



Unifier

UNITED UNIVERSITY PROFESSIONS

◆ FARMINGDALE CHAPTER

◆ APRIL 2024



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Individual Development Award Program Now Accepting Applications

The application period for the Joint UUP/New York State Individual Development Award Program (IDAP) is open. Applications will be accepted through **May 10th, 2024**. Awards will be made for the period between **July 2, 2023 – July 1, 2024**.

As a reminder, the IDAP is intended to assist eligible employees to develop their full professional potential and to prepare for advancement. Funding may be provided to enhance teaching, research capabilities, professional knowledge, and skills. Please consult the **Program Guidelines** and **Application Instructions** when completing your application to ensure that your application meets program requirements.

To be considered for an award, please submit the following via the **IDAP Application Submission link**.

A fully completed **application form** that includes a budget summary (check the college **travel webpage** for per diem and mileage rates) and all supporting documents.

- ◆ A description of the proposed project or activity including:
 - Type of event, event site, and sponsor.
 - Whether the employee is presenting a paper or formally participating. If presenting a paper, the title of the paper and nature of the presentation must be provided.
 - A letter of acceptance of the paper being presented or other proposal. If acceptance is pending, the Campus Professional Development Committee should be notified of its receipt as soon as possible.
 - How this project or activity will further the employee's professional development or otherwise assist in preparing for advancement.

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UUPF Office

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GENERAL MEMBERSHIP Meeting

Thursday, April 18, 2024 ◆ 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

Your Appointment Letter, Your Rights & Your Benefits

By Solomon Ayo

“Unions have been the only powerful and effective voice working people have ever had in the history of this country.” — Bruce Springsteen,

With this quote in mind, are you up-to-date with what the UUP has achieved in terms of your appointment status, your contractual rights, and benefits? If you are suddenly dismissed from your job, would you know your rights, what to do, and what happens to your benefits?

There are different types of professional appointments and each one determines your employment rights and the terms of your benefits. I encourage you to understand your type of appointment. For more details about different types of appointments and about the professional appointment letters, please visit page 5 of the UUP Professionals Guide on our website [All Members > Resources > Guides].

It is important to know if you have a Permanent, Term, or Temporary appointment. It is important to know that a Temporary employee can be let go at any time, while a Term appointment is entitled to receive a 45-day notice of non-renewal. You should also confirm your assign-

ment (full-time or part-time) is accurately identified on all of your documents.

If you are ever unsure of your employee status, please make every effort to contact HR to review your Personnel File. We recommend all UUP members retain a copy of your Appointment Letter. It should be signed by the College President, include your professional rank, your official State Title, your appointment type (temporary, term, permanent), your salary or pay rate, the name of your department... etc. Your letter should also include your effective date of employment and the term duration.

You should also learn as much as you can about your benefits before you need them. You can contact both HR and the UUP Benefits department. For eligibility details, you should contact each vendor directly. Links are available via our website.

UUPF encourages members to contact us with any concerns about your job protection, benefits or contractual rights so that they can be addressed expeditiously. ◆



**Spring Fling
Membership Event**
CHANGING TIMES
4pm Tuesday
April 23, 2024
APPETIZERS
& A FREE DRINK
Compliments of
Your UUP Chapter

Mark your calendar!

President's Message Shared Governance

I urge everyone to attend the **FEC Good of the Order meeting on Friday, April 19th**. If you attended the last Governance meeting, you got a glimpse of the report from the Task Force on Shared Governance. The full report will be shared at the FEC meeting.

Four charts from the report reproduced below indicate the change in member sentiment regarding issues that are as important to UUP as they are to Governance:

- ◆ Administration's Responsiveness
- ◆ Respect for our work
- ◆ Effectiveness of Communication
- ◆ Collegiality & Civility

Shared Governance requires

that we ALL —Management, Governance and Bargaining Units — participate in efforts to improve these areas. Management needs to become more civil and transparent, Governance needs to become more inclusive, and the Bargaining Units need to have a seat at the table to assist all parties in moving the institution forward. Oh, and **Service to UUP must count!**

All types of service were mentioned at last week's Town Hall meeting, but we cannot overlook service to UUP.

