



## President's Notes

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The SUNY Tuition Increase, though probably long overdue, is unlikely to be a solution to our budget crisis. While the approximately \$600 increase, to be implemented in two phases, is probably a step in the right direction it is hardly the rational plan that many people favor. A question has already been raised in many quarters about the legality of the SUNY Board's increase. The fact that the colleges are only scheduled to keep a very small percentage of the increase has many scratching their heads as well. And, I want to point out that previous tuition increases (rare though they are) have been followed by cuts in campus support. Don't bet on the increase to bail us out!

"March for Main Street" will take place on January 7th in Albany, when Governor Patterson is giving his "state of the state" speech. If you would like to take a trip to Albany for this event, don't worry. We will be contacting you with details on how to carpool for the trip. It is a great time to see the capital and our system of government at work.

Trying to get in touch with your legislators? Feel free to go to the union webpage, [www.uupinfo.org](http://www.uupinfo.org) and send them a fax on UUP's fax machine. It's easy and we even have preprogrammed messages. The governor, and the rest of your elected officials, love to hear from you. If you don't believe me, ask them.

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## Performance Program is Key to Success

By John Marino, State VP for Professionals



Do you have an up-to-date performance program? Have you participated in the development of your performance program? Did you know that your performance program can help you get promoted and/or a salary increase and keep the work you do for SUNY at a reasonable level?

Working for SUNY can be daunting at times. And when many of us start out, we have a long road ahead of us, with the dreams of attaining all the good things in life. One of the things that can help you realize these dream is a well done performance program — and you play a major role in its development. Space will not permit me to go into all of the contractual details or the guidelines outlined in the Policies of the Board of Trustees and contract. My goal here is to get you to hopefully understand the importance of these documents. As far as the details, you have resources at your fingertips; your campus-based UUP chapter conducts workshops and has leaders and labor relations specialists available to help. And, of course, I am at your service by e-mail and phone. You might have seen me at one of your chapter workshops as well.

This is what I hear the most from our members: How do I get a raise and how can I get promoted? My first reaction is always: Do you have an up-to-date performance program? During the last few years, UUP has made significant progress in making people aware of the importance of

having one.

In fact, many more of you now have a performance program. But we're still not where we want to be.

One of the biggest misconceptions is that the performance program is a job description. It is not! The performance program is part of the system of evaluation set forth in the Policies of the Board of Trustees. These policies state that you need to be evaluated annually based on the duties and responsibilities you were assigned to perform. That is why it is so important that you discuss your duties and responsibilities with your supervisor before you sign off on your performance program. So when you review your performance program and there are things in it you know you cannot do, then speak up. Ask for clarification or training, and make sure your supervisor is aware and that your request is documented. The bottom line: You will be evaluated on the specific duties in the program. Remember, "any and all duties as assigned" is not specific, and therefore cannot be evaluated and cannot be included.

Once you have a performance program that can measure success and show growth in your performance, you can start working toward promotions and salary increases.

It can also help you keep things in check. As duties are added, it is possible to get salary increases or have some duties removed. It is also possible to get promoted.

**THERE WILL BE AN EMAIL ANNOUNCEMENT OF AN UP COMING PROFESSIONALS PERFORMANCE EVALUATION WORKSHOP SOON**

## What to Do on a Rainy Day

By Maureen Curtin, English Department

For a progressive, I have to own up to a few conservative tendencies. Even in Central New York where sunshine is scarce for long stretches of time, I grumble a little when a rainy forecast is errant and blue skies emerge. That kind of yen for predictability and consistency usually comes from a history of uncertainty, a legacy of contradiction. For instance, I come from an immigrant community and a union home, aware of disadvantage, wary of exploitation, and authorized to challenge the inevitability of both. Nonetheless, I was also primed to sacrifice my needs for those whose needs were greater.

So when Governor Paterson issued his proposed budget on November 12, I could see, even accept, his rationale for spending cuts that would hit close to home. There is something noble in shared sacrifice, and insofar as the proposal is leveled at cutting spending, there is even something a little righteous about it all. I've never seen myself as a "consumer," so Paterson's ringtone appeals. I felt myself called. I could hear my students receiving the same seductive call. I heard them responding by blaming the economic crisis on irresponsible homeowners, even as Wall Street fiddled. As I listened more closely, though, I began to hear "musical chairs."

