



THE CORTLAND CAUSE

Volume 37, Issue 2
November-December 2011

Special points of interest:

- Tribute to Mike Holland
- Campus Equity Week Follow-Up

Inside this issue:

President's Messages	2
Campus Equity week	2
Fall DSI Clarification	2
Occupy Wall Street	3
VOTE/COPE	3
Contract Negotiations	3
Office Move	3
—Dangler	
Petition for Equity	3
The Essential Contingency	4
—Alwes	
Campus Equity Week Photos	4
Strides Toward Equity	5
—Pittsley	
A Matter of Principle	6
—Wiegard	
Our Own Mother Jones	7
—Owens	
Notes from Zucotti Park	8
—Shatzky	
UUP Resolution... Occupy Wall Street	9
A Retiree's Lament	9
—Ashley	
Chapter Board & Dept. Reps.	10
In Memory of Mike	11
—Alwes	

UUP CONTRACT NEGOTIATIONS PROGRESS

See page 3

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UUP OCCUPY WALL STREET RESOLUTION

See page 9

IDA FUNDING UPDATE

The SUNY Cortland campus has been allocated \$16,865 for the New York State/United University Professions Joint Labor-Management Committees' 2011-2012 IDA (Individual Development Awards) Program. Any full-time or part-time SUNY Cortland academic or professional employee will be eligible to apply. Eligible applicants may receive up to \$1,000 reimbursement for costs expended in participating in an eligible activity fully completed during the period July 2, 2011 through March 31, 2012.

Cortland's Office of Sponsored Programs will announce the start of the application process—**be on the lookout for an announcement soon.** Future IDA funding depends on the outcome of current contract negotiations. ■

TOBIN ELECTED MAYOR



Congratulations to Cortland UUP member Brian Tobin, who was recently elected Mayor of the City of Cortland for a two-year term beginning in January 2012.

Tobin graduated from SUNY Cortland in 1994 with a degree in Recreation and subsequently received a master's from the University of Wisconsin. He has served as the College's Head Men's and Women's Swimming and Diving Coach for the last nine years, and his many civic involvements have included service on the Cortland City Council as 4th Ward Alderman. In his run for the office of mayor, Tobin received endorsement from the Mid-State Central Labor Council as well as the UUP Cortland Chapter Executive Board. ■

UUP IN ACTION — SPEAKING OUT FOR OUR RIGHTS



Cortland UUP VP for Academics David Ritchie joined other chapter members in a protest at U.S. Rep. Richard Hanna's office in Cortland on October 17, stressing the importance of saving Social Security and Medicare and lending their support to the Occupy Wall Street Movement. ■

—Photo courtesy of Jo Schaffer

BEST WISHES TO ALL FOR A SAFE AND JOYFUL HOLIDAY SEASON!



PRESIDENT'S MESSAGES

—Jamie Dangler

CAMPUS EQUITY WEEK ACHIEVEMENTS

The week of October 24 was designated nationally as Campus Equity Week. Thanks to all who supported our chapter's efforts to draw attention to the working conditions associated with part-time and full-time contingent employment at SUNY.

Low pay, no prospects for tenure (continuing or permanent appointment), and frequent marginalization in department-level and campus life are common for UUP members who are employed on a contingent basis. It's critical for all of us to join together in efforts to make gains for this large and very critical population in our union and campus community.

Special thanks to **Jackie Pittsley**, our chapter Part-Time Concerns Officer, **members of the Part-Time Concerns Committee**, and our chapter assistant, **Boodie McGinnis**, for their extensive work organizing and implementing the chapter's plans for Campus Equity Week. Many **Executive Board members** and **department/unit reps** also chipped in to make the week a success.

Highlights of Campus Equity Week included a very well attended Union Matters chapter meeting devoted to building bridges between contingent and non-contingent employees, a reception/discussion for contingent members, and informational tabling in specific areas on campus.

One concrete result of the week's activities was a successful petition drive. At a November Labor-Management meeting President Bitterbaum was presented with 429 signatures (most were from UUP members, though other college employees and students signed as well) in support of "Educational Quality, Fairness & Equity at SUNY" (*see next page for petition text, and page 3 for related photos*).

