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The Cortland Cause

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2023-25 CORTLAND CHAPTER ELECTIONS CANDIDATE STATEMENTS

Jaclyn Pittsley
Chapter President



I ask for your vote in re-election to serve as ***UUP Cortland Chapter President.*** With your continued support, I will rededicate myself to learning about the duties and work lives of every person and constituent group on campus. I will meet with you and maintain your trust. I will seek to learn about your job duties, how they are assessed, your issues, concerns, and worries, and I want to celebrate your triumphs and achievements. I will do the work to educate myself. I have made mistakes on this journey. But I work hard not to repeat a mistake. I will work to engage those who are not yet members and to support our members. I will continue our open houses and increase our targeted membership meetings. It's important for all of our members to feel represented and included, especially when our philosophies are diverse. I will continue to work responsibly to build coalitions, and I will continue to make sure the voice of our Cortland members is heard in Albany, as I have done as a member of the current contract negotiations team. I have built bridges and repaired relationships between colleagues, between myself and colleagues, between labor and management, and between the university and the Cortland Community. I will work to build productive relationships between UUP and new members of management. I am honest and brave, and I will speak truth to power. I will adapt, learn, and evolve as a leader.

Jen Drake
Chapter Vice President for Professionals

Like many of you, I have found the last few years overwhelming and stressful, and my work and work life have transformed in ways that I neither anticipated nor desired. Indeed, SUNY itself is changing in ways that raise concern in my mind for our students and our future. Even so, I continue to believe in public education as a public good, and in the transformative power of the work we do with and for our students.



In the midst of so much uncertainty, serving as your Cortland Chapter Vice President for Professionals has remained an important and satisfying responsibility. I hope that during this term I have fulfilled my pledge as a chapter leader to serve you, stand up for you, assist you in navigating difficulties in the workplace, and make space for your work to be recognized, and I write today to ask for your support of my candidacy for Cortland Chapter Vice President for Professionals in this year's chapter elections.

As our workloads and work lives continue to evolve, I remain committed to learning about your concerns and making sure they are heard and addressed. Through meetings with groups and individuals, my work on the current statewide Negotiations team and other committees, and in cooperation with other chapter leaders, I continue to advocate for Cortland professionals here on campus and statewide.

Once again, I ask for your trust, and your vote, so that I can continue to do this work.

Daniel Harms
Chapter Vice President for Academics
I'm asking for your vote for Vice President for Academics in the upcoming election.



I've been privileged to serve as VP for four terms. Quite a lot has happened during that time. Although the college has come back successfully from COVID (although it is not over, by any means), we're still buffeted with the financial and social aftereffects. I'm seeing challenges of the sort that I haven't seen in my seventeen years at Cortland in terms of everything from salaries to working conditions. The team of UUP officers has found opportunities to reach out to our members, our administration, and our partners elsewhere to find what solutions we can. I've done so by engaging with members at tabling events, open houses, Faculty Senate, the Environmental Health and Safety Committee, as and in other venues to hear people's problems and attempt to find ways to solve them in concert with our chapter officers and the Executive Board.

Recently, I took over as chair of the committee for the Individual Development Awards, and it's been a privilege to see how many of our academics and professionals are engaging with their fields of expertise and their students. It's also shown first-hand how many of you are finding it difficult to meet your professional development obligations, and we're checking to see if we can streamline the process so we can help.

My priorities for the coming term will be working with those of you in departments crushed under increased enrollments, continuing discussions about the impact of course-teacher evaluations, and writing more articles for the newsletter. Yet, as so often happens, my agenda is often determined by the person who shows up at my door or in my inbox. Please feel free to contact me, and we'll see what we can do.

Kevin Pristash
Treasurer and Professional Delegate
As a long time active member of UUP, I would like to continue my participation in our union as your chapter treasurer and also continue as a Professional Delegate at our annual Delegate Assemblies, where our union's policies are debated and created.



For many years, I have worked on our campus policies regarding DSI and professional evaluation and promotion. I have also served three terms as chapter treasurer and continue to work on the statewide finance committee. I have the experience necessary to keep a close eye on how your hard-earned union dues are being spent.

I ask both for your vote for chapter treasurer AND your vote for me to continue as a voting Professional Delegate.

Thank you.

Jo Schaffer
Officer for Retirees and Professional Delegate
I am asking for your vote to continue as Chapter Officer for Retirees. I come with years of active and retiree union experience at our local chapter as well as in statewide officership levels. I wish to continue the fight for equity and justice, recognition, and benefits for all our members. I have always been available to answer your union concerns and to stand with you in protecting all our members.



