

FredUUP

Summer 2021
Volume 12, Issue 1



United University
Professions

Fredonia Chapter
Newsletter

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Events

August 5, 2021
Workshop

August 10, 2021
Executive Board Meeting

August 19, 2021
Labor Management Meeting



Christopher Taverna, Chapter President
Melissa Hooper, Chapter Vice-President for Professionals
Cynthia Smith, Chapter Vice-President for Academics

President's Message

As I write this welcome message to our Summer 2021 Newsletter, I am reflecting on the past and looking towards the future. Certainly the ongoing global COVID-19 pandemic has caused a shift in our society; with how we interact with one another, with how we learn, and how we work. But we continue to persevere through, we've been there for our students and for each other. We got our jobs done and continue to do so. I applaud all of us for our efforts to keep things moving forward even when perhaps we were overwhelmed with anxiety about our health and safety and what the future holds.

We are faced with uncertainty as we attempt to return to some sense of "normalcy." However, one thing I hope is that we do not throw away the lessons we learned this past year. Let us take this opportunity to build a new normal, one that is more equitable and compassionate.

As we move forward with meetings and workshops, please know that any in-person events held by the Fredonia Chapter will also be available remotely for those unable to attend face to face. If you have any suggestions for topics you'd like to learn more about please let me know.

Please be on the lookout for ways to become more involved with UUP at Fredonia. I look forward to working with all of you this upcoming year!

I hope the rest of your summer is full of things that bring you joy! May you find time to recharge and bring your best self to the world!

We are the Union!
In Solidarity,

A handwritten signature in black ink that reads 'Chris'. The signature is stylized with a large, looped 'C' and a simple 'h' and 'is'.

Christopher C. Taverna, UUP Fredonia Chapter President

Meet the new Fredonia Chapter Executive Board

June 1, 2021 through May 31, 2023 term

Fredonia Chapter Election results can be found here:
<https://uupinfo.org/elections/results/chapter/Fredonia/21/Results.pdf>

Some of the Executive Board Members wrote brief bios to share with you:



Christopher C. Taverna, Chapter President

Chris is entering his second term as Fredonia Chapter President and his 21st year at Fredonia. He is currently in the Academic and Collaborative Technologies department of Information Technology Services where his duties include training, knowledge management, and Zoom administration. He also serves as the Advisory Chair for the Chi Pi Chapter of Alpha Phi Omega, is a Senator on Fredonia's University Senate, and was just elected Vice-Chair of the SUNY-wide Educational Technology Officers Association (EdTOA). In addition to numerous technical certifications, Chris is a Certified Faculty Developer and a Myers Briggs Type Indicator (MBTI) Certified Practitioner. Chris holds a B.S. in Mathematics from The State University of New York at Fredonia.

Melissa Hooper, Vice President for Professionals

Missy (Sidor) Hooper is the Vice President for Professionals. She has been a member of the Communication and Disorders Department since 1997. At the beginning of her career here at SUNY Fredonia, she was a part-time adjunct instructor. Currently, she is a full-time professional staff member with the primary role of supervising graduate Speech-Language Pathology students at the Youngerman Center for Communication Disorders.

She has served on University Senate, the Faculty and Professionals Affairs Committee, and College Review Panel (for Professionals). In the past, she also served as the UUP Amenities officer.

Given the University's current financial crisis amidst COVID-19, her aim is to provide guidance, support, and education to the Professional staff members when navigating the challenges of issues such as workload creep, work-life balance, extra service/comp time, and accurate and timely performance programs/evaluations. As she has demonstrated in this past challenging year, her priority is to advocate for professional staff's personal health and safety, and rights under the union contract.

Michael Clarkson-Hendrix, Secretary

Michael Clarkson-Hendrix, PhD, LCSW-R is an Assistant Professor of Social Work in the Department of Sociocultural and Justice Sciences. He has been a member of the UUP Executive Board since 2017 and is serving as Chapter Secretary for the 2021-2023 term. His involvement with the Union aligns with his interest in the social welfare of the university workforce, particularly in the areas of retention/turnover, job satisfaction, and burnout.