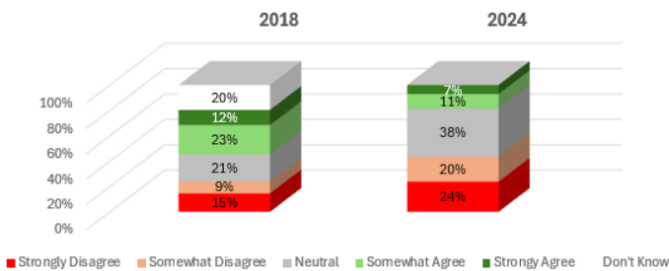
- ◆ UUP helped build the Flight Center
- ◆ UUP helped build the Dental Clinic
- ◆ UUP helped build the Childcare Center
- ◆ UUP is the primary political force that generates most of our funding



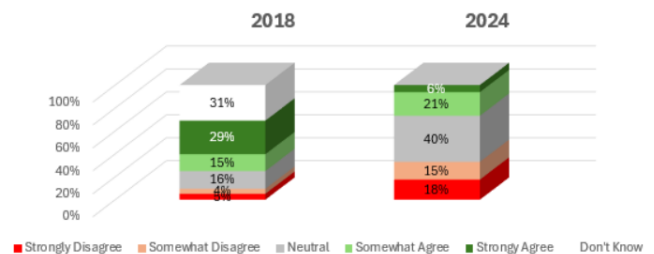
That work must be valued. I am optimistic that Shared Governance at Farmingdale has just begun. Please be there on Friday!

*In Solidarity
Yolanda Drakkir*

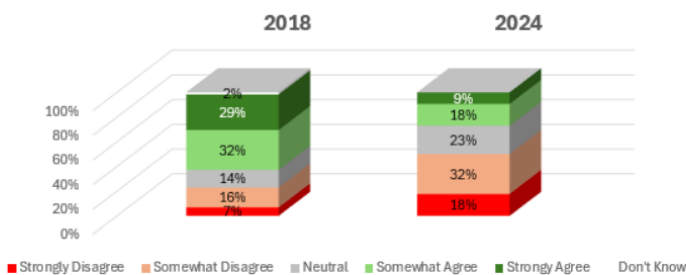
The current administration is responsive to input from faculty concerning administrative performance.



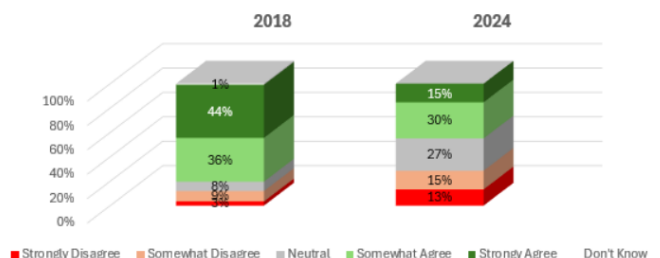
The president rarely overturns faculty decisions and recommendations in areas in which the faculty has primary responsibility (e.g., curriculum, tenure and promotion decisions).



Communication among faculty, governance, and administration is effective.



The administration and the faculty model collegiality, respect, tolerance and civility towards other members of the campus community and each other.





**UUPF RESOLUTION TO ADOPT SUNY PROCEDURE:
DISCRIMINATION AND SEXUAL HARASSMENT COMPLAINT PROCEDURE:
DOCUMENT NUMBER: 6501**

Whereas, on October 09, 2018, the State University of New York established a procedure at all state-operated campuses for responding to complaints of discrimination entitled "Discrimination and Sexual Harassment Complaint Procedure: Document Number: 6501. This eleven-page policy details the procedures that state-operated campuses must follow in response to complaints of discrimination; and,

Whereas, this policy commits the State University of New York to maintain campuses and a workplace free from sexual harassment and from unlawful discrimination on the basis of race, color, national origin, religion, creed, age, sex, sexual orientation, disability, gender identity, familial status, pregnancy, predisposing genetic characteristics, military status, domestic violence victim status, or criminal conviction; and,

Whereas, this policy recognizes Harassment is one form of unlawful discrimination; and,

Whereas, this policy states that SUNY will take steps to prevent discrimination and harassment, to prevent their recurrence, and to remedy their effects on the victim(s) and others; and,

Whereas, this policy states that if appropriate, Retaliation against a person who files a complaint, serves as a witness, or assists or participates in any manner in this procedure is strictly prohibited and may result in disciplinary action; and,

Whereas, this policy includes a detailed description of both an informal and a formal complaint procedure, the latter of which includes required details for the formation and procedures of a "tripartite panel" selected from a "preselected pool"; and

