



December 11, 2025

Stock the Halls! Food Drive- December 6th- Report Back

*by Ethan Fox, UUP Political Action Coordinator and Professional Delegate
with photos from Virginia Kennedy, Bill Simons, and Shirley Clark*



UUP Oneonta President Shirley Clark tabling at Muller Plaza as donations come in.

‘Tis the season to remember the neediest. In the wake of the federal government shutdown and amidst a broader cost-of-living crisis, those reliant on [food insecurity programs like SNAP](#) and area food banks have found themselves in dire straits, facing emptied accounts and similarly barren pantry shelves.

UUP Oneonta partnered with Cooperstown-Oneonta Indivisible on [a food drive for the Oneonta Veterans' Outreach Center](#), collecting boxes of non-perishable supplies, clothing, and hygiene products from rank-and-file unionists and our neighbors in order to support communities that have been left in the lurch by dysfunction of a federal administration more interested in [taking a chainsaw to social safety net programs](#) that assist the marginalized and downtrodden while [funding tax cuts for the wealthy](#).



UUP Oneonta members Ethan Fox, Bill Simons, and Joe Ingrassia with Coop-On Indivisible organizer Virginia Kennedy and Veterans' Center staff.



UUP Oneonta & Coop-On Indivisible members with [Mayor Drnek](#) on Main Street. That's UUP stalwarts Paul Conway carrying the union banner and Rob Compton pushing the food cart.



Former UUP Grievance Officer Paul Conway - UUP, Valerie Cole - Oneonta Democratic Club, Virginia Kennedy - CooperstownOneonta Indivisible, and Josh Riley - NY19 Congressman getting ready to march and collect food at the Oneonta Holiday parade. (At far right, Vice President for Academics Rob Compton with shopping cart/food donations is partially cut off.)

A big "THANK YOU!" to all who volunteered and/or donated! If you'd like to participate in organizing future food drives, community actions, and other chapter political outreach, please don't hesitate to reach out to Chapter Political Outreach Coordinator Ethan Fox at: foxe.uup@pm.me

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UUP Oneonta- President's Report for December, 2025 *by Shirley Clark, Chapter President*

Building a Stronger Union: Oneonta UUP Unanimously Passes New Bylaws

As your Chapter President, I've always believed that our greatest strength as union members comes from our shared voice; and that voice can only be powerful when it is rooted in a democratic, transparent, and accountable structure. On **November 12th, 2025**, during our **Chapter Meeting**, we took an important step toward strengthening that foundation. I am proud to share that the UUP members of the Oneonta Chapter voted unanimously to adopt our new **Oneonta UUP Chapter Bylaws**.

These Bylaws are more than procedural documents; they are the backbone of our chapter's governance. They define how we operate, how leadership is held accountable, how decisions are made, and how your rights as members are protected. In short, they ensure that our union remains member-driven, responsive, and aligned with the broader principles and mission of UUP Statewide.

This achievement did not happen overnight. The **Bylaws Committee** consisting of our dedicated colleagues: **Richard Tyler**, **Michael McAvoy**, and **Shirley Clark**, spent months of thoughtful, meticulous work reviewing, updating, and modernizing our chapter's governing framework. Beginning in Spring 2025, they worked to ensure that our Bylaws not only comply with the UUP Statewide Constitution but also truly reflect the needs, values, and goals of our chapter today. Their commitment to this process has strengthened our foundation for years to come, and I extend my deepest appreciation for their service.

During our **Chapter Meeting** on **November 12th, 2025**, two amendments were introduced by Oneonta UUP member, **RP Withington**, and were adopted by the membership. These amendments clarified an important point: all Chapter Officers and Committee members must be active UUP Oneonta members. This reinforces our core principle that leadership must always come from within our own union community.

I strongly encourage every member to take some time to read through the newly adopted **Oneonta UUP Chapter Bylaws**, which are available on our Chapter Website:

<https://uuphost.org/oneonta/bylaws/>. Understanding these Bylaws empowers each of us to participate fully and confidently in shaping the direction of our chapter.

This moment marks a significant milestone in the future of our local union. I want to thank every member who contributed, participated, and supported this effort — whether through committee work, thoughtful discussion, or your presence and vote at the meeting.

Together, we have strengthened the foundation of our chapter. Together, we ensure our union's future remains bright. Together, stronger, we move forward.

Standing United Against Hate: A Union Call to Vigilance at SUNY Oneonta

In times of uncertainty, solidarity is our greatest strength. As members of the United University Professions (UUP) at SUNY Oneonta, we recognize that hate and bias, whether subtle or overt, undermine not only the dignity of individuals but also the core values of our union and our campus community.

There is no room for hate in our workplaces, classrooms, or public spaces. Every member of our union has a role to play in building a campus where all people are respected, valued, and safe.

Union solidarity extends beyond bargaining tables and contracts; it lives in our daily actions. When one member of our community is targeted by hate, it impacts us all. UUP members stand together to ensure that SUNY Oneonta remains a welcoming and inclusive environment for every worker, student, and visitor.

If you experience or witness a hate crime or bias act, report it immediately to the SUNY Oneonta [Bias Acts Response Team \(BART\)](#). These incidents may be verbal, written, or physical, and can occur on campus or in any setting that affects our broader community. Reporting helps ensure that harmful behavior is addressed and that our collective voice for justice is heard.

Our union stands firmly with UUP members in advocating for workplace protections that ensure a safe, respectful environment which is fundamental to fair working conditions and to the academic mission we serve. If you believe you have been the target of hate or bias, or if you have witnessed such an act, please come forward and report the incident.

By standing together, we make clear that hate has no home at SUNY Oneonta. Our strength lies in unity, our power in collective action, and our future in the shared belief that every member of our community deserves dignity and respect.

Discretionary Salary Increases (DSI) and Compression

As Chapter President, I strongly advocated that the .5% Discretionary Salary Increase (DSI) fund be distributed across the board so that all members would benefit equitably. Unfortunately, management exercised its prerogative to direct these funds toward addressing salary compression instead.

While this outcome is not the broad distribution we pushed for, I will continue to engage management in ongoing discussions to ensure that future salary decisions prioritize fairness, transparency, and meaningful improvement to member compensation. Our goal remains clear: to secure salaries that are competitive and consistent with those at other peer comprehensive SUNY campuses. I remain committed to advancing this effort on behalf of our members.

Union Wins and Progress for Our Members

Our chapter successfully secured important gains that strengthen protections and improve working conditions for our members. We established a Memorandum of Agreement with management ensuring that employees at risk of losing benefits eligibility receive direct support and guidance to help maintain continuity of benefits. In addition, we advanced efforts to expand contract lengths for greater stability in employment. These wins were made possible through strong collaboration with our **Labor Relations Specialist, Chris Sielaff**, and continued, unified advocacy from our chapter members.

Annual Holiday Party Meeting- UUP Oneonta Chapter Meeting Minutes

Friday, December 5, 2025, 6 PM, Elks Lodge, 84 Chestnut Street, Oneonta

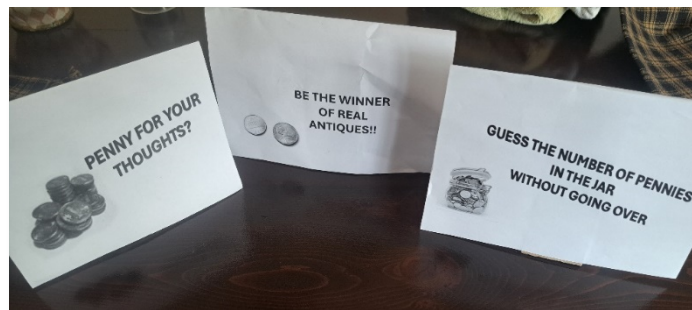
by Bill Simons, UUP Oneonta Chapter Secretary and Academic Delegate



*UUP Oneonta President Shirley Clark presents Treasurer Rich Tyler
with an award for his many years of service.*



Jeri Anne Jerminario, Officer for Retirees, and Achim Koeddermann, in a festive mood.



The Chapter President's "Guess the Pennies Game" brought an interesting note to the evening.

Present: UUP Members and their guests, and Labor Relations Specialist Chris Sielaff:

William Ashbaugh, Tiffini Brenner, Jamal Carbuckle, Essence Delmonte, Alex Douglas, John Edwards, Christine Edwards, Carol Forman, Ed Forman, Ethan Fox, Megan Fuller, Ann Hayslip, Will Hayslip, Jeri Anne Jerminario, Penina Kamina, Achim Koeddermann, Mike McAvoy, Judi McWheter (?), Janet Nepkie, Anthony Nichols, Mary Ochieng (?), Riza Ozdemir, Serap Gurak Ozdemir, Anu Shastri, V.N. Shastri, Justin Shaw, Chris Sielaff, Bill Simons, Nancy Simons, Jessie Simpauco, Gina Solano, Ying Tang, Pamela Tausta, Loraine Tyler, Rich Tyler, Alayna Vander Veer, Jennifer Withington, RP Withington, Plus 3 unreadable signatures

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1. Chapter President Shirley Clark called the meeting to order at 6:04 PM.

II. Shirley thanked officers, the Executive Board, and the membership for their hard work and dedication over the past year. She summarized collective achievements and remaining challenges.

A. She presented a certificate of appreciation to Rich Tyler for his many years of service as Chapter Treasurer.

B. Shirley brought attention to the “guess the number of pennies in the jar contest. (Nancy Simons won the competition, estimating that the jar contained 401 coins, only one short of the actual number.)

III. Academic Delegate Loraine Tyler discussed the purpose and nature of UUP Unplugged programs.

A. The next UUP Unplugged gathering is on Wednesday, December 10th, from 3-4:30 PM, in Human Ecology 144 (Martha Pratt Suite).

IV. UUP Oneonta Political Outreach Coordinator Ethan Fox urged participation in the upcoming community food drive. Details appear below:

A. Cooperstown/Oneonta Indivisible and UUP Oneonta are co-sponsoring A HOLIDAY FOOD DRIVE on Saturday Dec. 6. The lead Cooperstown/Oneonta Indivisible coordinator is Virginia Kennedy, who is also a UUP member. UUP staff volunteers for the food drive include Shirley Clark, Rob Compton, Paul Conway, Ethan Fox, Joe Ingrassia, and Bill Simons.

12 PM - 3 PM at the Oneonta Veterans Outreach Center 4 Academy St, Oneonta for bags and full boxes of grocery items

2PM - 6PM at Muller Plaza on Main St. Oneonta to drop individual items to "fill the crates for vets." Cooperstown/Oneonta Indivisible will also be marching in the Oneonta holiday parade with shopping carts to collect individual items along the parade route.

