



United University Professions



SPRING 2015

### Need to Discuss A Work Issue?

Are you an academic with a work concern? Contact VP for Academics **Lisa Marie Anselmi, PhD** (x6520; anselmlm@buffalostate.edu) or Grievance Officer **Steve Pendleton, PhD** (x3035; pendlems@buffalostate.edu).

Are you a professional with a work concern? Contact VP for Professionals **Deborah Jones** (x5713; jonesd@buffalostate.edu) or Grievance Officer **Josie Adamo** (x5223; adamojp@buffalostate.edu).

Are you an adjunct with a work concern? Contact Officer for Contingents **Ramona Santa Maria, PhD** (x3250; santamrr@buffalostate.edu).

#### INSIDE:

Congrats to UUP Service Honorees	pp. 2, 3
Important Contact Info	p. 3
UUP Leadership and Mission Information	p. 4

**Dreams Don't Work Unless We Do.**

United University Professions

# We Are UUP United

## Finally! Here Comes the Sun

By Rick Stempniak, Chapter President



Rick Stempniak

**A**pril is National Humor Month. I say this with tongue-in-cheek on the heels of us all making it through the past season's coldest month and coldest February on record! Finally, we can put those many nerve-wracking days behind us, stuck at home or stuck on the road trying to get in to work, inching down the highway at 15 mph. Hold on, 'cause -- in the words of George Harrison -- *Here Comes the Sun*. Celebrate Spring!

**W**hile we are celebrating, join me in sending a big *Thank you* to our current Buffalo State

Chapter UUP Board members, officers, and delegates for their past two years of service. All their names and offices are listed on page four. As you know, elections for the 2015 to 2017 service cycle recently took place. Results will be announced in April. We can safely predict that the incumbents will remain in office. The incumbents' service contributions were recognized...plus they ran uncontested!

**I** will be happy to remain your Chapter President along with Lisa Marie Anselmi, PhD (Vice President for Academics), Deborah Jones (Vice President for Professionals), Otilie Woodruff (Secretary), and Maria Brickhouse (Treasurer). We are here to serve you. Dozens of workshops and individual member meetings regarding issues and grievances which have resulted in positive outcomes bear that out.

**L**astly, stay up-to-date with information relevant to your job and advocacy. Always check [www.uupinfo.org](http://www.uupinfo.org) and [www.suny.buffalostate.edu](http://www.suny.buffalostate.edu). Add the NYSUT Action Center app to your phone; fax legislators with what's on your mind. (Go to <https://mac.nysut.org> to the Member Action Center where you sign up for MAC text alerts on your phone; text "nysut" to contact number 38470.) And keep your sense of humor the week of April 20: National Organize Your Files Week! Well, we can dream...

#### A Word About Adjuncts

UUP supports our adjunct faculty. We continue to fight for higher wages, better working conditions, and full-time employment opportunities. We thank Ramona Santa Maria, PhD (Officer for Continents) and adjuncts who recently participated in the Adjunct Open Forum. Know that:

Adjuncts and contingents account for the lion's share of U.S. instructors: 76%.

Adjuncts work for low or poverty-level wages. They have no job security -- all while most adjuncts rely on academe for a living.

Adjuncts are not less qualified than tenure-track instructors.

Despite their qualifications and dedication, adjuncts lack the professional treatment and support that their colleagues receive.

High turnover means some students may never have the same teachers twice.

Academic freedom is weakened when the majority of instructors are contingents without the protection of tenure.

