



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



April 2011



In this issue:

COARM Brunch

PAGE 2

President's Message

PAGE 3

Academics Workshop
Labor-Management IDAP

PAGE 4

Health and Safety Report

PAGE 5

UUP Election Results
Know Your Rights

PAGE 6

THIS IS WHAT DEMOCRACY LOOKS LIKE by Barbara Maertz

UUP Delegates to the NYSUT RA Convention shouted this slogan many times during a speech by President Dick Iannuzzi. Dick urged all union members to continue the fight to support our schools and our children, to tax NY people fairly (continue the millionaires tax) and fight the demonizing of unions.



There were many such instances during the two day convention of award winning teachers and professionals who make a positive influence on their students every day in ways not recorded in standardized tests and regent's grades. It was an exciting event and especially pleasing were the choir from Half Hollow Hills High School and the Celtic Dreams, an Irish Step Dancing group from an elementary school in the Bronx. I have been telling everyone I meet how great they were; ask me about them.

continued on page 2

UUPF Office Ward Hall

First Floor, West Wing

Tel: 631-694-UUPF (8873)

Fax: 631-694-3370

E-mail: UUP@farmingdale.edu

Website:

<http://farmingdale.edu/uupf>



General Membership Meetings
are held in GLSN 204

IMPORTANT

Membership Meetings

- April 28th — General Membership
- May 10th—Spring Social (Changing Times)
- May 24th—Professionals Workshop

LONG ISLAND REGION COARM BRUNCH

by Barbara Maertz

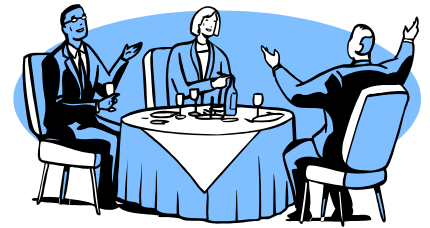
Our very energetic group of members from Farmingdale, Stony Brook and Old Westbury met on Wednesday, April 13, at the University Club at Farmingdale. There were almost 50 attendees this time, and they heard about the rally in Times Square and the NYSUT convention from Barbara Maertz and Judy Wishnia. We hope we made it sound as exciting as the event actually was.

President Hubert Keen graciously told us about all the construction planned or ongoing on the campus and it was good to hear about all the future plans for the college. The college is getting a new building for a Business School, as well as the new Student Center and Children's Day Care Center that are currently being built. There were some cheers heard when Dr. Keen announced that Hale Hall was opening this summer after years of reconstruction.

When the new road realignment is completed and all the construction fences come down, parking and walking will be safer for students and for us. It is important in these times, where jobs are hard to come by, that Farmingdale will be employing hundreds of construction workers to build new facilities for teaching and research for thousands of students and hopefully some new UUP members.

UUPF President, Yolanda Pauze, updated the group on the latest version of UB20/20 which is being considered in the legislature. She urged the members to join the fight against this bill by talking to Senators and Assembly people in their own districts.

Negotiations were on everyone's mind because our retiree benefits(dental/vision/health) are in some ways negotiated during the process. Yolanda gave us the information on the recent settlement by Council 82. We need to



be strong and support our team during the upcoming negotiations.

Many of our retirees exchanged tips for favorite travel sources that sponsor safe travel experiences for seniors. All were encouraged to sign up for UNUM Travel which is a free benefit for NYSUT members.

The Long Island region is planning two meetings for this Fall with the second one taking place at Stony Brook HSC. We are hoping that retirees who live on the East End will become active in COARM by having a meeting that is more accessible to them. The meeting is planned for October with the exact dates and location to be determined. Hope to see you all then. ♦

continued from page 1

The culmination of the convention was the rally held on 42nd. Street on Saturday. NYSUT delegates walked from 53rd to 42nd streets and joined with thousands of trade union members to close to 7th Avenue and from 42nd to 39th streets. I don't know how many thousands of union members there were, but we were packed in and having a great time. There was one lane open for buses and

emergency vehicles. When the double decker buses came by, we would hold up the banners and signs and cheer the words of the rally. "WE ARE ONE. THIS IS WHAT DEMOCRACY LOOKS LIKE." It was great to see how many tourists were cheering along with us and taking pictures of a uniquely American tradition. I was proud to be a union member and an American that day.

I know that the fight will not end soon because many states are trying to restrict union negotiating rights. Stay tuned for the next opportunity to participate in a rally and join with others to protect your benefits and rights as working people in the United States. ♦

President's Message

As we approach the end of another year here at Farmingdale, I ask myself, "Where did the time go?" But I have no time for reflection, for there is still too much to do.

