



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



October 2011



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Shared Governance, and Rights and Responsibilities

"Today, participatory governance is a key element in American higher education. It is a necessary condition for the maintenance and improvement of this critical sector of democratic societies. College and campus presidents and other administrators responsible for the management of their institutions recognize that the health and vigor of the college or university depend fundamentally upon the vitality, creativity, intelligence, and commitment of academic and professional staff."



Did you know that this statement is in the Introduction to the SUNY University Faculty Senate *Governance Handbook* developed in 2008? Did you know that Article X Section 4 of the State University of New York Policies of the Board of Trustees indicates faculty responsibility as "The faculty of each college shall have the obligation to participate significantly in the initiation, development and implementation of the educational program"?

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General Membership Meetings
are held in GLSN 204 at 11 a.m.

IMPORTANT

Membership Meetings

- October 20th — General Membership
- October 25th—Special Meeting with Phil Smith as guest
- November 17th—General Membership

See the UUP website for:

- ⇒ [Contract Expiration Q and A](#)
- ⇒ [Updated Negotiations Information](#)

Individual Award Program (IDAP)

We've been notified that some award money for individual development (IDAP) will be released to SUNY campuses soon. For Farmingdale, it appears that nearly \$15,000 will be allotted, with deadline for application (with receipts) somewhere around Dec 31. Further details are being worked out, but the campus committee (now chaired by management) has not met to consider timelines."

Bob Elgart



Please take the survey at the UUP [website](#)



United University Professions is committed to determining the effects of distance and online education on our members and their workload. To that end, UUP is conducting a web survey to examine distance and online learning on our campuses. Please be assured that all information is confidential; no ISP addresses will be collected; and, no identifying information will appear in any public document or be shared. We appreciate your input on this important matter.

Are you concerned about:

- UUP's next contract?
- "shared services"?
- "bullying" in the workplace?

IMPORTANT

Be sure to attend the special General Membership Meeting on Tues., October 25th at 11 a.m. in Gleeson 204 with UUP President Phil Smith.

President's Message

CALLING ALL TENURED!

There is a system-wide epidemic that I am beginning to see signs of here at Farmingdale, and we must find an antidote before it's too late.

It seems that a growing number of UUP members with tenure or permanent appointment are abandoning their *Term* and *Temporary* brothers and sisters to an overzealous and often heavy handed chain of command. But the problem is two-fold.

There are managers who behave as if they are running a private business, making up rules as they go along, and assuming rights and authority that they don't actually have. There are also new employees who bring with them certain "private sector" practices that they assume are policy here, essentially denying *themselves* some truly fundamental rights.

Logging bathroom breaks?!

When I hear about things like this, I can't help but ask – WHERE ARE OUR SENIOR PEOPLE? How is it possible that any member is exposed to this without anyone noticing? Or worse, is it possible

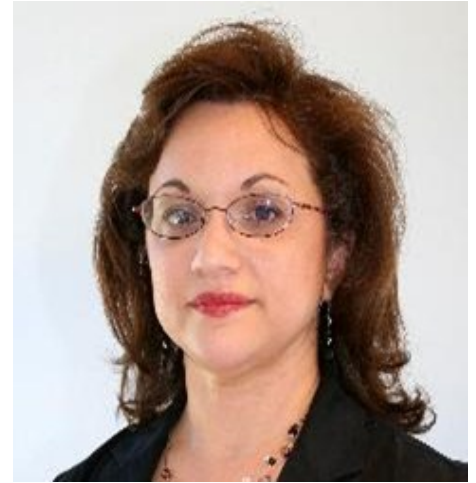
that the permanent members in the department know what's going on, but have chosen to do nothing?! THAT I refuse to accept.

We have a very special meeting coming up to which I hope you will bring words of encouragement for those representing us at the statewide level. However if your plan to badger and blame others for our plight, I want you to remember that...

Our Union is only as strong as its weakest member.