First, in targeting spending, Paterson hails us as consumers, not as laborers—something academics are liable to miss since we tend to see ourselves as independent agents. Setting the terms in this way, Paterson makes it harder to see that the proposed cuts to education are cuts in labor and production that will hurt both campuses and the communities they're in. But don't take it from me; listen to Nobel Prize winner Joseph Stiglitz who reminds us that "cuts in government spending on goods and services that are produced locally (like education and health care) and cuts in transfer payments to low-income families are most damaging to the economy." One can easily imagine that local economies like Oswego's might compensate by entering into deals with the devil. These deals would bring dangerous work and, potentially, even more toxic substances to communities that otherwise rely on universities for their economic health.



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## UUP END OF SEMESTER RECEPTION

FRIDAY, December 12th

4 to 6:30 at the Forum Restaurant in Hewitt Union

WITH MUSIC BY THE OSWEGO JAZZ PROJECT

Complementary: beer, wine, soda and hors d'oeuvres

## Do Not Follow These Steps to Retirement!!! Or Humor from the Gallows.

By Highpockets MacBuckstretcher



Several months ago you were worried about what to do in retirement. Now, the worry is *when* and *if* you can afford to retire. How did you get in this mess in the first place? Perhaps you followed one of the confusing and conflicting "axioms" of financial investment. Let's take a look at a few of them:

**Axiom #1.** *Ascertain your Tolerance for Risk.* This is the first thing your financial advisor will try to ascertain, usually by administering a questionnaire. If they'd just ask the question, I'd respond with a resounding "I don't like to lose money." That's pretty definitive! I have as much tolerance for risk as I have for extending the due date on a homework assignment. Here is what risk tolerance really means. If you are near retirement, you have no business being tolerant of risk because losses will put off your retirement date. Young people, while not enthusiastic about risk, at least have a career to recover over. The correct question is "How many years till you retire?"

**Axiom #2.** *Do What the Insiders are doing!* This is one of my favorites. If you go to [cnmoney.com](http://cnmoney.com) you can check particular stocks and see what the "insiders" are doing, the president, vice-president, board members. It's like peering right into the board room. Sometimes it helps and sometimes it doesn't. For instance, if you check on Exxon Mobile, you'll see that a lot of people were awarded shares through "stock gifts" or "options" that they didn't purchase at all. And, they sold them before the stock tanked. It's just as common to see that insiders purchased stock prior to the recent "CRASH" (You'll notice that I didn't hem and haw about using that word like some people debate if we are or aren't technically in a recession.) Those insiders certainly didn't know what they were doing. Following what the insiders do isn't necessarily the path to riches.

**Axiom #3.** *Good companies buy their own stock.* Well, yes and no. Don't hunt the financials looking for this because it can be a signal that something is wrong. If a company is loaded with cash and can't find something productive to do with it, a dividend should be in the offing. But, very often a company that is bleeding is looking for ways of channeling assets to the owners before the creditors can sop up the juice in a bankruptcy court. When a company is buying its own stock, it's really channeling cash to owners. Another reason to buy your own stock, is to prop up the value of the stock, keeping the investors happy.

**Three more Axioms.** *The Three Legged Stool, Diversification, and Rebalancing.* These are actually axioms that I like, although my three legged stool is a bit different. This isn't an apology because the axiom is in the public domain and I can interpret it any way I want. We don't really need these three axioms anyhow because they are best described as not putting all of your eggs..... (I didn't finish this sentence to measure your tolerance for ambiguity.) Most stools have social security as one leg. I've given up on social security. It'll be there in all it's vestigiality, protruding like teets on a boar....., but contributing little (another test of your tolerance for.....) My three legs are bond funds, stock funds and real estate funds. We call this diversification, and it limits your gain and loss, but balances your risk. My real estate leg remained steady while the bond fund and the stock fund headed in different directions, albeit at very different rates of increase and decrease. The legs on the stool looked like different size pipes on an organ. That get's you to the rebalancing thing! You're suppose to take money from the fund that did well and put it into the fund that's sucking up money like dinosaurs at the La Brea Tar Pits. This takes courage and a tolerance for risk.

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## VOTE/COPE

By Winfield Ihlow, VP for Professionals

VOTE/COPE is the voluntary, non-partisan, political action fund of NYSUT/AFT that UUP members are encouraged to contribute to so that we can have our viewpoints heard in the political process. Whether we like it or not, money has influence in the halls of government, and lots of money has the most influence. Because we work for a New York State agency, politics plays an important role in our professional lives.

