



THE CORTLAND CAUSE

Volume 34, Issue 3
November 2008

Special points of interest:

- UUP Outreach Plan
- Letter from Phil Smith

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SUNY IN CRISIS

Ask Not What Your Union Can Do For You, Ask What You Should do WITH Your Union



UUP'S ACTION PLAN

How you can help!

—**Jamie Dangler**
VP for Academics & UUP
Statewide Executive Board Member

SUNY Budget Cuts Hit Cortland Hard

In late September President Bitterbaum announced that SUNY's budget cuts translate into a \$4 million deficit for our campus for the 2008-09 academic year. Our financial situation will be even worse next academic year, with a \$5.6 million deficit expected for 2009-10.

Cortland's cuts come on the heels of budget cuts to the SUNY system that total \$148 million for the current year alone. Governor Paterson announced in October that New York State's budget deficit over the next 4 years is expected to reach a record high of \$47 billion. He indicated that all state agencies will experience further budget cuts. The Governor's words bellowed the alarm bell for the survival of public higher education (in case we didn't hear it on earlier rings).

UUP President Phil Smith has called upon us to work with statewide union leaders in a

massive "outreach" campaign aimed at activating our communities to oppose cuts to SUNY and press the Governor and legislators to pursue alternatives for cost-cutting laid out by our union and other advocates for the preservation of higher education and other essential state services.

UUP's "SUNY is the \$olution" campaign is aimed at informing and activating community business owners, local organizations, and the general public. Our message is clear: SUNY educates the next generation of NYS workers (80% of SUNY graduates remain in NYS) and is the source of indispensable economic activity that sustains our communities. In these tough economic times, cutting SUNY will stall the engine that drives our state's economy.

The Cortland UUP Chapter has heard this call to arms. We need your help to implement our ACTION PLAN TO SAVE SUNY.

REMINDER
UUP Annual Holiday Party
Friday, December 5
4-7 pm
Corey Union Exhibition Lounge

Budget Cuts Threaten Our Jobs, Our Ability to Deliver Programs, and Students' Access to Higher Education

If more
will step
up,
fewer will
fall
down

Get
involved!

The job
you save
may be
your own!

(More on next page)

WHAT, SPECIFICALLY, CAN YOU DO?

If you attended our “Union Matters” lunchtime workshop on November 19, you’ve already gotten started on learning what you can do to help. But if you could not attend, you can still get involved. Just e-mail the chapter office (uup@cortland.edu) and we’ll follow up with you to identify possible ways you can help. We’ll also send you the resource packet that will be distributed at the workshop.

We need YOU to

- Write letters and send faxes to the Governor and legislators
- Write letters-to-the-editor for area newspapers and other publications
- Contact and INFORM friends, family members, students and their parents
- Talk to area business owners as you shop for the holidays to provide them with “SUNY is the Solution” window signs, information and action options for them to follow up with
- Accompany UUP officers to meetings/discussions with local organizations and government leaders
- Visit area legislators
- Join UUP leaders on trips to visit legislators in Albany (in the spring)
- Attend and help plan and organize rallies and other events on campus and in the community
- Serve as a department/office representative who will help us distribute information and send out calls for action to colleagues
- Offer other ideas and suggestions

FAX THE GOVERNOR!

Let Gov. Paterson know how you feel about the SUNY budget cuts – and encourage others to do the same.

UUP members, students, parents, and community residents are invited to take advantage of UUP’s easy Fax-the-Governor campaign.

Go to www.uupinfo.org and your options for faxing the Governor will be the first thing you see.

