



THE CORTLAND CAUSE

Volume 36, Issue 1
September 2010

Special points of interest:

- Tribute to Selzner
- Picnic Photos

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STATE BUDGET OUTCOMES

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PREPARATION FOR CONTRACT NEGOTIATIONS

- UUP Begins Needs Assessment/Information Gathering

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UNION MATTERS—SAVE THE DATES!

UUP CONTRACT NEGOTIATIONS TEAM VISIT

Tuesday, October 12
11:45 a.m. — 1:30 p.m.
Corey Union Function Room

Your chance to meet face-to-face with members of the UUP contract negotiations team and share your concerns, issues, etc.

SAFETY AND EMPLOYEE PARTICIPATION

Wednesday, November 10
11:45 a.m.—1:00 p.m.
Corey Union Function Room

Presentation by & discussion with Glenn Wright and members of the Environmental Health & Safety Labor-Management Committee

PHONE-BANKING 101

It's neither phony nor financial in nature!

Enjoy talking to your colleagues? Want to help support a couple of candidates who will make a difference in public higher education in the coming term? Then UUP needs YOU!

On several late-afternoon/evenings during the **week of October 25-29** – specific dates/times to be determined – our phone-banking group will carpool to an office where we'll be coached in the generally simple task of asking our colleagues to vote on November 2. Computers do the dialing to UUP members in our district, script prompts on the screen help us carry the conversation and respond if a member wants to know a candidate's stance on an issue. It goes quickly. Most people are happy you're reminding them. The exchanges are civil, and no-one ever tells anyone who to vote for. The script helps you disengage cleanly and quickly (so you can go on to the next conversation). There are drinks and refreshments, and the couple of hours fly by. It's truly possible to have an enjoyable time while reminding people to vote the following Tuesday! Convinced? Sign up now by calling or e-mailing the chapter office (753-5991; uup@cortland.edu).

As a thank-you, you'll get a really nice collared polo shirt – please indicate the size of shirt desired when you respond!

WANTED

ACADEMIC ADVISORY COMMITTEE MEMBERS

UUP VP for Academics seeks academic faculty members for real work, cogent discussions of important issues, including identification of contract concerns for negotiations.

Interested?

Call Dave at 753-2818 by October 1.



CHAPTER PRESIDENT'S MESSAGES

—Jamie Dangler

Advocacy
for SUNY
remains
critical

Concerns
about
workload
increases
and
employ-
ment
security
weigh
heavily

CHAPTER AGENDA FOR THE COMING YEAR

More Budget/SUNY Advocacy Work Ahead

I was pleased to hear President Bitterbaum announce at his Opening Meeting that searches would proceed for 15 faculty and a few other campus positions. This was welcome news in the face of serious understaffing in many areas of the college. In my view, his address was generally upbeat, conveying the overall message that the campus is “okay for now.” Still, Cortland been cut by about \$5 million over the past 2 1/2 years. Use of campus reserves and coming retirements will undoubtedly play an important role in the college’s ability to hold a steady course without additional draconian cuts. A mid-year budget cut could seriously threaten that steady course, so advocacy for SUNY remains critical.

As we start a new semester with hope and optimism (as I hope we are), we shouldn’t forget that the campus continues to operate below needed levels of employment in our professional, academic, and classified staff ranks. Concerns about workload increases and employment security weigh heavily on many.

We also shouldn’t forget the importance of our need to advocate for SUNY and the maintenance of a strong public higher education system that serves the educational needs of New York State residents and fuels our local economies. While the Governor and the legislature rejected most of the revenue-generation suggestions presented by labor unions and other groups (The Better Budget Campaign), we will have more opportunities in the coming year to advocate for changes that could increase financial stability and support for working families and our communities.

