

# THE FORUM

ISSUE 110

JANUARY 2007

## President's Corner

The current contract for UUP members is due to expire on June 30, 2007. As we near the beginning of negotiations for a new Agreement with the State of New York, I am asking you all, as members, to make sure you are familiar with the provisions of the current Agreement as they pertain to you. I am sure that you frequently refer to the contract to see when your next pay raise will be effected, but don't discount other provisions that protect you as a UUP member!

Work changes. Assignments change. Supervisors change. People change. But how do any of those changes affect you in your daily work life? Have you been given an assignment or responsibility that is appropriate to your rank/professional level? Were you asked to take on additional responsibilities without having anything else removed from your performance program or job description? Are you overdue for a performance evaluation? Are you past the deadline for notification of your permanent appointment or promotion and tenure case?

Some of the situations mentioned above have certain protections within the contract or Memoranda of Understanding for Professional Employees. If you are concerned about anything that has changed, we hope that you will contact us for information. Many times, we can work along with management or with supervisors to get things back on track, and it can be done, with UUP assistance, in a proactive manner.


We hope you will take a look at the Agreement, especially for sections that pertain to you as an academic or professional faculty member. As your elected representatives, we are here to answer questions and provide assistance. If you aren't sure, please ask! Sometimes there are time provisions that must be met, so don't delay – call today!

—Candace Merbler

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## TAKE NOTE:

The Winter Delegate Assembly will be held...at The Desmond Hotel, Albany, New York, February 8-10,  2007.

**Winter is not over yet!** If it snows overnight, you can expect status reports on the local morning news outlets; as always, the University's in-house number 442-SNOW will have up-to-the-minute information. To access the procedure for cancellation of classes, go to:

[http://www.albany.edu/main/snow/snow\\_cancel\\_classes.shtml](http://www.albany.edu/main/snow/snow_cancel_classes.shtml).

Please note that although classes may be cancelled, the University is not closed. [Only the governor has the authority to close New York State agencies.] Except for teaching faculty, employees who are unable to report to work due to inclement weather are required to charge the absence against the appropriate leave category.

Similarly, when a decision is made to permit employees who are at work to leave early in the face of a daytime storm, time not worked must be reflected with an appropriate charge to leave credits.

To access the Grounds Department's *Snow Response Guide*, go to [http://www.albany.edu/facilities/snow\\_emergency\\_procedures.pdf](http://www.albany.edu/facilities/snow_emergency_procedures.pdf). On snowy days, please park in lots that have already been plowed, which will allow for faster and more efficient snow removal in lots yet to be cleared.

Source: Human Resources

## What is UUP?

United University Professions (UUP) is the union representing more than 32,000 academic and professional faculty, on 29 State University of New York campuses, plus System Administration, Empire State College, and the New York State Theatre Institute. UUP is affiliated with the New York State United Teachers and the American Federation of Teachers, AFL-CIO.

With some 526 job titles included in the bargaining unit, UUP reflects the diversity of the state university. Members include:

- Academic Faculty
- Student Affairs Personnel
- Librarians
- Public Relations Personnel
- Doctors, Dentists, Nurses and other professionals at teaching hospitals and health science centers.
- Graphic Artists
- Student Recruitment Professionals
- Instructors in the Educational Opportunities Center
- Financial Aid Counselors
- System Administration Staff
- Performing Artists in the New York State Theatre Institute
- Student Resident Hall Personnel
- Admissions Counselors

UUP represents SUNY faculty and other professionals at the bargaining table and works to protect their interests by:

- Achieving improvements in salary, fringe benefits, working conditions and retirement programs.
- Providing funding for professional growth and development through leaves, awards, conferences and other grant programs.
- Obtaining state resources for the state university through effective legislative and political action.
- Seeking to enhance and preserve the quality of the university.

As the largest higher education union in the nation, UUP is also a source for information on labor unions, state work force and bargaining issues, higher education reform, college faculty concerns and a variety of higher education topics.

## How to join UUP?

To be eligible to join UUP, one must be an employee of the State University of New York and belong to the Professional Services Negotiation Unit (PSNU), also called the 08 Bargaining Unit.

