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The Cortland Cause

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SUNYCORTLAND WORKS 2024



Photos by David Ritchie

Each, year, SUNY Cortland Faculty come together to celebrate the wonderful work they have accomplished. This event brings together members from every bargaining unit on campus, including CSEA, UUP, PBA, PEF, CWA, and MC. UUP is proud to co-sponsor this event with CSEA and The President's Office. Members are permitted to attend without using accruals, with permission from their supervisors thanks to cooperation from Human Resources. Our members walk from designated points around campus carrying their banners and join for food, music, photos, and fun. This year, we enjoyed a spectacular day and had a wonderful picnic. We were extremely fortunate that the Rhythm and Blues ensemble, led by Richard Harris and featuring both faculty members and students was able to treat us with a musical performance. Maere Vunk and Mike Pitaro, volunteer leaders from EAP, Employee Assistance Program, were on hand tabling along with Officer for Retirees Jo Schaffer, who was on hand to share swag and postcards asking legislators to fund SUNY campuses fairly. UUP would like to thank our special guests in attendance from GSEU Grace Vollmers and Lawrence Wilde (ESF). I would like to personally thank the folks who've come together to help plan the event: Kerry Mincher, Jen Drake, Thomas Hinger, Mark DePaul, Jessica Bergeron, and Dan Harms.



If you can be anything, be a kind member of UUP.

By Jaclyn S. Pittsley

As we careen toward the end of the academic year, I am reminded of our years-long focus at Cortland on grace. Since the pandemic, we have asked for grace of each other, which I define using the secular definition of courteous goodwill. Grace cannot exist without empathy, the ability to understand and share the feelings of another.

Serving as our Chapter President, I reach for grace as I speak with overworked and stressed professional and academic faculty who need relief. I ask for grace as Department Chairs work to find room for ever more students in programs, classes, and spaces which cannot contain them. I ask for grace as we respond to each other about proposed Handbook changes, provide feedback on curricular changes, adhere to stringent state policies, and are prompted about accreditation requirements. I reach for it as organizers come to campus to help UUP increase our member engagement and as our statewide officers oblige us to do more legislative action, campus actions, and succession planning. Finally, I reach for grace as I help students finish their first year of college learning.

This asking is as hard as it is enabling.

Certainly, grace and empathy are union values. I am a UUP member, a Chapter President, and a newly elected UUP Statewide Executive Board Member. I know, having collaborated with many individuals over the last fifteen or so years, and particularly in the last five, that no matter how much empathy we show or how hard we work to collaborate, we cannot always experience kindness. Some people can be difficult to work with periodically, or even often. I can be difficult to work with at times. That difficulty can sometimes affect how folks speak to one another, treat one another publicly and privately, how they draft an email, serve on a committee, make a phone call – and it can even affect how they ask for help. I encourage myself and all of us to think of grace during these moments.

For example, during a recent exchange of words with a colleague, I felt keenly that I had offered her no grace but was asking for it. I hadn't sent an email I should have and was embarrassed and upset to have it pointed out, especially in the presence of other people. I wanted to discuss mitigating circumstances – my grueling schedule, lack of support, upcoming responsibilities. I was short, frustrated, defensive, and rude.

Perhaps we have all experienced similar frustration, particularly around our work and recognition of it, and have chosen at times a path we later wish we had not.

I apologized to my colleague because I do feel very strongly that to be kind is to empathize, and to be a professional, a colleague, and a friend. And I cannot expect kindness or grace if I'm not willing to extend my hand in kindness to others. I know I would have felt slighted should I have been left out of the email

message, so I needed to make things right with my colleague and re-establish our professional trust and courtesy.

I share this and other examples of my own recent experiences not to vent, but to condole with and extend my hand in compassion. I have found it uplifting to my soul to shed the responsibility and guilt of poor behavioral choices and embrace empathy in the name of humility, progress, and accountability.

To err is human and everyone makes mistakes. Sometimes, even our best efforts fall short of the success for which we'd hoped. However, allowing mistakes to fester does nothing but exacerbate ill feelings, decrease empathy, problematize grace, and erode trust.

Sometimes, grace is about collective action and bargaining, with UUP standing forty-thousand strong supporting us.

And sometimes it must be about what I can do personally to move forward and be well. This fall, for example, I was nominated for a Chancellor's Award. I was honored and looked forward to participating in the evaluation process. This spring, I was disappointed and upset at having my nomination rejected. I was aggrieved. Then, after speaking with a friend, former teacher, and mentor in my department, I realized that my thinking was only hurting me. So, I chose the path of empathy and will think about this incident with grace. I'm confident that I work hard; I know that I have colleagues who support me. And I will support and applaud my excellent colleagues who do move forward in the process.

I must offer grace because what I offer to others should, no matter the circumstance, be more than what I ask for myself.

I know that acting professionally despite encountering difficulties like perceived elitism, lack of fairness, difficult colleagues, cost-effective policies, lack of space, lack of staff, discrimination, work overload, and other challenges is illustrative of our own characters. Serving as our union's chapter president has afforded me the opportunity to offer kindness and grace to those who are facing and/or making tough decisions, mean decisions, heroic decisions, unfair decisions, and inclusive decisions.

