



# Unifier

UNITED UNIVERSITY PROFESSIONS

FARMINGDALE CHAPTER

MARCH 2024



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# NO MORE PRORATING



Farmingdale State College has a process of asking adjuncts to take a salary less than the collectively bargained salaries when it is believed the class enrollment will be "low". That practice and procedure is not supported by the collective bargaining agreement. **Be advised** UUP Farmingdale is reverting to the language in the Collective Bargaining Agreement at Section 20 and will not agree or allow our members to agree to any payment that is inconsistent with or lower than the collectively bargained rates of pay. This will be for adjuncts and any other faculty working intersession or summer sessions or under any other circumstance.

Last month UUPF requested a list of members who were paid on a prorated basis for the past 36 months, including date(s), the amount paid for the semester, and the name of the course(s). **IF THIS WAS YOU**, please click the red mailbox on our website and provide us this information. This data was not provided by the College, but at our February labor-management meeting, administrators confirmed that they will identify those whose rate fell below CBA minima and **"make them whole"**. Our new contract requires a negotiated state-wide minimum of \$3,500 per 3-credit course (higher next year). So after your final payroll check for this academic year, total your pay. If you were NOT made whole, contact UUPF.

We need all members involved in this process to help enforce management's pledge. If you are a Department Chair, please help identify those in your area who have been affected. Thank you to ALL members who have and continue to help us in our effort to END the inhumane practice of per capita payment for so-called "under-enrolled" classes. Fiscal responsibility is *not* justification for disrespectful, dishonorable and demoralizing practices. ◆

## UUPF Office

Ward Hall

First Floor, West Wing

**NEW PHONE #!!**

Tel: 934-420-4UUP (4887)

Email: [uup@uupfarm.org](mailto:uup@uupfarm.org)

URL: <https://uupfarm.org/>

## GENERAL MEMBERSHIP Meeting

Thursday, March 21, 2024 ◆ Gleeson 104 ◆ 11:00 am

Unsure of your active membership? Enroll today:

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



# Professionals' Corner

## What do we want? Save Our Jobs! When do we want it? Now!

By Solomon Ayo

On Wednesday, February 29, 2023, the Farmingdale UUP delegation, Darleyne Mayers, Derrick Bennet and I, joined a rally at the SUNY Downstate Medical Teaching Hospital along with hundreds of other labor advocates from other UUP chapters and other unions, including NYSNA, NYSUT, 1199, CWA, AFT, and IATSE.

National union leaders, including Randi Weingarten, Reverend Al Sharpton, and other national civil rights leaders were present, as were concerned citizens, church and civic organizations, and local and state-wide national politicians and their representatives. The event was well attended.

The crowd showed a united force against the proposal from SUNY management and Governor Kathy Hochul to close down the Downstate Medical Teaching Hospital.

To close this hospital—where the MRI machine was invented by Raymond Damadian, a SUNY physician/scientist—is beyond unthinkable. It would devastate neighborhood health care and economic growth as well as New York State as a whole. Equally important, it will cost a lot of UUP members their jobs.

However, thanks to the coalition of the like-minded unions and other attendees who lent their voices, there is hope that the New York State leaders in



Albany heard loud and clear the voices of reason at the rally. The proposed management plan to close the hospital and lay off our members must not come to fruition.

Why did UUPF send its delegation? Simple answer: for the protection of our members' jobs—*SUNY jobs like yours and mine!* No campus is safe from SUNY management cost-cutting.

The fact is that job loss decisions are made at the will of a distant management. But if ever necessary, you count on our UUP brothers and sisters to campaign on our behalf as we did for Downstate.

It is vital that more of us are present at ALL union rallies. They are *how* we win these battles. But our union has to pay for these rallies and call on our allies to help us fight.

**This is why we donate to VOTE COPE!** Big corpora-



# President's Message

## Push'em Back, Push'em Back, Waaaaaay Back!

I LOVE SPRING... except for the six long months till next football season. If you are a fan of the game, like me, you are familiar with the cry “*Push'em Back!*”. If not, you can easily intimate its application to so many issues we face today.

Aside from the actual wars around the world, weekly natural disasters from the changes in climate that can no longer be denied, and our national struggle for democracy as we know it — we continue to fight our own daily battles for fairness and equality.

