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Winter Events Recap



SFT Mourns the Loss of Dr. Anne Pomeroy

The Stockton Federation of Teachers, Faculty Librarians, and Professional Staff mourn the loss of Dr. Anne Fairchild Pomeroy, Professor of Philosophy and former President of SFT 2275, who passed away on Friday, February 24, 2023.

Anne's tenure as a servant-leader of SFT spans eighteen years, and she served as Union President from 2012-2017, guiding the local through some of its most challenging times, including a joint vote of no confidence with the faculty assembly for former president Saatkamp. She also actively participated in some of the most contentious statewide negotiations we've ever faced during Governor Christie's administration.

Though the length of Anne's service and leadership is impressive, what distinguishes her most is how she served—wholly, with integrity and resolve, grace and humility. Anne set the gold standard for advocacy: standing up to tyrannical managers, decrying injustices large and small, organizing for protests and rallies, listening to and acting on behalf of her colleagues, assisting peers during the tenure & promotion or reappointment process, educating us all on the rights we are entitled to and the power of the collective.

We encourage you to revisit Anne's 2019 Toast and Roast. As the toasters note, her indefatigable commitment

to fighting for equity, transparency, fair wages, and human dignity is unparalleled.

"...to be able to make a real difference in people's lives is such an honor..."

In her own words, "...there were times when I actually got something done and somehow made someone's work better and somehow made someone's life better, and there simply is no more rewarding thing to do...to be able to make a real difference in people's lives is such an honor and you don't choose that yourself, other people put you into this position and then help you to do it."

She believed in the Union, not as an organization, but as an ethos: "a way of being in the world that we have chosen with each other." In this way, she has helped us be a stronger union and better advocates for each other.

Again and again, Anne chose to give the best of herself to us, as president, colleague, mentor, and friend.

The Stockton Federation of Teachers, Faculty Librarians, Professional Staff, and Faculty will continue and honor her legacy by holding each other up and holding each other accountable.

If you have a special memory of Anne or want to memorialize the impact she's made on your career and life, we will set up a remembrance book outside of the Union office in H230. Please stop by to share your story. Later in the semester on a date to be determined, we will gather to celebrate her life and service. In lieu of flowers, please consider making a donation to your local SPCA, shelter, or farm animal sanctuary.

In solidarity and with love,

*Emari DiGiorgio, MFA
Stockton University
President SFT Local 2275*



Professional Staff Upcoming Events

Upcoming workshops and events are on the menu for our Vice President of Professional Staff, Maria Spade.

The spring semester is in full swing, and there are a few updates staff should keep in mind. Over the last year we have run workshops on topics staff have asked to learn more about, such as reclassifications, performance based promotions, and how to construct a reappointment file. In collaboration with the Office of Human Resources, each of these topics will also have a short video highlighting the process and providing important instructions.

To assist staff going through the reappointment process, we are putting

together a rebuttal team. Should a staff member need to write a rebuttal at any point in the process, members of the team will work with staff to provide the right tone and language. If anyone is interested in participating on this team, please contact Maria at maria.spade@sftunion.org.

Our next workshop will be a small luncheon on May 11th. We will be welcoming Anthony Giardullo, the staff representative from the Council of New Jersey State College Locals, to the Board of Trustees Room for a luncheon and open discussion. We

will be looking at staff positions and go through the ambiguity within job descriptions so staff know if or when they are working out of title. Keep an eye out for an email with additional information about the luncheon and a document which will allow you to provide individual questions you have for Council.

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*Maria Spade
Stockton University
Vice President of Professional Staff
SFT Local 2275*



Grievances and the Union

Grievance Officer, Nazia Kazi, brings to bear the carrot and the stick.

You know I did a happy dance when I learned that, on average, workers who are in unions (that's you!) make \$1.3 million more over the course of their working lives than their non-unionized counterparts. That's a lot of tropical vacations savings. Much of this is done on the front-end, where our team of negotiators (huge fan!) sit down and hammer out Memoranda of Agreement and state- and local-level contracts, which guarantee your employment rights.

