



THE CORTLAND CAUSE

Volume 37, Issue 1
October 2011

Special points of interest:

- Negotiations Update
- Constitutional Amendments

Inside this issue:

President's Messages	
• Campus Level Goals	2
• Negotiations Update	3
—Dangler	

UUP Constitutional Amendments	5
Constitutional Amendments: Navigating the Red Tape	6
—Wiegard	

Dan Pitcher Wins UUP Scholarship	7
—Wilson	

Teacher Education	8
—Shedd	

Executive Board & Department Rep. List	9
--	---

Picnic Photos	10
—VanHall	

Save the Date!
UUP Annual Holiday Membership Gathering
Friday, Dec. 9
4-7 p.m.



WELCOME!

—Karla Alwes
Editor

When asked if he ever had his own opinions on the topics on which he was answering questions from the press, then-President George H. Bush (the elder) answered:

"I have my own opinions, lots of them. I just don't always agree with them."

Please send your opinions, ideas, beliefs, dreams to *The Cortland Cause*. The rest of SUNY Cortland would love to read what you're thinking. And, you don't even need to agree with it.

Enjoy the semester. ■

UUP CONTRACT NEGOTIATIONS ARE UNDERWAY

See page 3

ARE YOU ELIGIBLE TO VOTE ON A NEW UUP CONTRACT?

See back page

LABOR DAY PARADE — SEPTEMBER 4, 2011

At right, Dave Ritchie proudly leads the Cortland delegation at the annual Labor Day Solidarity March at the New York State Fair in Syracuse. About two dozen UUP members from Cortland and Upstate Medical University braved the rain to join over 1,000 brothers and sisters from other unions in the march designed to honor workers on the national holiday created in their honor. ■



—Photo courtesy of Brian Tappen, Upstate Medical University



PRESIDENT'S MESSAGES

GEARING UP FOR ANOTHER CHALLENGING YEAR

—Jamie Dangler

STATE-LEVEL SHENANIGANS

The last two years have been very challenging for our members, and the new academic year will be no different. On the state-level, contract negotiations are on everyone's mind, the demonization of public sector workers continues, and addressing fiscal shortfalls by squeezing working people, the elderly, and those most in need of public services makes for good politics. Wall Street and the corporate sector are making record-breaking profits and the rest of us are fighting over the crumbs they sweep out the door. (Notice I didn't say "sweep off the table." We're nowhere near their table).

Things happening within SUNY are also unsettling. The Chancellor surprised campus communities with an ill-conceived "shared services" initiative that speaks of everything from consolidating campus administrations to putting a new label on cooperative ventures that have been going on for quite some time, to the possibility of saving money by coordinating purchase of goods and delivery of services. I'm not sure what to make of it, though I hear people's concerns about possible job loss and reduction in the quality of our educational and support services.

Will "shared services" basically amount to fewer people being asked to take on more? Is "shared services" merely a euphemism for "workforce reduction?" Will there be real "shared services" that make sense? The elimination of Nylink at SUNY Central, a unit that provided library/technical services around the state and saved SUNY campuses hundreds of thousands of dollars they will now need to cover, makes me wonder what's going on. That was a real example of "shared services" that saved money across the SUNY system.

In general, I'm puzzled by the fact that our state leaders talk endlessly about the need to create new good jobs but don't seem to be bothered when they eliminate existing good jobs. The latter inevitably leads to new demands for public resources and services to support the unemployed or underemployed who can no longer sustain their self-sufficiency and add to the vitality of their local economies.

So – what do we do? The best answer I can offer is to "keep plugging away." Do your job as well as you always do, participate in campus and community life, help educate the public about our situation as public workers and the disinvestment in public education, participate in coming elections, and, of course, get active in your union and the labor movement in general. People across the State are beginning to say "enough is enough." Recent protests on Wall Street are a clear illustration of the fact that going back to the age of the "robber barons" is not sitting well with a population that's struggling to make ends meet and maintain a society based on a reasonable level of equity and fairness.

Help us mobilize our membership to become active participants in the crafting of our future.