As unions nationwide remain under attack, it is more important than ever to have experienced heads available to give counsel in the fight. Unions are not just for current benefits but for the greater good of protection, fairness, and recognition of dignity in the workplace and, afterward, in retirement.
Thank you for your consideration.

Mario Hernandez
Chapter Officer for Contingents



Every victory contingents have won in recent decades, we have won as members of UUP—fighting alongside our academic and professional siblings. We must recognize the position of the Officer for Contingents itself among those victories. But although our union is one union, the contingent faculty's struggle for recognition is ongoing. In addition to having spent the last twenty years building class consciousness alongside contingent comrades in the English Department's Composition Program, I have served as the Contingent Officer for our chapter this last year, I serve as an active participant in the statewide Contingent Employment Committee, and I serve on the statewide steering committee of the Member Action Coalition (MAC). It is my goal to use my office to bridge every gulf that divides the members of this union from each other: I am dedicated to eliminating every prejudice that impedes our collective solidarity, and to engineering together with my fellow unionists a conscious, unified front between the contingent and tenured academics, between contingent and permanent professionals, and finally, between the combined academics and the combined professionals who comprise the two great branches of our union. When we fight as one--our populations forged into an impenetrable steel--we will strike even greater blows than we already have for the cause of labor at SUNY and beyond.

Jamie Dangler
Academic Delegate



As an active member of UUP for many years, I would be honored to continue to serve as an Academic Delegate for the Cortland Chapter. As a recently retired faculty member (formerly in the Sociology/Anthropology Dept.) and former statewide VP for Academics, I hope to continue to serve the chapter in a supportive role by providing my time, offering my experience, and helping to mentor new chapter leaders for campus and state-level UUP work. Since the Fall of 2021, my main role in the chapter has been as Diversity, Equity, and Inclusion officer (formerly titled Affirmative Action officer). I accepted this position to help the chapter reactivate its involvement in this important arena, connect the chapter to state-level UUP DEI initiatives and encourage member involvement in sustained DEI work. We have made progress through the efforts of a new chapter DEI Committee, but there is much more to be done. I welcome opportunities to help facilitate chapter activities in this and other arenas, represent the chapter at statewide Delegate Assemblies, and participate in critical fights for SUNY funding and legislative gains that reflect the needs of our membership.

Rebecca Bryan
Academic and Affiliate Delegate



Dear Cortland UUP, My name is Rebecca (Bekkie) Bryan. I am the chair of the physical education department, and I am running for both UUP and affiliate delegate seats. I have been very active in our union since I started at Cortland in 2014. I have held various positions on the chapter executive board and am currently serving as the Chapter's Membership Development Officer. I was elected and serve as a statewide executive board member and am the co-chair of the outreach committee which facilitates our legislative and advocacy work for public higher education. I also serve on the Joint Labor Management Committee for the Dresher awards and am co-chair of the campus grants committee.

I am committed to protecting, improving, and advocating for our profession, our public institutions, and you. As a UUP advocate, I have been fighting in various ways on many fronts to improve the working conditions in my own department. With the help of the UUP officers, we have secured compensation for the doubling of our advisement loads and we have been approved for more new hires to ease the burden of our overloaded faculty. I am passionate about fighting for what is right and what is just. I will fight for you, and for all workers at Cortland, the same way I fight for the faculty in the Physical Education Department. I would be honored to have your vote.

Justin Neretich
Professional Delegate



I humbly put forward my nomination for re-election to professional delegate and delegate at-large for the UUP Cortland chapter. My past term was the first in which I stepped up to get involved in union leadership on the Cortland campus, and the experience I had only strengthened my resolve to continue to learn how to best be a champion for my academic and professional faculty colleagues. If re-elected, I plan on continuing to serve in efforts related to membership development, new initiatives related to diversity, equity and inclusion, as well as gaining more knowledge of labor management and contract negotiation processes. I would also look to build stronger personal connections to professionals across our campus in the many offices that strive to make Cortland the best in can be for our students, faculty, alumni, and other stakeholders. Thank you to all the members who serve as my mentors, friends, and advocates, both at the Cortland chapter and statewide!

Christa Chatfield
Professional Delegate



I nominate myself for a third term as an Academic Delegate. As a third-generation unionized worker, I have a long-standing belief in the power of collective organizing. I will continue to do my best in UUP to defend your labor and your rights in the classroom, on campus, and in our shared community. As attacks on academic freedom and classroom content escalate nationwide, I believe our united voices in UUP can hold the line against similar attacks in NY. I remain hopeful because there is a rising tide in unionism, especially among the younger generation. Finally, as an academic delegate and tenured faculty member, I will especially advocate for the most vulnerable workers on our campus such as contingent and part-time employees.

