



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



SEPTEMBER 2023



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Farewell Debbie



Debbie Amato has retired, after 36 years of dedicated service to UUP Farmingdale. More than anyone, Debbie has been the most important, most valuable person in UUPF. She took care of everyone and everything. She kept us on our toes and ran the office smoothly, while treating everyone with kindness and respect — like family!

She was always prepared for any event. She was a master host, making us all look better than we are, all on a shoestring budget.

Debbie's mantra is "Don't worry about it!" Those words and her effervescent smile magically made stresses go away. In the words of those who knew her best:

"Debbie doesn't know how good she is! She always has time, patience and consideration for others. She is uniquely talented at talking someone off the edge. She listens intently, demonstrates empathy, and follows up to ensure that all is well. *She* is the reason we could do what we do." *Yolanda Drakkir* "Debbie is compassionate, outgoing, friendly, and charming... the perfect individual to be the face of the union." *Mike Smiles* "Debbie is probably the best thing UUPF ever did." *Bob Reganse*

Let's not "miss" Debbie, but rather let's make her our role model — a person whose loyalty, strength, wisdom, and, most of all, kindness inspires us to care about each other. Let's remember to follow Debbie's advice: Let's be kind to one another, and contribute *peace* to each other's lives.

Thank You, Debbie

Vicki Janik

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GENERAL MEMBERSHIP Meeting

Thursday, September 21, 2023 ◆ Gleeson 104 ◆ 11:00 am

Unsure of your active membership? Enroll today:

<https://uupunion.org/myuup/Membership/>

Send us your questions or concerns. Click the mailbox at <https://uupfarm.org/>



Professionals' Corner

By Solomon Ayo

For Promotion and Salary Increase and other rights, Pay Closer Attention to your Union Contract

Welcome Back to the 2023-24 Academic Year!

There was great uncertainty about New York State's position on our contract negotiations. But thanks to UUP leadership in Albany, we have an outstanding new 2022-2026 contract as the academic year begins. This is one of the best contracts we have had in many years. While some Articles in the contract remain unchanged, please read about the many changes and additions to the new contract in order to better understand your benefits, employee rights, contractual obligations, etc. Familiarize yourself with these details at the Members Only page of the UUP website.

At the bottom of this article are other links for UUP Professionals. These links are informative resources that are valuable to you in protecting your job and maintaining a collegial work environment.

Fortunately, our contract is self-explanatory. Remember, if you are in doubt about your type of appointment or unsure about your employee rights, the new contract is your first guide. UUP (not HR) is here to help interpret the rights stipulated in the contract.

These are examples of details you may find:

- ◆ If you want information about various types of appointments

and the professional appointment letter, see Article 30.

- ◆ If you want to review your personnel file, before making an appointment with HR, review Article 31.1a. This information explains your rights.
- ◆ If you have a temporary appointment, see Article 32 that says you can be let go at any time, while a term appointment requires notice of non-renewal.
- ◆ If you want information about job security, see Articles 33-35.

As you begin this academic year, UUPF encourages all professionals to pay close attention to your environment, and the responsibilities of your job. Please read about the Performance Program, types of appointments, work overload, bullying (subtle or direct), and requests for work outside of the Performance Program. At the end of this article, I list a few guides available to you on the UUP website.

Important

If you have been asked to do additional work outside of your Performance Program, report this to UUPF. What else should you do? Meet with your immediate supervisor to review your current Performance Program. Ask if additional duties are temporary, and discuss the form of compensation. If no additional compensation is offered, negotiate which existing duties will be replaced.



New, untested duties should be clearly documented in a signed and dated Addendum to your existing Performance Program. Avoid premature edits to your current Program.

If you wish to apply for a promotion or a salary increase, remember that you will need to demonstrate that there has been a permanent, significant increase in your job. You must follow the contract procedure described in Article 30. You must also have a consultation with your immediate supervisor to provide written evidence that the additional duties are required, permanent, and significant.

The type of compensation you request may be time, pay, or promotion. The form of compensation should be clearly documented. Another option is a reduction in the percentage of your current workload to make room for the additional work. Let

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President's Message

Welcome Back Everyone!

It's been a tremendous year so far. You have a new UUPF Executive Board, elected last spring. Everyone is listed on the back of every issue of the *Unifier*. Feel free to acquaint yourself and reach out to your respective representative. We are all in the campus directory, but for confidential exchanges, please use our Chapter contact information on the front page via your personal (non-edu) devices.