**CORTLAND CHAPTER’S
OUTREACH PLAN***

**Subject to revisions as circumstances change*

November – January, 2008

- “Union Matters” Outreach Training Workshop, November 19
- Coalition Building in Our Communities:
- Visits to area business owners – Nov./Dec.
- Presentations/discussions with community groups and local government – Nov./Dec./Jan.
- Visits to area legislators – Nov./Dec.
- Executive Board lunch with area legislators – Dec.
- Letters and faxes to Governor and legislators – continuous
- UUP Crisis Bulletins (once a month or as needed)
- Chapter meetings or smaller-scale meetings as needed
- Rally on campus — date to be determined, possibly in conjunction with statewide UUP activities

Spring Semester, 2008

- Continuation of Fall semester activities, as needed
- Trips to Albany to meet with legislators
- Radio interviews
- Community-wide and campus-wide letter writing campaign to Governor and legislators

**SUNY CAMPUSES — THE ECONOMIC
LIFELINE FOR NYS COMMUNITIES**

In 2007-08, SUNY Cortland generated nearly **\$278 million dollars** in regional economic activity in Cortland and surrounding counties.

—See study by Dr. Kathleen Burke, “The Economic Impact of SUNY Cortland on the Central New York Regional Economy.” (www.cortland.edu, listed under “Spotlight on Cortland”).

SUNY Albany “contributes **\$3 billion** annually to the local economy. Upstate Medical University generates over **\$2 billion** in economic activity for the Syracuse region. If SUNY campuses are forced to slash their budgets, the repercussions would be far-reaching – not just for these communities – but for the state economy as a whole.”

—UUP President Phillip H. Smith, “SUNY’s Survival At Stake,” Oct., 2008



SUNY: THE CURE FOR OUR ECONOMY*

—**Phillip H. Smith**
UUP Statewide President

Since its founding in 1948, the State University of New York has produced tens of thousands of graduates whose knowledge has helped to generate years of economic growth. But following the latest round of devastating funding cuts that threaten to dismantle SUNY, that generator is losing its power.

Cumulatively, the loss in state aid to SUNY amounts to \$148 million, making it one of the state agencies to be hit the hardest. That's why United University Professions, the union that represents SUNY's academic and professional faculty, is calling on the governor and SUNY administrators to give the University the funding it needs to keep SUNY's economic engine humming.

New York is trying to cut its way out of its mounting budget deficit. But why cut an entity that produces much more revenue than invested and serves as a major engine of economic growth? It is unwise to cut funds from an entity that produces more revenue than the amount you invest. SUNY says that for every dollar in state support it receives, its campuses return between six and eight dollars to their respective communities. Imagine that for every dollar cut from SUNY, the economic return of six to eight dollars evaporates. Think of how the ripple effect would hurt all sorts of businesses in the Central New York.

You don't have to look far to see the impact that SUNY Cortland has had on the local economy. About 7,300 students along with 854 academic and professional faculty contribute to the economy. The economic impact of the campus on Cortland and five area counties is \$278 million annually.

The state's elected leaders need to rethink these cuts to SUNY and approach state support to the University as an investment in the future economic well-being of the state rather than as a drain on the state's beleaguered finances. The state ought to build its way out of this crisis instead of cutting its way out. Restoring state support to the levels in the original 2008-09 budget is a good start.

SUNY is a major engine that drives the state's economy. It's responsible for educating the next generation of the best and brightest of New York's workforce with the type of skills needed to retain and attract employers. Eighty percent of the students who graduate from SUNY remain in New York to live and work. If those students are forced to study elsewhere, New York will suffer a brain drain that will hamper its efforts to bolster the economy.

Clearly, SUNY is the solution for what ails the state's economy.

We call upon concerned New Yorkers, parents, students and business owners to join UUP in asking the governor to reverse these cuts. You can do so easily by going to our web site at www.uupinfo.org and sending a fax to the governor.

New York needs a strong public university system now, more than ever.

**Editor's Note: This is an abbreviated version of an article recently submitted to *The Cortland Standard*.*

**...why cut
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**New York
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more than
ever**

SUNY schools need more funding, not cuts!

SUNY is the \$OLUTION

To cut further the hours of part-time faculty...is morally and collegially deficient

“business as usual” is no longer happening



**Editor’s Corner:
TURNING OFF LIGHTS**

—**Karla Alwes**
English

As a campus, we have been asked lately and frequently for ideas for cost-cutting measures during the current bleak budget. At every meeting at which this plea took place, the participants were eager to come up with ideas to save energy and money. Turning off lights was always the first suggestion, made by several people including myself. It was a suggestion easily and eagerly accepted by all involved in the discussion.