Michelina Gibbons
Professional Delegate



As an active Professional Delegate since 2021, I have learned a great deal about UUP and how hard it works for its members. From membership development and new membership education to planning union events, the opportunities have been informative and strengthened my interest to help fellow unionists. Please accept my intention for candidacy for a Professional Delegate seat of the Cortland Chapter. I am staring my 24th year on campus, currently serving as the Employer Relations and Recruiting Coordinator in Career Services. I have worked on many campus committees, including EAP, the Anti-Racism Task Force sub-committee and ACE Access to College Education. I would like to continue representing my fellow colleagues with issues that exist in higher education including pay equity and permanent appointment. With a new contract on the horizon, there is more work to be done and the union is vital to maintain a fair, work environment. I humbly ask for your vote to continue as a Professional Delegate in the Cortland Chapter of UUP. Thank you.

Rhiannon Maton
Academic Delegate



My name is Rhiannon Maton, and I hope to continue serving the SUNY Cortland community as an Academic Delegate. I am currently in my sixth year at Cortland and am an associate professor in the School of Education's Foundations and Social Advocacy department. I have a long history of union involvement, both within unions and as a union researcher. As a high school teacher, I served as a building representative in the Toronto chapter of Ontario Secondary School Teachers Federation for several years. I assisted Philadelphia's Caucus of Working Educators, part of the Philadelphia Federation of Teachers, in a range of member education and organizing drives. And I serve as the elected Co-Chair of the Teachers Work/Teachers Unions Special Interest Group of the American Educational Research Association. I have also served as Academic Delegate here at SUNY Cortland for two years now. My research looks at how K-12 teachers unions are taking frontline stances to advocate for common good issues affecting union members and the public broadly. As an Academic Delegate for our campus, I will draw upon these experiences in order to advocate for members' economic security, social justice needs, and to resist the ongoing degradation caused by austerity-driven neoliberalist economic policy. I will continue to push UUP toward enhanced transparency with our membership around contract negotiations and other initiatives, and to stand strong in the fight for fair funding for the SUNY public education system.

Dr. Nancy Kane
Professional Delegate

When inequity and injustice become the norm rather than the exception, turning to our unions can leverage our numbers in order to counteract the powerful forces allied against workers. I have been involved with UUP as an academic delegate and member of SUNY Cortland's chapter since joining the faculty as a lecturer in 2007. My mentors and colleagues in the union have been a tremendous source of support for me, and I am grateful for their friendship and advice. I have been fortunate to have learned from outstanding retirees, active faculty, and professionals.



One of the greatest honors of my academic career was receiving the statewide UUP Fayez Samuel Award, given for courageous service by a part-time employee. The award was for my efforts against anti-LGBTQ+ propaganda on Cortland's campus and website. My efforts have continued with participation in SOGIE on TransAction conferences, Sandwich Seminars on transgender athlete issues and ethics, and founding a new Center for Transgender Athletic Studies (currently in progress).

Volunteering as an Academic Delegate and as a representative of Cortland to the NYSUT Assembly would be an extension of my work with physical education and education students at Cortland. It would give me additional opportunities to serve our campus community in our chapter's efforts toward things like equal pay for adjuncts, student loan forgiveness, voter engagement, campus mental health support, and DEIJ initiatives. I am currently on the Cortland chapter's DEI committee and hope to be more involved statewide in Contingent Employment and SOUL (Sexual Orientations United for Liberty).

Kristine Newhall
Academic Delegate

In 2021, you elected me to serve as an academic delegate. In my first term in the position, I learned a lot about how UUP works and where it falls short. I am asking again for your vote so I can continue to bridge the divide between membership and elected leadership and to advocate for a member-driven union that is focused on the safety and well-being of all its members.



During my term, I have used the relationships I have established across campus since joining the faculty in 2017 to promote labor and social justice issues. I worked with Concerned Teaching Faculty on a statement about safe reopening of the university in fall 2021 that was endorsed by the chapter executive board. Most recently, I have been serving on the chapter's Diversity, Equity, and Inclusion Committee to address how DEI labor on campus is underrecognized and uncompensated. Labor issues are social justice issues, and I will continue to be a bridge between UUP and faculty and staff on campus doing this work. Finally, I want to keep pushing our large and influential union to support the numerous labor campaigns occurring across the country from the Starbucks baristas to the Temple University graduate students to the Frito Lays factory workers. This solidarity puts all of us workers in a better position. This is especially important for UUP members as we again approach what will likely be a contentious contract negotiation.

This is the work I would like to continue for another 2-year term, and I would appreciate your support.

