

The Alfred Advocate



UNITED UNIVERSITY PROFESSIONALS

PROMOTING SUNY

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On February 19, the Alfred Chapter of UUP had the pleasure of hosting a visit from Senator Catharine Young and giving her a tour of some of the campus.

The objective for the visit was to familiarize the Senator with some of the School's labs and show her the important role they play in educating our students. It was our desire to emphasize the extra cost a technological college, like Alfred, sustains to maintain the high quality labs that are so crucial for the education of our students.

Governor Patterson's cuts to SUNY threatens this high quality of education this college currently delivers to our student body. By focusing primarily on the labs that Alfred uses in teaching its students, it was hoped that Senator Young would better understand the costs associated with providing this high level of education. Labs are often 'course unique' and require a great commitment to funding because of necessary upgrades and maintenance in order to support our ever changing academic requirements.

Senator Young also spent some quality time with the faculty and students from these technology programs, asking pertinent questions regarding the value of the labs. The students were enthusiastic as regards the labs, several pointing out that the 'on hands' training Alfred offered was a primary reason for enrolling here. The faculty members were equally enthused, showing off their labs with pride while explaining



SENATOR CATHARINE YOUNG EXAMINES A PIECE OF MET TEST EQUIPMENT IN NEED OF REPLACEMENT

the level of commitment it takes this school to maintain the high level of hands on education.

The senator enjoyed her visit and spent more than her scheduled time with us. If all goes well, we will have future opportunities to host her again. Senator Young left Alfred campus better informed regarding Alfred's unique educational needs. This will assist her as she continues to argue our cause at the state level. The local UUP chapter is delighted to have hosted of her visit.

Please Note:

There is an insert with notes from our local President, Ray Gleason, and our VP for Professionals, Bill Schultze.

STAND UP FOR SUNY RALLY

Over 300 UUP and NYSUT members gathered together in Albany with Phil Smith to rally for SUNY's Budget on February 5, 2010.

President of UUP, Philip Smith, and all rally participants urged state lawmakers to reject the governor's proposal to cut SUNY's budget. In the photograph below, you can see President Smith speaking to those who gathered at the rally. One of the comments he made concerning our current fiscal dilemma was, "We



can't afford to sacrifice tomorrow's work force and the state's economic future."

There are now currently internet and television infomercials that provide information on the issues and how you can express your concern on these topic. You can find the internet campaign on www.savesuny.org.

DSI ON CAMPUS

Your UUP local office now has the list of current DSI recipients. We are still working on updating our website. Until then, the DSI list is available to view in the UUP office. The local chapter of UUP will do its best to answer any questions you may have concerning DSI when you call, email, or stop in during office hours.

UUP ADVOCACY DAY

UUP held an Advocacy Day on January 26, 2010 that was said to be the new decade's "record-breaking success." Members, teachers and students from the area all came together, in Albany, to show their concern about the budget and urge lawmakers to say "no" to cuts to SUNY in the 2010-2011 proposed budget.

There is now scheduled another UUP Advocacy Day for March 9, 2010. We encourage all members to join us in the fight against budget cuts!

If you are interested or have questions concerning this event, please contact the UUP office.

We encourage all members to take a minute and send their local legislator this important message. Your voice does count! You can find the contact information for your local legislators by going to

http://www.nysut.org/cps/rde/xchg/nysut/hs.xsl/contactelectedofficials_5055.htm .

AFFIRMATIVE ACTION COMMITTEE ON CAMPUS

The on campus UUP Affirmative Action Committee has openings for you to serve. If you are interested in serving on this committee for the upcoming academic year please contact Tricia Herritt at herrittl@alfredstate.edu or by calling 607-587-3217.

AFLAC COMES TO CAMPUS



Aflac is now providing supplemental insurance to UUP members. The programs that are being offered make it easier to keep money in your pocket while still taking care of any needs. Insurance plans such as supplemental health, accidental, and others, cover your specific needs at a cost as little as just \$6.78 bi-weekly. Aflac provides self, self and spouse, 1-parent family, and 2-parent family plans so that you may be covered regardless of your situation.

When your supplemental insurance with Aflac is requested you will be given a sheet of pre-set amounts that will be paid in the time of your need, no matter your cost. Receiving benefits from Aflac is an easy, trouble-free process. All that will be requested, after any visit that you ask to use supplemental insurance, is to turn in a claim form.

More information will be provided when Aflac comes to campus on March 29-30. They will be holding a lunch meeting on the 30th to explain in more detail their plans, family rates, etc. Save the date and come find out what Aflac has to offer you!

If you have any questions regarding the visit or Aflac benefits, contact Rachel Bryant, Chapter Assistant, at the UUP Office.

STATE UUP WEBSITE

The UUP State Website is now updated to give you the latest information on your benefits, past events and new links to a newly-made site such as SAVESUNY.ORG!

Event Articles: As seen on the homepage of the State UUP website; there are articles of recent past events that occurred in Albany. Also on the homepage; there are links available to newspapers through-out New York that have articles regarding events held on the state level such as the rally that was held this past month.

