



THE CORTLAND CAUSE

Volume 34, Issue 6
April-May 2009

Special points of interest:

- Election Results
- Tributes to Ashley and Hammond

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Save the Date!

**UUP ANNUAL
WELCOME &
WELCOME BACK
PICNIC**

**FRIDAY
September 11, 2009
4-7 pm
Yaman Park**

**Mark your calendars
and plan to attend!**

President's Column:

YOU!



—Larry Ashley

You have had a busy year!
You, at least the collective “you,” have done the following this year:

- You** made our UUP “Welcome Back” picnic a great success last September.
- You** visited politicians in Syracuse, Cortland and Ithaca and advocated for SUNY.
- You** made the Labor Day Parade in Syracuse a success and helped the Cortland Cause win a “BEST PHOTO” award by posing for a Brian Tappen photo.
- You** sent in articles to the *Cortland Cause* that enabled us to win “BEST IN CLASS” for newsletter general excellence in the state.
- You** socialized with your brothers and sisters at the Holiday Party in December and enjoyed Tom Hischa k’s musical spoof for yet another year.
- You** attended in great numbers our “Union Matters” lunchtime presentations on the budget, political issues, long-term care, etc.
- You** (along with our CSEA colleagues) contributed so much food to the holiday food drive that Catholic Charities described it as the biggest single drive donation in its history.
- You** gave so many pairs of eyeglasses to the UUP glasses drive that Cortland’s contribution equaled that of all other campus donations combined.
- You** went to Albany to advocate for SUNY in numbers that exceeded all campuses other than two university centers.

WE, UUP, try to emphasize not serving you, but enabling you to be the most informed, energetic and active working community that you can be. **You** came through like champs this year. I feel very privileged to have served you for eight years as your UUP Chapter President.

Now I plan to join **YOU** in working with Jamie Dangler and the new elected officers to keep this campus in the forefront of the SUNY campuses. Thanks for all you do.

—Larry Ashley
Outgoing Chapter President

2009 CHAPTER ELECTION RESULTS

Below is a summary of the official results of the 2009 UUP Cortland Chapter Election as tallied by the UUP Elections and Credentials Committee and filed with the UUP Secretary. The official election report (found online at www.uupost.org/cortland, and distributed to chapter members by e-mail on 5/15/09) will be the only one recognized for all official organizational purposes. The ballots were verified, opened, and counted on April 16, 2009. Designation of "X" indicates the winner for each position. If you have any questions about the election results or process, contact David Kreh, statewide Elections and Credentials Chair (krehd@cortland.edu) or Larry Ashley, Chapter President (uup@cortland.edu). **CONTRATULATIONS** to all who were elected, and **THANKS** to all who ran for office. We appreciate your willingness to serve!

SUMMARY		PRESIDENT AND DELEGATE			ACADEMIC DELEGATE		
01/01/2009	Membership certification date	Dangler, Jamie F	213	X	Ashley, Lawrence R.	117	#1
01/05/2009	Date notice and call for nominations mailed to home addresses of chapter members	VICE PRESIDENT FOR ACADEMICS AND DELEGATE			Steck, Henry J.	111	#2
		Ritchie, David G.	102	X	Ritchie, David G.	107	#3
		Borden, Ross J.	34		Kreh, David	102	#4
02/04/2009	Date nominations closed	VICE PRESIDENT FOR PROFESSIONALS AND DELEGATE			Brush, Florence F.	92	#5
03/12/2009	Date ballots mailed to home addresses of chapter members	Driscoll, John R.	66	X	Wiegard, Anne	90	#6
04/15/2009	Date ballots due at the UUP Administrative office in Albany	Denmon, Jeffrey E.	1		Pittsley, Jaclyn S.	88	#7
04/16/2009	Date ballots counted	SECRETARY			Owens, Elizabeth F.	82	#8
		Wiegard, Anne	2		Borden, Ross J.	80	#9
		Alwes, Karla J.	1		Inventasch, Harvey	1	#10
		Borden, Ross J.	1		Storch, Randi	1	#11
		Pittsley, Jaclyn S.	1		Schaffer, D. Jo (ineligible)	1	
Academic Returns					<i>Note: Academic delegates #1-7 are voting-delegates and voting members of the chapter board; others listed are alternate delegates and ex-officio chapter board members with no vote.</i>		
158	Academic Returns	TREASURER			PROFESSIONAL DELEGATE		
0	Number of invalid control envelopes	Pasquarello, Thomas E	204	X	Galutz, Dianne M	64	#1
158	Number of valid control envelopes	PART-TIME CONCERNS REP.			Van Hall, Dawn M	57	#2
10	Number of invalid ballots (not in sealed inner envelope, secrecy compromised)	Wiegard, Anne	103	X	Drake, Jennifer L.	49	#3
0	Number of blank ballots	Pittsley, Jaclyn S.	50		Maffetore, Irene	44	#4
148	Number of valid ballots	Schecter, Barry S.	37		Schaffer, D. Jo	37	#5
		AT-LARGE ACADEMIC CHAPTER EXECUTIVE BOARD REPRESENTATIVE			Patrick, Benjamin C.	1	#6
		Reese, James T.	6	X	<i>Note: Professional delegates #1-3 are voting delegates and voting members of the chapter board; others listed are alternate delegates and ex-officio chapter board members with no vote.</i>		
		Kalteleiter, Caroline K.	1	X			
		Ashley, Lawrence R.	1				
		Borden, Ross J.	1				
		Kane, Nancy J.	1				
		Pittsley, Jaclyn S.	1				
		Steck, Henry J.	1				
		AT-LARGE PROFESSIONAL CHAPTER EXECUTIVE BOARD REPRESENTATIVE					
		Schaffer, D. Jo	57	X			
		Peluso, Joshua A.	1	X			
		Lalla, Peter D.	1				

