



# Unifier

UNITED UNIVERSITY PROFESSIONS

◆ FARMINGDALE CHAPTER ◆

October 2010



## In this issue:

Part-time Labor Mgt.  
**PAGE 2**

President's Message  
**PAGE 3**

NYS Balance Webinar  
**PAGE 4**

Octoberfest  
**PAGE 5**

Flex Spending Account  
**PAGE 6**

"Right to Know" Presentation  
**PAGE 7**

IDAP  
**PAGE 8**

One Nation March Recap.  
UUP Retirees Meeting  
**PAGE 9**

Shared Governance  
**PAGE 10**

## A Stellar Night for Farmingdale in Buffalo

A delegation of Farmingdale UUPers made their way to Buffalo for the Fall Delegate Assembly (DA) on September 30th and October 1st. The DA was abbreviated so that attendees could attend the One Nation March on Saturday, October 2nd in Washington D.C. (see story on page 8)

A highlight of the plenary session was a special order of business to award the Eugene P. Link Award to Assembly Speaker Sheldon Silver (D-Manhattan) for opposing the Public Higher Education Empowerment and Innovation Act (PHEEIA).

Two Farmingdale faculty received special awards at the dinner—Vicki Janik and Elena Eritta. Vicki was awarded the Nina Mitchell Award for Outstanding Service. As the evening program indicates "Vicki Janik of Farmingdale embodies the principles of the labor movement. Her UUP service began in 1988 as a chapter executive board member—a post she still holds. She continues to serve on chapter, state-wide and labor/management committees, and is credited with helping to initiate the union's Gender Equity Study. Her nominators consider her a 'dedicated, energetic union activist.'"



*continued on page 9*

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## IMPORTANT

### Membership Meetings

- October 21<sup>st</sup>—General Membership
- October 26<sup>th</sup>—Octoberfest
- November 4<sup>th</sup> (special negotiations meeting)
- November 18<sup>th</sup>—General Membership

The meetings will be held on Thursdays in Gleeson Hall at 11:00 a.m.

# Part-time Labor Management

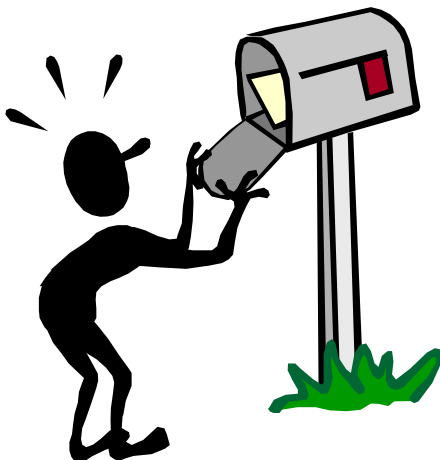
by Henry Ellis

The September Part-Time Labor Management (PTLM) Meeting was conducted on September 23, 2010. We had three major topics of discussion which the PTLM committee felt warranted in-depth discussion with management because of the far reaching effects.

We revisited last semester's blanket issue of Letters of Non-Renewal. Almost everyone was brought back, and the number who were not asked back is no different from any other year.

At the PTLM meeting we specifically asked if our members can expect a non-renewal letter again this academic year. We were told that at this time ***it did not seem likely that these letters will be sent again, but if such a mailing were to occur again, management would notify UUPF prior to their being sent.***