## Congrats to UUP Service Honorees

◆ ◆ ◆ ◆

**To give real service, you must add something which cannot be bought or measured with money, and that is sincerity and integrity.**

--Douglas Adams

**Without community service, we would not have a strong quality of life. It's important to the person who serves as well as the recipient. It's the way in which we ourselves grow and develop.**

--Dorothy Height

**For anything worth having one must pay the price, and the price is always work, patience, love, self-sacrifice -- no paper currency, no promises to pay, but the real gold of real service.**

--John Burroughs

**Service is the rent that you pay for room on this earth.**

--Shirley Chisholm

**I slept and dreamt that life was joy. I awoke and saw that life was service. I acted and behold, service was joy.**

--Rabindranath Tagore

**C**ongratulations to Buffalo State Chapter UUP Board members recently recognized with benchmark State and local Chapter awards! Honorees are Jean E. Richardson, Josephine Adamo, Mohan Devgun, and Ramona Santa Maria. All these board members are, in addition, delegates in the Statewide UUP Delegate Assembly.

**"I believe in unionization,"** says Jean E. Richardson, PhD and recipient of the **UUP 15-Year Leadership and Service Award.** Dr. Richardson (*below*) began work at Buffalo State part-time, became a full-time



temp, and later became tenured. She says that "Without the Union, we would not have health and other benefits, and Joint Labor-Management money." She adds, "Early on before I had tenure, I found a community in UUP that you could voice your problems in. I like that sense of community and camaraderie. Foremost, it is important to help colleagues with work-related problems."

**T**hough retired in 2014

as Buffalo State History and Social Studies Department Associate Professor – following her 22-year career here – Dr. Richardson continues service on the Chapter Board as a retiree member. At Statewide UUP Delegate Assembly, she also continues to serve on the Membership and Women's Rights and Concerns committees.

**T**hose who know Dr. Richardson know she has assisted – and continues to serve – the Union and its members admirably. Perhaps helping colleagues solve work issues is not unrelated to Dr. Richardson's love of mystery books? Both involve working through difficult situations to find solutions! She adores dogs, too, especially her beloved Woody.

**J**osephine Adamo (*below*) was presented with the **UUP 10-Year Leadership and Service Award.** Ms. Adamo is our Chapter Grievance Officer for Professionals and serves on the Statewide UUP Grievance



Committee. At Buffalo State, her 20-year career began in the

Academic Skills Center and, for the last 10 years, she is in University College where she is First-Year Development Initiative Coordinator and teaches several courses. Ms. Adamo serves on College Senate, Senate Curriculum Committee, PSC Executive Board, and as chair of the College Review Panel.

**"B**eing a member of each committee keeps me well informed of issues on the Buffalo State College campus and at the State level, which in turn helps me in keeping my colleagues aware of these issues and concerns here and across SUNY," states Ms. Adamo -- better known as Josie.

**T**hreading things together just comes naturally to Josie, who along with five other women, have raised over \$40,000 in the past three years for the Alzheimer's Association. They raise the funds by making and selling beautifully handcrafted necklaces.

**M**ohan Devgun, PhD, and Ramona Santa Maria, PhD, were recognized with **UUP Five-Year Service Awards.**

*(Story continues on page 3.)*

*J. Richardson, M. Devgun, and R. Santa Maria photos are courtesy of Bruce Fox.*

As Buffalo State College Engineering Technology Department Professor, Dr. Mohan Devgun (*below*) was recently recognized as a 25-Year Employee at the annual college luncheon.



Dr. Devgun has made numerous contributions that have raised the state of the art in engineering, manufacturing, and product quality. In addition to his devotion to technical subjects, Dr. Devgun is also dedicated to community service, filling leadership positions in several public and private civic organizations, including UUP. At Buffalo State, he also serves on the Faculty Senate and several committees. He arrived at Buffalo State by way of India, England, and Iowa.

Dr. Ramona Santa Maria (*upper right*) is Computer Information Systems Department Associate Professor and Chapter UUP Officer for Contingents. At Statewide UUP, she serves on Contingent Employment and Technology Issues committees, and on the Task Force on Pay Equity Based on Race.



From graduate assistant to adjunct, lecturer, assistant, and associate professor, Dr. Santa Maria has worked 15.5 years at Buffalo State and UUP.