Our Campus Equity Week activities were preceded by an effort to reach out to part-time employees who are in the UUP Bargaining Unit, but have not signed up to be UUP members. Through a direct mailing, we encouraged those who are "agency fee payers" to become members in order to exercise their full rights to participate in UUP activities. The ability to vote on UUP's next contract is on the horizon. Only signed-up UUP members can participate in a contract ratification vote.

Our Fall membership drive has been an important part of work to reveal the voices of part-time and full-time contingent colleagues and enhance our efforts to empower all constituencies within our union. If you're an agency fee payer, or if you are not sure of your membership status, please call or e-mail the chapter office for information (753-5991; uup@cortland.edu).

CLARIFICATION: FALL 2011 DSI DISTRIBUTION

Professionals

We reported to our members that, according to information we received from the Administration, DSI would be distributed to all Professionals who were eligible. We were surprised when we received calls from Professionals who did not receive DSI and asked for clarification at our November Labor-Management meeting. We were informed by Human Resources Director Joanne Barry that there were 25 professional employees who did not receive DSI for the following reasons:

- 9 started very late in the 2010-11 year
- 4 had performance issues
- 3 are working for a program that has lost its funding (& will no longer be employed after March 2012)
- 3 were non-renewed
- 3 are participating in phased retirement
- 2 did not turn in Individual Annual Reports
- 1 was a temporary employee (no longer on payroll)

Academics

DSI was distributed to Academics in the following ways: part was distributed as "merit" raises, part was distributed as inequity adjustments, and eligible part-time academics received \$11 per credit hour taught.

UUP CONTINGENT EMPLOYEES AT CORTLAND*

**from 10/12/11 payroll data*

451 Total Contingent Employees

—359 Part-Time

———296 Part-Time Academics

———10 Part-Time Professionals

—92 Full-Time

———51 Full-Time Lecturers (Academics)

———41 Professionals not eligible for permanent appt. per Board of Trustees policies (coaches, directors, some fundraising titles)

876 Total Academic and Professional Employees

Contingent Employees =

51.48% of UUP bargaining unit

UUP RESOLUTION TO SUPPORT THE OCCUPY WALL STREET MOVEMENT

UUP's resolution to support the Occupy Wall Street Movement (see page 9) was adopted by the statewide Executive Board in November. The resolution draws a parallel between the broad national inequities that are the focus of recent protests and increasing inequities and misplaced priorities in public higher education. It underscores the aspects of the movement that connect with UUP's overarching concerns: an unfair taxation system and the growing gap between educational opportunities for the wealthy and the vast majority of the public. Thanks to all the UUP members who have joined their neighbors in local as well as NYC Occupy Wall Street rallies.

VOTE/COPE NEEDS YOU

As we prepare for the coming legislative season, please consider contributing to VOTE/COPE, the non-partisan political action arm of UUP and NYSUT (New York State United Teachers). We cannot and do not use member dues money to fund political action activities such as advocacy for the SUNY budget or legislation and funding to support education, health care, and other labor issues. UUP/NYSUT must rely on voluntary contributions to support these critical activities. Vote/Cope funds are for local, state, and national advocacy.

Just over 13% of Cortland's UUP members contributed to VOTE/COPE in 2011. Please help our chapter raise its overall contribution rate and do our fair share to ensure that UUP/NYSUT will remain a significant political force in New York State. WE ARE THE MAIN

PETITION FOR EDUCATIONAL QUALITY, FAIRNESS & EQUITY AT SUNY

We, the undersigned students, faculty and staff at SUNY Cortland call on the College administration to:

1. publicly recognize the enormous and invaluable contributions of our part-time adjunct and full-time non-tenure-track contingent faculty teaching at SUNY;
2. support UUP's efforts to ensure that part-time adjuncts are compensated fairly and equitably, so that they receive compensation comparable to lecturers per course;
3. strengthen academic freedom, educational quality and stability of the faculty by increasing job security;
4. eliminate the arbitrary minimum and maximum number of courses that may be taught by part-time adjunct and full-time contingent faculty;
5. encourage fair hiring practices by ensuring the right to a stable career path and multi-year contracts for all adjuncts after they serve a reasonable probationary period;
6. stop increasing class sizes for all faculty, which negatively impacts the quality of our students' education;
7. reaffirm our prime commitment to quality education for our students by opposing further cuts of personnel and academic programs.