I have to correct inaccuracies presented by management regarding our time and attendance requirements.

I have to warn new academics who may have been told some nonsense about their having to claim sick days and then schedule "make-ups" anyway. My hat goes off to department chairs who have taken a lead in protecting their faculty by appropriately advising them on how to handle sick days and other situations that may interfere with their students' educational experience.

I have to warn professionals about subtle movements toward "clocking". Everyone please note: *Departments* may have hours, but *Professionals* have obligations. Some department heads seem to have difficulty distinguishing between the two. They like employee flexibility when our obligations take us beyond hours, weeks and holidays, but resent it and attempt to deny flexibility when it benefits the employee.

But wait, there's more...

Once again, right before Spring Break, I had to gather the troops to prepare a response to yet another crisis resulting from the actions of a dean.

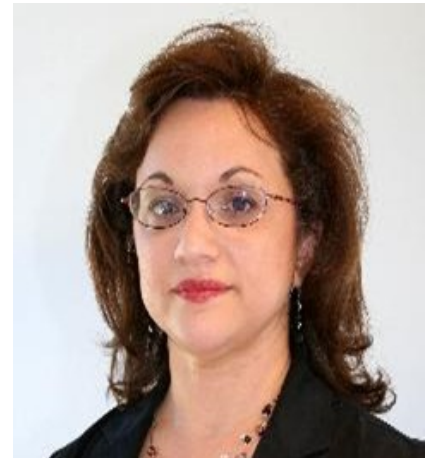
The lack of campus policy, procedure or best practices regarding on-line courses has become a real problem for many academics, and for UUPF. Some faculty members who have taught

on-line courses through Angel have been called to task over attendance – not student attendance, *their own* attendance. UUPF brought up the issue at a recent labor/management meeting, at which the Provost admitted that yes, management *only* reviews faculty activity on Angel for attendance purposes. *ONLY?!*

Did I mention that this is happening without the faculty members' knowledge? Apparently by any level of management that requests it? This kind of scrutiny can lead to further "review" of on-line teaching activity – pardon me, *HAS* led to further review of *some* faculty members' on-line teaching activity... again, without their knowledge.

Did you know that unless you are paid separately for an on-line course, you OWN all of the material that you produce for that course? This includes digital material. Some managers argue that this is not the case due to the technical nature of on-line courses. They claim that they have the right to do the things I described above. I disagree. According to an MOU between SUNY and UUP signed by former-Chancellor Ryan – *SUNY also disagrees*.

To me these incidents are like a manager walking passed your classroom, whenever he pleases, unannounced, just to see if you're there. Then if he sees that you weren't there when your schedule indicates, he allows himself into your office when you're not there. He goes into your files and flips through your lesson plans, and begins to "evaluate your effectiveness" based on what he reads.



Ridiculous isn't it? If such behavior is not okay in traditional practice, **it is simply not okay**. To that end, UUPF has called for policies and procedures for on-line courses which mimic those of traditional courses, including established protocols for faculty observations.

If you agree, come to the next General Membership meeting and bring your concerns, suggestions and contributions to the effort.

Yolanda Pauzé

On May 24th UUPF had planned to host a second workshop for **New Professional Staff** focused on **Time & Attendance**.

In light of recent events, we are offering this workshop to all Professional Staff who wish to attend.

Please RSVP at 694-8873

Academic Workshop – Workload

by George Fernandez



On April 5th NYSUT'S Bob Capowski, Labor Relations Specialist, conducted a UUP sponsored workshop for term academics entitled, "*Academic Workload: Are You Being Asked to do More?*" The workshop discussed such topics as common terminology, professional obligations, the Public Employment Relations Board, the Taylor Law, workloads and extra service. Also in attendance was Fred Floss - UUP's State-wide Vice President for Academics, Yolanda Pauze, and Bob Reganse, who all participated in a round of questions and answers relating to the workshop theme along with the issue of tenure. Tenure will be addressed more in-depth in an upcoming workshop yet to be announced. ♦



IDAP AWARDS FOR JULY 2010-JULY 2011

by Bob Elgart

A total of \$22,119 was provided to this campus by the Joint UUP/NY State Professional Development Program. Of 29 applications considered by the Campus Committee, (Bob Elgart, Chair, Matt Bahamonde, Henry Ellis, Kamal Sharabi, Marybeth Incandela and Barbara Serr), 27 were approved. Of those approved, four were from professionals and two from part-time faculty. A record 14 awards for \$1,000 were given out this cycle, with eight of those intended to defray costs for participation at professional conferences. "Conferences" was the leading category activity, with tuition reimbursement being second. In the evaluation procedure, the Committee considered "relevance to an individuals continuing development within the college" and "justification of activity" to be among the points. Our compliments to all those who applied.