Your membership in UUP entitles you to:

- **Vote on the collective bargaining agreement;**
- **Attend union meetings;**
- **Hold union office;**
- **Elect union leaders on your campus and choose your representatives at the state and national levels;**
- **Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefits programs; and**

## What is UUP, continued.

- **Maintain membership after retirement and be eligible for benefit programs.**

**To check your current membership status, you just need to look at your paystub. In the deductions section, if it indicates "UUP Member," you are a signed member of UUP and are entitled to all the benefits of membership. If it indicates "UUP Fee Payer," you are not currently a member of UUP and will need to sign and return a membership card to UUP.**

**To obtain a membership application, call the Albany UUP Chapter office at: (518) 442-4951.**

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## From Vice President for Professionals, J. Philippe Abraham

This article is meant to inform you of a change in procedure regarding promotional opportunities available to UUP members on the University at Albany campus. Up to now, a series of steps had to be followed for most vacancies on campus:

- a) the position had to be advertised internally for 14 days;
- b) at the end of the 14-day period, search committees had to consider whether to advertise the vacancy externally based on the fact that either the announcement yielded no qualified candidates, or if it did, the committee wanted to broaden the pool by advertising externally, thereby choosing to consider internal as well as external candidates once the deadline for the outside posting had passed.

At the request of management and because they consider it to be an effort to expedite job searches, fill vacant positions and therefore alleviate the burden on our fellow union members in those units where those vacancies occur--who more often than not are left to pick up the slack by filling-in to the best of their ability, the Albany Chapter of UUP and management have come to a temporary understanding that will allow for simultaneous internal and external postings of any vacancy that fall under our bargaining unit. This arrangement is not meant to circumvent fair evaluation and treatment of our members and is intended indeed to address a mutual need; that is, to fill vacancies as efficiently and quickly as possible while adhering to due process.

This agreement is for a one-year pilot program which will be monitored very closely and re-evaluated by both parties at the end of that period in order to consider its viability and prospects for continuation. Consequently, I am asking all our members to be vigilant and contact me with any irregularities or concerns about searches and filling of positions at the University, as only positive or negative reports from members such as yourself, can guide us to a sound decision at the conclusion of its run. We will examine this procedure in fall 2007.

Please feel free to contact me via e-mail at [pabraham@uamail.albany.edu](mailto:pabraham@uamail.albany.edu), phone (518) 442-5520. I can also be reached by contacting the UUP Chapter office, [uupalb@albany.edu](mailto:uupalb@albany.edu) (518) 442-4951.

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### **Recent Agenda Items from UUP Albany Chapter Labor/Management meetings**

**Editor's Note: Each month a team of Albany UUP Chapter elected officers meets with a management team of UAlbany administrators to discuss and seek solutions to problematic issues, in particular, those affecting more than several employees.**

Nov. 20, 2006

- Part-time and full-time faculty with large class enrollments.
- University Holiday Gala. UUP decided not to contribute to the gala this year, based on a lack of financial information.
- Follow-ups to earlier discussions on:
  - ASC/US turnover. This was looked into.
  - Snow plan. President Merbler asked for e-mail notification to all employees so that people know to call 442-SNOW for information on emergency closing or cancellation of classes. [See also, p. 1e of this newsletter, for more information—Eds.]
  - Human Resources provided a list of non-UUP supervisors. In some cases, UUP employees are being supervised by non-UUP supervisors.
  - Part-time concerns. Feedback is being sought from department chairs on orientation and evaluation workshops for Spring 2007.

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### **From Vice President for Academics Ivan D. Steen**

One issue of frequent concern among the academic faculty is that of workload. For teaching faculty there are three components to workload: teaching, research, and service. Since workload is contractual, it may not be unilaterally increased by management. The component that most often becomes an issue is that of teaching. Over the years we have seen a reduction in the number of teaching faculty, while at the same time, there has been an increase in the size of the student body. Under that pressure, many faculty members have been asked to teach additional classes. Recognizing the need, and wanting to be cooperative, we sometimes agree to do this. Be careful! The number of courses you are required to teach is largely based on precedent. Your willingness to be a good academic citizen could ultimately lead to a permanent increase in the number of classes you teach. Here is my advice: If you are picking up an extra course or section on a voluntary basis, make sure you have a written statement from your chair indicating the temporary nature of that assignment. On this, as well as on any other work-related questions you may have, be sure to contact me as soon as an issue arises. Call me at (518) 442-4811, or send me an e-mail at [oralhis@albany.edu](mailto:oralhis@albany.edu).