—Signed by 429 members of the campus community and presented to campus administration 11/15/11

ADVOCATES FOR PUBLIC EDUCATION IN NEW YORK STATE.

UUP members can contribute to VOTE/COPE through payroll deductions or by sending checks to the chapter office (made out to VOTE/COPE). Contact us if you would like a payroll deduction form and/or additional information about VOTE/COPE (753-5991; uup@cortland.edu).

CONTRACT NEGOTIATIONS UPDATE

UUP's Negotiations Team met with State negotiators on December 1st and 2nd. UUP received additional proposals from the State as well as further clarification of the State's previously presented proposals. Discussion of health benefits as well as UUP's non-monetary items under a variety of contract articles and appendices also continued.

UUP's negotiations are steadily moving beyond discussion at a general level and are now focused on hammering out the details of possible agreements on a variety of issues. Two additional meetings are scheduled for December, and plans for January meeting dates will be finalized by mid-December.

By the end of December, the two sides will have had 15 formal negotiations sessions, each typically involving many hours of discussion.

Visit www.uupinfo.org to see all negotiations information and updates posted to date (click on *2011 Negotiations Information* at the top/right side of the UUP home page). Members are informed via the chapter's e-mail list whenever new updates are posted. Questions and comments related to negotiations can be sent to me at contract@uupmail.org.

Note: If you aren't receiving our chapter's e-mail notices, please contact us for information about how to sign onto the list (753-5991; uup@cortland.edu). ■

CHAPTER OFFICE ON THE MOVE

During the Winter Break, our Cortland UUP Chapter office will be MOVING from our current space in Old Main to **B-5 Moffett**.



We have enjoyed our tenure in Old Main and are somewhat reluctant to leave, but we do look forward to serving our members in the future in what we hope will be an even better and more functional space. At press time, the tentative move date is sometime during the week between Christmas and New Year's. Be on the lookout for e-mail announcements as things progress. The new campus mailing address will be B-5 Moffett; telephone, fax, and e-mail contact information will remain the same. ■



The
University
system
depends on
part-time
faculty. And
knows it.

The word “contingent” is defined, in part, as “non-essential” or “uncertain.” A large portion of faculty at SUNY Cortland, the “contingent” part-time faculty, are thus defined in this way. Part-time faculty do indeed have an “uncertain” professional life within the entire SUNY University system, working every year from contract to contract, with no due process afforded them. Were they all to resign from their teaching positions *en masse*, however, the University would immediately realize the fallacy of the term “non-essential” to describe their positions.

The University system depends on part-time faculty. And knows it. Such a dependence is an unequal one; while the University depends on the part-time faculty’s teaching expertise in order to be able to offer the necessary courses to its students, the part-time faculty must depend on more than one single worksite within the University system to earn a living wage. Our part-time colleagues are often forced to teach at multiple colleges, earning the nickname “roads scholars.” Such itinerant teaching leaves little room or energy to partake in the aspects of academic life that lie outside the classroom. Yet, we find at SUNY Cortland part-time faculty who are dedicated to their students and committed to the academic activities of the College. It is an essential commitment, generously given to the students (and thus to all of us) by an essential group of faculty. ■

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CAMPUS EQUITY WEEK 2011 — PETITION DRIVE



Top left: Mr. Peanut helps Anne Wiegard (English) solicit signatures for the Petition for Educational Quality, Fairness & Equity at SUNY during Campus Equity Week. Top right: John Sheehan (Soc./Anthro.) signs the petition while Jackie Pittsley (English) looks on. Bottom left: Ellie McDowell-Loudan (Soc./Anthro.) signs the petition, with encouragement from Mr. Peanut and Pittsley. Bottom right: Wiegard solicits signatures from students outside the Dragon’s Den.