FOR THE COMPLETE AWARDS LISTING—SEE PAGE 7

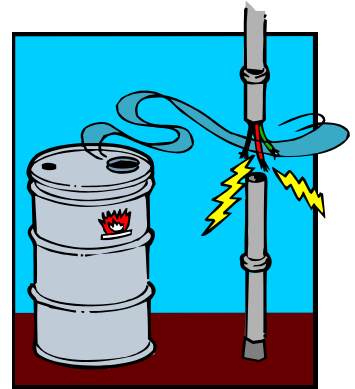
NYSUT 2011 Health & Safety Conference

by Solomon Ayo

NYSUT 2011 Health & Safety Conference
Saratoga Springs, NY

On March 4-5, 2011, courtesy of UUP/UUPF, I attended the 2011 NYSUT Health & Safety (H&S) Conference in Saratoga Springs. It was both educational and informative. It was my first NYSUT H&S Conference. Knowing the importance of H&S to New York State workers, I was not surprised at the large number of attendees and the level of interest from participants. Our own Farmingdale State College Adjunct Professor Doug Cody (Chemistry Department) is on the board of NYSUT H&S. Doug was also a moderator of one of the workshop sessions. I attended his H&S workshop (see details below) entitled: "Headaches in Higher Education: Dealing with Difficult Campus Administration". There were several other H&S workshops. The invited speakers on both days, Drs. Alex Blair and Gary Namie, were very knowledgeable in their fields of expertise. As the UUP Farmingdale Chapter's H&S Committee Chair, this was a great opportunity to learn new things, to network, and to develop new ideas with specialists from different parts of New York State who come from various H&S capacities in K-12, BOCES and Higher Education. All in all, this was a helpful, knowledge-packed exposure for someone serving as UUPF's H&S Committee member. (For more information about the conference see page 40; April issue of NYSUT UNITED magazine or

<http://www.nysut.org/cps/rde/xchg/nysut/hs.xsl/nysutunited.htm>)



Workshops and Lectures:

I attended three 3-hour workshops over two days:

Workplace Stress Workshop:

This workshop focused on parts of the human body affected by work-related stress, such as our eyes, back, respiratory system, head and neck, as well as the symptoms of such stress. The approach focused on changing the root cause of these types of stress with the help of the union.

Headaches in Higher Education:

This workshop addressed workers' rights, how to identify H&S problem areas in the workplace, and how to develop plans to address them. For example, the workshop discussed how to read floor maps, how to locate missing required safety measures and how to recognize buildings that are dangerous to the H&S of workers. The workshop also showed attendees how to create a survey via the AFT site, and how to use completed surveys to help administrators understand that there are H&S issues affecting workers.

Health and Safety 101 Part 1 & part 2:

This is a two-part workshop. It is invaluable for a first-time attendee at the NYSUT H&S conference. It provided a synopsis of Federal and New York State H&S laws. It also explained H&S rules and regulations pertaining to workers, and to educators in particular. Many topics in the H&S world were covered and numerous resource links for different H&S issues were provided to the attendees.

**UNITED UNIVERSITY PROFESSIONS
OFFICIAL 2011 ELECTION REPORT
FARMINGDALE CHAPTER
(40839)**

PRESIDENT AND DELEGATE

Candidate	Total	Rank
Paauze, Yolanda	141	X
Germano, Thomas	1	
Malshheimer, Kristen E.	1	
Smiles, Michael C.	1	

VICE PRESIDENT FOR ACADEMICS AND DELEGATE

Candidate	Total	Rank
Reganse, Robert J.	147	X

VICE PRESIDENT FOR PROFESSIONALS AND DELEGATE

Candidate	Total	Rank
Ayo, Solomon O.	45	X
Arcieri, Daniel T.	1	
Lopez, Lawrence A.	1	
Maertz, Barbara T.	1	
Petrich, Jack C.	1	

SECRETARY

Candidate	Total	Rank
Nilsen, Deborah-Ann R.	136	X
Colvin, Amy L.	1	
Eritta, Elena	1	