Best wishes for 2007!

## BENEFIT UPDATES FOR 2007:

**Empire Plan**—Effective Jan. 1, Laboratory Corporation of America (LabCorp) became the sole *national* participating provider of laboratory services for The Empire Plan Medical Program. In addition to LabCorp, other *regional* and *local* laboratory providers continue to participate, providing broad access to participating providers for laboratory services.

As of Jan. 1, Quest Diagnostics is no longer a participating provider of laboratory services for The Empire Plan Medical Program. While you may not always know what laboratory your physician uses, to minimize your out-of-pocket expense it is important that your physician sends your samples to an Empire Plan participating laboratory for testing. As long as your physician uses one of the many participating laboratories, you will not be responsible for any cost other than your co-payment for covered services.

Increase in co-payments for the following:

Office Visits \$18.00

Laboratory Services - \$18.00

Radiology Services - \$18.00

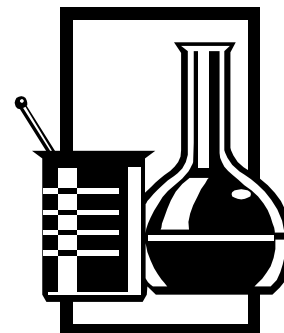
Emergency Room—\$60.00

The out of pocket maximum for 2007 is \$1610

Annual Deductible \$335.00

Gardasil, the new vaccine that protects against cervical cancer, is recommended for girls/young women ages 9-26. Gardasil is covered by the Empire Plan, effective June 29, 2006. The Empire Plan will cover the vaccine for dependents up to the age of 19 under the pediatric immunization program. Eligible young women ages 19 to 26 will receive coverage under the adult immunization program.

The Empire Plan can be reached at 877-769-7447.



Our Vision Benefit continues to be provided by Davis Vision. 800-999-5431

## COALACC: The Coalition for Accessible SUNY campuses

COALACC is a virtual community established to discuss methods for improving the accessibility of the campuses and programs of all SUNY units to people with disabilities. The Coalition invites all interested people including SUNY faculty, staff, students and others to join us. Our mission is to improve the accessibility of campus programs, facilities, academic resources, and public events to people with disabilities. We hope to share

experiences concerning accessibility or other disability issues on campus, and to provide a forum to exchange specific suggestions about types of assistance or accommodations that have been particularly helpful.

To subscribe, send mail to [LISTSERV@LISTSERV.ALBAN.Y.EDU](mailto:LISTSERV@LISTSERV.ALBAN.Y.EDU) with the command:

SUBSCRIBE  
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Universal symbol of accessibility



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**or call 1 (800) 848-4604 ext. 265**

\*To the extent permitted by law, applicants are individually underwritten. Group discounts are not available in all states and provinces. Discounts vary by state.

\*\*Service is provided to auto policyholder by Cross Country Motor Club of Boston, MA or through Cross Country Motor Club of California, Inc., Boston, MA.

**Schedule for 2007 Chapter, Affiliate and Retiree Elections. All dates are approximate.**

**1/03/07 - Certification date for the 2007 Chapter and Affiliate Convention Delegate elections.**

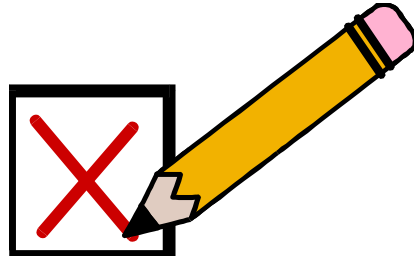
**1/05/07 - Notice of election and call for nominations mailed.**