Whereas, until 2021, Farmingdale State College employed a discrimination policy and procedure mirroring SUNY Policy 6501; and,

Whereas, the new procedure being used at FSC includes a "Formal Investigation and Resolution" to be completed, not by a panel of individuals, but rather by an individual named "the Investigator"; and,

Whereas, the new procedure relies solely on this single Investigator, who is a staff member within the Human Resources Department, several levels below the College President; and,

Whereas, the new procedure fails to describe specific actions to be undertaken by the Investigator; and

Whereas, the decision-making of a group of individuals, functioning as a team, offers far greater experience, dimension, and objectivity to the procedure; therefore, be it

Resolved, that Farmingdale State College cease the use of its current discrimination policy and adopt SUNY Procedure 6501

Academics' Corner

Getting Difficult to be a College Professor

By Amit Bandyopadhyay

One of the landmark attributes of academic faculty in US was impendence pursuit of scholarships and freedom of expert opinions that matters to society. Faculty rights are under attacks from misguided politicians.

Texas, where a professor was suspended this year for criticizing the lieutenant governor in a lecture, is part of what many in the academic community say is an alarming, concerted attack on

higher education spreading across the country.

Florida this year banned diversity programs and limited tenure, which, in part, protects college instructors from being fired for teaching controversial topics. In the past two years, universities or state legislatures in Georgia, Iowa, North Carolina, South Carolina, Ohio, West Virginia and other states have also enacted or proposed laws



and policies that strike at the heart of academic freedom. Among them:

Florida	A 2022 law restricted the teaching of race-related topics, although a federal judge has halted its application to higher education, while a 2023 bill dramatically altered tenure and banned diversity, equity and inclusion programs at colleges and universities.
Texas	Dual 2023 laws banned campus diversity offices and altered tenure protections. Lawmakers also proposed a ban on some race-related education; the bill stalled in committee.
Georgia	The University System of Georgia in 2021 made it easier to fire tenured professors.
South Carolina	A 2021 proposal to end tenure at public colleges and universities died in the Legislature in 2022. A 2023 bill that would <u>ban the teaching of critical race theory</u> at colleges and universities has stalled in committee.
Iowa	A 2021 law banned the discussion of certain “divisive concepts” in staff and student training programs. While other state universities determined that the law did not apply to them, Iowa State University <u>advised instructors “to be mindful”</u> of the law.
North Carolina	A proposed 2023 bill that would <u>ban tenure</u> at public colleges and universities has stalled in the Legislature.
West Virginia	West Virginia University considered but rejected major changes to its tenure system in 2023.
Ohio	A bill that would restrict <u>the teaching of “divisive concepts”</u> at both public and private institutions passed the state Senate in 2023 and is pending in the House.





UUP's Environmental Issues and Advocacy Committee has worked closely with UUP's executive leadership team and our allies in the Legislature to develop two pieces of legislation to push SUNY and the state to address climate change and other pressing sustainability issues.

Those bills are below:

([S6431](#) | [A06494](#)) Allows for the transfer (donation) of personal property of the State to certain not-for-profit organizations. This legislation provides for the continued use of materials, preventing waste and extraction of natural resources, reduces operational costs to campuses, creates opportunities for employment within the reuse economy, supports non-profits and associated social goals.

([S7084](#) | [A06536](#)) Requires and provides funding for SUNY and CUNY campuses to hire energy management, materials management (zero waste), and sustainability education and engagement employees in a number appropriate to the size of the campus. This legislation will provide the human resources to meet state required (EO 22) sustainability goals on each campus.

Click [HERE](#) to send an e-letter now to your elected state officials asking them to support these bills. Also, please share this request with colleagues, family members, friends and anyone else who supports protecting the environment.

Please email Environmental Issues and Advocacy Committee Co-Chair Sue Fassler at scfassle@esf.edu if you are interested in joining the Environmental Issues and Advocacy Legislative Action Subcommittee; would like to help lead an event on your campus (this April) to generate signatures for the action letter linked above, or have questions about these legislative items.

“V.I.E.” for Volunteerism:

Exhausting & No Pay, Yet Rewarding

By Daniel Scott Marrone

The 2021 Volunteering in America Report found 60.7 million adults (23.2 percent) volunteered 4.1 billion hours. Concurring are the findings of The American Presidency Project, Proclamation 10370—National Volunteer Week, 2022. The Presidency Project concluded: “People who volunteer develop new skills, build their personal and professional networks, forge a deeper connection with their communities and service organizations, and experience the joy of serving a larger cause. The opportunities to volunteer are seemingly endless” (<https://www.census.gov/newsroom/stories/volunteer-week.html>).