Chapter Goals for 2010-11

UUP Chapter leaders are prepared for a challenging year ahead. At a summer planning meeting, the UUP Executive Board, committee members, and department/unit representatives met to outline goals for the year ahead. Please take a look at our chapter agenda and let us know what you think. We’ll be reaching out to you – our members – for help, suggestions, and new ideas. ■

Chapter Goals for 2010-11

- Expand our network of department/unit representatives to enhance our understanding of the unique needs and experiences across different segments of the membership and facilitate timely response to needs and problems that arise; solicit more input from UUP members.
- Enhance communication with members through our newsletter, special bulletins, website, “Union Matters” chapter meetings, and special programs; encourage new ideas and participation.
- Expand our coalition-building activities to address the campus budget situation by continuing to work with the Faculty Senate, department chairs, professionals’ units, other campus unions, Student Government Association, and NYPIRG.
- Develop our understanding of and response to the needs of full-time and part-time contingent faculty.
- Prepare for spring chapter elections by encouraging more members to get involved and consider running for UUP positions.
- Continue efforts to resolve parking problems.
- Expand our participation in UUP/NYSUT efforts to address state changes in teacher preparation programs
- Expand our coalition-building Activities off campus by continuing to work with the Mid-State Central Labor Council and other area unions, as well as community groups and organizations.
- Get more people Involved in our “SAVE SUNY” advocacy.
- Gather information from members for the chapter’s report for contract negotiations; encourage member participation in UUP’s information-gathering/needs assessment phase for negotiations.

STATE BUDGET OUTCOMES

While public higher education received additional cuts in the state budget passed in August, it's important to take stock in what was preserved: SUNY's **PUBLIC** character. The legislature's rejection of the Public Higher Education Empowerment and Innovation Act (PHEEIA) set back Chancellor Nancy Zimpher's efforts to transform SUNY and accelerate the privatization of its resources. There has been much misrepresentation of UUP's positions and actions with regard to the budget and PHEEIA debates. Please consider the following as you reflect on what happened over the past year in order to prepare for challenges that lie ahead.

First, some budget facts:

- SUNY's state operated campuses lost \$152 million in state support in the 2010 budget.
- A total of \$210 million was lost to higher education, if we add cuts to the community colleges and statutory colleges such as Cornell's School of Industrial and Labor Relations.
- The \$152 million cut to SUNY state-operated campuses incorporates the following:
 - \$641,000 cut from SUNY Systems Administration;
 - \$2.8 million cut from SUNY-wide programs;
 - \$1.25 million cut to Educational Opportunity Centers;
 - Cuts to individual campuses will average 5.6% to 5.8%;
 - Campuses will have to absorb mandated costs.

A bit of good news:

- EOP was spared from further cuts in this budget.
- Tuition increases were implemented for graduate students and out-of-state residents.
- The Chancellor can use SUNY reserves to address budget shortfalls in the coming year. SUNY System Administration holds \$30-\$40 million in reserves, with a total of more than \$400 million in reserves system-wide.

UUP's positions and objectives for the coming year:

UUP's overarching position is that NYS needs to preserve the public nature of SUNY in order to live up to its mission to provide affordable, accessible public higher education to all citizens of the state. To that end, UUP supports a rational plan that includes state support for public higher education as well as a rational tuition policy that would allow for incremental increases across the system.

The difference between UUP's and SUNY's stance in the budget debates:

While UUP pressed the legislature for restoration of funds, the SUNY Chancellor pressed for the Public Higher Education Empowerment and Innovation Act (PHEEIA) in its entirety as an alternative.

The heart of PHEEIA included

- Differential tuition across SUNY campuses;
- Transformation of SUNY to a flagship model focused on the university centers;
- Substantial reduction in legislative oversight for public-private partnerships and the opening of such partnerships to private endeavors that have nothing to do with SUNY's academic mission;
- Weakening of labor protections in the context of public-private partnerships.

Why UUP and the Chancellor didn't join forces in political advocacy for SUNY:

- Tuition** — While UUP remained opposed to the differential tuition aspects of PHEEIA, we supported a rational tuition policy that would have allowed for reasonable tuition increases across the system. Because SUNY remained firm in its insistence on differential tuition, no undergraduate tuition increase for resident undergraduate students was authorized for 2010-11.
- Public-Private Partnerships** — SUNY pressed for campus-based authority to enter into partnerships with private corporations and for elimination of the requirement that such partnerships relate to the educational mission of SUNY. This would allow outside agencies to build on or lease property just to avoid paying property taxes. It would allow campuses to make decisions about the use of public land and resources without oversight. UUP was willing to support a compromise that would have replaced the current process of full legislative approval with appropriate state oversight. SUNY insisted on full campus-based freedom without oversight. It was clear from the start of the budget process that the legislature was unwilling to give up its oversight of SUNY, yet the Chancellor continued a "no-compromise" strategy.
- Procurement Policies** — PHEEIA included provisions for the loosening of bureaucratic restrictions on SUNY purchases. UUP supported PHEEIA's proposals for changes in procurement policies for the purchase of GOODS. We did not support changes that would have effected procurement of SERVICES, i.e., labor. PHEEIA's so-called labor protections did not apply to workers hired with private money in the context of public-private partnerships. Here too, the Chancellor was unwilling to compromise.