“When I think about my Union advocacy,” says Dr. Santa Maria, “I think of the words of Noam Chomsky, ‘Labor Unions are the leading force for democratization and progress.’ Union members have to think about each struggle, and victory, for each person as a problem or triumph as progress for the whole. Sometimes I hear, ‘I pay dues; what is the Union doing for me?’ The larger question should be, ‘What is the Union doing for its members?’ What my Union involvement shows me is the Union is ALWAYS advocating for something for its members. At Buffalo State, UUP works with HR and NYSUT to advocate for the issues our colleagues bring to us, and we make sure it goes through the proper channels, so they get a fair shot at equity in their employment.”

Congratulations, all!

## Important Contact Info for UUP Members

**UUP Benefit Trust Fund** . . . . . 800/887-3863  
 Delta Dental . . . . . 800/471-7093  
 Davis Vision (Vision Care) . . . . . 800/999-5431  
 Laser Vision Correction (Client Code 7512) . . . . . 800/584-2866

**Empire Plan** (Select Menu Option) . . 877/769-7447  
 1. United HealthCare (Medical/Surgical)  
 HCAP (Home Care Advocacy/Equip/Supplies)  
 MultiPlan (Basic Med Provider Discount Prgm)  
 MPN (Chiro/Physical Therapy Managed Prgm)  
 Benefits Mgmt Prgm (MRI Pre-Certification)  
 Infertility Treatment (Centers of Excellence)  
 2. Empire BlueCross and BlueShield  
 (Hosp/Inpatient/Nursing/Transplant Pre-Cert)  
 3. Mental Health and Substance Abuse  
 4. Prescription Program  
 5. NurseLine (Info/Educ/24-Hr Support)

**HMO Participants** . . . . . Call your HMO

**Retirement Systems (Pensions)**  
 NYS Employees’ Retirement Sys. . . . . 866/805-0990  
 NYS Teachers’ Retirement Sys . . . . . 800/348-7298  
 Optional Retirement Programs  
 ING . . . . . 800/677-4636  
 TIAA-CREF . . . . . 800/842-2776  
 Metropolitan . . . . . 800/638-5433  
 VALIC . . . . . 800/448-2542

**Tax Deferred Retirement Savings**  
 NYS Deferred Comp Plan 457(P) . . . . 800/422-8463

**NYSUT** . . . . . 800/342-9810  
 Member Benefits . . . . . 800/626-8101

**AFT** . . . . . 800/238-1133  
 x8643

**Workers’ Compensation/SS Disability**  
 Fine, Olin & Anderman . . . . . 866/362-4887

**Flex Spending Account**  
 Dependent Care Advantage Acct . . . 800/358-7202  
 Health Care Spending Account . . . . 800/342-8017

**NYS Dept of Civil Service** . . . . . 800/833-4344

**NYS/UUP Jt Labor/Mngmnt Off** . . . . 518/486-4666

**NYS Tax Info: Pensions/Annuities** . . 800/225-5829





United University Professions



1300 Elmwood Avenue, CLAS A104  
Buffalo, NY 14222

Phone: (716) 878-5732  
Fax: (716) 878-6036

E-mail: [buffalostate@uupmail.org](mailto:buffalostate@uupmail.org)  
[www.uupinfo.org](http://www.uupinfo.org)  
<http://uup.buffalostate.edu>

