



# The Cortland Cause

UUP CORTLAND CHAPTER, B-5 MOFFETT, CORTLAND, NY 13045, 607-753-5991  
[WWW.UUPHOST.ORG/CORTLAND](http://WWW.UUPHOST.ORG/CORTLAND)

**Inside this issue**

From the President.....1-2

From the editor.....2

mAsk4Campus Equity.....3-5

The Singular They is Inclusive Excellence.....6

Best of Political Science.....7-8

Letter to the Editor.....9

Janus v. AFSCME .....10

Executive Board Contact Info.....11

Odds and Ends...12

From your Part Time Representative....12

What's Wrong with CTEs.....13

No NY Convention.....14

NYSUT Member Benefits.....15

Are You A Member?.....16

Save the Dates....16

## From the President Welcome Back

**Joe Westbrook,**  
President  
Facilities PDC



Welcome to the 2017-18 academic year at SUNY Cortland. The UUP Cortland Chapter Opening Meeting on Friday 8 September included active members and their families, retirees, Employee Assistance Program representatives, our NYSUT Labor Relations Specialist Darryl Wood, our Chapter Assistant, Toni Murray and guests. We are thankful that many new members chose to be with us for fellowship and information sharing. The event included tabling by EAP, VOTE-COPE and Constitutional Convention (Con-Con) volunteers. Following a persistent rainy set-up, the event started with the parting of clouds and welcome sunshine, which greeted us intermittently throughout the cheery late afternoon.



The recent weather season has been a metaphor of the challenges we will face in the days ahead. Labor Day acknowledges so much more than celebratory parades, picnics and a holiday from working. Labor means action. Standing by working families is who we are. We are UUP. Recognizing and fighting against the anti-union forces who would destroy the fair treatment of those who labor for a living is what we do. I am UUP. Solidarity means lifting those with insecurities in our work places first and with dignity. The insecurity has festered far too long. Sure, financial insecurity is the obvious overarching condition of where we can and must improve. With the rewards flowing steadily to those at the top for so long, financial insecurity has metastasized to reveal increasing suffering for the rest that includes: nutritional insecurity; housing insecurity, childcare insecurity and healthcare insecurity. The expectation of working is to earn a living. Work to live. For many working is another burden in the struggle for survival. Live to Work. In pausing to celebrate those who work, we must leverage our restful recovery into action. When we are focused and united we will rebalance the inequities we suffer from today.

There are many examples for how taking action enhanced the Labor Day and Opening Meeting events. As mentioned in the first paragraph, the volunteers at tables hosted conversations and materials to provide assistance (EAP) and to encourage assistance (VOTE-COPE). The Constitutional Convention campaign continues to be a chapter ongoing effort to highlight the importance of voting during an off-year election cycle. At the NYS Fair on Labor Day, Cortland chapter members proudly marched as one in the parade with members from other UUP chapters in the region and in solidarity with many other labor unions.

Continued on page 2

At the Fair this year, volunteers from the Cortland Chapter staffed a table at the Chevy Court to provide materials and have conversations with the public regarding the Con-Con and other UUP activities. A new activity raising public awareness in our local community this year included managing the music tent at the 65<sup>th</sup> Annual Ellis Hollow Fair. Normalizing union presence in active and leadership roles in our communities reflects the positive purposes unionism shares with our neighbors.



Look for ways that you too can become a more active part of informing and engaging our collaborative effort to improve the lives of working families. In what we each chose to do, we are all active participants affecting the perception and strength of our union. Work together within your departments and offices to share information and ideas. Be responsible to giving feedback about what's happening to chapter executive board members. By developing our membership internally, we help each other to become more active and to achieve the specific interests and concerns in our workplace. Our president, Fred Kowal, in his comments on the importance of Labor Day, concisely summarizes today's theme: "We are workers, proud and united. More than ever, unions matter."

### Negotiations Update

Our Negotiations Team met in June and July. Meetings will resume in coming weeks in September. Get detailed updates on the Negotiations page at UUPinfo.org. The Negotiations team does not work in a vacuum. We are all active participants in affecting how the state negotiators see our strength. Here are easy ways you can make a difference in our next contract:

- There are signs, buttons and stickers available here and in B5 Moffett Chapter Office. Display them on you attire, on your vehicle outside of your offices and on bulletin boards;
- In solidarity, wear red every Friday;
- Come to chapter meetings – invite a friend or colleague to join you;
- Above all become active and be prepared to participate when called on.

Karla Alwes,  
English



## From the editor

Someone once said, "Give me the money that the US spends in one day on the perpetuation of war, and I would be able to make sure that all children of poverty in this country had the opportunity to graduate from college." It is a statement of idealism of course, as all such statements are. But it is also a statement that continues to delineate the direction in which this country heads. Especially today.

With the appointment of an education secretary in the new administration who sees little use for public schools, and instead believes in vouchers for charter schools and other forms of privatized education, the idealism of the above statement is pushed even further away from reality.

I have never understood why servants of the people, who believe public education is failing, will work towards breaking it completely rather than repairing it. In a faint echo of the world we have come to know through the current administration, the education secretary tells us she wants to "make education 'great again.'" But, she, like the originator of that phrase, will work towards the exclusion of others through privatization of education rather than the inclusion that comes from the public sector.