Where do we go from here?

UUP will continue to attempt to work with SUNY and the legislature to address the long-term budget problems we face. We cannot, however, accept the Chancellor's "my way or the high-way" approach. Not only will that approach threaten the long-term future of public higher education in NYS, it doesn't work in the complex landscape of NYS politics. ■

PREPARATION FOR CONTRACT NEGOTIATIONS BEGINS MY ROLE AS UUP'S CHIEF NEGOTIATOR

UUP's current contract will expire on July 1, 2011, and preparations to negotiate the successor *Agreement between the State of New York and UUP* are underway. I will play a major role in this round of negotiations as UUP's Chief Negotiator. In this role I represent the entire bargaining unit across all 33 chapters around the state (more than 35,000 people). I do not represent SUNY Cortland alone.

Please don't assume that because I'm the chief negotiator members of the Cortland chapter have less need to participate in the UUP statewide needs assessment and information gathering process that will take place during the fall, 2010 semester. My role as chief negotiator is separate from my role as Cortland's chapter president. As your chapter president, I urge you to **make your voices heard through the various opportunities for member input that will be available to you.**

Every member of UUP across the state will have opportunities to provide input through the following venues:

- An open chapter meeting with UUP's Chief Negotiator and other members of the Negotiations Team.
 - Cortland's open meeting will take place on **Tuesday, October 12**, 11:45-1:30 in the Corey Union Function Room.
 - This meeting will provide an opportunity for individuals to express their views and offer ideas, suggestions, and

recommendations directly to members of the Negotiations Team.

- A Negotiations Survey that each member will be asked to complete.
- Member Suggestion Forms that allow members to submit detailed written comments to the Negotiations Committee and Negotiations Team.
- Open Hearings with the Negotiations Team at UUP Delegate Assemblies.

In addition, each chapter is asked to submit a chapter report that outlines its members' needs, concerns, and suggestions.

The information gathered will be analyzed by a work group consisting of representatives drawn from every chapter. The information gathered provides the basis for development of UUP's contract proposals.

I'll provide more details at our first "Union Matters" meeting as well as through Negotiations Bulletins, e-mail announcements, and subsequent newsletter issues. In addition to chapter-level communications, information will be posted on UUP's website and in THE VOICE as the negotiations process unfolds. I'll alert you through our chapter e-mail list when new information is posted. ■

ALTERNATIVE TEACHER PREPARATION PROGRAMS CONCERN UUP/NYSUT

The State Education Department (SED) and NYS Board of Regents have adopted changes that allow non-collegiate institutions to provide graduate-level teacher preparation programs. This allows students to obtain a Master of Arts in Teaching outside of a college or university setting. UUP, working with New York State United Teachers (NYSUT), has formed a state-wide Teacher Education Task Force to address these changes. Bill Buxton, Chair of Cortland's Literacy Department, is organizing our chapter's effort to work with the new Task Force.

Under the new "Graduate Level Clinically Rich Teacher Preparation Pilot Programs" non-collegiate organizations such as cultural institutions, research centers, and libraries can offer programs that will lead to a Masters degree.

This alternative route to teacher certification has significant implications for the future of college and university teacher education programs such as Cortland's. SED is also considering proposals to allow non-collegiate programs to provide certification for school administrators.

Please contact Bill (william.buxton@cortland.edu; ext. 5567) if you are interested in working with a new Teacher Education Work Group he has established on campus. The group will bring colleagues together to gather information, assess the impact of these changes, and provide input to a statewide UUP/NYSUT Teacher Education Task Force. Another goal is to establish a group of faculty who can be called upon to represent UUP on SED committees, boards, and task forces.

These teacher preparation changes were made without appropriate consultation with representatives from college and university level teacher preparation programs. There is no evidence that this new approach to certifying teachers will be of comparable quality to college-based teacher preparation programs – a fact admitted by an SED official at a meeting with the UUP/NYSUT Task Force that Bill and I attended in May.