VOTE/COPE stands for Voice Of Teachers in Education / Committee On Political Education.

The total collection of VOTE/COPE funds from UUP statewide in recent years has been in excess of \$100,000 per year. If only each UUP member were to give \$1 per pay check for a year, the UUP VOTE/COPE total would be around \$800,000. These contributions are used to support advocacy activities and coalition building by UUP/NYSUT/AFT. Forty percent (40%) of your contributions are rebated back

to UUP to be used for political action activities. Over the past three years, close to \$200,000 has

been rebated back to UUP. With those kinds of resources available, the legislators in Albany really sit up and take notice when UUP needs to have a discussion with them about our needs as employees of SUNY.



Legally, UUP can not use its union dues for funding legislative ad campaigns, for making bipartisan contributions to political candidates, for supporting direct lobbying (advocacy) of government officials for our interests, and for making public awareness efforts.

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## President's Notes.....continued from pg 1

"SUNY is the \$olution" is the theme of UUP's latest drive to heighten awareness to our unique contribution to the state and local economies. Members have placed these posters in some local business establishments, but we need your help. Email the UUP office at [uup@oswego.edu](mailto:uup@oswego.edu) for your own personal poster (similar to a campaign poster) suitable for placing on your front lawn. They are great lawn ornaments and stand out quite well in the white snow. Hopefully in the next issue of the Voice you will have an insert suitable to taking to a business of your choice for their window. If you don't feel comfortable doing this, feel free to put it in the front window of your home. We need to be very active in this budget climate.

Eric Dinallo, Insurance Superintendent, has announced that "Insurance companies must treat same-sex couples in New York who were legally married outside the State the same as any other validly married couples, irrespective of the sex of the spouses." This is from a news release of the New York State Insurance Department dated 11/21/2008. It has been an issue very close to the union's heart.

Here are a few more items: Rumor has it that there will be an Early Retirement Incentive. NOT! The Albany "Times Union" has reported that the governor is not interested in the ERI at this time. In addition any action requires legislative action. It is likely that this would cost the state more money than it saved.

Rumor has it that there will be a new Retirement Tier 5. Phil Smith reports that this rumor has "legs" but would be for new hires, if enacted. It could save the state money and might have both gubernatorial and legislative support.

I know that a lot of organizations are forgoing the traditional office party at this time of the year. We aren't. I'll see you from 4-6:30 on December 12, at the Forum Restaurant. The members of the executive board look forward to seeing you. While the party/informal meeting is free we are suggesting a \$2 donation for the local food pantry.

## Oswego Chapter's Part Time Concerns Rep Lori Nash Wins Fayez Samuel Award

Many UUP members work hard at their professions and spend countless hours volunteering for their union. But few are as courageous as the part-time employees who, despite the possibility of dismissal, stick their necks out in a cry for better working conditions for themselves and their colleagues.

The union honored two such part-timer members with its Fayez Samuel Award for Courageous Service by Part-time Academic and Professional Faculty. Receiving recognition at the 2008 Fall Delegate Assembly in Albany are Jacqueline Berger of Empire State College and Lori Nash of Oswego.

The award is named after Fayez Samuel of Farmingdale, a pioneer in the effort to improve working conditions for part-time SUNY employees and a past chair of UUP's Part-time Concerns Committee.

### A role model

Colleagues cited Berger's leadership, advocacy and "remarkable initiative" in efforts to gain equity for part-timers. At Empire State, where about two-thirds of the union membership is part-time, Berger has no trouble bringing her demands to management, despite her position as a non-tenured academic.

Empire State Chapter President Jay Gilbert said Berger's "strong and fearless advocacy" is best exemplified by her willingness to initiate — and win — a class-action grievance to require SUNY to provide appointment letters and delineate professional obligations for part-timers, as defined in the contract.

"Jacqui's courage, sense of humor, administrative ability and love of the work have made her a role model for others to follow," said Weston Kennison of Geneseo, who co-chairs the union's Part-time Concerns Committee with Berger. "The work of our committee is a little like juggling three bowling balls and a chainsaw. Jacqui does so with passion, grace and a keen sense of focus on the goals.

### A relentless advocate

Nash may be new to the advocacy game, but that doesn't stop her from taking a shot.

