiration date.

If you are a full-time employee with a Term Appointment and receive a notice of nonrenewal, you must be notified in writing three months prior to the end of your first year of uninterrupted service; six months prior to the end of a term expiring after the completion of your first year, but not longer than two years of uninterrupted service; and 12

months prior to the expiration of a term after two or more years of uninterrupted service.

Academic employees granted Continuing Appointment cannot be nonrenewed. This is

similar to permanent appointment for professional employees, and is sometimes referred to as tenure.

Temporary Appointments are given for specific reasons, as outlined in the policies. If you don't believe you fit into one of those categories, it is important to contact your union office. We can find out why you were appointed as temporary and, in some cases, have it changed to a term appointment.

(continued on next page)

Visit the Alfred Chapter UUP Website at <http://uuphost.org/alfred/> for announcements and other information!

## What do I do if I get a notice of nonrenewal?

If you have a term appointment and receive a notice of nonrenewal, contact your chapter office to make sure that your contractual rights have not been violated and that you have been given appropriate notice.

A temporary appointment gives you little recourse because it may be terminated at any time. Check all of your documents. It is very easy when signing many documents and forms to overlook "Temporary" Appointment when it should say "Term" Appointment.

## I'm interested in career growth at SUNY. What steps should I take?

As the old saying goes, "It's never too early to start!" You should begin right away to assemble a file of materials for use in supporting a positive tenure decision.

First, make a copy of your appointment letter. Make sure it outlines your appointment type and all other necessary information. Next, get a copy of SUNY's policies and the current collective bargaining agreement (UUP contract). The next thing to add to your growing file is a copy of your department and/or campus policy on promotion and tenure. Your department chair and/or dean's office should be able to supply this.

It is important to emphasize there are no uniform standards or procedures

across SUNY for attaining Continuing Appointment (or tenure). Each campus, and sometimes each department, has its own policies and procedures, so it's vital that you familiarize yourself with these local criteria. The SUNY policies, however, do provide a rough guideline for the criteria:

- mastery of subject matter
- effectiveness in teaching
- scholarly ability
- effectiveness of university service, and
- continuing growth.

Your tenure file should receive regular updates of materials, such as teaching evaluations, committee appointments and other public service work, publications lists, and anything you think might be valuable down the road. It bears repeating: Find out what's expected at your campus and in your department.

You should also look at your personnel file, which is normally found at your campus human resources office, to see what information it contains and will be used by the administration in reviewing your case. In addition to collecting paper, what else should I do? There's much to be said about the positive aspects of what's often called "networking." Make sure that you interact with your departmental, as well as campus, colleagues. Develop the habit of talking about your research or other work. A great way to begin this conversation

is to first ask someone else about their scholarly activity. One of the most beneficial ways a new faculty member can enter the collegial realm is to seek out a mentor. A more experienced faculty colleague can be a great source of help in learning about local campus policies, not to mention the benefit of having someone to help review papers and grants, guide other scholarly endeavors, and just be a friend. No doubt, you'll find that the most successful senior faculty members at your campus are those who've benefited from working with mentors. And, most likely, they'll be eager to act as your mentor as a form of pay-back for past kindnesses from their own mentors. In the academic world, much has been said about how the tenure decision hinges on collegiality.

There's also a wealth of information on the quest for tenure at websites maintained by the Chronicle of Higher Education ([www.chronicle.com](http://www.chronicle.com)) and the American Association of University Professors ([www.aaup.org](http://www.aaup.org)).

The SUNY Policies of the Board of Trustees is available at: <http://www.suny.edu/media/suny/content-assets/documents/boardoftrustees/SUNY-BOT-Policies-June2014.pdf>

Paper copies of the current UUP Guide for Academics are available at the UUP Chapter Office on the first floor of E.J. Brown Hall, and are available electronically at the UUP website, <http://uupinfo.org>.



Vice-President for Professionals Bill Schultze (left) and President Earl Packard at the Alfred Chapter UUP Picnic.



Former Alfred UUP Chapter President Ray Gleason talks with Vice-President for Wellsville Karen Young at the Chapter picnic.



## Protecting your family for the future



It's important that your family members are financially protected throughout their lives. Have you stopped to consider what would happen to your spouse and/or children if you were to suddenly pass away?

**Would your loved ones be able to continue to live in their home, pay regular bills and maintain a comfortable lifestyle?** What about your final medical, burial or funeral expenses?

And it's not a question of just having a life insurance policy... make sure you have *enough* coverage to provide for your family. Find a plan that's right for you and your specific financial situation.

### **Plans designed specifically for NYSUT members**

As NYSUT members, it makes prudent sense to look into the Term Life or Level Term Life Insurance Plans endorsed by NYSUT Member Benefits. Both of these plans offer specific terms and rates designed exclusively with NYSUT members and their families in mind.

The **Term Life Plan** is available for NYSUT members and their spouses/domestic partners under age 85. If you are under age 65, you can apply for coverage from \$25,000 up to \$1 million at premiums negotiated specifically for NYSUT members.

Meanwhile, the **Level Term Life Plan** offers terms for 10, 15 or 20-year periods. The premium that you start with is projected to remain the same and the benefit amount will not decrease throughout the term – regardless of your age or health condition.

You can enjoy an **additional savings of 15%** on published rates if your local association has approved automatic deductions from your paycheck or pension check and you sign up for that benefit.

To learn more about the Member Benefits-endorsed Term Life or Level Term Life Insurance Plans, call **800-626-8101** or visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org).

## Member Appreciation Month is coming!

NYSUT Member Benefits wants to start the New Year off right with a celebration of the entire NYSUT membership.