As you saw on our front page, our beloved Debbie Amato has retired. She brought her smile and cheerful spirit to every meeting and function. In her 30+ years of service, no one has ever said a negative word in her regard. She was the reliable Sun in our solar system. But you should all know how much she loved all of *you*.

We are in the process of searching to fill the Chapter Assistant position, and hope to be fully staffed by October. If you have called the office and received no response, it's because there is no one there. Please be

patient with us during this time of transition. Feel free to reach me directly.

Another remarkable difference this year is the new NYS/UUP Bargaining Agreement ratified last month. On page 4 you can read the highlights which affect most of us here at Farmingdale, and on page 6 you see UUP's flyer of highlights for Contingents.

The Chief Negotiator for this contract, Bret Benjamin, presented details at a Town Hall meeting here in June. Members were able to ask questions specific to issues most pertinent to them. Those of you who missed it should watch the virtual briefings available on the UUP website: uupinfo.org. Click the "Members Only" tab, access your portal (there are instructions on that page if it's your first time), then click Negotiations. The contract briefings are the top two videos listed on the right.

Printed versions of the full contract will be available in the UUPF Office in the coming



weeks, and a link to a searchable digital version will be available on our chapter website.

That brings me to another new thing — our chapter email address: uup@uupfarm.org. It is the best way to reach us. Our website also has a clean, new, updated look and links to updated information. We will continue to add more useful things in time. We look forward to your feedback.

We will discuss all of this and more while you enjoy a light lunch at our upcoming General Membership Meeting. Please gather all new members of your department and bring them with you, we would love to meet them.

In Solidarity
Yolanda Drakkir

UUPF Pre-Retirement Workshop

PowerPoint presentation via Zoom ♦ 11 a.m. Friday, Sept. 22, 2023

Hosted by Daniel Marrone, UUPF Officer for Retirees and
Walter Apple, UUP Retiree Benefits Coordinator

Join Zoom Meeting

<https://us06web.zoom.us/j/81587499110?pwd=SZZkaXVtbFBmUUtEck9XM2FNWWVhdz09>

Meeting ID: 815 8749 9110 ♦ Passcode: 881879

Dial by location: +1 929 205 6099 US (New York)

If you have trouble logging-in, please contact Walter Apple (wapple@uupbenefits.org)

New Contract Highlights

Across the Board (ATB) Increases
 2022: 2% 2023: 3% 2024: 3% 2025: 3%

Discretionary Salary Increases (DSI)
 2023: \$400 ATB distribution (pro-rated for p/t)
 2024: 0.5% 2025: 0.5% 2026: 0.5%

Retention Awards
On base, upon continuing/permanent, 2nd 5-year Appendix-A, 7-year Qualified, Appendix-C or Div-3 Coach appointment.*

2024 - onward: 7-year award now \$1,000
 Was \$500. Receive \$500 if already awarded.

2025 - onward: new 12-year award \$800
 Not retro-active pay.

*Campus service, not System service

\$3,000 Lump Sum Bonus
Not on base, if on payroll at ratification through April 30, 2024, not pensionable, pro-rated for p/t.*

\$1,500 on July 1, 2024
 \$1,500 on July 1, 2025

*Received even if separated from service after April 30, 2024

Location Pay
Downstate differential, not on base (32% increase)

July 1, 2023 — \$3,087
 July 1, 2024 — \$3,400
 July 1, 2025 — \$4,000

New Minima (was now) (was now)

Current Employees

Rank/Grade	Calendar Year	Academic/College Year
2023, 2024, 2025	\$2,000/yr*	\$1,667/yr*

New Employees

Rank/Grade	Calendar Year	Academic/College Year
Assistant Prof.		
Sr. Asst. Librarian or Lecturer	\$52,842 \$59,899	\$44,178 \$50,063
Assistant Librarian or Instructor	\$46,105 \$53,027	\$38,600 \$44,373
SL-3	\$50,148 \$57,151	\$42,064 \$47,906
SL-2	\$44,374 \$51,262	\$37,249 \$42,995
SL-1	\$38,600 \$45,372	\$32,338 \$38,088

*Or the new minimum, whichever is higher.