Stating that Nash "has accomplished so much for her constituents without the armor of tenure," Oswego Chapter President Charles Spector praises her persistence in securing salary increases for summer school and adjunct instructors.

"Lori never allowed us to take this issue off the table" at labor/management meetings, Spector said. "She is relentless and extremely effective."

Nash has been the chapter part-time concerns representative since 2005, and is on the union's statewide Part-time Concerns Committee. She also organized the chapter's first Campus Equity Week event last fall, and is a regular contributor to the chapter newsletter.

Nash and Berger are UUP academic delegates. "Both of this year's recipients have worked tirelessly on behalf of their sisters and brothers at SUNY, with great dedication but little fanfare," said UUP President Phillip Smith. "This award is our way of saying 'thanks' for all you do."



## Budget Cuts and the New Contract

By Lori Nash, Part Time Concerns Rep

I am saddened that a number of adjuncts are slated to be terminated because of budget cuts. As these proposed cuts are being planned, I hope that the administration will keep in mind that teaching is the focus of SUNY Oswego. Let's cut the extras and not the teaching.

To those part-time academics and professionals who are lucky enough to still be working at SUNY Oswego, I want to draw your attention to a few changes that have happened since the last contract.

First, Phil Smith, the new president of UUP seems to have a strong interest in improving conditions for part-time academics and professionals. In recent years, many of us have wondered whether UUP is really representing the interests of part-time academics and professionals. We have been extremely frustrated by the lack of attention that our issues have been getting within UUP and that lack of progress that we have seen. In particular, we had hoped that the 2007-2011 contract would finally be the one that would give part-time academics a living wage. Unfortunately, though, the contract did nothing to improve starting salaries for part-time academics.

Second, Appendix A-47 is a significant advance for part-time academics and professionals. It reads as follows: "During the course of negotia-

tions certain issues related to part-time employees were raised by UUP that were of such significant concern that review at the Executive Level is required. As soon as practicable after a fully executed agreement, GOER, SUNY and UUP shall meet to discuss and review issues of mutual concern regarding part-time employees." (See page 122 of the contract.) This appendix means that the state recognizes that part-time academics and professionals have significant issues that need to be addressed. Moreover, there is a promise that something is going to be done about our issues. At the fall Delegate Assembly, Phil Smith spoke to the state-wide Part-time Concerns Committee about Appendix A-47. He made it clear that several members of the state-wide Part-time Concerns Committee have been selected to engage in this Executive Level review process. I encourage all of you, whether you are a part-time academic or professional, to contact me to let me know what issues you believe this group needs to discuss.



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## Individual Development Awards Program (IDAP)

By Winfield Ihlow, VP for Professionals

This is a notice that the IDAP applications for your projects and activities for the period from August 1, 2008 to July 31, 2009 should be ready for submission to the committee by Monday, February 2, 2009.

In brief, go to <http://www.nysuup.lmc.state.ny.us/development/individual.html> and **Read this entire page.** There are links you will need to open, print out, and fill in such as IDAP Application and Budget Summary, as well as information on the Program Evaluation which is completed following your event.

### Items Check List for IDAP Submittal:

- (1) Application,
- (2) Budget Summary,
- (3) Any supporting documents, like
  - a) photocopies of receipts (if any),
  - b) photocopies of reservations (if any),
  - c) photocopies or printer copies of any promotional documents or descriptive documents (if any), especially if your name is mentioned (e.g., presenting at a conference or chairing a panel, etc.),
- (4) A vita or resume' is necessary

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## UUP Addresses Corporatization and Globalization

By Stephen J. Rosow, Delegate for Academics

The economic crisis is playing havoc with higher education. Even Harvard's endowment has shrunk in value by 30%. Before we shed a tear for Harvard (or Cornell who continues to get state funding from New York State even as SUNY faces draconian cuts), we need to recognize that funding shortfalls and cuts are nothing new for public universities.

The economic and political environment of academic work has been undergoing significant changes for some time. As state funding has declined, prompting some people to refer to SUNY as "state-assisted" rather than state universities, universities have turned more to private corporations for funding, raising important questions about the autonomy and control over scholarship. Higher education is now routinely referred to as a "service industry." Our students are "consumers" and universities are called upon more and more to support and serve the profits of corporate sponsors and to do little more than provide skilled workers (so that corporations no longer have to spend money to train their own workers). Efficiency in a global

economy now governs the university, undermining faculty governance in the process and replacing full-time faculty with part-time and contingent faculty who can be discarded when economy requires.