Let's not give up.

CAMPUS-LEVEL GOALS AND PROGRESS

It was heartening to see so many people at UUP's "Welcome Back" picnic and two "Union Matters" chapter meetings in September and to meet more than 50 new professionals and academics at the college's "New Employee Orientation" sessions. I hope these events foretell an academic year of cooperative work that will bring us together to solve problems and celebrate our many accomplishments and the community spirit that enhances our work lives at Cortland.

Our chapter Executive Board and committee members met in August to plan for the coming year. Here are the priority areas identified for the chapter. Please take a look to see if you are interested in helping in any area. Your feedback on these and other issues is always welcome.

Addressing Member Problems

The concerns of UUP Professionals and Academics, part-time and full-time members will be addressed by appropriate officers and the chapter as a whole. Chapter leaders will continue to work with members on an individual basis to solve specific

IDA AND OTHER FUNDING AVAILABLE FOR 2011-12

Limited funding will be available for Joint Labor-Management Committee Programs for UUP employees through March 31, 2012. Cortland's funding for this year is a little less than half the amount we received last year, but applications for the following programs will be considered: Individual Development Awards (IDA); Campus Grants; Retraining Fellowship; Counseling and Placement.

Since funding for these programs will be available until March 31, 2012, activities under these programs must take place by that date. Cortland's Office of Sponsored Programs will announce the start of the application process—**be on the lookout for an announcement very soon** if not before this issue of the newsletter comes out. Funds for these grant programs are negotiated and this will be the last allocation from UUP's 2007-11 contract. Future funding depends on the outcome of current contract negotiations. ■

problems and will address broader concerns through Labor-Management venues and special meetings/initiatives.

Service to the Community

UUP encourages members to “give back” to the community in any way possible. One specific thing we will organize as a chapter is a holiday food and gift drive in cooperation with Catholic Charities. We’re open to other ideas for chapter involvement in service activities and will keep members informed of statewide UUP/NYSUT service activities (e.g., recent flood victim assistance efforts).

Membership Building

An agency-fee-payer recruitment drive will take place this fall, emphasizing the importance of signing up to be a UUP member in order to participate in a ratification vote for a new contract. Recruitment of new department/work area reps will continue. Our goal is to have a UUP rep easily accessible to every member in their immediate work area. UUP reps help facilitate communication between members and the chapter leadership.

Communication with Members

We will continue to enhance our regular avenues for communication, including our Union Matters chapter meetings, newsletter, website, special bulletins, and e-mail messages. Special meetings with constituents to address specific issues are also planned. Keeping members informed as contract negotiations proceed is a high priority this year.

Contingent Faculty Issues

Expanding our work with and on behalf of contingent employees - part-time and full-time members who are not eligible for

permanent or continuing appointment (tenure) – is a major priority. A series of events during Campus Equity Week in October will help clarify our goals and invite contingent members to get involved in order to enhance their representation within UUP.

Teacher Education Issues

Changes in state-level Teacher Education testing and curriculum requirements, new teacher preparation program options, and new program mandates/procedures are raising many concerns. Their impact on our members and our college’s teacher education programs are substantial. We will continue to support our chapter’s Teacher Education Task Force and facilitate its connection to the statewide UUP/NYSUT Teacher/School Leader Preparation Work Group. Our goals include participation in deliberations over the direction of teacher preparation in NYS (e.g., State Education Dept. and Board of Regents policy-making decisions), monitoring and addressing workload increase for our members involved in teacher education programs, and communicating with legislators about pressing education issues.

Community Outreach & Coalition Building

Priorities include communicating with other unions on campus and participating in the activities of the NYSUT Council of Locals and the Mid-State Central Labor Council. Educating the campus and local community, legislators, and the public at large about changes in public higher education, funding cuts, and ways they can help protect public education are key goals. Participation in local visits to legislators and Albany advocacy trips will be organized by the chapter.

