



Unifier

UNITED UNIVERSITY PROFESSIONS

FARMINGDALE CHAPTER

FEBRUARY 2023



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Governance Health & Safety Committee (GHS)

By Michael Canders

GHS is the newest governance standing committee formed last year by overwhelming majority vote of the governance body. It is comprised of nine voting members who are elected to three year terms by the body. The committee meets virtually each month during the academic year and all members of the campus community, including students, are welcome to attend. GHS as a standing committee has now become an important part of "shared governance".

Shared governance is defined by the State University of New York (SUNY) on their website: "In a shared governance system, faculty, professional staff, administration, governing boards, and students participate in the development of policies, and in decision-making that affects the institution". Shared governance is implemented at Farmingdale State College (FSC) through our FSC governance system bylaws, which authorizes 19 standing committees on our Campus. GHS is the most recent standing committee, but other committees can be formed through bylaw change proposals from members of the governance body subject to a 2/3 vote for approval. GHS was approved by over 4/5 vote or nearly 90% of the voting body.

Relevant information for FSC governance, including the bylaws, are found on the governance website. The importance of participating in the shared governance systems by all in our Campus community is underscored by the fact that classes are canceled for two governance meetings each semester. The four scheduled governance meetings each academic year are typically held in the campus ballroom, but attendance is also permitted virtually and all attendees can vote on important matters. All members of the campus community can also voice their concerns at the

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GENERAL MEMBERSHIP Meeting

Thursday, February 23, 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

Welcome back and Happy New Year to you all!

Kudos to the leadership of UUP from the state-wide office in Albany and to all the local chapters' leadership including our own UUPF. Without their concerted and continuous efforts on salaries, the recent pay increase for "recruitment and retention" would not have come to fruition. However, UUPF had no input in the decision regarding who received raises.

The source of "recruitment and retention" funds — \$550,000 — as President Nader stated, was not from the State or the UUP collective bargaining agreement. The money came strictly from local management's budget.

While many UUPF members were recognized and received pay raises, adjuncts and our union brothers and sisters in LIEOC, were unfortunately not recognized. We trust that management will keep their word, and bring some relief to the LIEOC soon.

Professional members who

did not receive a recent salary increases are welcome to contact me to discuss your options. UUPF wants ALL of our members to be recognized for their hard work and dedication to the students and the FSC.

As always, professional members are encouraged to pursue salary increases or promotions via our existing mechanisms. The process and procedures are on the HR page of the FSC website. If you have any questions please contact me.

Vote Cope

This year we encourage professionals to attend workshops, General Membership meetings, and to participate in online legislative lobbying efforts. Ask legislators questions directly! Our numbers count, and the best way to get the attention and support of our state and local representatives is to become involved in UUP letter-writing campaigns on issues that will affect your job and your life.



Another way to assist in communicating UUP's interests to politicians is through donations to VOTE COPE. Please keep in mind that your union dues cannot be used for political action; therefore, your Vote Cope contribution is the only way to compete with lobbying by large corporations whose agendas are detrimental to unions members' welfare across our nation. ♦



WHAT IS VOTE COPE?

Your statewide affiliate—New York State United Teachers—has a non-

partisan political fundraising arm called VOTE-COPE that coordinates the voluntary contributions of members and supports NYSUT-endorsed candidates and campaign committees that are pro-public education and pro-labor.

No union dollars are used to support candidates or campaign committees.

NYSUT sends rebates to local

unions based on a percentage (up to 40 percent) of the contributions VOTE-COPE receives from that local union's members. Those rebates can be used in local activities such as school board races and for passage of school budgets.

Last year, your colleagues contributed nearly \$8 million to VOTE-COPE. Ask your chapter president how to participate.

Travel Reimbursement For Short Trips

By Vicki Janik

Over the past few years, we hope no confusion has developed over travel reimbursement for staff travel for the College of 35 or fewer miles.

On our campus, a bargaining unit member may submit a travel voucher for reimbursement of travel expenses every month or every semester. The voucher form is on the College website under the heading "Travel." The form is to be completed and signed by the applicant, signed by the supervisor/chair, and sent on to the dean, who sends it to the appropriate campus offices.

If, upon occasion, you travel fewer than 35 miles for College responsibilities, we advise you to read the Comptroller Office's rules printed below from Page 4 of the *State of New York Office of the Comptroller Travel Manual* (2015). Please contact UUPF with further questions.

