



Welcome!

To the first issue of the 2011-2012 academic year. This "Forum" intends to be just that, a place where members can learn about their union, and contribute to the larger debate of unions and their role in a vibrant economy and a working democracy. Join us in these important discussions!

Table of Contents

Program Deactivations	1
President's Corner	2
Class War by the Numbers	2
Letter from the Editor	3
Union Democracy & the Challenges We Face	4
CSEA Furloughs	5
Negotiations Update	5
Unions are Greedy!	6
LGBTQ Equality Fight	6
Single Payer in Vermont	7
Review Appointment Letters	8
Abraham Elected State-Wide VP for Professionals	8
Resolution Opposing Suspension Of Academic Programs	9
Chapter Officers and Executive & Board Directory	10

Program Deactivations

Retrenchment or Replacement?

By James Collins, VP Academics

Our university and the SUNY system have been subjected to more than two decades of cuts in state funding and support. We have all experienced the results: increased class sizes, deferred maintenance, reductions in support services, and increased workloads. Like public higher education systems throughout the nation—California, Wisconsin, Florida, and Pennsylvania—we at SUNY and UA have faced extensive and damaging cuts to our operating budgets in the past three years. The UA administration cited budgetary constraints as the reason for their controversial, widely opposed decision to 'deactivate' programs in foreign languages (French, Russian, Italian), Classics, and Theatre; areas of study that have traditionally constituted vibrant Humanities programs.

After ten months of vague talk and communications about 'possible' deactivations, followed by actual deactivations, followed by proposed 'minors' in the languages; during which time the administration ignored both Faculty Council and University Senate votes opposing the proposed cuts and stonewalled all faculty requests for full and adequate information about university budgets, we have now entered a more dangerous phase of program restructuring, reduction, and retrenchment. These have implications for all who work at the University.

Briefly, the permanent, tenured faculty in the suspended language programs received letters on July 19 from the Provost's office that described the latest plans to restructure and reduce language programs and, to all appearances, retrench faculty. In mid-August, faculty in Theatre received similar letters. Although we cannot go into specific details about their content, the letters as written represent an ominous move by the University administration to cut full-time staff and replace them with contingent employees. As of this writing the situation is still developing.

As a union, we are confronting this threat in two ways: First, we are pursuing 'due process.' Through the Labor-Management committee and other labor law mechanisms, we are fighting for our contractual guarantees against the firing of permanent, 'continuing appointment' faculty and staff and replacing them with people on temporary, part-time contracts (whether 'visiting' or 'adjunct' professors). Second, we are 'going public;' that is, we will hold public meetings with various union constituencies (department representatives, full membership), and support general meetings of the wider university community—our student, staff, and community allies—in order to educate ourselves and the public about what is happening at UAlbany and to develop strategies of solidarity with the affected faculty.

See: **Faculty Replacement**, page 7

President's Corner

Fall 2011: Challenges & Opportunities

Candace Merbler, Chapter President

Welcome back to the Fall 2011 semester! I am hoping you all had some time away from campus which included some much needed rest and relaxation. It seems to me that the students arrived re-energized and ready to hit the ground running. That of course brought additional stress at the start of the semester for many folks. I wish I could say that you will see less stress in the near future, but with so many things changing at UAlbany, this semester might not yield much relief.

You are all well aware of some of the changes being instituted with program deactivations in certain areas of the campus. While some arrangements have been made, others are still pending for affected faculty. This is reminiscent of the last round of retrenchments that resulted in the loss of the German department. (It is important to note that no one has been retrenched through the current plan as of yet.) The affected faculty reported being shunned by some of their peers. Please be mindful that the University's management decisions were not what folks in deactivated programs were happy to hear – as you can imagine, it is quite the opposite. These individuals need your support now more than ever before—embrace them and support them. That's what good union members do when others are put into awkward positions, so I hope you will heed my advice.

On a slightly more positive note, the Albany Chapter Membership Committee is hard at work reaching out to rebuild the departmental representative structure. As of Sept. 16, we added 32 new department reps and are still contacting others to join. There is no time like the present to engage and energize members in stepping up to the plate to assist in getting the union voice out there. My personal thanks to all who have joined!