Then, following all the darkened offices and meeting rooms, ideas to cut costs of more personal import began to emerge. One of the most recent, and most serious to some, is the idea to reduce the teaching hours of part-time faculty.

I understand the budget situation is probably more dire than that which can be seriously addressed through turning off lights, but we have jumped several levels when we go from turning off lights to reducing the courseloads of the most vulnerable class of people on campus simply because they are the most vulnerable: the part-time adjuncts, who teach everything the full-time tenure track faculty teach and everything the full-time tenure track faculty do not teach.

The common misperception (feigned or real) that, in this era of dwindling jobs and growing poverty, the part-time faculty “want” to work part-time to “supplement” their income is decimated by the more pervasive reality, expressed elsewhere in this Newsletter, that the part-time faculty at SUNY Cortland work part-time on this campus as well as part-time on other campuses in order to come close to a living wage. To cut further the hours of part-time faculty may be economically sound, but it is morally and collegially deficient. Any campus, like any nation, is only as strong as its most vulnerable citizens are.

I have another cost-cutting suggestion: rather than take their livelihood away from some of our faculty, we could eliminate and cease further creation of all Centers on this campus, thereby allowing all faculty who received release time to become Center Directors the opportunity to return to the classroom, at least while the severity of the budget continues. With such a move, the faculty who are currently Directors would still have jobs. And perhaps the part-time adjuncts would too. ■



**PLEASE HELP!
Budget Cuts Devastating
to Custodial Services**

—**Gilda Votra**
President, CSEA Local 605

CSEA Local 605 is expecting an exceptionally high number of operations staff shortages, specifically in the Custodial Department. These shortages will come about naturally in some cases through medical leaves, maternity, retirements, resignations, etc. Now with the budget shortage, and the campus hard freeze in place, many of our vacant CSEA positions will not be filled. The anticipated number of custodial staff positions becoming vacant over the next few months is approximately 17 – 18. This means some changes in the custodial area need to be put into place that will affect the campus community.

My reason for writing in your UUP newsletter is to get a message out to your union members that “business as usual” is no longer happening. Specifically, we anticipate a temporary lowering of the level and standards affecting the cleaning of our campus buildings — offices, classrooms, bathrooms, stairways, etc. I am making this plea for your help and cooperation until we can be brought back to staffing levels. If you would make every effort to mention to your classes or at a campus function, to please pick up behind themselves - coffee cups, soda cans, and trash - and do the simple task of erasing a chalkboard at the end of class – these are all extremely helpful and will be appreciated more than you know.

It is times like this when we need to pull together and your efforts to help out during this shortage of staff is greatly appreciated. ■



**PLEASE
PICK UP
AFTER
YOURSELF
AND URGE
YOUR
STUDENTS
TO DO THE
SAME!**

**EVERY LITTLE BIT YOU DO WILL HELP!
THANK YOU!**



RALLYING FOR SUNY

—**Kathy Russell**
Philosophy

On October 1, I spoke at a rally in Ithaca as a UUP member.

I talked about how the war, cutbacks in SUNY and tuition increases are affecting Cortland College. This rally on the bailout of Wall Street was a local event organized by the Tompkins County Workers Center (<http://www.tclivingwage.org/news.php?articleid=77&source=index.php>). It was held in solidarity with actions all over the country organized by the National Labor/Community Coalition (see Jobs with Justice <http://www.jwj.org/>)

I gave statistics on the \$96 million dollar cuts to SUNY, the \$5.5 million for SUNY Cortland, and talked about examples like the \$1200 projected tuition increase and vacancies in positions like faculty and janitors that are not going to be able to be filled. I explained how this is negatively affecting New Yorkers' quality of education and their access to public education. I tried to make the situation personal at the same time by explaining that SUNY is really just "state located" not "state supported". (The reporter - a philosophy major writing for the

Cornell Daily Sun - didn't quite get that right!) SUNY cutbacks are an example of the shift from state supported services to privatized ones and that is harming workers who want to get an education. The gist of my talk – I have been in the labor movement and education all my adult life, and I have been fighting cutbacks all my adult life. I talked about UUP. I explained that I had only been able to become a philosophy professor because I was able to get a public education.