On page one you can read about our most recent local “win”, on page four there are more, and on page twelve there's another — small wins at a distance, but huge to those affected. These successes do not happen in a vacuum; they are the result of A LOT of hard work and perseverance by **volunteers** that make up UUP. Individually, we get knocked down. Together, we get back up, and *Push Back*.

Today, You can do your part by stepping forward and telling us your story. Your UUP Chapter leaders know what the issues are, but moving forward toward feasible solutions requires EVIDENCE. Please click the red mailbox on our website and provide what we need to help us help you.

### ◆ PRORATING

We need data from adjuncts who have experienced prorating the last few years. As indicated in the article on page 1, the numbers matter.

### ◆ QUALIFIED RANK

Lecturers and Visiting Professors have experienced some gains in the current contract. In order to ensure that you get what you have earned, we need to hear from you.

### ◆ WRONG TITLES

We know of many members who believe (or *know*) that they are working “out of title”. Some homework is needed to correct this; we can show you the way.

### ◆ WORK WITHOUT PAY

It is an absolute violation to expect employees to be “present” for work while “off the clock”. There is no such thing in UUP positions, we don't work for tips. If you are present, you must be paid. There are several forms of compensation for work that is not volunteered.

### ◆ WORKPLACE CIVILITY

We all have the right to a healthy work environment. There is a mechanism of remediation for when it is not healthy, but your first call should be to UUPF.

### ◆ WHAT WE NEED:

The remedy for all of these issues begins with documentation. The most important document of all is



the starting point — your official Appointment Letter. You should have one for every new appointment, even part-timers. Professional staff should also have signed Performance Programs. If you need copies of formal documents, contact Susan Farag at Human Resources.

Other materials that are helpful (including emails) are those that speak to your duties and responsibilities, timelines, compensation, supervisory chains, etc. These are all vital pieces to your puzzle. Whatever your situation, a detailed chronological record of events is very useful. Supervisors, you are members too. Sometimes the information you get from other sources is just *wrong*. Trust, but verify. When in doubt, call UUPF.

See you all at GenMem!

*In Solidarity*  
Yolanda Drakkir

# 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](mailto:contract@uupmail.org) for more information.

# Academics' Corner

## Another Assault on Academic Freedom and Tenure

By Amit Bandyopadhyay

In Indiana, lawmakers are moving legislation forward that would require boards of trustees at state universities to review tenured professors every five years based on “free inquiry, free expression, and intellectual diversity.”

“I think that conservatives as they try to address the lopsided nature of our university system are kind of looking for strategies that can undermine this hold that progressives currently have on U.S. higher education, and it may be that here is really just a strategy to kind of be able to shake things up at campuses,” said Beth Akers, a senior fellow focused on higher education at the American Enterprise Institute. The American Association of University Professors (AAUP) released data last year showing that in the fall of 2021, only 24 percent of faculty in U.S. colleges held full-time tenured appointments.

Part of the reason tenure positions were created was to give professors academic freedom in their research so they could conduct it without fear of repercussions from anyone, including the university itself.

These attacks on tenure are designed to weaken the faculty power. It's designed to make it easier to get rid of faculty when some person with power and

influence doesn't like what faculty is saying.

No state has completely outlawed tenure. Georgia's Board of Regents did approve a policy that makes it easier to punish tenured professors, and Texas failed in its efforts to completely ban tenure, but the state was able to pass a law that gives more power to lawmakers in the future to regulate it.

Indiana's House of Representatives passed a controversial bill that would revamp tenure at the state's public colleges by linking it to intellectual diversity, clearing the way for what faculty critics say is an abrogation of their academic-freedom rights. The bill could soon be signed by Gov. Eric Holcomb.

While bills across the nation have independently targeted tenure, the Indiana measure, which was introduced in January, combines the two by elevating in importance a particular kind of difference — intellectual diversity — and tying how well professors foster it to their employment status.

The bill, SB 202, would allow public colleges' boards of trustees to deny faculty members tenure or promotion if they are deemed “unlikely to foster a culture of free inquiry, free expression, and intellectual diversity within the institution” or to expose students to scholar-



ship representing a variety of ideological viewpoints, or if the board determines that the faculty members are likely “to subject students to political or ideological views and opinions that are unrelated” to their discipline. The measure's authors and sponsors are all Republicans, and it passed along party lines in both the House and the Senate.