Yes, volunteerism is a significant component of American society, where one is not required to volunteer, but volunteers nonetheless. What motivates individuals to volunteer? One assessment tool for explaining volunteer motivation is that of Yale University Psychology Professor Victor Harold Vroom (1932-2023). Vroom postulated in *Work and Motivation, Leadership and Decision Making* (1964) that among many factors that motivate people, three are essential: “**Valence**,” “**Instrumentality**,” and “**Expectancy**.” His “V.I.E. Theory” is “generally considered as representing a major contribu-

tion to motivation theory, having stood the test of time and historical scrutiny” (Wani, Mohd, & Ifran, 2022). Volunteers are motivated to contribute their valuable time and effort to serve those in need—this is Vroom’s “Valence.” Volunteers are motivated because they possess skills, time, and money. These elements enable effective aid to others. This is Vroom’s “Instrumentality.” Finally, volunteers are motivated due to an expectation, a certain perceived probability, that their contributions will positively impact others—Vroom’s “Expectancy.” Taken together, these three “V.I.E.” factors motivate individuals to volunteer.

Volunteering engenders UUP. While there are several dozen remunerated employees at UUP headquarters in Latham, NY, there are also many hundreds of unpaid UUP volunteers across the Empire State, who expend much effort and devote countless hours in the service of others. Over the decades, I have increasingly noticed and appreciated these volunteers for their beneficial contributions. The question then is what motivates individuals to volunteer with UUP, the nation’s largest higher education union? I volunteer because UUP provides various workplace and retirement protections. In terms of Vroom’s



V.I.E. Theory, labor contracts and friendship contacts are my “Valence” factors. UUP provides or assists, using the V.I.E. terminology, “Instrumentality” in the form of a labor contract and workplace legal services as well as dental care and eyewear insurance plans. These services are “instrumental” in enabling me to cope with life’s needs and stresses. Finally, using for Vroom’s “Expectancy,” I highly expect that UUP will provide a long-term, stable delivery of an improved workplace, fringe benefits, and a choice of retirement systems.

Since its founding in 1973, UUP utilizes and recognizes volunteers, who have helped it fulfill its mission of providing services to SUNY faculty and professional staff. Speaking personally, UUP has been wonderful to me. I will forever offer heartfelt thanks to UUP members for conferring on me “The Phillip H. Smith ‘Best of the Best’ Communications

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IDAP Now Accepting Applications

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FARMINGDALE CHAPTER

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Women's Rights & Concerns
Vicki Janik

- ◆ An updated brief curriculum vitae.
- ◆ Any relevant documents regarding the activity, and documentation on projected costs.
- ◆ For activities that have already taken place, please include copies of receipts and expenses.

Applications missing required documentation will be **rejected**.

For further information, please contact the Joint Labor Management Confidential Staff committee. Email FarmIDAP@farmingdale.edu. Applications will be accepted until **May 10th, 2024**. ◆

"V.I.E." for Volunteerism:

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Award" (May 2019) and "The Pearl H. Brod Excellence in Retirement Award" (October 2023). During the past 15 years, I have also had the unique privilege to see nearly 50 articles of mine appear in UUP publications: *The Voice*; *The Echo*; *The Active Retiree*; and UUPF *The Unifier*.

Volunteerism exists in a wide array of forms, longevity of service, and levels of participation. I have found over many years that giving aid to others may be exhausting, but it also is very rewarding. Go volunteer! ◆

Spring Cleaning

It's Spring! And you know what that means...

SPRING CLEANING!!!

If you find anything that relates to UUP, photos, news articles, old Unifiers, any old UUP paraphernalia, don't toss it away.

Please bring them to the UUP office in Ward Hall. We are forming an archive of our past history and will be most appreciative.

You Should Know: Grief or Grievance

Many members experience grievances in the workplace, but not everything is actionable. If your problem is work related (job description), it can be handled via your chain of command. If it is a Workplace Civility issue, please follow the campus policy and procedure on the HR webpage.

UUPF can only file formal grievances for violations of the Collective Bargaining Agreement. When in doubt, contact UUPF!

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