But, as your humble Grievance Officer, I want to remind you that the benefits of belonging to a union laid out in these contracts are enforced by the grievance procedure—or, in many cases, by the very threat of embarking upon the grievance

procedure. Think of it as a carrot/stick approach: if management abides by our agreements, we won't have to file a grievance.

Yet filing a grievance is no easy feat. To ensure the success of your grievance, there are a few things that *you'll* have to do before you even bring it to the Union for filing. First, and most importantly, you need to move fast! We have a very tight window from the time the violation occurred to notify the University of our intent to file a grievance, so please know that if you come to me with something that went awry last year, our options are very limited. Secondly, *have a paper trail*. It's very hard to act on something that transpired between

you and management if it was a passing conversation in the hallway, or you only have a hazy sense of the timeline of events.

If you reach out to me with something you believe to be a grievance (at Nazia.Kazi@sftunion.org), it's always more expedient to include any documentation you have, including a timeline of events, so we can move forward with your matter as efficiently as possible.

--

*Nazia Kazi, Ph.D.
Stockton University
Grievance Officer SFT Local 2275*

Negotiations: Winter Edition

SFT Lead Negotiator, Tina Zappile, brings you a healthy serving of negotiations updates as work continues behind-the-scenes.

Our small team mourns the loss of Anne, a key member of our negotiating team through 2022. Additionally, Rodger Jackson (ARHU) stepped away from the team. In Spring 2023, we welcomed Amanda Copes (HLTH), who joins Emari DiGiorgio (GENS), Tara Luke (NAMS), Kerri Sowers (HLTH), and Maria Spade (LAP Office). Amanda is the Lead Clinical Supervisor for the Speech and Hearing Clinic.

Compensation for Sponsored Research, Activities, & Services:

This new agreement incentivizes grant-funded research and other work at the University, there is no longer a limit on the compensation employees can receive for sponsored work that they perform as part of their job at Stockton. For faculty, this work mostly refers to grant-funded research, although it may also include other activities and services. Compensation for federally-funded grant work will continue to be subject to federal guidelines. The Grants Office officially manages this agreement. New to this agreement are limits on overload assignments when you receive course releases as part of your grant(s) or other sponsored work. Please note this agreement excludes any funded work or paid positions that fall outside the scope of your University position; that would be considered “outside employment/activity” and is reported each year to the Ethics Office.

Compensation through Continuing Studies and Stockton Centers and Institutes: Compensation for this work was increased to \$115/hour to align with the 2022 increase

in pay for Summer Institutes. Professional staff were also included so they are eligible for this work and compensation.

Aspects of Summer Teaching:

This new agreement expands the options for faculty teaching summer courses with low enrollment. It's not a change, but instead, it preserves the same system of prorated

offices, and other entities on a more regular basis, separating this role from Faculty Fellows while providing the same compensation for their ongoing work. Centers and other entities will take over some administrative aspects of this new program, while the Provost Office will continue to formally appoint faculty in these positions. If you have any questions about this new position, please direct them to the Provost Office as SFT did not create this new position, we only negotiated the terms and conditions.

Online Courses:

This new agreement sets forth the terms and conditions for certification and review of new and continuing online and hybrid/blended courses. It also makes available several professional development opportunities for faculty who teach online. Basically, for any new online course that has not been taught as of January 24, 2023, there are three new steps: consult with the Center for Teaching and Learning Design (CTLD), participate in a quality review of online course construction, and complete certification

to teach online. Anyone who has already taught online is NOT required to become certified. Online courses that have been taught in that modality before January of 2023 are also exempt from consultation and review. Please review the agreement for more details about compensation, and stay tuned for more details about the new process from the Provost Office and CTLD.

compensation as before, allowing faculty the choice to teach smaller classes in the summer. There is also a new lock-in date for faculty to decide whether to cancel or move forward with a low-enrolled course, and their compensation cannot be further reduced but it can be increased should more students enroll before the end of the drop/add period.