On May 12, 2010, Bill delivered testimony on behalf of NYSUT to the Senate Standing Committee on Higher Education and the Senate Standing Committee on Education. Anyone who wants a copy of Bill's testimony or additional information can contact the UUP office (uup@cortland.edu). UUP has also offered to work with the campus administration to respond to these changes. ■

HAPPY RETIREMENT DENNIS!

NYSUT Labor Relations Specialist for UUP Cortland Chapter 1988-2010

Dennis Selzner is familiar and beloved figure to anyone who has been active within the UUP Cortland Chapter during the past 22 years. To the Chapter Board, Dennis has provided sage advice and guidance, untiring commitment, and treasured friendship. To those who have sought Dennis's help with employment concerns or problems, Dennis has provided wise counsel, frank and honest guidance, and an empathetic shoulder to lean on. Dennis officially retired from his role as our NYSUT Labor Relations Specialist on September 17, 2010. We will miss him greatly, but we wish him all the best as he begins a new and exciting chapter in his life.



“Dennis represents the best of what union activists can be: knowledgeable about union history, policy, and legal issues, dedicated to improving the working lives of members and expanding participation in the union, and strategically-minded while at the same time empathetic and ethical. These qualities, along with his commitment to SUNY and to the mission of public higher ed., have inspired me to greater participation in the union, and to consider labor and policy as a direction for further study - a way that I can help to make people's lives better. I am grateful to him for his example, and wish him the best in his retirement.” —*Jennifer Drake*



“As a former president...Dennis was my support, my answer guru. For him, I would have tolerated smoking anywhere!!! He made the presidency less formidable, more sustainable! and even, from time to time, pleasurable! One of the most memorable experiences with him was the defense of a member. Dennis reminded us all that we were there to defend the least of us - the most vulnerable - and that our obligation was to serve all equally without prejudice.”

—*Jo Schaffer*



“Dennis has been an extraordinary LRS for our chapter. For 22 years he's helped chapter leaders learn how to represent and assist UUP members. I feel privileged to have served as chapter president under his guidance. I thank him for his dedication, commitment, incredible expertise, and most of all - a friendship I'll treasure forever.”

—*Jamie Dangler*

WE THANK YOU FOR EVERYTHING AND WISH YOU ALL THE BEST!

Who thinks
that
endorse-
ments...
make any
difference?

NYSUT's
endorse-
ments help
identify who
the demon-
strated
advocates
for public
higher
education
are



NYSUT ENDORSEMENTS

—David Ritchie
Library/UUP Outreach Committee

What do NYSUT and Sarah Palin have in common?
ENDORSEMENTS!

Who thinks that political endorsements from individuals, corporations, and (oh yeah) labor unions make any difference? Sarah Palin and Alaska Republican/Tea Party candidate for Senate Joe Miller, for two. It's not clear at this date whether Miller has won the Republican primary for the US Senate seat currently held by Republican Lisa Murkowski, but Palin's endorsement spotlight (and a large anti-abortion turnout against pro-choice Murkowski) have rocketed him from nowhere into a slim lead.

Here in New York, UUP's affiliate union, New York State United Teachers (NYSUT), held its endorsements conference during the second week in August. The results garnered headlines like "NYSUT chalks up a 'no' to Cuomo for now" (*Albany Times-Union*, August 12) and "Cuomo seeks support for property tax cap" (*Ithaca Journal*, August 13, p.1). Not exactly thrilling news. But because reporters look first to the marquee, big-name races to find their stories and a NON-endorsement requires work to explain, they missed the real stories.

The NY governor's race? Not the real story by a long shot, and I'm not talking about long shot Rick Lazio or long shot Carl Paladino, the challengers to Andrew Cuomo for the governor's chair.

No, the real action this election is in the federal House of Representatives, the US Senate, and – in NYS – the NY Senate and, to a much lesser extent, the Assembly.

REAL STORY #1: What's the BASIS for an endorsement? (In Mrs. Palin's case, it has something to do with the right values – the farther right the better, I believe.) For NYSUT this election year, it wasn't just how an incumbent or candidate voted, but how they advocated – or failed to advocate – on issues important to NYSUT and UUP. Yes, how NY Senators and candidates stood on the PHEEIA* bill (since there was no separate vote on PHEEIA) was a key point in discussions, and a wishy-washy public stance or actually favoring it counted heavily against them. Stances on PHEEIA (and on charter schools and a regressive property

tax cap) lost both Democrats and Republicans the union's endorsement. When the dust settled, NYSUT endorsed only six Republicans and six Democrats outside of New York City for the NY Senate.

