



FALL 2014

Need to Discuss a Work Issue? We're Here for You:

Are you an academic with a work concern? Contact Chapter President **Rick Stempniak** (x5732; stempnra@buffalostate.edu) or VP for Academics **Lisa Marie Anselmi** (x6520; anselmlm@buffalostate.edu) or Grievance Officer **Steve Pendleton** (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).

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

United University Professions

We Are UUP United

Helpmates, Activists on Campus and in the Community

*L to R: State UUP Vice President for Professionals **Philippe Abraham**, Buffalo State Chapter UUP President **Rick Stempniak**, and State UUP Membership Development Officer **Edison Bond** met 215 Buff State members at the Annual UUP Fall Kickoff BBQ.*



We are marching directly into a seriously busy Fall! From the **AFL-CIO Parade and Picnic** in South Buffalo on Labor Day (*photo below*), on to the Buffalo State campus for our **Annual UUP Fall Kickoff BBQ**, we support union efforts, activism, and members. In addition to the recent **Open House**, we held a **Tenure and Contract Renewal Workshop for Academics** with presenters Jean Richardson (Department of History & Social Studies Education, Associate Professor, retired), Ken Orosz (Department of History & Social Studies Education, Associate Professor), and Ed Giblin (NYSUT Labor Relations Specialist). A similar workshop for professional staff will be announced for next semester.

Further towards assisting Buff State UUP members, a **Chapter Membership Meeting** will be held on Friday, November 7, starting at 1:00 P.M. in Classroom Building B119. Guest speaker is Doreen Bango, State UUP Manager of Member Benefits and Services. Following her presentation will be discussion, plus questions and answers. E-vites will be sent to members in mid October.

UUP Board member Jude Jayatilleke (*below in red shirt, along with State UUP President Fred Kowal in logo cap*) reports that we diligently seek to increase membership by 30% among full- and part-time faculty and professionals on campus. A **Membership Development Task Force** is now in place with Jude at the helm, and several programs and activities will be held to increase awareness and to review benefits and Chapter purpose. If you have been forwarded this newsletter by a UUP member and are not a member yourself, complete a membership form at <http://uupinfo.org/membership/forms/memberapp.pdf> and bring it to the

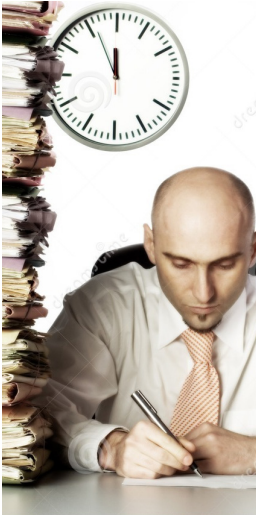


UUP Office in Classroom Building A104. We are eager to meet you!

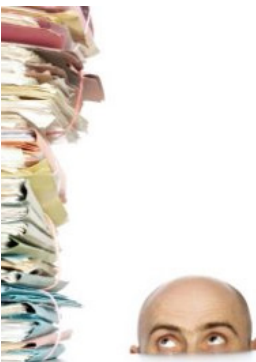
Last, many members are unaware that a **Life Insurance Benefit** of \$6,000 is available. Simply submit to us a form available at <http://uupinfo.org/benefits/forms/btfbeneficiaryform.pdf>. As always, In Solidarity we are union strong!

How to Fight Workload Creep

Adapted from "How can Academics fight workload creep?" by State VP for Academics, Jamie Dangler and "How can Professionals fight workload creep?" by State VP for Professionals, Philippe Abraham



1. **U**nderstand the basic principles that apply to your professional obligation. The specific content of your professional obligation is set at the time of hire. Regarding the specific content of professional obligation, think of a pieces-of-a-pie analogy. It can be changed by management at any time, but if there are increases in one area of the professional obligation (one slice of the pie gets bigger), there must be decreases in another area (another slice of the pie gets smaller). The bottom line is that the full professional obligation should not be exceeded.
2. Bring workload issues to Buffalo State College Chapter UUP leadership and the NYSUT Regional Labor Relations Specialist.
3. Document workload increase:
 - Begin to keep a log of work done in areas that are subject to workload creep.
 - Use written correspondence to document that you have taken on additional workload for specific reasons/projects -- and note that you do not consider it to be part of your professional obligation going forward.
 - **Academics:** Note workload increases in your annual report, identifying extra work as such in relation to previous years.
 - **Professionals:** Make sure your performance program is modified to reflect workload increases, identifying extra work as such in relation to previous years.
4. Take steps to ensure that extra responsibilities/volunteer work do not become part of normal workload expectations.
5. Document in writing that volunteer work is being done on a voluntary basis and for a specific period of time or to accomplish a specific one-time tasks (through e-mails, letters to department chairs, deans, or other administrators).
6. Have department-level/unit-level discussions about workload issues to try and get everyone on the same page.
7. If you are asked to take on extra responsibilities and you are interested in doing so, you can ask for compensation. For **academics:** This means extra service pay; reduction of duties in a subsequent semester in lieu of taking on extra duties. For **professionals:** This means promotion to a higher salary level, salary increase, extra service pay, compensatory time in lieu of taking on extra duties.
8. **Academics only:** Academic year appointees are not under obligation during the summer and need to develop practical suggestions for ways to handle summer work that may be beyond typical class preparation and research activities normally done during summer months.
9. Workload creep is often experienced individually but is part of a collective problem. Work collectively to address workload issues.



Good Times @ the UUP Fall Kickoff BBQ



Photos courtesy of Bruce Fox,
College Photographer



From top left, clockwise: Buff State UUP Board member Otilie Woodruff greets new member Scott Burns; Philippe Abraham addresses the crowd; Bengal Tiger aka Paul Bentkowski gets iced for charity; Yes to cupcakes!; Buff State President Katherine Conway-Turner thanks members for the warm welcome; and happy picnic-ers.



We look forward to a long and productive relationship with new Buffalo State College President Katherine Conway-Turner.

We had grown into each other somewhere along the way. We were officially a team.

--Shannon A. Thompson
Author

I am a member of a team, and I rely on the team, I defer to it and sacrifice for it, because the team, not the individual, is the ultimate champion.

--Mia Hamm
Athlete

Teamwork is the ability to work together toward a common vision... the ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results.

--Andrew Carnegie
Philanthropist

Unity is strength ...when there is teamwork and collaboration, wonderful things can be achieved.

--Mattie Stepanek
Late Child Prodigy



United University Professions



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The State University of New York
Chapter

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The UUP Mission

The purpose of the Buffalo State College Chapter of UUP is to promote the aims of State 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, State UUP, UUP affiliates, and other appropriate organizations in furtherance of these objectives.

State 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. State 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 State 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; **Ottile 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.