Some of the adjunct faculty

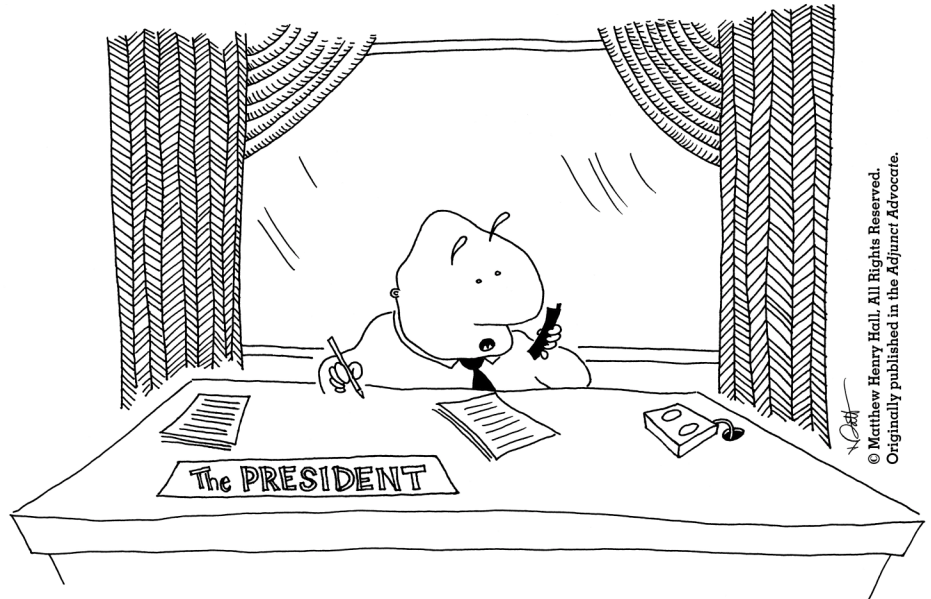


received some encouragement to volunteer for Angel training. UUPF asked for clarity on any impact this may or may not have on their assessment. UUPF wanted to make sure that a decision not to volunteer for training does not turn into a "bad thing." Thankfully, management agreed with our position on this issue.

We were told by management in the PTLM meeting that ***adjuncts will not be required to volunteer for training, and no one should be forced to use Angel.*** UUPF also wants to be clear to the membership that our position is that Angel is a "good thing." While we encourage part-timers to avail themselves of free training, there is comfort in knowing that Angel training will not be used as a criterion for evaluating adjunct faculty.

As some of you may have heard, adjuncts in EOC have been reduced to one class each and have therefore lost their medical benefits.

At the PTLM meeting management stated that ***this decision was made to ensure that everyone would remain employed.*** UUPF affirmed its position that sacrificing one's benefits is never a decision that should be made by a third party. When faced with the option of losing benefits, EOC faculty said "no", and their choice was not respected. This is simply unacceptable. There are still creative options to explore, and UUPF is optimistic that a resolution will be reached. ♦



*"The adjuncts want benefits? Weren't the magnets with our school logo enough?"*

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Originally published in the Adjunct Advocate.

# President's Message

## Special Invitation:

UUPF is hosting a regional Retirees\* meeting on Wednesday, November 17, 2010. A representative of the UUP Benefits Office will be making a presentation on current benefits for retirees.

I'd like to extend an invitation to members considering taking advantage of the Early Retirement Incentive. The planned presentation is sure to satisfy many of the questions you need answered before making your final decision.

This is not an open invitation; your RSVP is required in order for UUPF to cover the cost of your lunch, and to ensure that the venue can accommodate the responses. If you would like to attend, please contact Debbie Amato at the chapter office.

### MAIN MESSAGE:

This Unifier is chock-full of information about events that have transpired since last we spoke, and others that are forthcoming. I hate to be redundant, but one thing that can't be overstated is the importance of *full membership participation* in the negotiations process.

At a meeting earlier this month, your Department Reps contributed a whole host of ideas to the chapter Advisory Committee. I urge everyone to accommodate their requests for department meetings aimed at collecting your requests and suggestions for the next contract.

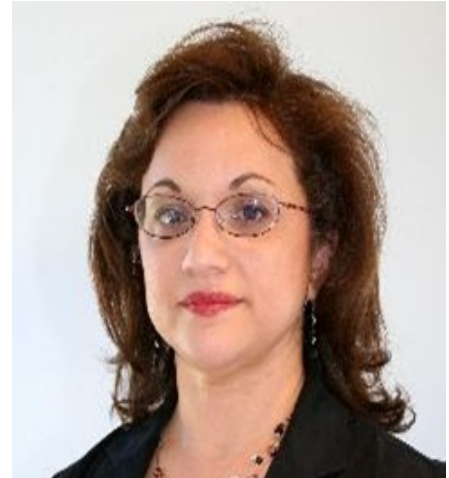
You may think that department meetings are over-kill, but it is the best way to find patterns that may otherwise go unnoticed. The process for recognizing area-specific needs (such as overtime eligibility) begins with a conversation.