When an employee is assigned to work at an alternate work location which is less than 35 miles from either his or her home or his or her official station, the employee is not considered to be in travel status, but rather is considered to be traveling in the proximity of his or her official station.

When traveling in the proximity of home or official station, an employee using a personal vehicle is, as outlined below, entitled to reimbursement of transportation expenses associated with travel:

- ◆ from home to an alternate work location.
- ◆ between the official station and an alternate work location.
- ◆ between alternate work locations.
- ◆ from an alternate work location to the employee's



home.

When travel is from an employee's home to an alternate work location, or from an alternate work location to home, at a minimum, transportation expenses must be reimbursed using the lesser of

1) mileage between the employee's home and the alternate work location or

2) mileage between the employee's official station and the alternate work location, multiplied by the IRS mileage reimbursement rate.

This reimbursement method is called the "lesser of mileage rule." Agency management has the discretion to establish a reimbursement policy that provides for reasonable reimbursement of transportation expenses in excess of the amount calculated under the "lesser of mileage rules." (Page 4, *State of New York Office of the Comptroller Travel Manual*, Page 4.) ◆



2023 is 75th birthday of the State University of New York, the 70th birthday of the SUNY University Faculty Senate

AND the 50th birthday of the United University Professions. SUNY was founded in 1948 on the principle of shared governance. Peer-elected Senators and Committee Members from across SUNY's 64 campuses have been fulfilling this crucial function since 1953.

Happy Birthday, and thank you to all who serve!



Performance Program Tips

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.

Celebrating Black History Month: Oneidas & Tuscaroras: American Heroes

By Daniel Scott Marrone

“Black History Month” originator, Dr. Carter Godwin Woodson (1875-1950), is nationally recognized as the “Father of Black History.” In 1915, Woodson founded the Association for the Study of African-American Life and History (ASALH) (<https://www.washingtonpost.com/history/2019/02/01/how-founder-black-history-month-refuted-white-racism-forgotten-manuscript/>). He initiated celebrating “Black History Week” in February 1926. Woodson selected February because it included the birthdays of Abraham Lincoln and Frederick Douglass. In 1975, President Gerald R. Ford issued: “A Message on the Observance of Black History Week urging all Americans to recognize the important contribution made to our nation's life and culture by black citizens.” In 1976, ASALH expanded the commemoration of Black history in the U.S. from a week-long observance to Black History Month (<https://blackhistorymonth.gov>).



Woodson Researched the Oneidas

In 1920, Woodson released a sociological study titled: “The Relations of Negroes and Indians in Massachusetts,” published in the *Journal of Negro History* (Vol. 5, No. 1). In his research, he found a similar **paucity of recognition shown by “whites” toward both African Americans and Native Americans**. Woodson did not mince words when he wrote (1920), “Negroes and Indians were generally neglected for the reason that they were considered beyond the pale of Christianity despite professions to the contrary” (<https://blackfreedom.proquest.com/the-relations-of-negroes-and-indians-in-massachusetts/>) and (<https://www.journals.uchicago.edu/doi/10.2307/2713501>). The “Father of Black History” supported recognizing the achievements of Native Americans.

Woodson (1920) studied the *Haudenosaunee* (“People of the Long House”) Oneida people. The Oneidas were one of the six tribal nations of the Iroquois Confederacy that also included their closely related brethren, the Tuscaroras, as well as the more distantly related Cayugas, Onondagas, Senecas, and Mohawks. The Oneidas were peace loving whereas the Mohawks were warlike. According to the “Legends of America” website, “Because of their warlike nature, the Mohawk were feared due to their



brutal attacks and the merciless way they treated captives... They waged warfare on all of their neighboring tribes” (<https://www.legendsofamerica.com/mohawk-indians/>). From 1603 to 1701, in on-again, off-again conflicts summarized as the “Beaver Wars,” the Mohawks battled to dominate the fur trade along the 100-mile Hudson River Valley. By force, they drove the Oneidas and Tuscaroras westward and the Algonquin Mohicans (also spelled Mahicans) into the Massachusetts and Connecticut Colonies. The Mohawks also forced the Algonquin Hurons (Wyandots) into the north as far as Canada. The Hurons called the treacherous Mohawks “*irinakhoiw*”--translated as “rattlesnakes.” French settlers along the St. Lawrence River changed “*irinakhoiw*” into “Iroquois.” Unfortunately, “Iroquois” became the common,

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Oneidas & Tuscaroras: American Heroes ... continued from page 5

disparaging name for not only the Mohawks, but also for all *Haudenosaunee* tribal nations (*Encyclopedia of the Haudenosaunee (Iroquois Confederacy)*, 2000 ed.).