[* PHEEIA is an abbreviation for the so-called Public Higher Education Empowerment and Innovation Act proposal, which is a misnomer in UUP's eyes for many reasons, one of them being its emphasis on radically shifting the burden of SUNY support heavily onto students and parents through large annual across-the-board tuition increases and allowing individual SUNY campuses to increase tuition without public (legislative) approval, making a college education un-affordable and in-accessible to many current and future students. That's quite the opposite of the SUNY mission!]

REAL STORY #2: What's the BENEFIT of a NYSUT endorsement? Yes, NYSUT's political action committee makes (generally modest) financial contributions to candidates – allocated from UUP and NYSUT members' voluntary Vote/Cope donations, not dues. But it's the UUP and NYSUT volunteers who will staff the union's phone banks and make calls to their colleagues asking them to vote in the election that the endorsed candidates really prize. Look elsewhere in this issue [first page] for an opportunity for YOU to sign up to call your colleagues and encourage them to vote – and in the process earn yourself a snazzy polo shirt for doing it!

REAL STORY #3: So who GOT THE NOD from NYSUT? Well, the State Senators from Cortland and Syracuse were NOT endorsed, although the Binghamton State Senator was endorsed with provisos. Two suburban Syracuse Assembly members, the Cortland/Ithaca Assemblywoman, and two Binghamton area Assembly members were endorsed. Nationally, the Congressional Representatives for Cortland/Utica/northern Broome County, Syracuse, and Ithaca were endorsed. Also nationally, the two US Senators from New York were endorsed. You can contact me or the UUP Office for any of the 176 specific endorsements.

Does it matter to YOU? I can't know that. The bottom line for me is that NYSUT's endorsements help identify who the demonstrated advocates for public higher education and public education are, and that, along with their stances on horizontal gas drilling and a few other issues I care about, will influence my voting decisions. ■



BEING A TEACHER-THERAPIST IN THE WAKE OF SUICIDES

—Lorraine Berry
Neovox

Editor's Note: An earlier edition of this article was submitted to The Cortland Cause last spring, but was inadvertently omitted from publication last semester. Subsequently, this edition was published in Salon (August 30, 2010, http://www.salon.com/life/feature/2010/08/30/college_teacher_and_therapist/index.html) and has been reprinted here with the author's permission.

I live in Ithaca, where three Cornell students jumped to their deaths from our bridges into our spectacular gorges last spring. Another three Cornell students committed suicide by other means. The body of the third student who jumped was never recovered, and I am haunted by how his family must feel — knowing he's somewhere in the opalescent blue of Cayuga Lake, most likely never to surface. How do you bury a child without proof?

I don't teach at Cornell, but I do teach creative writing at another local university. As school begins again, what presses on me is not merely assembling a syllabus and handouts, but also assessing my responsibility to my students and preparing myself to meet it.

It's not an empty exercise. Last semester, two of my students were close to their breaking points. Both of them came to talk to me, and I know that it helped them. So, even though I'm not a trained psychologist, I try to trust that my empathy and honesty with future students will at least give them temporary succor. My students have tales that make my stomach hurt. One suffered from things done to him a long time ago; the other from things that were happening spring semester over which he had no control. I can't give out more information; I need to protect their privacy. But I have continued to carry their pain around inside of me.

One of them was seeing both a counselor and a psychiatrist, so I knew that I was not the only source of help. But the other, well, with the other I had to do something I don't like: I had to go to the associate dean and tell him I had a student in trouble, and then I essentially forced the student to go see him. The A.D. made an appointment for the student at mental health services as a condition for the "special dispensations" status given in classes to students who are struggling.

But, increasingly, students in trouble are seeking me out. They write to me in the midst of panic attacks. They write to me in the midst of depressions. They write to me and ask me what to do.

Me. Not their parents.

I don't lie to my students. Many of them know that I have struggled with addiction, that I have chronic pain, that I have witnessed death up close. I tell them that writing has saved my life. I tell them that holding on to the things that hurt you just corrodes you. That, sometimes, writing it down is like lancing a boil.

Sometimes, it isn't.