V. Following the formal Chapter meeting, the gathering transitioned into a holiday party that promoted union solidarity. The gathering adjourned at 8 PM.



Turning Point USA Comes to SUNY Oneonta

by Rob Compton, Acting VP for Academics, UUP Oneonta Chapter



Background: UUP and Turning Point USA (TP-USA)

Douglas MacArthur said as he left the Philippines during World War II, “I shall return.” I did not plan to return, but sometimes urgency calls for action. UUP Oneonta is the primary voice of UUP faculty and staff regarding discussions and negotiations with Management within the context of the State of New York- UUP contract. Despite severe contractual limitations, UUP Oneonta leadership actively addresses terms and conditions, and salary matters on our campus. My experiences as chapter leader suggest that it’s important to punch above our weight through perseverance and advocacy. It is important that members understand the role of politics on our campus and in the United States. All politics is simultaneously local, national, and global.

Rob Compton at Polar Bear near Delhi

As a political scientist who studies political development and democracy, issues of political decay, the rise of authoritarianism, and the shrinkage of public space present a clear and present danger to the members of all communities, including on this campus. The rise of political intolerance has come to dominate the political landscape everywhere. From Victor Orban in Hungary to Argentina’s Javier Milei, to Türkiye’s Recep Erdoğan and Israel’s Benjamin Netanyahu, those who engage in bullying behavior seek to create societal tension and division. Turning Point USA is such an organization developed on the heels of xenophobic nationalism. In the US, with the rise of nationalist MAGA, Donald Trump and his acolytes wield a hatchet of fear that harken back to a faux imagined community enshrining an American history that glosses over violence and broken promises.

Based on a politics of hate and division, the current US administration consistently targets minoritized immigrants, people of color, the poor, LGBTIQ+ people, leftists, unionists, women and academics with their words and deeds. In the 2024 elections, TP USA mobilized college students through fear, threats of violence, and intolerant behavior as the US has dramatically slipped in democracy ratings and quality of civic life. According to the Economist Intelligence Unit’s Democracy Index, the US is now a “flawed democracy” with high levels of political polarization and inequality and decreasing institutional legitimacy. Furthermore, in an online

article, the American Association of University Professors stated that “Vance’s labeling of professors as “the enemy” and his praise of Hungarian dictator Viktor Orbán’s seizure of state universities as “the closest that conservatives have ever gotten to successfully dealing with leftwing domination of universities” are unambiguous.” <https://www.aaup.org/news/professors-are-not-enemy-fascists-are>

Words matter. They can encourage polarization and political violence. One of SUNY-Oneonta’s core values is inclusivity. Our website affirms diversity and inclusivity, by stating:

“Inclusivity is one of our three core values that shape SUNY Oneonta’s mission and vision. We are committed to creating a campus environment where every individual feels valued, respected and empowered to thrive both here and beyond.”
<https://suny.oneonta.edu/about/mission-values-vision/inclusivity>

Students, faculty, and alumni expect us to honor our creed. This core value exists precisely because of the historical context of marginalization. It was not meant to be used to acquiesce this space to extremism.

Historical Perspective: Danger Coming to Campuses

In the 1950s and 1960s, beginning with McCarthyism and the Red Scare and into the Vietnam War, many faculty were labeled Communists or anti-government policy and had careers ruined. By the mid to late 1960s, campuses erupted in protest. Campuses erupted in protests in the 1960s. Misguided policies in Vietnam, and then Watergate, politicized campuses and Americans began to demand an end to secrecy and corruption.

After the “Reagan Revolution” swing to the right in the 1980s, corporate power increased and made their presence in education. Coupled with the resurgence of neoliberalism and the rise of Christian nationalism, universities became less about academics and more about pumping out credentialed and micro-credentialed workforce ready graduates. A powerful corporate autocracy, backed by billionaire interests funded universities and student groups. By 2006, David Horowitz, a former leftist cum conservative, taunted, and doxed academics in his book, *The Professors: The 101 Most Dangerous Academics in America*. Turning Point USA builds on this precursor.

Turning Point USA, under the leadership of the late Charle Kirk, stated on Twitter (now “X”) “farewell my friend and mentor” when Horowitz passed away shortly before his assassination. TP USA also used similar tactics on college campuses. The late Charlie Kirk built a mass movement that drew in more than \$400 million in donations. In an article, **Forbes** listed the following primary sources of funding sources of TP USA, reflecting the role of corporate America and extreme conservatism:

- The Wayne Duddleston Foundation, (\$13.1 million);
- The late advertising executive Jack Roth (\$8.7 million);

- The late Home Depot co-founder Bernie Marcus (\$7.1 million);
- The Franklin Templeton's former CEO Charles B. Johnson and his wife Ann (\$4.6 million);
- Dunn Capital founder William Dunn (\$4.5 million);
- Waste Management founder Dean Buntrock (\$4.1 million); and others.

Upon the assassination of Charlie Kirk, President Trump hastily awarded him the Presidential Medal of Freedom with the president crediting the efforts of Charlie Kirk and Turning Point USA in securing his victory.

Turning Point USA on the Oneonta Campus

While Turning Point USA currently claims to have over 800+ campus chapters in the United States, it has a history of behaving badly on university campuses. Several nationally prominent organizations have warned about their tactics and practices. The control by the national organization over chapters, according to its website consists of funding chapters through project grants, providing a link for reporting objectionable professors, providing local chapters with development funds for speakers and other activities.

Meanwhile, the Anti-Defamation League (ADL), the Southern Poverty Law Center, and the AAUP- the preeminent national organization of professors- have written extensively about Turning Point USA and matters related to academic freedom. All three organizations note that Turning Point USA has engaged in threatening behavior. They send a clarion call to campuses and recommend increased monitoring, vigilance, and guardrails for the organization and their leadership's potential behavior on campus.

At the last Labor-Management meeting, campus organizations, including Turning Point were on the agenda. Management confirmed the existence of a university recognized chapter on our campus. They noted that no campus organization needs to disclose their advisor or members, making it possible for non-disclosure on the Campus Connections directory. Furthermore, Management acknowledged that one of our professors had already been persecuted by a campus chapter and the national organization during their time at another campus. National listing of professors on a "watchlist" harkens back to FBI tactics and the Red Scare. This time, it is public and on the internet. This harassment campaign must not be allowed occur on this campus. Professors face potential career harm and threats to include physical violence. Some professors teach and research about controversial issues and the standard practice of academic freedom allows such discussion and teaching. Non-democratic and authoritarianism systems undermine academic freedom and intimidate faculty and classroom discussions by creating an environment of actual and perceived censorship.

Do we want SUNY and SUNY Oneonta to recognize an organization which actively targets professors and marginalized groups and remain masked? Any organization in a public institution should be unmasked. If a campus were to start a chapter of USA Communists, the KKK, or a neo-Nazi group, the same logic applies. Hiding behind non-disclosure is akin to anonymity in social media posts. It is cowardly and dangerous.

Conclusion: Proactive Response

We should remember that Freedom of Speech stops where the rights of others are infringed upon. It is essential that all campus organizations abide by the Student Handbook and operate within the context of SUNY-Oneonta's foundational principles which include but are not limited to diversity and inclusivity. Professors who teach and research specific topics and theories (e.g., critical race theory, sexual fluidity, race and class and historical oppression) and staff that work with issue of race, gender, sexuality, and class are at risk for targeting. Professors, staff, and students at Oneonta should have assurances that such behavior by the national or chapter organization cannot be tolerated here. In addition to fueling hatred and creating unsafe classrooms, adding people's names to an ideologically driven *Watchlist* may damage a professor's career opportunities and professional reputations. The *Watchlist* can be found here: <https://professorwatchlist.org> .

We need the help of Management to be vigilant by informing all campus groups and advisors about their rights and responsibilities with an official communique to the campus community. Officers and advisors should be posted. If there are threats and violence directed toward you, please contact UUP, use the appropriate campus reporting protocols, such as BART(Bias Acts and Hate Crimes Response Team) and the Office of Equity and Inclusion on campus (<https://suny.oneonta.edu/office-equity-and-inclusion>). If necessary, obtain a private attorney.

The administration can provide a memorandum for clarity of campus policy to students and employees. One possible template provided by AAUP is attached at the end of this article, along with links from the SPLC and AAUP as references:

AAUP:

“What is Turning Point USA?”

<https://www.aaup.org/issues-higher-education/political-attacks-higher-ed/targeted-harassment-faculty/what-turning-point>

“If Turning Point Comes to Your Campus”

<https://www.aaup.org/issues-higher-education/political-attacks-higher-ed/targeted-harassment-faculty/if-turning-point>

SPLC:

“Turning Point USA: A Case Study of the Hard Right in 2024”

https://www.splcenter.org/resources/reports/turning-point-usa-case-study-hard-right-2024/?fbclid=IwY2xjawOReLdleHRuA2FlbQIxMABicmlkETFNaFhWUzU4b2pZZXk2ZXVYc3J0YwZhcHBfaWQQMjIyMDM5MTc4ODIwMDg5MgABHrhfej19QmlMIpIafnLUepL42816IX5SCy5MygJs_ocduxZR7Ta2rzIQMBtg_aem_7r5o9ABooyal_8JPx2fL8A

ADL article:

(ADL removed the website on extremism and the article titled “Turning Point USA accused of ‘boosting their numbers with racists’ by long-established conservative student group,” by Brendan Joel Kelley, June 15, 2018. The article can be found through archival research, and a copy is available from the author on request. Significant pressure was subsequently applied by the FBI, Elon Musk, and the Trump administration and the list and article was removed.)

**All articles reflect the viewpoint of the author and do not necessarily indicate the position of any organization or the leadership of statewide UUP, UUP Oneonta Chapter, or the State University of New York and affiliated departments or personnel.*

Sample Template Memorandum from AAUP

Faculty-Focused Policy Statement: Academic Freedom, Safety, and External Political Campaigns

Title: *University Statement on Faculty Protection and Academic Freedom in Relation to External Political Organizations, Including Turning Point USA (TPUSA)*

Issued by: Office of the Provost / Academic Affairs

Effective Date: [Insert Date]

1. Affirmation of Academic Freedom

The University reaffirms that **faculty have the right to teach, research, and speak publicly**—including on controversial issues—without interference from political organizations, advocacy groups, or external pressure campaigns.

Academic decisions (curriculum, pedagogy, scholarly judgment, assessment, and classroom management) are **the exclusive domain of faculty** and may not be influenced or altered by outside entities, whether conservative, progressive, or otherwise.