I am pleased that I was able to participate as a union member in a radical collective and activist response to the dire situation facing SUNY and NY state. ■



Above: Russell (second from right) speaks out for SUNY at the October 1 rally in Ithaca.

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REGIONAL OUTREACH TRAINING

Flossy Brush, Richard Kendrick, Dave Hollenback, and Jamie Dangler represented Cortland at UUP's Outreach Regional Training in Syracuse on October 7. This session was one of six sponsored by UUP around the state to help chapters organize efforts to build coalitions with local business owners and community groups in order to fight SUNY budget cuts.



Above: (Left to right) Cortland members Richard Kendrick and David Hollenbeck share budget concerns over dinner with Pam Keys (Upstate Medical University), Phil Smith (UUP President) and Peter Martineau (NYSUT Director of Field Services).

Below: Jamie Dangler, Cortland VP for Academics (first from left) and retiree member and alternate delegate Flossy Brush (fourth from left) listen intently during discussion at the October 7 training session.



—Photos by Brian Tappen, Upstate Medical University

I sought, in order that I might find... I ran. I joined. I was accepted, gladly I have a voice in a forum that listens, and I have worked with them to help others



**THE ROAD TO UNDERSTANDING:
Reflections on Involvement
in UUP**

— Jaclyn Pittsley
English

Do you know to whom you should address your career concerns on campus? Are you worried about job security, campus equity, your dental plan, tenure, or even how to become a member of the governing body of UUP? So was I!

I am a part-time lecturer in the English Department at SUNY Cortland, and I am a member of UUP. For more than a year, I labored on, unaware that people on this campus do care about my concerns. What were my concerns? For example, I was unsure about what my options are for promotion. I was aware that a promotional position existed out there called Full-Time Lecturer. However, my attempts at understanding how this position is obtained and maintained were superficial, at best. So, not only was I uncertain about promotion or if I was qualified to receive one, I didn't know whether or not I was entitled to pay increases, job security, or DSI. Who was going to answer these questions and the hundreds like them that I have had since I began working at SUNY Cortland four years ago? I knew I was a member of UUP, but it was unclear to me what the function of my union was and how one gained representation.

So, as the old adage instructs, I sought, in order that I might find. I decided that because I was unsure, I would find my own voice. I would represent myself. I became a member of SUNY Cortland's Ex-

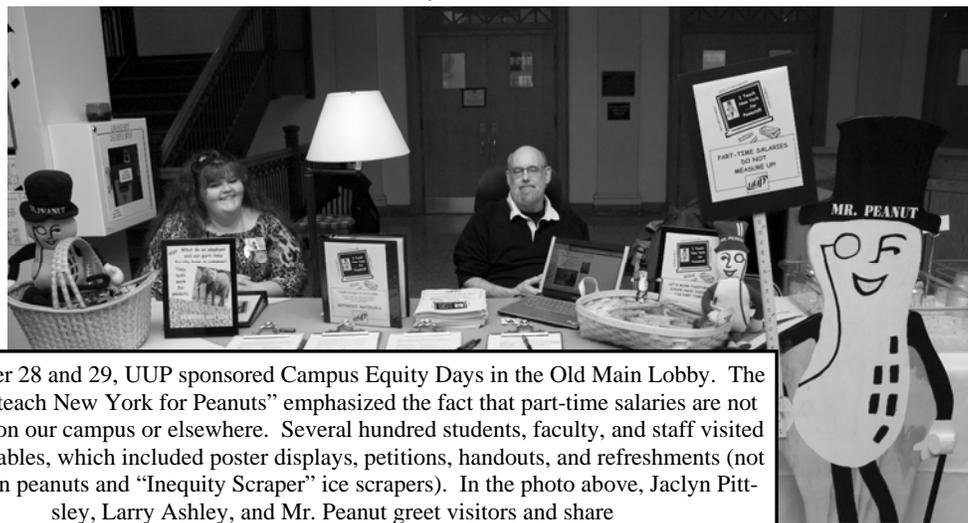
ecutive Board. I ran. I joined. I was accepted, gladly. And, now I know. I know who my fellow colleagues are that are fighting, for free, to insure that my position at this college remained safe, secure, and compensated. I know, now, that inequities exist not only on our own campus, but across the state and country. I know now what I can do to help eradicate a problem that has been, for quite some time, a far-reaching, nebulous, and in many ways, untouchable issue.