Samuel Halligan
Professional Delegate



Dear fellow union members,

My name is Samuel Halligan, and I am the Deputy Title IX Coordinator at SUNY Cortland. I am running for the position of professional delegate. As a professional delegate, I would work tirelessly to ensure that our voice is heard at the highest levels of the union. I will be a strong advocate for our members, ensuring that their needs and concerns are addressed in a timely and effective manner.

Thank you for your time and consideration.



Jaclyn Pittsley,
Chapter President
English

UUP Membership: Evaluation and Action

Why should you become a member of UUP?

It may seem like a significant contribution to pay 1% of our salary in dues if we are working full-time. It may seem impossible to pay .9% if we are working part-time. Inflation is high and not shrinking as fast as we would like. We need to pay our bills, and we want to live well. It is difficult to win a merit-based discretionary salary increase. Discretionary increases to address salary compression did not alleviate all salary compression issues. Evaluation processes are fraught with problems. Negotiations takes a significant amount of time, and we must be patient, but I want to share with you how you can help.

Right now, UUP is negotiating with the State of New York in determining how it evaluates the work you do.

Have you done an excellent job? Have you done a decent job?

Will you have the opportunity to improve?

Or will you not be reappointed?

Would you like to have protections in determining how these questions are answered?

This is how you can help: become a member and join your voice with ours in demanding changes to evaluation methods for both professional and academic employees.

UUP has created a number of conceptual contractual proposals related to the conditions under which we work, and how our work is evaluated. UUP hopes to make the process more fair, appropriate, and transparent. Each proposal is important, and each affects our terms and conditions.

For example, please consider:

How are you evaluated, and on what kind of timeline?

Professional employees' evaluation process poses concerns, one of the most prescient being due process concerns regarding the professional performance evaluation process including, but not necessarily limited to mentorship. UUP proposes the following changes to the A-28 Appendix: MOU Relating to Evaluation and Promotion for Professional Employees:

o requiring that employees be provided with notice of, a plan for correcting, and reasonable time to correct, any perceived performance deficiencies during the evaluation cycle, and that failure to provide an opportunity to correct such deficiencies shall be grounds for reversing an "unsatisfactory" evaluation.

o establishing that employees who are not evaluated on a timely basis shall be deemed to have "satisfactory" performance for the evaluation period for all purposes.

o providing that if the college president disagrees with the recommendation of the committee on professional evaluation the college president's written notice to the employee shall include the reasons for such disagreement.

o establishing a tripartite review panel to hear appeals in cases where the college president has rejected the recommendation of the committee on professional evaluation.

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And what about the work location where professionals perform their work?

UUP is proposing to establish a permanent system-wide telework policy defining the parameters within which campuses will provide telework options to interested professional staff and to interested academic staff whose primary obligations do not involve teaching classes.

What if job duties (and salary) do not match college expectations?

This is very evident when members working in Residence Life speak with UUP. UUP is proposing an Executive Level Review of Work Issues in Residence Life and Housing. We hope to, with the help of folks doing the work, who may be asked to address the state, address matters of specific importance to residential life staff including but not necessarily limited to:

o concerns related to the 24/7 nature of the obligation and ever-expanding scope of responsibility for staff living on campus.

o benefits issues peculiar to staff living on campus (e.g., use of on-campus apartments).

o issues regarding attaining permanent appointment and identifying career ladders for residential life staff.

Residence Hall Directors are overlooked and under-compensated warriors in the fight to obtain and retain students. UUP feels it is time we fight to obtain and retain the folks serving the university with their excellent skills.

Did I mention salary?

Yes! Our compensation and job security are always primary concerns. UUP has several proposals related to salary, including across-the-board proposed percentage increases, a system of service awards to recognize the length of service and expertise gained through serving the institution, pathways to permanency for contingent academics, and living wage proposals to lift the floor for our lowest paid professionals and academics. We are also seeking pathways to increased job security for our temporary and term appointed academics and professionals.

What about concerns for academic members?

Course Teacher Evaluations are a Problem. Our most vulnerable members are facing reappointment using severely flawed instruments across the system. Student evaluations are not scientific, not holistic, and subject to any manner of biases, idiosyncrasies, and limitations.

UUP is working to effect a change in the Board of Trustees Policies, Art. XII, Title A – Evaluation of Academic Employees. UUP firmly feels that the BOT Policy should reflect the reality that classroom observation and review of course materials by colleagues shall be the primary means for determining effectiveness in teaching. The BOT Policy should remove references to the use of student reactions as determined from surveys or interviews as a basis for evaluation. We also hope to achieve the provision that student evaluations of teaching may only be used by faculty for their own developmental purposes and to improve teaching effectiveness and may not be used in renewal, promotion, or tenure determinations.

UUP also opposes any post-tenure review process, which the State of New York proposed.

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What about general concerns members have that can make working difficult?