2. Scope of External Political Activity

Organizations such as **Turning Point USA (TPUSA)** sometimes engage in activities that affect faculty, including:

- Public “watchlists” or online targeting
- Covert recording of class sessions
- Organized complaints regarding course content
- Social media pressure campaigns

This statement outlines how the University protects faculty against any such activities, regardless of political origin.

3. Prohibition on Harassment, Doxxing, and Targeted Campaigns

The University strictly prohibits:

- Harassment or intimidation of faculty by any individual or group
- Attempted doxxing or dissemination of personal information

- Activities designed to threaten a faculty member's safety or ability to teach
- Unauthorized recordings of classroom instruction, except as permitted by policy (e.g., accessibility accommodations)

This prohibition applies equally to members of the campus community and external groups.

4. Institutional Response When Faculty Are Targeted

If a faculty member is placed on an online watchlist, receives threatening messages, or is publicly targeted:

The University will:

- **Contact the affected faculty member within 24–48 hours** of awareness to offer support.
- Provide an internal **point of contact** (Academic Freedom Officer or Dean) for incident coordination.
- Conduct a **safety assessment** (IT, campus police, threat management team).
- Provide assistance in responding to online harassment, including technical and legal guidance where appropriate.
- Issue a **public statement of support** if warranted, affirming the faculty member's academic freedom and the University's independence from political pressure.

The University will not:

- Evaluate faculty teaching or research based on complaints originating from external ideological campaigns.
- Allow outside groups to influence employment decisions, promotions, tenure reviews, or course assignments.

5. Classroom Recording and Digital Privacy

To protect faculty and students:

- **Unauthorized recording is prohibited**, whether by TPUSA-aligned individuals or any other party.
- Students must obtain written permission for recordings except when legally required for disability accommodation.
- Faculty may set additional classroom rules regarding digital devices, consistent with policy.
- Violations are subject to student conduct procedures.

6. Support for Faculty Pedagogical Content Decisions

Faculty are entitled to:

- Teach material grounded in their disciplinary expertise
- Address controversial or politically sensitive topics
- Frame discussions in ways that promote scholarly rigor and critical thinking
- The University will defend these rights even when external groups disagree with the content.

- If students or outside organizations object to material, the University encourages use of **established academic channels** (e.g., chair, dean) rather than online mobilization or political pressure.

7. Faculty Guidance for Managing External Pressure

The University encourages faculty to:

- Notify their department chair or dean immediately if they receive threatening communication.
- Preserve evidence of harassment (screenshots, emails).
- Avoid engaging directly with online attackers.
- Consult with the University's media relations team before responding publicly.
- Workshops on digital safety, classroom management, and handling politically motivated disruptions will be offered each semester.

8. University's Commitment to a Healthy Academic Climate

The University rejects efforts—by TPUSA or any organization—to:

- Undermine scholarly expertise
- Intimidate faculty
- Turn classrooms into arenas for partisan activism
- We support an environment where ideas can be debated vigorously but **faculty retain their professional autonomy**, and no one's safety or livelihood is put at risk by political campaigns.

Solidarity Is A Verb- a roundup of recent news

by Ethan Fox, UUP Political Action Coordinator and Professional Delegate

In my last entry in this newsletter, I mentioned conditions shifting beneath our feet. The pace of that change has only continued to accelerate.

This past month, fellow unionists at SUNY Upstate were [detained by Immigration and Customs Enforcement](#). Despite official assurances that enforcement primarily targets those with violent criminal backgrounds, it is unclear what urgency ICE authorities had to shackle these men. Instead, actions like these increasingly suggest that immigration enforcement is quickly devolving into a [racist dragnet](#), an approach designed to cultivate a climate of fear where even naturalized American citizens [can expect to have their apartment complexes raided by agents who rappel down from Blackhawk helicopters](#) like a scene out of a Hollywood blockbuster war movie set somewhere in stereotypically sepia-toned Desert Storm-era Iraq or civil war-ravaged

Somalia; where everyone — whether they are considered “legal” citizens or not — is asked for their papers on the street by [masked men in black-and-camo getups who jump out of unmarked cars and refuse to identify themselves](#), armed to the teeth with kevlar vests, [mine-resistant ambush-protected vehicles](#), and semi-automatic assault rifles.

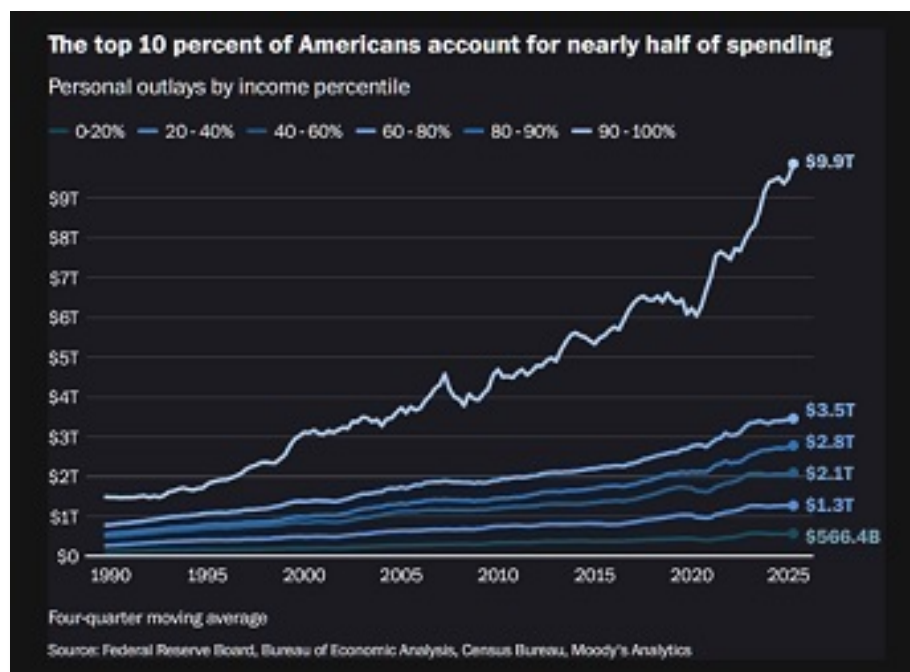
This pervasive threat of state terror is being systematically legitimized and entrenched by the very legal and political institutions that are ostensibly supposed to uphold justice. The conservative majority on the Supreme Court recently made the appalling decision to [allow racial profiling as grounds for immigration stops](#), effectively [endorsing discriminatory practices](#) and granting law enforcement broad authority to use race as a proxy for suspicion, cementing a deeply unethical practice into the fabric of the nation's immigration enforcement mechanisms.

At the same time, the current administration is scaling up their operation by devoting [a staggering \\$170 billion dollars toward the construction of a sprawling immigration enforcement and detention apparatus](#). This colossal investment lays the groundwork for a permanent, punitive, and profitable system of human containment and control. The rapid [expansion of private prisons for immigration purposes](#), the deployment of [advanced surveillance technologies](#) by companies like Peter Thiel's Palantir, and [the hiring of thousands of new agents](#) will transform an already flawed immigration system into a bloated hypermilitarized enforcement regime free to operate with minimal accountability and maximum cruelty. The fact that this incentivized xenophobia and border hardening is occurring during a time where [future displacement and migration stemming from the mounting impacts of climate change is all but promised](#) should not be lost on anyone.

This political and institutional aggression continues through a calculated campaign of rhetoric designed to [slander marginalized communities](#). For instance, Vice President J.D. Vance has publicly stated that high housing costs are the result of “[millions of illegal immigrants \[who\] compete with Americans for scarce homes](#).” The Department of Homeland Security's official government Twitter/X social media account has [deflected blame for systemic failures and rentier capitalism onto the most vulnerable populations](#). This textbook scapegoating is part of a [nativist bent that has long animated powerful forces in our country](#). The purpose of this nativism, however, is the same as it ever was: disciplining the masses while protecting the powerful, perpetuating an exploitative economic and legal structure the cruel depths of which appear to have no bottom. Alas, as we approach significant depth, the pressure rises, the hull of our submersible creaks and strains, the sea life outside gets weirder, and light from above starts to fade into black. The confluence of a permissive judiciary writing blank checks to the executive branch and a legislature that refuses to govern, a massive enforcement build-up, and hateful political rhetoric creates an environment where state terror is not just permissible but actively encouraged and funded, providing ample opportunities for brand new horrors to emerge — [like](#)

[Wikipedia pages devoted to the growing reports of people impersonating ICE agents to commit crimes.](#)

Elsewhere, recent election results across the country delivered a clear and compelling message, overwhelmingly favoring candidates who were laser-focused on affordability issues. These victories underline the stark and persistent economic inequality that has defined our current epoch, an inequality that has only deepened in the wake of the subprime mortgage crisis and the Great Recession, the lingering supply chain effects of the COVID-19 pandemic, and the current administration's prevailing economic doctrine. Recall that we now live in a country where [the top 10% of earners are responsible for almost half of the country's retail spending](#), while the vast majority of working people who trade their time on this planet for a wage receive raises that [consistently fail to keep pace with relentless inflation](#) and a cost-of-living that only ever seems to go in one direction.



(Source: [The wealthiest are boosting the economy, as consumer spending rises again || The Washington Post](#))

Reports from Black Friday, that high holy holiday of American consumerism, reveal a similar story — a [“k-shaped economy” driven by luxury spending from the upper echelons of the class divide, still ultimately spending more and getting less](#). Records are being broken, but only

because everything has gotten so damned expensive, and the only ones able to pay the freight already have well-diversified stock and real estate portfolios.