Unlike the Mohawks, the Oneidas accepted settlers to their territory including, in 1722, Protestant German settlers expelled from the Rhineland region of central Europe by Catholic French King Louis XV. The settlers were led by Johan Jost Herchheimer. The Germans and the Oneidas formed a close alliance that lasted for decades, especially throughout the Revolutionary War (1775-1783). Herchheimer's first-born son was Nikolaus Herchheimer (1728-1777). The younger Herchheimer spoke German and Oneida languages before learning English. Later in life, he Anglicized his name to "Nicholas Herkimer." In 1777, Brigadier General Herkimer commanded the New York Tryon County Militia (a forerunner of the New York National Guard).

The Stamp Act (1765) and other coercive measures imposed by the British Parliament on Americans escalated violent protests in that enraged colonists over the ensuing decade. War erupted at Lexington and Concord on April 19, 1775.

The Continental Army included 5,500 Oneida Warriors

In this conflict, American colonists divided into two opposing groups—Tories loyal to the Brit-

ish Crown and American Patriots, who sought their own independent nation. The Iroquois Confederacy also divided into two warring groups—the Mohawks, Cayugas, Onondagas, and Senecas allied with the British and the Oneidas and, to some extent, the Tuscaroras allied and, in fact, joined the Continental Army. Throughout the Revolutionary War, the Continental Army had an average of 48,000 soldiers per any given day. Bolstering the army were thousands of militiamen, who were citizen soldiers called to action when needed. What is *not* well known is that within the Continental Army were **5,500 Oneida warriors** (<https://www.nlm.nih.gov/nativevoices/timeline/660.html>).

The following is an excerpt from the MountVernon.org website: "In describing the Oneida's support of the revolution, General George Washington explained that, 'The Oneidas have manifested the strongest Attachment to us throughout this Dispute. They provided American forces with troops and spies throughout the Revolution, beginning at the Battle of Oriskany in New York's Mohawk Valley, August 1777'" (<https://www.mountvernon.org/library/digitalhistory/digital-encyclopedia/article/oneida/>).

On August 2, 1777, British, Tories, and British-allied Iroquois surrounded and attacked Fort Stanwix, located in present-day, Rome, NY. Fifty Oneida and 10 Tuscarora warriors joined Brigadier General Herkimer's Tryon County Militia on a mis-

sion to save 1,000 men, women, and children trapped under siege within the fort. On August 6, Herkimer's militiamen (German settlers, Oneidas, and Tuscaroras) were ambushed at Oriskany Creek, six miles before reaching Fort Stanwix. This event became known as the Battle of Oriskany. For five hours, hand-to-hand combat ensued resulting in staggering casualties, considered **in percentage terms, the bloodiest battle of the Revolutionary War**. The death toll included 480 (55 percent of the) Tryon County Militiamen. Iroquois warriors were killed on both sides. Whereas the Oneida Iroquois remained loyal to the Americans, the British-allied Iroquois fled the battlefield and then subsequently abandoned the siege of Fort Stanwix. With diminished forces surrounding the fort, the British and the Tories were forced to end the siege. The siege of the fort ended on August 22, 1777, with the defeated invaders returning to Canada. The 1,000 settlers in the fort were spared.

The supportive role of the Oneidas continued. Historians Joseph T. Glatthaar and James Kirby Martin authored *Forgotten Allies: The Oneida Indians and the American Revolution* (2006). Their book recounts the humanitarian mission of 47 Oneida warriors, beginning on April 25, 1778, that traveled 250 miles from their villages in northern New York to bring 600 bushels of white corn to starving Continental soldiers at Valley Forge in Pennsylvania. The food

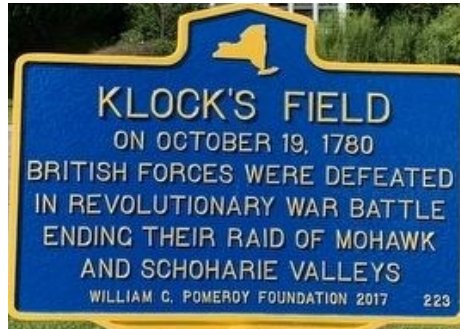
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from the Oneidas saved from starvation hundreds of Continental soldiers (<https://oneidasn.gov/wp-content/uploads/2016/04/17-09.09.07-Valley-Forge-and-the-Oneidas.pdf>).