Lei Huang, Diversity, Equity and Inclusion Officer

Lei Huang (Associate Professor of Marketing), is the Diversity, Equity and Inclusion Officer and a Delegate for Academics. He believes that diversity should include but not be limited to demographics such as race, age, gender, etc. More importantly, that it should embrace cross-cultural diversity, generational diversity, religion, and other ways that diversity manifests in the workplace such as work load, equity, resource allocation, and so on. If you have any of such diverse, equity, and inclusion concerns relating to your work, please do not hesitate to contact him. He will try his best to continuously pursue, promote, and protect academic freedom as well as equality at SUNY Fredonia."

**Dr. Reneta Barneva, Grievance Chair for Academics**

Dr. Reneta Barneva from the School of Business is the Grievance Chair for Academics and a delegate. This is her seventh year as the Grievance Chair. She is also a member of the UUP-statewide Grievance Committee and the Constitution and Governance Committee.

This is her 20th year at Fredonia and over the years she has gained first-hand knowledge about the issues UUP members face. Prior to that, she has been for over 10 years on the Executive Committee of the Senate, serving consecutively as Governance Officer, Vice-chair, Chair, and six years as a SUNY Senator. She has also chaired the Faculty and Professionals Concerns Standing Committee of the Senate and served as a member of numerous SUNY-wide committees. This experience provides her with knowledge about the members in SUNY sister institutions and about the SUNY system as a whole.

Recognition for Dr. Barneva's work are the numerous distinctions of which she is a recipient, among which Wilkis Award of the British Computer Society, Chancellor's Award for Scholarship, Kasling Memorial Lecture Award, and School of Business Performance Award.

Janet Mayer, Grievance Chair for Professionals

Janet Mayer is the Grievance Officer for Professionals, which is the role she held previously. She has served on many UUP committees locally and at the state level. At Fredonia, she is transitioning to the Director of Contracts position in University Services. She is excited to help UUP Professionals be successful at Fredonia and looks forward to working with all of you.

Dr. Junaid Zubairi, Membership Development Officer

Dr. Junaid Zubairi is returning in the current year for the second term as the membership development officer. He joined SUNY Fredonia in 1999 and has been a union member since then. He is currently the chair of the department of computer and information sciences. He can be reached at zubairi@fredonia.edu

Gregory Cole, Amenities Officer

Gregory Cole is an Adjunct Lecturer in the Department of Computer and Information Sciences. He has been a member of the UUP Executive Board since 2017 and is serving as the Amenities Officer for the 2021-2023 term. Mr. Cole is a member of the campus Veteran's Committee and also serves on the NYS UUP Veteran's Committee.

**Sandra Lewis, Professional Delegate**

Sandra Lewis, Professional Emerita, ran for one of the professional delegate positions. She was recently re-elected to serve another two-year term. She has worked in professional, administration, and academic areas throughout her SUNY Fredonia career which spans over 33 years. She is committed to connecting our members with our union by answering and bringing forward questions and concerns to both our chapter and statewide leadership. Currently, she is co-chair for UUP's statewide Solidarity Committee, member of the UUP's statewide Scholarship Selection Committee and the VOTE-COPE Statewide Coordinator.

As we await Governor Cuomo to sign, she wants everyone to know that Bill S4308 Gounardes/A4059 Abbate was passed. This bill allows members in the Optional Retirement Plan (which encompasses 75% UUP members) to make monthly auto-payments to VOTE-COPE just like those ERS/TRS members have been doing since 1993. If you would like to read more about VOTE-COPE, please see the article in this summer newsletter on page 7.

Paul Starcher, Professional Delegate

Paul has worked in higher education for ten years, beginning his career at the University of Evansville in southern Indiana as an International Admission Counselor and Communication Specialist. In 2014, he entered the SUNY system, taking a position at the University at Buffalo, before coming to SUNY Fredonia. Before all of this, Paul worked as a field organizer for the Ohio Democratic Party in Jefferson, Belmont, and Harrison counties in Eastern Ohio where he worked with local Union labor councils. As the grandson of a proud UMWA (United Mine Workers of America) union welder, he understands the importance of the Union Movement and how it helps people get ahead. He also knows how it feels when you don't have the support of a Union. While working in the right-to-work state of Indiana, Paul and his colleagues at the University of Evansville received almost zero salary increases and vacation was not granted until one completed a year of employment.

Outside of work, Paul is on the Board of the Allegheny Highlands Council, Boy Scouts of America. He volunteers as a leader with Dunkirk Sea Scout Ship 3821. He is also a volunteer member of the Holiday Valley Safety Patrol, which is part of the National Ski Patrol. His hobbies include skiing, cycling, kayaking, backpacking, traveling, and LEGO model railroading.