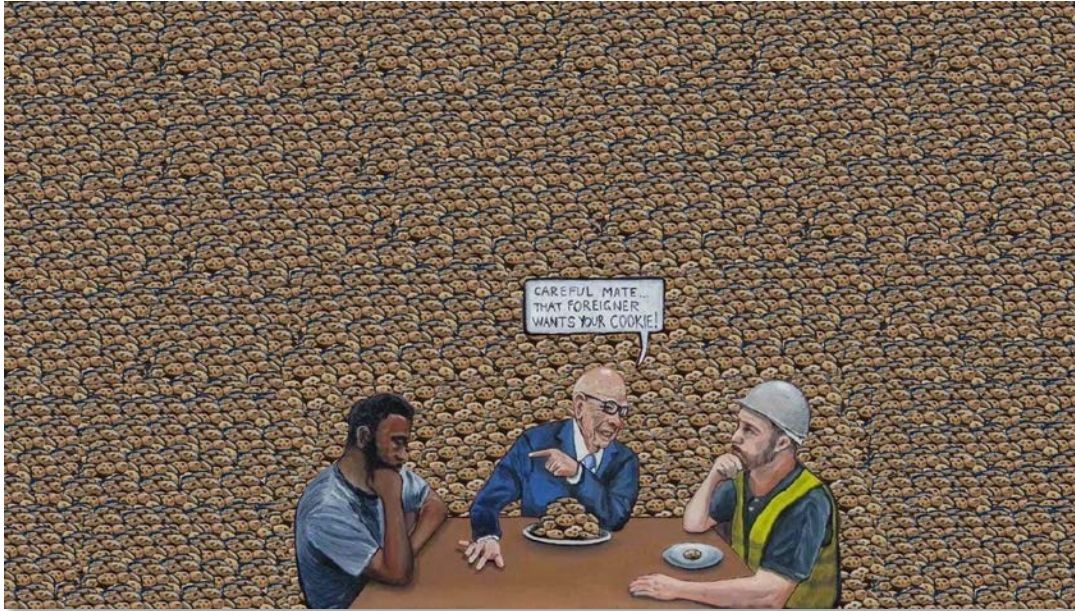


(Source: [‘Scraping for crumbs’: Americans squeezed by affordability crisis](#) || [Financial Times](#) // [unpaywalled link](#))

While Wall Street rides high on [the yet-to-be-realized potential of “AI” and other speculative ventures](#), the Main Street once so loftily referred to in candidate stump speeches seems forgotten, tossed aside like a childhood toy one has grown tired of in favor of a new shiny thing. Research and historical precedent have repeatedly shown that the longer a critical problem goes unaddressed by those with the power to address it, the more a feeling of profound institutional abandonment begins to grow and fester in the hearts of the people, fraying the social fabric and becoming an emotional and material vacuum that inevitably metastasizes, producing stochastic paroxysms of resentment and extremism.

The pretexts for creeping authoritarianism are always the same — a toxic and volatile mixture of economic precarity, xenophobia, bigotry, intolerance, and nationalistic chauvinism. Oligarchs, demagogues, and strongmen deliberately sublimate the unaddressed ire of restless, anxious masses to attack the stranger, the immigrant, the Other. This sleight-of-hand, couched in the rhetoric of patriotic nationalism and self-preservation from purportedly apocalyptic “invasions” of foreigners, affords them ample opportunity to surreptitiously maneuver

themselves into seats of power and control, gilded thrones where they can enrich themselves like kings, conquerors, and robber barons of yore.



The attempt at distracting the white blue collar worker above with xenophobic scapegoating begins to look increasingly absurd as the suited oligarch's horde of wealth in our current epoch has [grown to obscene and nigh unfathomable proportions](#), as humorously visualized here by the massive wall of cookies behind the already sizable pile upon his plate. (original image source unknown)

But while it is a time of monsters, it also is a time of great courage. Amidst a broader cost-of-living crisis that has become an unsustainable state of affairs for so many, and juxtaposed with an administration whose priority seems to be terrifying marginalized groups while simultaneously remodeling the White House in their own image, working class voters are making sure that lawmakers feel the squeeze as much as they are, choosing champions who listen and address their material concerns directly, meaningfully, urgently. And from [strike action](#) to [legislative advocacy](#), these same workers are leveraging every available mechanism of power to enact change.

We must let this zeitgeist be the wind at our backs. Those of us who believe passionately in the power of collective action and the core values of unionism are called upon to be vigilant and organized. Our mission is one that works in service of a common good that uplifts all people, a noble vision currently in question and under threat from bad faith actors, nativists, and

megalomaniacs seeking to remake our country and our shared planet in their image. We must reject a world cleaved into permanent haves and have-nots — one that seeks to pit worker against worker and brother against brother. Instead, we must hold tight to one another, reaffirm our commitment to mending our frayed social fabric one stitch at a time, and build a society that affords all people, regardless of their background or origin, the fundamental opportunity to learn, to err, to grow, and to thrive; to be fully human, with all of its contradictions, complications, tragedies, and wonders.

Solidarity is not just a concept; it is a verb that demands our active participation in the fights unfolding in higher education, our communities, and the world we all belong to. In the spirit of this ethic, your union chapter is in the process of starting a Political Action Team to mobilize rank-and-file members to take action, write Letters to the Editor and to legislators, and build bridges between our union, student organizations, and the local community. If you're interested in participating with these efforts or starting others, please don't hesitate to send an email expressing your interest to Political Outreach Coordinator Ethan Fox at: foxe.uup@pm.me

Spotlight on Workplace Mobbing: Notes from the Niagara Conference and Mobbing Resources from the Milne Library

*by Geoff O'Shea, UUP Oneonta Grievance Officer
and Heather Stalter, Milne Library*

In this column the authors provide a variety of key insights from the recent [Niagara Conference on Workplace Mobbing](#). A resource guide that provides scholarly articles, books, and websites is also included.

We hope these resources provide support and validation for those who have experienced or are experiencing workplace mobbing, and offer insight for those unfamiliar with the phenomenon.

From July 21 to July 22 of this summer, I attended a conference on workplace mobbing at Niagara University that was sponsored by the recently established World Association for Research on Workplace Mobbing ([About – World Association for Research on Workplace Mobbing](#)). For those unfamiliar with this term workplace mobbing is an unfortunate development in workplace behavior where a group of employees, often with the unwitting help of management, will gang up on a fellow employee using a variety of intimidating, unprofessional, and destructive tactics with the sole purpose of expelling that person from the

organization. Sounds familiar? Yes, it's quite a prevalent experience in the workplace. So prevalent that Niagara University in New York, which has rules of conduct prohibiting mobbing, launched an inaugural yearly conference last year to bring this issue to light.

Even though I have been the UUP's Grievance Officer for many years, the Niagara Conference was an enlightening experience for me. I was particularly struck by the diversity of international speakers, representing fields from academia to law and therapeutic psychology, each offering unique perspectives on the pervasive problem of workplace mobbing. One of the most thought-provoking concepts I encountered was "mobability"—the idea that the structure and climate of an organization can either foster or discourage mobbing behavior. The presenters emphasized that while people carry out mobbing, it is often institutional structures and gaps within these structures that allow the behavior to take root. Some of the research presented was quite eye-opening. For example, one presenter discussed how human resources departments sometimes, inadvertently, contribute to mobbing when they attempt to minimize institutional risk by sometimes viewing employees as potential threats rather than people in need of support.

Another major theme in the research presented was the critical role supervisors and bosses play in either perpetuating or preventing mobbing. I was surprised to learn that a survey found 65% of participants considered their boss or supervisor to be the worst aspect of their jobs, reinforcing the adage that "people don't leave their jobs, they leave their bosses." Research presented at the conference highlighted that autocratic and narcissistic leaders are especially likely to create environments where mobbing flourishes.

The conference also introduced me to the five phases of mobbing: beginning with conflict, escalating to aggressive acts, drawing in management, labeling the target as difficult or mentally ill, and often ending with the expulsion of the target. It was sobering to learn how systematic and predictable this process can be. On a more hopeful note, I learned that certain behaviors, like fostering productivity and collaboration, as well as maintaining transparent communication, can help prevent mobbing and create a more civil workplace.

As a psychologist, hearing about the consequences of mobbing on psychological health was particularly moving. According to one researcher, a therapist who has counseled victims of mobs, many mob targets arrive at therapy sessions deeply distressed, and the therapeutic process often begins with simply allowing them to share their stories and encouraging them to keep detailed records. I was surprised—and disheartened—to learn that many therapists are not familiar with workplace mobbing or its harmful effects, and that workplace mobbers often function as "anti-therapists," undermining the target's sense of self and well-being.

Two new developments taken on by the team at Niagara University include the launching of a new academic journal, *The Journal of Workplace Mobbing* ([Journal of Workplace Mobbing](#)), and the establishment of the World Association for Research on Workplace Mobbing. The Journal of Workplace Mobbing accepts submissions on a wide range of topics associated with mobbing such as how universities can prevent mobbing, the connection of mobbing to the larger culture, and personal accounts of workplace mobbing. The World Association for Research on Workplace Mobbing aims to bring greater public awareness to the issue of workplace mobbing and greater

understanding of the devastating effects on individuals' well-being and professional standing from hostile patterns of behavior in the workplace.

As the UUP's Grievance Officer, I find it frustrating to see how prevalent workplace mobbing is across a range of contexts and institutions. So prevalent that a conference, a journal, and an organization must be devoted to examining this issue. My frustration, however, is somewhat alleviated knowing that institutions, like Niagara University, are implementing policies to address this pathological practice. Employees should not be made victims because they chose to work in a place that cannot properly address what is, ultimately, a human rights issue. Employees should flourish, not mobs.

- **Dr. Geoffrey O'Shea, Psychology**

I too attended the 2025 Niagara Conference on Workplace Mobbing, and came away with a deeper understanding of this multidimensional, complicated, and corrosive workplace phenomenon. Research on mobbing and related phenomena such as bullying and abusive supervision has been ongoing for decades. Despite the plethora of research, including the well-documented damaging effects to targets, colleagues, and institutions, it is still prevalent in many workplaces, [affecting almost half of adult workers in the U.S. alone](#).

It is surprising that a conference dedicated to this topic hasn't been done before, so kudos to Niagara University! It is encouraging to see the issue raised and addressed with the attention it deserves through such a welcoming, rigorous, and holistic conference.

Each of the 12 sessions offered eye-opening and interdisciplinary research and perspectives. For me, two recurring themes from the 2025 conference stood out most. First, mobbing (as with similar workplace abuse) can be very difficult to detect in the beginning. For instance, there are cases where the target doesn't realize what is happening for months or even years. This is why awareness and knowledge of the phenomenon is so important. It is also why I decided to curate [a list of resources available from Milne Library](#) and present a [poster on the topic at the 2021 Life of the Mind](#).

The second theme is that mobbing is a process, and central to the process is the dehumanization and "othering" of the target, at whatever cost. Disturbingly, the process can become so warped that the target is often blamed or scapegoated.

These are just two of the many themes that stood out most to me. I highly recommend viewing the sessions when they become available on YouTube. In the meantime, [sessions from the 2024 conference are available](#).

In attending the conference, it occurred to me that ultimately no one exists in a vacuum. Everyone is shaped by and shapes organizational and community dynamics. As the saying goes, "our work environment is our student's learning environment," and an academic environment

free of mobbing is an environment where we are setting an example for our students and creating the conditions where we can thrive and reach our highest potential.