In response to the jumpers, Cornell did something unprecedented: It installed 8-foot chain-link fences, topped with barbed wire, in front of the bridge railings. The thought is that many of the bridge suicides are opportunistic, that this mode of killing oneself is too easily accessible. The system is imperfect, and quite frankly, it's ugly. But it's one final attempt to stop the students from launching themselves onto the rocks below from the bridge above.

But more important, I think, is the bridge that professors are for their students. Many of the kids who come to school are unprepared to be there. They leave sheltered homes, where virtually everything has been done for them (many of our students have never even held a part-time job), and they are suddenly ensconced in a system in which past performance doesn't count.

Some are not able to survive in this atmosphere. Other students, because life does not take a break that coincides with school vacations, are coping with enormous problems in their home lives that make it difficult for them to concentrate on their work.

Sometimes, their struggles may seem mundane. As an adult, I've survived breakups with men I thought were forever partners, but for 18- and 19-year-olds, a breakup can be enough to hurtle them into depression they have no clue how to cope with.

I begin teaching today [Aug. 30]. I will make the same speeches I do each first day of class, and, over the course of the semester, I will get to know my students more intimately as they write their stories. I hope, again, that any one of them who is in trouble will come to me, and that I'm strong enough to help them negotiate the gorges of early adult life. ■

My
students
have tales
that
make my
stomach
hurt

more
important...
is the bridge
that
professors
are for their
students

Our
part-time
faculty play
a critical
role in
delivering
the college's
curriculum
yet
receive a
meager
share of the
college's
payroll



SMELLING THE COFFEE: REVIEW OF 2009-2010 PART-TIME ISSUES

—Anne Wiegard
Part-time Concerns
Representative

Concerted local, statewide and national efforts to achieve equity for part-time faculty are making a difference. If you would like to support these efforts this year, please contact me at anne.wiegard@cortland.edu.

LOCAL EFFORTS

DSI Distribution to Part-time Employees

Last fall, the administration agreed in principle to UUP's Labor/Management proposal (presented on July 13, 2009) that an equitable portion of the 2009 DSI funds be designated for across-the-board raises for professional and academic part-time employees on term appointments. Part-time employees on term appointments have worked at the college for 6 or more consecutive semesters. Unfortunately, the decision was left too late for the distribution to be effected with the 2009 funds, but it will happen with the 2010 funds. Subsequently, the administration decided that since almost every professional part-time employee received a sizable merit-based award last year because of revisions to the application procedure, and since they are likely to do so again this year, the professionals will not be included in the across-the-board awards. The administration also deviated from UUP's original proposal by extending the DSI awards to all part-time academics, whether they are longer serving employees on term appointments or more recently hired employees on temporary appointments.

Human Resources has developed a formula which will allocate to each academic part-time employee a share of the total amount of the DSI funds derived from the salaries of part-time employees (1% of the collective salaries of Cortland's part-time employees represented by UUP at the time the payroll "snapshot" is taken, usually in April). When the funds are dispersed in December, 2010, these DSI awards will be prorated based on the employee's work obligation. The Administration has not yet announced what the per credit hour or per credit hour equivalent (for faculty doing non-classroom work such as advising) amount will be. We can only hope that all those part-time employees who receive awards will remain on the payroll for many years to come so that they will reap the full benefit of these on-base raises!

Last Semester's Threat to Part-time Employees

In a coalition of representatives of the Faculty Senate, Chairs Councils and Professional units on campus, UUP worked hard to minimize potential staffing cuts by seeking alternative cost-saving measures and pressing the administration for transparency with regard to its financial decision-making. Early last semester, the Provost asked Department Chairs to plan how they would eliminate their departments' portions of 250 sections across the college, specifically targeting sections taught by academic part-time employees. Fortunately, such a plan was not implemented. Statements made by President Bitterbaum at his August 26 opening meeting lead us to believe that there will be no need cut part-time or full-time positions in the 2010-11 academic year. We hope that continues to be the case.

To put in perspective the cost to the college of employing our part-time colleagues, consider this. One "snapshot" of the payroll from last spring, according to an estimate provided by Human Resources, showed that the total payroll of all part-time academic employees (295 people) would have amounted to a little more than 10% (\$2,633,000) of the total payroll allocated for the 300 full-time faculty (\$21,311,300) for 2010.