TREASURER

Candidate	Total	Rank
Simins, Robert J.	149	X

PART-TIME CONCERNS REPRESENTATIVE

Candidate	Total	Rank
Ellis, Henry G.	133	X
Maertz, Barbara T.	1	

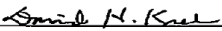
ACADEMIC DELEGATE

Candidate	Total	Rank
Smiles, Michael C.	138	01
Janik, Vicki K.	134	02
Conforti, Susan L.	118	03
Janik, Del I.	116	04
Cody, Douglas S.	109	05
Eicher, Lisa	103	06
Porciello, Margaret M.	13	07
Elgart, Robert	8	08
Scala, Louis A.	4	09
Hunt Jr., John W.	3	10
Eritta, Elena	1	11
Masserwick, John J.	1	12
Gold, Howard L.	1	13
Maertz, Barbara - Ineligible	3	
Ayo, Solomon - Ineligible	1	
Groden, Dave - Ineligible	1	

PROFESSIONAL DELEGATE

Candidate	Total	Rank
Nilsen, Deborah-Ann R.	37	01
Madeska, Valerie	31	02
Ayo, Solomon O.	31	03
Mayers, Darleyne E.	29	04
Colvin, Amy L.	27	05
Lopez, Lawrence A.	21	06
Maertz, Barbara T.	11	07
Porciello, Margaret - Ineligible	1	
Scala, Lou - Ineligible	1	

We certify that this election was conducted in accordance with the UUP election procedure and that this report constitutes the official election report. Ties were resolved by lot. The term of office for each position is from June 1, 2011 through May 31, 2013.


David H. Kreh
Co-Chair, Elections and Credentials Committee


Robert E. Rees
Co-Chair, Elections and Credentials Committee


Eileen Landy
Secretary

Date: March 26, 2011

3

KNOW YOUR RIGHTS

Do you know who owns your course content if you teach online? You do! It is SUNY and UUP policy that you own the content of your course—even if it is created electronically. Appendix A-23 of the UUP contract addresses ownership of Intellectual Property: "Generally the members of the staff of the University shall retain all rights to copyright and publish written works produced by them."

You own what you produce unless you have knowingly given up your rights to the product.

For additional Information, see :[Questions & Answers](http://uupinfo.org/reports/qanda.pdf) (<http://uupinfo.org/reports/qanda.pdf>)
Intellectual Property, Software & Distance Learning: SUNY Policy & UUP Recommendations

2011 Joint Labor Management Individual Development Award Program

	Name	Proposed project/activity	Award Received
1	WORKU BITEW	CONFERENCE	\$ 448.00
2	JENNIFER BRYER	TUITION	\$ 1,000.00
3	PATTI CANTAMESSA	CONFERENCE	\$ 1,000.00
4	FRAN CHERKIS	TUITION	\$ 1,000.00
5	KATHLEEN CINO	CONFERENCE	\$ 1,000.00
6	AMY COLVIN	CONFERENCE	\$ 686.00
7	EVAN COOPER	CONFERENCE	\$ 705.00
8	KERI FRANKLIN	TUITION	\$ 1,000.00
9	CHRISTINE GLASER	TUITION	\$ 1,000.00
10	LORI GOODSTONE	TUITION	\$ 1,000.00
11	DAVID GREENE	CONFERENCE	\$ 1,000.00
12	SARAH GROSS	CONFERENCE	\$ 721.06
13	SHARON HENLE	CONFERENCE	\$ 1,000.00
13	NAZRUL ISLAM	CONFERENCE	\$ 1,000.00
14	J. LAPIDUS-GRAHAM	CONFERENCE	\$ 1,000.00
15	ORLA LOPICCOLO	CONFERENCE	\$ 500.00
16	SHAWN MCNAMARA	TUITION	\$ 930.00
17	J. MIGNANO-BRADY	CONFERENCE	\$ 324.00
18	MARIA NIKOLAIDOU	TUITION	\$ 1,000.00
19	BARBARA PEZZANITE	CONFERENCE	\$ 895.00
21	JEANNE RADIGAN	CONFERENCE	\$ 751.00
22	LAURIE ROZAKIS	CONFERENCE	\$ 593.00
23	ANN SHAPIRO	CONFERENCE	\$ 1,000.00
24	SARBJIT SINGH	CONFERENCE	\$ 1,000.00
25	LAUREN ULATOWSKI	CONFERENCE	\$ 686.00
26	RICHARD VOGEL	CONFERENCE	\$ 620.00
27	YAJUN YANG	CONFERENCE	\$ 260.00



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



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

RELAC

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. *The opinions expressed in this newsletter are those of the contributors and not necessarily those of UUPF.*