- **Heather Stalter, Milne Library**

Why Do They Hate Us?

***by Alex Thomas- SUNY Oneonta Professor of Sociology
and Executive Director of the PLACES Institute***

Another year has gone by, and another poll has shown further decay in American's regard for higher education. An NBC poll found that only a third of Americans believe higher education to be "worth the cost," ([here](#)), and another finding that demonstrates a loss of confidence among the general public. Similarly, a Gallup poll two years ago found a similar decline ([here](#)), and there are others out there as well ([and here](#)). A common explanation for these trends is that we are victims of a right wing attack on college professors, and lines like "countless colleges have transformed into woke indoctrination factories that churn out grads with liberal arts degrees and zero specialized skills" and "grade inflation and faculties increasingly dominated by leftist ideologues reduce the return even on "real" classes," both of which were in a recent New York Post article ([I'm just the messenger here](#)) certainly give credence to the claim. That said, only 50-60 percent of Republicans identify as "MAGA," translating into only around 15 percent of the population. To get the numbers in these polls, we need to look beyond the Trumpie base: the NBC poll also found that only 47 percent of Democrats think college worth the cost. As hard as it is, it might be time to look in the mirror.

Let's start with an observation from my last book: a latent (unintended, more or less) function of academia is to discredit the Left. That seems counterintuitive, I know, but the wonders of sociology and complexity theory demonstrate how a set of individuals all wanting the same thing can result in the opposite occurring; it's called emergence. We all want to pay as little as possible for that must-have toy for our kid, but since so many of us want it, the price goes up. Every office on campus wants a new app to simplify the college bureaucracy, but since every

office gets its own software solution, the bureaucracy grows more complex, not less. Think it through: nearly every academic wants social justice and to breathe air that won't choke us, and that unanimity of opinion allows those who don't share our views to use our social identity as academics against the very same causes we support. Honestly, how many members of *our* faculty do you know who are conservative? Granted, I'm a sociologist so there is a selection bias in my social circles, but I can honestly say that the last I knew of retired several years ago. The closest thing I know of are folks who don't strongly identify with either party, but arguably that's just good sense. If we are tarred as a political monoculture, we might want to at least consider whether or not it is true. While we are at it, we might consider whether our arguments are strong as they can be when we have nobody with whom to debate them.

To understand why so much of the "working class" does not identify with an institution where so many of us identify as the "vanguard of the working class," we need to consider the unthinkable: we are not, in anything than the most Marxist way, working class. Even Marx himself, in writings such as the *Eighteenth Brumaire* and the various journalist writings, did not write of us as proletarians in anything but a most technical sense: *petit bourgeoisie*, perhaps, but not the proles. This underlies why so many Americans do not see us as a vanguard of the revolution but rather as a pampered elite. Less than five percent of the US population holds a doctorate, and our membership in a minority of highly educated professionals makes it easy for conservatives to portray us as intellectually aloof and disdaining of the "deplorables" in our midst. For example, consider that the starting salary for a SUNY Oneonta assistant professor of \$60,000 was only slightly lower than the median household income for Otsego County of \$67,086—for nine months of work ([here](#)). Add to this an array of non-monetary indicators of class privilege: the ability to set our schedules to allow us to take the kids to dance or sport in the afternoon, to arrive at the office less than four days a week, to dress as we please and to have minimal reporting to bosses who, frankly, seem rather afraid of us. These are not the working conditions with which most Americans are familiar, and we should not be surprised when our pleas of oppression fall on deaf ears. Does this mean we should not pursue our class interests by demanding, among other things, salaries that are competitive with other universities or, at the least, other SUNYs? No, we just need to recognize that demands to be competitive with other

members of the professional class is not the same as working class interests, and as such we cannot be the vanguard of the proletariat because our class interests are not theirs.

So how do we regain the trust of average Americans? We need to reconnect with our communities as equals and not as secular preachers, to engage with the world rather than judge it. Some examples:

1. *End Higher Education.* In *The sociological predicament*, I distinguish between a “higher education” system and a “university system.” In brief, a higher education system exists to credential workers and serve as consumers for an array of global corporations honing in on our territory. For example, my door is currently decorated with the most important awards I have received from the SUNY system in the last ten years: my Ethics Training certificate and my HazMat training certificate and all the rest. Each of these was offered by the firms SUNY trusts most to do online training: private firms! What does it say about the faith the State of New York places in SUNY when multinational corporations design the online education for SUNY? If a higher education institution is a tool of Capitalism, perhaps a university can be something else: a seeker of knowledge that illuminates society and informs policy. A good way to start is to reduce our reliance on corporations for academic publishing by creating our own SUNY-wide interdisciplinary journals that focus on New York State. Fully refereed by scholars across the system, such journals should be top-rate scholarly journals that can focus on issues in New York State and, as online entities, can be sent to any politician or member of the public as soon as new research is available. Best of all, our free labor could benefit the public good and not private profit. And, of course, our free labor is not really free: SUNY already pays for it.



2. *A public university is a public asset.* A university system consists of faculties of highly-trained scholars who, once on campus, are frequently treated as little more than teachers of classes. Skilled researchers are asked to hone their craft for promotion to associate and later full professor, but only rarely asked their opinions on the subject matter in which they specialize. A public university recognizes that the knowledge of faculty are an asset for the community and the region, and in this way we can be of service to our state as excess capacity in case of emergencies, particularly if scientific labs and basic research was conducted in such a way that we can add knowledge in planning and resilience when the worse happens. Of course, it is not reasonable to expect that every scholar contribute to regional planning and knowledge, but it is reasonable to expect that a public university make an *institutional* commitment to such capacity building.

3. *Protect the brand.* The silver lining in the polls is that large segments of the public can sway their opinion of us to and fro, and that is an opportunity to win back the majority. To do so, we

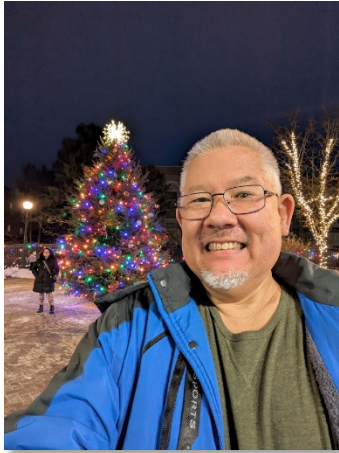
need to acknowledge when our foes have a point, and to do that we need to read what they write. The library pays for every one of us to subscribe to *The New York Times* and the *Wall Street Journal*, and reading both every day can be illuminating. The *Journal* is not as MAGA-fied as many of our colleagues believe, and the liberals at the *Times* can be just as critical of academia as the Right. I am coauthor on the 2013 book *Critical Rural Theory*, a screed that has since also been published in India and most recently in China, and I am willing to admit that Herbert Marcuse—a founder of critical theory—was at times a tad too comfortable with political violence for my taste, to say nothing of Frantz Fanon. Acknowledging uncomfortable facts about *our* writers also enables us to resist calls for censorship. Our foes portray academia as reluctant to encourage intellectual diversity, and even our defenders have found a tendency to not assign conflicting views in syllabi ([for example](#)). If you have conducted ethnographic research you know how important it is to be cognizant of how those in the field perceive you, and approaching our craft with a bit more humility about how the public sees us and why can help us safeguard our reputation.

Alex Thomas is professor of sociology and executive director of the PLACES Institute on campus. He has twice served as department chair and as dean of behavioral and applied science from 2010-2013. His latest book, *The sociological predicament: Academia and the contradictions of working-class consciousness*, was published by Routledge in 2025.



Compensation and Workload Update

by Robert Compton, Acting VP for Academics



Holiday Spirit in Oneonta

Dear Comrades,

Holiday Greetings to you! For more than two decades, UUP has pushed SUNY Oneonta to address issues of compensation and workload at our campus. Some traction took hold during the end of President Donovan's regime with a move back to 3-4 or 21 semester hours teaching load. President Kleniewski then addressed salary inequity more than ten years ago. The study, conducted by Wade Thomas, then Dean of Business led to salary adjustment of 22.8% of inequity per faculty member. After a succession of mediocre contracts that failed to address issues of starting pay and inequity among faculty effectively. UUP Oneonta started a series of discussions with the current administration. Originally, I initiated the effort as Chapter President, setting off the current round of targeted discussions. Over the past two years, our current Chapter President Shirley Clark, with the assistance of the indefatigable Mark Ferrara, the Chief Negotiator, and our LRS Chris Sielaff, produced several areas of movement. Resulting from these strategic labor management discussions, starting salaries for academic faculty have been increased (twice!), issues of salary compression and inversion have been addressed, and last year (2024), the UUP-negotiated DSI pool of 0.5% of all salaries was distributed across the board to all UUP unit members. Additionally, as a result of our Chapter's strong advocacy, administration added an extra 0.5% to all UUP unit member salaries; an action that was not replicated at any other UUP-represented SUNY campus in this time of SUNY austerity. Although these individual incremental gains may not make anybody ultra-wealthy, they do represent important steps in our collective effort towards competitive, comparable, and fair compensation. In addition, UUP advocated for this year's 0.5% UUP-negotiated DSI pool to be applied across the board to all unit members, the administration has decided to distribute DSI for salary adjustments to address some acute instances of salary inequity for some of our fellow members whose salaries are out of line. Furthermore, administration has expressed a strong desire to move toward increasing salary to be highly competitive among comparable SUNY comprehensives.

More importantly, the administration has initiated a pilot of a 3-3 load (18 semester hours) effective Fall 2026. UUP will continue to push for extension of this program so that all tenure track faculty members will have a base 3-3 professional obligation. How can you help UUP achieve this long-term goal? As faculty, we should refrain from taking on extra service teaching or excessive summer and winter teaching to supplement our salaries. While I understand that salaries are problematic as cost-of-living increases faster than earmarked raises, it would be counterproductive to assume larger teaching assignments while requesting overall teaching load reduction. Finally, keep the conversation about the 3-3 load going. If your department is part of the pilot, endeavor to make it a success and keep UUP apprised with your progress. If your department is not part of the pilot, continue the conversation; discuss with your Chair and Dean what it would take for your department to part of the next expansion of the pilot. Let's keep pushing together until we all cross the 3-3 finish line.

Finally, I'd like to take a moment to note that UUP and SUNY Oneonta administration have engaged in a number of discussions regarding compensation and workload, in a number of venues, over the past several years. The conversations are fluid and evolve over time, along with the interests and understanding of both parties. Please take time to review the communique below provided to UUP by SUNY Oneonta Administration at the November 19, 2025 Labor-Management Meeting clearly outlining the current position and strategy of the Administration.