The legislation also calls for faculty members to receive post-tenure reviews, which would examine their adherence to the intellectual-diversity requirement, every five years. Repercussions could include demotion, a pay cut, or termination.

Lea Bishop, a professor of law at Indiana University who analyzed the bill's language, said its provisions increasing board members' sway over academic affairs would go further. “It's not just about weighing in on promotion and tenure decisions,” Bishop, who noted she spoke only for herself, “It is a blank

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Did you know that all UUP members qualify for

# PUBLIC SERVICE LOAN FORGIVENESS?



UUP MEMBERS  
HAVE ALREADY  
HAD MORE THAN  
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**WEDNESDAY, MARCH 27, 2024 ♦ 5:00 PM - 6:30 PM**



Register through the UUP Events Calendar  
[UUPINFO.ORG/CALENDAR/](https://uupinfo.org/calendar/)

# Why Fixing NYS Tiers 5 & 6 is Critical

By Daniel Scott Marrone

The portion of the New York State budget for “Education” is a distant third in dollar amount behind “Healthcare” and “Welfare.” Yet, teachers, professional staff, and those in a wide range of other occupations working within the Employees’ Retirement System (ERS) have been singled out by the NYS Legislature for significant reductions in retirement benefits with the advent of the so-called “Tiers.” In each subsequent Tier, ERS employees have experienced substantial reductions in the form of lower percentages of retirement dollars relative to end-of-service pay.

Thus, Tiers 5 & 6 employees have had the extra burden of working longer, for a significant number of years, in order to retire at full pay. For this and other concerns, there is an increasing vocal and legislative effort brought by statewide unions, especially NYSUT/UUP, to remove the penalties imposed on Tiers 5 & 6 employees. This groundswell effort is known as “Fix the Six” (FixTier6.org).

The following excerpt is from “What Tier Are You in?” found on [osc.ny.gov](http://osc.ny.gov).

There are six tiers in the Employees’ Retirement System (ERS) and five in the Police and Fire Retirement System (PFRS). Your tier determines:

- ◆ Your eligibility for benefits,
- ◆ The formula used in the calculation of your benefits,
- ◆ Death benefit coverage,
- ◆ Service crediting,
- ◆ Whether you must contribute toward your benefits, and
- ◆ Eligibility for loans.

“Tiers” affect many aspects of government employment and especially those years that follow in retirement. Your Tier is based on when your employment began: Tier 1 if employed from before 7/1/1973; Tier 2--7/1/1973-7/26/1976; Tier 3--7/27/1976-8/31/1983; Tier 4--9/1/1983-12/31/2009; Tier 5--1/1/2010-3/21/2012; Tier 6--4/1/2012 or after.

Though Tiers 3 & 4 embody differences, retirement benefits are essentially equivalent.

However, there have been significant reductions in benefits for Tiers 5 & 6 employees.

## Contributions:

Tiers 3 & 4 employees are required to contribute 3% of gross salary until 10 years of membership or service credit. Tiers 5 & 6 employees are required to contribute 3% of gross salary for *all* years of public service.

## Vesting period length:

Tiers 5 & 6 employees initially had a vesting period of 10 years. Fortunately, on April 9, 2022, the NYS legislature reduced this to 5 years, thus matching Tiers 3 & 4 employees.

## Early Retirement Reductions:

Tiers 3, 4 & 5 earn full benefits, including retiring at full pay at age 62 assuming 30 years of service. For Tier 6 employees, full benefits are derived at age **63 (one year longer than Tiers 3, 4, and 5)**. Reductions for early retirement differ among the Tiers. Tiers 3 & 4 employees face a 27% permanent reduction from their final salary at age 55 with <30 years. For Tier 5 employees, there is a 38.33% permanent reduction at age 55. Tier 6 employees face a 52% permanent reduction at age 55. The consequence of these penalties for early retirement is that Tier 6 employees must work roughly 10 extra years to retire at full pay relative to Tiers 3 & 4 employees. ◆

[Fix Tier 6—Rossi Family Video](#)



**UUP BENEFITS...**

**YOUR POT OF GOLD**

Learn about your UUP benefits and receive expert tips on how to utilize and maximize them.