UUP is proposing to establish a system-wide, enforceable, anti-bullying professional conduct policy that defines impermissible bullying behaviors, prohibits such behaviors in the workplace and in work-related interactions, and establishes a complaint process through which employees can address and resolve inappropriate workplace conduct.

UUP is also proposing an expansion of the Space Available Tuition Assistance Program.

These all sound great!

How do we win these battles? That is the clincher. We cannot do it without all of you.

UUP is only as strong as the voice of our members. Those who withhold their membership, or "ride for free" as some have termed it, weaken our ability to negotiate for the best possible contract.

Do your part to make these proposals and the others UUP has presented, covering a range of key areas, including proposals on health insurance and Joint Labor Management funding for things like Drescher Awards, are wins for all of us.

JOIN UUP AND ENCOURAGE ANOTHER NON-MEMBER TO JOIN UUP!

No one can do it alone. There are 879 people working at Cortland who are represented by UUP. This includes both part-time and full-time professional and academic employees. 667 are members, and 212 are not. Of those 879, 33 full-time employees are not members, and 179 part-time employees are not members.

Think of all we have gained before and think of all we could achieve if ***you*** were helping to fight the good fight.

Without that 212, we may not win what we need. Without that 212, we may be lamenting we could not do better in our next contract.

With that 212, we can win, and we will win.

Sign up here, now: https://uupunion.org/myuup/Membership/

Membership is just too important to forego.

*The full range of conceptual proposals presented to the State of New York by UUP can be seen by UUP members in the "Members Only" portal of our website: www.uupinfo.org

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, Amy Russell, Amy.Russell@cortland.edu



Andrée Myers
English

Play Ball

I'm a huge baseball fan; my teams are my hometown Baltimore Orioles and my adopted New York Mets. I'm so excited that spring training is right around the corner; pitchers and catchers report for duty on February 14 (an occasion that sparks almost as much joy for me as Valentine's Day!) The advent of a new season of baseball got me thinking about how the best teams are the ones with team spirit, a sense of unity, a common calling. And then I realized: isn't membership in UUP like being on a team?

What makes a team special? Players share a sense of purpose and commitment, as well as a desire to work together to win. The keys to success are collaboration, mutual support, and a commitment to the group's mission. UUP also provides that kind of team spirit; we work together to create the best possible workplace conditions and treatment for all workers.

Just as the Orioles or Mets are made up of players with varying skills and strengths, our union is comprised of faculty and professionals, each skilled in their own way, who, together, serve the students of SUNY Cortland. Each union member brings their talents and abilities to the group, and together, we form a stronger and more unified workforce.

Trust is crucial to a team's success. Like baseball players trust their coaches and managers, UUP members trust the union leadership to represent their interests and to fight for what's best for the group. Both baseball players and union members trust each other to do their best and to have each other's backs in tough situations. Through transparency, shared commitment, and open communication, trust is built and maintained.

Teams provide camaraderie, a shared purpose, and a supportive network of individuals who are pursuing common goals. Union membership gives workers security in numbers, a voice in the workplace, and access to resources and support that they might not otherwise have.

If you're already a UUP member, we value your membership and contributions to the cause of optimal workplace conditions for all. If you've not yet signed your union membership card, won't you join us today? We need your voice and your contributions. Let's strive for a World Series win…the most positive and supportive workplace possible!

Happy Spring…and, as the umpires call out on Opening Day, "Play Ball!" Join and participate in UUP!

Finding Meaning in Our Union



Justin Neretich
Residence Life and Housing

Life is often about transitions. The pursuit of knowledge and personal evolution, which is what I believe to be the core of higher education, has significantly impacted both my personal and professional development. I am entering the end of my fifth professional year at SUNY Cortland, but starting a new chapter in my career as an Assistant Director in our Residence Life and Housing Office. Much of my energy over the winter session was in preparation for entering the mid-level professional role, where my responsibilities will now include supervising my former peers and fellow union members.

This new role only enhanced my reason to run once again for Professional Delegate and At-large Professional for the Cortland Chapter. All too often over these introductory years I have watched as bright eyed, ambitious and resilient professionals entering the work of higher education transformed into exhausted, frustrated employees that found other work and abandoned the benefits and stability SUNY and UUP had to offer. I look around and find many of the cohort of peers that I knew are long gone, and have not looked back. Yet there are still people that held on; people who, despite unsurmountable odds, dwindling resources and human capital, have found a way to persist and do some amazing work.