*Dreams Don't Work  
Unless We Do*

## BSC UUP Leadership

### Chapter President

**Rick Stempniak, PhD**, x5732  
[stempnra@buffalostate.edu](mailto:stempnra@buffalostate.edu)

### VP for Academics

**Lisa Marie Anselmi, PhD**, x6520  
[anselmim@buffalostate.edu](mailto:anselmim@buffalostate.edu)

### VP for Professionals

**Deborah Jones**, x5713  
[jonesd@buffalostate.edu](mailto:jonesd@buffalostate.edu)

### Grievance Officer, Academics

**Steve Pendleton, PhD**, x3035  
[pendlems@buffalo.edu](mailto:pendlems@buffalo.edu)

### Grievance Officer, Professionals

**Josie Adamo**, x5223  
[adamojp@buffalostate.edu](mailto:adamojp@buffalostate.edu)

### Secretary

**Ottillie Woodruff**, x5364  
[woodruom@buffalostate.edu](mailto:woodruom@buffalostate.edu)

### Treasurer

**Maria Brickhouse**, x6024  
[brickhmb@buffalostate.edu](mailto:brickhmb@buffalostate.edu)

### Officer for Contingents

**Ramona Santa Maria, PhD**, x3250  
[santamrr@buffalostate.edu](mailto:santamrr@buffalostate.edu)

### Academics Steward Coord.

**Bruce Bryski, PhD**, x5805  
[bryskibg@buffalostate.edu](mailto:bryskibg@buffalostate.edu)

### Professionals Steward Coord.

**Pat Ghee**, x3402  
[gheepd@buffalostate.edu](mailto:gheepd@buffalostate.edu)

Newsletter Editor/Chapter Asst.: Jean Yarwood

# The UUP Mission

The purpose of the Buffalo State College Chapter of UUP is to promote the aims of Statewide UUP, namely, to improve the terms and conditions of employment of those it represents; to promote mutual assistance and cooperation among the members of UUP; to advance education in a democracy and democracy in education; to promote the principle of unity and collective bargaining in higher education; and to defend the civil, professional, and human rights of those it represents. Our purpose is also to monitor local compliance with the Agreement between UUP and the State of New York. In addition, it is the purpose of the Chapter to promote academic and professional excellence and to strength the college and college community. The Chapter acts as representative of UUP within the college community, and organizes and supports activities associated with its campus responsibilities as a Union, and cooperates with other Chapters, Statewide UUP, UUP affiliates, and other appropriate organizations in furtherance of these objectives.

Statewide UUP has represented the academic faculty and professional staff on all of SUNY's 29 state-operated campuses -- including Buffalo State College -- for more than 40 years. It is the largest public higher education Union in the nation and leading advocate for public higher education in New York State. Statewide UUP is committed to enhancing and protecting the professions it represents, and does so in many different forums. At the bargaining table, political corridors in Albany and Washington, and in the arena of public opinion, UUP is there fighting for you. At Statewide UUP, we:

- Lobby for the best possible SUNY budget every year.
- Promote legislation addressing academics' and professionals' needs.
- Protect tenure and employment security.
- Enforce workplace safety.
- Ensure a sound pension plan.
- Provide exceptional dental and optical benefits.
- Negotiate important benefits such as health, prescriptions, and disability coverage.
- Negotiate grant funds for research, travel, and professional presentations.
- Arrange for special study leaves prior to tenure review.

UUP offers you the opportunity to work with your colleagues in preserving and enhancing the quality of our working lives. We invite you to join us by taking an active role on campus and/or at the statewide level.

## Academic Delegates:

**Rick Stempniak**, Engineering Technology; **Lisa Marie Anselmi**, Anthropology; **Steve Pendleton**, Political Science; **Ramona Santa Maria**, Computer Information Systems; **Bruce Bryski**, Communication; **Fred Floss**, Economics and Finance; **Diane McFarland**, Communication; **Jean Richardson**, History and Social Studies, retired; **Mohan Devgun**, Engineering Technology; **Steve Macho**, Engineering Technology; **Nuala Drescher**, History and Social Studies, retired.

## Professional Delegates:

**Deborah Jones**, Admissions; **Ottillie Woodruff**, Educational Opportunity Program; **Maria Brickhouse**, Educational Opportunity Program; **Josie Adamo**, University College; **Pat Ghee**, Academic Support Programs; **Dean Reinhart**, Admissions; **Gwen Veira**, Admissions, retired; **Michael Woodruff**, Financial Aid, retired; **Jude Jayatilleke**, Educational Opportunity Program.