Visit <https://bit.ly/UUPWelcome> for dates and registration



# What do we want? Save Our Jobs! When do we want it? Now!

...continued from page 2

By Solomon Ayo

tions fund politicians to support their interests. VOTE COPE is how we look out for our interests—and our livelihoods.

I encourage you, for your own benefit and the benefit of your union sisters and brothers, to donate to VOTE COPE. For a few dollars a paycheck or pension deduction, you can make a huge difference in UUP's ability to enhance and protect our rights and in our workplace.

VOTE-COPE support is essential. Here's why: VOTE-COPE funding

- ◆ Supports public education
- ◆ Protects your pensions, tenure, contracts, academic freedom, collective bargaining, retiree benefits.
- ◆ Supports participation in the political and legislative process. This includes anti-union and anti-public employee organizations looking to eliminate your pension, your benefits, and your collective bargaining rights.



- ◆ Supports candidates who fight to protect public higher education – our students, our patients, our jobs, and our retirement benefits – regardless of party affiliation.
- ◆ Fights against anti-union and anti-public employee groups that spend money to influence public policy decisions. We must have a voice in the legislative battles and debates that take place over public service and labor issues. VOTE-COPE gives us that voice!
- ◆ Supports opportunities to deliver UUP's message to legislators by attending advocacy days, in-district meetings or events, and

fundraisers.

- ◆ Maintains UUP's strong voice with the Governor and legislative leaders who determine SUNY's budget, legislative initiatives regarding civil service law protections and labor rights, retiree health insurance benefits and other important issues that affect members and professions.

Donating to VOTE-COPE is simple. Go to <https://uupinfo.org/votecope/>, and complete the form. Then either mail it, drop it off at the UUP office in Ward Hall, or bring it to the General Membership meeting and give it to one of our Chapter officers.

Thank you. ◆



# Two FSC Students Awarded Esteemed UUP Scholarships



FSC NEWS, February 27, 2024

## Prestigious Scholarship is Rarely Given to Two Students from the Same Institution

Farmingdale State College (FSC) is proud to announce two of its Research Aligned Mentorship (RAM) Program scholars, Channon Lawrence, '24, a Nursing Program student, and **Elena Ortiz Dilone**, '23, an applied psychology graduate, were recently recognized through the prestigious United University Professions (UUP) College Scholarship Fund.

UUP is the nation's largest higher education union, representing the faculty and professional staff of the State University of New York System (SUNY) system. Created in 1987, the UUP College Scholarship Fund Undergraduate Scholarship celebrates its members' commitment to academic excellence and the life of the mind, and to their endeavors in the promotion of social justice. Up to four one-time scholarships of \$3,000 are awarded annually to SUNY undergraduates who demonstrate a commitment to academic excellence, social justice issues, and labor ideals.

Since UUP gave its first undergraduate scholarships in 1988, this highly coveted honor is rarely given to two students from the same institution, said RAM Program Director Dylan Gafarian, Ed.D.

"It is because of Sarina's hard work and dedication that Farmingdale not only got one, but two scholars selected--something that has never happened before with

this scholarship," Gafarian said of Sarina Turbendian, operations manager, and academic advisement assistant for the RAM Program. "Farmingdale students have a different level of determination---unlike anything I have seen before. That determination is met in likeness from our staff and faculty, such as the case with Sarina."

"I was thankful for the role that my RAM community played in helping me build my confidence as an applicant," said Lawrence, a first-generation student who holds a work-study position with the RAM Program, and a student advisory position with the Research Experience for Undergraduates (REU) Program. "They provided me with the strength to believe in myself just as much.

"The selection of two FSC students speaks volumes about our institution," added Lawrence, who has also helped cultivate multiple FSC student initiatives, including the 2021 First-Generation College Student Celebration. "It also demonstrates the caliber of students FSC nurtures and the supportive environment it provides for scholars to excel academically and personally."

"During the last three summers, Channon has taken part in three wildly competitive Summer Research Experiences; one through Cornell University, MIT, and most recently through

the National Institute of Health," said Gafarian. "Channon is a scholar who has stared adversity in the face and made moments of greatness happen for herself."