—Photos courtesy of Dawn Van Hall



STRIDES TOWARD EQUITY: UNDERSTANDING AND ACTING

—Jaclyn Pittsley
English

The recent success of Campus Equity Week here at Cortland has encouraged me to reach out to part-time and full-time members across campus. It's vital that this campus recognize and accept the diversity of its academics and professionals, and stand together to demand job security and adequate compensation for all UUP members. The first step toward equity is understanding the situation.

As shown in the chart on page 2, there are 359 total part-time employees and 92 full-time contingent employees on this campus! That is 451 vulnerable members who cannot rely upon continuing or permanent appointment. 51.48% of your colleagues have no job security! Most of these employees may be non-renewed at any time, especially in this time of economic crisis. Over one hundred of these employees are not yet eligible for term appointment, which means that they merit no notice of non-renewal, and they will be nervous until classes begin every semester. Term appointment is awarded after serving six consecutive semesters, and those employees merit only forty-five days notice of non-renewal. So it is very difficult for these individuals to earn a living wage. They often have to seek work at other institutions on a part-time basis, or seek other part-time jobs including clerical, food service, and retail positions. These are people who have dedicated their careers, in many cases, to serving the students at Cortland indefinitely.

A popular misconception is that part-time workers have no loyalty to their institution; therefore, they deserve none. In reality, there are five employees who have served Cortland in a part-time capacity since the 1985-1989 academic years. There are 47 employees at Cortland who have been employed since the 2000-2004 academic years. There are 90 part-time employees, including myself, who have worked here consistently since the 2005-2009 academic years, and 149 who have been working at Cortland since 2010-2011. The people whom you may be dismissing are extremely loyal employees, and their work insures the operation of this institution.

Part-time employees teach courses and perform services that this college needs, such as supervision of student teachers, the teaching of general education and specialized major courses, filling in for professors on sabbatical, library work, computing services work, and too many more things to enumerate. Their necessary work enriches the culture of

this institution, and they deserve to feel secure and wanted, through adequate compensation and benefits.

However, not all part-time employees receive enough work to be eligible for health insurance, and not all part-time employees receive consistent work, and may experience gaps in their eligibility for health insurance when they experience employment gaps. In addition, part-time employees represent only a fraction of representatives to the UUP state-wide delegate assembly, despite its recognition of the severity of contingent issues.

Finally, many part-time employees feel ostracized or unwelcome in their departments. They feel discouraged from becoming a part of the Cortland Community because their work is often so uncertain and their teaching schedules are often unique or irregular.

Now that the situation is understood more fully, it's time for UUP members, both full-time and part-time, to act. It's interesting to me that, in general, many part-time employees believe the myth that their full-time colleagues care nothing for part-time issues, and that full-time members believe the myth that one hundred percent of part-time employees have no desire to obtain full-time employment. This tired mantra has been voiced to me repeatedly during the last month of planning and implementing CEW events. The truth is that I have met dozens of full-time members this week who want to stand together with part-time members in solidarity, and I hope to continue to meet more in my current position as Part-Time Concerns Representative. What we need to do here on campus is support our part-time members who want job security but are comfortable in their part-time positions and advocate for opportunities for full-time work for those who wish to serve Cortland full-time. Sign the petition for Educational Quality, Fairness, and Equity; show the administration that you support our part-time and contingent employees. Join the Cortland Chapter's Part-Time Concerns Committee. Attend Union Matters and other union events.

The wonderful thing about our livelihoods and our campus is it doesn't have to be all one choice or all the other. There can be room for everyone on this campus if you stand up, raise your voice, and work toward equity. ■

Part-time
employees
teach
courses and
perform
vital
services
that this
college
needs

...they
deserve to
feel secure
and wanted,
through
adequate
compensa-
tion and
benefits

Faculty and professionals must have the academic freedom to exercise their professional judgment in educational decisions about what and how to teach in the best interests of a quality education and student success

A MATTER OF PRINCIPLE



—Anne Wiegard
English

Last January, higher education unions and other organizations including the United States

Student Association came together in Los Angeles to conceive the national Campaign for the Future of Higher Education (CFHE). In May of this year, the Campaign was officially launched at a press conference at the National Press Club in Washington, D.C. which some of you may have watched on our campus via a live webcast “party” hosted by our chapter. (See the video of the press conference in which UUP President Phil Smith appears at this link: http://futureofhighered.org/Campaign_Kickoff.html)

During the first weekend in November, some seventy representatives of participant organizations met in Boston at the University of Massachusetts to continue the work of the CFHE. Against the inspiring background of student activism involved in the Occupy Boston movement, campaign participants hashed out goals intended to implement the seven principles codified in Los Angeles (see all seven at <http://futureofhighered.org/Principles.html>.)