This is a call out to all of those folks holding on; to my new peers and to my mentors with permanent appointment. This is a metaphorical megaphone to reach the folks that left us, but might want to look back, and a message to the new starry-eyed professionals coming to Cortland. I want you to recognize the power of our Union. Solidarity sounds great on post cards and pendants, but it also feels like standing arm and arm with members from across the state, a thunderous cry as chants are shouted in downtown Albany. It feels like the drink you have with a CSEA, PEF, or PBA counterpart that is feeling as down in the dumps about their working conditions as you are, but you both realize where to go to vent those frustrations and create solutions. It is the shared journey of a retiree that can recite the story of the founding of your union, and their pride in watching a new generation of activists come to campus. It is the steady hand on your shoulder as you speak to management about a concern you have, and the relief when your supervisor is also at the union matters meeting, advocating on your behalf.

Unionization is not possible without the courage of ordinary people to do extraordinary things in community. UUP is more than just a symbolic organization that negotiates a contract. UUP is what you make of it; it can be a lot like family. Sometimes they bring you joy, energy, and hope. At other times, they can really get under your skin, make you mad, and lead to awkward political conversations at the dinner table. Despite the many and varied voices, when it comes time to have your back, every single member can find a way to support you. This collection of members and their ideas and experiences matters. Ultimately, UUP is the promise of a better tomorrow, starting the day you sign your card. Join me in taking an action step forward, in whatever way is comfortable for you.



Rebecca Bryan
Physical Education

A Greatly Marginalized Campus Cash Cow

The Physical Education Department at SUNY Cortland is the largest academic program on campus. It is the largest Physical Education Teacher Education (PETE) program in the country or as a fellow panelist recently teased, in the world. It is a department with a rich history and legacy.

I left another position to come here, across the country, away from my family, and friends to teach here, to be a part of what we in our department once called *PE Heaven*. I tell you this because if you walked through our department now, it has no resemblance to heaven or even a program that is valued on this campus. I also start here to highlight the effects of divestment in "public" higher education and the real cost and consequence of a tuition driven system, structural inequities, compounded by a lack of strategic planning.

First, there was a lack of strategic planning with the renovation of the Moffett Center. Moffett had two gymnasiums that were heavily used by our department for instruction and included large equipment storage space. The renovation eliminated the physical activity instructional space that is critical to our content area. In Park Center we have limited access to the facilities late into the day and can only schedule certain facilities between the hours of 8-4 to share the space with athletics and rec sports. There was no plan for the loss of the critical teaching space for our department even though we raised our voices over this concern. We were moved temporarily into Tomik. Our time in Tomik concludes this Spring and we are still frantically trying to find adequate teaching space. The administration has attempted to be creative with finding new space, but it has largely been temporary, or not the most appropriate teaching space. What we have been offered is a space that is half the size of Tomik to teach and set up movement experiences. It will not be an adequate space for what we do, but the alternative is to lose the partnership with the childcare center, not have any space, and scramble to locate more field placements which are becoming more challenging to find due to our enrollment numbers.

Next, let's discuss staffing and enrollment. I have taught an overload most of my time here, even before tenure. We do not want our non-tenured faculty to teach course overloads, but they often do because we need so many sections of courses that we cannot staff them. This takes away from their scholarship and service. Most our faculty are on a 1 or 2 course overload. For example, as department chair, I have 100% release. I am still teaching 2 courses and advising over 60 students. I could say no, but as a leader I do not believe in asking others to do what I am not willing to do myself. The administration tries to spin this and say we are doing it because we want to supplement our pay or they simply say, "You could say no." We could all say no and cancel approximately 20-24 fully enrolled unstaffed sections of courses. When I say that, the administration says, "Oh no, don't do that." We know the implications of cancelling classes; they would increase our course caps and overburden us that way.

So instead, our dedicated faculty continue to take on overloads because it is better than trying to mentor a revolving door of new adjuncts, visiting professors, or staffing with individuals who do not know or care to uphold department expectations, to the detriment of our program and student learning. We take on overloads to the harm of our own well-being. Add COVID burn out to our overload and the strain has become too heavy. For example, we previously had an agreement that our maximum enrollment capacity is 800 majors. We now have approximately 940 undergraduate students and 70 graduate students. We are drowning. We are bearing the brunt of the school's enrollment targets without any thought to what we do or if we can even handle the size of an incoming class. It is not just that we are understaffed; we are a teacher education program that must abide by NYS Department of Education certification requirements. These requirements include early field hours and a semester of student teaching, which take an extensive amount of administrative work and coordination. The more students we have, the more placements we must find. We have oversaturated the state and are having more difficulty placing students. How ethical it is to be accepting so many teacher candidates, knowing there are fewer and fewer positions available in NYS?