In response to this changing context former UUP President (and Oswego faculty member) Bill Scheuerman asked me to chair a statewide committee to study the impact of what many call the corporatization and globalization of the university. The committee meets regularly at Delegate Assemblies, organizes conferences and public presentations (we are planning a presentation for the AAUP annual meeting in Washington in July on "Putting the public back in public education"), and promotes research and dialogue through its web site ([www.uuphost.org/globalization](http://www.uuphost.org/globalization)). Check out the website, comment on the blog, and send me any suggestions for research resources or news. Anyone who wants to get involved or wants more information just let me know.

## VOTE/COPE.....continued from pg 5

Solid support for adequate funding and budgets for SUNY and for fair collective bargaining agreements should be the product of justice, common sense, and fair play; however, having the financial resources to aggressively make our case does help. These resources are the combined result of UUP members making small, regular contributions to VOTE/COPE out of each pay check. Most of us would not even miss \$1 or \$2 or even \$5 per pay check to support these UUP activities that can not be paid for with your regular union dues.

What has been accomplished by UUP because of our VOTE/COPE contributions?

- A few years ago, UUP fought the cutting of the SUNY budget by one-third, which would have forced massive layoffs and possible campus closings.

- In recent years, UUP fought the lowering of payments to TIAA-CREF, a proposal by a past governor to diminish our pensions.

- In recent years, UUP fought the privatizing of the SUNY teaching hospitals. This issue would have affected Upstate Medical University (UMU) in Syra-

cuse. Not only is UMU a teaching hospital, but also it houses specialized medical units that benefit central New Yorkers (like the burn unit). In addition it supplies public medical services for low-income New Yorkers in our region.

- In recent years, UUP legislative advocacy resulted in state money budgeted for 150 new, full-time positions in the SUNY system.
- In recent years, UUP legislative advocacy resulted in additional funding for Educational Opportunity Programs (EOP), for the New York State Theatre Institute, for day care, and for elder care.
- In recent years, UUP legislative advocacy resulted in inclusion of TIAA-CREF in early retirement legislation.

VOTE/COPE resources allow NYSUT to support political candidates in a non-partisan manner with endorsements and contribution. NYSUT endorses candidates who generally support the NYSUT Legislative Program, regardless of party affiliation. VOTE/COPE contributions provide UUP resources for action, influence, and political clout.

## Waiting for Something?

By Donald Masterson, Delegate for Academics

For the past few semesters, part of my “service work” for the College has been to teach a General Education class loosely designated as “Narratives of Identity.” For me this openness says...the job's got to be done, so, if I have to put in overtime reading papers, grading exams, I want a bonus. That reward has been the chance to teach some of favorite books in the context that, yes, I'm going to say it, renews my hope in my students and in my country. Why then do I call the class “Against the American Dream: Narratives in 20<sup>th</sup> Century American Literature”? Quite simply, it's a test. Everyone seems to be for the American Dream. Ask Barack Obama, Joe the Plumber, the couple whose home just went “under water” on Main Street USA, and almost all the students in my class when questioned on the first day. But what happens if we cast a critical eye on the values implied in this powerful myth. First of all, some important but predictable ideas come forth. We learn at the end of *The Great Gatsby* that the rich can be careless people. *Invisible Man* tells us that it takes a life time of struggle for a black man in America to say proudly, “I am what I am.” Want to find the “vortex” of the American Dream, the glitz, the buzz, the nightmare, take a ride to Vegas with Hunter Thompson and be transformed into “a monster reincarnation of Horatio Alger”...someone “just sick enough to be totally confident.” My students are not that sick, but neither are they confident. That's why, time and again, they settle on an obscure little novel, *Waiting for Nothing*, as the book that both unnerves and renews them more

than any other.

“Day after day, week after week, year after year, always the same—three hots and a flop” laments the narrator in this Depression-era account of hunger, homelessness, and violence. All that can be hoped for, dreamed of, is shelter and the “slop” ladled out in missions. The fact that Tom Kromer, the author, was a college student before hard times forced him to hit the road is not lost on the class. Neither is the ambient atmosphere of a new hard times since the recent collapse of the financial markets. Of course, a “that could be me” response does open their eyes to suffering. That's important, but what Kromer really gives them is hope in a time of desperate need. For a growing number of people in America, that time is not 1933, but now. What, then, does the novel offers in lieu of the Alger myth? Compassion, determined honesty, directness of speech, and, above all, community. All these virtues are practiced in a brutalizing environment most of us will thankfully never experience. My students realize that cynicism is not an option in responding to this book. It is just simply too real. Thankfully, I offer this class every semester. Just when I've had enough of the double talk, newspeak, academic discourse, I can read this book yet again, talk with my students about it, and know that I truly have been waiting for something.