Statewide contract negotiations are underway, although there is nothing to report at the moment. I continue to receive suggestions and thoughts from members which are promptly forwarded to the UUP Chief Negotiator. Should you have any other additional input that you wish to provide, please feel free to send it to me and I will be happy to forward it.

Your chapter leadership continues to move ahead with their work for members, plans for workshops, and a General Membership meeting to be held in the Campus Center Ballroom on Wednesday, November 2. Only signed members of UUP may attend this meeting, so be sure to check your membership status on your pay stub. RSVP's will be required to insure sufficient food and places are prepared. Look for your invitation to this meeting in the near future.

Finally, while relations with management are, to say the least – strained—rest assured that the Chapter leadership continues to fight for what is right for our members. If you have concerns over changes in your department or with your responsibilities, be sure to reach out to us for assistance. We stand ready to help you in any way we can.

Contract Rights Violated?

Have you received an evaluation that was overwhelmingly negative, but satisfactory was checked off? Have you gone years without a performance program or evaluation? Have you been in a tenure-track line for 10 years, but no one has talked to you about applying for permanent appointment (for professionals) or continuing appointment (for faculty)? Are you permanently taking on the duties of a colleague who retired, in addition to your own, but the new duties are not reflected in your performance program? If so, it may be that your contract rights are being violated. Call UUP Albany Chapter Grievance Chair Greta Petry at 437-4986 for assistance.

Class War: By the Numbers

57.5% The portion of the economy comprised of workers' wages and benefits, an all time low.

64% Previous figure until 2005. The current number represents a 10% loss.

+50% Increase in corporate profits since 2009, the supposed end of the recession. Previous rates for recessions of 1991 and 2001 were 11% and 28% respectively.

+25% Increase in typical CEO compensation over earnings in 2009 (\$9M).

28:1 Rate of executive compensation measured against average employee earnings in 1970.

158:1 Rate of executive compensation in 2005.

-1.6% Reduction in average worker's hourly wage over 2010.

9.1% Highest unemployment rate for any post recession period since WWII. For 3 previous recessions, unemployment averaged 6.8% for 2 year following recession.

-40% Portion of jobs lost in recession paying \$19-31 per hour.

27% Portion of jobs created paying those rates.

37th Rank of US life expectancy world-wide.

700 The number of counties in US (23%) where where life expectancy for females declined between 1997-2007.

45M Number of Americans receiving food stamps, a record.

16% Portion of New Yorkers living below federal poverty line.

15.1% National poverty rate, highest since 1993. 1 in 6 Americans.

22% Children living in poverty in America.

Letter from the Editor: Berwind and the Breaker Boys

Martin Manjak, Professional Delegate

Dear Members:

This past spring, my wife and I visited Newport, RI. Newport was once the playground of the likes of the Oelrichs and Vanderbilts, Americans who had become fantastically wealthy during the Industrial Revolution. Tens of millions of dollars were spent building, decorating, and furnishing grand palaces like The Breakers and Rosecliff that required domestic staffs of upwards of 40 people. These dazzling displays of wealth and social prominence were only occupied for six to twelve weeks of the summer. At the end of the season, the silver was packed up, the gowns consigned to mothballs, and the local help laid off while the owners moved back to New York, or San Francisco, or Chicago.

One of the more prominent summer residents of Newport was Edward Berwind (1848-1936), who made his fortune in coal. Berwind was considered “one of the 59 men who rule America.” Like many who amassed individual fortunes, Berwind benefited from a major contract with the US government. He supplied the navy with its coal.

Berwind’s contribution to the splendor of Newport society was The Elms, a “summer cottage” that took two years to build at a cost of approximately \$1.5 million (in 1901). Every summer, from July 4 to the end of August, Berwind and his wife would occupy their cottage and participate in the most spectacular social events the country’s wealthiest citizens could dream up to amuse themselves.

But while the Berwinds enjoyed chilled champagne and ocean breezes, an army of tens of thousands of boys, aged 8 to 12-years-old, labored 10 hours a day, six days a week sorting coal in his mines. Sitting on wooden benches, breathing in coal dust so thick they had to wear head-lamps in the daytime, working without gloves while handling sharp slate and coal washed with sulfuric acid, the boys manually sorted the impurities from a stream of raw ore. Working over conveyor belts, they risked losing fingers, toes, and limbs if caught in the machinery. Many were mauled to death, others crushed or smothered by coal, their bodies only

retrieved at the end of the shift. Asthma and Black Lung were endemic.