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With more students comes more advising. In one semester, our faculty advising loads went from 45 students to 70, almost double. Thankfully, with the support of UUP, we took up the issue of advising loads at labor management and worked with our Dean. Faculty now receive compensation for their increased load at various increments. Compensation is great; however, there is no choice in the matter. We cannot choose for our own health and life balance. It is basic math. More students mean more advisees, more advising schedules to create, more tracking, and so on. I find this incredibly inequitable. If advising is part of our workload, how fair is it that faculty in large departments have a significantly greater workload burden? Our department is hyper aware of these structural inequities.

Considering the administrative needs of a teacher education program, now think of our CSEA employees. An Administrative Assistant (AA) and Office Assistant (OA) in our department have a significantly higher workload due to sheer volume of students that need to be tracked. Our admin staff are paid according to title, without any thought to the volume of work they do in different departments. We have asked for a change in title to keep good OAs, but we have been denied and in turn have had a lot of turn over. We train the OAs, and they leave to go to departments with less workload or to move up. This further increases the burdens of our department.

I could go on and gripe about several things that burden our faculty, but I will leave it with one last story to highlight how undervalued and unheard we feel as the largest academic program on this campus. We are told over and over that academic programs take priority. Yet, when a study of the Park Center Facilities was completed and the JMZ report titled “Athletics Facilities Program Study,” it was primarily just that, a study of what the athletics department wants. Coaches were interviewed and athletes surveyed, but there was only one 30-minute interview completed with our department chair at that time. We have raised concerns, gone to labor management, and even created a committee which wrote a detailed rebuttal to the report. That rebuttal has gone largely unanswered. The administration keeps telling us work will not start on the project for years down the road and that our department will have more input as it gets closer. However, this spring the new football lockers are being completed. We feel greatly undervalued and unheard. We do not have enough academic teaching space, but football will have a new locker room in Park Center.

We feel that the decisions made about Park Center facilities and regarding enrollment are unethical and destructive to our program. And frankly, we have lost trust in our administration because their words and actions do not match. Faculty will start to leave. Many of us are contemplating if we want to do this work anymore. I personally don’t want to carry this much stress and worry for my health and well-being to serve an institution that does not seem to care about a program such as ours or the faculty and staff dedicated to it. Our system talks a lot about inequity yet perpetuates a structure rife with it. We understand the burden of tuition driven enrollment, but then why does the system not advocate for funding? Why do you leave the union and union alone to advocate? Where is the strategic planning? Where is the trust? Trust is everything in leadership.

I want to thank our union for working with us through various avenues. We have made some progress. We just completed a search to hire three tenure track faculty. However, this does not break us even as the lines are replacement of faculty who have left and an additional line. With upcoming retirements and the increasing numbers of students at both the graduate and undergraduate levels, we will still be understaffed. It also does not help us with office space, instructional space, or field hours and additional student teaching placements. It does not help us with the structural and very real inequity. We will continue to voice our concerns at every venue in every way. We will continue to make the campus community aware of how the tuition-driven cash cow on campus is treated.

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Jan-Feb 2023

United University Professions
Labor-Management Agenda
Monday, February 6, 2023
3:00-4:00pm
Miller 405

Items of Collegiality:

1. UUP thanks Management for allotting time specifically for the Collective Bargaining Unit leaders to meet with the finalists for the position of AVP of Human Resources.

2. UUP congratulates Vice President, Institutional Advancement Peter Perkins on his impending retirement, and we thank him for his years of service.

3. UUP Chapter Assistant, Toni Coon, has decided to retire as of May 1, 2023. UUP will be advertising locally for her replacement.

4. UUP Executive Board has agreed we'd like to hire a student to work as a social media intern (tentative start) in fall 2023, and we are hoping to have Management support in advertising the position to the student body.

5. UUP is planning a membership drive in accordance with Article 24 of the agreement between the UUP and the State of New York. We hope to hold this event in late March or late April. We will, of course, inform you when we have organizers on campus.

6. UUP would like to thank President Bitterbaum for agreeing to allow our special guest, PEF Steward Jessica Bergeron, to attend today's meeting.

Old Business:

1. UUP requests an update on Management communication with Child Care Center regarding waiting list/registration permissions for adoptive parents. Has their board considered the amendment to their policy and/or approved it?

2. What is status in the Committee on Teaching Effectiveness regarding the recommended new software package?

    a. UUP recalls there was a presentation from Watermark. When can UUP expect to bargain with Management on this?

3. UUP and Management agreed that the compensation for supervisors of student teachers was an item to discuss in the spring 2023 semester. UUP would like to begin that discussion.

4. UUP requests information on the financial situation of the college today, such as has the college received all outstanding funding allocations (as was reported at LM in 11/22)?

    a. How much money does the university have in reserves today?

