



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



February 2012



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A More Transparent University and a More Powerful Union

by Robert Reganse, VP for Academics

As I am sure you know, these are difficult times for unionized workers. There seem to be three forces which are contributing to the decline in the number of American workers who now belong to unions.

First, the *nature of the work* Americans do has changed. In the not so distant past, the largest private employer in the United States was General Motors. Because of the United Auto Workers (UAW), women and men who worked in *manufacturing* received compensation which allowed them to enter the middle class. Today Wal-Mart, a rabidly anti-union organization with approximately 1.4 million *service* workers, is the largest private employer in the United States. The typical full-time Wal-Mart associate makes between \$15,360 and \$18,040 a year. Such a worker is never going to enter the middle class.

Second, the *right wing attack* on unions that began decades ago has now exploded everywhere, especially into our schools. As you probably read a few weeks ago, Indiana Governor Mitch Daniels signed a bill making Indiana the 23rd state to have right-to-work laws that bar unions from collecting fees from non-union members for representing them at contract negotiations. Last year, Governor Scott Walker of Wisconsin and the Republican majorities in the Wisconsin State house passed laws that

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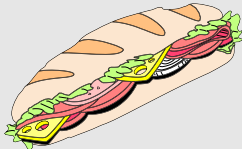

E-mail:

UUP@farmingdale.edu

NEW

Temporary Website:

<http://snyfarvc.cc.farmingdale.edu/~uup>



IMPORTANT

Membership Meetings

- February 23rd—General Membership
- March 9th—Legislative Event
(see the announcement on page 10)
- March 22nd—General Membership
- April 26th—General Membership

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

UUP - New Professional Website Section

by Solomon Ayo, VP for Professionals

Happy New Year, and welcome back to the Spring 2012 Semester!

Are you aware of the new UUP website: www.uupinfo.org ? One of the new features on the website is the special section dedicated to Professionals issues.

There are two parts:

- Guide for Professionals at SUNY
- Guide for Professionals Employees.

To quote UUP President Phil Smith, "This is just one of our efforts to help you take advantage of all the rights and benefits you have as a SUNY employee and UUP member."

The Guide for Professionals at SUNY site is <http://www.uupinfo.org/reports/guides/profguide.pdf>.

It covers a wide range of questions and answers concerning work-related matters and general issues. For example, **"What do I do if my duties and responsibilities are increased?"**

The Guide for Professional Employees site is <http://uupinfo.org/reports/guides/ProfessionalEmployeeGuide10WEB.pdf>.

This section addresses three crucial documents in your employment and career at SUNY:

- your appointment letter
- your annual performance program
- your annual evaluation

These documents can directly affect many other matters, including promotions, salary increases, and workload.



Professional employees across the SUNY system have many questions about their work. This is the reason that UUP created this special section. I am confident that all professionals will find the information provided invaluable. I urge everyone to take a look at this section as I have and visit the site occasionally for updates. You can also go directly to the Professionals Section site via the top right side of the UUP website: www.uupinfo.org

In solidarity,
Solomon Ayo
UUPF Vice President for Professionals

A Civil Tongue

by Casey Bond, Professional Grievance Chair

Our UUPF leadership has taken the initiative to pursue the issue of workplace civility (or the lack thereof) from many different angles. This new column, A Civil Tongue, is intended to be one of many avenues to promote discussion and dialogue on this topic. Lest we forget, the concept of civility in the workplace is not a new idea-- though perhaps one that is due for new interpretations relevant to the year 2012.. I'll be asking you to help me put together some current examples of workplace incivility, but let's start

off with a little background material first.

The standards that we set for civility in the workplace will always be informed by what is deemed appropriate by society at large. What we mean by "workplace civility" today is different from what would be acceptable behavior in the late 1950's-early 1960's. For example, office workers would be expected to conform to an unwritten dress code that included jackets and ties for men and skirts or dresses

for women. (These were the days when a lady would wear a hat and gloves to the local movie theater and a gentleman was known by the shine on his shoes!) It was perfectly acceptable office behavior to light up a cigarette or expect your secretary to bring you a cup of coffee.