Ortiz Dilone, who received a **Diversity, Equity, and Inclusion Award in 2022**, and helped develop activities for FSC first-generation college celebrations, agreed.

"I definitely believe this is a positive reflection of FSC having that it suggests that our institution is foresting an environment that builds talented students," said Ortiz Dilone, a first-generation student and Sillcox Scholar, who while at FSC conducted extensive undergraduate research, an internship at a federal courthouse, peer tutoring, and served as a member of the Golden Key International Honor Society and Psy Chi Honor Society. "That two students won the UUP award is only one of the many testaments of the great talent that FSC is nurturing."

"Elena is a force to be reckoned with, and as a recent graduate, I doubt this will be the last we will be hearing of her greatness," said Gafarian.

As Lawrence pursues a career in nursing informatics and Ortiz Dilone pursues graduate school, both plan to continue their personal commitments to service. Remaining active in her community and serving others "is essential," said Ortiz Dilone. ♦

# Celebrating Women's History:

## Cousins Seth Low & Mary Hillard Loines Fostered the Rights of Women in NYS

By Daniel Scott Marrone

Abiel Abbot Low (1811-1893) and Harriett Low Hillard (1809-1877) were brother and sister, whose children—cousins Seth Low (1850-1916) and Mary Hillard Loines (1844-1944)—substantively expanded the rights of women in New York State. Known positively (and all-too-often sarcastically) as “Goo Goos” (“Good Government Reformers”), the cousins were enmeshed in Brooklyn and later Greater New York politics for over a half century from the last decades of the 19<sup>th</sup> century into the first decades of the 20<sup>th</sup> century. Their efforts have been widely noted for improving the lives of New Yorkers most especially women. The cousins helped establish the legal right of women to practice medicine and to be able to cast their votes in city, state, and national elections.

Seth Low served as Mayor of the City of Brooklyn from 1881 through 1885. During his tenure, he led an effort in reforming welfare and for building new schools. In addition to expanding educational opportunities, he made Brooklyn one of the first cities to have racially integrated schools and to distribute free textbooks. Mayor Low eliminated many patronage jobs by instituting Civil Service Codes for hirings and promotions. In 1890, Low was installed as the 11<sup>th</sup> President of Columbia University, a position he held

until 1901. As president, Low relocated Columbia University from Midtown Manhattan to Morningside Heights. There, he undertook a massive expansion program of the university's degree offerings and campus buildings. Columbia University's prestigious, world renowned library bears his name. With the backing of the “Reform/Fusion/Republican Party,” Low was elected in November 1901 as the second Mayor of “Greater New York”—the new name for the January 1, 1898 political incorporation of the five boroughs--Manhattan, Brooklyn, The Bronx, Queens, and Staten Island.

Low assumed the mayoralty on January 1, 1902 and served his two-year term until December 31, 1903. Prior to 1902, females were ineligible to be licensed physicians. As Greater New York Mayor, Low eliminated gender-based license restrictions. In 1902, groundbreaking Dr. Emily Dunning Barringer (1876-1961) became New York State's first licensed ambulance surgeon. [My essay of Dr. Barringer appeared in *UUP Unifier* (March 2018), pages 1, 7-8. Dr. Barringer, portrayed by actress June Allyson, was also the main character of the 1952 Hollywood film, “*The Girl in White*.”] Perhaps too much a reformer, i.e., too strident a “Goo Goo,” Low lost his reelection bid in Novem-



ber 1903 to Tammany Hall's political machine. By January 1, 1904, Greater New York was again in the hands of corrupt politicians, but many of Low's reforms stayed in place including the legal right of women to practice medicine in New York State.

Soon after leaving office, Seth Low returned to education leadership. In 1907, the trustees of Tuskegee University, a historically black college founded and directed under Booker T. Washington (1856-1915), appointed Low as Academic Chairman. Simultaneously, he began serving as president of the National Civic Federation, an organization that sought to expand collective bargaining rights that in prior years had been denied to labor unions. Though Low opposed labor strikes, he fully embraced management-labor arbitration. In the early months of 1916, he became bedridden due to cancer. Low passed away on September 17,

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# Celebrating Women's History:

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1916.