Overall Life of Agreement = 13.6%
 Not including DSI, Location or Joint LM awards

CONTINGENTS

Adjunct Per-Course Minima
Or ATB raises, whichever is greater, based on 3-credits (pro-rated)

2023: \$3,500
 2024: \$4,000
 2025: \$4,500
 2026: \$5,500

Longer Appointments

- ◆ Guaranteed 1-year term appointments for p/t academics & professionals after 3 years or 6 semesters
- ◆ Guaranteed 3-year term appointments for f/t qualified academic rank after 7 continuous years at same campus
- ◆ First-consideration for re-assignment given to p/t faculty on 1-year term

System-wide Lecturer Ranks
P/T to F/T Conversion
Pathways to Permanency

New Appendix commits SUNY & UUP to Executive LM discussions on these three goals. Although the establishment of new titles remains a management prerogative, terms & conditions such as salary and length of term are mandatory subjects of negotiation.

ENHANCEMENTS

MACCC Titles
\$250,000 for two new SUNY System M/C employees to undertake full review, with significant participation from UUP.

Telecommuting

- ◆ No longer "pilot"
- ◆ Extended to 1-year agreements
- ◆ Agreement to review and consider moving certain titles (ex: IT, call centers) from campus to alternate work locations = 100% remote

Due Process

- ◆ New arbitrator panels for grievance, for speed
- ◆ Enhancements to A-28 regarding response time, retro-pay, and requiring reasons in writing for termination after CRP approves appeal.

BENEFITS

Co-Pay
Beginning January 1, 2024, there's only one co-pay for all services in same office.

Out-of-Pocket
Empire Plan in network maximum

	Current	New
Individual	\$8,900	\$4,000
Family	\$19,000	\$8,000

Sick Leave
Cap raised to 225, but application toward retiree health benefit costs remains at 200.

Productivity Enhancement Program (PEP)
Apply accrued vacation leave toward health premium deductions. New qualifications:

Salaries at or below \$76,028 can cash
 4 days for \$800 or 8 days for \$1,600

Salaries at or below \$76,028 - \$108,646
 2.5 days for \$750 or 5 days for \$1,500

"Space Available" Tuition Assistance

- ◆ 4 courses/year that don't overlap
- ◆ Includes 3-credit, faculty-supervised, thesis/dissertation course
- ◆ Includes summer courses for p/t employees with at least 4 semesters who are expected to return in the fall

Joint LM Committee Programs

- ◆ Individual Development Award Program (IDAP) cap increased to \$2,000 and a greater range of professional activities
- ◆ Certification Licensure Exam Fee Reimbursement (CLEFR) cap increased to \$1,200 and includes renewals
- ◆ Sunset Removed, so programs continue after contract expires

Paid Parenting Leave (Birth, adoption, foster)

- ◆ Up to 12 weeks fully paid
- ◆ Anytime within 7 months of child's introduction
- ◆ One or both parents simultaneously or sequentially
- ◆ Eligible after 6 mos / 1 semester
- ◆ Retroactive to April 11, 2023

Academic Path to Tenure

By Amit Bandyopadhyay

Welcome to a new academic year. Those of you who received tenure (continuing appointment in SUNY) and received the President's letter of recommendation for tenure for the next year, CONGRATULATIONS! Those of you who are brand new at Farmingdale and those of you here for a few years, getting tenure is your first step in a long academic career.

First, the tenure process starts in your department, the most important step in the process. Every department has a written departmental criteria/requirement for tenure that is approved by the department faculty and filed in the Provost's office. If you did not see the document, please ask your department chairperson for a copy. This document should be in line with the college's tenure requirement (described below), but may have some details and explanation that may not be in the college's document. Also, you should ask for a departmental mentor who could guide you through the whole process. But having a mentor is not mandatory.

Please go through the rest of this article carefully and feel free to contact me at bandyopadhyay@gmail.com if you have any question or need clarification.

Continuing and Term Appointment Guidelines

Reappointment Form Requirements:

I. Faculty Growth Program

II. Faculty Profile

III. Teaching

- Statement of Teaching Philosophy (subsequent to first reappointment)
- Teaching Strategies and Objectives
- Peer and administrative evaluations since employment, in reverse chronological order
- Student evaluations, letters, etc. (not mandatory)
- Other

IV. Scholarship

- Substantiate scholarship activities by including copies of: cover pages for publications, letters of confirmation, highlighted critical area of a brochure, transcripts and official letters documenting progress of doctoral program, etc.
- Other

V. Service

- Letters of noteworthy commendation other than for general service on a committee.
- Other

VI. Previous departmental CCTA recommendations, departmental Chair recommendations, administrative recommendations and College CCTA review letters

VII. Annual Reports

Continuing and Term Appointment Criteria

Detailed charts for these can be found in the Professional Handbook



Teaching/Librarianship

50% as stated in the Handbook

- Accomplishments
Note that this list is not an exhaustive one and is not intended to exclude other meaningful activities hence, the item 'other.' It is also not intended that each activity must be listed. All items must be dated and follow the appropriate citation format.