I am ready to empathize with and be humbled by those who may be fighting to preserve their own dignity and grace. I cry with members, discuss options with members, direct members, answer questions, share in their disappointment, disagree with their ideas, revel in their triumphs, and bleed when they are wounded. Our members need and appreciate this quality in their leaders, and I am honored to be there for them.

Our students also need kindness (accompanied by, not in place of academic rigor). As we work to usher students who are doing well through their last assignment, their smiles of achievement are gratifying. As we work to usher students who are struggling to move from failing to passing, or weak writing to stronger writing, their smiles of achievement have a more profound effect. We remember what it was like to succeed as students or to struggle, so we raise a fist in the air or crow in triumph along with them when they master synthesis or citations, theoretical math, a difficult lesson in movement, or the sociology of an extinct civilization.

As I sit, now, in my office awaiting moments to speak with students about their work, I am as excited and hopeful as they are to review their remix assignment together, knowing that the last days of the semester are upon us. It's time-consuming work, being there, being kind, empathizing - time we may not really have right now - but it's decent work.

My enduring hope is that everyone reading this can see that I, along with UUP, am working every day to find places where I can extend the hand of kindness to others. I also hope you may all find pathways to build relationships, forgive and reconcile with others, and remember that it is never too late to show up for a colleague, a peer, or a student. Please choose kindness, because choosing kindness, like choosing to lead this union, is an exercise in empathy and grace.



Rally at Downstate Medical University, February 29
Photo by David Ritchie; from left to right Jude Jayatilleke (Buffalo State), Redetha Abrahams-Nicols (Downstate), Jackie Pittsley (Cortland), Bekkie Bryan (Cortland).



Spring Delegate Assembly, April 2024

By Jo Schaffer, Officer for Retirees

Twice a year, UUP holds a Delegate Assembly where elected representatives from all chapters meet to "do the business" of the union. As usual, all the statewide officers present their reports from the dais. Fred Kowal, UUP president, took his time to exhort our colleagues to get active in defense of our members working at Brooklyn's Downstate Medical University, SUNY Potsdam, and SUNY Fredonia, all of whom find themselves in a fight for their lives. While expressing a positive description of the new contract, and some of its new benefits, he never lost sight of the greater problems of protecting the totality of SUNY and higher public education. He urged all members to continue sending letters to our state legislators in support of our sister institutions.
(Find link here: https://uupinfo.org/BrooklynNeedsDownstate/)

There were also many workshops and dedicated area group meetings presented during the day-and-a-half assembly.

The Friday night reception was time to interact with union colleagues from other chapters. The highlight of the Friday dinner was the presentation of the "Friend of UUP" Award to Thomas (Tom) DiNapoli, Comptroller, State of New York. Tom has long been a friend of labor and, in particular, incredibly supportive of public K-12 and Higher Education. His acceptance speech was dedicated to his support of UUP and SUNY. He did, of course, brag a little about the stability and growth of the NYS pension system to which many of our members belong. He is the ultimate politician - remembering names and faces - and willing to stand for photos.

See photos DiNapoli, Nuala Drescher, Jo Schaffer, and Fred Kowal







Higher Education is in the National Spotlight: It's time to take center stage.

By Justin Neretich

Every morning for the past three weeks, at least two separate news pieces have been devoted to the campus encampments in response to the war raging in Gaza. Regardless of political interest and personal stake in the matter, the youth of our nation's universities are rallying, protesting, and organizing over an issue that they feel strongly about.

This is not a new scene on our campuses. Our colleges and universities are the historical arena where free speech is realized through similar actions as are being taken now. And just like in the past, the response from university administrations is mixed. Some are upholding the expression of free speech by bringing together a large group of decision-makers from across the academy, professionals that serve students, and the students themselves. University or campus police are engaged in community policing, protecting the right of free speech expression while also maintaining a safe environment for all. In this sense, democracy is alive and well, with passionate debates, multiple perspectives, compromise, and care at the core of any resolution processes.

But other campuses are reverting to a less proactive approach to the matter. At a time when higher education is in the forefront of American minds, and where education is turning into one of the major topics for candidates and voters in an election year, I urge all of us to look to one another, regardless of beliefs on the wide variety of subjects that are contentious and see a fellow educator to with whom you stand shoulder to shoulder. Our livelihood, and more importantly our passion for working with students, is jeopardized by a lack of faith in our public education in this country.

In the face of uncertainty, and with so much discourse over what education ought to look like, what ought to be taught in our classrooms, what our students ought to be doing, I encourage you to look past all the noise and concentrate on what matters: our students. Now is the time for candid conversations, for grabbing a meal at a dining hall and asking for a seat at a crowded table and hearing firsthand how the current sociopolitical climate is impacting Cortland. Now is the time to reconnect with colleagues and make some new connections across the campus. If we don't put the time and effort into doing these things, we cannot possibly serve our students and larger campus community.