The Oneidas alliance with the Americans did not go unnoticed nor unpunished by British-allied Iroquois led by Joseph Brant (Chief Thayendanegea of the Mohawks). At the Cherry Valley Massacre (November 11, 1778), dozens of Oneidas, Tuscaroras, and European settlers were killed. Deadly raids ensued without pause. Arguably the worst of the terrorist raids occurred on the morning of October 19, 1780, when Redcoats, Tories, and Mohawks torched the Village of

Stone Arabia and slaughtered all its inhabitants. That same night, Oneida warriors led by Chief



Louis Atayataronghta joined hundreds of New York militiamen in intercepting the marauders about to destroy the Village of St. Johnsville. At Klock's Field in St. Johnsville, American forces—New York militiamen and Onei-

das—charged at and annihilated the murderers. Though Joseph Brant escaped, the raiding bands of Redcoats, Tories, and Mohawks no longer plagued central New York (<https://revolutionarywar.us/year-1780/battle-klocks-field/>).

On April 19, 2017, precisely 242 years after “the shot heard round the world” was fired at Lexington Green, the Museum of the American Revolution (Philadelphia) officially opened. At the commencement ceremony, **the Oneida tribal nation was justly honored for its invaluable military alliance and vital assistance during the Revolutionary War.** ◆

Governance Health & Safety

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meeting in person or virtually.

GHS adds health and safety concerns to shared governance, and seeks to raise the profile of those concerns and the administration's sense of urgency in addressing them. The College created a Health and Safety Form in the fall of 2021. At the November 8, 2022 governance meeting, a motion was proposed for more openness and transparency on the health and safety forms submitted for action. The motion passed by overwhelming vote in favor. Management agreed to make all of the health and safety concerns submitted available to the campus community. This will enable campus participants who submit the forms

to learn of the status of their submittal. That open and transparent feedback will also encourage others to report their health and safety concerns.

GHS committee members are often contacted by members of the campus community on what to do if they have a health and safety issue. The committee advises all to use the campus safety reporting form and then refer to the campus safety reporting form status which we hope will be accessible soon. They can then get feedback on what actions are taken by the College to address their concerns. The committee also suggests that submitters gather data to support their concern. For example, a

report of excessive heat or cold in the classroom or office is enhanced when the report also includes data from the location such as a daily or hourly temperature report.

Health and safety of all in any organization should be a top priority of top leadership. That priority must include a reporting system which allows for campus members to submit their concerns without any fear of retaliation. An effective system offers quick feedback on corrective action. Members of the UUPF Safety Committee will continue to work cooperatively with GHS to enable a healthier and safer environment for faculty, staff and the Farmingdale campus at large. ◆



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Colonial Voluntary Benefits™

Voluntary Benefits 2023



UUP is pleased to offer a variety of voluntary benefits. We encourage you to learn more and make the benefit choices that are right for you.

THE FOLLOWING VOLUNTARY BENEFITS WILL BE OFFERED DURING ENROLLMENT:

Guaranteed-Issue* options available for a limited time.

Endowment at age 100 life insurance provides financial protection during your working years or into retirement to help protect your family's way of life in the event of your death. (This benefit may also be referred to as **whole life insurance**.)

Disability insurance helps replace a portion of your income to help make ends meet if you become disabled from an accident or sickness.

Specified disease insurance for critical illness provides a benefit that can be used to help pay the direct and indirect costs related to a critical illness.

Term life insurance offers a predictable way to provide more life coverage at more affordable prices during high-need years.

*No medical underwriting to qualify for coverage. Benefits may be subject to a pre-existing condition provision.

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The insurance, its name or its provisions may vary or be unavailable in some states. The insurance has exclusions and limitations which may affect any benefits payable. For cost and complete details of coverage, call or write your benefits counselor or the company.

Colonial Voluntary Benefits products are underwritten by The Paul Revere Life Insurance Company, Worcester, MA, and administered by Colonial Life & Accident Insurance Company. Policy forms marketed by the company vary by product and are too numerous to list in the advertisement. Available upon request.

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or
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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