- Innovative teaching and/or experiential teaching
- Attendance at workshops and seminars on teaching/librarianship
- Laboratory development activities
- Awards for teaching/librarianship performance
- Curriculum and program development including SLN and/or Applied Learning Development
- Introduction of technology for

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UUP FIGHTS AND **WINS** FOR CONTINGENT WORKERS!

Join your union in the fight against SUNY's overreliance on underpaid, precarious adjunct and contingent academic labor.

- » Transformative increases in the per-course minimum for part-time adjunct/contingent faculty, escalating to \$5,500/\$6,000 per 3-credit course
- » Increased, contractually set minimum salaries for full-time lecturers, instructors, and clinical assistant professors, among others
- » Full-time contingent faculty are eligible for new 7-year and 12-year on-base Retention Awards
- » 1-year guaranteed appointments for part-time adjunct/contingent employees after 3 years
- » 3-year guaranteed appointments for full-time contingent faculty after 7 years
- » Continued access to excellent health benefits (with no change in employee share or copays) for all contingent faculty who teach at least 6-credits per semester. UUP's contract leads the nation in adjunct health benefits
- » Adjunct/contingent faculty can now become eligible for health benefits by teaching one 3-credit course at two separate SUNY (state-operated/UUP-represented) campuses
- » 12 weeks of Paid Parental Leave for part-time employees who are health benefits-eligible and have worked 1 semester. UUP may have the only union contract in the nation with such a benefit
- » No health benefits waiting period for new UUP graduate student members who join our unit from a position represented by GSEU
- » Access to tuition-free courses, including graduate degree completion courses, through UUP's "space available" program

We believe that this contract has the potential to transform the way that SUNY utilizes contingent academic labor.



Join UUP and become active in the fight to transform our working conditions at SUNY.

Only in union can we create the best possible higher education and health care for students, patients, and workers!



Got questions? Want to get involved? Contact your UUP chapter office or email contract@uupmail.org for more information.

Academic Path to Tenure

By Amit Bandyopadhyay ...continued from page 5

pedagogical or scholarly purposes

G. Mentoring student projects, student research and/or independent studies

H. Courses Taught: (please list Course #, Course Name and Pedagogy (lecture, lab, online, hybrid, etc.))

I. Other

a. For Librarianship, all aspects of Library departmental work (such as, but not limited to: reference, info lit, tech services, access services, scholarly communications, archives, outreach), and other work as outlined in the Departmental *Standards for Library Performance and Productivity*.

- Statement of Philosophy of Teaching/Librarianship (subsequent to first reappointment)
- Teaching Strategies and Objectives
- Peer and administrative evaluations since employment, in reverse chronological order.
- Student evaluations through Axiom Mentor, letters, etc.
- Other supplementary material

Scholarship

25% as stated in the Handbook

- Accomplishments

Note that this list is not an exhaustive one and is not intended to exclude other meaningful activities hence, the item 'other.' It is also not intended that each activity must be listed. All items must be dated

and follow the appropriate citation format. Collaborative contributions must be cited appropriately.

A. Books and reviews, journal articles and reviews, monographs, reports, papers, oral presentations and online publications

a. Invited/refereed (indicate whether an international, national or regional and local publication/presentation)

b. Non-Refereed

B. Computer software development

C. Artistic accomplishments (e.g., design work awarded in a competitive process, juried exhibits, poetry reading)

a. Invited/refereed (indicate whether an international, national or regional and local publication/presentation)

b. Non-Refereed

D. Research and other creative activities

E. Grants, contracts, and patents

a. Grants awarded

b. Grants submitted

F. Progress toward or achievement of advanced degrees, professional license, and professional certifications

G. Professional workshops, seminars and public lectures attended

H. Professional consulting (through which you are contributing something new to the discipline)

I. Fellowships and scholarships

a. Competitive awards received

J. Development of technology for pedagogical or scholarly purposes

K. Academic honors

L. Media Interviews (media interviews are considered supplementary)

M. Other

- Substantiate scholarship activities by including copies of: cover pages for publications, letters of confirmation, highlighted critical area of a brochure, transcripts and official letters documenting progress of doctoral program, etc.
- Other supplementary material

Service

25% as stated in the Handbook

- Accomplishments

Note that this list is not an exhaustive one and is not intended to exclude other meaningful activities hence, the item 'other.' It is also not intended that each activity must be listed. All items must be dated and follow the appropriate citation format.