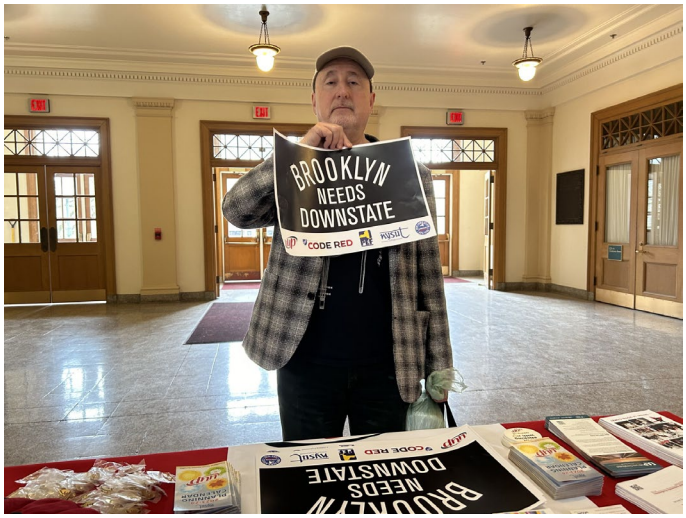
I say all this as a reflection on the past year, and how I have strived to learn more about how decisions are made on our campus. The most important lesson has been that there are so many people who work across our institution that are invested in doing right by our students, and that very fact makes the job even more difficult, because every invested individual has a slightly different interpretation on defining what doing right by our students is!

I encourage us to remember the democratic process, to engage in discussion and debate, and at the end of it all stand shoulder to shoulder processing in our commencement ceremonies, coming together to celebrate our students.

So, no matter how exhausted we might be by our world, our work, and the enormous task of staying grounded, I ask that we find a way to stay vigilant, inquisitive, and proactive. A lot of voices in the room where decisions happen may be frustrating in the moment, but the feedback and input shared ultimately leads to a more democratic process and decision. While we are in the spotlight, let's take center stage and prove that the ethos of democracy, shared governance, and freedom of speech define our public education. And at our core, we are the harbingers of the future, which is our students!



Ben Wilson (Photo by Jackie Pittsley)



Lewis Rosengarten (Photo by Jackie Pittsley)



Bekkie Bryan and Jackie Pittsley (Photo by David Ritchie)



The Times, They Are A-Changin' (with apologies to Bob Dylan)
by Nancy Kane, DEI Chair

While I welcome diversity on campus, I join many of my brothers and sisters who have expressed concern about a new far right-leaning student club on SUNY Cortland's campus. As DEI Chair for the Cortland UUP Chapter, social media posts from the club's national headquarters, like the one on their website from March 25 saying "DEI = Didn't Earn It," are distressing.

What exactly, is Turning Point USA trying to say about DEI with this post? Are they referring to people of color, saying anyone who is not white could not have earned a job or degree? Or that members of *any* minoritized or protected group who achieve *anything* did not earn it? Are they promoting the "Great Replacement" theory? What else could *possibly* be the point of posting this on social media?

This is not the only graphic I find troubling. The website for Turning Point USA's college program (https://www.tpusa.com/college) displays an image of a gun pointing at a rainbow, or possibly shooting a rainbow, with the message, "Stay Strapped." It is ambiguous, and that may be intentional. Is the reference meant to imply that the LGBTQIA+ community should carry guns, or that guns should be used to threaten them? It is unclear.
People in the workforce care about diversity.

- "According to a LinkedIn survey, employers that posted about diversity saw **26% more applications** from women than employers who posted less.
- In a **LinkedIn study**, companies with a DEI team were 22% more likely to be seen as 'an industry-leading company with high-caliber talent" and 12% more likely to be seen as an "inclusive workplace for people of diverse backgrounds.'
- 76% of employees and job seekers said diversity was important when considering job offers.
- 60% of employees want to hear business leaders speak up on diversity issues.
- 80% of survey respondents said they want to work for a company that values DEI issues."

(Source: https://learning.linkedin.com/resources/learning-culture/diversity-workplace-statistics-dei-importance)

I enjoy discussions about issues of national importance, but as someone who tries to be an ally, who believes that diversity, equity, and inclusion are important everywhere and for all (not just on a college campus), and who reveres truth and justice as fundamental to this nation's values, I hope that this club's activities on our campus will adhere to their stated values and aims. Harassment of professors and violations of their academic freedom would be antithetical to the group's desire for more open exchanges about conservative principles.

Our union must, and *will*, remain eternally vigilant to protect the rights of our members. That is the price of freedom.

United University Professions
Labor-Management Agenda
Wednesday, March 21, 2024
3:00-4:00pm
Miller 405

Items of Collegiality:

1. UUP congratulates Management and all employees on their successful series of open houses for prospective students.

Old Business:

1. IDA Committee Issue: Due to the potential need for recusal for folks who serve on the IDA committee, UUP would like to add a fourth member (Mickey Gibbons - UUP) to serve on the committee, a person who works as a professional. Would Management likewise consider appointing a fourth member to serve on the committee?

