



Unifier

UNITED UNIVERSITY PROFESSIONS

◆ FARMINGDALE CHAPTER

◆ APRIL 2023



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Rally Time!



All Hands On Deck! On Tuesday, May 2, 2023 UUPF will rally for a fair contract. Everyone who cares about anything that is affected by our bargaining agreement with the State of New York is asked to be there. **Show Up & Pick Up** a sign. Numbers Matter! We have to SHOW the legislature how much. Stay tuned for details via email. ◆

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GENERAL MEMBERSHIP Meeting

Thursday, April 27, 2023 ◆ Gleeson 104 ◆ 11:00 am

Unsure of your active membership? Enroll today:

<https://uuphst.org/myuup/Membership/RegForm.php>



Professionals' Corner

By Solomon Ayo

Do you know your UUP Agreement between UUP and New York State?

Attending UUPF events and following the UUP website is important. You can become familiar with valuable information before challenges occur. These challenges include but are not limited to non-renewal, bad annual evaluations, directives that seem suspicious or unusual, counseling from a supervisor, work overload, or sudden disciplinary action. The contract between the UUP and the State of New York, available at <https://uupinfo.org/contract/pdf/20162022NYSUUPAgreement.pdf>, explains all the rights and protections accorded UUP members.

We are in the midst of our promotion and salary increase cycle. It is important to read and follow the instructions on the application. While you can apply for a promotion or salary increase at any time that circumstances warrant, it is best to prepare now, and respect the cycle's due dates. UUPF worked very hard to establish this benefit.

At the last professional workshop on March 24, 2023, members were encouraged to pay close attention to the procedures described in the Agreement related to performance programs and evaluations. You can also find these in the UUP Professional guidelines at <https://uupinfo.org/reports/reportpdf/2022ProfessionalsGuideFINAL.pdf>

I especially encourage you to become familiar with the Do's and Don'ts of performance programs.

On a cautionary note, your evaluation is based solely on the written duties specified in your Performance Program (PP) signed each year by you and your supervisor.

UUPF has no qualms with members volunteering above and beyond their specific duties. But please remember that any work you do outside of your PP will not be counted in your evaluation, because it is not required. If you do such work UUPF encourages you to do certain things when you apply for promotion or salary increase or when you are evaluated:

- 1) Attach an achievement form. This form is the best means for the recognition of the work you did above and beyond the duties written on your PP. It is also important for your records and for clarification before such volunteer duties become part of your job.
- 2) Request that such achievements be A) placed in your official file at HR and B) attached to your annual evaluation.
- 3) Request a written statement citing A) the end date of the additional duties and B) the manner of your compensation.

There are no stupid questions when it comes to your job. Its description should never be changed without your input. If in doubt, please call me directly, or the UUPF office. ♦



**Spring Fling
Membership Event
CHANGING TIMES
4pm Tuesday
May 9, 2023
APPETIZERS
& TWO FREE DRINKS
Compliments of
Your UUP Chapter**

Mark your calendar!

“Separate But Equal” at the LIEOC?

By Michael Oil



On February 1st, Dr. Nader announced in an email that the college “is appropriating over \$550,000 for the purpose of adjusting full-time UUP professional staff and tenure track faculty salaries.” The result, he wrote, is that “more than half of eligible full-time faculty and professionals will receive a raise.” The email’s last line read, “Please note the LIEOC [Long Island Educational Opportunity Center] is not included in this analysis and will be addressed separately.”

Soon after Dr. Nader’s email appeared, UUPF was contacted by bargaining unit members at the LIEOC, who were disturbed to learn they’d been excluded from the college’s plan for salary adjustments. UUPF advised them to take a wait-and-see approach, as the President had said LIEOC salaries would be handled separately. Sadly, UUPF can now report that management plans to take no action whatsoever on LIEOC salaries.

This will not be welcome news to faculty and professional staff at the LIEOC. Not only are they collectively the lowest paid bargaining unit members at the college, but they’re keenly aware of how, despite this, management so readily makes use of the LIEOC to help promote the college as an institution committed to Diversity, Equity, and Inclusion (DEI). The LIEOC’s

appeal in this regard has a lot to do with its demographics: many people of color work and learn at the LIEOC—a higher percentage, in fact, than in any other FSC department. And, of course, the LIEOC’s singular focus on helping people from underserved communities reach their educational and occupational goals also squares nicely with the college’s DEI objectives. The LIEOC is even listed on FSC’s website as a “DEI Department,” serving as an ostensible exemplar of the college’s stated mission to cultivate “a campus population that reflects the rich diversity of our global society while fostering a climate that provides educational, cultural, and economic opportunity” (<https://www.farmingdale.edu/equity-diversity/mission.shtml>).