That was then, this is now. In 2012, we no longer have the same attitudes about the formality of dress and informality of nicotine use. Ask your administrative assistant to fetch coffee at your

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President's Message

Leaders Aren't Born

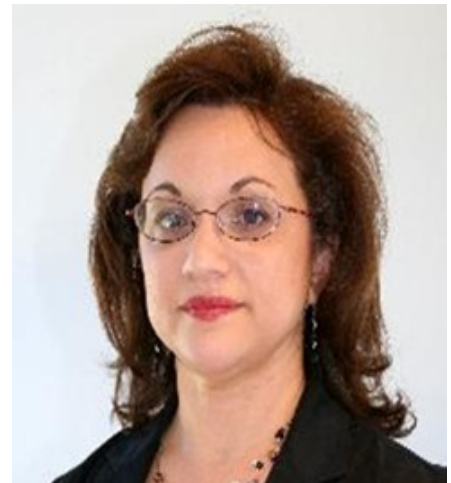
On March 2nd – 3rd UUP is hosting a Leadership Workshop in Saratoga Springs, NY. In attendance will be the UUP statewide officers, members of the Negotiations Team, chapter presidents and vice presidents, and academics and professionals from campuses throughout the state who are interested in developing leadership skills. Similar workshops are available in the summer and in the fall.

While most of the workshops at these are directed at chapter development, some are a great source of **professional development**. For example, two of the workshops this spring are *Forums for Problem Solving* and *Civility in the Workplace*. Workshops are taught by NYSUT professionals who are experts in each topic and have immeasurable

experience with our contract and SUNY policies. UUPF has hosted many NYSUT workshops on campus, either at the request of the membership, or when the local leadership recognizes a need for training on significant issues. However, the statewide workshops offer a great opportunity for meeting colleagues from other campuses who have similar interests and varied experiences. It's the best way to learn about the valuable role that UUP plays in career.

But Wait, There's More...

The true value of these workshops is greater than their obvious application. For example, **where else do you have access to free leadership training?** We've seen time-and-again throughout SUNY that appointments



to leadership positions are not generally met with actual talent or skill for doing so. And access to this kind of professional development is often reserved for those willing to sacrifice their moral compass. NYSUT and UUP workshops require no compromises.

To attend these programs, you need not file an application, get permission from management, or kiss anybody's... ring. They are FREE. UUP covers all costs and arranges transportation. Interested? Just send me an email. UUPF will do the rest.



Chapter Presidents Retreat/Leadership Workshops

March 02 - 03, 2012

Location: Gideon Putnam Hotel - Saratoga Springs, NY

Yolanda Pauzé

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weaken public-sector unions, whose members are state employees, by essentially eliminating their collective bargaining rights. Ohio Governor John Kasich and his Republican majorities attempted to repeat Wisconsin's attacks on public employees. This effort, however, was upended by a referendum in which 61% of Ohioans voted against the anti-union bill. Well-known conservative "pundit" Rush Limbaugh has called Wisconsin teachers "parasites" whose goal is "anti-democracy." Remember, if we lived in Wisconsin, that would be *us*. Clearly, the right wing has mounted an attack on unions that this country has not experienced since the 1920s.

Finally, I mentioned the UAW, whose membership has declined from over 1.5 million in 1979 to a little over 300,000 in 2009. The third reason union membership has declined is *bad management decisions*. You do not have to be a nuclear physicist to understand that when gasoline prices are going through the roof, Americans will want to buy high

quality, energy efficient cars, not unreliable gas-guzzlers. But apparently automobile makers didn't get it, so the US market share for American-made automobiles went from 80.6% in 1979 to 43.1% in 2009. The people who made the dumb management decisions did not suffer nearly as much as the thousands of American automobile workers who lost their jobs.

It is fair to say that we as individuals are limited in what we can do to push back against the anti-union tide that is sweeping over our country. But American workers, middle class workers, must not repeat the mistakes of the past. Passivity is no longer an option. Union members must be proactive in defending their jobs. One way they can do this is by assessing the job performance and decision-making abilities of top management. Their decisions have consequences for us and, even more, for the next generation of workers.

As employees of the university, we understand the importance of assessment in improv-

ing performance. As we have seen with the UAW and the American auto industry, bad decisions have a devastating effect on jobs. Two weeks ago, the delegates at the UUP Delegate Assembly in Albany took part in an evaluation of the Chancellor. To my knowledge, this is the first time that union members ever participated in the evaluation of a top officer in any large institution. UUP is the largest higher education union in America. UUP is opening the door to a more transparent university with greater participation by those who know the university best.

This semester at least four campuses will be assessing their presidents; Farmingdale is one of those four. Soon you will receive a survey so that you can assess your college president, President Keen. Please be sure to fill it out and send it back. Your assessment can only help to make a better university, build a stronger union, and educate smarter and more successful New Yorkers. ♦

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own peril, my friend!

The standards for workplace civi-

ty change within the context of how we live our lives today. For the good, as a society we've made great strides in civil rights, gender equality and environmental protection. On the downside, bullying (and cyber-bullying) have reached epidemic levels in our schools. And the ability of those with strongly-held beliefs to disagree with each other in courteous manner seems a lost art. So here we are, looking to foster workplace civility within the context of the year 2012. I'd like to use this column as a forum to discuss the civility issues that matter most to you. Has a persistently

hostile co-worker affected your ability to do your job? Have the belittling comments of a supervisor caused you to avoid contributing your ideas at meetings? Do you avoid serving on committees because of the bullying tactics of certain members? Please tell me your stories, and together we'll work toward practical solutions.