Tara Singer-Blumberg, Labor Relations Specialist

Tara Singer-Blumberg has been a labor relations specialist with NYSUT for 21 years. She is assigned to UUP and works with the Fredonia and UB Center chapters. She is here to assist members with issues involving the Contract and terms and conditions of employment.

Are You a Member?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross Fed. Taxable Gross Current 3498.79 1234.56 YTD 45,678.90 34,567.89	
Advice # 123456789 Advice Date 09/10/2015	Pay Start Date 09/10/2015 Pay End Date 09/24/2015		Net Pay 1,234.56		
Department ID 1234			Pay Rate 66,789.10		
EARNINGS					
	Current	YTD			
	Hrs/Days	Earnings	Hrs/Days	Earnings	
Regular Pay Salary Employee	3498.79	45,678.90			
Location Pay	25.78	678.90			
TAX DATA					
	Federal	State	NYC	Yorktown	
Regular Pay Salary Employee	4	4			
Location Pay	2	0			
TAXES					
	Current	YTD			
Fed Withholding	3498.79	1234.56			
Medicare	45,678.90	34,567.89			
Social Security	3498.79	1234.56			
NY Withholding	45,678.90	34,567.89			
BEFORE TAX DEDUCTIONS					
	Current	YTD			
Regular Pay Salary Employee	45,678.90	1,234.56			
Location Pay	678.90	1,234.56			
TAX Withholding Before Tax	34.98	1,234.56			
AFTER TAX DEDUCTIONS					
	Current	YTD			
Regular Pay Salary Employee	3498.79	1,234.56			
Location Pay	678.90	1,234.56			
UUP Member 26P					

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.

Get Involved in Committees

One way to be more involved with your Union is by working on a committee, either at the Chapter or State level. At the Fredonia Chapter we have the following committees open to all UUP members:

Political Advocacy Committee

The Political Advocacy Committee will consist of members of the Fredonia Chapter interested in promoting UUP's legislative agenda at the local and state level.

The goal is to get our members involved in the political process. We are asking our members to sign up to volunteer their time to do the grassroots work of fighting for UUP issues in ways such as meeting with legislators in their district office, attending an advocacy day in Albany, sending a message to their legislators, phone banking, and more.

Service Committee

The Service Committee will consist of members of the Fredonia Chapter interested in coordinating, promoting, and participating in community service projects within our local community.

At UUP we believe that we are stronger together. That is why we recognize that there is strength in numbers and our ability to elevate our power is working with other organizations and allies in our communities. Our goal is to increase UUP's visibility in the community by supporting other organizations and nonprofits. We are asking our members to sign up to volunteer their time to serve the community.

Working Caregivers Committee

The Working Caregivers Committee will consist of members of the Fredonia Chapter interested in supporting and advocating for the needs of working caregivers within our local community and in society at large.

Caregiving labor has always been a significant unpaid obligation for waged workers – especially women. Workers with caregiving obligations remain under immense strain as they attempt to meet the obligations of their paid work at the same time that they fulfill essential human needs. We need significant intervention and support for workers who undertake the essential labor of caregiving. We need this for the health of those workers and the people for which they care, the equity of the workplace, and for our greater societal well-being.

There are also many Statewide Committees available.

A full listing can be found at: <https://uupinfo.org/committees/>

Please contact uup@fredonia.edu if you are interested in participating or have any further questions about committee work.

UUP kicks off 'Building Back Better' drive

UUP needs everyone's help to ensure SUNY remains on solid financial footing—especially as the University faces the possibility of deep budget cuts amid a rocky economy and the escalating coronavirus pandemic.

Keep the University strong and vibrant, now and into the future, can only be accomplished through hard work—and money.

The union in December kicked off its 2020-2021 VOTE-COPE campaign to raise voluntary contributions to NYSUT's political action fund, which supports candidates of all parties based on voting records on education, labor, health care and working-family issues. NYSUT returns up to 40 percent to each local, based on the VOTE-COPE donations by its members; the rest is used by NYSUT for larger, statewide advertising campaigns, political action efforts, campaign committees and candidate endorsements.

No union dues are used to fund VOTE-COPE activities and initiatives.

"These funds are a necessary tool in the fight to protect public education—our University, our students, our patients, our jobs and our retirement benefits," said statewide Vice President for Professionals Tom Tucker, who oversees the union's political fundraising efforts. "If you haven't



donated before, now is the time. If you are already giving to VOTE-COPE, now is the time to give more."