Meanwhile, the president has offered in the latest budget a 54 billion dollar increase in military spending, a shiny object that surely surprises no one. But with that increase comes cuts to the poor, such as cuts to the Women Infants and Children program (WIC) and cuts to education—public, of course.

I am grateful to Nancy Dafoe, a former English graduate student and speaker at last week's sandwich seminar, "The Deception Underlying Education 'Reform,'" for speaking on this topic, and bringing it to the fore of our thoughts and conversations.

Someday, says poet Carl Sandburg, "they will have a war and nobody will come." Not today. But today and always we need the things that war can't give us, such as those that we find in the classrooms of public education.



# mAsk4CampusEquity

Reprinted from AFT Higher Education News (8/29/2017) at <https://www.aft.org/news/adjuncts-prepare-artsy-campus-equity-week>

## Adjuncts prepare for artsy Campus Equity Week

Every year, Campus Equity Week highlights the low pay, poor working conditions, and lack of institutional and professional voice experienced by adjunct faculty and others teaching off the tenure track. This year's rallies and demonstrations are expected to draw extra attention as faculty tap their creativity and use art to lift up their cause, literally illustrating their call for better treatment in the workplace with "mAsk4CampusEquity," the theme for the events.

Halloween, masks, costumes and whimsical drama will undoubtedly play a role in the Campus Equity Week day of action taking place on Oct. 31. Potential activities include performance art, historical re-enactments, art exhibitions, social media campaigns, and wry images on buttons and T-shirts designed to upend conventional thinking about life in the adjunct universe.

But inequities between adjunct and tenure-track faculty are no joke: Low pay means professors working in adjunct positions can be juggling outside jobs as they try to make ends meet. Lack of office space means they have to balance student meetings and class prep in coffee shops and on the road, between jobs on different campuses. An absence of job security means they are often scrambling for a position just days before classes start. And, since their working conditions are also students' learning conditions, all of this affects the quality of the educational experience.

As the national Campus Equity Week campaign has evolved over the years, more and more activists and organizations have become involved across and beyond unions, intensifying the pressure on administrations to do right by their academic workers. Broadly connecting Campus Equity Week activities with other public education advocacy also creates a strong incentive for state and local politicians to become visibly involved. Since its inception, the Campus Equity Week campaign has served an important role in the movement for academic equity and organizing academic workers, highlighting their issues with rallies, petitions, congressional briefings, letter-writing campaigns and [film debuts](#).

It makes sense to enhance the role of the arts in Campus Equity Week planning because creative actions by AFT members across the country have been proliferating. For example, during a contract campaign at Philadelphia's Temple University, where adjunct faculty recently became members of the bargaining unit, members of the Temple Association of University Professionals marched through campus and rallied outside of the university president's office with a 60-yard-long banner they had made; the banner's image of 1,300 people marching below the Philadelphia skyline represented the 1,300 adjuncts working at Temple at the time. The banner was a project that TAUP and the United Academics of Philadelphia collaborated on.

At the University of California, Santa Cruz, where job security is a primary concern, contingent faculty and allies boarded a bus plastered with signs protesting the lack of job security for a Rolling Rally for Lecturers' Rights.

Anne Wiegard,  
English



Co-author:  
Virginia Myers,  
Editor of AFT On  
Campus

Continued on page 4



# mAsk4CampusEquity

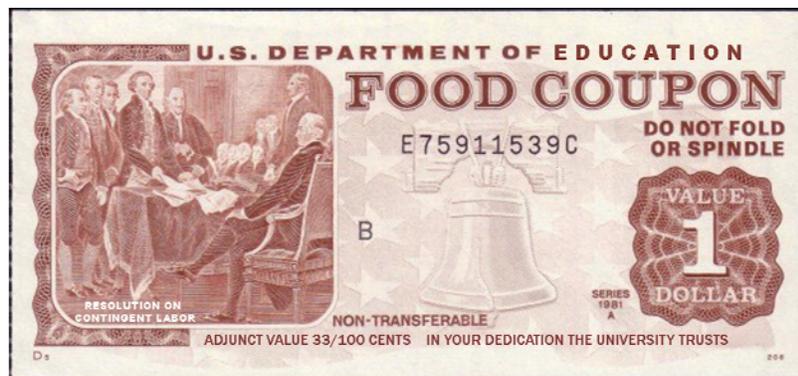
Thanks to increasing activism among the rank and file, there is now greater public awareness that some adjunct faculty make so little they are eligible for public assistance. This message was highlighted by another creative action, undertaken for Campus Equity Week 2015 by AFT members in United University Professions, which represents 38,000 State University of New York faculty and staff. The University of Albany chapter distributed "adjunct dollars" (food coupons) and posters with messages such as "Did you know most UAlbany adjuncts could qualify for public assistance?" and sponsored a "print-in" that took place in a public space where students could silk-screen T-shirts featuring the movement's rallying cry: "Our teaching conditions are student learning conditions."

On other SUNY campuses, contingent faculty displayed huge lists of all the sections taught that semester by nontenure-track faculty.

On these campuses and so many others, union membership can make a difference. A [report from the Coalition on the Academic Workforce](#) shows that adjunct faculty with union representation were paid 25 percent more than those without a union (\$3,100, compared with \$2,475). They were nearly twice as likely to be paid for course cancellations and fared better regarding paid office hours and job security as well.