Yet, for all the Nader administration’s desire to appear as a champion of DEI, working conditions at the LIEOC continue to deteriorate. Its exclusion from eligibility for campus-wide salary adjustments follows the scrapping of the pay scale for LIEOC adjunct instructors, who are now rewarded for their hard work and excellent outcomes with what are essentially dry promotions. Management has also failed to increase LIEOC adjuncts’ minimum pay, which, at \$42.75/hour, hasn’t changed since the 1990s (the minimum hourly adjunct rate elsewhere on campus

is equivalent to \$72.22/hour and stands to increase substantially in the next collective bargaining agreement). And it has extended by nearly two weeks the current spring semester for the LIEOC’s full-time faculty, who already teach more contact hours (for less pay) than any other FSC faculty.

If management is unmoved by ethical appeals to treat LIEOC employees equitably—to align its professed values and actual behavior—it should recall a key guideline issued by SUNY’s University Center for Academic and Workforce Development (UCAWD) for EOCs and their host colleges statewide: “All [Educational Opportunity] Center personnel are employees of the Center’s sponsoring institution and are entitled to the benefits and protections due any other employee of the sponsoring institution.” Management’s adherence to the spirit of this guideline, which also appears in an MOU signed by the college, the LIEOC, and UCAWD, would benefit not only bargaining unit members at the LIEOC, but also its mainly Black and brown students. They deserve incentivized faculty and professional staff no less than students anywhere else at the college. It behooves management to remember that the LIEOC’s working conditions are its students’ learning conditions. ♦



Your Performance Program is an important document that can impact your evaluation, salary, promotional opportunities, and tenure. Listed below are recommendations regarding your performance program. Appendix A-28 in the current Agreement between the State of New York and UUP and the SUNY Board of Trustees Policies address Performance Programs in greater detail.

DO

- Take advantage of the initial consultation with your immediate supervisor prior to the final performance program being prepared.
- Ensure supervisory relationships are clear.
- Identify functional relationships and secondary sources as individuals who affect your performance and identify specifically what they will be evaluating in your program.
- Include short term and long-term goals in the supervisory plan.
- Have criteria for evaluating the achievement of each objective.
- Obtain assurances, preferably in writing, that you and your supervisor meet to review the appropriateness of any element in the performance program, modify it accordingly in writing, and file necessary copies as needed. Your performance program is a living document and should change along with your professional growth.
- Keep your performance program up to date. Decisions regarding your promotion, reappointment, permanent appointment, and approval for discretionary salary increases can be based on the described duties and performance standards in your performance program.
- Explicitly state your objectives for the next 12 months. Make sure the time for achieving objectives is reasonable i.e., written using SMART methodology.
- State, where possible, relevant percentages of your obligation that each duty requires.
- Take advantage of an informal, ongoing evaluation process with your immediate supervisor.
- Include performance objectives should include wherever applicable,
 - Your freedom to make decisions
 - Your communication responsibility
 - Your problem-solving functions
 - The breadth of organizational impact on your work
 - The consequence of errors you make
 - Responsibility to manage and direct others
 - Your personal goals and/or objectives

DON'T

- Allow statements of undescribed duties (for example, 'and other duties as assigned').
- Be passive or general in your description of duties (for example 'responsible for all activities in the residence hall').
- Include objectives other than your own, or which you do not understand.
- Include objectives which you have no authority to conduct.
- State objectives controlled by someone else as your sole responsibility.
- Allow a program to become outdated. If so, follow up on with your union representative if you receive a negative evaluation based on an old performance program reflecting irrelevant duties.

SUNY @ 75/University Faculty Senate @ 70/UUP @ 50

By Daniel Scott Marrone

SUNY at 75

New York State's government-supported higher education system was launched in 1948 with the establishment of the State University of New York. SUNY began with 29 colleges--all with their unique histories and backgrounds, but united for a common goal: To Serve New York State (<https://www.suny.edu/about/history/>).

In March 1948, Albany legislators passed three bills: one to establish the state university; one to establish community colleges; and one prohibiting educational discrimination based on race, religion, creed, color, or national origin (with the significant proviso that church-related institutions could select on the basis of their faiths). One month later, that April, Gov. Thomas Edmund Dewey, signed into law "Statute, Ch. 695 L. 1948" authorizing and funding the establishment of the State University of New York (<https://system.suny.edu/academic-affairs/suny-governance/>).

In the 75 years subsequent to year 1948, SUNY has bourgeoned in size and importance. Here are some data points, as of January 2023, as per <https://www.suny.edu/about/fast-facts/>: "Campuses: 64; Total Enrollment by Headcount (Fall 2022): 363,612; Undergraduate Enrollment: 319,011 (88 percent of total); State Operated Enrollment: 204,279; University

Centers: 92,715 (29 percent of total); Other Doctoral/Research: 18,226; Comprehensive Colleges: 70,297; Technology Colleges: 23,041; Community College Enrollment: 159,333."