2. Professional Performance Programs/ Evaluations:

    a. As of today, how many performance programs are NOT up to date?

    b. How many evaluations?

    c. How will Management be processing requests for salary increases, promotion, reappointment, and permanency if these evaluations are not current?

New Business:

1. Regarding the FTL to Instructor Conversion Policy: The policy states that a person who chooses to convert must "The employee must also have demonstrated a strong record of teaching and teaching related service by advancing to the level of Lecturer II. In addition, the employee must provide evidence that he/she has the potential to earn tenure, such as through previous work towards or completion of a doctoral degree and/or completion of research projects, presentations and/or papers."

    It also says that "These criteria should be included in the Department's Personnel Policies and Procedures and must speak to tenure expectations for those at the rank of Instructor in the areas of teaching, scholarship, and service."

    A. UUP requests the Provost conduct a review and catalogue all departmental guidelines related to CA/tenure for Instructors.

    B. UUP implores the Provost to require all departments to adhere to the guidelines, as written in the policy, for all employees who are currently appointed as Instructors.

C. UUP requests and offers our assistance to the Provost in developing uniform guidelines and criteria for all Instructors appointed to the title after the publication of the new guidelines and criteria.

   a. If any of the new guidelines and criteria would lower the standard for Instructors under consideration, the new lower guidelines and criteria should be applied to all Instructors irrespective of their appointment date.

   b. Uniform guidelines and criteria should allow for variations within a department, permitting that no department deviates from the new guidelines and criteria.

2. Regarding Course Teacher Evaluations: UUP would like to discuss a procedure to request the removal of damaging and/or derogatory comments from CTEs that are based upon protected class.

3. Regarding Scheduled Classes Being Removed for Special Events:

   a. What is the priority of scheduling classes such as Physical Education classes versus special events such as gymnastics meets?

      i. If a special event must displace a scheduled class meeting, can the Department Chair displace others who might be holding meetings, but not classes, in a room, like the Hall of Fame or other conference room? How is this prioritized?

   b. What is the priority of scheduling events for camps, orientations, open houses, EOP, and other events in the summer versus scheduling of summer classes?

      i. What is the rationale for individuals being able to request special events space or meeting space before the course schedule for any academic semester is complete?

4. UUP requests the names of employees who were separated from the State University Professional Services Negotiating Unit (UUP's bargaining unit) at the College, during the previous semester, including the type of separation (termination, resignation, retirement, deceased), in accordance with Article 16.4(a) of the Agreement.

5. Regarding DSI for 2024, and the .5% that will be distributed by the President:

   a. Does the campus intend to utilize the previous equity analysis formula as in previous years, created by former provost Prus?

      i. UUP requests to see any formula.

   b. UUP requests that if Management informs other UUP employees seeking salary increases in the interim, that those requests, if formally submitted, are formally considered.

6. What is the annual budget devoted to the Career Services area for professional development and travel?

a. If no money is allocated, UUP requests this be reconsidered, so that Individual Development Award money may be more equitably distributed.

7. In 2023, The President's Office committed $2000.00 to help pay for the cost of SUNY Cortland Works, an event open to all members of the SUNY Cortland Community. Can UUP count on the same amount to share expenses for SUNY Cortland Works in 2024?

   a. The event takes place Friday, May 3, 2024, 12-2pm.

8. What across-the-board percent increases are Cortland M/C employees receiving under the new Agreement?

Future Business:

1. Anthology: Course Teacher Evaluation Software: the following represents a collection of questions, though not exhaustive, UUP has regarding the system:

   a. Has the contract been accepted by SUNY?
   b. Who will be the "Administrator" of the software system?



United University Professions
Labor-Management Agenda
Monday, April 1, 2024
3:00-4:00pm
Miller 405

Items of Collegiality:

1. Plans are in place for SUNY Cortland Works, and we look forward to celebrating with all of the bargaining units and Management in May.

Old Business:

9. Professional Performance Programs/ Evaluations:

    a. As of today, how many performance programs are NOT up to date?

    b. How many evaluations?

    c. How will Management be processing requests for salary increases, promotion, reappointment, and permanency if these evaluations are not current?

New Business:

1. Per email sent on 1/25/2024, UUP requests an update on summer course pay for members:

    a. To review: It has come to UUP's attention that faculty teaching a summer course with a lab are only being paid the three-credit course salary.

        i. For example, Anatomy and Physiology (the old BIO 301 and BIO 302 equivalents) is a three-credit course that has two 1 hr./week lectures and one 2 hr./week lab. During the semester, a faculty member who teaches this course receives compensation for teaching 4 contact hours/week but in the summer is paid equivalent to someone teaching 3 contact hours/week.

        ii. Additionally, BIO 206, Fundamentals of Anatomy and Physiology is a four-credit course that has three 1 hr./week lectures and 1 two-hour lab for a total of 5 contact hours is paid equivalent to someone teaching 4 contact hours/week.

        iii. During the summer session, BIO 301/302 faculty are being paid for a 3 credit hour course, so the same pay as someone teaching the equivalent (during the academic year) of a 3 hour/week lecture course. And faculty teaching BIO 206 are being paid for a 4-credit course, the same pay as someone teaching the equivalent of 4 hours/week of lecture.

b. While the pay scale is different for teaching Extra Service in the summer than teaching during the academic year, it seems reasonable that a 3-credit course that includes a 2-hour lab is not equal in hours to a 3-credit course without a lab, and that the faculty teaching the course with the lab should be paid for their extra hour of instruction, as they are during the academic year.

c. UUP hopes there might be a resolution to this that can be applied this summer, in 2024.