I have joined committees at both the local and statewide level. Now I know the process and the proposals for stamping out inequity, for preserving the sanctity of tenure, for insuring the safety of contingent positions – especially in these dire economic times. I have a voice in a forum that listens, and I have worked with them to help others. I know who my compatriots are. I know what the enemy is: the enemy, my fellow colleagues, is ignorance. Ignorance and fear. These two nemeses are keeping SUNY from achieving a fair and equitable compromise on issues regarding tenure-track and contingent faculty. Ignorance and fear are what is keeping persons like me from obtaining the knowledge and the tools to stand up for what we believe in. And, I know this. So, what do I do to move forward?

I stay involved. I continue to search for knowledge so that I might forward our progress toward equity. I speak to everyone – I am a contingent faculty member of SUNY Cortland and a member of the SUNY Cortland Local UUP Executive Board. I will speak to you. I will speak for you. And you may speak to me. Let us continue to seek together, so that we might find what we are looking for. ■

CAMPUS EQUITY DAYS 2008

Photo by
Dawn
Van Hall,
Library



On October 28 and 29, UUP sponsored Campus Equity Days in the Old Main Lobby. The theme "I teach New York for Peanuts" emphasized the fact that part-time salaries are not equitable on our campus or elsewhere. Several hundred students, faculty, and staff visited the UUP tables, which included poster displays, petitions, handouts, and refreshments (not to mention peanuts and "Inequity Scraper" ice scrapers). In the photo above, Jaclyn Pittsley, Larry Ashley, and Mr. Peanut greet visitors and share information about the important role of part-time faculty on our campus.



OUR GHETTO

—Anne Wiegard
English

In September, Ross Borden posted a piece on UUPAD, the statewide UUP delegates' online discussion venue, proposing that UUP consider urging management to distribute DSI monies to those most in need, campus by campus. One of UUP's statewide Executive Board members posted a reply in which she remarked, "What is the definition of 'need'?" She thought it would be very difficult to agree who was neediest, even on individual campuses.

Of course "need" is a relative condition, and all salaries of UUP members are undoubtedly lower than they ought to be, but Ross's idea rightly assumes that the most needy among us are the part-time contingent faculty who are vainly attempting to make a decent living through teaching alone. Across-the-board percentage increases, whether they be the 3% in our current contract, or a 1% DSI increase granted by a college president, do little to increase a salary that is so small to begin with. Our new contract does nothing to rectify this decades-old inequity, since we still have no statewide minimum wage for SUNY's part-time academics.

It's a matter of degree. Yes, tenure-track faculty are overworked and underpaid, but nowhere near as much as contingents. If it's difficult to get by on \$45,000, the average starting salary for a tenure-track academic on this campus, it's next to impossible to get by on \$20,000, the approximate starting salary of a part-time faculty member who teaches a 4/4 load, including part-time at Cortland and part-time at Binghamton or TC3. Teaching only two courses per semester, earning \$10,000 annually, puts them under the poverty line, and they must either rely on another wage earner making considerably more, or suffer great deprivation. I wouldn't want to be so financially dependent on another person that I would find it economically imperative to stay in a relationship that I wanted to end, as some of my colleagues have been forced to do. I think almost everyone wants to feel economically viable as an individual, as a matter of self-respect. Many contingents up their pay to \$30,000 a year by teaching six or even eight three-credit classes at different institutions. Why do we call them part-time when they teach more than any full-timer? The highest salaries of these full-time part-timers are lower than the lowest salaries of the tenure-track academic faculty.