Who rescued the breaker boys? Not Berwind and his fellow captains of industry. Berwind-White was one of the last mining companies to recognize organized labor. Edward Berwind was famous for refusing to bargain with his employees.

The breaker boys were liberated from the drudgery, danger, and despair of their work *by unions and their allies in the reform movement*, at great personal effort and cost. In Hazelton, PA, in 1897, nineteen miners were gunned down, most shot in the back, by Luzerne County Sheriff James Martin and a posse at the Lattimer mine during a strike initiated, in part, by breaker boys.

Legions of American workers struggled to achieve and maintain a decent standard of living, to be treated with dignity and respect, to be considered equal partners in negotiations over work conditions, to have access to adequate health care, and to provide a sound education for their children. All these rights and expectations are under assault from a resurgent and implacable political right in the U.S., allied with the super-rich. Consider the bullet points in the side bar on the facing page (Class War: By the Numbers) as reported by the Associated Press in June of this year.

The increased disparity between the wealthy and the rest of the nation translates into a geometric increase in the power and privilege of the already privileged and powerful, accompanied by a commensurate loss of influence by the rest of us. Unions—this union—must play a key role in opposing the dismantling of the hard won benefits and protections that enable the majority of Americans to fight effectively for economic, political, and personal justice.

Contributions, Letters to the Editor

Members are encouraged to submit articles and letters for publication. All submissions must be in electronic format and can be sent to uupforum@gmail.com.

Union Democracy and the Challenges We Face

Academic Vice President's Report
James Collins

Greetings, and welcome back to the start of a new semester, albeit, one of widespread uncertainty. We face a time in which tenured faculty are being forced from this university, to accept positions elsewhere, or take retirement earlier than intended. While we are being told about new plans (NY SUNY 2020) and a future of new hires, many are worried about the security of their programs, departments, and jobs.

At such times, we need a strong and democratic union to enforce our contract, protect due process for members, and provide various fora—workshops, open meetings, this newsletter—for our members and leadership to meet and discuss the state of the university and our place in it. As those of you who voted in last spring's UUP Chapter elections already know, I was elected Academic Vice President as part of a 'Union Democracy' slate of candidates. Over a dozen slate candidates were also elected to our chapter's Executive Committee and began serving in the early summer. The slate's platform included (1) opposing program cuts and job losses, (2) mobilizing and communicating with members and (3) strengthening campus union democracy. I am happy to report that, working closely with other chapter officers and Executive Committee members, we have begun to act on these principles.

First, although unable to stop the peremptory reduction of faculty in the 'de-activated' language programs and Theater Department, we have taken steps to oppose the process and its appearance elsewhere in the university

- ⤴ We have formulated a year-long chapter focus on two issues: (1) the loss of permanent positions to contingent workers (of which the language and theater programs are sharp versions of what is occurring widely); and (2) workload increase and how to respond (when, for example, Deans are conducting reviews of Faculty Activity Reports with an eye to

unilaterally increasing faculty teaching responsibilities).

- ⤴ In Labor-Management Meetings, we have clearly established our awareness of—and opposition to—the administration's apparent intention to have retrenchment 'without the name.'

Second, in order to mobilize and communicate with members, we have:

- ⤴ Organized a new newsletter committee that will bring this publication to you five times a year – twice each semester and once in the summer.
- ⤴ Taken steps to ensure that our chapter meetings encourage discussion from the floor as well as reports from officers.
- ⤴ Planned special issue membership meetings, such as 'Academic Workload' workshops to be held later this semester.

Third, in order to strengthen campus union democracy, we have:

- ⤴ Activated a number of committees within the overall Executive Committee, carrying out union work in specific areas, such as Health and Safety, the Chapter Newsletter, Membership Development, Affirmative Action, and Peace and Justice, among others. These committees will regularly be reporting their activities to you, the membership, through this newsletter and at Chapter Membership Meetings. You are encouraged to join the committees and their work.
- ⤴ The Membership Development Committee has begun a campaign of recruiting new Department Representatives from those departments and units that lack representatives. On September 13th, we held a meeting with more than 40 department representatives from CAS, the Schools of Education, Public Health, Public Policy, and Social Welfare, as well as numerous professional units. We had a spirited and valuable discussion of the two focus issues above, (a) monitoring and resisting the loss of permanent employees and (b) monitoring and resisting workload

increase. These meetings will occur at least once a semester, more often if needed.