Anyone familiar with the show *American Idol* can attest to what happens when fans assume that their favorite contestant is "a shoo-in"... He gets voted out! [Those not familiar with *AmIdol* can apply the concept of the

*Think  
Outside  
the Box*

'squeaky wheel'.] Is UUP going to fight for raises – OF COURSE. But that doesn't mean that you stop asking. You've been here for 20 years; you've suggested improvements to the health plan before; it's still important to you – *mention it again*. Submit as many Suggestion Forms as it takes to get your thoughts across.

Any Dentists out there? There's more to the contract than compensation. Let's get some more teeth into this thing. Academic Freedom, Notice of Non-Renewal, Appointment, Evaluation, Promotion, Retrench-



ment, Contracting Out... Is there anything you'd like to see tightened up? Take a closer look. A searchable .pdf of the entire contract is available at [uupinfo.org](http://uupinfo.org). Remember, protection for one is protection for all – let's not forget our part-timers!

UUP represents the most educated unionized labor force in the state. If you guys can't come up with creative paths around the obstacles before us, then who can?

UUP brings to the table what YOU bring to the Team. So *Bring It* on November 4<sup>th</sup>.

Yolanda Pauzé

**\* COARM- UUP Committee  
of Active Retired Members**

## NYS Balance

Resources for Work & Life

FOR NYS EMPLOYEES

[www.nysbalance.ny.gov](http://www.nysbalance.ny.gov)

Username: nys • Password: balance

Toll-Free: 866-320-4760

TTY/TTD: 866-228-2809

## October: Volunteer!

The difference volunteering makes is immeasurable

### RESOURCES: CONSULTANTS AND WEBSITE

Many people feel that volunteering provides its own rewards. People of all ages participate in volunteer opportunities for a variety of reasons—to gain experience, learn a new skill, mentor, remain socially active during retirement—all while providing valuable contributions.

Ready to roll up your sleeves? Your NYS-Balance service is available to help you locate a volunteer opportunity that matches your interests and skills. Your efforts can help make life less complicated for some deserving people and organizations.

### MONTHLY WEBINAR

#### **Making a Difference: Volunteering for a Lifetime**

Thursday, October 21, 2010

12:00 p.m. - 1:00 p.m.

Volunteering is a way to make a difference in the lives of individuals and in society. Learn how to assess your talents, skills, and passions to share with those who can benefit from your time and attention.

#### **BE SURE TO REGISTER IN ADVANCE**

Register for the webinar on the NYS-Balance website. To participate, you will need an Internet-connected PC and a phone. If the webinar is not scheduled during your break or lunch time, you can view it later online.

Additional resources are available through your NYS Employee Assistance Program (EAP). For more information about EAP and other Work-Life Services benefits, please visit [www.worklife.ny.gov](http://www.worklife.ny.gov).

**David A. Paterson, Governor, State of New York**

**Gary Johnson, Director, Governor's Office of Employee Relations**

NYS-Balance is a resource and referral program offered by Work-Life Services with funding provided by the negotiated agreements between the State and CSEA, PEF, UUP, DC-37, NYSCOPBA, GSEU, and Council 82, and by the Governor's Office of Employee Relations for employees designated M/C. 10/10

# UUPF OCTOBERFEST SOCIAL

## UUPF OCTOBERFEST SOCIAL

**Tuesday, October 26, 2010**

**4 p.m. – 6 p.m.**

**Changing Times Pub**

**Melville Road**

All UUPF members will be given a ticket for one free beverage and a buffet of appetizers.

In addition, FOUR \$50 Gift Certificates will be raffled off at 5:00 p.m.

*You do not have to be present to win!*

**Raffle tickets will cost \$1  
at the door**

**Six tickets for \$5**

**RESERVE**

RSVP 631-694-UUPF (8873)

**uupfdamato@aol.com**





# FLEX SPENDING ACCOUNT

Dependent Care Advantage Account • Health Care Spending Account

**A State employee benefit that puts money in your pocket**

The Flex Spending Account (FSA) is a negotiated benefit for State employees. There are two parts to the FSA -- the Dependent Care Advantage Account (DCAAccount) and the Health Care Spending Account (HCSAccount). Both are types of flexible spending accounts that give you a way to pay for your dependent care or health care expenses with pre-tax dollars. Enrollment in the FSA is voluntary -- *you* decide how much to have taken out of your paycheck and put into your DCAAccount and HCSAccount.