Stockton Faculty Associates Program:

This new faculty position is designed to offer new opportunities for faculty to work with centers,

Non-Tenure Track Teaching Positions (NTTPs):

In Fall 2022 we gave notice to not renew the current



agreement to the administration. And in the first week of December, we issued a formal demand to negotiate a new agreement to address ongoing issues of workload (courses & service), salary, and benefits. As of March 1st of 2023, we have not received a counteroffer from management. All local agreements for NTPPs are legally binding and subject to arbitration, and Council's lawyer has given us the green light to renegotiate now. Stay tuned for updates and calls for action, as we may need to rally your support.

Intellectual Property (IP): We are very close to a new local agreement on IP, and we have been working with General Counsel Brian Kowalski to negotiate this issue in 2022-2023. This has actually been a years-long process that started in the Faculty Senate, changed in the 2019-2023 statewide agreement, and is now a local issue. We can say now that

we have preserved the same level of protection of our scholarly work as we've enjoyed in the past. And we've addressed patents and inventions for the first time, reflecting our status as a public university.

Dissertation & Thesis Credits: In early Fall 2022, we issued a formal demand to renegotiate this agreement and have not received a counteroffer as of March 1, 2023. This issue is not subject to arbitration, so we are leveraging what power we have to get to the table for a new agreement. We have been told that they are "researching" the issue.

Summer Orientation: In February, we demanded to renegotiate the 2005 agreement on compensation for faculty working summer orientations to bring it in line with the recent increases in pay for Summer Institutes and Continuing Studies.

Summer Institute for Peer Evaluation of Teaching (SIPET): The Provost Office has agreed to continue with the model used in Summer 2022, where SIPET was run by 1-2 faculty leaders for a total of 2 TCH compensation, and 12 participants with compensation of \$1600/each for a 3-day workshop. Please refer to previous SFT newsletters, as well as Faculty Senate minutes from 2021-2022, for the history of this issue. Our goal has been to maintain the continuity of this vital offering.

Thank you for your support and responses when we reach out for more information!

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Tina Zappile, Ph.D.
Stockton University
Lead Negotiator, SFT Local 2275

Working Through a Haystack

Tyneka Boggs, Stockton Graduate Student, authors a guest column on the SFT archive and offers some recommendations on its organization.

Hello, my name is Tyneka Boggs, and I am an American Studies graduate student. I was an intern with Ms. Heather Perez in the Stockton Library Special Collections during the Fall of 2022. For my internship, I worked in the SFT office to inventory the records and to create an organized system to help some of the files that are in the office get moved into the right place. I also worked to figure out a filing system for the SFT Google Drive.

My internship was something that I enjoyed doing this semester, and I learned a lot about the job I did. At first, I did not know anything about what I was doing, but over time I learned a lot about the SFT and the union office because that is where I spent most of my time doing my internship. I learned about the history of the SFT, and I have met some of the people that work within the SFT. They all have different jobs

within the union, and how they all work together to make it work is amazing to see happen. I learned so much from the people I have spoken with and they have given me some great advice on how to navigate between what was in the union office and what they had in their hands and their computers at the time.

The information that was given to me was not organized when I got to it, but I made an inventory spreadsheet and it helped me work through the haystack of papers and information that was in the office. I researched the amount of time that each type of record has to be kept and updated the spreadsheet with that information. I also looked into where SFT might want to send its archives because there are some options.

Also, I recommend that the Union officers need to make a separate

shared Google Drive for members because that is a lot on one drive that most people don't have access to. Members should be able to see the photographs of events and agreements and the constitution whenever they want to. Some of the information that the officers have on Google Drive needs to be private, but even then, it needs to be shared with at least two people just in case something happens to one person.

At the end of the semester, I presented this information to the officers at a meeting, and I hope I helped them to think more about how to organize the records and what to do with them in the future.

--

Tyneka Boggs.
MAAS Student
Stockton University

Rest in Power, Anne Pomeroy

Solidarity had no finer example than Anne Pomeroy. Join our COPE Chair, Erin O'Hanlon, as we remember the triumphs of this special person.