- ▲ Last, we have begun to regularly involve Executive Committee members in formulating the agenda for our Labor-Management Meetings. In this way, we have broader input to the list of issues the chapter officers formally discuss and negotiate with the university administration.

This is a beginning for making together the powerful and pro-active union we need for the times ahead. As other articles in this newsletter discuss, we are in an era in which ‘deficit reduction’ will lead to further assaults on public higher education. At UA, we face an administration willing to discard faculty of distinguished academic achievement, teaching, and service. It is an administration committed neither to consultation through the usual channels of faculty governance nor to transparency regarding the fiscal resources of this public university. Understandably, many are worried and afraid to speak their mind. However, unions are about solidarity; we can work together to preserve a good university. We can devise processes and strategies for the challenges ahead that are better than either shell-shocked silence or ‘all against all’ competition. In these difficult times we must remember: an organized faculty negotiates, a divided faculty begs.

CSEA Employees Must “Earn” Their Furlough

The five days of furlough mandated by the recently approved contract between the state and CSEA employees requires them to “accrue” their enforced unemployment. CSEA staff will see a reduction in their salaries equivalent to one week’s pay pro-rated over 15 pay periods. In a perverse twist on annual leave accruals, CSEA workers may not use their un-paid days until they have bought them back from the state, so-to-speak. Further, they may not take an “earned” day of unemployment if their supervisor’s object.

One would think that if the state says you are no longer employed by us for five days of the work year, an employee would have the final and

unrestricted decision on when to go on furlough. For example, supposing a staff member were to find other work to compensate for the loss of a week’s pay. Why should they forgo that opportunity because they haven’t earned their full unemployment yet? Or because it may inconvenience their work unit?

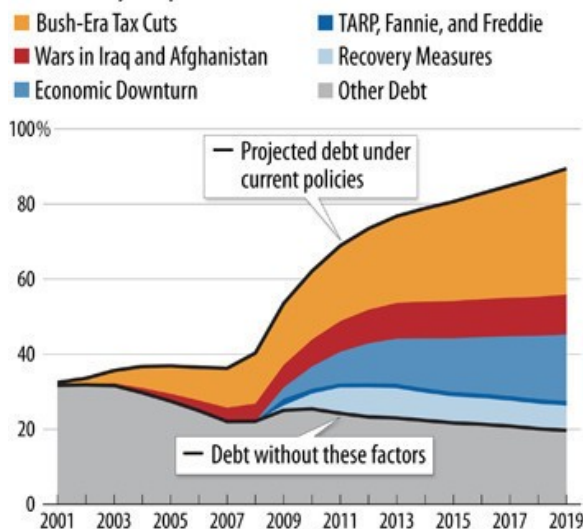
A mandated furlough is a bitter pill for our colleagues in CSEA to swallow. The state’s approach to enforcing the furlough adds insult to injury.

Negotiations Update

UUP’s contract negotiations with the state continued Sept. 15 & 16. The negotiations began with a health benefits presentation by the state. After a preliminary review and discussion of the state’s health benefit proposal, UUP requested additional information. The UUP negotiations team will complete its analysis of the state’s proposal once it receives the requested information and will resume discussion of health benefits at a subsequent session. After completion of the preliminary discussion, UUP continued to present and explain its demands under the 25 contract articles and 7 contract appendices it has opened for discussion. Progress was made in clarifying these demands. The next negotiations meeting with the state is slated for October 6; <http://uupinfo.org> is your source for updates.

Tax Cuts, Wars Account For Nearly Half Of Public Debt By 2019

Debt held by the public as a share of GDP



Source: CBPP analysis based on Congressional Budget Office estimates. Center on Budget and Policy Priorities | cbpp.org

Unions are Greedy!

Paul Stasi, Academic Delegate

“Unions are just greedy.” “What do they want next? Health care for their grandchildren?” No doubt you’ve heard similar comments in the casual conversations that crop up with family and friends who may or may not know that you belong to a union. In my case, they were made by old friends with whose politics I’ve always generally agreed; friends who tend towards the sort of left-leaning positions that in the past would have made them sympathetic to the goals of organized labor.