If even some of my full-time lecturer colleagues, who make roughly twice as much per course as the part-timers do, also work part-time at other institutions to supplement their low salaries, how much harder must it be for the part-timers to make ends meet? I am a full-time lecturer, and consider myself fortunate to be one, but I am likely to spend my old age in poverty unless I continue teaching until I am 72, according to what the Social Security predicts for me. How can these full-time part-timers ever hope to retire?

We have two kinds of faculty in UUP—those who make a living wage and those who don't. How many members are there in this second category? UUP can't tell us, but a recent estimate by Ed Quinn (Ed is the Membership Development Officer for UUP) of the total number of non tenure-track academics (8000 and some) is much higher than the number we were given in the part-time survey of 2006. As Ross too has argued, we need to "recognize the true extent of contingency across UUP" so that the structure of UUP can adapt to "the actual structure of the workforce." As more of our members become contingent, and the contracts we negotiate fail to achieve equal pay for equal work, the distribution of wealth among our membership begins to look more and more like that of a Latin American dictatorship. If it's true, as some delegates contend, that most of our part-time faculty do not want full-time work, I will be surprised and relieved, but I suspect that as the contingent labor force has increased, so has the percentage of academics who would prefer to have full-time work at one college.

When I think of the needy among us, I am thinking of my full-time "part-time" colleagues who have declared bankruptcy, or who have to beg rides because they cannot afford a vehicle, or who live in a basement apartment and literally starve themselves to feed their children. During the keynote address at the Fall 2006 DA (on the topic of gender equity in higher education), I was forcibly struck by Vicky Lovell's claim that female academics are increasingly destined to be "sidelined in a ghetto of contingent work." Contingent work is our ghetto. Denying these colleagues a living wage, in effect, is a denial of the humanity of our co-workers, people doing the same work, teaching the same students, in many cases, the same courses, yet having to return to the ghetto at night because of their job title.

As James Baldwin wrote about the ghettos in racist America in 1960, "It is a terrible, an inexorable, law that one cannot deny the humanity of another without diminishing (cont'd on page 8)

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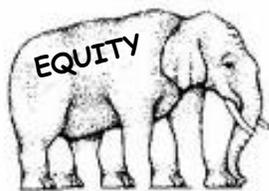
Contingent
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ghetto

faculty who
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here as long
as I have
knew
nothing
about who
and what
the full-time
lecturers are

The full-
time
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cannot vote
on the
referendum
that will
either create
or continue
to deny
them the
vote

OUR GHETTO—cont'd from page 7

one's own; in the face of one's victim, one sees oneself." As union members and moral beings, we have an obligation to tear down the ghetto walls which divide contingent faculty from the rest of the academic world, so that our brothers and sisters will have access to the quality of life we enjoy. We must do everything in our power to combat the profound, unwarranted assumptions which create the ghetto, assumptions about the relative worth of our colleagues' work, and tell our union leadership to insist on a living wage in the next contract. ■



THE ELEPHANT IN THE ROOM

—Karla Alwes
English

On Tuesday, October 28, an important vote was passed by the members of the SUNY Cortland Faculty Senate. The first step toward the full-time lecturers on campus being able to have a seat in the senate, and thus a voice in campus governance, became a reality. The vote will eventually go to a referendum, with a two thirds approval required.

Before that vote occurs, I need to address a strikingly peculiar phenomenon, which I witnessed from being a visitor to Faculty Senate during the discussion and voting of the full-time lecturers' issue. That is, faculty who have been here at least as long as I have knew nothing about who and what the full-time lecturers are. Nothing about the overt dependence this campus places on the full-time lecturers as a group, and in every School. Nothing about the requisite 4-course load per semester that FTLs teach, as opposed to the typical 3-course load per semester for tenure-track faculty. Nothing about the fact that FTLs are called full-time faculty, yet will never be able to apply for tenure. Nothing about the attempts at equity that initiated the formation of FTLs on this campus. Finally, some members of Faculty Senate were not even aware that FTLs are members of UUP.