To fully recognize the essential role and prominence of SUNY, we need to look at and recognize the achievements of its graduates and current students; faculty; professional staff; and, of course, active retirees. SUNY with its 64 campuses has contributed immensely to the well-being of the local, state, and national economies. In fulfilling its promise "To serve New York State," a crucial factor has been "Shared Governance"—an effort to incorporate literally millions of individual stakeholders within and outside the Empire State to achieve shared governance decision-making.

This brief essay recounts just two of these entities: the SUNY University Faculty Senate (UFS), established in 1953, and the United University Professions. In 1973, there was a merger of the State University Federation of Teachers and the State University Professional Association into what was called "SUNY/United." That same year, a court ruling authorized the merged union to represent SUNY faculty and professional staff—the latter legally categorized as professional faculty. Several years later, the union was renamed "United University Professions." The



current UUP president is Frederick Kowal.

UFS at 70

The SUNY University Faculty Senate website affirms that "The UFS serves as a resource on governance for the University. It serves as a deliberative body on educational policies for the SUNY System. In this capacity it issues publications such as handbooks, directories and reports on matters such as budget, program revision and presidential searches (<https://system.suny.edu/facultysenate/committees/>). The following is from the UFS website:

The SUNY Board of Trustees approved the creation of the University Faculty Senate on October 8, 1953. Article VII of the SUNY Policies of the Board of Trustees states "the Senate shall be the official agency through which the University Faculty engages in the

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Professional Achievement Form

Evaluation Period _____

Name _____ Title _____

This form should be completed by Professionals to provide relevant information to be considered in an evaluation of performance. The original, signed form should be submitted to the Immediate Supervisor, and distributed with official evaluation documents. Copies should be attached to promotion applications as well.

A. Describe any activities (other than those enumerated below) that either improve your ability to deal with the duties of your position or that reflect such improvement:

B. Cite any professional, scientific, administrative or technically innovative methods, programs or inventions you have developed or refined:

C. List and briefly describe your participation in University programs (i.e., active committee work, local or SUNY governance, student activities, or community activities):

D. List any continuing education courses, training programs, or participation in professional organizations related to continuing professional growth:

Employee Signature _____ Date _____

SUNY @ 75/UFS @ 70/UUP @ 50 continued from page 5

By Daniel Scott Marrone

governance of the University. The Senate shall be concerned with effective educational policies and other professional matters within the University." The UFS membership consists of the Chancellor of the University, two University representatives having University-wide responsibilities and representatives from each State-operated unit and contract college. This is a total of 33 SUNY colleges. This makes the University Faculty Senate one of the largest faculty governance organizations in the country! The UFS serves as a resource on governance for the University. It serves as a deliberative body on educational policies for the SUNY System. In this capacity it issues publications such as handbooks, directories and reports on matters such as budget, program revision and presidential searches.

The UFS includes SUNY campus elected Senators and Executive Committee-approved committee members. The UFS EC is chaired by the President of the Senate (currently Dr. Keith Landa, Professor of Neurobiology and Ecology at SUNY Purchase). The EC oversees other UFS committees: Communications; Equity, Inclusion and Diversity; Ethics; Governance; Graduate and Research; Operations; Programs and Awards; Student Life; and Undergraduate

Academic Programs. Since July 1, 2022, SUNY retirees have become eligible to serve on UFS committees. To serve on UFS committees, those currently employed as well as retirees are required to submit an application to the EC, which has the authority to select individuals, on a case-by-case basis, to serve on UFS committees.

UUP at 50

By law, United University Professions is the sole entity to represent SUNY faculty and professional staff—the latter legally categorized as “professional faculty”—in contractual negotiations with New York State. Undoubtedly, the key purpose of UUP is to improve the terms and conditions of employment of those it represents. The primary means for addressing workplace issues are the contracts that UUP negotiates with the state on behalf of its bargaining unit members (<https://uupinfo.org/history/adminhist.php>).

These crucial UUP/New York State negotiations often persist over the course of two or more years. Salary and healthcare fringe benefits are negotiated in addition to legal and organizational protections for its members. The UUP website states that negotiations commenced in May 2022 for the 2023-2029 contract (<https://uupinfo.org/communications/uupdate/220527.php>).