But in today’s political climate we can not expect such ambient support. Instead we often encounter a generalized hostility that seems to center on two ideas: 1) unions are bankrupting the state and 2) unions won’t relinquish the special benefits others have lost. The first is, of course, false but it turns out that the second is partly true. Studies have shown that the wage inequality – and worker wage stagnation – is strongest in industries without unions.¹

Instead of demanding the same benefits unions have won and struggle to maintain, the average worker has become the ally of those who have already stripped her of her benefits. In fact, she doesn’t even remember when she had them, which is why union benefits seem so extraordinary. Because unfortunately, they are.

What we need to do, as union members, is challenge these assumptions and change the terms of the debate. We can not only negotiate with management; we must also shift public opinion. And it starts with us. Those of us who make up the union – who, in fact, *are* the union – need to acknowledge our union membership. Instead of ignoring my friends’ comments, I challenged them. “Sure, and **your** grandkids should have health care as well. Why should we apologize for striving for a decent standard of living? Why is it greedy to defend benefits obtained through good faith negotiation?”

I don’t know if I changed their minds or not. But as I started to explain myself it was clear that their opposition was only on the surface. They

¹<http://www.washington.edu/news/articles/decline-in-unions-accounts-for-a-third-of-the-growth-in-wage-inequality-among-male-private-sector-workers>

hadn’t really thought about the issues; they had simply imbibed the conventional wisdom and repeated it. This gives me hope. When people understand what unions actually do, and how they, in turn, benefit from the wage standards, benefits, and working conditions that unions established, I believe they will support us. We need to get our message out there. Because why would you belong to a union, if you won’t defend it?

Despite Gains; Fight for LGBTQ Equality not Over

Carol Jewell, Professional Delegate

DADT has been repealed and Gay and Lesbian members of the U.S. military can now serve our country openly.

And, as of July 24, 2011, civil marriage is legal in New York State for lesbian and gay couples. Now the same 1,324 New York State laws apply to us as to straight married couples. Think the fight for gay and lesbian equality is over? Think again.

We often seek grants and scholarships to support our work. Take for example a Fulbright scholarship. A wonderful thing, most would agree: prestigious, impressive, etc. But this program is administered by the U.S. federal government (specifically, the Department of State), which does not recognize same-sex marriage. As a result, scholars cannot be accompanied by their New York State legally married spouses to foreign countries and expect the same treatment as straight spouses.

“The Fulbright Scholar Program does not discriminate on the basis of race, color, religion, sex, age, national origin or physical impairment.” But it does on the basis of sexual orientation. So a program aimed at “international educational exchange,” something that would certainly contribute to the practice of academic freedom, in fact, stifles that freedom. As educators and Union members, we should be appalled.

This is just one of the many reasons why the Defense of Marriage Act (DOMA) should be repealed. There are 1,138 rights and responsibilities that straight married couples are granted by the federal government. Gay and lesbian married couples are denied these rights. There is still work to be done to achieve full equality!

Single Payer Health Coverage Advances in Vermont

“Health Care is a Human Right”

Martin Manjak

While Canada has long been recognized as a model for universal health care coverage, it may surprise residents of New York to know that another neighboring state is moving forward with implementing a single payer, health care system.

On May 26 of this year, Vermont’s governor, Peter Shumlin, signed Act 48 into law, which authorizes the creation of a “universal and unified health system.” This major legislative victory was the product of a two-year determined grassroots effort on the part of The Vermont Workers’ Center, an affiliate of the national organization, Jobs with Justice.

The Workers’ Center created a coalition of groups under the umbrella organization, Vermont for Single Payer, and focused their campaign around the concept that health care is a human right, a notion that draws sharp contrast with the prevailing model in the US which has historically tied health care to employment status.

A breakthrough in the campaign was achieved when the coalition convinced Shumlin, at the time a candidate for the governor’s office, to make a single payer system a major issue in his election campaign.

In a series of hearings that were conducted throughout the state, Vermont residents told their representatives of their personal struggles to obtain and afford basic health care services. One such hearing occurred in mid-March of this year when legislative members of Vermont’s House and Senate Health Care committees took testimony from residents at 15 interactive video locations across the state.