Cheers and Happy Holidays....

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**From SUNY Oneonta Management:
Formal Statement on Compensation**

Labor-Management Meeting with UUP on November 19, 2025

To ensure clarity, transparency, and the avoidance of any perception of questionable intent by either party, the administration will communicate regarding compensation and workload matters through formal, pre-written statements.

As approximately 80% of the University's revenue is derived from enrollment, sustained progress toward improved compensation requires growth in enrollment. Despite a nearly 40% increase in recruitment spending over the past five years,

enrollment has remained flat. Accordingly, the institution's long-term strategy for generating the revenue necessary to support sustainable salary growth is centered on expanding and strengthening the academic portfolio and improving retention.

In the short term, the University has implemented several financially responsible measures to improve compensation. These include the use of DSI funds, an additional .5% across-the-board investment, increases to minimum salaries, and targeted adjustments. For example, the minimum salary for assistant professors will increase to \$63,000 this fall—an almost \$10,000 increase since 2021. The University has also introduced compensation for work previously performed without remuneration, increased chair stipends, and expanded the salary differential between associate and full professors by \$4,000. These targeted but feasible actions reflect a continued commitment to reducing the compensation gap between SUNY Oneonta and its peer institutions.

This fall, DSI funding will be used to provide an average 2% base-salary increase to 200 UUP members.

At the end of the current fiscal year—pending the state budget, enrollment performance, and institutional surplus for the 2025—26 academic year—the University will identify an additional group of UUP members for further base-salary adjustments that continue the effort to close the compensation gap with peer institutions.

As previously communicated on multiple occasions, the University will proceed with a pilot 3/3 course load involving three academic departments beginning in Fall 2026. The UUP president will be formally notified of the selected departments at the same time as departments are notified.

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Democracy in Action: Frank Capra's Civics Lesson

by Bill Simons, Secretary



Lincoln

Credit: nps.gov <https://www.nps.gov/nama/learn/news/images/Lincoln-statue-web.jpqm>

In this season of monarchical pretention, it is good to reflect on our democratic traditions. The American democracy remains a fragile experiment. In theory and practice, it is flawed. British Prime Minister, Winston Churchill, the first honorary citizen of the United States, observed that “democracy is the worst form of Government except for all those other forms that have been tried.” Acceptance of legitimate election results, adherence to the Constitution and rule of law, freedom of speech and media, separation of powers, Federal-state boundaries, an educated citizenry, and respect for individual rights irrespective of race, religion, gender, orientation, or origins provide guardrails for our democracy. Today, retributive demagoguery, politicized justice, threats to dissenters, dismissal of evidence as fake, denial of election returns, demonization of minorities, urban military presence under dubious authority, and lethal force at sea without Congressional approval threaten republican norms. However, Americans are not made of sugar candy. This is a good time to remember who we are.

CCAL (The Center for Continuing Adult Learning) fosters personal and collective learning. Co-sponsored by SUNY Oneonta and Hartwick College, it offers varied courses encompassing culture, entertainment, history, literature, and much more. A substantial cohort of CCAL learners and instructors possess NYSUT and/or UUP backgrounds. It is a great venue for education, camaraderie, and engagement.

CCAL has given me the opportunity to co-teach courses examining my interaction with Vietnam refugees at Indiantown Gap (with Reverend Cynthia Walton-Leavitt) and two offerings (women circa 1960 and cinema) alongside former UUP Treasurer Todd Jones. The participation of my attorney son Joe's remarkable and impactful first and second grade teachers, respectively Mrs. (Corinne) Hahn and Mrs. (Kim) Downie, in the film course illustrates the permeable and interchangeable roles of CCAL instructors and learners. A recent class led to discussion of an instructive movie, *Mr. Smith Goes to Washington*, directed by Frank Capra.

The son of Italian immigrants, Capra embraced America with a romantic ebullience common to newcomers. In his 40s, he enlisted in the U.S. Army four days after Pearl Harbor. As a director, he imbued his films with a distinctive style. Capra reflected the director's reverence for history, nostalgic indulgence, faith in American democracy, and willingness to battle corrupt and menacing villains. *Mr. Smith Goes to Washington* reached theaters in 1939, perhaps the greatest year in film history.

Jefferson Smith, played by that quintessentially American actor Jimmy Stewart, is the protagonist of *Mr. Smith Goes to Washington*. Young, idealistic, and naïve, Jefferson Smith, adult director of the Boy Rangers in an unnamed Midwestern State, is appointed to the U.S. Senate through the influence of a ruthless, grasping political machine headed by Jim Taylor. The Taylor

machine plans to manipulate the inexperienced Smith into supporting a plan to sell land acquired by graft to the Federal government at a usurious price. However, Smith, an advocate for a national boys' camp on that land, learns of the scheme and, showing backbone, opposes it.

A generation earlier, the Taylor machine had assassinated Smith's father, a crusading newspaper editor who championed lost causes. Now, the Taylor machine, intent not only on ill-gained largesse but on installing their frontman Joe Paine as the next president, resolves to destroy neophyte Senator Jefferson Smith. Calling for Smith's expulsion from the Senate, Taylor-controlled media spreads the canard that Smith plans to bamboozle American youth into contributing their meager savings to a phony camp fund for his own enrichment.

On the cusp of an emotional breakdown, a disillusioned, anxious, and solitary Smith visits the Lincoln Memorial at night. Thinking of an earlier visit to the Memorial, he remembers a boy reading the Gettysburg Address with its paean to democracy leavened by solemn acknowledgment of its cost, to a grandfather: "It is rather for us to be here dedicated to the great task remaining before us – that from these honored dead we take increased devotion to that cause for which they gave the last full measure of devotion – that we here highly resolve that these dead shall not have died in vain – that this nation, under God, shall have a new birth of freedom – and that government of the people, by the people, for the people, shall not perish from the earth."

Smith resolves to fight the Taylor machine. On the floor of the Senate, he employs the filibuster, a stratagem that enables a Senator to hold the floor as long he/she continues to speak. Senator Smith quotes the Founders, reads from the Declaration of Independence and the Constitution, and evokes the nation's journey and his own entwinement in it. Smith drills deep

into the enormity of American history, shredding the deceits of the Taylors that have blinded morality. By the time an exhausted Smith collapses in the 25th consecutive hour of his filibuster, a core of Senators, reporters, and spectators recognize that he speaks the truth. Smith has sparked the dormant but not extinguished American conscience. A remnant morphs into a legislative majority, encompassing a suicidal Joe Paine who confesses to his role in the Taylor machine's framing of Smith.

Capra's message is clear: once a critical core reasserts the native decencies, the majority will follow, sweeping away corrupt bossism. Capra's Smith is not *The Leader*. He is neither charismatic nor exceptional. Smith represents the better angels of ordinary Americans, sometimes misled by demagoguery, corruption, and intimidation. But beneath the husk of misdirection, the democratic ethos is still there. As Lincoln recognized: "You can fool all the people some of the time and some of the people all the time, but you cannot fool all the people all the time."

Unlike the current President of the United States, Frank Capra respected the Senate tradition of the filibuster, a means of protecting minority expression. In *Mr. Smith Goes to Washington*, the respected newsman H.V. Kaltenborn, playing himself, terms the filibuster "the American privilege of free speech in its most dramatic form...The right to talk your head off!"

Alissa Wilkinson writes in *The New York Times*: "I thought of Smith and his idealism while watching Senator Cory Booker's 24 hours into his own record-setting [March 31-April 1, 2025] ... speech to protest the actions of the Trump administration... Of course, not every filibuster is righteous... But still, the theatricality of a filibuster... a demonstration of something remarkable about the American system of government." *Mr. Smith Goes to Washington* depicts Kaltenborn

pointing out “that among the observers in the packed gallery are representatives from two ‘dictator powers... They have come here to see what they can’t see at home: democracy in action.’”

During the *Mr. Smith Goes to Washington* session, a CCAL class member suggested incorporating the film into the school curriculum to enhance civic education. Of such profiles in courage, World War II hero, Pulitzer Prize winning biographer, and president, John F. Kennedy observed, “The stories of past courage can define that ingredient - they can teach, they can offer hope, they provide inspiration. But they cannot supply courage itself. For this each... must look into his own soul.”

Energy Notes: The Empire State of Power-
Grid Operator Comments on State Draft Energy Plan:
by Dennis Higgins, UUP Oneonta Retiree Member

Along with many others, New York’s Independent System Operator (NYISO), the electric grid operator, commented on the State’s draft energy plan. That plan reaffirmed a commitment to building solar, wind, batteries, and transmission. Meanwhile, in dozens of reports, NYISO has documented declining reliability and increasing gas demand since passage of the Climate Leadership and Community Protection Act (CLCPA). NYISO suggests that:

A diverse resource mix promotes grid resilience by minimizing the risk of power disruptions. The resources supporting this diverse mix rely on various fuels and integrate sufficient levels of dispatchable, reliable generators, with capabilities to provide the energy and reliability attributes the electric system requires.

For NYISO, “the aging of the existing generation fleet, the rapid growth of large loads, and the increasing difficulty of developing new dispatchable resources” mean that, relying on

intermittent resources, we can expect more problems. Since 2019, the reliability margin has dropped from four gigawatts (GW) to two GW.

With intermittent generation, you get lots of electricity when there's no demand- and, maybe, none when you need it. Assuming neighbor states will buy excess renewable generation may make a plan look fiscally responsible but what if no one wants it? Last year, California dumped 2.6 terawatt-hours – enough to keep the lights on in San Francisco for a month. Meanwhile, California's "duck curve" documents the increasing gas backup – often over 15 GWs-worth—needed to support renewables. Yet California relies on neighbors for up to a quarter of its electricity. Will Canada and Pennsylvania have energy to send New York? NYISO commented:

[E]lectric supply shortages largely resulted from hot weather, high energy demand, and tight supply conditions across the mid-west United States, eastern Canada, New England, and the PJM states*. As a result, imports into New York from neighboring regions were limited due to their own tight conditions and nearly all generating resources in New York were needed to provide energy.

Renewable energy won't be cheap. California, Hawaii, the Dakotas, and Kansas saw energy prices rise in almost the same percentage as the renewable buildout. The average NYSEG/RGE electric bill in New York State saw increases greater than 25% over the last several years, even though New York's solar and wind have only increased to about 10% since 2019. New transmission, many times the size of the existing grid, is needed. Expensive batteries, too. Turbines, batteries, and panels installed today will need replacement in 20 years. Further, rising gas prices and diminishing dispatchable resources make it harder to nail down commitments for future power: Capacity market prices for electricity in New York have increased by 300% since 2019.