10. UUP requests an update upon the research and consideration regarding increasing the compensation for Department Chairs.

11. UUP asks whether the college would consider a policy on recording in the classroom and at college events to offer guidance to students and faculty.

    a. Will the policy prohibit recording in the classroom without the permission of the instructor?

    b. UUP requests to be consulted upon drafts of any such policy.

12. How many applications for fall 2024 first-year students has the university received? How many accepted? How many deposits have been paid?

13. What is the plan for and timeline for implementation of a campus process of evaluation of professional areas, duties, and compensation?

    a. UUP understands that members are being told their areas are being evaluated regarding duties assigned, staffing needs, and compensation; our members further understand this is likely to include large scale (many members included) changes in compensation.

        i. How many applications for promotion and salary increase have been received in 2023-2024?

        ii. How many have been approved?

        iii. How many have been denied?

        iv. For what reasons, generally, have applications been denied?

    b. What members of the campus are being included in this evaluation? UUP requests Management consult the members who perform the work.

    c. UUP is concerned that so many of our members understand that there will be a salary study that includes large scale evaluation (and possible increase) in salary and promotion, when Management has not committed campus dollars to this process.

        i. UUP recommends this process be put on hold until everyone has a current performance program.

Future Business:

1. Anthology: Course Teacher Evaluation Software: the following represents a collection of questions, though not exhaustive, UUP has regarding the system:

    a. Has the contract been accepted by SUNY?
    b. Who will be the "Administrator" of the software system?

United University Professions
Labor-Management Agenda
Monday, 6, 2024
3:00-4:00pm
Miller 405

Items of Collegiality:

1. UUP is pleased to announce that IDA award letters were sent to our members during the week of April 15.

Old Business:

14. Professional Performance Programs/ Evaluations:

    a. How or in what ways is Management prioritizing programs and evaluations for those who have not yet earned permanent appointment?

15. UUP requests an update regarding compensation in the summer for teaching 4 or 5 credit courses.

16. UUP requests an update regarding compensation for serving as Department Chair.

17. UUP requests an update regarding SUNY Counsel and Management's potential policy of recording in the classroom and at college events, to offer guidance to faculty.

18. UUP requests an update regarding the number of accepted students (FYU/Grad/Transfer) for fall 2024? How many of these students have paid deposits?

19. UUP requests an update on the evaluation of professional areas in terms of job description and compensation.

    a. Is the work expected to be completed in June 2024?

    b. Is the evaluation for professionals the same as the regression analysis for academics (as it pertains to compression, inversion, and inequity)? If it is different, what is the rationale for a different process?

        i. A job description is often, UUP understands, a starting point for grading and assigning duties, and it may not reflect members whose jobs have added and evolving duties if the only measure used is a starting point.

20. UUP requests an update regarding recommendations sought and made regarding FTL to Instructor conversion: criteria for evaluation.

    a. Has AFAC of Faculty Senate been consulted on this consideration?

21. UUP requests an update regarding the procedure for removing biased comments from CTEs.

22. UUP requests the names of employees who were separated from the State University Professional Services Negotiating Unit (UUP's bargaining unit) at the College, during the previous semester, including the type of separation (termination, resignation, retirement, deceased), in accordance with Article 16.4(a) of the Agreement.

New Business:

1. Regarding DSI: Does Management intend to use the entire .5% allocation to Cortland to address salary inequity, compression, and inversion?

    a. Will there be a merit based DSI process?

2. UUP requests an update regarding Cortland's projected vs actual budgetary deficit and plans for the next year.

3. Regarding increasing class sizes in Physical Education: UUP feels that increased course enrollment caps are inequitable as compared to activity/lab courses in other Schools. Activity classes in P.E. already require more contact hours than other similar courses (50mins 2x per week) and increasing the caps would further exacerbate this inequity.

    a. UUP requests that extra service pay be utilized in the coming year to avoid increasing caps on activity classes in P.E.

    b. What is Management's plan for managing enrollment in P.E., given restrictions on classroom spaces and if extra service cannot be utilized?

    c. Will Management be supportive of necessary flexibility for faculty who are teaching these larger-than-recently enrolled course sections, if no remedy can be implemented for the coming year?



Thank you for signing your UUP Card. We are stronger together.