Benefits: There is a link at the top of the homepage to look over all benefits that are available to UUP members including retirees and part-time employees. UUP employees may receive discounts through Apple, Bally Fitness Center, AT&T, Enterprise, BJ's Wholesale, Sprint, Veri-

The complete Listing can be found under **SPECIAL OFFERS** in the benefits section.

Throughout this website you will also find information such as: Calendar of events, Scholarships provided by UUP, Contract articles, Ways to take political action, UUP's latest newsletter (The Voice), and much more!

Take a minute to look around the website. Remember that this is YOUR union and YOUR website. Use it for your personal and professional benefit.

If you have any questions please feel free to contact Rachel Bryant, Chapter Assistant, at the local UUP office.



WE'RE ON THE WEB!
WEB.ALFREDSTATE.EDU/UUP

**UNITED UNIVERSITY
PROFESSIONS**

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The union that makes SUNY work.

ALFRED CHAPTER OFFICERS

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| William Schultze | VP for Professionals | 4033 | SCHULTWH |
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| Rachel Bryant | UUP OFFICE- Assistant | 4186 | BRYANTRL |

WORKING TOGETHER FOR SCHOOL AND UNION RAY GLEASON



Earlier last year several academic chairs came to our local UUP chapter, sounding concerns regarding policies for measuring lecture and lab teaching hours and what was considered department load criteria. Throughout the summer months your local union representatives sought to resolve this issue at the campus level. As the fall school year drew near I, as your chapter president, requested assistance from state level sources, filing what is called an IP, or improper practice, with the approval of our state UUP President, Phil Smith.

Believing that Alfred College's leadership team was acting in good faith and was demonstrating it through thoughtful actions, in February I asked the chapter's Labor Relations Specialist to request the IP be withdrawn from the scheduled docket. Which was done shortly thereafter.

Shortly after this, we were invited to sit down with other administrative leaders on campus to find solutions for our members' concerns. With the efforts of all parties involved we were able come to an amenable agreement for the above-mentioned policies.

These are difficult times for our SUNY colleges, with little relief seen on the horizon. With cooperative effort our campus will weather this storm. We all must work together, seeing the entire picture. It is the desire of this local chapter of the UUP to continue on developing a relationship with the entire Alfred family to find successful solutions to any troubling issues that may possibly arise. Together we will have success.

SAVE THE DATE

MARCH 30 — LUNCH WITH AFLAC

APRIL 6 — ANNUAL EXECUTIVE BOARD MEETING

APRIL 21 — MEMBERSHIP DEVELOPMENT LUNCHEON: SPEAKER - ED QUINN

MAY 4 — "HOW TO DO EVALUATIONS" WORKSHOP

MAY 13 — MEMBERSHIP BREAKFAST

MAY 20 — WELLSVILLE LUNCHEON

UP - 8 s

This is a friendly reminder: UP-8s are monies made available by the college, to professionals and academics, for special projects or extra work on a one time or temporary basis. All UP-8s must be signed by the respected Vice President and returned to the requester before the work is done. UP-8s are not to be backdated. So, they must be asked for in advance.

It is important for Department Chairs to deliver UP-8s up to their Deans in a timely manner so that teaching faculty have the signed UP-8s in their possession by the time classes start.

UP-8s are a way our professional and academic staff can be rewarded for extra work that they do on a temporary and timely basis. If an employee feels that an added temporary workload warrants a UP-8, it should be discussed with his or her supervisor. Then, fill out the request form and send it forward, preparing to do the work when the UP-8 is returned.





NOTES FROM OUR VP FOR PROFESSIONALS

Performance Programs

Though we do a good job of working with all campus personnel to provide education on the need for, and the use of performance programs, we realize that some professional employees may not have a performance program in place. This document, specific to each individual, details the duties that the employee is responsible for in the term of his or her appointment, and provides the framework for evaluation of an employee's performance. If you do not have a performance program in place (or don't know), or you have questions about anything in your performance program, we invite you to contact any of us for discussion and help (see below).

Bill Schultze, UUP Alfred VP for Professionals, 587-4033, schultwh@alfredstate.edu

Ray Gleason, UUP Alfred Chapter President, 587-4658, gleasord@alfredstate.edu

Rachel Bryant, UUP Alfred Chapter Assistant, 587-4186, bryantrl@alfredstate.edu



Promotion / Salary Increase Workshop

On February 23, 2010, the UUP Alfred chapter sponsored a workshop to educate professionals on the process of applying for promotion or salary increase. Information on our contractual rights and procedures was presented by Tara Singer-Blumberg, our labor-relations specialist. Explanations of our campus applications and College Review Panel appeal procedures were given by Bill Schultze, Chair of the Faculty Senate College Review Panel. Booklets from the presentation are available for those that need them. Professionals interested in learning more about applying for promotion or salary increase may contact any member of the College Review Panel:

| College Review Panel |
|-------------------------------|
| Peter McClain (Pioneer) |
| James Graham (Wellsville) |
| William Schultze (Chair, SDC) |
| Janette Thomas (SDC) |
| Matt Ryan (Wellsville) |
| Spencer Peavey (Orvis) |

UUP CHAPTER ASSISTANT

Rachel Bryant

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Office Hours:

Monday-Wednesday, Friday

9:00 AM—4:00 PM