The grassroots campaign culminated in a series of demonstrations at Montpelier, the state’s capital, including one that featured health care professionals advocating on behalf of the single payer legislation.

There is still a great deal of work to be done to bring a comprehensive, universal, single payer plan to fruition in Vermont, and the traditional enemies of publicly financed, universal

coverage are gearing up to block its implementation. But Vermont’s success so far offers both inspiration and a blueprint for bringing universal health care to New Yorkers. In both the New York Senate (Bill Perkins) and Assembly (Richard Gottfried), members have introduced single payer legislation, but a legislative agenda that was dominated by a multi-billion dollar deficit and many other contentious issues proved too hostile to advance these progressive bills in the last session.

For more information on Vermont and New York’s efforts to make health care available and affordable to all its citizens, please visit the links below and consider getting involved in this worthwhile struggle.

URLs

Vermont for Single Payer

<http://www.vermontforsinglepayer.org>

Single Payer New York:

<http://singlepayernewyork.org/>

Faculty Replacement

From page 1

This year we are investigating how far the process of replacing permanent employees with contingent workers has gone at UA. We know that it is a nationwide phenomena; we know that it is the ‘budgetary’ wolf knocking at the door of all who wish to have decently paid employment, health care and benefits, and financial security in retirement. The steady decline of full-time, adequately-paid employment, and its replacement with insecure contingent workers (whether ‘part-time’ or on ‘term’ appointments), is a process that has deeply eroded the modest security and prosperity of ‘middle class’ America. And yes, it is a strategy, used by the rich and their allies, to augment the wealth of the top 10% by worsening the conditions of the other 90% of society.

As union members we oppose this attack on the conditions, benefits, and security of American workers. We will vigorously defend ourselves against the strategy of ‘class warfare’ by forging alliances, using due process to ensure our rights and benefits and educating ourselves and the citizens of New York about what is happening to their public university system.

Make Friends with Your Appointment Letter

Jill Hanifan, Part Time Concerns Representative

Over the summer, I had several conversations with lecturers who were apprehensive because even though they'd been promised teaching, they hadn't yet received a formal reappointment letter. But as we were discussing their concerns, it turned out they were unaware of how chock full of important information their previous appointment letters had been.

By now, if you're a part-time professional, or a part time or full-time lecturer, you should have received your current appointment letter from your Vice President or Dean, and it's a good idea to read it fairly carefully, and keep it handy.

First, enjoy the praise. The body of the letter usually says something nice about appreciating your contribution to the university, and seeing that expressed formally is rare and precious. But the real meat is at the bottom of the page, where specific information concerning your appointment is mandated in the contract. In particular, you should pay attention to your "type of appointment" – term or temporary – and the effective dates. One reason these are important is that your type of appointment determines how much notice management is required to give if they decide to non-renew your appointment, and the effective dates of employment sets the "clock" on that notice. A part-time lecturer on a "term" appointment needs to be notified of non-renewal early in the previous semester—45 days before the end of it—and some full-time lecturers on term appointments need a full year's notice of non-renewal.

In the contract, Article 30, parts 4a,b, and c read:

a. All employees shall, upon appointment, receive a notice of appointment or reappointment containing the following information:

1. Academic or professional rank, if applicable, and official State title;
2. Type of appointment, i.e., Term, Continuing, Permanent or Temporary;

3. Duration of appointment if a term, or expected duration if a temporary appointment;
4. Basic annual salary, if appropriate, or rate of compensation, and
5. Effective date of appointment.

b. In addition, part-time employees shall receive an appointment letter which includes the following information on required assignments if applicable:Teaching;

1. Teaching;
 2. Advisement and/or governance;
- and
3. Research and/or community service

c. In addition, part-time employees shall receive an appointment letter which identifies the benefits for which they are eligible:

1. Health;
2. Leave; and
3. Other (specify).

So if you read your appointment letter carefully, you should see your current rank and type of appointment, the duration and rate of compensation, the effective dates of employment, the kind of work you've been appointed to do and your eligibility for benefits. So check to make sure the information on your appointment letter is complete, clear and correct, and save it with your other important papers.