Michelina Gibbons, Membership Development Officer

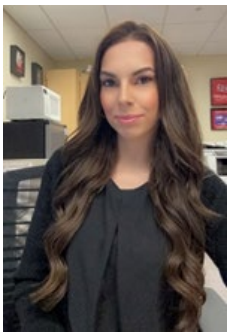
As the Cortland Chapter UUP Membership Development Officer, I have learned a great deal from our members this past year. I have been privileged to meet with new hires at New Employee Orientation meetings. Welcoming new members to campus and explaining the benefits of UUP membership has reinforced in me what the union can do for each one of us, from new hires to retirees. There is never a shortage of member interactions at UUP annual events. This year's Chats and Snacks events with specific audiences from all units, have led to open conversations and questions that we work hard to answer. The connections between members and the Executive Board are dependent on strong and transparent communication. Thanking members for joining UUP reinforces our solidarity of many as one.

Union solidarity is more than just a concept; it is the lifeblood of organized labor movements worldwide. It embodies the principle that an injury to one is an injury to all, fostering a sense of camaraderie and mutual support among workers facing shared challenges. In essence, it transforms isolated grievances into unified demands for change.

One of the most important tenants of union solidarity is collective bargaining, the process through which workers, represented by their unions, negotiate with employers to secure better wages, benefits, and working conditions. By presenting a unified front, workers wield considerable leverage at the bargaining table, compelling employers to address their concerns and recognize their rights. UUP has worked hard to win the latest contract filled with historic gains and a stronger foundation for UUP members working at SUNY Cortland.

Furthermore, union solidarity fosters a culture of empowerment, inspiring individuals to recognize their inherent worth. By fostering a sense of belonging and shared purpose, unions empower workers to challenge injustice and advocate for a fairer, more equitable society. In doing so, they not only transform workplaces but also sow the seeds of broader social transformation.

Union solidarity is not merely a concept but a living, breathing force for change. It empowers workers to challenge injustice, advocate for their rights, and build a more just and equitable world. As we navigate the next chapter, let us remember the transformative potential of solidarity and the enduring legacy of those who have fought – and continue to fight – for a better future.



Meet UUP Cortland's Chapter Assistant

Hello, my name is Jeriann Stockholm. I have worked for United University of Professions here at SUNY Cortland as a chapter assistant for about a year. I have enjoyed working with the staff and professors. In my free time I enjoy spending time with my family and friends. I love being outside, cooking, being around animals, especially cows. Community is important to me, which is why I have started a project called Cops, Kids and Cookies. I bake cookies and the sales go to a local police department to help them get presents for children in need. If you have not met me yet, I look forward to meeting you at future events or you can come by my office located in Moffett center.



Jeriann's First Chapter Event – Fall 2023 Welcome Back Picnic
L-R: Jeriann Stockholm, Jackie Pittsley, Brendan McGovern (CP Binghamton), Mickey Gibbons
Photo by David Ritchie



Odds and Ends
Dan Harms, Vice President for Academics

No matter our differences, I think we can agree that my comment about the president of Columbia didn't age well. We're in the midst of a storm right now, one that may die down in a few weeks as students across the country leave the campuses for the summer. In my belief, this will be seen as a truly dark time in our country's history, and one that the campuses that have violently suppressed their protests – efforts which, despite their claims to combating antisemitism, may have disproportionately targeted Jewish students – will be grappling with for decades to come.
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The 2023-24 round of Individual Development Awards is coming to a close, and I wanted to thank all the applicants for their hard work and their patience.
We had a very challenging round this year, with a much larger pool of applicants than previous years. The committee chose to give all part-time applicants the full amount. (We don't really get much credit for this – 15% must be used for part-time applicants if possible, and we're always well below that amount.) After that, we gave the full-time faculty about 55% of each request.
I think this is a trend that will continue in the future, so I would encourage applicants to talk with their department and other granting agencies to ensure they get the support they need.
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We've been having some questions about classroom recordings that came up recently. I've been looking into it, and I have some non-legal insight to start you on.

- **New York is a one-party consent state.** Any participant in a conversation may record it for later, if not bound by other agreements. Surreptitiously recording a conversation in which the person does not take part is illegal.

- In addition to this permissible action, **students may have legal rights to record a class**, especially if they have accommodation for a disability. If you are required to permit recording, how the recording is subsequently handled by the student is an important question to discuss with Student Disability Services and the student.

- **Recordings of lectures are covered under the SUNY Copyright Policy.**[1] This means that any reproduction or transmission of a recorded lecture would require permission of the instructor, who retains the copyright. Instructors should feel free to tell their students this at an appropriate time.

[1] https://system.suny.edu/academic-affairs/faculty/faculty-ownership/

- **The Student Code of Conduct prohibits "Illegal use including but not limited to illegal downloading, uploading, or use of file sharing programs with regard to copyrighted materials."**[2] Given that students may not be familiar with all provisions of the Code of Conduct or copyright law, this might also be good to let them know at the start of class. Perhaps emphasizing what they can do will be helpful.