As I dragged the massively heavy Webster's Seventh New Collegiate Dictionary across my desk to search for an official definition of solidarity, I knew that Anne would approve. Anne Pomeroy, who passed away last week after over 23 years of teaching at Stockton, started her journey into pedagogy at a time of card catalogs and dictionaries on desks. Only later, after she finished her Ph.D. at Fordham in 1999, did it become de régulier to use computers for research and information seeking. Her undergraduate at Connecticut College and Master's at Columbia also saw many changes in higher education, and how to access and disseminate information was just one of them.

The definition of solidarity, from Webster's Seventh New Collegiate, is a "community of interests, objectives, or standards in a group." The synonym is unity. The root is the Latin word *solidum*, or the whole sum. It shares this root with the word solid.

When I first started as an adjunct at Stockton, Anne was the SFT President. She invited me and all the other adjuncts to join the union, and she emphasized that it was not just for full-time faculty, but adjuncts and professional staff were also welcome. It was during the Christie years when there were job actions occurring regularly and negotiations were stalled for *years*. But Anne, as the primary holder of that unity, made a point to come and invite us during an adjunct orientation. It was held after 6 pm for the many practitioners that come to Stockton to teach as ancillary faculty, and no doubt Anne had other things to do.

For me, Anne epitomized solidarity. She focused on communities of shared interest, especially when that shared interest was asking for basic human dignities such as health care

and compensation and owning our worth as workers. As educators we are not just workers that bend our backs to the wheel; we are knowledge workers, and our minds are our labor. Our labor manifests in scholarship, designing and deploying curriculum, and the critical problem-solving that comes with working with emerging adults. Fairly solid stuff.

Anne was a vocal and literal supporter of COPE—the Committee on Political Engagement. Anne's sharp mind recognized that solidarity meant standing shoulder to shoulder

“[Anne] focused on communities of shared interest, especially when that shared interest was asking for basic human dignities...”

in the trenches, but that it also meant developing group objectives, across unions and sectors. Union members engaging with the political process to make our voices heard is the bread and butter of COPE.

As I put my heavy dictionary back on the shelf, I recognize that as a union member I stand on the shoulders—or in this instance, the bra straps—of the union mothers and fathers who have come before me. I hope to lead as fearlessly and honestly as Anne did. In researching her commitment to the union, I came across a statement she made to Philadelphia Magazine in 2015 about then-Stockton President Herman Saatkamp and the Showboat purchase, “Having a pain-in-the-ass president was a small price to pay for the success he brought the university. We have always thought, okay, you know, he's a bit of a blowhard,” she [said]. But he also did “a lot of things that we desperately needed. We had

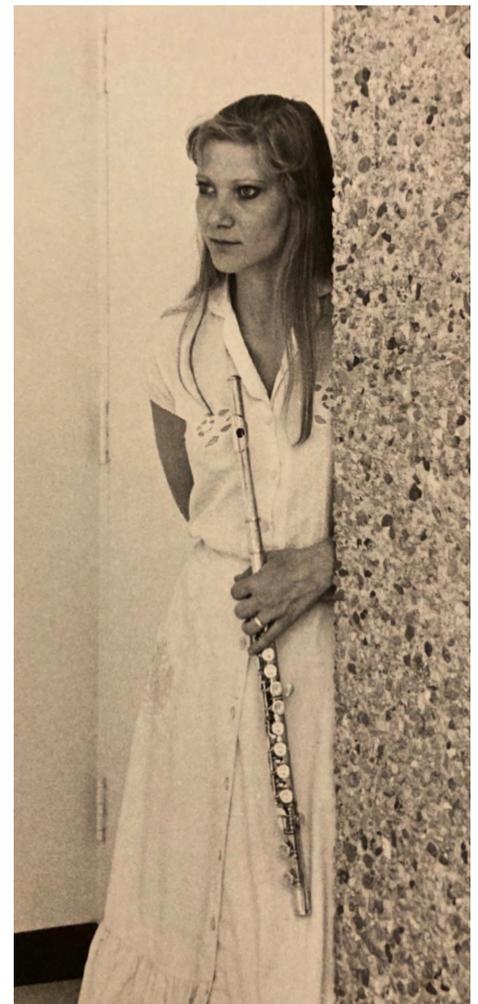
[virtually] no foundation, no alumni association, really, to speak of.”