Because innovative actions, especially interactive ones, can have a profound and lasting impact, a group of artist activists from around the country has been working for more than a year to develop a toolkit of arts projects for the 2017 Campus Equity actions on Oct. 31. The mAsk4CampusEquity initiative highlights the disconnect between the myths and realities of higher education today and provides opportunities to be theatrical and creative to get the message across.

Participants needn't be artists to contribute to the day of action. Organizers have posted accessible art project ideas and examples, as well as other resources, such as downloadable graphics and an easy-to-make two-sided bookmark, at [CampusEquity2017.com](#). Adjuncts and advocates can tag their events online with #2017CEW and #mask4ce, and follow @2017CEW on Twitter and Campus Equity Week 2017 on Facebook.



**SOME 70% OF FACULTY NATIONWIDE ARE CONTINGENT  
WITH NO JOB SECURITY.  
MANY ARE INELIGIBLE FOR BENEFITS SUCH AS HEALTHCARE  
AND MUST RELY ON RESOURCES SUCH AS FOOD STAMPS  
AND UNEMPLOYMENT DUE TO THE LACK OF LIVING WAGE.**

**STOP THE EXPLOITATION AND  
SUPPORT PAY EQUITY FOR ADJUNCTS**

Downloadable graphics for the two-sided "adjunct dollar" food coupon designed by Rebecca Tolley, Officer for Contingents at the UUP Albany chapter



# mAsk4CampusEquity

## mAsk4CampusEquity Campaign

More than a year in the making, the grassroots mAsk4CampusEquity arts-based campaign for Campus Equity Week 2017 invites the full spectrum of higher education activists from new members to veteran leaders to participate. Visit the campaign website at [www.campusequity2017.com](http://www.campusequity2017.com) to be inspired!

The site offers historical context, eleven different types of projects that are not difficult to implement, and a toolkit with downloadable graphic designs <https://campusequitytoolkit.wixsite.com/cewtoolkit2017> and a link to a virtual store <https://newfacultymajority.myshopify.com/> where mAsk4CampusEquity buttons and stickers can be ordered (union made, of course!).

The social media accounts linked to the website are "Campus Equity Week 2017" on Facebook and @2017CEW on Twitter where we ask you to use hashtags #2017CEW and #mask4ce.

Check out the above sites and these news stories by our affiliates:

the AFT news story at  
<https://www.aft.org/news/adjuncts-prepare-artsy-campus-equity-week>

and the NYSUT news story at  
<https://www.nysut.org/news/nysut-united/issues/2017/september-october-2017/let-s-all-be-part-of-the-mask4campusequity-2017%C2%A0campaign>

### **The Cortland UUP chapter is planning three Campus Equity Week events:**

- an awards ceremony for our part-time members Wednesday, October 25  
11:30-1:00pm Corey Union
- a march across campus on Friday, October 27 3:00-4:00pm from Corey to  
Brockway;
- a tabling social media event on Friday, October 27 8am-3pm Old Main &  
Student Life Center.

**Jaclyn Pittsley,**  
English



**Anne Wiegard,**  
English



Amy Russell,  
ASAP



## The Singular They is Inclusive Excellence

Over the summer, we revised our peer tutor training materials for our incoming class, one edit I repeatedly made was swapping *s/he* with *they*.

Singular They.

So far, none of my students have called me on improper number agreement in our written materials, though I look forward to a thoughtful conversation if the topic arises.

However, I could have instead swapped *s/he* with *person*, *student*, *tutee*, and maintained number agreement. This option did not occur to me at the time I was making any revisions, but if it had, I would have quickly dismissed it anyway.

The second revision is not necessarily exclusionary, but it also is not a version that we can celebrate as inclusive excellence, which in my mind extends far beyond not offending others. Inclusive excellence requires us to thoughtfully examine our behaviors and attitudes on the inside (our insides and within our institutions) so that we can create space and comfort for those who would feel, or would be, excluded.

Perhaps a student will encounter these materials and think, *they made space for me in their training, in their tutoring, on this campus, in their hearts and minds.*

*They recognize me, here. This is a place where I can live and learn, while being myself.*

Proper grammar does not carry the same moral weight as treating another human life with full respect and acknowledgement of their identity. It is a privilege to skirt around another person's gender identity because violating a convention of language makes us uneasy.

This is not a hard shift for me; I have been using *they* to refer to individuals my entire speaking life, particularly when gender plays no role in the story I am telling, which is quite often.

Perhaps I'll be accused of passing along "poor English" or "bad grammar," but I also serve our students as a professional writing tutor, so it seems that thoughtful distancing from grammatical conventions will not kill you, and may even make you stronger. More importantly, it can also lend strength to others, and reinforce the strength of our community.

As we strive for inclusive excellence, let us contribute by making language choices that demonstrate this priority.

## Best of Political Science



*Judy Best*

This past summer, our departmental colleague Judy Best decided to retire from the college. Relatively few on campus may know her today, yet they should know—not just because she was an outstanding member of the faculty, but because she blazed a trail for women on our campus and in the profession. To employ an analogy, she was the academic equivalent of Fred Astaire’s movie dance partner, Ginger Rogers: she did everything Fred did, except backwards, and in heels.