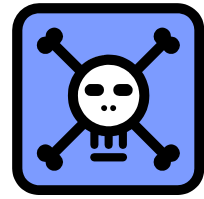
## ENROLLMENT AT A GLANCE

- **Important open enrollment period for the Flex-Spending Account (FSA) begins September 20, 2010, and continues through midnight on November 15, 2010.**
- **If you are enrolled for the 2010 plan year, you must re-enroll to continue your benefits in 2011.**
- **The 2011 plan year is January 1, 2011 through December 31, 2011.**
- **Enrollment is paperless. You may apply for enrollment online or by calling toll free at 1-800-358-7202.**
- **You will need to have your social security number, department ID, and negotiating unit information available to complete your 2011 enrollment application. This information can be found on your most recent paystub.**
- **The online enrollment system offers many helpful features. It allows you to check the status of your submitted application(s), change your password, and update your address and email information.**
- **New state employees hired on or before October 31, 2010, must enroll during the 2011 open enrollment period if they wish to participate in the Flex-Spending Account for 2011.**
- **New state employees hired on or after November 1, 2010 who wish to participate in the FSA for 2011 must either enroll during the 2011 open enrollment period or submit a change in status application within 60 days of the start of their employment.**

**Employees of the SUNY Research Foundation, Health Research, Inc. (HR) and NYS Thruway Authority are not eligible to participate in the flex Spending Account program.**



# Health and Safety Concerns



## "RIGHT-TO-KNOW" LAW

The "RIGHT-TO-KNOW LAW" is the New York State Public Employee Safety and Health Act of 1980. Employers are required to "furnish employees a work place free from recognized hazards and in compliance with the safety and health standard applicable to employer's workplaces and other regulations issued by the Commissioner of Labor under the Act."

To better understand what this act entails, Mr. Kevin Laffin will conduct on-campus training sessions about Hazard Communication and NYS Right-To-Know Law.

The scheduled dates are as follows:

- Tuesday, October **26**, 2010 in Gleeson Hall Room 202, from 11 a.m.- 12 noon

- Thursday, November **18**, 2010, in Gleeson Hall Room 202, from 11 a.m. - 12 noon

I recommend that everyone attend this training for the following reasons:

1. It expands on UUPF's position concerning the employee's right to a safe and healthy environment. Additionally, you will learn how to prevent and protect yourself from workplace hazards.

2. The training will cover your (the employee's) responsibilities under the act and how the act applies to your actions and conduct on the job. It also covers possible health and safety hazards that can be caused by an employee's negligence, which could affect other

colleagues, as well as ways to prevent such hazards.

3. The training also addresses the procedural steps involved in reporting unsafe conditions and steps for the disposal of hazardous materials.

For more information about the training presentations on the Hazard Communication and NYS Right-To-Know Law, please contact Kevin Laffin at ext. 2424 or email

[Kevin.laffin@farmingdale.edu](mailto:Kevin.laffin@farmingdale.edu)

Solomon Ayo

UUPF-  
Health & Safety Coordinator  
[ayoso@farmingdale.edu](mailto:ayoso@farmingdale.edu) ♦

# Negotiations

## Don't Forget:

1. **Team visit— November 4th at 11 a.m. in Gleeson 204**
2. **Department Representatives—provide them with your contract concerns**
3. **Member Input Form—**  
- online and sent directly to Negotiations Team—<http://uuphost.org/webforms/node/6>  
- downloadable to be mailed—[http://uupinfo.org/negotiations/2010\\_Member\\_Suggestion\\_Form.pdf](http://uupinfo.org/negotiations/2010_Member_Suggestion_Form.pdf)

# One Nation March



In this photo (from left to right) Barbara Ayo, Debbi Nilsen (Debbie who never travels past George Washington Bridge!), Wura Ayo and Solomon Ayo

On Saturday, October 2nd, a group of Farmingdale UUPers made their way to Washington, D.C. to take part in the One Nation March. Some of our members left from Long Island, while others travelled from Buffalo after attending the Fall Delegate Assembly. They marched alongside their brothers and sisters from labor organizations including NYSUT, UFT, and the Coalition of Labor Union Women.