**2/07/07 - Chapter, Retiree, and Affiliate Nominations Close.**

**2/16/07 – Chapter Nomination Lists Mailed to Chapter Presidents (UUP election procedures require distribution of the list of nominees to the Chapter membership; an issue of the Chapter newsletter is planned for shortly after Feb. 16.)**

**2/22/07 – Retiree Ballots Mailed.**

**3/14/07 – Retiree Ballots Due.**



**3/15/07- 3/16/07 – Retiree Ballots Counted. Results published in the Active Retiree Newsletter.**

**3/15/07 - 3/16/07 – Chapter Ballots Mailed.**

**4/11/07 – Chapter Ballots Due.**

**4/11/07 – 4/14/07 – Chapter Ballots Counted. Results will be sent to Chapter Presidents as soon as possible.**

**6/22/07 – Run-off and Affiliate Convention Delegate ballots mailed if those elections are necessary.\***

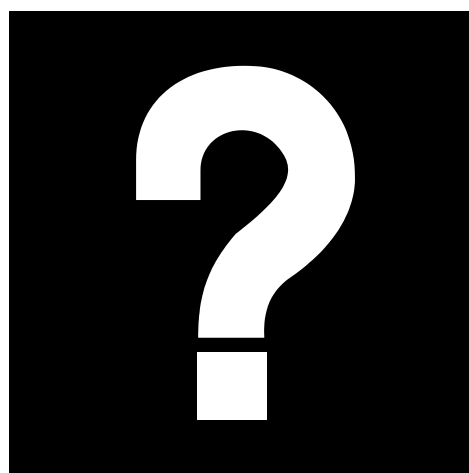
**7/26/07 – Run-off Election and Affiliate Convention Delegate Ballots Due.**

**\*If there are fewer nominees than allocated Affiliate Convention Delegate positions, the Executive Board will authorize the Secretary to cast one ballot electing all nominees. If there are more nominees than allocated positions, we will conduct an election.**

Please call the main UUP office at (518) 640-6600 if you have questions.

## Do you know who your Departmental Representative is?

Sue Barnes, CETL  
Gregory Baron, University Libraries  
Erin Bell, Epidemiology  
Kristina Bendikas, Theatre & Music  
Lee Bickmore, Anthropology  
Janice Bogan, VP for Research  
Joanne Carson, Art  
Peter Connolly, Academic Computing  
Diana Edelson, CCI Dean's Office  
Jeff Gerken, Institutional Research  
Jean Guyon, University Libraries  
Charles Hartman, East Asian Studies  
Joshua Hewitt, Residential Life  
Helmut Hirsch, Biology  
Denise Hoecker, Financial Management & Budget  
Timothy Hoff, Health Policy  
Stanley Isser, Judaic Studies  
Janine Jurkowski, Health Policy  
Pierre Joris, English  
George Kamberelis, Reading  
Michael Knee, University Libraries  
David LaComb, Architecture & Engineering  
Garland Lala, Atmospheric Science  
Ron McClamrock, Philosophy  
James Pasquill, International Programs  
Patrick Romain, EOP  
Beatrice Sapp Student Fin. Svc.  
Charles Schaninger, Marketing  
Brenda Seckerson, EAP  
Nancy L. Smith, Registrar's Office  
Ivan Steen, History  
Stacy Stern, Financial Management & Budget  
Lisa Trubitt, Information Technology Client Services  
Jogindar Uppal, Economics  
Roberto Vives, Athletics & Recreation  
Jennifer Watson, Facilities  
James Wessman, LACS



Don't see your department listed above? Want to know more about becoming a Department Representative so that UUP members can be kept up to date on what's happening? Call President Candace Merbler at 442-3564 to find out more.