Judy was raised in Michigan’s Upper Peninsula, or “Yooper.” These Yoopers, these hardy people, known for rugged rustic pursuits, including hunting, logging, and moose-tipping (that last one I just made up) well suited Judy’s family. Her father was an All-American football player at Notre Dame, which no doubt explains Judy’s love of the sport, along with hockey. Her upbringing also trained her to get along in a man’s world.

Judy’s academic life began with English literature, which was the focus of her undergraduate and Master’s degrees at Michigan State and the University of Michigan, respectively. After teaching English in the public schools, she moved to Ithaca, New York with her then-husband, where in the late 1960s she decided to pursue doctoral study in political science at Cornell. Even though she was told that the study of government at Cornell might be too daunting, or even inappropriate for a woman, she marched herself to the office of the Government Department’s chair and announced her interest in pursuing that study. Taken aback, but impressed with her chutzpah, she was admitted, where she studied with the likes of Allan Bloom (author in the 1980s of his best-selling screed on the decay of modern life, *The Closing of the American Mind*), Allan Sindler, and Walter Berns. Judy chose as her main course of study political theory and American political thought—even though this was a field where, as she undoubtedly was told early on, There Are No Great Women Philosophers (see the aforementioned Bloom, Allan).

Judy taught and worked on her degree during the height of the tumult on the Cornell campus, which climaxed when heavily armed militant African American students took over the student union building, Willard Straight Hall. (The occupiers ultimately left peacefully in a moment captured in a Pulitzer Prize-winning photo, but it could have easily gone very differently.) With Ph.D. in hand, Judy joined Cortland’s faculty ranks in 1973 as an assistant professor of Political Science. It is no small testament to her unparalleled teaching skills that she won rapid promotion and earned the rank of Distinguished Teaching Professor after barely a decade on campus, in 1984.

Cortland’s faculty today includes a great many women, but in the early 1970’s, Judy was one of only a handful of female faculty members in arts and sciences (more women faculty were to be found in education, one of the few professions traditionally considered appropriate for women, and in physical education, where women’s athletics commonly included female instructors).

**Robert Spitzer,**  
Political Science



These arts and sciences women were relative pioneers on our campus, and found themselves, to some degree, playing a man's game, where they had to be every bit as tough, and their accomplishments had to be every bit as significant, if not more than those of their male colleagues. Another woman pioneer of the day was Sociology professor Rozanne Brooks, whose name is today attached to the Brooks Museum, and the Brooks Bowl, given annually to the dormitory with the highest GPA. For those who never met Rozanne Brooks, she was a gravelly voiced bulldog— sort of like Ethel Merman, but without the finesse.<sup>1</sup>

Beyond the example of her career, Judy was an early leader on behalf of women in the profession. She was co-project director for a campus Department of Health, Education and Welfare grant on Women's Academic and Career Choices in the late 1970s that included coursework, a mentoring program for female students, and a research project to measure the impact of the program.

Judy's teaching approach was traditional and demanding, especially for her favorite course, Introduction to Political Theory, where she taught The Greats—Aristotle to Nietzsche. A high grade for a student was a mark of real achievement. Yet contrary to the fallacious notion that only faculty who give high grades earn plaudits on student course evaluations, her course evaluations were always stellar; I've read some of them over the years. It was not uncommon to read student comments like, "I earned a D- in this course, but it's the best course I ever took," and "Judy Best changed my life."

Devoted though she was to her teaching, she was and is also a nationally known scholar. Her first book, arising from her doctoral dissertation, *The Case Against Direct Election of the President: A Defense of the Electoral College*, was published by Cornell University Press in 1975, and stayed in print for decades. That work set her up as a nationally recognized expert on the electoral college, and one of a relative few in academia who argued that the Founders had it right. She published three more books and wrote dozens of articles and papers, testified before Congress several times, and was called on for her expertise in many academic settings.

Women like Judy and Rozanne Brooks had to elbow their way into the profession—work harder, be tougher, achieve more, and make a space. They were the pioneers, and every woman on campus owes her and her colleagues a debt of gratitude. In her case, Judy did it her way: dancing backward with a cigarette in one hand, and a bottle of Jack Daniels in the other.

---

<sup>1</sup> If the name rings no bells, please consult Youtube for a clip of the brassy Merman.

## Letter to the editor

The newly authorized position of Chapter Officer for Retirees was submitted to the Delegate Assembly by the Stony Brook executive board for approval by the DA last January. The amendment was approved by UUP's Ex Bd and endorsed by COARM. The positively determining debate was won when the position was described with clarity as The Missing Link.

The idea was understood that these Officers would be the two-way conduit for information, queries and services between the retirees, executive boards and the active (retirees in training) members of the chapter.

In doing so, they would facilitate pre-retirement workshops, help arrange retiree meetings, regularly attend chapter board meetings, promote local and statewide advocacy sessions, identify potential retirees, work closely with chapter assistants to make sure that all campus and paid benefits are known and available to members among other tasks, and that they participate in UUP chapter events.

I thank them all for having offered up their names for UUP service without knowing, at the time, what they were getting into. More than ¾'s of them volunteered their time this summer to attend two workshops in retreats held by me and COARM Regional Reps in Westchester and Syracuse to get instructions and materials in intensive sessions to prepare themselves to start in with the new academic season.

We all look forward to a new, more involved and informed, cadre of retirees continuing their connections to the union that served them well as active academics and professionals. We know that because you couldn't have joined ARM (Active Retiree Membership) had you not already been members of UUP.