Abraham Elected to UUP State-Wide VP Post

Albany chapter VP for Professionals, Philippe Abraham, was elected to the state-wide position at the fall UUP delegate assembly on Sept. 24. Abraham had been serving in the post in an interim capacity having been appointed to the position when John Marino, the then VP for Professionals, moved to NYSUT. Abraham will serve the remainder of Marino's term which expires in May of 2012.

Resolution Concerning the Suspension of Academic Programs and Closure of Project Renaissance

Whereas the University at Albany has suspended admissions to five programs in the Humanities —French, Russian, Italian, Theatre, and Classics —with the aim of deactivation and the likely departure or termination of twenty faculty members, fourteen of whom are tenured;

Whereas the University at Albany administration has also announced the closure of Project Renaissance, thereby terminating six lecturer positions;

Whereas the University at Albany administration is also considering the closure or suspension of other academic programs;

Whereas the programs targeted for deactivation are essential to the core educational mission of the university at both the undergraduate and graduate levels;

Whereas the SUNY-Wide Faculty Senate, the University at Albany Faculty Senate, the University at Albany Faculty Council of the College of Arts and Sciences, along with a number of other institutional units on campus have passed resolutions opposing the suspension of academic programs, and raising specific concerns about the decision-making process followed by University Administrators;

Whereas the American Association of University Professors has requested that the administration give further consideration to the decision on the basis of violations of the Faculty Bylaws;

Whereas the secretive nature of the decision making process and the lack of any specific, verifiable criteria upon which the decision to suspend programs was based raises troubling concerns about the institution of tenure, as well as the University's commitments to its core academic mission;

Whereas the reputation and status of the University at Albany as a comprehensive public research and teaching university have suffered

serious damage in the forum of national and international opinion;

Be it resolved that the Executive Committee of the Albany Chapter of United University Professions opposes the deactivation of the Classics, French, Italian, and Russian, and Theatre programs;

Be it resolved that the Executive Committee of the Albany Chapter of United University Professions calls upon President Philip to pursue a consultation process to address the budget shortfall that complies with the spirit and the letter of the Faculty Bylaws;

Be it resolved that the Executive Board of the Albany Chapter of United University Professions calls upon the President to release to the University community an itemized line-by-line budget of the entire University, including all public-private partnerships, all administrative expenditures, and all sources of revenue including, but not limited to, state funding;

Be it resolved that the Executive Board of the Albany Chapter of United University Professions calls upon the President to investigate and report back to the UUP Albany Chapter leadership about any and all alternative cost-saving and revenue-generating measures that respect the priority of academic programs;

Be it resolved that the Executive Board of the Albany Chapter of United University Professions calls upon the President to return to the State in the upcoming legislative session and fight for the restoration of public funds necessary to provide for these essential programs.

Be it further resolved that the Executive Board of the Albany Chapter of United University Professions pledges to work actively with its membership for the same purpose of pressuring State legislators to fully restore public funding for SUNY.

Submitted by the Peace and Justice Committee, November 22, 2010.

Chapter Officers

President	Candace A. Merbler	University Libraries	cmerbler@albany.edu	442-3564
VP Academics	James Collins	Anthropology	jcollins@albany.edu	442-4708
VP Professionals	J. Philippe Abraham	Career Services	pabraham@albany.edu	437-4903
Secretary	Carol H. Jewell	University Libraries	cjewell@albany.edu	442-3628
Treasurer	Alison B. Olin	Dean's Ofc., School of Education	aolin@albany.edu	442-3911
Part-Time	Jil Hanifan	English	jhanifan@albany.edu	442-4064
Concerns Rep	Greta Petry	Media Rel. & Pub.	gpetry@albany.edu	437-4986
Grievance Chair	Marty Manjak	Office of the CIO		
Newsletter	Paul Stasi	English		
	James Collins	Anthropology	uupforum@gmail.com	