A virtual think tank has already been fleshed out under the leadership Gary Rhoades, past General Secretary of AAUP, featuring a series of “back to school” articles that will include one focusing on the results of a national survey conducted recently by the New Faculty Majority, entitled “Who is Professor ‘Staff’ and how can she or he teach all those classes?”

The third principle of the CFHE articulates an explicit critique of contingency:

3. Quality higher education in the 21st Century will require a sufficient investment in excellent faculty who have the academic freedom, terms of employment, and institutional support needed to do state-of-the-art professional work.

Faculty and professionals must have the academic freedom to exercise their professional judgment in educational decisions about what and how to teach in the best interests of a quality education and student success. They must be free and secure enough in their terms of employment to stretch and challenge students, and to apply high academic standards.

Colleges and universities must also provide faculty and staff with the resources and continuing professional development to stay current in their fields and to use the best methods for enhancing student learning and success.

The growing practice of hiring faculty into full and part-time contingent positions that are not eligible for due process protections of tenure inhibits the full application of academic standards and the free exercise of professional judgment.

In Boston on November 4th, the two dozen activists attending the breakout session on contingency yielded recommendations for the Campaign to emphasize as it works to curtail the casualization of the academic workforce:

- Focus on investigating and exposing the structure of higher education;
- Revisit issues involving tenure, credentialing and job security;
- Identify best practices for addressing contingency;
- Create a clearinghouse for information;
- Enter the political process (legislation, unemployment compensation, etc.);
- Support free speech, single payer health insurance and union organizing;
- Improve conditions for contingents while also protecting tenure;
- Redefine tenure as a right, not a privilege;
- Develop a fair and feasible conversion system as a bridge from part-time to full-time positions and from full-time contingent positions to tenure track positions.

These recommendations were then further condensed into overall goals for the CFHE in relation to addressing issues of contingency, primarily by reframing the national conversation about our workforce in terms of:

- the effects of contingency upon the quality of higher education (cease conflating quality solely with the tenure-track faculty), e.g., re-searching “student outcomes,” etc.
- the definition of the institution of “tenure”
- the effects upon academic freedom, due process and faculty governance
- identification of best practices
- building bridges and solidarity among ALL faculty.

The next meeting of the CFHE will take place in Michigan, the date and venue to be announced. ■

OUR OWN MOTHER JONES: JAMIE DANGLER



—Elizabeth Owens
Communication Studies

During the nineteenth century, working conditions were deplorable. Child labor, low wages and long hours were common practice. The first Labor Day was organized by the Knights of Labor in New York City on Tuesday, September 5, 1882 to celebrate the achievement of an 8 hour work-day. In 1894 Congress made Labor Day the first Monday of September (they wanted to distinguish it from May 1, the day that socialist countries celebrate the labor movement). Currently, Canada, New Zealand, and Australia all celebrate Labor Day with us. This year is the 207th federal holiday of the event.

One of the most iconic organizers of the union movement was Mother Jones who worked with the Knights of Labor and was a co-founder of the Industrial Workers of the world (known as the Wobblies). Born Mary Harris, in County Cork, Ireland, she emigrated to Canada in the 1830's. She attended Normal School in Toronto and moved first to Chicago and then to Memphis, Tennessee, where she taught school and opened a dressmaking shop. While there, she married George Jones, a member of the National Union of Iron Moulders and the love of her life. She was a devoted wife and mother and had four children. When her entire family was wiped out by a yellow fever epidemic, she began her true life work as an organizer and champion of workers' rights. Thereafter she worked tirelessly on behalf of miners and in particular women and child laborers. She was feared by some and revered by many. In 1903 she led a children's march from Philadelphia to Teddy Roosevelt's home in New York to protest the tax enforcement of child labor laws. She was arrested several times and was once designated as "the most dangerous woman in America." While not a suffra-

gette due to her Catholic upbringing and family first orientation she believed that women could be leaders without the vote and was heard saying "you don't need the vote to raise hell." Mother Jones died in August 1930. Historians claim she was 93 but she claimed to be 100 and born on May Day – a tribute to her life-long devotion to socialism.