In solidarity,

Jo Schaffer

Jo Schaffer,  
COARM Chair



### IT'S YOUR NEWSLETTER!

We welcome articles and letters submitted by members of the SUNY Cortland Community.

Please share your thoughts with us— we want to hear from you! Opinions expressed in *The Cortland Cause* are those of the individuals and are neither endorsed by nor represent the views of UUP.

Please note: The Cortland Cause will generally not print anonymous submissions.

We reserve the right to edit submissions for grammar, space limitations, accuracy, etc.

Send contributions to the Chapter Office, [uup@cortland.edu](mailto:uup@cortland.edu) and to the editor, Karla Alwes, [karla.alwes@cortland.edu](mailto:karla.alwes@cortland.edu)

Reprinted from the SUNY Oneonta September issue of their newsletter, THE SENTINEL—editor

## JANUS: Pending Supreme Court Case with Potentially Critical Impact for Public Sector Employees and their Labor Unions

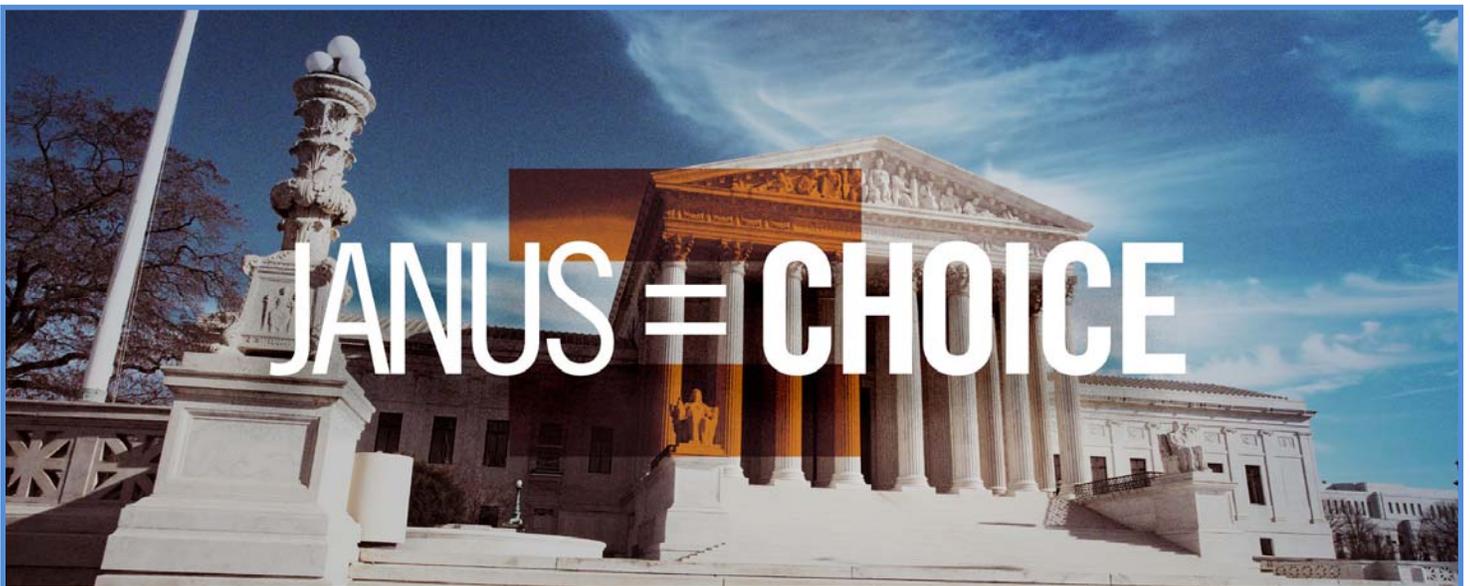
The Supreme Court will hear in its next session perhaps the most significant labor union case since the enactment of the National Labor Relations Act in 1935, the New Deal legislation that constituted the Magna Carta for the American worker. The pending case is MARK JANUS, Petitioner, v. AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, COUNCIL 31, ET AL., Respondents (Janus v. AFSCME). It's outcome could impact those represented by public sector unions most adversely.

The plaintiff, Mark Janus, is an employee of the Illinois Department of Healthcare and Family Services. He is not a member of the union, AFSCME, that represents employees of the Illinois Department of Healthcare and Family Services and objects to paying the required "fair share" agency fee. Keep in mind that public sector unions represent, negotiate on behalf of, and protect all employees in their bargaining unit, whether members or agency fee. Beyond AFSCME and Illinois, the Janus decision may impact public service employees and their unions in 20 or more states, New York amongst them.

Although Janus was previously dismissed by the 7th District U.S. Court of Appeals in March, the Supreme Court has decided to hear the case. With the appointment of as an Associate Justice Neil Gorsuch, the Supreme Court appears to have a conservative (5-4) majority. During the fall or winter, the Supreme Court will probably hear oral argument in Janus, with an expected ruling announced by June 2018.

The leaders and membership of AFSCME, CSEA, UUP, NYSUT, AFT, and all public sector unions need to mobilize at a level not seen since the Great Depression. UUP must and will mount an aggressive membership campaign. "The future we are facing will depend on us," State UUP President Fred Kowal asserts. "Everything we do falls behind the Number 1 priority: to get our members to believe in the priority and value of their union membership."