Note: In the following results:

- the second column indicates the number of votes received by the individual
- X indicates winner

SUNY SABBATICAL UPDATE

—Karla Alwes, English

With thanks to our colleague Robert Spitzer's investigation on the subject, we have the following information about the state of sabbaticals on SUNY campuses (accurate a month ago—we cannot guarantee there have been no changes since then):

Nine campuses responded to Spitzer's inquiries. The results were as follows:

- No change in sabbatical policy for next year: 6 campuses (Geneseo, Potsdam*, Brockport, Oneonta, Fredonia, Buff State; *Potsdam doesn't always fund one semester sabbaticals, but nothing new about that for them; our source at Fredonia volunteered that it is continuing to fund faculty travel as well)
- Changes for 2009-10: 2 campuses will enact changes (Cortland was previously included but the administration has announced that one-semester sabbaticals at full-pay will be restored). New Paltz will be cancelling one semester at full-pay sabbaticals, but allowing for sabbaticals with .7 support; at Oswego, all sabbaticals were cancelled, even those of half-pay for a full year. ■



Editor's Corner:

**LARRY ASHLEY:
THE CORTLAND CAUSE**

—**Karla Alwes**
English

I almost titled this homage to our outgoing President of the Cortland Chapter "Lawrence of Academia," because, like the original's renowned connection to "Arabia," this Lawrence has shown his own profound connection with the life of academia to which we all intrinsically, and inextricably, belong. Even before there was a *Cortland Cause*, then called *The UUP Newsletter*, Chapter President Ashley was the stalwart beacon of reason and commitment within its pages. Long before he was Chapter President, Ashley recognized the importance of working toward furthering the reality on campus of issues such as community, humanity and equity. He has been a Chapter President whose campus visibility has never dimmed.

For the 20 years I have known him, Ashley has referred to SUNY Cortland's denizens as "cranky." It is, as he continuously points out to us, a crankiness with purpose. We who nourish the adjective accept it wholeheartedly, and understand the reason behind it. In 1993 Ashley wrote a piece for the UUP Newsletter titled "Still Cranky After All These Years." With apologies to Paul Simon, Ashley's "crankiness" focused on the administration's proposal to charge faculty who attend athletic events a \$30 annual fee. Long before the current era of publicly-discussed government bailouts, Ashley saw this idea as a "move to balance inadequate budgets on the back of the workforce," and concluded that, along with Socrates, he believed a wise state "should pay its faculty to go to the games rather than charge them for it." This is a clear example of his "cranky" logic, which we all revere.



...sharing a beer while listening to a member's concerns at the 2005 chapter picnic...

Ashley astutely comments, "This is our College. We deserve a say in important decisions like this, which show every sign of altering the tenor and nature of the College, and our role in it." "Our role" in this



Larry Ashley,
early 1990's...