Our Mother Jones

On September 5 in Stewart Park, Ithaca, the 28th Labor Day Picnic co-sponsored by the Tompkins County Workers' Center and the Mid-State Central Labor Council brought out many local Ithaca/ Cortland Union members. This year our theme was "United for a fair America." Our UUP Chapter President, Jamie Dangler, gave the keynote address and also received the Mother Jones Award for her hard work and organizing and negotiating skills.

Like Mother Jones, Jamie has brought passion, democratic leadership, and fairness to all our union members and our affiliates. Her work on improving social issues, such as Family Leave and Gender Equity, and her devotion to her own family, is evidence of her ability to integrate her professional with her personal life experience for the benefit of us all. Her patience and devotion as a teacher and her unfailing ability to listen to everyone regardless of power or position make her a truly unique leader in today's overly politicized society. She has been instrumental in forming coalitions on campus, across the state and among our affiliates in central New York. She may not be the most dangerous woman in America (yet) but do not underestimate her! Join me in thanking Jamie for all that she is doing. Since Jamie never looks for thanks, but is quick to thank everyone who works with her, this makes her all the more worthy.

In the wake of our economy and the aftermath of the incidents of September 11, 2001, and in the words of Mother Jones, let's all "Pray for the dead and fight like hell for the living." ■

IN SOLIDARITY WITH OUR SISTER UNIONS



—Photo courtesy of David Ritchie

Cortland UUPers and members of other unions marched on November 3 to support the Newfield Teachers, whose average salary is 555th-lowest out of 592 in New York State and whose Board of Education has dragged their feet for over a year in negotiating a new contract.

Among the signs carried by those picketing the 11/3 Newfield Board of Education meeting were these following:

- "Still Without a Contract"
- "Negotiate/don't Dictate"
- "Collective Bargaining NOT Collective Begging"
- "NTA Salaries Race to the Bottom"
- "555/592"

Jamie has
brought
passion,
democratic
leadership,
and
fairness to
all our
union
members
and
affiliates

Collective
Bargaining
NOT
Collective
Begging

the old
formats for
organizing,
demonstrating,
and
protesting
are now in
flux and
beginning
to change

I hope I am
wrong to
worry about
the lack of
direction of
Occupy
Wall Street



NOTES FROM ZUCOTTI PARK

—Joel Shatzky
Professor Emeritus, English

As a newly returned native to New York City—I grew up in the Bronx but retired to Brooklyn after 37 years in Cortland—I found my visits to Zucotti Park in the words of Yogi Berra: “Déjà vu all over again.” In the Park an Occupy Wall Street newspaper is regularly published; there is a library on important social issues, a media center, and lots of opinions on almost any of the subjects that should have been thoroughly discussed in what was once called “Civics” when it was taught in grade school. There were also lots of eager, young college and graduate students, even a few high school students engaged in what I would consider the largest teach-in I’ve seen since those I fondly remembered that occurred in campuses throughout the country, including Cortland, in those days after Kent State.

The big difference between then and forty years ago for me was less the sense of hopeful change that will probably take many years if not decades to realize, but that now I was one of the greybeards scattered around the park, who felt wistful that we’re witnessing the hopeful beginnings that we might never see the end of.

What I’ve taken away with me is a sense that the old formats for organizing, demonstrating, and protesting are now in flux and are beginning to change. Although some of the unions and progressive organizations are finally supporting the Occupation, there is no organizational structure, “leadership,” that they can be connected with or, fortunately, from which they can be co-opted.