In Solidarity,
Casey Bond

Please contact "A Civil Tongue" at uupfarmingdale@gmail.com. All correspondence held in strictest confidence. ♦

Let's work to see that a Farmingdale student get this scholarship for a change!!

UUP College Scholarship Fund Undergraduate Award



UUP College Scholarship Fund Undergraduate Award

The UUP College Scholarship Fund was created by the union to celebrate its members' commitment to academic excellence and the life of the mind, and to their endeavors in the promotion of social justice.

The UUP College Scholarship Fund gives scholarships in honor of UUP members and their families who have donated generously—in time and money—to the scholarship fund. UUP awards scholarships to recognize:

Eugene P. Link — A SUNY Plattsburgh professor emeritus of history who taught in New York's state university system for 35 years, the late Eugene Link was a highly regarded and respected professor. He dedicated his life to working families and to students who demonstrated an interest in unionism and the larger labor movement.

Robert F. Carter and Katherine K. Carter — The late Robert Carter was a SUNY Oswego associate professor of history and a UUP member for more than 25 years. His late wife, Katherine, made several generous donations to the scholarship fund in his memory.

Gertrude A. Butera — Gertrude Butera's unrelenting fundraising efforts have helped the scholarship grow since its inception in the mid-1980s to a sustained fund that rewards exemplary SUNY undergraduates. She was named an honorary trustee in 1993.

One-time scholarships of \$2,000 are awarded to SUNY undergraduates who demonstrate a commitment to academic excellence, social justice issues and labor ideals. The union gave its first undergraduate scholarship in 1988.

Who's Eligible

UUP College Scholarship Fund undergraduate applicants should:

- *Be full-time undergraduate students at a state-operated campus of SUNY who have completed at least 18 credits and have a cumulative grade-point average of at least 3.75;*
- *Exhibit dedication to the goals of the trade and labor union movements. In addition, applicants must demonstrate high integrity, a tireless quest for excellence in both academic and personal endeavors, and service to the community;*
- *Submit a copy of the bursar's receipt for their current semester to certify their full-time status and official transcript(s) from each college/university attended;*
- *Be in active, full-time attendance carrying a current load of at least 12 credits; and*
- *Demonstrate dedication to labor union values and social justice.*

In addition, applicants must show evidence of good character and service to SUNY and the community through letters and other documents.

A Selection Committee will review all applications and choose candidates to be interviewed. The number of scholarships awarded will be determined by the Trustees of the UUP College Scholarship Fund.

Finalists will be interviewed by the Trustees or their designees.

How to Apply

A complete list of scholarship eligibility requirements and applications may be obtained from campus **financial aid offices**; on the UUP website at www.uupinfo.org (click on Scholarships to get a fillable PDF application that can be emailed to kplowman@uupmail.org); or by writing to UUP College Scholarship Fund, P.O. Box 15143, Albany, N.Y. 12212-5143.

Friends of SUNY

At the last UUP Delegate Assembly, held in Albany on February 3rd and 4th, UUP President Phil Smith presented the annual "Friend of SUNY Award" to Assemblyman Fred Thiele Jr. Assemblyman Thiele accepted the award on behalf of three of his colleagues and himself. *(Please see the flyer on the next page.)*◇

2012 Joint Labor Management Individual Development Award Program

	Name	Project/Activity	Award Received
	PART TIME		
1	Eicher, L.	Coursework	\$ 1,000.00
2	Izquierdo, M.	Conference	\$ 477.26
		TOTAL	\$ 1,477.26
	FULL TIME		
3	Austin, R.	Coursework	\$ 1,000.00
4	Cantamessa, P.	Conference	\$ 548.00
5	Cooper, E.	Conference	\$ 230.00
6	Cruz, A.	Conference	\$ 703.00
7	Franklin, K.	Conference	\$ 417.73
8	Gelles, K.	Coursework	\$ 370.00
9	Glaser, C.	Coursework	\$ 1,000.00
10	Goodstone, L.	Coursework	\$ 531.80
11	Graham, J.	Cert. Exam	\$ 185.00
12	Gross, S.	Conference	\$ 607.27
13	Moghadam, B.	Conference	\$ 531.80
13	Mussa, A.	Conference	\$ 702.00
14	Nikolaidou, M.	Coursework	\$ 1,000.00
15	Radigan, J.	Conference	\$ 1,000.00
16	Saunders, R.	Conference	\$ 721.00
17	Scholtz, L.	Coursework	\$ 1,000.00
18	Thoms, B.	Conference	\$ 625.00
19	Tsokris	Conference	\$ 1,000.00
21	Yang, Y.	Conference	\$ 790.00
22	Zhang, X.	Conference	\$ 502.14
		TOTAL	\$ 13,464.74
		GRAND TOTAL	\$ 14,942.00
		Allocation	\$ 14,942.00
		Expended	\$ 14,942.00