Ravenswood (above), a fossil-fuel power plant in metro NY built by ConEd in 1963 is one of the state's old fossil fuel power plants. It has a nameplate capacity of 2,000MW

Gas demand is up almost 30%. Rising prices and transmission constraints have revived discussion of new pipelines – NESE and Constitution -- and prompted DEC to approve compression expansion on the Iroquois pipeline. This will enable Cricket Valley, one of the gas plants which replaced the Indian Point nuclear reactors, to run at capacity.

State capacity is not matching growing demand from data centers, home and vehicle electrification, manufacturing, or electric wholesale purchasing. NYISO wonders whether the baseload generators needed will be available:

[t]he final State Energy Plan must include a recommendation consistent with the Draft Plan observations that combustion generating units remain essential parts of electric grid reliability and affordability, and retirement of these units will not be able to occur until resources that provide the same grid reliability attributes are put in place.

Further, it would be foolish not to support existing nuclear, the most reliable resource in the state:

Four nuclear generators in upstate New York account for 9% of total statewide installed capacity ... but supplied 21% of the energy produced in the state in 2024. Nuclear generators provide reliable, continuous, predictable, emissions-free supply and must remain online to maintain electric system reliability.



Nine Mile (above) is America's oldest nuclear power plant. Nuclear plants support the highest pay in the energy industry and can run for 80-100 years. NY's nuclear plants are about 10% of installed capacity but generate over 20% of state energy.

NYISO projects that up to 40 GW of new capacity will be needed to replace the current fossil-fuel fleet, and that state energy demand could double in 20 years. The carbon-free baseload resource to provide energy remains unclear in state planning. The CLCPA is not a treasure map to a golden future. It is a stake through the heart of a reliable affordable grid.

Notes:

*PJM Interconnection is a regional transmission organization (RTO) that operates the largest wholesale electricity market in North America, serving 65 million customers across 13 states and the District of Columbia. PJM is to some middle states what NYISO is to NYS.

An Article on the California “Duck Curve”:

https://www.caiso.com/Documents/FlexibleResourcesHelpRenewables_FastFacts.pdf

UUP Oneonta- Chapter Meeting Notes for November 12, 2025

by Bill Simons, UUP Oneonta Chapter Secretary and Academic Delegate

Present: (30)

Otsego Grille: (26) Ron Bishop, Jasmine Buenviaje, Shirley Clark, Rob Compton, Teresa DeSantis (Chapter Assistant), Sarah Dunlap, Ethan Fox, Thor Gibbins, Jeri Anne Jerminario, Grazyna

Kamburowska, Achim Koeddermann, Cindy Lehr, J McDermott, Katherine Nelligan, Sean Shannon, Bill Simons, Rui Tan, Loraine Tyler, Rich Tyler, Matthew Unangst, Zhu Wang, Nicholas (Amrit) Weir, Gary Wickham, Jon Williams, RP Withington, and one unreadable signature

Zoom: (4) Melissa Lavin, Anthony Nichols, Jessie Simpauco, Ed Wesnofske

I. President Shirley Clark called the meeting to order at 12:05 PM.

II. Shirley stated that the chief order of today's business would be consideration of new Chapter Bylaws.

A. The Bylaws Committee that drafted the document consisted of: Shirley Clark, Mike McAvoy, and Rich Tyler. The last Chapter Bylaws were enacted in 1991.

B. Katherine Nelligan moved for passage of the proposed Bylaws. Loraine Tyler seconded the motion.

C. Discussion of the proposed Bylaws ensued.

D. RP Withington moved that the Bylaws under consideration include the following amendment: "All officers must be UUP Oneonta members."

(i) Bill Simons seconded the motion.

E. Discussion of the proposed amendment that "All officers must be UUP Oneonta members" closed.

F. The amendment that "All officers must be UUP Oneonta members" passed unanimously.

G. RP Withington moved that the Bylaws under consideration include the following amendment: "All committee members must be UUP Oneonta members."

(i) Bill Simons seconded the motion.

H. Discussion of the proposed amendment that "All committee members must be UUP Oneonta members" closed.

I. Gary Wickham moved for passage of the twice amended Bylaws document. Rich Tyler seconded the motions.

J. The new Chapter Bylaws were approved unanimously.

III. Shirley noted:

A. Contract negotiation updates will appear in the Members Only section of the State UUP

Website, and she commented on the process of identifying new members and payroll protocols. She stated, "That all new UUP Members should check their pay stubs after the first four weeks of employment to ensure that the appropriate deduction for retirement is present."

IV. UUP member concerns about the presence of Turning Point on Campus

A. Rob Compton reported discussion with SUNY Oneonta Vice President for Student Affairs

Dr. Tracy P. Johnson concerning Turning Point.

(i) Rob stated that Turning Point has a campus student organization and advisor.

According to Rob, Dr. Johnson indicated that Turning Point would have the same rights as any other sanctioned student organization.

(ii) Rob requested that Labor Relations Specialist Chris Sielaff be consulted to determine if the campus presence of Turning Point is a UUP issue and that Turning Point's presence be on the next Labor-Management agenda.

B. Shirley will consult Chris Sielaff concerning the request to add the campus presence of Turning Point to the Labor Management agenda.

C. Shirley discussed the "**Reporting and Response Procedure for Bias Act Response Team (BART)**," called for vigilance, and recommended that attendees share today's discussion about Turning Point with their departments.

D. Ron Bishop reported discussion of Turning Point in the Senate Steering Committee.

E. J McDermott requested that the Chapter newsletter include an article on the guidelines to follow concerning filing about an incident under "**Reporting and Response Procedure for Bias Act Response Team (BART)**." Shirley stated that an explanation of BART protocols will appear in *UUP-Date!*

V. The meeting adjourned at 12:43 pm

Submitted by Bill Simons, Secretary

UUP Oneonta Executive Board Meeting Minutes**Wednesday, November 5, 2025****12 Noon- Le Café*****by Bill Simons, UUP Oneonta Chapter Secretary and Academic Delegate***

Present: (24)

Le Café: (20) Ron Bishop, Shirley Clark, Robert Compton, Teresa DeSantis (Chapter Administrative Assistant), Christine Edwards, Ethan Fox, Brian Hennigan (Organizer), Jeri Anne Jerminario, Penina Kamina, Achim Koeddermann, Mike McAvoy, Anthony Nichols, Chris Sielaff (LRS), Bill Simons, Jessie Simpauco, Rob Trimarchi (Organizer), Loraine Tyler, Rich Tyler, Matt Unangst, Gary Wickham

Virtual: (4) Penina Kamina, Melissa Lavin, Geoff O'Shea, Ed Wesnofske

- I. President's Report: Shirley Clark
 - A. Shirley commenced the meeting with a welcome at 12:03 PM.
 - B. Update concerning the Negotiations Committee Meeting in Albany on October 9–10, 2025. Oneonta was represented by Chapter President Shirley Clark, Vice President for Professionals Jessie Simpauco, and Officer for Contingents Melissa Lavin. Due to confidentiality protocols, there are restraints on public discussion at the meeting. However, compensation received key emphasis during the meeting as related to salaries, stipends, and benefits.
 - C. At the next Chapter meeting, there will be a vote concerning adoption of the proposed Chapter Bylaws.
 - D. Memorandum of Agreement signed by UUP, LRS, and University of Oneonta. On October 6, 2025, a Memorandum of Agreement (MOA) was signed by Oneonta UUP Chapter President Shirley Clark, Labor Relations Specialist Chris Sielaff, and SUNY Oneonta Chief Human Resources Officer Dia Carleton. In this agreement, when an employee with healthcare benefits eligibility loses or is anticipated to lose benefits eligibility as a result of an action taken by Oneonta, the employee will receive a consultation with a representative of the Oneonta Office of Employee Services. The purpose of the consultation will be to identify potential employment opportunities that may effectuate continuity of benefits eligibility. The right of the employee to receive the consultation does not confer any right of continued benefits eligibility.
 - E. Fall Delegate Assembly. President Shirley Clark, Vice President for Professionals Jessie Simpauco, Secretary Bill Simons, Treasurer Richard Tyler, Officer for Retirees Jeri Anne Jerminario, Political Outreach Coordinator Ethan Fox, and Delegates Loraine Tyler, Penina Kamina, Michael McAvoy, Anthony Nichols, Matthew Unangst, Achim Koeddermann, and Christine Edwards represented the Oneonta chapter as voting delegates at the Fall 2025 Delegate Assembly, held in Albany on October 24–25, 2025.

In addition, Betty Wambui provided Oneonta with a presence on the Women's Rights Committee.
 - F. Chapter President's Report. The preceding and other items are discussed in the print version of the Chapter President's Report, which was distributed to the Executive Board and posted on the Chapter website.
 - G. A moment of silence was observed in honor of former UUP Oneonta

Officer for Contingents Cindy Klink. She passed away on October 23, 2025, after a valiant battle against small cell lung cancer. (Secretary Note: An article by Nancy Simons highlighting Cindy's achievements appears on pages 20-22 of the November 7, 2025, issue of *UUP-Date*.)

II. Vice President for Academics: Election

- A. Noting that the office of Vice President for Academics is currently vacant, Achim Koeddermann moved the nomination of Rob Compton to serve as Acting Vice President for Academics.
- B. Bill Simons seconded the motion.
- C. Discussion: Rob stated that he plans to resign from SUNY Oneonta employment at the end of the academic year and, if elected, would retain the office only until then. During that time, however, Rob would prioritize recruiting a qualified successor and jump start Part II of the Academic Climate survey. He referenced academic workload and compensation. Bill noted Rob's past outstanding prior service as Chapter President, Vice President for Academics, Secretary, Delegate, newsletter columnist, and chair/member of several Chapter and State UUP committees.
- D. There were no further nominations, and a call for the vote was made.
- E. Rob was elected Acting Vice President for Academics by a vote of 20 yes, 0 no, 1 abstention. Applause followed the counting of the tally.

III. Report of Vice President for Professionals: Jessie Simpauco

- A. Jessie referenced on-going committee discussion to conceptualize issues and initiatives.
- B. She discussed the concerns of Professionals with the campus presence of Turning Point and the organization's possible coordination with ICE. Jessie will continue to monitor this and remain in contact with SUNY Oneonta Vice President for Student Affairs Tracy Johnson.