- Conversely, **students are protected by the Family Educational Rights and Privacy Act (FERPA) from having the college share their recordings more widely**. Much of this comes down to whether the student is the focus of the event, or if their personally identifiable information is shared, as opposed to them "sitting in the background."[3] The instructor may not disclose such material, except under some specific circumstances. If an individual other than a student ever requests student information from you, you should direct those requests to the appropriate campus office for consideration.

These are complex issues – and I'd like to thank our LRS for some suggestions for wording above - but I hope this is a good start to your own inquiries.



Fall 2023 Welcome Back Picnic
L-R: Jo Schaffer, Nancy Kane
Photo by David Ritchie

[2] Cortland Student Code of Conduct 4.B.10.g, https://www2.cortland.edu/offices/judaffairs/Student-Code-of-Conduct
[3] https://studentprivacy.ed.gov/faq/faqs-photos-and-videos-under-ferpa

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., and to request changes to submissions, whether prior to or after publication."

Send contributions to the Chapter Office, uup@cortland.edu
and to the editor, Andrée Myers, andree.myers@cortland.edu



Henry Steck, retiree member
2023 Fall Welcome Back Picnic
Photo by David Ritchie

Get help with expenses health insurance doesn't cover

Aflac for UUP members

Like many Americans, you may have been blind-sided by an unexpected medical bill. Did you think, "But I have health insurance. I should be covered?" That's why there's Aflac. We help with expenses health insurance doesn't cover, so those we insure can care more about everything else.

Help when you need it most

Aflac has been helping to keep people healthy and protected for more than 66 years. We can help protect your financial security with the following Aflac supplemental insurance policies:

Accident: Accidents happen. When a covered accident happens to you, our accident insurance policy pays you, unless assigned otherwise cash benefits to help with the unexpected medical and everyday expenses that begin to add up almost immediately.

Cancer/Specified-Disease: Aflac's cancer/specified-disease insurance policy can help you and your family better cope financially if a positive diagnosis of cancer ever occurs.

Hospital Confinement Indemnity: Hospital stays are expensive. An Aflac hospital confinement indemnity insurance policy can help ease the financial burden of hospital stays by providing cash benefits.

Short-Term Disability: How would you pay your bills if you're disabled and can't work? An Aflac short term disability insurance policy can help provide you with a source of income while you concentrate on getting better.

www.aflac.com/uup

For more information, email Sember at sember_miller@us.aflac.com

Aflac

This is a brief product overview only. Coverage may not be available in all states, including but not limited to ID, NJ, NM, NY or VA. Consult with administrators for full description.

Check out all your union membership has to offer!

LEGAL SERVICE PLAN

Plan benefits include:

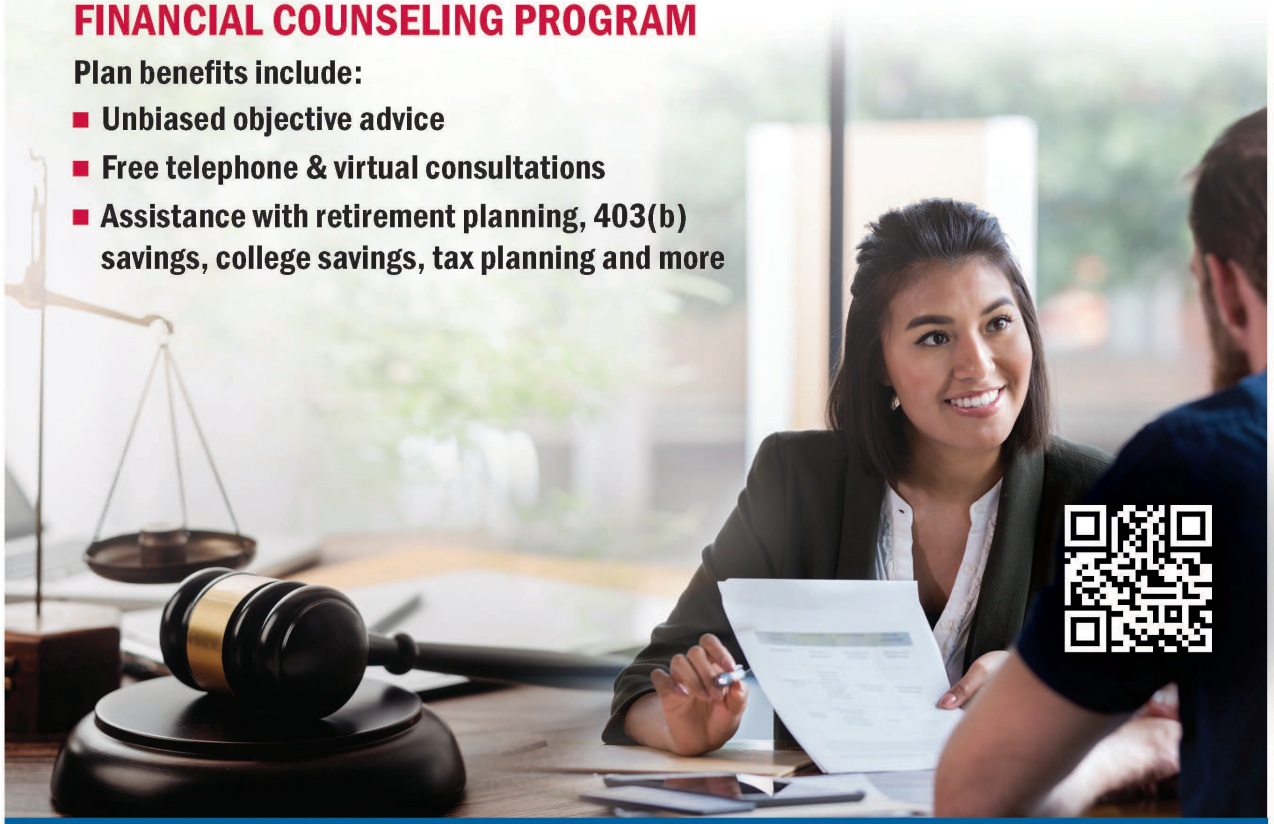
- Crucial estate planning documents (a Simple Will, Health Care Proxy, Living Will & Durable Power of Attorney)
- Free telephone consultations
- Guaranteed maximum fees for specific legal matters