Albany Chapter Executive Committee: Academics

Eloise A. Briere	LLC	ebriere@albany.edu	442-4103
Lee Bickmore	Anthropology	lbickmore@albany.edu	442-4160
Cynthia A. Fox	LLC	cfox@albany.edu	442-4222
Barry Trachtenberg	History	btrachtenberg@albany.edu	442-3078
Larry Wittner	History	wittner@albany.edu	442-5441
Gail Landsman	Retired	Landsman@albany.edu	
Bret Benjamin	English	bret.benjamin@gmail.com	442-5048
Brett Bowles	LLC	bbowles@albany.edu	442-4100
Deborah LaFond	Univ. Lib.	dlafond@albany.edu	442-3599
David Lewis	Geography	dalewis@albany.edu	442-4595
Ron Friedman	Psychology	rfriedman@albany.edu	442-4858
Paul Stasi	English	paul.stasi27@gmail.com	442-4056
Ivan D. Steen	History	oralhis@albany.edu	442-5372
Jogindar S. Uppal	Economics	juppal@albany.edu	442-4748
Sara Alice Knapp	Retired	Sknapp@nycap.rr.com	456-6072
Michael Knee	Univ. Lib.	mknee@albany.edu	437-3943
Alvin Magid	Emeritus	magid2@juno.com	377-9542

Albany Chapter Executive Committee: Professionals

Patrick Romain	EOP	Promain@albany.edu	442-5194
Thomas C. Hoey	Telecomm.	TomTomHoey@gmail.com	442-3925
Sally D'Alessandro	Conflict Res.	sdalessandro@albany.edu	442-5501
Roberto Vives	Athlet/Rec.	rvives@albany.edu	442-3064
Betty Shadrick	Grad. Studies	bshadrick@albany.edu	442-3899
Nancy M. Lauricella	VP Stu.Success	nlauricella@albany.edu	442-5501
Jack Gendron	Financial Aid	jgendron@albany.edu	442-5757
David G. LaComb	Fac. Acq.	dalacomb@albany.edu	437-4454
Robert See	RIT	rob@rsee.net	442-3316
Colin W. Quin	Univ. Lib.	cquin@albany.edu	442-4424
Stephen Kudzin	Financial Aid	skudzin@albany.edu	442-5487
Janna Harton	LLC	jharton@albany.edu	442-4439
Katherine Latal	Univ. Lib.	klatal@albany.edu	442-3626
Francely Jaquez	Stu. Svc. Ctr.	fjaquez@albany.edu	442-5393
Eric E. Warnke	RIT	ericew@gmail.com	442-3413
Bry-Ann L. Yates	Client Support	byates@albany.edu	442-3700
Sara Dearing	Systems	spd@albany.edu	437-4526
William Ziman	Telecomm.	wziman@albany.edu	442-3827
Benjamin Weaver	Prov. & VP	bweaver@albany.edu	956-8030
Bill Pyszcymuka	CAS Computing	bmuka@albany.edu	442-4688
James Large	Biology	jlarge@albany.edu	442-4310
Eric Torgersen	Systems	eric@albany.edu	437-4535
Keith Sprague	Telecomm.	ksprague@albany.edu	442-3835
Tyshena T. Hunter	EOP	thunter@albany.edu	442-5180

UUP Albany Chapter	Office Phone	Fax
University at Albany-SUNY	(518) 442-4951	(518) 442-3957
LCSB 51		
1400 Washington Ave.	E-mail	
Albany, NY 12222	uupalb@albany.edu	
	albany@uupmail.org	
Chapter Website:	Statewide Website	
http://www.albany.edu/uup/	http://www.uupinfo.org/	

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

UUP Members Receive Significant Savings on LASIK at LasikPlus!

LasikPlus is a leader in laser vision correction and a trusted, in-network, Davis Vision LASIK provider for United University Professionals (UUP).

Eligible UUP members and dependents are entitled to the following savings at LasikPlus:

Davis member discount

+

\$200 per eye reimbursement

Over \$1,000 in savings*

Whether you are nearsighted, farsighted or have astigmatism, LasikPlus can help transform your vision so you can experience freedom from the hassles of glasses and contacts.

To schedule your

FREE LASIK Vision Exam

Call 1-877-557-7618 or visit www.LasikPlus.com/Davis

*Savings based on Custom Intralase, bilateral procedure



UUP Albany Chapter
University at Albany
1400 Washington Ave.
LCSB 51
Albany NY 12222

**Questions About:
Deactivations – “Shared Services” – Negotiations – Union Activities?**

Come to the

General Membership Meeting

Wednesday, November 2; Noon – 2:00 PM

Campus Center Ballroom