## Budget Cuts and the New Contract.....continued from pg 7

Third, part-time academics and professionals are eligible for discretionary salary increases (DSI). DSI increases are increases on an employee's base salary; DSI is not simply paid out in a lump sum. For years, there has been disagreement about whether or not part-time academics and professionals were eligible for DSI. This disagreement came about because of the lack of clarity in the contract. The contract did not clearly state that the salaries of part-time employees were part of the pool used to calculate DSI money, so it seemed to many that part-time employees should not get DSI. What this has meant is that even though part-time employees were eligible for DSI, many part-time people did not apply because they were not certain that they would be considered for DSI. All should be aware that the contract now clearly states that part-time employees are eligible for DSI. (See section 20.5 on

page 24 of the contract.)

I would like to make one other point about DSI. I had a number of people contact me in the summer to inquire about applying for DSI. Unfortunately, all of the people who contacted me did so after the deadline for completing the DSI online report, a report that both full-time and part-time employees had to have completed to be considered for DSI. From talking with these individuals, I have come to the conclusion that the DSI process is opaque to most part-time academics and professionals. This should not be the case. One of my goals this year will be to help make applying for DSI more transparent to part-time employees. Again, if you have suggestions about how this can be done, please contact me with your ideas.

## What to Do on a Rainy Day .....continued from pg 3

Paterson's proposal is cagey. He insists that cuts are necessary for the government in putting "the public interest ahead of special interests." This is a remarkable acknowledgement that the SUNY system is neither especially public nor especially a priority. What's more, Paterson uses a classically divisive tactic by implying that unions constitute a minority interest that cannot be permitted to trump the interests of the public. Thus, one of the few institutions that work to ensure some form of economic justice is being framed as a special interest. This sleight-of-hand distracts us from the crisis the government has created by treating the financial sector with special favor. That is, we've deregulated to an extent that even while few can calculate the losses, no one denies the extraordinary wealth that continues to coalesce in the hands of a tiny percentage of Americans. Paterson's proposal re

solves the tension between the two interests by thrusting New York further in the direction of privatization and all of its attendant special interests.

Perhaps most troubling of all, Paterson makes all this inequity seem inevitable: "With the State facing the largest deficits in its history, we have no other option but to make these tough but necessary choices." If there are no other options, then these are not choices. Paterson has publicly taken the position that his proposal is negotiable, but the language with which the proposal has been framed clearly indicates otherwise. For an ironic turn, let's take our cue from neoliberals who never met a crisis they didn't see as an opportunity. Let's respond creatively rather than reacting defensively. In these days of uncertain weather, remember to brandish an umbrella!

## Do Not Follow These Steps to Retirement!!! .....continued from pg 4

**Axiom #7.** (Ok, I think that you're into this financial advisement thing, so it's going to get advanced real fast now.) The next axiom is "When people are greedy get worried. When people are worried, get greedy." This means when the market is high, you should sell. When the market is low, like it is now, you should buy. I know that you've heard that somewhere. But, how many people have the courage, or the money, to buy into the market now. Kramer is telling everyone to sell everything and get out of the market. But, if you know anything about Hetty Green, the Witch of Wall Street, you'd know that she made her money by being long on cash when people needed money. She was also so cheap that when her son broke his leg sledding, she tried to get him into the free clinic in NY. She was recognized and treated the leg herself. He (Ned) lost the leg but gained a nice cork prosthesis! Hetty was so cheap that she moved every few days toward the end of her life so that she wouldn't have a domicile for state tax purposes. I guess this proves that greed sometimes works.

**Axiom #8.** *Don't Retire into a Down Market.* This is true. If your retirement nest-egg just took a shot like a baseball hit by a steroid infused player in a home run derby contest, don't retire! Your standard of living just got sucked into a black hole.

But, it could be worse. You could have already retired! Then you'd be forced to take a part-time job as an adjunct instructor and would have a great appreciation for their plight.