An estimated 170,000 protesters rallied at the Lincoln Memorial, and these protestors called for jobs and union rights, and they spoke against corporate greed. Participants called for Congress to act on the issues they had voted for: preserving public education and access to health care; jobs for all; a strong, stable economy; and unity, not division.

The mission of One Nation Working Together is "One Nation Working Together For Jobs, Justice and Education for All." ♦



In this photo (from left to right) Yolanda Pauze, UUP President Phil Smith and Debbi Nilsen

## IDAP is Back!

The Individual Development Awards Program has been funded for this -- the last year of our contract with the State of New York. The Joint Labor Management Committee has allocated \$22,119.31 to Farmingdale for awards toward personal development initiatives conducted during between **July 2, 2010 and July 1, 2011**. The campus committee that will oversee the process this year will be chaired by Dr. Robert Elgart. Also on the committee are Dr. Matthew Bahamonde; Prof. Henry Ellis; Dr. Kamal Shahrabi; Marybeth Incandela; and Barbara Serr. The UUP members of the IDAP Committee will be available at the General Membership meeting of October 21st to answer any questions you may have. More detailed information from the committee will be posted on UUPF website before the end of the semester.



continued from page 1



Elena Eritta at Fall DA

Eritta received the Faye Samuel Award for Courageous Service by a Part-Time Academic Faculty member. As indicated in the Voice: "Elena Eritta has created positive change for part-timers during her decade-long tenure at Farmingdale. She served on Farmingdale's Individual Development Awards Committee, and successfully negotiated Presidential Committee Awards for professionals and academics. Eritta organized annual luncheons for adjuncts and made sure that part-time professionals received discretionary salary increases."

The Faye Samuel Award was named for a part-time faculty

member from Farmingdale who served as the chairperson of UUP Farmingdale's first Part-Time Concerns Committee. This committee was the first of its kind in UUP and was established in 1987 at Farmingdale by Bob Reganse who was UUP Farmingdale President at the time. Samuel went on to chair the statewide UUP Part-Time Concerns Committee when it was later founded.

Speaking of Bob Reganse, another highlight of the DA was the opportunity to celebrate Bob's birthday, which always seems to take place during the Fall DA. Some of Bob's friends



Faye Samuel at the DA

surprised him at dinner with a birthday cake.

Finally, Barbara Maertz had the chance to meet Carl Palladino who was attending a meeting of the Erie County Republican Committee at the same hotel where the DA was being held. Barbara asked the Gubernatorial candidate what his position is on support for SUNY. He responded that SUNY must share the burden of the budget crisis. This seems to be a common response by many politicians. ♦



Bob Reganse with UUP Secretary Eileen Landy

## UUP Retirees to Meet on Campus

by Barbara Maertz



The annual fall meeting of the Long Island Region COARM is scheduled for Wednesday, November

17th, at 11 a.m. in the University Club. Invitations are in the mail to all Long Island Region COARM members, which includes UUP retiree members from Stony Brook HSC, Old Westbury, Stony Brook West Campus, and Farmingdale.

The agenda will include information about the changes to the Medicare, Part B rebate. Charles McAteer, from the Stony Brook campus, will discuss the legislative issues facing UUP with a new governor in 2011. Also, there will be a UUP benefits representative who will provide information on retiree dental and vision benefit choices. UUPF President, Yolanda Pauze, will have information on the negotiations process that will be starting this year. Of course plenty of time will be

saved for fellowship and union-building.