To help the voting faculty understand what they will be voting for when the referendum takes place, I offer the following guideposts:

The *Memorandum of Understanding* for Full-time Lecturers, signed by Joanne Barry and Larry Ashley, first appearing in 2000 and the most recent version signed in 2006, sets the principles and criteria regarding the creation and definition of full-time lectureships. The overriding principle stated within the memorandum is: "Full-time lecture-

ships are primarily designed to strengthen the faculty by converting part-time positions into full-time positions." Among the conditions for this position is that "Scholarship, committee work, and other forms of service outside the department shall not be expected of lecturers nor considered in reappointment decisions" and "Full-time Lectureships shall ordinarily be awarded to current members of the faculty who have been serving the College in part-time positions."

More close to home, the English Department has historically relied heavily on part-time faculty to teach GE courses, especially those in composition, because we do not have enough tenure-track faculty to staff these courses. As chair of the English Department, I recently put together a list of approximately 150 courses that the department is offering for the spring 2009 semester. To staff that number of courses without the invaluable work of our part time faculty and full-time lecturers, English would need a minimum of 45 tenure-track faculty at three courses per semester, an obvious pipe dream. Put simply, the English Department *qua* English Department would not exist. Since FTLs teach approximately 25% of all courses taught by full-time faculty on our campus, the existence of several other departments on campus would probably be in doubt too, whose stories I cannot tell as well as I can tell my own.

For such dependence on the talents and skills of our colleagues who fulfill the myriad needs of so many departments on campus, the Review of Governance Committee proposed offering the FTLs two seats on Faculty Senate. To date, the full-time lecturers are the only cohort on campus who do not have representation in the Senate—both unions have seats, the part-time faculty have a seat, professionals have seats, and even Management/Confidential has a seat. Because full-time lecturers did not exist on this campus when the language of the current handbook was devised, they are, by omission, not considered voting faculty. Thus, the two thirds approval that is needed to change the handbook by-laws.

The elephant in the room is the equity that we must ensure for the full-time lecturers. Regardless of the tactical arguments available, to keep this group of 48 people from having a voice in the curriculum issues for which the senate is responsible, is, as Kathy Russell said at the senate meeting, an issue of morality.

It is also an issue of irony: the full-time lecturers cannot vote on the referendum that will either create or continue to deny them the Faculty Senate vote. The elephant grows. ■

THE SPEECH NOT GIVEN

—D. Jo Schaffer
Art History Emerita



At the Fall Delegate Assembly in September, I was deeply honored and touched to receive the UUP Annual Retiree of the Year award for 2008. It was a Delegate Assembly of highs, lows, and mid points registering on the thermostat readings. We had just gone through almost two hours of listening to the UUP leadership about the devastating proposed budget cuts to SUNY with the drastic implications to the university all wrapped up in the most horrendous financial reportage of the U.S. economy. It didn't seem quite right to put on a smiley face while accepting the award and pretend that all was "business as usual." In fact, I kept thinking that this was "déjà vu all over again."

How many of these budgetary crises have we faced together in the past four decades? More than I care to remember but remember we do! All the highlights of UUP in action over these years have been in gearing up in one way or another for demonstrations, leafleting, getting community support behind us, picket lines, working to rule, and facing down insensitive politicians in Albany. And the discussion that followed President Smith's report was an indication that we remembered that full well. We were ready to gear up and protect our university once again. So I put aside my prepared remarks and just, briefly, thanked UUP for the award and the chance to serve and serve again in retirement, thanked two of my sons who took the time to be there and to say that I hoped that all UUP'ers would have the chance some day to retire with security and dignity.

It was an evening of many awards...three to the Link Scholar recipients, one to Trudy Butera for her outstanding work raising money for those scholarships, two for part timers and the prestigious Nina Mitchell Award to former UUP President Bill Scheuerman. So, I said my abbreviated piece and modestly sat down. The following is the non-abridged version.

Thank you so very much for this great honor. I appreciate that it comes from review by my peers on the Committee on Active Retiree Membership and nomination by my chapter. We have all spent our years in SUNY undergoing one sort of review after another, permanent appointment, tenure, promotion etc., but the one that always counts for me far more is the one given by our peers and colleagues.