New Business:

1. As of today, how many Professional Performance Programs are missing or late?

2. As of today, how many Professional Performance Evaluations are missing or late?

3. What is Management's plan to reach 100% by June 2023?

4. Advising Large Numbers of Students: UUP is concerned about the number of students (and orientations) that folks have agreed to work with during the winter; compensation for this duty, when it proves excessive, as it compares to the recent memo regarding excessive advising loads during the academic semesters, seems appropriate.

    a. Example: Physical Education.

5. DSI: It appears there was a three-tier structure used for Professional faculty awards: $0, $595, and $895. Presuming DSI is a part of the new Agreement between UUP and the State of New York, would Management be willing to move to a scale mirroring the scale for Academics: $0, $500, $750, $1000?

    a. UUP understands that there was some confusion regarding awards and denials due to not having received an award letter. Would it be a best practice to always send both electronic and paper form, and that all applicants receive a letter, regardless of recommendation?

6. UUP has questions about the status of librarians working on this campus:

    a. According to our analysis, 42% of teaching faculty above the assistant professor rank are at full or distinguished rank. When was the last appointment of a librarian to full or distinguished rank?

    b. What teaching and service awards are librarians on this campus eligible for?

        i. The Excellence in Teaching Award state that applicants "must work actively with individual students to help them improve their scholarly and/or artistic performance," duties which librarians are not assigned in instruction.

        ii. Likewise, the Brooks Distinguished Teaching Award stipulates that applicant "spends a significant amount of time with students outside the classroom."

        iii. Likewise, librarians are also not eligible for the advising awards, or the Brooks Internationalized Curriculum Development Award.

7. As per the July 15, 2013 memo on research study time for librarians, such time is "only for the purpose of pursing [sic] research out of town or for preparation of materials for publication or presentation."

    a. Why only these two activities?

    b. Are teaching faculty only granted research support for these two activities?

UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2019-2022

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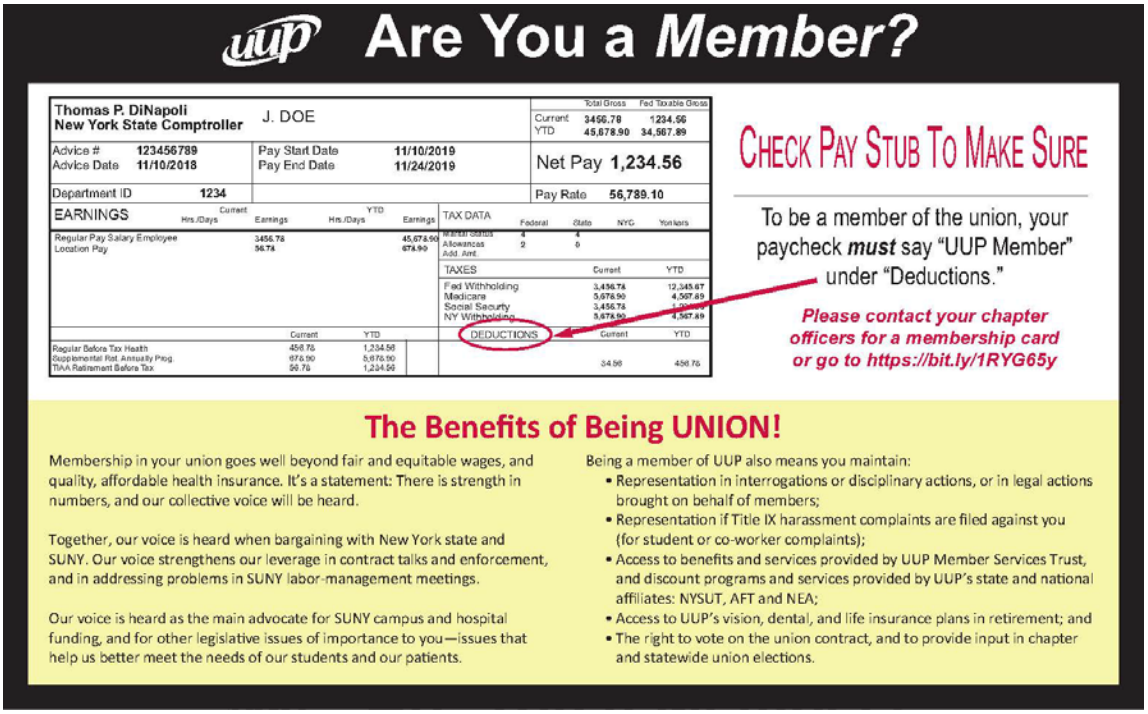
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Executive Board Meetings Spring 2023 Schedule
Feb. 13, Mar. 13, Apr. 10, May 8

Labor Management Meetings Spring 2023 Schedule
Mar. 3, Apr. 3, May 1