Are you prepared to help a junior colleague who you feel is being mistreated? Do you willingly participate in mentoring new hires? Have you prevented arbitrary rules from diminishing your contractual rights?

Or have you and your tenured colleagues relinquished your collective power to move your department in a better direction? Are you allowing upper-level managers to make lower-level decisions? Have you kept track of the work previously handled by former members in your area? Keep in mind...



If you don't protect the work, you can't protect the jobs.

See you on Thursday.

Yolanda Pauzé

SUNY has granted permission for the University at Buffalo to RETRENCH. The plan is to sell UB's FCC radio station license for \$4 million. The station will continue to broadcast PRIVATELY. Note: There is NO FINANCIAL NEED for this transaction!

Several members with over 70 years of combined experience will lose their jobs as a result of this decision. UUP is fighting this at every level. Our chapter may be called upon to take action against this looming trend.

GOOD NEWS FROM YOUR EMPLOYEE ASSISTANCE PROGRAM (EAP)



AT THIS TIME WHEN MANY OF OUR BENEFITS ARE BEING TARGETED, IT IS IMPORTANT TO REMEMBER THAT WE MUST KEEP HEALTHY IN ORDER TO ENJOY OUR UUP BENEFITS. YOUR EMPLOYEE ASSISTANCE PROGRAM IN CONJUNCTION WITH THE HEALTH AND WELLNESS (H&W) CENTER ARE OFFERING THE FOLLOWING:

FLU SHOTS WILL BE GIVEN ON TUESDAYS 6:00PM-7:30PM AND THURSDAYS 10:30AM – 12N

The cost is \$20.00. Flu is a serious contagious disease. Symptoms include fever, cough, body aches, headache, sore throat, chills and fatigue. Call H&W for an appointment X2009

FREE PROSTATE TESTING THURSDAY NOVEMBER 3RD, 2011 2:00 – 3:00 PM

A SIMPLE BLOOD TEST FOR PROSTATE-SPECIFIC ANTIGEN (PSA) CAN DETECT PROSTATE CANCER IN ITS EARLY STAGE WHEN THERE ARE NO SYMPTOMS. PSA TESTING IS RECOMMENDED FOR MEN AGE 40+. TESTING IS CONFIDENTIAL AND RESULTS ARE MAILED TO YOUR HOME. Exam performed by Dr. Howard Adler, Director of Prostate Care Program at Stony Brook Univ. No traveling – testing is done here at Farmingdale H&W Call for appointment: 631-444-4000 Its FREE!

ANY QUESTIONS: CALL KATHY DEVINE X2644 (TUES & THURS)

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So what exactly is “shared governance”?

Gary A. Olsen, Provost and Vice President for Academic Affairs at Idaho State University, in an article entitled [“Exactly What is Shared Governance?”](#) which appeared in the June 23, 2009 issue of the Chronicle of Higher Education, attempted to answer this question. Mr. Olsen suggested that shared governance “is a delicate balance between faculty and staff participation in planning and decision-making processes, on the one hand, and administrative responsibility on the other.”

In almost every context we read, “rights and responsibilities” go hand in hand. As faculty and staff we do have a number of rights—constitutional, civil, and employment based. We do have the right to academic freedom, the right to be treated in a civil manner, and the right to participate in the governance of the college.

We likewise have a number of responsibilities, and I think we all know what our job responsibilities, or professional obligations, are. As Yolanda’s President Message in this issue suggests, those of us who have tenure or permanent appointment, and are in a more secure position, should not forget our less secure colleagues. We should make it our responsibility to ensure that the rights of our colleagues are not violated.◇

Professionals Play a Very Important Role in Student Success

At the UUP Winter Delegate Assembly in February 2011, John Marino (past UUP -VP for Professionals), invited me to be a panelist for a professional conference at the May UUP Spring Delegate Assembly in Albany. Like other panel discussions, I thought this would be about general issues such as health and safety, job benefits, workers' rights etc. To my surprise, when John called to prepare me ahead of time, I learned that this workshop was more personal.