We have an ambitious agenda. Your help and support are welcomed and appreciated. ■

THE NEGOTIATIONS LANDSCAPE: UUP AND OTHER STATE EMPLOYEE UNIONS

UUP’s Negotiations Team completed preliminary discussions with the State’s negotiators in August and September and is now focused on the details of its contract proposals. UUP’s proposals cover a broad array of issues involving 25 contract articles and seven appendices. The State’s proposals involve compensation, health benefits, duration of a new contract, and furloughs.

Other NYS employee unions have been engaged in contract discussions as well. CSEA (Civil Service Employees Association), which represents 66,000 state employees, recently ratified a new contract. In a ratification vote announced on September 27, the members of PEF (Public Employee Federation), which represents 56,000 state employees, rejected a contract with compensation, health benefits, and furlough provisions similar to those accepted by CSEA. A new tentative agreement between PEF and the State was reached on October 17, and a new ratification vote is scheduled to conclude on November 3.

The PBA of NYS (Police Benevolent Association), which recently replaced Council 82 as the collective bargaining unit for 1,100 Forest Rangers and University, Park, and Environmental Police, has begun contract talks. A tentative agreement accepted by the former Council 82 was voted down by the membership and a decertification vote led to the replacement of Council 82 with the new PBA. NYSCOPBA (New York State Correctional Officers and Police Benevolent Association), which represents over 23,000 state employees, will also be negotiating a new contract.

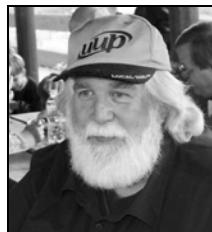
It’s important for UUP members to keep in mind that no group of state employees is exactly alike and each union negotiates its own contract.

As contract talks continue, please be wary of anything about the UUP contract that is presented in the press or discussed on campus. No one but UUP’s Negotiations Team and President Phil Smith knows what’s going on at the table. Details are not released to the public so anything you hear is purely speculation. Nothing is final until a tentative agreement on the entire contract is reached.

Periodic negotiations updates will be posted under “2011 Negotiations Information” on the home page of the UUP website (www.uupinfo.org). UUP’s full package of contract proposals is also available at that site. ■

UUP can (and does) help with many issues

**A lot of the
work we do
on behalf
of members
is not
readily
visible to
the casual
observer**



UUP PROFESSIONALS:

WHAT'S THE UNION DOING FOR YOU?

—John Driscoll
VP for Professionals

I received an email recently that informed me that some of our members are under the impression that UUP is not actively involved in helping those it represents on our campus. I am not sure where the idea that “the union doesn’t offer much help” comes from, but you should know that the union can (and does) help with many issues and certainly is willing to provide confidential consultation and advice.

It’s a misconception that every problem is a potential contract grievance and that the union can solve any problem. We also can’t just barge in and “start shooting.” So, what can we do?

In most cases, we need to be asked by one or more members before we can get involved in trying to solve specific problems. We encourage members who are experiencing job-related problems to contact us. Don’t assume we know what’s going on in your particular work situation or that we can deal with a problem “in general.” We need to know specifics and work with affected members to develop the best strategy to proceed.

Sometimes we provide members with advice and help them address their problems directly with immediate supervisors, chairs, or others as appropriate. At other times, at the member’s request, we get directly involved in working with supervisors and administrators to address a problem on the members’ behalf.

Generalized issues are brought up with President Bitterbaum and other administrators at our monthly Labor-Management meetings. Before we get to that stage, however, we need to be informed by our members of what the specific problems are and what actions would best serve their needs.

UUP has a responsibility to act on behalf of members when the terms and conditions of their employment, as specified in the UUP contract, are not being upheld. A violation of contract provisions could result in a grievance, but it’s often possible to work with the affected members and the administration to rectify the situation so that a formal grievance isn’t necessary.

A lot of the work we do on behalf of members is not readily visible to the casual observer. UUP’s chapter president, vice-president for professionals, vice-president for academics, grievance chair, and labor-

relations specialist spend many hours one-on-one with members trying to resolve problems. They also work with other Executive Board members and chapter committee chairs to address issues on a broader level. Our chapter assistant, Boodie McGinnis, provides much immediate assistance and refers members to the appropriate chapter officers for help as needed.