**These offers will continue into February 2015, which has been designated as Member Appreciation Month!**

It's the strength of the more than 600,000 NYSUT members that makes it possible for Member Benefits to offer approximately 50 endorsed programs & services designed with you in mind.

This special celebration will be kicking off in January 2015 with the arrival of your new membership cards. This mailing will include a variety of special offers only available to NYSUT members.



This will be a month filled with a series of special prize drawings for items donated by our endorsed program providers. To be eligible for these drawings, all you need to do is be a participant in our voluntary MAP Alert email service.

We will announce the winners of these special prize drawings exclusively on the Member Benefits website throughout the month of February.

For more details about this exciting event, visit the Member Benefits website at [memberbenefits.nysut.org](http://memberbenefits.nysut.org) or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

## Deficit Reduction Program

The final extraction for the first year of the Deficit Reduction Program was drawn from the payroll period beginning May 22, 2014 (the June 18 paycheck reflected the final deduction for the first year). Members saw the difference in their paychecks in July and August. The extraction for the first year of the DRP totaled 5 days' pay.

Extractions for the final four days of the DRP will begin in September,

2014 and continue through the academic year. The final extraction for these last four days will be drawn from the payroll period beginning May 21, 2015 (the June 17, 2015, paycheck will reflect the final deduction). This will complete the two-year Deficit Reduction Program required by the State, as specified in the 2011-2016 Agreement Between United University Professions and the State of New York.

Seven out of the 9 Deficit Reduction Days will be repaid to all bargaining unit members at the end of the contract period, beginning on June 30, 2016, spread out in equal amounts over 39 payroll periods. Employees who separate from service prior to the full repayment for the reduction will be paid the balance of money owed at the time of their separation.



Visit the Alfred Chapter of UUP on the web at <http://uuphost.org/alfred/>

## Productivity Enhancement Program

UUP members who accrue vacation days can lower their health care costs.

UUP's Productivity Enhancement Program allows eligible UUP-represented employees to exchange previously accrued annual leave—otherwise known as vacation days—in return for a credit of up to \$500. That money will be applied toward

the employee's share of NYSHIP premiums on a biweekly basis.

Eligible full-time employees who earn \$62,998 or below, and eligible part-time employees whose biweekly salary is in this range who enroll in PEP would forfeit three days of annual leave in return for the credit.

Eligible full-time employees who

earn more than \$62,998 and below \$90,022 and eligible part-time employees whose biweekly salary is within that range who enroll in the program will forfeit a total of two days of annual leave at the time of enrollment in return for a credit.

Go to UUP's website at <http://uupinfo.org/negotiations/pdf/PEPfactsheet2015.pdf> for more information.

## Statewide Membership Development Officer Resigns

The statewide UUP Membership Development Officer, Edison Bond, Jr., will be stepping down as MDO. UUP thanks Edison for all the good work he has done for UUP - as Chapter Vice President, As Executive Board member, as a member of the Negotiations Team and as MDO.

We will miss him and wish him all the very best.

The UUP Constitution requires us to hold an election at the Winter 2015 DA (January 25-26, 2015) to fill the office of Membership Development Officer for the remainder of the

term, which is through May 31, 2015. An election for MDO for 2015-2017 will be held at the 2015 Spring DA (April 17-18, 2015).

Candidate statements for the Winter 2015 MDO election will be published in The Voice and will appear on the UUP website.



Chapter Officers		
Earl Packard	Chapter President	607-587-4271
Joseph Petrick	VP for Academics	607-587-4313
William Schultze	VP for Professionals & Grievance Chair	607-587-4033
Karen Young	Wellsville Campus VP	607-587-3182
Dave Holmes	Secretary	607-587-3545
James Buell	Treasurer	607-587-3649
Linda Panter	Membership Development Officer	607-587-3212
Joseph Ogrodowski	Officer For Contingents	
Thomas Jamison	Vote-Cope Coordinator	607-698-2806
Elaine Burns	Chapter Assistant	607-587-4186
Patrick Domaratz	Labor Relations Specialist	

#### WHAT IS VOTE-COPE?

VOTE-COPE is the Voice of Teachers for Education - Committee on Political Education, the non-partisan political action arm of New York State United Teachers and its affiliates. Funded entirely by voluntary contributions from members, VOTE-COPE is used to help union-backed candidates and campaign committees that support education and labor.

VOTE-COPE helps strengthen political action programs at all levels — national, state and local. To help on the local level, VOTE-COPE provides rebates to participating unions for local political action.

VOTE-COPE funds, by law, are kept separate from those of NYSUT. Decisions on the use of VOTE-COPE contributions are made by a statewide committee. VOTE-COPE solicits and accepts only voluntary contributions. Contributions to VOTE-COPE are not tax deductible.

Support our political action fund.



For the name of your VOTE-COPE regional coordinator, call NYSUT's Legislative Department at 800-342-9810.

Support your union's efforts to protect public education, access to health care, labor rights and fairness for working families. A contribution to VOTE-COPE helps ensure your voice will be heard on issues, large and small, that affect your life.



**United University Professions**

*The union that makes SUNY work*

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Representing more than 600,000 professionals and retirees in education and health care.

Affiliated with AFT / NEA / AFL-CIO



**BE  
HEARD!**



Support your union's efforts to protect public education, access to health care, labor rights and fairness for working families. A contribution to VOTE-COPE, NYSUT's political action fund, helps ensure your voice will be heard on issues, large and small, that affect your life.

**GIVE TO  
VOTE  
COPE**