MEMBER BENEFITS
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Plan benefits include:

- Unbiased objective advice
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- Assistance with retirement planning, 403(b) savings, college savings, tax planning and more



Learn more by scanning the QR code to the right, visiting **memberbenefits.nysut.org** or calling **800-626-8101.**

For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

Jan-Feb 2023

UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2023-2026

4-Digit phone numbers begin with 607-753-xxxx

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UUP Cortland Chapter

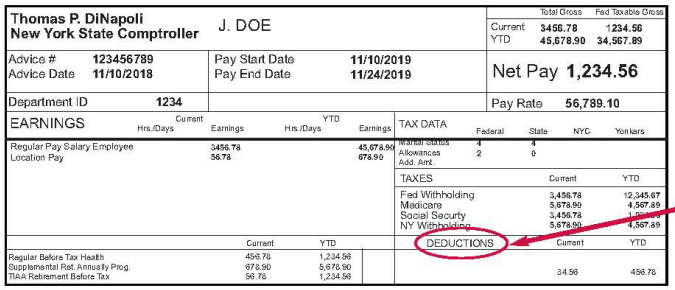
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We're on the Web!
See us at:
http://uuphost.org/cortland/

uup Are You a *Member?*



Thomas P. DiNapoli
New York State Comptroller

J. DOE

Advice #	123456789	Pay Start Date	11/10/2019
Advice Date	11/10/2018	Pay End Date	11/24/2019
Department ID	1234		

Net Pay 1,234.56
Pay Rate 56,789.10

	Total Gross	Fed Taxable Gross
Current	3456.78	1234.56
YTD	45,678.90	34,567.89

EARNINGS	Current Hrs./Days	Current Earnings	YTD Hrs./Days	YTD Earnings
Regular Pay Salary Employee		3456.78		45,678.90
Location Pay		56.78		678.90

TAX DATA	Federal	State	NYC	Yonkers
Marital status	4	4		
Allowances	2	0		
Add. Amt.				

TAXES	Current	YTD
Fed Withholding	3,456.78	12,345.67
Medicare	5,678.90	4,567.89
Social Security	3,456.78	[illegible]
NY Withholding	5,678.90	4,567.89

DEDUCTIONS

	Current	YTD
Regular Before Tax Health	456.78	1,234.56
Supplemental Ret. Annuity Prog.	678.90	5,678.90
TIAA Retirement Before Tax	56.78	1,234.56

	Current	YTD
	34.56	456.78

Check Pay Stub To Make Sure

To be a member of the union, your paycheck ***must*** say "UUP Member" under "Deductions."

Please contact your chapter officers for a membership card or go to https://bit.ly/1RYG65y

The Benefits of Being UNION!

Membership in your union goes well beyond fair and equitable wages, and quality, affordable health insurance. It's a statement: There is strength in numbers, and our collective voice will be heard.

Together, our voice is heard when bargaining with New York state and SUNY. Our voice strengthens our leverage in contract talks and enforcement, and in addressing problems in SUNY labor-management meetings.

Our voice is heard as the main advocate for SUNY campus and hospital funding, and for other legislative issues of importance to you—issues that help us better meet the needs of our students and our patients.

Being a member of UUP also means you maintain:

- Representation in interrogations or disciplinary actions, or in legal actions brought on behalf of members;
- Representation if Title IX harassment complaints are filed against you (for student or co-worker complaints);
- Access to benefits and services provided by UUP Member Services Trust, and discount programs and services provided by UUP's state and national affiliates: NYSUT, AFT and NEA;
- Access to UUP's vision, dental, and life insurance plans in retirement; and
- The right to vote on the union contract, and to provide input in chapter and statewide union elections.



In Memoriam:

Joan (Charles) Poskanzer