Because of the Early Retirement incentive being offered this year, those active members of the Farmingdale Chapter who are planning to retire in December can be included in this meeting if they contact Pauze or Debbie Amato. Come and join your fellow colleagues for good conversation, memories and information. ♦

# Defending Shared Governance

excerpts reprinted from [Change: The Magazine of Higher Learning \(September–October 2007\)](#)

In a recent essay ("Shared Governance: Democracy Is Not an Educational Idea," *Change*, March/April 2007), Stanley Fish offers a thought-provoking perspective on college and university governance. Central to his argument is the assertion that any attempt to justify the concept of "shared governance" on the basis of democratic principles is misguided, because democracy really isn't an appropriate model. Although Fish cites an essay I wrote for *Academe*, in which I defend shared governance, as an example of this common "mistake," I actually agree with many of the points Fish makes, including his claim about the inappropriateness of democracy as a model for academic governance. I explicitly state in the essay from which he quotes that "the primary justification for the need for shared governance is not deference to the ideal of rule by the people," but rather deference to professional "expertise."

I believe that a broader and more collaborative form of faculty involvement in governance than Fish appears to support is necessary if our colleges and universities are effectively to fulfill their core missions of teaching and research.

Fish acknowledges, nevertheless, that there are certain general principles that are relevant to the effective governance of all institutions of higher learning. One such principle on which Fish and I agree is that while colleges and universities, whatever their size or mission, require good business practices to operate effectively, it is crucial to recognize that higher education "is not in the same business as business." Whereas profit constitutes a clearly quantifiable measure of success in business, the generation of new knowledge and meaningful learning is not so easily reduced to numbers.

Alumni, politicians, prospective employers, staff, and students, to name but a few "stakeholder" groups, should not have an equal say with faculty and administrators in determining how an institution will carry out its educational mission. I believe that academic decision-making should be entrusted to those who have the knowledge and experience to make decisions that are most likely to advance the educational mission of the institution.

That is the underlying premise of the American Association of University Professors' 1966 Statement on Government of Colleges and Universities, a document jointly formulated with the American Council on Education and the Association of Governing Boards that still represents an excellent starting point for any discussion of academic governance. It offers broad guidelines for how authority should be shared and divided among the three principal parties in college and university governance: governing boards, presidents (including their administrative subordinates), and faculty.

The AAUP Statement on Government advances the view that decision-making authority ought to be vested in those who have the requisite competence to make an informed judgment on the particular matter at hand. Thus, the 1966 Statement assigns to the faculty "primary responsibility for such fundamental areas as curriculum, subject matter and methods of instruction, research, faculty status, and those aspects of student life which relate to the educational process."

While individual faculty members should decide how to teach their own courses and set their own research agendas, broader issues of academic policy, such as changes to the curriculum or the hiring

and retention of faculty, should be determined in a collaborative process involving those with the relevant expertise to make an informed judgment. Because the faculty actually do the academic work of the university—especially now that administrators have increasingly become divorced from direct involvement in teaching and research—they are best positioned to evaluate the teaching and research contributions of their colleagues and to make other judgments about the best way to carry out the overall educational mission of their institutions.

Many nonacademic issues also arise in a college or university—such as building construction, financial investments, or parking. But insofar as they might impinge on carrying out the educational mission of the institution, administrators who hold primary decision-making responsibility should at least seek faculty input. Faculty might not be equipped to decide what contractor ought to be hired to construct a new biology building, but it would be foolish not to consult with them about what facilities need to be included in that building.

Autocratic administration does not have the same theoretical legitimacy as a means of fostering an effective and healthy academic environment as does shared governance, properly understood. An institution of higher education may not be the same as a polity composed of citizens all entitled to the same rights, but neither ought it to be viewed as a hierarchical organization in which a top-down form of “management” is appropriate. At the heart of any college or university is a corps of highly educated professionals whose claim to a significant role in governance is based on the expertise they possess. For the academic enterprise, no form of decision-making is more appropriate than a “collegial” one.

It is ironic that at a time when collegial forms of governance are becoming more widely accepted in high-tech, high-skill enterprises, they are being challenged in the institutions in which they first took root.