IV. Treasurer's Monthly Report: Rich Tyler

- A. Rich verbally corrected a few miscues concerning the dates, which elicited a clarification query. He then presented the revised monthly report.
- B. Gary Wickham moved for approval of the Treasurer's Report; Mike McAvoy seconded the motion.
- C. The revised Treasurer's Report was approved unanimously.

V. Secretary Report: Bill Simons and Mike McAvoy

- A. Bill turned discussion of the minutes of the October 1, 2025, Executive Board Meeting over to Mike. Bill was absent on October 1st, and Mike filled in as Secretary of the Day on October 1st.
- B. Loraine Tyler moved for approval of the October 1, 2025, Executive Board minutes; Matt Unangst seconded the motion.
- C. The October 1, 2025, Executive Board minutes were approved 20 yes; 0 no; 1 abstention.

VI. Officer for Contingents Report: Melissa Lavin

- A. The Week of October 27th was Adjunct Equity Week. Melissa engaged the theme by showing the documentary *Adjunct*, and participating in the panel discussion on

Wednesday, Oct 29th with the film's documentarian. She invited student attendance in the program.

- B. It has come to Melissa's attention that Turning Point, USA, a group with a history of targeting the professoriate, has allegedly secured a campus adviser. Melissa is meeting with SUNY Oneonta Vice President for Student Affairs Tracy Johnson, and others, to learn about the parameters of the organization's activities on the SUNY Oneonta campus.

VII. Officer for Retirees Report: Jeri Anne Jerminario and Loraine Tyler

- A. Jeri turned discussion of the October 7, 2025, joint Oneonta-Delhi gathering over to Loraine since Jeri was out of the area at that time. Loraine reported that the event, held in Delhi, had 25 retirees and featured a speaker, medical skin specialist Michael Weinberg.
- B. All Oneonta UUPers, including retirees, are invited to the next *UUP Unplugged: Topics and Conversation* on Wednesday, November 19, 2025, 3 PM, Morris Conference Center, Room 104

VIII. Officer for Diversity, Equity, and Inclusion Officer Report: Penina Kamina

- A. Penina reported on recent diversity meetings, focusing on indigenous peoples and immigrants, both at the Fall Delegate Assembly and virtually.
 - (i) She emphasized the need for vigilance.
 - (ii) More UUP Oneonta campus events to promote mutual understanding are in the planning stage.
- B. Melissa responded to the Officer for Diversity, Equity, and Inclusion Report, stating that she did not think that Turning Point aligned either with free speech or SUNY values.
 - (i) Rob Compton suggested asking the Administration directly about available information concerning possible Turning Point reportage to ICE.

IX. Political Outreach Coordinator Report: Ethan Fox

- A. Ethan will continue to try to liaison with the SUNY Oneonta Young Democrats organization and other student organizations.
- B. With the Federal cutbacks to SNAP, Ethan will work to encourage UUP Oneonta participation with local food banks.
- C. He reinforced the Turning Point concerns of other officers and counseled to keep a close eye.
- D. Bill suggested reactivating the UUP Upstate Mayor's Coalition and continuing volunteering at the *Saturday's Bread* community kitchen. In regard to ties with local government, Bill noted that UUP Oneonta Office Assistant Teresa DeSantis was the top vote getter in the Tuesday, November 5, 2025, Town of Oneonta board election. Teresa received a round of applause.

X. Organizer Report: Rob Trimarchi

- A. Although the Chapter Membership Development Officer position remains vacant, 94% of eligible SUNY Oneonta full-time employees are members of UUP Oneonta. That figure is slightly above the state average.
- B. Rob introduced new organizer Brian Hennigan, who then spoke about his background and plans.
- C. UUP is developing a template to move new hires into the UUP conversation.

D. Rob noted the utility of emphasizing common issues, such as the contract, in reaching out to new members.

E. More new member events are planned.

XI. Achim motioned to adjourn; Bill seconded the motion. The meeting adjourned at 1:01 PM.

Holiday Recipes-Cranberry Pecan Pie!
by Teresa DeSantis, UUP Oneonta Chapter Assistant



Cranberries add tartness to this sweet pie, making it a family favorite!

Ingredients:

Pie Shell:

Pastry for a single crust 9" (23 cm) pie shell

Filling:

3 eggs, beaten
1 cup dark corn syrup
2/3 cup sugar
1/4 cup butter, melted
1 cup Cranberries (fresh or frozen), halved
1 cup pecan halves
whipped cream, sweetened

Instructions:

Preheat oven to 325°F. Prepare pastry and line pie plate. Sprinkle with cranberries and pecans. Mix corn syrup, sugar and butter. Pour carefully over the pecans and cranberries. Bake at 325°F (160°C) for 50 – 55 minutes, or until a knife inserted halfway between the edge and center comes out clean. Cool. Serve topped with whipped cream. Serves 6.

Source: <https://cranberry.ca/cranberry-pecan-pie/>

Original Source: **The Cranberry Cookbook- June Johnston**

<https://cranberry.ca/product/cranberry-cookbook/>

Chapter Events:

Visit our website and view the calendar of events.

<https://uuphost.org/oneonta/events/calendar/>

Link to add the .ics link to your own calendar:

<https://outlook.office365.com/owa/calendar/0b2f0cba755a40ce9fb198e743643e3c@uupmail.org/1fa294ad4ad54c24ba21fc4fa440b5227713049514609190491/calendar.ics>

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**UUP Unplugged! (Formerly Coffee/Social Hour)**

**Just stop by! No RSVP is required.**

**Hot apple cider and sweet baked goods will be served.  
From 3:00-4:30 PM on the following dates:**

**December 10- Human Ecology- Martha Pratt Suite- Room 144**

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**Know Your Contract Lunch & Learn Sessions- Fred Kowal, President, Statewide UUP:**

Dear Colleagues:

Bargaining and enforcing our contract is arguably the most important thing that UUP does as a union. Our contract reflects the fact that UUP is the most diverse and comprehensive higher education union in the country; in addition to ensuring salary increases it establishes worker rights and protections including due process, job security, health benefits, and much more, with provisions designed to address the needs of professionals, academics, health care workers, contingent faculty, and the full range of higher ed workers in our union.

As UUP prepares to begin contract negotiations with New York State, we want to prioritize member education and engagement. We are pleased, therefore, to offer a series of Know Your Contract Lunch-and-Learn sessions. Each workshop, led by our excellent LRS staff, will cover a key aspect of the contract (see schedule below). We encourage everyone to sign up for as many sessions as you would like.

| <a href="#">Click Here to Register</a>                                  | <u>DATES</u>                       |
|-------------------------------------------------------------------------|------------------------------------|
| A-28 and Related Provisions                                             | December 9<br>11:30 am – 12:30 pm  |
| Health Science Center Member Protections & Benefits                     | December 16<br>11:30 am – 12:30 pm |
| Maximizing Your Contractual Benefits<br>(JLMC/PEP/DCAA/Space Available) | December 17<br>1:00 pm – 2:00 pm   |
| Article 39 – Health Insurance                                           | January 7<br>11:30 am – 12:30 pm   |
| Maximizing Your Contractual Benefits<br>(JLMC/PEP/DCAA/Space Available) | January 8<br>1:00 pm – 2:00 pm     |
| Article 39 – Health Insurance                                           | January 13<br>12:30 pm – 1:30 pm   |
| Health Science Center Member Protections & Benefits                     | January 14<br>11:00 am – 12:00 pm  |
| Contingent Employee Provisions                                          | January 22<br>12:00 pm – 1:00 pm   |
| Contingent Employee Provisions                                          | January 23<br>1:00 pm – 2:00 pm    |
| Job Security & Retrenchment                                             | January 28<br>11:00 am – 12:00 pm  |
| Job Security & Retrenchment                                             | January 29<br>12:30 pm – 1:30 pm   |

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**Announcements:** We welcome your written contributions to our newsletter! What are your areas of concern? What research are you doing? How can we make things better together? Please send all contributions to Chapter Assistant Teresa DeSantis at our Chapter Email address- [oneonta@uupmail.org](mailto:oneonta@uupmail.org) We appreciate your efforts to contribute to our newsletter.

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**Disclaimer:**

The UUP Oneonta website and its publications, including The Sentinel and the UUP- Date! may contain views and opinions which are those of the authors and do not necessarily reflect the official policy or position of any other author, agency, employer, organization, or affiliate, including but not limited to the UUP Oneonta Chapter or its officers, United University Professions (UUP) or its statewide or national affiliates.

**UUP Oneonta Website:**

To go to the UUP Oneonta Chapter website, go to the following link at

<https://uuphost.org/oneonta/>

The UUP Oneonta Chapter website is constantly updating, evolving, and expanding. It contains information about member benefits and many other important topics.

The Statewide UUP website is located at <https://uupinfo.org>

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**UUP- United University Professions- SUNY Oneonta-Oneonta Chapter-  
Contact List**

UUP Oneonta Chapter Website: <https://www.oneontauup.org/>

Statewide UUP Website: <https://uupinfo.org>

UUP Benefits: <https://uupinfo.org/benefits/btf.php>

## **UUP Oneonta Chapter- Executive Board Contact List:**

### **Executive Board Officers:**

Shirley Clark- President [clarksa12@gmail.com](mailto:clarksa12@gmail.com) Campus Ext. 2029

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Diversity, Equity and Inclusion Officer: Penina Kamina [Penina.Kamina@oneonta.edu](mailto:Penina.Kamina@oneonta.edu) Campus Ext. 3894

Health and Safety Officer: Ron Bishop [Ron.Bishop@oneonta.edu](mailto:Ron.Bishop@oneonta.edu) Campus Ext. 3198

Membership Development Officer: Vacant

### **Academic Delegates:**

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**Labor Relations Representative:**

Chris Sielaff- NYSUT Labor Relations Specialist Assigned to UUP Oneonta  
[chris.sielaff@nysut.org](mailto:chris.sielaff@nysut.org)

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**UUP Oneonta- 2025-2026 Chapter Office Hours:**

**Chapter Assistant: Teresa DeSantis**

**Office Hours: Monday through Thursday, 10:45 AM-4:00 PM**

**Note: The office may be closed occasionally. Check the calendar of events.**

**Chapter President Shirley Clark- 2025-2026 Office Hours:**

**Office Hours with the Chapter President during the Fall and Spring Semesters will be 2<sup>nd</sup> Wednesdays of the month from 2-3 PM. E-Mail Chapter President Shirley Clark at [clarksa12@gmail.com](mailto:clarksa12@gmail.com) if you need to meet about anything union related.**

**Office: IRC 105**

**Phone: 436-2135**

**Email: [oneonta@uupmail.org](mailto:oneonta@uupmail.org)**