



WINTER 2015

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

Are you an academic with a work concern? Contact Chapter President **Richard (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

Remembering and Looking Forward

By Rick Stempniak, Chapter President

Rick Stempniak



at President Bill Clinton's 1993 inauguration -- the first poet in more than 30 years to have the honor. She was active in the Civil Rights Movement, serving in the early 1960s as northern coordinator for Southern Christian Leadership Conference at Dr. Martin Luther King, Jr.'s request.

Dr. Angelou is credited with books, essays, plays, movies, and TV shows of more than 50 years -- and best known for *I Know Why the Caged Bird Sings*, first of her seven autobiographies.

On another note, do you know a worthy grad student who needs help financing Buff State education? Make a difference: Tell that student about 2015 UUP William Scheuerman Post Baccalaureate Scholarships of \$3,000. Applications, due March 2, are found at <http://uupinfo.org/scholarships/pdf/2015PostBaccalaureateApp.pdf>.

Another year in which to make a difference is here! Let us remember those who have gone before us, blazing vital pathways. Especially with **Black History Month** in February, be inspired by author, poet, activist, and actress **Maya Angelou**. Dr. Angelou left this world a better place with all she accomplished before her 2014 homegoing. She received dozens of awards and more than 50 honorary degrees, including the Presidential Medal of Freedom in 2010. Dr. Angelou recited her poem, "On the Pulse of Morning,"



Maya Angelou
1928 -- 2014

NO to National Adjunct Walkout Day

To every thing there is a season, and a time to every purpose under heaven.

--The Byrds, from
The Good Book

Diplomacy is more than saying or doing the right things at the right time; it is avoiding saying or doing the wrong things at any time.

--Bo Bennett

Anybody can become angry -- that is easy, but to be angry with the right person and to the right degree and at the right time and for the right purpose, and in the right way -- that is not within everybody's power and is not easy.

--Aristotle

The sun will rise and set regardless. What we choose to do with the light while it's here is up to us. Journey wisely.

--Alexandra Elle

Patience is the calm acceptance that things can happen in a different order than the one you have in mind.

--David G. Allen

The early bird gets the worm, but the second mouse gets the cheese.

--Willie Nelson

UUP is aware of a planned, nationally organized National Adjunct Walkout Day on February 25, 2015. **UUP does not condone, support, or endorse this movement.**

We strongly advise that you not participate in National Adjunct Walkout Day. Please read the following thoroughly.

After consulting with UUP Legal Staff, our Statewide UUP President Fred Kowal issued an email to all UUP members on December 12, 2014. In it he explained the gravity of the situation from a legal position.

The following are four reasons State President Kowal listed that all UUP employees -- including adjuncts -- should not participate in National Adjunct Walkout Day:

1 Under New York State Law, no public employee or employee organization can instigate, encourage, or condone a strike or a similar action.

2 Participation in any such action (a strike or other concerted stoppage of work or slowdown by public employees) **is barred by New York State Civil Service Law** (aka, The Taylor Law).

3 UUP members who participate in any such action, which would constitute an illegal strike under New York State Civil Service Law, **could be subjected to loss of two days' pay for one day of action.** If UUP were to be found to have encouraged a strike, we would face legal action potentially leading to the loss of agency fee.

4 Be aware that anyone on a term appointment (ex., non-permanent) could be subjected to Article 19 disciplinary action, up to and including termination. Employees on temporary appointments (ex., adjunct faculty) are at-will employees and could be terminated immediately.

While State UUP President Fred Kowal and Buffalo State Chapter President Rick Stempniak both support our adjunct brothers and sisters in their quest for a living wage and better working conditions, UUP cannot support, encourage, or condone the walkout.

Instead, UUP is working with the American Federation of Teachers to provide alternative actions that will promote and pursue the goals we have established in UUP: Bringing adjuncts into full-time status with job security and a living wage.



State UUP Manager of Benefits and Services **Doreen Bango** presented "Your Negotiated Benefits" to a full house recently at a Buffalo State College Chapter UUP meeting.



Investing in the Future Via UUP Scholars

Congratulations to two Buffalo State students recently awarded 2014 UUP College Scholarships: **Maura Hanley** and **Kaitlyn Gardner!** These awards are most impressive: Only three were presented statewide.

The UUP College Scholarship Fund Undergraduate Award was awarded to Maura Hanley, a Buff State senior whose goal is to earn her Master's in social work and serve the less fortunate in rural and urban areas.

She is off to a good start! Ms. Hanley has assisted homeless people at the City Mission by serving meals, helping prepare individuals for entry-level jobs, and helping them find housing.



Ms. Hanley (above) has volunteered at dental and animal clinics, and as assistant coach for a South Buffalo community swim team. She also raises funds for charities including the Susan G. Komen Race for the Cure.

Ms. Hanley is a member of the campus Social Work Club and is an altar server at her church. She has a 4.0 grade-point average.

The William E. Scheuerman Post Baccalaureate Scholarship was presented to graduate scholar Kaitlyn Gardner. She is a former Teamster and United Food and Commercial Workers International Union member and future NYSUT member.



Ms. Gardner (above), a graduate student in childhood and early childhood education, will again sign a union card as she becomes a teacher after graduation.

As an Advisory Council member to Buffalo State's Professional Development and Schools Consortium, Ms. Gardner assists teacher candidates in gaining field experience in WNY elementary and high schools.

On campus, she is a Graduate Student Association

Senator and chair of its PR and Marketing Committee, plus graduate liaison to the Elementary School Club.

For two years, Ms. Gardner supervised after-school and children's recreation programs at the Learning Disabilities Association of Western New York. Prior, she was 2nd grade teacher at Del Sol Montessori Bilingual School in Honduras.

The impact of parental involvement on children's educational success is the focus of Ms. Gardner's scholarly work. She holds a 4.0 grade-point average.

Congratulations again, to Maura and Kaitlyn -- UUP's student scholars!

The UUP College Scholarship Fund Undergraduate Award is presented in honor of those who have donated generously to the scholarship fund. Those donors are: the late Gertrude A. Butera, SUNY Alfred Associate Professor of Marketing; the late Robert Carter, SUNY Oswego Associate Professor of History; and the late Eugene P. Link, SUNY Plattsburgh Professor.

The William E. Scheuerman Post Baccalaureate Scholarship was named for a former statewide UUP President instrumental in securing seed money for a scholarship for graduate and professional school students.

*Serving on the statewide UUP Scholarship Selection Committee from Buff State Chapter UUP are **Pat Ghee** and **Nuala McGann Drescher**. Serving on the statewide UUP Scholarship Development Committee from Buff State UUP are committee co-chair **Pat Ghee** and committee member **Maria Brickhouse**.*

***B**ut before any great things are accomplished, a memorable change must be made in the system of Education, and knowledge must become so general as to raise the lower ranks of Society nearer to the higher. The Education of a Nation, instead of being confined to a few schools and universities, for the instruction of the few, must become the National Care and expense, for the information of the Many.*

--John Adams

in a letter to Matthew Robinson, Jr. March 23, 1786

***L**et us pick up our books and our pens," I said. "They are our most powerful weapons. One child, one teacher, one book, and one pen can change the world."*

--Malala Yousafzai

***W**e have an obligation and a responsibility to be investing in our students and our schools. We must make sure that people who have the grades, the desire, and the will, but not the money, can still get the best education possible.*

--Barack Obama



United University Professions



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Dreams Don't Work Unless We Do

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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; **Ottilie 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.