During that period of organized opposition to the Vietnam War, support for Civil Rights and Women’s Rights of forty years ago, the targets of oppression: war, racism, sexism, were clear. And although at least the Vietnam War ended, its lessons haven’t been learned as evidenced by American military involvement in the Middle East, finding in “Global Terrorism” a convenient substitute for “Godless Communism” as a threat that can generate the paranoid style of American politics dear to the hearts of politicians and nativists alike.

When I recently attended a General Assembly meeting of the Brooklyn branch of Occupy Wall Street I was again gratified that the younger generation was getting its act together and now had the communication resources through the internet that

were totally unavailable to us in the 60’s. But as much as I admired the energy and enthusiasm of those young activists and their determination not to be manipulated or pigeon-holed by traditional “interest” groups, I felt that the time for strategic planning was running out as the need for targeted political action becomes more compelling.

At this meeting of about thirty-five, mostly white, middle-class participants with a few African-Americans and Latinos represented, we broke into smaller working groups before general discussion. I stressed the importance of expanding the potential of these groups for getting the rascals out of power: locally, state-wide and nationally before they become powerful enough to declare Occupy Wall Street a bunch of “subversives” as a threat to “the American Way of Life,” rather than what it is a model for: the democratic process. My suggestion was politely listened to but passed over in the general discussion.

I can’t blame these young people for their skepticism about conventional politics, especially considering the numerous disappointments and betrayals of the Obama Administration in its first two years in which the Democratic party controlled both houses or of the past year of Class Warfare of the Republican-controlled Congress and governorships in the mid-West and South. But as dissatisfied as I have become of the political corruption of the two-party, one-party system of the failures of the unions to protect the future benefits its younger members, I do believe a country without unions and a responsive political structure can no longer be considered a democracy.

I hope I am wrong to worry about the lack of direction of Occupy Wall Street since at this point not having a definite direction is a part of its strategy. But unless some collective action is taken soon, I fear that the movement will either lose its energy and enthusiasm to be effective or it might be stamped out before it has a chance to flourish.

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 RESOLUTION IN SUPPORT OF OCCUPY WALL STREET

United University Professions works in support of and in solidarity with Occupy Wall Street (OWS). We are and we educate the 99%.

Just as OWS is decrying the growing, vast gap between the mega-rich and the public, UUP decries the growing gap between college opportunities enjoyed by the wealthiest versus the rest of us. College should not be rationed by income, ethnicity, or immigrant status. All who can benefit have a right to affordable, quality higher education.

Just as OWS is condemning the failure of the mega-rich and large corporations to pay their share of taxes, UUP calls on states to stop cutting taxes on corporations and the richest few even as they cut pre-K-12 education and shift the burden of funding higher education to students, whose crushing debt is foreclosing their future and our economy.

Just as OWS is denouncing the bail out of Wall Street and its executives who tanked the global economy while selling out the people and jobs on Main Street, USA, UUP calls on federal, state, and municipal governments to invest less in University Avenue's corporate-like executives and resort-like leisure facilities and more in the human capacity of College Street, in expanding and ensuring a fair and living wage and benefits for the faculties, professionals, and staff who serve students and society.

Just as OWS is standing for freedom of assembly and free speech in public spaces, UUP is working to defend and expand the public space for social critique and democratic debate in not-for-profit higher education settings that are being privatized.

If the country is to rebuild, strengthen, and expand the working and middle classes, if we are to make the American Dream an achievable aspiration for the vast majority once again, we must advance the goals of the Occupy Wall Street movement. We must insist on education as a right for all who can benefit. We must support the dignity of working people, including public sector and unionized employees. And we must demand that the mega-rich and large corporations contribute their fair share in taxes.

United University Professions calls on our colleagues across the country, in and outside of the academy, to stand in solidarity with Occupy Wall Street.

—Adopted by the UUP Statewide Executive Board, November 2011

A RETIREE'S LAMENT



—Larry Ashley

(with apologies to Martin Niemöller)

It is not that I didn't see the corporate/financial complex emerge. After all...

They came for my democracy and I didn't support election reform so they bought the damned government.

They came for my union, but I didn't support the Employee Free-Choice Act so they stripped me of all employee rights.

They came for my universities, so I buckled down and "did more with less" and they replaced most of my colleagues with part-timers.