The topic of the conference was "How Do Professionals Help Students Succeed?" For many hard working professionals from the thirty-two SUNY UUP chapters present at the conference, this topic of discussion was a much welcomed one. It made one recognize and appreciate how much professionals contribute to our student's success.

Many in the audience were happy and proud to discuss how dedicated they are to their students. These professionals were also concerned about the dangers that lied ahead if students are denied the services they provide. For example, we live in a high speed information age. One can only imagine what would happen if there were no IT department to assist the student. If there were no Laboratory Specialist in Nursing, Chemistry, Physics, Engineering or Biology programs, how would student

complete their courses? One cannot also overlook the importance of student advisement and support services to both returning and new students. What would become of our students without the outreach and open arms policy of



dedicated professional advisors in Residential Life, the Student Counseling Office, Admission Office, EOP Office, Wellness Center, Financial Aid Office, LIEOC etc. No campus can function without the expertise of UUP members in Physical Plant who maintain the physical (class rooms and dormitories) environment and landscape, safety services for our students.

The consensus at this conference was that, the impact of the professionals duties in helping students succeed must not be taken for granted. Professionals should not remain a silent partner in student success. How we communicate with each other will determine the external impression of how much the professional staff contributes to student success. While the UUP recognizes the value of professionals and continues to trumpet

the invaluable impact of professionals in student's success, it seems the average professional does not enthusiastically express these values. A question raised by John that supports my premise was "what would happen to students at SUNY campuses and to both students and patients at SUNY Medical Center, if professionals were not present?"

It is important to change rhetoric from what Professionals do to what professionals do to enhance student success. By changing the rhetoric and realigning our narratives to actually reflect Professional impact on students, we can also change the narratives of how the dedication of professionals to students is valued. Only by changing how we speak about our own worth to our students, can we change what is being spoken about us. Recognition of our own worth is critical to bringing to the table conversation about our importance in serving the State of New York and our country as a whole. Professionals make a big difference towards student success and the success of SUNY institutions in achieving its mission statement. So keep up the good work on behalf of our students - tomorrow's future. But also- speak up about your importance to SUNY!

In Union,
Solomon Ayo
UUPF, VP for Professionals

Negotiations Update



The Negotiations Landscape: UUP and Other State Employee Unions

UUP's Negotiations Team completed preliminary discussions with the State's negotiators in August and September and is now focused on the details of its contract proposals. UUP's proposals cover a broad array of issues involving 25 contract articles and seven appendices. The State's proposals involve compensation, health benefits, duration of a new contract, and furloughs.

Other NYS employee unions have been engaged in contract discussions as well. CSEA (Civil Service Employees Association), which represents 66,000 state employees, recently ratified a new contract. In a ratification vote announced on September 27, the members of PEF (Public Employee Federation), which represents 56,000 state employees, rejected a contract with compensation, health benefits, and furlough provisions similar to those accepted by CSEA.

The PBA of NYS (Police Benevolent Association), which recently replaced Council 82 as the collective bargaining unit for 1,100 Forest Rangers and University, Park, and Environmental Police, has begun contract talks. A tentative agreement accepted by the former Council 82 was voted down by the membership and a decertification vote led to the replacement of Council 82 with the new PBA. NYSCOPBA (New York State Correctional Officers and Police Benevolent Association), which represents over 23,000 state employees, will also be negotiating a new contract.

It's important for UUP members to keep in mind that no group of state employees is exactly alike and each union negotiates its own contract.

As contract talks continue, please be wary of anything about the UUP contract that is presented in the press or discussed on campus. No one but UUP's Negotiations Team and President Phil Smith knows what's going on at the table. Details are not released to the public so anything you hear is purely speculation. Nothing is final until a tentative agreement on the entire contract is reached.

Periodic negotiations updates will be posted under "2011 Negotiations Information" on the home page of the UUP website (www.uupinfo.org). UUP's full package of contract proposals is also available at that site.



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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.*