This year's VOTE-COPE drive, "Building Back Better," is spearheaded by Sandra Lewis, UUP's statewide VOTE-COPE coordinator and a Fredonia Chapter member. The goal: to increase, up to 10 percent, the number of people contributing at each chapter, en route to what she hopes will be a record-setting year in overall donations. The drive runs through May 2021.

Lewis said UUP is behind the October 2019 total of nearly \$200,000. She is tapping VOTE-COPE regional organizers to

assist in raising members' awareness of the importance and benefits of VOTE-COPE. She is developing a flier for chapter-based VOTE-COPE coordinators to distribute, and was working on a social media toolkit to help in their efforts.

She is counting on UUP retirees to do their part.

"I am asking all of our members—active and retired—to be stronger advocates by giving to UUP's 'Building Back Better' VOTE-COPE campaign," Lewis said. "We need to get everyone on board. It doesn't matter if a person can only give a dollar a paycheck. We still have work to be done."

How to donate

There are several ways for retiree members to donate to VOTE-COPE: through Teachers' Retirement System or Employees' Retirement System pension withdrawals; checking the appropriate box on a UUP reimbursement voucher, when applicable; by check or money order; or selecting VOTE-COPE when buying UUP face masks or filters (see story, page 11).

Retirees receiving ERS and TRS pension payments can authorize monthly withdrawals. Forms can be requested through the NYSUT website at <https://bit.ly/3g9Mzdm>.

Retiree members can also go to <https://bit.ly/2KiXEh4> and fill out a UUP form to donate by check or money order.

Article taken from *The Active Retiree*, Winter 2021

<https://uupinfo.org/retiree/pdf/ActiveRetiree/21/ActiveRetireeWinter2021.pdf>

How to donate – Payroll Deduction

Those wishing to donate through payroll deduction can go online at [VoteCopePledgeCard](#) fill out and sign the enrollment card. You may send through campus mail to: UUP Fredonia Chapter Office, W234 Thompson Hall or mail directly to UUP at P.O. Box 15143, Albany, NY 12212-9954.

To read more about VOTE-COPE, visit the website, uupinfo.org/votecope

MEMBER SNAPSHOTS

FREDONIA CHAPTER MEMBER
ADAM LUEBKE RECEIVED A 2020
GRAMMY AWARD FOR BEST
CHORAL PERFORMANCE.



PHOTO COURTESY OF ADAM LUEBKE; INSET COURTESY OF SUNY FREDONIA

LUEBKE

Fredonia Chapter member brings home a Grammy

BY MICHAEL LISI

Does any musician ever think they're going to actually win a Grammy Award—even if they're nominated for one?

Adam Luebke certainly didn't—and he won one.

Luebke, a Fredonia Chapter member and assistant professor at the SUNY Fredonia School of Music, won the 2020 Grammy Award for Best Choral Performance for the Buffalo Philharmonic Chorus' recording of Richard Danielpour's "The Passion of Yeshua," with the Buffalo Philharmonic Orchestra and the UCLA Chamber Singers.

Luebke won the Grammy for his work as director of the Buffalo Philharmonic Chorus; he has directed the chorus since 2015. He found out about the win in a live virtual ceremony; he wore a tuxedo for the event.

"I never expected it," said Luebke, in a recent phone interview from Fredonia. "I was proud of the recording and the work

that went into it, and you just hope for the best. It got a lot of great reviews, nationally and internationally, and that kind of buzz is crucial. It certainly helped."

IT TAKES A VILLAGE

Two Fredonia Chapter members, Alex Jokipii and Jonathan Lombardo, played on the Grammy-winning recording. Both are adjunct lecturers at SUNY Fredonia; Jokipii is the principal trumpet player for the BPO, and Lombardo is the orchestra's principal trombonist.

Bernd Gottinger, a Fredonia Chapter member and associate professor who leads the college's Sound Recording Technology Program, engineered the recording of the album. That earned him a Grammy Award nomination for Best Engineered Album, Classical.

"We are so proud of professor Luebke and our Fredonia Chapter members for winning this prestigious award," said UUP President Fred Kowal. "The number of talented individuals we have at SUNY Fredonia and across SUNY is truly stag-

gering. It is people like professor Luebke and his Fredonia Chapter colleagues who make SUNY and UUP great."