Throughout the year UUP officers have many special meetings with Cortland’s Human Resources Director and other campus administrators, in addition to our monthly Labor-Management meetings.

Our Chapter President, Jamie Dangler, has been knee-deep in UUP-NYS contract negotiations this year. However, she still presides over campus UUP meetings and tends to the needs of her constituents in a variety of ways. Dave Ritchie, VP for Academics, is a leader in legislative and community “outreach” and is at the forefront of working with members to address many campus issues.

I have to say that I, as VP for Professionals, have been dealing largely with local issues related to the needs of our professionals on campus. For example:

- The Human Resources Department reclassified the FLSA (Fair Labor Standards Act) status of many of our campus professionals. We have had extensive discussions with HR intended to work out the specifics of this reclassification to ensure the fair and proper treatment of professionals at SUNY Cortland.
- Issues have cropped up regarding evaluation, performance programs, DSI, and work load for professionals. We have taken several issues to President Bitterbaum and other administrators. Most of the problems brought to UUP involved misinformation on the part of supervisors. This issue was flagged by the UUP Professionals Advisory Committee, which identified the desperate need for Supervisor Information and Orientation programs. UUP presented this need at Labor-Management more than a year ago, and we were informed at our September Labor-Management meeting that HR has scheduled a supervisor training series for the Spring 2012 semester.

For those who would like to be more informed about the workings of UUP on campus, please find the time to attend our Union Matters lunch-time chapter meetings and other UUP events. It’s also important to check the UUP web page occasionally and keep tuned in to email notices and special bulletins. ■

UUP CONSTITUTIONAL AMENDMENTS ENHANCE CONTINGENT EMPLOYEE PARTICIPATION

On September 24, 2011, UUP's Delegate Assembly approved the following amendments to the UUP Constitution. These amendments are intended to enhance the representation of UUP members who are “contingent” within the union's chapter and statewide structures. UUP's contingent members are part-time employees and full-time employees who are not eligible for continuing or permanent appointment. The underlined text denotes the newly approved changes in language. See the next page for perspectives from Anne Wiegard, Cortland Chapter Board member who has been instrumental in seeking change on behalf of contingent employees.

- Constitutional amendment on categories of membership:

ARTICLE III: MEMBERSHIP

Section 2. Categories of Membership.

Membership shall be of either of two categories, “academic” or “professional”;

a. “Academic” members shall be those persons with academic rank;

a.i. “Contingent” academic members shall be those persons appointed to any position which does not prescribe eligibility for continuing appointment.

b. “Professional” members shall be those persons with professional rank.

b.i. “Contingent” professional members shall be those persons appointed to any position which does not prescribe eligibility for permanent appointment.

- Constitutional amendment on classes of membership:

ARTICLE III: MEMBERSHIP

Section 1. Classes of Membership.

a.i. Contingent membership shall extend from September 1 through August 31. Membership in good standing shall be maintained through payment of dues as defined in Section 4. Dues. b., 1.. b. of the UUP Constitution and shall be on a continuing basis throughout the membership year.

- Constitutional amendment to create an Officer for Contingents at the Chapters:

ARTICLE VII: CHAPTERS

Section 2. Structure of the Chapters.

b. Each chapter shall have, as officers, a President, a Vice President for Academics, a Vice President for Professionals, an Officer for Contingents, a Secretary and a Treasurer, or a Secretary/Treasurer, a Grievance Chairperson, a designee for Affirmative Action, and such other officers as shall be specified in the Chapter By-laws, who, with the exception of the Grievance Chairperson, and the designee for Affirmative Action, must be elected in accordance with the provisions of Article VIII, Nomination and Election Procedures, of this Constitution, and provided that any Chapter may designate, in its By-Laws, other positions as elective;

Note: Delegates voted to implement the change to Officer for Contingents in the 2013 elections.