Of the controversial proposal to enact external review of faculty scholarship made two years ago,

College is one that we all see differently as UUP members, but one in which Larry Ashley consistently plays an essential part.

Besides serving as Chapter President, Ashley has served SUNY Cortland as Chair of the Philosophy Department, Coordinator of Modern Western Thought, and was one of the originators of the GE requirement for multiculturalism in the curriculum. In fact, he was one of the forces that brought the important discussion of multiculturalism and its impact on education to the forefront on our campus. It is this journey, travelled since September 1972 when he came to SUNY Cortland, which leads to Ashley's ongoing and tenacious belief in the necessity of treating each other with humanity and grace. Even in the face of "cranky" UUP members.

Change happens, and we all wish Larry Ashley continued success as it does. As he once reminded us, "Change is inevitable, but we need to emphasize the traditions which most fully make us what we are." What we are as a union is largely because of Ashley's presidency and presence among us, and the patience and persistence integral to his vision of that position. And his vision of us. It's enough to make even the crankiest of UUP members change her ways. ■



...speaking out at a statewide meeting, 2006...



...proudly receiving the "General Excellence" award for *The Cortland Cause* from then UUP President Scheuerman at the Spring 2007 Delegate Assembly.

Photos from Chapter Archives

**WE THANK YOU,
LARRY ASHLEY,
FOR YOUR SERVICE AS
CHAPTER PRESIDENT
FROM 2001-2009!**

**What we are
as a union is
largely
because of
Ashley's
presidency
and
presence...
And his
vision
of us**

Bob lived
in the
future,
always
innovating
with
extraordi-
nary
foresight

He
connected
with
students
and
colleagues
in a way
that
engendered
life-long
friendships



Bob Hammond, March 2009

IN MEMORIAM: BOB HAMMOND

—Submitted by **Hazel Cramer**, ICC Emerita,
with thanks to department colleagues who contributed their
thoughts and memories

Loss of a friend and colleague is cause for sadness and shock, and we have just lost Bob Hammond, formally Dr. Robert M. Hammond, former chair of the Department of International Communications and Culture, who died in Paris on April 16 this year. This is also, however, an occasion for reflection—thus these thoughts from one of Bob's hires from the long-ago days of the 1960's. (Yes, Bob's hires. Chairs didn't have search committees then.) And respecting Bob's preference that exposition be divided into three parts, here are reasons why he was such a superb person to know and to work for:

(1) His point of departure for evaluating faculty was to ask them their strengths. There was, therefore, a wonderful proliferation of interests and development of talents (the hires were young). When prominence in their fields resulted, Bob was ever present and supportive, acknowledging the achievement of milestones, engineering faux "department meetings," recognition events with freely-flowing champagne, courtesy of Bob and his wife, our friend and sometimes colleague Margie. (There were no alcohol rules then either.)

(2) Bob lived in the future, always innovating with extraordinary foresight, introducing, for example, cinema studies when it wasn't yet considered "a field." He landed one of the campus's first word processors in our Old Main offices (and fought to get us accent keys that were — hélas! — not automatically available). A prolific author of creative works as well as criticism (one of his plays was performed in Paris last year), his energy for upcoming projects never flagged, and his enthusiasm for creative and artistic endeavors was boundless.

(3) He connected with students and colleagues in a way that engendered life-long friendships that persisted despite time and distance.

The generosity of spirit that characterized Bob Hammond was a model and an inspiration. For those of us who had the privilege of knowing him and working with him, our field and, yes, even Paris, will never be the same. Adieu, Bob. We miss you. ■

At right: UUP Retiree members Jo Schaffer, Bob Hammond, and Robert Rhodes share a loaf of bread and bottle of wine during Hammond's long retirement in Paris.

—Photos on this page courtesy of Jo Schaffer





“TRAIN FOR ILL AND NOT FOR GOOD”

—Larry Ashley
Philosophy

I want to talk to you about your health benefits. I have made health benefits the subject of a few president’s columns in the past (explaining benefits), but this is an essay with a different purpose: preserving them. In what follows, I want to explain why and how your health benefits are threatened, and set the stage for you to defend them.

First, some fundamental facts about your health benefits:

- Your health benefits are in the “premium” class, with provisions far above most basic health-care plans.
- The State of New York pays for the plan, not the College.
- The cost of the Empire Plan policy is currently \$5,778 for individual coverage and \$13,589 for the family plan.
- If you have individual coverage, you pay 10% of the cost of the individual policy; if you have the family plan, you pay 25% of the family policy.
- By current law, the employer’s part of the premium is untaxable, and your part of the premium can be paid with pre-tax dollars.