STIFF COMPETITION

The album, released in February 2020 on the Naxos label, beat out some tough competition, including Grammy Award-winning *The Crossing* chorus and its Grammy-winning conductor, Donald Nally; and multiple Grammy-winning conductor Leonard Slatkin, who led four choruses and the Orchestra of St. Luke's in the premiere performance of Alexander Kastalsky's "Requiem for Fallen Brothers."

The two-disc album "The Passion of Yeshua," recorded live in Buffalo in 2019, is a dramatic oratorio that tells the story of Christ's last hours on Earth. The piece, written by Danielpour over the last 25 years, takes from original Hebrew scriptures—sung in Hebrew—and the four Gospels.

A 2020 *Fanfare* magazine review said the album "is almost certain to go down

Don't forget to wear red on Fridays!

SOLIDARITY FRIDAYS Wear **RED**

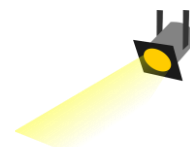
Union members across the country wear red to show solidarity and to make their voices heard by management in a small way.

FRIDAY SOLIDARITY DAY



United University Professions (UUP)
Civil Service Employees Association (CSEA)
Union Members wear **RED** every Friday as a sign of solidarity

Spotlight shines on UUPers



Each year, hundreds of UUP members publish books and articles, and are recognized for accomplishments on campus and in their communities.

The Echo, volume 7, issue 2, page 9, recognized **Junaid Zubairi**, a professor and chair of Computer and Information Sciences at SUNY Fredonia.

<http://uupinfo.org/flipbook/pdf/TheEchoVol7No2.pdf>

The Voice, volume 47, number 2, page 9 recognized **Thomas Hegna**, an assistant professor of Geology and Environmental Sciences at SUNY Fredonia.

<https://uupinfo.org/voice/winter/WinterVoice2020/VoiceWinter2020.pdf>

Junaid Zubairi, a professor and chair of computer and information sciences at SUNY Fredonia, and his research team colleagues recently received a \$50,000 National Science Foundation grant to advance their Flight Data Tracker system.



The team—ZubAir Data, LLC—will use the Innovation-Corps grant to participate in an intensive seven-week innovation and entrepreneurship training program. Team members will interview 100 industry leaders to test their hypotheses about the effect, marketability and need for their innovative tracking system. The Flight Data Tracker has the potential to render obsolete the “black box”—a key investigation tool used in all airplane accidents and incidents.

Zubairi is the CEO of ZubAir Data, LLC, and the principal investigator and technical lead. He was awarded a U.S. patent in 2017 for the system.

Thomas Hegna, an assistant professor of geology and environmental sciences at SUNY Fredonia, has identified a new species of blind crustacean preserved in 23-million-year-old amber found in the southern Mexican state of Chiapas.



The discovery was significant because it sheds light on a little known group with a poor fossil record—the amphipod crustaceans, also known as beach fleas.

Hegna is a member of the Crustacean Society, the Palaeontological Association, the Paleontological Society, and the Geological Society of America.

Before joining the Fredonia faculty in 2019, Hegna taught at Western Illinois University.

More information on the find can be found at <https://bit.ly/3ar6sts>

UUP Academic and Professional Guides available

Guide for Professional Employees is available here:

<https://uupinfo.org/reports/reportpdf/ProfessionalsGuide.pdf>

Guide for Academic Employees is available here:

<https://uupinfo.org/reports/reportpdf/AcademicsGuide.pdf>

If you would like to have a hard copy sent to your campus address, please [request one here](#).



If you want to receive your UUP mail and vital Benefit Trust Fund information, it's important to fill out a Change of Address card and send it to the union's Administrative Office. Mail the completed form to:

United University Professions
P.O. Box 15143
Albany, N.Y. 12212

MOVING?

Please fill out a card and update your information

For additional forms, visit
<https://uupinfo.org/benefits/btf.php>
or call the Fund Office at:
(800) 887-3863

United University Professions
CHANGE OF ADDRESS CARD
P.O. Box 15143
Albany, NY 12212-9954
(800) - 342 - 4206

Office use Only
☐ UUPSTF
☐ UUPMBR

***Please Print in Ink & Sign*

Is this change for UUP Benefit Trust Fund Records? Yes ☐ No ☐

Is this change for UUP Membership Records? Yes ☐ No ☐

Name (Last, First, Middle Initial) _____ Personal E-mail _____

Old Address – Number & Street _____ City, State, Zip Code _____

New Address – Number & Street _____ City, State, Zip Code _____

New Telephone Number _____ Effective Date of Change _____

Member Signature _____

trupanion™

Medical insurance for the life of your pet.