Anne, as always, took my breath away with her solidly honest communication. Rest in Power, Anne. You will be missed.

(COPE is the Committee on Political Engagement. These funds support the development of relationships across the political ecosystem and advance the goals of the SFT. For additional information or to contribute per pay to COPE, please email me at erin.ohanlon@stockton.edu)

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Erin O'Hanlon
Stockton University
COPE Chair SFT Local 2275



Records, Retention Schedules, and Other Things to Make Your Eyes Glaze Over

A deep-dive in our archive with Treasurer, Heather Perez.

Financial Records? 7 years.

Meeting Minutes? Permanent.

A folder on the office desktop marked “Ins & Outs”? It’s anyone’s guess!

I had the pleasure of working with an American Studies graduate student, Tyneka Boggs, in the fall semester. (You’ll get to read her report here too.) We did a full inventory of all of the files in the SFT office—in the filing cabinets, on the computer, and in the cloud. Just like businesses or the university, SFT must maintain our records in good order and must keep certain records for a period of time. Tyneka and I researched more

about these time periods—known in the biz as retention schedules—and made a handy spreadsheet for us to refer to as we go forward.

We also investigated what the union should do with our 50 years of permanent records. Information about our founding, copies of our constitutions and agreements and meeting minutes, photographs of payday parties from days of yore, videos of past Toast & Roasts, and such are permanent records. These would be kept safely in archival folders and boxes for future generations to appreciate. The question is where to keep these boxes? The union office is not a great place with the humidity and recent roof leaks. There are

several labor archives; AFT-NJ pays to store their records at Rutgers, for example. Special Collections in the Richard E. Bjork Library is another possible location. We’ll keep you updated as we explore the options.

And of course the news you always want to read here—the union’s financial accounts are in good standing. We are preparing to undergo our annual Financial Review and look forward to sharing the results of that in a future newsletter.

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*Heather Perez
Stockton University
Treasurer, SFT Local 2275*

Winter Events Recap

Welcome your new Event Coordinators, Natalja Manger & Grace Talian.

Natalja Manger and Grace Talian have been appointed Co-Event Coordinators! This duo had a busy fall—beginning with the payday party in October! This event welcomed delicious food from Aroma - Touch of Flavors - Indian Cuisine and allowed faculty and staff to connect early in the semester. Shortly after, there was a preceptorial advising lunch provided for our busy members. We hope you enjoyed it! If you would like to see other cuisine offerings, please feel free to email Natalja (natalja.manger@sftunion.org) or Grace (grace.talian@sftunion.org) directly. We are always looking for creative input!

The highlight of Team Events’ quarter was the Toast and Roast held in November in Honor of Pam Cross. The event was held in the Fannie Lou Hamer Event Room on the Atlantic City Campus. There, the colorful and

beloved Pam was hilariously roasted and otherwise showered with farewells and wishes for an exciting new chapter in her life. Italian and Indian cuisine was served, at Pam’s request, and attendees were serenaded by the Faculty Band and had fun taking pictures at the photo booth. The event welcomed 75 members of the Stockton Federation of Teachers and we look forward to an abundant gathering at next year’s roast!

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*Natalja Manger
Stockton University
Events Coordinator, SFT Local 2275*

*Grace Talian
Stockton University
Events Coordinator, SFT Local 2275*

HOW DID WE DO?

Spot any errors? Let us know. Want to send us your accolades, gripes or suggestions? We’d love to hear from you.

You can reach me, Justin Maciejewski, your editor and Communications Officer at:

justin.maciejewski@sftunion.org

The SFT Union Local 2275 Newsletter is a quarterly publication that focuses on the needs and issues that concern its members.

A copy of this newsletter can be found in the inbox of all registered members or on our website: www.sftunion.org

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