## Spring 2007 Meetings

<b>WHO</b>	<b>WHEN</b>	<b>WHERE</b>
Executive Committee	1/24/2007, Noon	Café 222
Executive Committee	2/28/2007, Noon	Café 222
Executive Committee	3/26/2007, Noon	Café 222
Executive Committee	4/25/2007, Noon	Café 222
Labor/ Management	1/29/2007, 11:00 am	University Hall 105
Labor/ Management	2/26/2007, 10:00 am	University Hall 105
Labor/ Management	3/26/2007, 11:00 am	University Hall 105
Labor/ Management	4/23/2007, 11:00 am	University Hall 105
Labor/ Management	5/24/2007, 11:00 am	University Hall 105



## From Part-time Concerns Representative Kristina Bendikas

Although the numbers of part-time faculty keep growing, a sense of isolation from colleagues remains a common complaint. While nothing replaces connecting with people face to face in your own department and campus, there is another option that can also provide stimulating exchanges and helpful information. It's called Adjunctnation.com, the Web page for *The Adjunct Advocate*, a highly readable magazine that endeavors to keep readers up to date on issues such as benefits and academic freedom, specifically as they pertain to part-time faculty.

Adjunctnation.com is a wonderful resource for getting connected with other part-timers across the United States and beyond. Their site has job listings and message boards so you can post anecdotes or give advice to other job seekers, as well as forums and blogs where you can find helpful information or just vent. They also publish and sell a number of very practical and affordable books such as *Adjunct Professor's Guide to Success*, *Getting an Academic Job: Strategies for Success* and several teaching handbooks. I personally recommend *Handbook II: Advanced Teaching Strategies* which covers 19 separate topics from using technology in the classroom, to testing and grading, to developing an environment for learning, and my favorite: 101 things you can do the First Three Weeks of Class. They really work!

Check out Adjunctnation.com. It's a great resources and support network for part-time faculty.

### How to reach Chapter Officers

<b>President</b> Candace Merbler	cmerbler@uamail.albany.edu	442-3564
<b>VP Academics</b> Ivan Steen	oralhis@csc.albany.edu	442-4811
<b>VP Professionals</b> J. Philippe Abraham	pabraham@uamail.albany.edu 442-5516	
<b>Secretary</b> Carol H. Jewell	cjewell@uamail.albany.edu 442-3628	
<b>Treasurer</b> James Wessman	wessman@albany.edu 442-4892	
<b>PT Concerns Rep.</b> Kristina Bendikas	bendikas@albany.edu 442-2667	
<b>Grievance Chair</b> Greta Petry	gpetry@uamail.albany.edu 437-4986	

**Take note!**

Copies of the most recent DSI list, salary list, and M/C list are available at both the University and Dewey Libraries, on Reserve.

University Library Reserves 442-3609

Dewey Library Reserves 442-3693

**CHAPTER OFFICE INFO**

UUP Albany Chapter  
University at Albany  
P.O. Box 22285 SUNYA Station  
Albany, New York 12222

Kelly Thompson-LaPerle,  
Chapter Assistant  
Spring Hours: M-F,  
8:30 a.m. -2:30 p.m.  
Phone: (518) 442-4951  
Fax (518) 442-3957

**EDITORIAL POLICY:** The opinions expressed in *The Forum* are those of the writer and the University at Albany Chapter of UUP and do not necessarily reflect the position or policies of United University Professions.

Adlai Stevenson said, "The first principle of a free society is an untrammled flow of words in an open forum." (*New York Times*, Jan 19, 1962). This is *your* newsletter! Anyone who has material they would like to submit for consideration in *The Forum*, please send us your submissions. Likewise, we encourage letters to the editor about union, campus and university issues, politics, and other membership concerns. Letters must be typewritten or e-mailed, double-spaced and include the writer's name and daytime telephone number.

Limit the length of letters, when possible, to 500 words. In the competition for space, shorter letters most often will receive preference. Letters will be published based on the following criteria: the order in which they are received, space availability and timeliness of the letter's topic. Letters submitted by first-time writers may also receive preference. *The Forum* reserves the right to edit all letters. *The Forum* cannot guarantee that all letters will be published. The final decision is at the discretion of the editors and/or the chapter president. Send letters and other items for submission to: The Forum Editor, c/o UUP Albany Chapter, LCSB-51, P.O.2285 SUNYA Station, Albany, NY, 12222.

United University Professions is Local 2190 of the American Federation of Teachers, AFL-CIO, and is affiliated with New York State United Teachers.