Our part-time faculty play a critical role in delivering the college's curriculum yet receive a meager share of the college's payroll. Additionally, part-time and full-time faculty who remain on the payroll will find themselves coping with even more pressure to increase their workload as the college absorbs the consequences of departing employees on top of current vacancies.

STATEWIDE EFFORTS

Equity for Contingent Employees

Over the past year, Ross Borden and I served on the small UUP statewide Task Force on Contingent Employees, which was charged

to review the issues and concerns of contingent employees within UUP's membership. The task force will recommend necessary actions, policies and/or procedures that would address those issues and concerns. The committee shall report its recommendations to the President, the Executive Board, and the Part-time Concerns Committee.

At present, UUP's statewide Executive Board is reviewing the fifteen recommendations in the Task

Force's report, presented at the Winter Delegate Assembly and discussed for an hour and a half at the Board's March meeting, in which Ross and Anne participated. The report was discussed again at length during the Board's Summer Retreat in June. See the list of recommendations printed in this issue and visit the Cortland Chapter web site or the statewide website (www.uupinfo.org, under "Reports") to read the full 44-page *Report of the Task Force on Contingent Employees* or the *Executive Summary*. The recommendations cover three areas: representation within UUP, terms and conditions of employment negotiated with New York State, and further research to be done.

NATIONAL EFFORTS

COCAL and New Faculty Majority

Decades of corporatization have grossly undermined the integrity of the American university. It is not enough to belong to a local or even a statewide organization in this great struggle to protect academic freedom and the quality of higher education. UUP leadership funded six delegates from across SUNY, including Ross Borden and myself, to attend the COCAL (Coalition of Contingent Academic Labor) IX Conference in Quebec City,

August 13-15, and these UUP representatives were able to participate in the international dialog focused on change. Academia's remaining 500,000 traditional full-time positions are rapidly disappearing in favor of positions staffed by casual laborers--over 800,000 adjunct/contingent faculty and over 300,000 graduate teaching assistants--whom the institutions simply do not support as full members of their academic communities. Ultimately, society as a whole will suffer the consequences of inadequate investment in the heart of education, its faculty. State and federal laws must be changed, as well as cultural practices and public awareness. We must fight for what is right within the institutions where we work, but also from the outside, in our larger political lives.

Members of Cortland's bargaining unit who are interested in supporting restoration of the highest possible quality in higher education, should visit the web site of New Faculty Majority (www.newfacultymajority.org), join this new national non-profit organization dedicated to achieving equity for adjunct and contingent faculty in both private and public institutions, and spread the word about NFM to friends and community members. ■

LATTIMORE APPOINTED VOTE-COPE CHAIR



Kathy Lattimore (English, pictured at left) has graciously agreed to take on the role of Vote-Cope Chair for the Cortland chapter this academic year, taking over from John Shedd (History) who has served in this role for the past two years. **VOTE/COPE** is the non-partisan political action fund of UUP and its affiliate, New York State United Teachers (NYSUT). **VOTE/COPE** helps strengthen political action programs on all levels nationally, state, and locally.

VOTE/COPE solicits and accepts only voluntary contributions that are non-tax-deductible. Funds are strictly regulated by state and federal laws, and are kept separate from UUP and NYSUT funds. Decisions on the use of **VOTE/COPE** funds are made by statewide committees on issues that affect union members, and are used to fight for legislation and contracts that provide the most beneficial terms to all UUP/NYSUT members, both active and retired. In the coming months, you will be hearing more from Kathy about the importance of **VOTE/COPE**. We will be strongly encouraging all UUP members to donate to **VOTE/COPE** - it is our best weapon to guarantee and protect our rights and benefits. A donation of even one dollar a paycheck will make a difference! Contact Kathy (kathy.lattimore@cortland.edu) or the chapter office (uup@cortland.edu) for information on how to donate. ■

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, B-18A Old Main,

uup@cortland.edu

Decades of
corporati-
zation have
grossly
undermined
the integrity
of the
American
university

Please
contribute
to VOTE/
COPE —
even a dollar
a paycheck
will make a
difference!



2010 Annual Chapter Picnic...

Cold weather and a bit of drizzle certainly didn't dampen our spirits...



....Thanks again this year to Bob's BBQ for a great meal, and most especially thanks to our members for coming and making this yet another successful and fun event!

"A good time was had by all!"

—Photos by *Dawn Van Hall (Library)*



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