The Bullet and the Bulldozer

There are two threats to the cost of your policy, a federal bullet and a state bulldozer. The **bullet** will either hit you or miss you in the next few months. The **bulldozer** will keep on pushin’ as long as you are an employee.

The Federal threat is tied to President Obama and the Legislature, which is currently struggling to “make it so” for Obama’s pledge to revise medical coverage. Where is the money to come from? The current estimate is that the cost of what is being attempted is **1.5 trillion dollars**. Real money. Obama is trying the difficult trick of raising taxes on the wealthiest (yea!) and cutting taxes for the rest (?). That’s his major revenue source, but the tax plan didn’t cover health-care revision. So where do we turn?

Senator McCain argued, during the campaign, for taxing health insurance policies as if they are income...for surely they are a valuable asset to those covered. Obama opposed that plan during the cam-

paign, but now that the Legislature is trying to come up with the means to make the changes, the idea has resurfaced, big time. The Heritage Foundation is in there pitching, urging that leaving health insurance untaxed (a policy begun under FDR) is “inherently unfair, inefficient, and inequitable” (<http://www.heritage.org/Research/HealthCare/wm2344.cfm>). There is a reason that those struggling to come up with revenues to pay for a revised health program would want to access your premium for taxation: current estimates put the revenue benefit at **250 billion dollars** (i.e., one sixth of the amount needed) by making this change in the tax laws.

Some groups are in Congress arguing that such a change could be catastrophic (including union leaders, of course). But with nearly 50 million people in the US currently with NO form of health insurance, the mood is, quite rightly, for large-scale reform. The union position is that many of the healthcare policies being accessed for taxation are not policies being held by the wealthy, but by working-class families. Can’t Congress find a way to access the policies of only the wealthy? But the problem here is that the more these exclusions are arranged, the less the pot of gold at the end of the process. The likelihood is that it will be all-or-nothing on this tax change.

Clearly this proposal will hit those who have family-plans the most, though the individual- plan taxes will not be chicken feed. This is part of the unions’ push back — we need to look much more carefully at the consequences of this proposal so that there are not unintended deleterious effects such as penalizing families more than single households.

Some of our members will be quite willing to pay more in taxes as a device for helping to cover the uninsured. I’m not saying the taxation is unjust or should be fought, but that you should know what is going on so that if faxes are prompted or there are letters to be written, you will know what it is all about. Single payer, anyone? Socialize medicine? Remarkably, our health coverage is being referred to as “Cadillac” coverage. You’d think they would choose a different term given GM’s bailout. “If we can socialize the auto industry we can socialize the health industry!” There I go, sloganeering again.

Enter the bulldozer. The state is after your health-money pot too. Every negotiations period the state proposes that we *(continued on next page)*

The bullet
will either
hit you or
miss you

The
bulldozer
will keep on
pushin’

Be vigilant
during
future
negotiations

“Train for Ill...”
(continued from page 5)

pay higher co-pays or a greater percentage of the policy. The state is in dire financial straits right now, and if we had to negotiate a contract this year or next it would be a disaster. I have seen economic collapse coincide with bargaining before, and it is not funny. We have had years of 0% across-the-board to deal with and you need to understand how this impacts your current health policy.

Many people who are not in academe look enviously upon our health benefits arrangement. This is a natural human reaction — “why should they have this when I don’t have it?”— and its corollary, “They should not have it.” The truth is that they should have such coverage! That is where the energy should go...not to stripping those with good coverage, but obtaining good coverage for all.

Here is the fact that the public does not take into account: we have bargained for our health benefits and continue to yield back pay increases or other economic benefits in order to maintain the health coverage in its current form. In those years

when we accepted a 0% increase in our salaries, I’ll bet (I was not at the negotiations table, so this is only an informed opinion) we could have received raises if we had been willing to pay a greater share of the policy or accept very large co-pay arrangements. The state would love that route, since the co-pays and the policy share never go down, so it would have helped the state in all later years.

Will the public ever understand the argument that our lower salaries are an indirect cost of our maintaining our health benefits, and that we were (retrospectively) irrational to yield these assets if indeed these benefits are unilaterally reduced by the state? Unlikely. All they see is that we have better health coverage than the norm. Be vigilant during future negotiations!