They came for my mortgage, and I went under so they took their bonuses and murmured about the invisible hand of the market and called me a slacker.

They came for my medical plan and I bowed my head and paid more for less coverage while their executives blamed the fact that I was living longer than my dad..

NOW....They are coming for my pension and my social security and my Medicare and that's all I've got.

I just hope that they don't notice that my body is worth about \$1.98 in raw materials (what with all the mercury and lead I've managed to accumulate therein) and there are so many more like me that someone is going to make a huge profit with our remains.

Viva Occupy Wall Street!

UUP is
working
to defend
and
expand
the public
space for
social
critique
and
demo-
cratic
debate in
not-for-
profit
higher
education
settings
that are
being
privatized.

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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!



IN MEMORY OF MIKE

—Karla Alwes
English

For 30 years, Michael Holland was a true presence on the SUNY Cortland campus. His work with students and their residential needs is legendary, and his most recent position as Assistant to the Vice President for Student Affairs created a new type of community with the students of SUNY Cortland.

Mike wore many hats at Cortland, including academic advisor to exploratory students and Admissions Office representative in the early 1980s. He is best known to us, though, through his roles as Cortland’s Director of Residential Services and Executive Assistant to the Vice President for Student Affairs. In both positions he is the person who works closely with students as they travel

from adolescence to adulthood during their tenure at SUNY Cortland. It is a difficult journey, but one in which he interacted with students with all the grace and compassion of someone who recognized not only the need to be there for the students who need him, but also with the personal belief that he is capable of helping those who need his help.

For example, in 2005 Mike was the recipient of the prestigious Chancellor’s Award for Excellence in Professional Service. In his acceptance of the nomination he wrote to the committee: “I have always attempted to excel in whatever I do so students can get the maximum outcome from their experiences while living on campus...I have always attempted to exceed expectations in providing an excellent and comprehensive Residential Life program for our Cortland students.”

His experiences as Director of Residential Services enabled Mike to develop a “strong base of understanding” Cortland’s mission toward students, as well as the importance of teamwork across the campus, he wrote. His self-avowed attempts at excellence may seem to people who did not know him well to have been achieved with ease, but none of Mike’s achievements came from anything less than diligence and personal effort that evolved from his profound respect and commitment to the staff and the students with whom he worked, a fact that those close to him knew well.

Mike’s achievements go beyond the Cortland campus. In a collaborative effort between SUNY Cortland and Tompkins Cortland Community College, Mike worked with Walter Poland, TC3’s Dean of Student Services and International Programs when TC3 contracted with Cortland to house a new international education program at Cortland during the summer months. Dean Poland cites Mike as “critical to the early success of the program” because of his ability to select and train professional and student staff, as well as his ability to be “personally involved” with the students and the program. Further, the SUNY Assistant Vice Chancellor for Student Life, Edward Engelbride, said of Mike: “He actively pursues ideas to enhance current approaches that encourage broad participation while focusing on outcomes.”

Mike Holland was a genuine asset to the image of SUNY Cortland across the state, but his love for and commitment to SUNY Cortland is where we find his life’s work most energized. He served the students on this campus not only through his interactions with them, but also through his professional attention, on their behalf, to the life they will enter after graduation. He was frequently in the audience of College events and speakers, making clear to the students his own interest in the world outside Cortland. My favorite memory of Mike was when he was in attendance at Take Back the Night rallies, surrounded by the students to whom he devoted his professional life. And, of course, he showed his students the “real world” that they will soon become a part of when he taught them the act of gratitude and compassion by taking aid together recently to the flood-ravaged towns that surround Cortland—his final act of excellence.

We at SUNY Cortland wish peace and the joy of his memory to his wife Joanne and his children Michael, Mary, Dan, and Kate. ■

...his love
and
commit-
ment to
SUNY
Cortland is
where we
find his
life’s work
most
energized

We at
SUNY
Cortland
wish peace
and the joy
of his
memory to
his wife and
his children

It can't happen without you!

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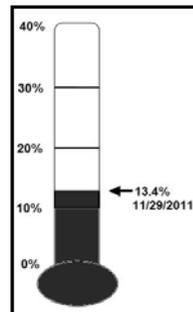
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