This is an award not for longevity but for my continued activity after my "real" professional life in SUNY and UUP. There is a life after retirement. I won't bore you with it but I have to say that all those activities in my community, the larger community, and it seems the world, keep me from being bored in retirement. There are patently clichéd comments that go around retirement circles stating, "Just don't know how I ever found the time to work and still do all this stuff." And "if you want something done, ask a busy person."

But I want to take these few moments tonight accorded to my age, my wrinkles and my chins as well as my accomplishments to make a few comments about my life in the university and especially my life in UUP. It boils down to a simple statement: There is much that has been left undone; there is much that is left to accomplish.

When I started at this noble university, I was a part-timer with no protection for salary increases or renewal. Within two years, I had convinced my department that it was to their best advantage to make me whole. And so, I became an indispensable full time professional, an NTP. There was no formal job description, no formal job requirement or training listed or required, no standard for the position in writing anywhere and no performance program that had any meaning for the real work I was doing on campus. There was a performance review that was an adminis-

trative tool. Draw your own conclusions as to how far we have or haven't come!

And then UUP came into the university and my life! At the very first chance, I signed on as I had with my first position straight out of college years before. I became truly involved with our union when I found I needed and wanted more from it than was contractually available for professionals. I opted to work for chapter office, for delegate, for delegate to our affiliates, to chapter officership positions, to the state-wide Executive Board, to state-wide Membership Development Officer and committee participation hoping that we could make considerable gains for a truly professional life as a professional in SUNY.

And all along this path, I have spoken out, written, proclaimed, debated, and promoted for better treatment for professionals. We still do not have a reasonable career or promotion path (one that might be somehow equated in steps or titles with our academic colleagues). We still do not have reasonable job descriptions that accurately define what it is that we do to make the university run well. We do not have equitable titles and salaries that are the same from campus to campus. We still do not have gender equity in our titles from campus to campus. We are still fighting the comp time issues, the FLSA issues, and overtime and workday issues. All in all, not a whole lot has changed or improved! That being said, without the union it would probably be worse!

So here I am, happy to be busy; grateful to be honored by those I have loved working with and ready to engage once again in making the life for professionals more professional and saving our university!! La lutte continuera!!

Thank you. ■



FEED CORTLAND 2008 Holiday Food & Gift Drive

Organized by UUP Cortland Chapter

Jackie Pittsley, Chair

Cosponsored by CSEA Local 605

Held in cooperation with

Catholic Charities of Cortland County*
and Auxiliary Services Corporation**

These non-perishable food items are especially needed:

Peanut Butter and Jelly
Canned meats/tuna/chicken
Canned meals (ravioli, spaghetti, beef stew, chili, etc.)
Canned fruits
Canned vegetables
Pasta and rice
Breakfast cereal
Dried or canned beans
Canned pork & beans
Canned soups and stews
Juice boxes
Canned apple and orange juice

From now until December 14...

...we will be collecting donations of non-perishable food items and unwrapped gifts (gifts needed for children and adults, all ages)

*All donated items will be distributed through the services of Catholic Charities of Cortland County, which provides support to needy families in Cortland County regardless of religious affiliation or lack thereof

**Auxiliary Services Corporation is graciously assisting with collection of student donations and donated prize for student contest as well as collection boxes

PLEASE HELP US HELP THOSE IN NEED THIS HOLIDAY SEASON!

Collection boxes have been distributed around campus—call the chapter office at ext. 5991 if you have questions about where to find a box near you!

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.

Send contributions to the Editor,
Karla Alwes (English, 112-B Old Main,
alwesk@cortland.edu)
AND to the Chapter Office,
B-18A Old Main, uup@cortland.edu

**2008 ANNUAL CHAPTER
WELCOME/WELCOME BACK PICNIC
September 5, 2008—Yaman Park**

The weather was sunny and bright...
Bob's BBQ of Homer served up
another wonderful feast...
attendance was record-breaking for the fourth
year in a row...
and a great time was had by all!

—Photos by Dawn Van Hall, Library



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