**Axiom #9.** *Money has a time value.* This axiom really works for you if you are young and starting off your career. If you put \$5,000 in an investment at the start of your career and earn 7% interest on it, that amount will grow to \$38,062 in 30 years. If you want to do the math multiply \$5,000 by 1.07 either 30 times or until you develop a callous on your index finger, whichever happens first. Now that's not realistic because you don't fund your retirement up front, and an investment today of \$5,000 isn't going to get you very far in your retirement years. But, put \$5,000 in an account every year for 30 years (an annuity) and it will grow to \$473,204 in 30 years (more than double that in 40 years). So as the Rolling Stones said in the 60's "Time is on your side".

Well, how do we wrap this up now that you've lost your faith in most investment axioms? Look at the bright side. Unlike most blue collar and many white collar jobs, you don't have to retire. As long as you keep taking fish oil and do Sudoku you can probably keep your brain functioning till your retirement plan recovers, just in time to check into a nursing home.

## Individual Development Awards Program (IDAP).....continued from pg 7

Only one activity or project can be submitted per award round, so if you have more than one that you could submit, pick your best one and send that one in.

On the application, when you get to item #11, please write your own description of your activity or project. Don't simply let the supporting document be your description.

The Individual Development Awards Program is the largest of all State/UUP JLMC programs. Proportional allocations are assigned to each campus based on unit member population. The allocation for our campus this academic year is \$22,893.96.

Each Campus Professional Development Committee determines award decisions and deadline dates. Our committee will start the collection process and decision process in the early Spring Semester.

SAVE YOUR RECEIPTS AND OTHER INFORMATION ABOUT YOUR ACTIVITY FOR SUBMISSION TO THE COMMITTEE. You are also encouraged to look for other sources of support. We may have anywhere between 50 and 200 submissions for support.

When the committee has met in the past to distribute these grants, we have tried to keep some guiding principles in mind. We try to distribute the funds as widely as reasonable and to support younger faculty and staff, since senior members have probably developed their own support sources. We also give some preferred consideration to members who did not receive an award in the immediately preceding year.

These are just guidelines; depending upon the specifics of the proposal, we could give an award to a full professor who received an award the year before. IDAP awards are intended to assist eligible employees develop their full professional potential and prepare for advancement. Funding may be provided for enhancing teaching, research capabilities, and improving professional knowledge and skills. Awardees have 30 days after the completion of their project or activity to submit receipts and other documents to the Campus Fiscal Officer for payment. For retroactive awards, documentation should be submitted

as soon as possible after the awarded amount is announced.

The types of support available include registration fees for conference or workshop, consumable supplies (paper, pens, postage, etc.), non-consumable supplies (books, software, etc.), travel and related expenses (includes lodging and meals), research support (e.g., computer time, network access or support, clerical support), equipment lease or purchase, or tuition (the maximum allowance for tuition is the SUNY rate at time of application).

Eligibility is open to both full-time and part-time employees. Full-time employees must be in the bargaining unit at the time of the award and during the dates of the project or activity. Part-time employees who meet the eligibility can request funding for a project or activity that occurs during the summer whether or not they are on the payroll.

Another important note about IDAP is that the awarding committee must initially consider a minimum of 15 percent of the total allocation for awards to part-time employees. If awards to part-time employees do not total the 15 percent, then the remainder can be reallocated to awards for full-time employees. So, part-time employees are strongly encouraged to apply for an IDAP award.

Projects or activities must fall within the following categories: (1) basic, applied, or historical research; curriculum or instructional material development; (2) workshop, seminar, internship, or course work not covered by Article 46, Program for Tuition Assistance or SUNY tuition waiver; (3) conference participation or attendance; (4) preparation of material for publication; (5) grant proposal development; (6) artistic or creative endeavors; (7) professional reading or independent study; or (8) other work-related professional development projects or activities.

If you have any other questions, please contact Winfield Ihlow (Oswego campus VP for Professional Staff) at ext. 2558 or at [ihlow@oswego.edu](mailto:ihlow@oswego.edu).

## EVALUATIONS ARE VITAL TO CAREER GROWTH

By John Marino, State VP for Professionals



I hope you read my last article on the importance of a performance program and that you have one that is current and accurately reflects what you do for SUNY. You will be evaluated based on your performance program. In this article, I'd like to discuss the importance of the evaluation process.