- Constitutional amendment to change the Part-Time Concerns Committee to the Committee for Contingent Employment:

ARTICLE X: COMMITTEES

Section 1. Standing Committees.

The Standing Committees of this organization shall be the Committee on Negotiations, UUP Outreach, Membership, Finance, Grievance, Elections and Credentials, Affirmative Action, Active Retired Membership, Contingent Employment, Solidarity, and Women's Rights and Concerns.

i. The Contingent Employment Committee shall be composed of the elected chapter Officers for Contingents as well as other members appointed by the UUP President; shall encourage membership and activity of contingent members; shall report to the President, the Executive Board, and the Delegate Assembly with respect to the treatment of contingent academics and professionals, their issues and concerns; shall recommend policies and programs to meet the needs of contingent academics and professionals, shall work with other committees as directed by the Executive Board; may consider other matters referred to it; and draft proposals to ensure equity and fairness for contingent members throughout SUNY and in the activities and policies of UUP and its affiliates.

- Constitutional amendment to require no fewer than one contingent member be elected to the Executive Board:

ARTICLE V: EXECUTIVE BOARD

Section 1. Composition

There shall be an Executive Board consisting of the officers and thirteen additional persons elected by and from the body of the Delegate Assembly. In addition, the Chair of the Committee on Active Retired membership shall serve as a nonvoting member[.] ; the Chair of the Committee on Active Retired membership shall not be included in determining Chapter representation on the Board. Total voting membership on the Executive Board shall reflect the approximate whole-number ratio by the categories of membership on the rolls of United University Professions. The Executive Board shall include no fewer than one member from each of the five types of Chapters, as defined in Article VII, Section 4, of this Constitution and no fewer than one contingent member. No more than two members of the entire Executive Board may be from the same Chapter.

Contingent activists have been working for several years to figure out how the roughly 13,000 of UUP members who are employed on a contingent basis can be better represented within their union



CONSTITUTIONAL AMENDMENTS:

NAVIGATING THE RED TAPE

—Anne Wiegard
English

Over the summer months of 2011, four UUP chapters, Albany, Cortland, New Paltz and Oneonta, approved and sent to the statewide Executive Board four proposed constitutional amendments designed to create proportionate representation of contingent faculty, both full and part-time, within UUP's governance and in keeping with the recommendations of the Task Force. A fifth amendment, proposed by New Paltz at the behest of Cortland's own Ross Borden, intended to allow part-time employees to maintain a "sustaining membership" in NYSUT for two years following non-renewal. Contingent activists have been working hard for several years to figure out how the roughly 13,000 of UUP members who are employed on a contingent basis can be better represented by and within their union. At the Winter 2010 DA, the statewide Part-time Concerns Committee unanimously approved the recommendations of the Task Force Force on Contingent Employees (published under "Reports" on the UUP website).

In accordance with the amendment process, the proposed amendments were brought to the floor of the Fall Delegate Assembly (DA) for a vote. A two-thirds vote is always required to pass a constitutional amendment. Approximately three-hundred delegates attended the Fall 2011 Assembly. The votes of the delegates on Saturday, September 24th determined that only one of the chapters' amendments was passed intact (renaming the statewide committee), but versions of all of them were passed after compromises were reached, except for one proposal that was referred back to the Executive Board for further consideration.

Another component of the amendment process is the obligation of the statewide Executive Board to publicly declare its opinion of the proposals. After an hour-long discussion at the August meeting of the Executive Board of the electoral issues raised by the amendments, UUP's statewide officers referred the proposed amendments to a newly appointed, five member Constitutional Amendment Committee: Eileen Landy (Chair), Jil Hanifan, Jean Galbraith, David Kreh and John Delate. The new Constitutional Task Force, charged with making the changes easier to implement, met for the first time on Wednesday, August 24th, and returned the proposed amendments to the Executive Board with suggested modifications. The Board then voted electronically

in early in September to accept the suggested revisions, and it voted officially to the same effect at its meeting on Thursday, September 22nd. Customarily, an endorsement by the Executive Board carries a lot of weight with the Assembly. Both versions of the proposed amendments have been published in the September issue of *The Voice*, the UUP newsletter mailed to all members at their home address.