—Larry Gerber  
First Vice President  
American Association of University Professors,  
Lanier Professor of History  
Auburn University  
Auburn, AL



*“What is connectedness? It is a sense of being a part of something larger than oneself. It is a sense of belonging, or a sense of accompaniment. It is that feeling in your bones that you are not alone. It is a sense that, no matter how scary things may become, there is a hand for you in the dark. While ambition drives us to achieve, connectedness is my word for the force that urges us to ally, to affiliate, to enter into mutual relationships, to take strength and to grow through cooperative behavior.”*

Edward M. Hallowell



## FARMINGDALE CHAPTER

### EXECUTIVE BOARD

**Yolanda Pauze**

President

**Robert Reganse**

VP Academics

**Valerie Madeska**

VP Professionals

**Bob Simins**

Treasurer

**Debbie Nilsen**

Secretary

**Solomon Ayo**

Health & Safety

**Dolores Ciaccio**

Affirmative Action

**Robert Elgart**

Affirmative Action

**Henry Ellis**

Part-time Concerns

**Staci Gardner**

EOC Concerns

**Vicki Janik**

Academic Grievance

**Casey Bond**

Professional Grievance

**Barbara Maertz**

Legislative Chair

**Azadeh Mirzadeh**

Library Concerns

**Debbie Nilsen**

Membership Chair

**Margaret Porciello**

Newsletter Editor

**Lou Scala**

Dept Reps Chair

**Russell Tuthill**

Retiree Concerns

#### DELEGATES:

#### Academic

Robert Elgart

George Fernandez

Vicki Janik

Abdul Naseem

Margaret Porciello

Lou Scala

Sheryl Schoenacher

Michael Smiles

Richard Vogel

Matthew Bahamonde, alt.

#### Professional

Barbara Maertz

Solomon Ayo

Darlene Mayers, alternate

## SUNY is the \$olution

### What?

**Another year  
of college!  
How are we going  
to afford that?**

You're happy she's home for the holidays, but what she just told you about her SUNY college leaves less to be thankful for.

State budget cuts mean she won't graduate on time.

SUNY has been slashed by \$410 million in the last 18 months.

How will this affect you and your family?

*You and your children will be forced to pay more—and get less.*



**If your child attends a SUNY school, ask these questions:**

- Will you graduate in four years, or will we have to pay for an extra year of college?
- Are your classes bigger?
- Could you get into the courses you need next semester?
- Can you meet with your professors and advisors, or are they swamped by SUNY's growing enrollment?

**Go to [uupinfo.org](http://uupinfo.org).  
Tell your lawmakers:**

**Speak up for public higher education.  
Speak out for my child's future!**



**United University Professions**  
The union that makes SUNY work.  
Philip H. Smith, President

## CHAPTER MEMBERS on STATEWIDE COMMITTEES

**Kathryn C. Bond**

Grievance

**Pearl Brod**

UUP Scholarship Development

**Doug Cody**

Contingent Affairs

Technology Issues

**Amy Colvin**

Finance

Veterans Affairs

**Robert Elgart**

Membership

**Henry G. Ellis**

Part-time Concerns

**Elena Eritta**

Contingent Affairs

**Jim Friel**

RELAP

Technology Issues

**Staci Gardner**

Family Leave

UUP Outreach

Women's Rights & Concerns

**Del Janik**

Globalization & Corporatization

**Vicki Janik**

Evaluation Task Force

Grievance

Task Force on Emerging Issues of Diversity\*

Women's Rights & Concerns\*

**Valerie Madeska**

Comm. Of VP for Professionals

**Barbara Maertz**

Active Retired Membership

Finance

**Darlene Mayers**

Affirmative Action

EOC Concerns \*\*

Task Force on Pay Equity

Based on Race

UUP Outreach

**Yolanda Pauze**

Comm. of Chapter Presidents

Task Force on Pay Equity Based

on Race

Task Force on Strategic

Planning

Technology Sector

**Margaret Porciello**

Technology Issues\*

Women's Rights & Concerns

**Robert Reganse**

Comm. of VPs for Academics

EOC Concerns\*\*\*

Evaluation Task Force\*

Technology Sector

**Mike Smiles**

Technology Issues\*\*\*

Technology Sector\*\*\*

**Diane Yorg**

EOC Concerns

\*indicates committee chairmanship

\*\* indicates Vice Chair

\*\*\* indicates Executive Board Liaison

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 Margaret Porciello at [porciem@farmingdale.edu](mailto:porciem@farmingdale.edu). *The opinions expressed in this newsletter are those of the contributors and not necessarily those of UUPF.*