For more detailed information about the pending MARK JANUS, Petitioner, v. AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, COUNCIL 31, ET AL., Respondents. Supreme Court case, go to <http://www.scotusblog.com/wp-content/uploads/2017/06/Janus-Cert-Petition-FINAL.pdf>.



## UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2017-2019

4-Digit phone numbers begin with 607-753-xxxx

EXECUTIVE BOARDOFFICER'S**PRESIDENT:** Joe Westbrook (Facilities) 5517**VICE PRESIDENT for ACADEMICS:** Daniel Harms (Library) 4042**VICE PRESIDENT for PROFESSIONALS:** Jennifer Drake (ASAP) 2361**SECRETARY:** Rebecca Bryan (Physical Education) 4561**TREASURER:** Kevin Pristash (Director or Corey Union) 2326**OFFICER FOR CONTINGENTS:** Jackie Pittsley (English) 4837**OFFICER FOR RETIREES:** Dianne Galutz (Admin. Computing Emeritus)**GRIEVANCE CHAIR:** Randi Storch (History) 2054[joe.westbrook@cortland.edu](mailto:joe.westbrook@cortland.edu)[daniel.harms@cortland.edu](mailto:daniel.harms@cortland.edu)[jennifer.drake@cortland.edu](mailto:jennifer.drake@cortland.edu)[rebecca.bryan@cortland.edu](mailto:rebecca.bryan@cortland.edu)[kevin.pristash@cortland.edu](mailto:kevin.pristash@cortland.edu)[jaclyn.pittsley@cortland.edu](mailto:jaclyn.pittsley@cortland.edu)[dianne.galutz@cortland.edu](mailto:dianne.galutz@cortland.edu)[randi.storch@cortland.edu](mailto:randi.storch@cortland.edu)**Labor Relation Specialist:** Darryl Wood (NYSUT)**Newsletter Editor:** Karla Alwes (English) 2085**Health & Safety Chair:** James Fitzgerald (Library) 2790**Parking Committee:** Ben Patrick (Admin. Computing) 5511**Chapter Assistant:** Toni Murray 5991[dwood@nysutmail.org](mailto:dwood@nysutmail.org)[karla.alwes@cortland.edu](mailto:karla.alwes@cortland.edu)[james.fitzgerald@cortland.edu](mailto:james.fitzgerald@cortland.edu)[ben.patrick@cortland.edu](mailto:ben.patrick@cortland.edu)[uup@cortland.edu](mailto:uup@cortland.edu)ACADEMIC DELEGATE'S

Daniel Harms (Library) 4042

Jamie Dangler (Statewide VP for Academics) 800-342-4206

David Ritchie (Library, Emeritus) 607-273-4453

Henry Steck (Political Science, Emeritus)

Anne Wiegard (English) 4896

David Kreh (Library Emeritus)

Jaclyn Pittsley (English) 4837

William Skipper (Sociology/Anthropology) 2471

Rebecca Bryan (Physical Education) 4561

Gregg Weatherby (English) 4885

Harvey Inventasch (Edu. Emeritus) 321-253-8579

[daniel.harms@cortland.edu](mailto:daniel.harms@cortland.edu)[jdangler@uupmail.org](mailto:jdangler@uupmail.org)[david.ritchie0@gmail.com](mailto:david.ritchie0@gmail.com)[henry.steck@cortland.edu](mailto:henry.steck@cortland.edu)[anne.wiegard@cortland.edu](mailto:anne.wiegard@cortland.edu)[david.kreh@cortland.edu](mailto:david.kreh@cortland.edu)[jaclyn.pittsley@cortland.edu](mailto:jaclyn.pittsley@cortland.edu)[william.skipper@cortland.edu](mailto:william.skipper@cortland.edu)[rebecca.bryan@cortland.edu](mailto:rebecca.bryan@cortland.edu)[gregg.weatherby@cortland.edu](mailto:gregg.weatherby@cortland.edu)[harveyiandjoyi@yahoo.com](mailto:harveyiandjoyi@yahoo.com)PROFESSIONAL DELEGATE'S

Joe Westbrook (Facilities) 5517

Jennifer Drake (ASAP) 2361

Dianne Galutz (Admin. Computing Emeritus)

John Driscoll (Emeritus) 315-380-5055

Rickie McClure (ASAP, Retired)

Dawn Van Hall (Library, Retired)

Jo Schaffer (Emeritus) 753-7245

Amy Russell (ASAP) 2736

[joe.westbrook@cortland.edu](mailto:joe.westbrook@cortland.edu)[jennifer.drake@cortland.edu](mailto:jennifer.drake@cortland.edu)[dianne.galutz@cortland.edu](mailto:dianne.galutz@cortland.edu)[john.driscoll@cortland.edu](mailto:john.driscoll@cortland.edu)[mcclure65@gmail.com](mailto:mcclure65@gmail.com)[dawn.vanhall@cortland.edu](mailto:dawn.vanhall@cortland.edu)[jo.schaffer@cortland.edu](mailto:jo.schaffer@cortland.edu)[amy.russell@cortland.edu](mailto:amy.russell@cortland.edu)AT-LARGE ACADEMIC