Because the terms and conditions of their employment differ so fundamentally from those of UUP members whose positions entail eligibility for permanent or continuing appointment, contingents have maintained that the offices within UUP, which are structured only according to one's rank as either an academic or a professional employee, do not reflect the current reality of the workforce. In essence, the changes proposed by the chapters would have created a new "contingent" category of UUP membership in addition to "academic" and "professional;" they would have created two more seats on the statewide Executive Board; they would have renamed the statewide Part-time Concerns Committee the Contingent Employment Committee; they would have elevated the chapter office from Part-time Concerns Representative to Vice President for Contingents so that this person would be elected by and from the contingent members; and they would have afforded the VP for Contingents an automatic seat as a delegate, as is the case for the other VPs.

The statewide Executive Board's versions of the amendments differ considerably from the chapter versions. The Board's substitute amendments do not stipulate an additional category of membership, but rather a subcategory and therefore, the chapter's "Officer for Contingents" will not be elected solely by contingent members, nor will s/he necessarily be contingent, just as is now the case. The approved amendments designate only one seat for a contingent on the statewide Executive Board, and no "sustained" membership option for contingents; however, membership in UUP will continue throughout the membership year to allow contingent employees who lose their positions to remain in elected UUP office. The Board offered no opinion about the fifth amendment which would have created an auto-

matic delegate seat (This was the proposal that the DA voted to refer back to the Board for further consideration). Although many are disappointed that so little will change, at least the changes in language open the door for greater collective action among contingents by recognizing that all those employed off the “tenure” track, whether they be in part-time or full-time positions, professional or academic, share the same essential relationship to their employer by virtue of the terms and conditions of their employment. Further reforms will surely follow.

A great many people worked hard to push UUP to take these “baby steps.” The statewide Part-time Concerns Committee (hereafter the Contingent Employment Committee) was an important part of the effort to achieve amendments. This committee met on Friday, September 23rd, and after intense deliberation, voted to endorse the Board’s versions of the amendments, understanding that it would be unlikely the DA would approve anything without

the Board’s approval. Facilitating the complex process of debate and voting during the plenary session on proposed constitutional amendments took about two hours and the concerted efforts of a number of activists from various campuses, including Cortland’s Jamie Dangler, Larry Ashley, Ross Borden and Anne Wiegard. Finally, the speech given by this year’s Fayed Samuel Award (the annual award for courageous union service by a part-time UUP member) Honoree on Friday night, Jan Tewes of Morrisville, influenced the voting. Jan called attention to the lack of proportionate representation by asking all the contingents present to stand up. When only about eighteen of the more than three-hundred delegates rose, her point was made. Referring to the proposed constitutional amendments, she ended her speech with a paraphrase of a sentence from a John D. MacDonald novel in which Travis McGee urges people faced with a moral decision to choose the “hard thing” because the hard thing is always the right thing to do. ■

Although
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CORTLAND STUDENT DAN PITCHER WINS UUP SCHOLARSHIP

—Jennifer Wilson
Public Relations

At the recent Fall UUP Delegate Assembly, it was announced that Dan Pitcher, a SUNY Cortland student who expects to graduate in December with a master's degree in sport management, was awarded the first UUP \$2,000 William Scheuerman Post-Baccalaureate Scholarship. Dan was among five students who were awarded UUP scholarships at the event, and this year's only graduate student recipient.

The award, named in honor of former UUP President William E. Scheuerman, is given to an outstanding full-time SUNY graduate or professional school student who exhibits dedication to the goals and ideals of the labor union movement.

As Cortland's star quarterback, Pitcher plans to use his leadership ability to coach football. "Coaching is one of the best ways to impact the athletic, social and academic lives of others," Pitcher said. "Like union leaders, coaches teach fairness, dedication and the power of working together."

Pitcher has underscored these tenets in his inspirational speeches to his classmates on campus, to area high school students, and to the sports community at a National Football Foundation banquet held in Verona, NY.