A. Academic advising and counseling

B. Mentoring

C. College and University committees, councils, or task forces

a. Please indicate SUNY Committees, Standing Committees, Campus

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Professionals' Corner

By Solomon Ayo ...continued from page 2

FARMINGDALE CHAPTER

EXECUTIVE BOARD

- Yolanda Drakkir**
President
- Amit Bandyopadhyay**
VP Academics
- Solomon Ayo**
VP Professionals
- RoseAnn Byron**
Treasurer
- Debbie Nilsen**
Secretary
- Vicki Janik**
Officer for Contingents
- Daniel Marrone**
Officer for Retirees

DELEGATES

- Academic**
 - Michael Canders
 - Thomas Germano
 - Vicki Janik
 - Michael Oil
 - John Masserwick
 - Fatoma Rad
 - Thomas Smyth
- Professional**
 - Solomon Ayo
 - Amanda Cataldo
 - Sandra Hustedt
 - Mercy Jose
 - Sylvia Navarro Nicosia
 - Darlyne Mayers
 - Debbie Nilsen
 - Amy Stier

Committee Chairs:

- Diversity, Equity & Inclusion**
Fatoma Rad
- EOC**
 - Diane Yorg
 - Marian Nelson
- Grievance: Academic**
Vicki Janik
- Grievance: Professional**
Sandra Hustedt
- Health & Safety**
Michael Canders
- Library Concerns**
Danielle Apfelbaum
- Membership**
Debbie Nilsen
- Newsletter**
Yolanda Drakkir
- Outreach**
Darlyne Mayers
- Active Retirees**
Daniel Marrone
- Webmaster**
Sylvia Navarro Nicosia
- Women's Rights & Concerns**
Vicki Janik

me reiterate that UUPF has no qualms with members volunteering above and beyond their specific duties. But this is not true if you receive a *demand* for additional responsibilities not included in your Performance Program *without* additional compensation. If in doubt, please contact me.

Thank you for your attention and cooperation. ◆

Helpful Guides for UUP Members available at <https://uupinfo.org> :

- ◆ Family Leave
- ◆ UUP Guide for Professionals
- ◆ MACCC Titles & Information
- ◆ Professional Workload Toolkit
- ◆ UUP Overtime Eligibility Fact Sheet
- ◆ Workload Creep
- ◆ Job Security Q&A
- ◆ Copyright and Intellectual Property Rights

Academic Path to Tenure

By Amit Bandyopadhyay ...continued from page 7

- Committees, School Committees, and Departmental Committees and your role in each.
- D. College and department recruitment activities
- E. Professional societies
 - a. Please indicate your role member, committee activity, chair, etc
- F. School and department activities
- G. Advisor to student groups
- H. Accreditation work
- I. Public and community engagement/ service related to the discipline
- J. Professional consulting (through which you are using your existing expertise in the discipline)
- K. Other
 - Letters of noteworthy commendation for other than general service on a

- committee.
- Other supplementary material

Previous Recommendations

- Include all previous departmental CCTA recommendations, departmental Chair recommendations, and administrative recommendations

Annual Reports

- Include all previous Annual reports

CANDIDATES AT CONTINUING APPOINTMENT ONLY:

- Your file will be sent to outside reviewers who will evaluate all three areas of the Board of Trustees' criteria. ◆

STATEWIDE UUP COMMITTEES ◆ Contact UUPF if you are interested in joining any of these:

<https://uupinfo.org/committees/>

HUMAN AND CIVIL RIGHTS COMMITTEES:

- Disability Rights & Concerns
- Diversity, Equity and Inclusion
- Opportunity Programs
- Gender and Sexuality Interests
- Veterans Affairs
- Women's Rights and Concerns

ADVOCACY/LEGISLATIVE COMMITTEES:

- Academic Medical Programs
- Black and Latino Faculty/Staff Legislative
- Environmental Advocacy and Issues
- Outreach

MEMBERSHIP COMMITTEES:

- Contingent Employment
- Future of Public Higher Education
- Membership

- Solidarity
- Teacher Education
- Technology Campuses
- Scholarship Development subcommittee
- Scholarship Selection subcommittee

PROCESS COMMITTEES:

- Compliance/Audit
- Constitution and Governance
- Finance
- Grievance

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 Drakkir at youupf@gmail.com