When UUP was formed in 1973, it represented 3,500 SUNY faculty and professional staff. It now represents 37,000, of which nearly 7,000 (approximately 19 percent) are SUNY retirees. Demographic trends portend to SUNY retirees becoming an ever-greater percentage of UUP membership. Due to the rapid increase in the number and overall percentage of retirees within UUP membership, retirement/retiree-issues will no doubt grow in importance. Since October 15, 2022, the Chair of the Retired Membership Governance Committee has voting rights—though limited to retirement/retiree issues—on the UUP Executive Board. The current RMGC Chair is Charles McAteer. The RMGC publishes *The Active Retiree* newsletter three times a year.

By ably and tirelessly representing current SUNY employees as well as those retired, UUP fulfills an integral component of SUNY’s “Shared Governance To Serve New York State” mandate. The UUP website best summarizes this pivotal task:

United University Professions, UUP, is the nation’s largest higher education union, representing the faculty and professional staff of the SUNY system (referred to as professional faculty in the contract). This encompasses the 29 comprehensive, technical, special-

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Recognized UUPF Women

FARMINGDALE CHAPTER

EXECUTIVE BOARD

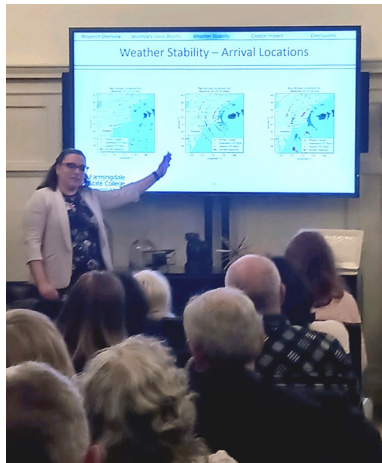
- Harry Espailat**
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- Vicki Janik**
VP Academics
- Solomon Ayo**
VP Professionals
- RoseAnn Byron**
Treasurer
- Ann Noss**
Secretary
- Mike Oil**
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- Daniel Marrone**
Officer for Retirees

DELEGATES

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 - Michael Canders
 - John Decarlo
 - Terry Esnes-Johnson
 - Thomas Germano
 - Vicki Janik
 - Michael Oil
 - Kathryn Machin
 - Daniel Marrone
 - John Masserwick
 - Lou Scala
 - Mike Smiles
- Professional**
 - Solomon Ayo
 - Yolanda Drakkir
 - Sandra Hustedt
 - Darleyne Mayers
 - Debbie Nilsen
 - Amy Stier

Committee Chairs:

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Darleyne Mayers
- EOC**
Michael Oil
- Grievance: Academic**
Amit Bandyopadhyay
- Grievance: Professional**
Sandra Hustedt
- Health & Safety**
Michael Canders
- Library Concerns**
Danielle Apfelbaum
- Membership**
Tom Germano
- Newsletter**
Yolanda Drakkir
- Outreach**
Darleyne Mayers
- Active Retirees**
Daniel Marrone
- Webmaster**
Harry Espailat
- Women's Rights & Concerns**
Vicki Janik



Dr. Shohana Iffat: Civil Engineering Technology, Low Concentration of Oxidized Multiwalled Carbon Nanotubes In Cement Paste with Altering Morphology ♦ **Dr. Kim Riegel:** Physics, Secondary Sonic Booms and Their Impact on US Coastlines ♦ **Dr. Amanda Shore:** Biology, Detecting Human Pathogens in Long Island Grown Sugar Kelp

SUNY @ 75/UFS @ 70/UUP @ 50

By Daniel Scott Marrone

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ized and university centers of SUNY. The 29 campuses are broken into 32 chapters. These chapters include the campuses shown above, as well as separate chapters for Buffalo Health Science Center, Stony Brook Health

Science Center and System Administration. UUP is Local 2190 of the statewide union, New York State United Teachers (NYSUT) and national union, the American Federation of Teachers (AFT) ♦

CHAPTER MEMBERS on STATEWIDE COMMITTEES

- Solomon O. Ayo**
Comm of VPs for Professionals
- Amit Bandyopadhyay**
Tech Sector
- Michael Canders**
Veterans
- Harry Espailat**
Comm of Chapter Presidents
- Sandra Hustedt**
Grievance, Membership

- Vicki K. Janik**
Women's Rights and Concerns, chair
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UUP Scholarship
- Daniel Marrone**
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- Darleyne E. Mayers**
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Diversity, Equity & Inclusion, co-chair
Outreach

- Deborah-Ann R. Nilsen**
Public Higher Ed
- Ann Noss**
Membership
- Michael Oil**
Grievance
- Louis Scala**
Comm of VPs for Academics
- Amy Stier**
SOUL

The UUPF Newsletter welcomes articles and letters submitted by members of the Farmingdale community. Remember, this is your newsletter, share your thoughts with us, we want to hear from you. Persons who have material they wish to submit should contact Yolanda Segarra at youupf@gmail.com