"Dan is a genuine, consummate student athlete and a super ambassador for family, team and University," said UUP member and SUNY Cortland head football coach Daniel MacNeill '79.

Pitcher earned a bachelor's degree from SUNY Cortland in 2010 while maintaining a 4.08 GPA and serving as captain and quarterback on the College's football team. He has deep ties to SUNY Cortland and the State University system. He is the son of Michael Pitcher, a SUNY Cortland lecturer who also coordinates audiological services for the Communication Disorders and Sciences Department. His brother, Matthew, is a senior kinesiology major at the College as well as a football team offensive lineman. Both his parents earned their degrees from SUNY Geneseo.

To qualify for the award, Pitcher met the scholarship criteria of carrying a course load of at least nine credits after having completed at least nine credits, while holding a cumulative grade point average of 4.0.

Application deadline for the 2012 scholarship is March 1, 2012. For more information or to complete an application, visit UUP's website at www.uupinfo.org/scholarships/scholarship.html. Applications may also be obtained by calling UUP's administrative office in Albany toll-free at (800) 342-4206 or by contacting the Cortland Chapter Office (uup@cortland.edu).

—Photo by Darl Zehr Photography

the recent
trend
stripping
away the
professional
autonomy
and
judgment
of public
school
teachers
has spilled
over onto
college
campuses



TEACHER EDUCATION: COLLEGE FACULTY PROFESSIONAL JUDGMENT DEVALUED

—John Shedd
History

Up until just over ten years ago, teacher education faculty were treated pretty much like academics have been traditionally. They were trusted, as individuals who had worked long and hard earning advanced degrees, to design and teach courses that reinforce the knowledge and standards of their discipline.

Much of that has changed since the late 1990s. All sorts of agencies, from State Ed. to NCATE to the Board of Regents to SUNY Central, have sought to dictate how teacher education programs should be structured, what they should contain, and what elements of student achievement should be measured.

With these new directives have come a flood of new bureaucratic tasks, including and especially data gathering and report writing. Last year, due to NCATE reports, many teacher ed. faculty on campus found that the time they needed for teaching and research had to be pushed aside. It was very clear that we were expected to make the preparation of our reports the first and main priority of the year. The message that piling more and more bureaucratic tasks onto teacher ed. faculty must result in a negative impact on their teaching and scholarship does not appear to be getting through.

In other words, the recent trend stripping away the professional autonomy and judgment of public school teachers has spilled over onto college campuses, affecting all faculty who are caught up in various “assessment” efforts, but especially teacher education faculty. Just like grade school teachers, we are increasingly expected to teach according to the guidelines made by someone outside our classrooms. Raising a voice of dissent, or even questioning the validity of a new mandate or the veracity/reliability of a new statistical measure, has been simply a waste of time. What faculty think about externally-imposed standards has not mattered.

To make matters worse, the hiring of professionals and technicians as support has been utterly inadequate. Our campus supervisors have routinely passed the tasks connected with external impositions onto the desks of teacher ed. faculty with this simple message implied: you are on your own.

Last year saw the beginnings of serious responses from faculty both in Albany and here on campus. UUP formed a new statewide Teacher Education Committee that is studying the collapse of professional autonomy and skyrocketing workload among its members throughout the state. UUP’s committee is connected to a broader NYSUT effort, organized through its Teacher/School Leader Preparation Workgroup. Bill Buxton, Department of Literacy, serves on the statewide UUP/NYSUT committees and formed a SUNY-Cortland Teacher Ed. Task Force to help connect our campus efforts to the broader statewide effort to address Teacher Ed. issues.

Our meetings on campus last year culminated with a session where we received advice from UUP chapter president Jamie Dangler and Darryl Wood, UUP’s Labor Relations Specialist. We discussed ways to be more effective in focusing on the central objectives our work. We also discussed the need to work with the administration to prioritize tasks in order to address the fact that so much of what we’re being asked to do detracts from activities that are essential for our students and programs. It has become increasingly difficult to devote necessary time to teaching, scholarship, and meaningful service work. We need to work together to address this mounting problem.