William Skipper (Sociology/Anthropology) 2471

[william.skipper@cortland.edu](mailto:william.skipper@cortland.edu)AT-LARGE PROFESSIONAL

Jo Schaffer (Emeritus) 753-7245

[jo.schaffer@cortland.edu](mailto:jo.schaffer@cortland.edu)AREA ACTIVIST (previously known as Department Representative)

Jena Curtis (Health) 2979

Ingrid Jordak (Marketing Office) 4699

Jaclyn Lawrence (Athletics) 4953

Michael Pitaro (Student Conduct Office) 4725

Amy Russell (ASAP) 2736

William Skipper (Sociology/Anthropology) 2471

Thomas Spanbauer (Athletics) 4906

Jeremy Zhe-Heimerman (Library) 2358

[jena.curtis@cortland.edu](mailto:jena.curtis@cortland.edu)[ingrid.jordak@cortland.edu](mailto:ingrid.jordak@cortland.edu)[jaclyn.lawrence@cortland.edu](mailto:jaclyn.lawrence@cortland.edu)[michael.pitaro@cortland.edu](mailto:michael.pitaro@cortland.edu)[amy.russell@cortland.edu](mailto:amy.russell@cortland.edu)[william.skipper@cortland.edu](mailto:william.skipper@cortland.edu)[thomas.spanbauer@cortland.edu](mailto:thomas.spanbauer@cortland.edu)[jeremy.zhe-heimerman@cortland.edu](mailto:jeremy.zhe-heimerman@cortland.edu)

Dan Harms,  
Chapter VP for  
Academics  
Library



## Odds and Ends – Food Insecurity, Time Off, Retirement, CTEs Redux

The campus is in the midst of a food drive to help students who are food insecure. This is certainly a laudable effort which we should support.

I would encourage us to ask another question, however: Do we have employees of this college who are also food insecure? If so, what can be done to help them? If you know of someone in this position who might like to share their story – even anonymously – please write me at [danharms@earthlink.net](mailto:danharms@earthlink.net).

--

We've heard some reports regarding supervisors who are routinely denying time off requests. If you're in this position, we'd encourage you to make these requests through the TAS system instead of simply asking the supervisor in a less formal manner. This creates a record of these denials that can be used later.

--

On August 11, the college released its Employee Separation Policy. Much of this reflects past practices of the college with which you'll probably be familiar. I would call your attention, however, to the restrictions placed on the use of accruals between the employee giving notice and his or her last day. Although the administration maintains that these have always been in effect, they might not have been followed in particular areas, where employees spent a great deal of accruals during that time.

Thus, if you intend to retire soon, don't assume that you'll be able to use your accruals as others did in the past. Sit down with your supervisor and have a talk. If that doesn't work out, please talk with us.

--

It was heartening to see so much discussion in the September 5 Faculty Senate meeting about Course Teacher Evaluations. It's time the campus had a serious talk about our format, delivery method, and usage of these documents.

Elizabeth Owens,  
Communication  
Studies



## From your Part-time Senate Representative: Elizabeth Owens

Our contingent employees make excellent contributions to the quality of Education and indeed Life at SUNY Cortland. As a previous UUP Part-time Rep I helped to negotiate the first raise in many years and held the first Labor Management meetings that were exclusively for part-timers. Currently I am filling out the term for our part-timers through the end of next Semester. This is my third term as your Rep on the Senate. I will also run for the position for 2018-2020.

I will work to represent all our Part-time Faculty in all three Schools. There are issues that can be brought to the senate that do not necessarily come to the union. Last spring I had an extra load and was frustrated with our internet service which was not sending emails in a timely manner. Perhaps you have had problems too! In the past I was privileged to rewrite the diversity statement for the catalogue with three other Senators. Please contact me if you have issues that need addressing.

Thank-you. I look forward to returning to my role as a Part-time representative to the Senate at SUNY Cortland.

## The View from the Bottom: What's Wrong with CTEs

Gregg Weatherby,  
English



It is heartening to note that the CTEs are currently under review by the Faculty Senate. Not so heartening is the Senate's focus merely on the CTE questions. The focus should be on the use and application of these instruments. CTEs may be a measure of "customer satisfaction," but they are not a good indicator of teaching effectiveness.

Although some of our colleagues continue to believe that these are valid teacher evaluation tools, there are compelling studies that show quite the opposite. The most significant of these studies, remarkable for its methodology, was conducted at the United States Air Force Academy. The study spanned seven years, involved over 10,000 students randomly assigned in 2,820 separate core course sections taught by 421 different faculty members. The courses used identical syllabi and exams. The study also tracked students' achievement as they moved into "follow on courses." The authors argue that this is a better indication of student learning than course grades. In other words, teacher effectiveness is measured by student learning and performance in subsequent courses, not by CTEs. Here is the study's major conclusion: "students appear to reward higher grades...but punish professors who increase deep learning." Their wording is significant. Good CTEs are often grade-dependent.

CTEs may be valuable formative tools, but they are inherently subjective in nature. They can be helpful in the instructor's individual reflections on teaching. Although they may indicate a variety of characteristics, one thing they do not measure is teacher effectiveness—which is what we are using them for. They are not objectively summative. This is an important observation, since the entire CTE process has, in some cases been weaponized, and they are used for hiring and promotion decisions, especially for contingent faculty. There is also evidence that these evaluations may reflect student bias.