Note: The title of this column is from A.E. Housman’s great poem cycle “A Shropshire Lad.” the verse in question is LXII, lines 43-48:

*Therefore, since the world has still
Much good, but much less good than ill,
And while the sun and moon endure
Luck’s a chance, but trouble’s sure,
I’d face it as a wise man would,
And train for ill and not for good. ■*

our chapter
was able to
contribute
more
eyeglasses...
than all
other SUNY
campuses
combined



CAMPUS EYEGLASS DRIVE A HUGE SUCCESS!

Thanks to the generosity of the many folks from the Cortland campus who donated eyeglasses during our recent eyeglass drive, our chapter was able to contribute more glasses to the statewide UUP drive than all other SUNY campuses combined.

Glasses donated have been sent to the Lions Club International, which distributes them to the needy around the world.

If at any time in the future you have unused or unwanted old eyeglasses that you wish to donate to this effort, please bring them to the chapter office (B-18A Old Main) and we will see that they get to the Lions Club.

At left, Chapter President Larry Ashley proudly presents our campus’s contributions to the statewide UUP effort during the Spring 2009 Delegate Assembly.

—Photo courtesy of Mike Lisi
UUP Communications Department



UNEMPLOYMENT INSURANCE BENEFITS

—Ross Borden
English

Every union negotiates wages and terms of employment. We are all concerned to have and to keep good jobs, so it must feel odd to fight for unemployment benefits. But this campaign for unemployment insurance (UI) has several purposes. One is especially important now, in view of the budget crisis: to provide insurance for those of us who may discover months after our last class that we have no work next semester.

Another purpose is to clarify the true cost of maintaining the two-tier system, as an incentive for SUNY to recognize part-time faculty as regular rather than temporary employees and to afford them fair wages and multi-year appointments. As a rule, most part-time faculty lose their jobs at the end of every year, and when they are not re-employed the following year, nobody else notices. Since their contracts have simply expired, they are not counted as having been laid off. If the State paid UI for every part-time employee during breaks of employment, it would soon realize the benefits of recognizing all long-serving faculty as regular employees.

Now as in the past but more desperately, employees of SUNY who are on temporary and term appointments have no reasonable assurance of re-appointment after the periods of their employment have ended. Even so, applications for UI are treated inconsistently across the state, and judges often interpret state law to mean that teachers with an established record of service will presumably be re-employed the next term and are therefore continuously employed. UUP is renewing its campaign to persuade the state legislature that contingent employees of SUNY should qualify for unemployment benefits under the same provisions that obtain for all other employees across New York State. The current law is very far behind the times.

For two decades now, contingent faculty in California have been eligible for unemployment benefits when they are not working. Under CA law, such appointments do not provide “reasonable assurance of employment.” Please see below from the California Faculty Association’s *Lecturers’ Handbook*:

The vast majority of lecturers, including those with conditional three-year appointments, are eligible to receive unemployment insurance (UI)

benefits during breaks in employment. These breaks occur at the end of every term, such as summer and winter break for those at semester campuses. [...] It is important to understand that a statement by your department chair that you will teach in the fall is NOT a firm offer of employment if you are a part-time lecturer; this is because the offer is contingent on budget and enrollment, and therefore does not constitute reasonable assurance of work. Seeing your name in the subsequent term’s schedule of classes does NOT constitute reasonable assurance of work.... (21ff.)

A full explanation of how things work in California can be found at http://www.calfac.org/allpdf/lecturers/lecturershandbook_Sept2008.pdf (p. 21-24).

In a renewed effort to guarantee UI for part-time faculty, UUP urged legislators to support a new bill enabling legislation during recent Advocacy Days, May 5 & 12, in Albany. Please let’s pull together and make this happen in New York.

Most important of all, if you teach part-time, please apply for UI when classes have ended this spring, and let UUP know whether your application is successful. For a national perspective and a how-to manual, please see *Access to Unemployment Insurance Benefits for Contingent Faculty: A manual for applicants and a strategy to gain full rights to benefits*, at http://www.chicagococal.org/downloads/Unemplment_Insurance_for_Contingents_2007-1010.pdf.

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

For two decades... contingent faculty in California have been eligible for UI when they are not working

Please let’s pull together and make this happen in New York

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*List Updated January 2009

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