His cousin, Mary Hillard Loines, became a leading suffragist in post-Civil War America. In 1869, she was elected secretary of the Brooklyn Equal Rights Association. For over fifty years, Loines served in various leadership capacities within this organization. Without let-up, she prodded the federal government and that of New York State to grant voting rights for women. In 1891, Loines helped establish the Consumers' League of New-York City (spelled with a hyphen until 1/1/1898). This organization aimed to address "the deplorable working conditions and long hours under which women engaged in the retail trade had to work".

In 1919, she began organizing



MARY HILLARD  
1872

the League of Women Voters with Carrie Chapman Catt (1859-

1947). On August 18, 1920, the 19<sup>th</sup> Amendment to the U.S. Constitution was enacted thus giving women the right to vote across the nation. Eight days later, on August 26, U.S. Secretary of State Bainbridge Colby signed a proclamation that formally granted women voting rights. On August 26 each year, the nation celebrates Women's Equality Day.

In her later life, Loines expanded her political activism to also include prison reform and labor rights for women. She was born on May 4, 1844. Thirty-three days before her 100<sup>th</sup> birthday, Loines passed on April 1, 1944.

The Low/Loines cousins helped make New York a better state and the U.S.A. a better nation. We thank them for their efforts. ♦

## Another Assault on Academic Freedom & Tenure

By Amit Bandyopadhyay

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check to fire any faculty member for any reason, at any time, regardless of tenure. I think people find that hard to believe, because it is so shocking and so radical and so un-American, but that is what the text says."

Administrators at the state's two most eminent public universities have had differing reactions. Pamela Whitten, president of Indiana University, said in early February that the bill

"would put academic freedom at risk, weaken the intellectual rigor essential to preparing students with critical thinking skills, and damage our ability to compete for the world-class faculty who are at the core of what makes IU an extraordinary research institution."

Purdue released a statement saying that its commitment to freedom of speech would minimize the bill's effect on its

campuses. "Many of the provisions do not impact what Purdue has been doing already, e.g., the institution being a home for critics but not a critic itself, incorporating free-speech programs into student orientation, not requiring personal statements of support for political ideologies, and protecting the right of individuals to criticize the government or the university" the statement said. ♦



# Student Loan Forgiveness

By Jeri O'Bryan-Losee, Statewide Secretary/Treasurer

## FARMINGDALE CHAPTER

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## Need Help Managing Your Student Loan Debt?

Over 12 million people in the United States are struggling to make their monthly student loan payments, and millions more see economic and personal opportunities pass as they prioritize paying down their debt. Does this sound like you or someone you know?

Many of these people may qualify for free federal programs that can help reduce their monthly payments and eventually lead to student loan forgiveness, but these lifeline programs are significantly under-enrolled. In an effort to help our members get access to these programs, United University Professions and the American Federation of Teachers are proud to host a Student Debt Clinic which will provide information on how to enroll in Income-Driven Repayment plans and Public Service Loan Forgiveness.

We will be offering a virtual **Members Only Public Service Loan Forgiveness (PSLF) Clinic** on Wednesday, March 27, 2024 from 5:00 PM – 6:30 PM via Zoom.

To attend this virtual **Members Only Public Service Loan Forgiveness (PSLF) Clinics**, you must pre-register here:

<http://go.aft.org/StudentDebtClinicRSVP>.

From the “student debt clinic” drop down menu, please select the UUP clinic that you are interested in attending – they are labeled “UUP [Virtual Student Debt Clinic] [date] [time].” In the affiliate field, type in the full name of our local (United University Professions), and it will autofill after a few keystrokes.

Registration is first come, first serve, and we must cap attendance for a single clinic at 125 participants in order to ensure that we are able to provide maximum assistance to attendees. Registration will close 48 hours prior to the virtual clinic. Webinar login information will be provided prior to the clinic to all who register. [If you can't make one of these virtual clinics, don't worry – we're planning on offering them every payday. If you want to help host a chapter-specific virtual clinic, please let us know!]

Managing your student loan debt is the first step in taking on the inequities which plague our system of higher education, and we look forward to seeing you at the virtual Public Service Loan Forgiveness (PSLF) Clinic and working together to find a collective solution to the problems of student debt and college affordability! ♦

## 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