Coverage Overview

Budgeting for a pet's illnesses and injuries can be stressful for anyone. It's difficult to plan for a pet that's unlucky or develops a chronic condition, and treatment costs can be unexpected and fluctuate. So Trupanion is there to help you focus on your furry family instead of finances.



WHAT'S COVERED*

- ✓ Diagnostic tests
- ✓ Medications
- ✓ Surgeries
- ✓ Orthotic and mobility devices
- ✓ Supplements
- ✓ Advanced dentistry
- ✓ Herbal therapy
- ✓ And so much more

WHAT'S NOT COVERED*

- Exam fees and sales tax where applicable
- Spay or neuter
- Pre-existing conditions¹
- Preventive care²



WHO 14 Years and Under

All dogs and cats from birth to 14 years of age, regardless of breed, can enroll for lifelong coverage.



WHAT 90% Coverage

The only company that covers 90% of all eligible illnesses and injuries and can pay hospitals directly at checkout with no payout limits.



WHEN 5 – 30 Days

Coverage begins after applicable policy waiting periods: 5 days for injuries and 30 days for illnesses.



WHERE US, Canada, Puerto Rico, Australia

Visit any veterinary, emergency care, or specialty hospital in the US, Canada, Puerto Rico, and Australia, including US and Canadian military installations.

ENROLL TODAY

UUP members receive an 11% monthly discount. Please contact UUP Member Services Trust for your promo code: 800.887.3863.

Call 855.235.3134 to enroll (Mon - Fri, 10am - 6pm ET)

Your enrollment will go live on the first of the following month.

Premiums can be payroll deducted or directly billed through UUP. Please contact UUP with any billing questions.

¹ Conditions that show signs or symptoms prior to enrollment or during waiting periods.

² This includes vaccinations, flea and tick control, heartworm medications, etc.

*Terms and conditions apply. See the policy at Trupanion.com/pet-insurance.

Trupanion is a registered trademark owned by Trupanion, Inc. Underwritten in Canada by Omega General Insurance Company and in the United States by American Pet Insurance Company, 6100-4th Ave S, Seattle, WA 98108. Please visit AmericanPetInsurance.com to review all available pet health insurance products.



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# United University Professions Fredonia Chapter



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fredonia@uupmail.org

*The  
union  
that  
makes  
SUNY  
work*

**We're on the Web!**  
**uuphost.org/Fredonia**  
**www.fredonia.edu/uup**

## **Fredonia UUP Chapter Leadership:**

President: Christopher Taverna 673-3340, [Christopher.Taverna@fredonia.edu](mailto:Christopher.Taverna@fredonia.edu)  
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Grievance Chair (Professionals): Janet Mayer 673-4828, [Janet.Mayer@fredonia.edu](mailto:Janet.Mayer@fredonia.edu)  
Membership Development Officer: Junaid Zubairi 673-3869, [Junaid.Zubairi@fredonia.edu](mailto:Junaid.Zubairi@fredonia.edu)  
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Officer for Retirees: Joy Bilharz 680-1164, [jabilharz@gmail.com](mailto:jabilharz@gmail.com)  
Amenities Officer: Gregory Cole 673-3217, [Gregory.Cole@fredonia.edu](mailto:Gregory.Cole@fredonia.edu)  
NYSUT, Labor Relations Specialist: Tara Singer-Blumberg 634-7132, [tsinger@nysutmail.org](mailto:tsinger@nysutmail.org)

## **Academic Delegates:**

|                     |                 |
|---------------------|-----------------|
| Bruce Simon         | Robert Rogers   |
| Cynthia Smith       | Lei Huang       |
| Joy Bilharz         | Meral Arnavut   |
| Ziya Arnavut        | Junaid Zubairi  |
| Thomas Morrissey    | Michael Sheehan |
| Reneta Barneva      | Gurmukh Singh   |
| Anne Fearman        |                 |
| Iclal Vanwesenbeeck |                 |

## **Professional Delegates:**

Idalia Torres  
Sandra Lewis  
Christopher Taverna  
Paul Starcher

SUNY Fredonia  
W234 Thompson  
Fredonia, NY 14063