The SUNY Board of Trustees policies state that all professionals are evaluated at least once a year. You should receive a written evaluation based on the duties and responsibilities listed in the performance program. Keep in mind that evaluations are an ongoing process. That is why it is important to discuss with your supervisor any and all problems you might be having with any assignment or duty as they occur. At the same time, your supervisor should discuss with you any issues that you raise during the evaluation period. This way, there should be no surprises when you discuss your formal evaluation with your supervisor.

You may be someone who receives a stellar evaluation year after year. I hope you are able to parlay that into a salary increase or promotion since that is a great time to ask. However, that is not always the case with everyone. After all, nobody does things perfectly all the time.

If you and your supervisor disagree about your evaluation and you believe you received an inaccurate assessment of your performance, there are a number of things you can do. Discussing your evaluation with your supervisor is very important.

If any of the statements in your evaluation are

unclear, ask for clarification. Sometimes the wording in the evaluation can be changed to give a more accurate picture of how you performed and you can and should make suggestions. An evaluation should be used to help you excel and improve in your position throughout your career. Criticism should be constructive, not harmful.

If you need more training or help, ask for it. Sometimes the performance program you received the year before was unrealistic. It might be necessary to make changes to a performance program so that it is more realistic.

If agreement cannot be reached, you should write a rebuttal and attach it to your evaluation.

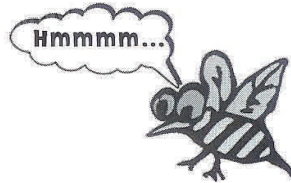
Evaluations can only be characterized as "satisfactory" or "unsatisfactory." If the evaluation is unsatisfactory, you can appeal to the Professional Evaluation Review Committee at your chapter. Even if the "satisfactory" box is checked, if you believe the content of the evaluation is unsatisfactory, you should appeal to the committee. There is a time limit of 10 business days for requesting a review, so it is important to make the request as soon as you receive the evaluation.

Above all, keep in mind you have resources at your fingertips. Using those resources will help you gain the knowledge you need for a successful career. Your local UUP chapter can help you navigate the ins and outs of this process. Many chapters conduct workshops that are dedicated to this topic.

I am also glad to help. You can e-mail me at [jmarino@uupmail.org](mailto:jmarino@uupmail.org) or call (800) 342-4206.



## What's all the Buzz about?



You might have heard your colleagues talking about MAP, the Member Assistance Program available from NYSUT Member Benefits Trust. Or maybe you've already joined. But if you haven't, you may want to once you read about MAP's benefits.

By joining MAP, an e-mail based program, you'll be among the first to hear about new, endorsed programs and program updates. You'll receive special offers and reminders from Member Benefits or from providers of its endorsed programs. Your opinions will be solicited on new programs under consideration for endorsement. When possible, you'll help Member Benefits test potential new services and provide feedback.



Often, MAPers are entered into drawings for prizes donated by providers of endorsed programs and Member Benefits. Since MAP's introduction, MAPers have entered drawings for a Bose® Wave Music System, free admissions to the National Baseball Hall of Fame and Museum, 100 gallons of heating oil from Heat USA, a summer fun pack filled with a variety of items, a DVD player and OfficeMax gift cards. In addition, new MAP enrollees and existing MAPers are automatically entered into quarterly drawings; to date, prizes included digital cameras, a cross-cut shredder and an iPod nano.

MAPers receive e-mail communications from Member Benefits and occasionally from

its providers of endorsed programs. On average, a MAP e-mail alert is sent once every three weeks.

Rest assured, Member Benefits will only share your e-mail address with endorsed program providers and then only under controlled circumstances. Once a program provider receives approval from Member Benefits to send you an offer or information, the vendor will be required to destroy the e-mail listing after sending the communication.



This exciting program allows you to help shape future programs and services exclusively available to you and your colleagues.

Help make a difference. Become a MAP team member. Enroll on our secure page by logging on to [www.memberbenefits.nysut.org](http://www.memberbenefits.nysut.org) and clicking on the "MAP Sign-up" navigation tool on the left-hand side of our home page.

For information about this program or about contractual expense reimbursement/endorsement arrangements with providers of endorsed programs, please call NYSUT Member Benefits Trust at (800) 626-8101, e-mail [benefits@nysutmail.org](mailto:benefits@nysutmail.org), visit [www.memberbenefits.nysut.org](http://www.memberbenefits.nysut.org), or refer to your NYSUT Member Benefits Trust Summary Plan Description.

Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits Trust-endorsed programs.