Clearly, this needs to change. Good CTEs may actually indicate very bad teaching: grade inflation, low expectations, and decreased academic rigor. That is not to say that good teachers don't receive good CTEs, but they are very poor instruments for measuring teacher quality or effectiveness. They certainly shouldn't be used for important hiring and promotion decisions. We now have a study that provides the data that demonstrates this. The current misuse of the application of CTE results is actually subversive to good teaching.

Teaching evaluations are valuable and necessary. They are too important to be left to faulty instruments and processes

Other unions have successfully fought unfair evaluation methods. Both the Senate and our union should, too.

# NO New York CONVENTION



For additional information and resources, go to <http://uupinfo.org/defendunion/concon.php> to access UUP's Constitutional Convention Toolkit

**Political insiders would run the show**

On Nov. 7, voters will decide if NY should hold a convention to amend our constitution. This multimillion-dollar boondoggle—funded by our tax dollars—would give politicians, attorneys and Albany insiders a chance to change our state constitution to benefit their interests.

A convention could cost taxpayers \$50-\$100 million. That's a lot of money, especially when our Constitution can be amended through the legislative process without spending a dime—like it has more than 200 times.

**It's unnecessary**

**Our basic rights are at stake**

A convention puts our rights and protections at risk. Public education, the environment and unions are already under attack by corporations and the wealthy elite. A convention would give these hostile forces a direct path toward rolling back our rights.

Did you know that \$100 million would pay four years of SUNY tuition for 3,864 New Yorkers? Or 625,000 doctors' visits? Or a year of meals for 163,333 of our hungriest children? Let's spend our money on what *really* matters.

**There are better ways to use our money**

In November, Vote **NO** New York Constitutional Convention!



FOR MORE INFORMATION, CONTACT UUP VICE PRESIDENT JAMIE DANGLER  
800.342.4206 | JDANGLER@UUPMAIL.ORG | 518.640.6600

## Have you had your financial check-up lately?

### NYSUT Member Benefits launches the new Financial Planning Center!

NYSUT Member Benefits is excited to announce the launch of our NEW online Financial Planning Center. This enhanced site will assist NYSUT members and their families with making a variety of important financial decisions.

The NYSUT Member Benefits Financial Planning Center provides helpful tools and resources to assist members with a number of crucial decisions regarding financial wellness and retirement planning.



**This new site includes more than 100 modules on different financial topics along with a financial fitness check-up to see where members stand with their financial knowledge.**

Whether it's planning for retirement, saving for college for your children or considering purchasing a home, the choices we need to make on a regular basis are never easy. If you're already enjoying retirement, you may be dealing with long-term care needs, managing your investments and estate planning.

NYSUT members can get assistance with these questions and more with our NEW Financial Planning Center.

To access the Financial Planning Center (and more than 100 planning modules), visit the NYSUT Member Benefits website at [memberbenefits.nysut.org](http://memberbenefits.nysut.org) and click on “**Financial Planning Center.**”

To learn more about Member Benefits-endorsed programs & services, visit [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.

**UUP Cortland Chapter**

PO Box 2000  
B-5 Moffett  
Cortland, NY 13045

PHONE:  
(607) 753-5991

FAX:  
(607) 753-5476

E-MAIL:  
uup@cortland.edu

We're on the Web!

See us at:

<http://uuphost.org/cortland/>



# Are You a Member?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross		Fed Taxable Gross	
				Current	3456.78	1234.56	
				YTD	45,678.90	34,567.89	
Advice #	123456789	Pay Start Date	09/10/2015	Net Pay <b>1,234.56</b>			
Advice Date	09/10/2015	Pay End Date	09/24/2015	Pay Rate <b>56,789.10</b>			
Department ID 1234							
<b>EARNINGS</b>				<b>TAX DATA</b>			
	Current	YTD		Federal	State	NYC	Yorkers
	Hrs./Days	Earnings	Hrs./Days	Earnings			
Regular Pay Salary Employee	3456.78	45,678.90	45,678.90	4	4		
Location Pay	56.78	678.90	678.90	2			
				<b>TAXES</b>			
				Current	YTD		
				Fed Withholding	3,456.78	1,234.56	
				Medicare	45,678.90	34,567.89	
				Social Security	3,456.78	1,234.56	
				NY Withholding	45,678.90	34,567.89	
<b>BEFORE TAX DEDUCTIONS</b>				<b>AFTER TAX DEDUCTIONS</b>			
				Current	YTD	Current	YTD
				Regular Before Tax Health	456.78	1,234.56	
				Supplemental Ret. Annuity Prog.	678.90	5,678.90	
				TIAA Retirement Before Tax	56.78	1,234.56	
						<b>UUP Member 26P</b>	34.56
							456.78

**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 application.*



**is us.**

**Follow Us At:**

facebook.com/uupinfo   @UUPinfo

YouTube.com/uupcomm   @UUPinfo

**Executive Board Meetings Schedule**  
Sept. 21, Oct. 3&19, Nov. 7&20 and Dec.5&21

**Labor Management Meetings Schedule**  
Oct. 11, Nov. 8, Dec.13

**Union Matters**

Wednesday, October 25 – Part-Time Awards Luncheon  
Tuesday, November 14 – TBD

**Friday, December 1 – Holiday Gathering – Cortland Country Club**