Please join us. Contact Bill Buxton (william.buxton@cortland.edu, campus ext. 5567) if you want to receive notices of our Teacher Education Task Force meetings. ■

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
and to the editor, Karla Alwes, karla.alwes@cortland.edu

UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2011-2012

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DEPARTMENT AND BUILDING REPRESENTATIVES

ACADEMIC COMPUTING	Vicki Hess & Mari Toti	PHILOSOPHY	Andrew Fitz-Gibbon
ASAP	Mariangela Chandler & Jennifer Drake	PERFORMING ARTS	Nancy Kane
ATHLETICS	Julie Lenhart	PHYSICAL EDUCATION	Jeff Walkuski
CHILDHOOD/EARLY CHILDHOOD	Lin Lin	PUBLICATIONS	Ingrid Jordak
ENGLISH	Matthew Lessig	RECREATIONAL SPORTS	Louise Mahar
FACILITIES PLANNING	Joe Westbrook	RES. LIFE & HOUSING	Sarah Gingrich
FOUNDATIONS/SOC. ADVOCACY	Michelle Kelly	SPORT MANAGEMENT	Peter Han
GEOGRAPHY	Ibipo Johnston-Anumonwo & David Miller	STUDENT CONDUCT OFFICE	Michael Pitaro
HISTORY	Judy Van Buskirk & Brett Troyan	UNIVERSITY POLICE	Eamon O'Shea
MODERN LANGUAGES	Colleen Kattau		

Want to get more involved with UUP? Please consider becoming a Department or Building Representative!
As is evidenced by the list above, we still need "reps" for many campus departments and/or buildings, and we would welcome your participation. Contact Membership Officer John Shedd (ext. 2035, john.shedd@cortland.edu) or the Chapter Office (ext. 5991, uup@cortland.edu) to express interest or find out more!



ANNUAL CHAPTER PICNIC SEPTEMBER 10, 2011

...thanks to Bob's BBQ for another great meal...

**...and most importantly, thanks to all who
came and made this such a fun event!**

*—Photos courtesy of Dawn VanHall**

(*top left and top right photos courtesy of Jo Schaffer)



Your new UUP contract is being negotiated. Will you be able to vote on it?



Once a tentative agreement is reached with the state, UUP members must vote to ratify a new contract.

To vote, you must be a “signed up” member of UUP.

Alan G. Hevesi New York State Comptroller		JOHN DOE				Total Gross Net Taxable Gross			
						Current	YTD	Current	YTD
Advice #	12345678	Pay Start Date	06/16/2005	Negotiating Unit	IB	3456.78	1234.56		
Advice Date	07/13/2005	Pay End Date	06/23/2005	Retirement System	TIAA/CREF	45,678.90	34,567.89		
Department ID	1234								
EARNINGS	Paid Days	Current	FairDays	Holiday\$	YTD	Salaries		TAX DATA	
Regular Pay Salary Employee		3456.78				45,678.90		Federal	
Location Pay		56.78				678.90		State	
								NYC	
								YTD	
BEFORE TAX DEDUCTIONS									
Health Deduct		456.78				1234.56			
Discretionary Pay Advance		56.78				5,678.90			
TIAA Retirement Deduct Tax		56.78				1234.56			
VTD AFTER TAX DEDUCTIONS									
Current YTD Current YTD									
3456.78 1234.56 45,678.90 34,567.89 56.78 1234.56 678.90 34,567.89									
TAXES									
Federal State NYC YTD									
3456.78 1234.56 45,678.90 34,567.89 56.78 1234.56 678.90 34,567.89									

Check your most recent paystub to find out if you are a member. If it says “UUP Agency Fee” you are not yet a UUP member.

Are you a UUP member?

JOIN TODAY so you can vote!

- Go to www.uupinfo.org
- Click on “About UUP” at the top of the home page
- Click on “Welcome/Join”

...or simply contact the Chapter Office to request information or an application form (campus ext. 5991, e-mail uup@cortland.edu)

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