2012 Friend of SUNY Award recipients

U.S. Rep. Tim Bishop (D-Southampton)



U.S. Rep. Bishop has been a higher education ally for years. He wrote key provisions of legislation to help students and families pay for college as a member of the House Education & the Workforce Committee.

In 2011, he was honored by the National Association of Independent Colleges and Universities. In 2008, he received awards from the Commission on Independent Colleges and Universities and the Coalition of Higher Education Assistance Organizations.

Assemblywoman Barbara Lifton (D-Ithaca)



Assemblywoman Lifton was instrumental in securing a \$300,000 grant for SUNY Cortland's College/Community Downtown Partnership. She opposed PHEEIA and championed for proper state funding for SUNY.

A Geneseo native, Assemblywoman Lifton has strong ties to SUNY and UUP. Her father was a founding member of the Geneseo Chapter. She holds a bachelor's degree and master's degree from SUNY Geneseo. She is a former teacher who co-founded the Coalition for Community Unity in 1998 to combat hate groups. She was first elected to the Assembly in 2002.

Sen. Ken LaValle (R-Port Jefferson)



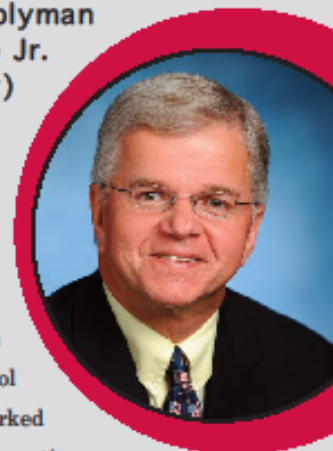
Sen. LaValle has been a longtime member of the Senate Committee on Higher Education. In 2007, Sen. LaValle was appointed to the New York State Commission on Higher Education. He also served on the

National Council of State Legislatures'

Blue Ribbon Commission on Higher Education.

Sen. LaValle is the recipient of the Medallion of the University from UAlbany, and the University Medal from Stony Brook University, for his work in higher education. He received the first UUP Friend of SUNY Award in 1983.

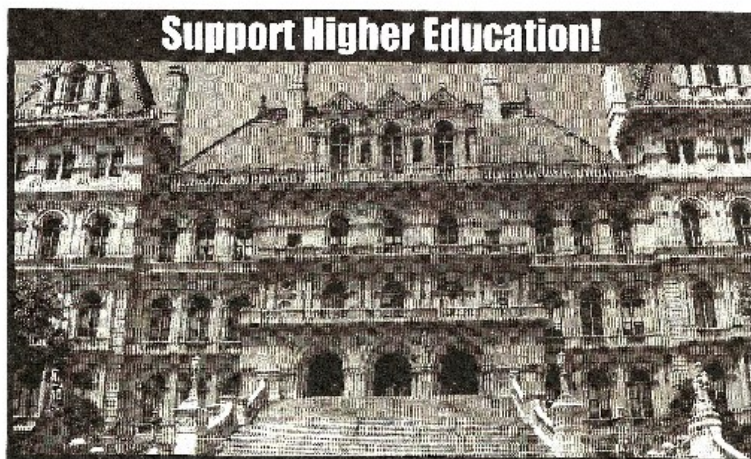
Assemblyman Fred Thiele Jr. (D-Sag Harbor)



Assemblyman Thiele has been a strong supporter of Southampton and Stony Brook University, and he's fought publicly to revive Southampton since 2010, when it was announced that the school would close. Thiele has also worked to foster land and historic preservation efforts in his district, including securing \$30 million in state funds for the Peconic Bay and South Shore Estuary improvement projects.

He is a lifelong resident of Sag Harbor and a graduate of Southampton College of Long Island University. He was first elected to the Assembly in a special election in 1995; he has been re-elected since 1996.

UUP Legislative and Fellowship Activities



SAVE THE DATE
WEDNESDAY, MARCH 14 • ALBANY, NY

UUP/PSC/NYPIRG/USS
Student/Faculty
Higher Education Action Day

To cosponsor or pre-register, contact NYPIRG at fabdallah@nypirg.org, USS at ussoffice@gmail.com,
 PSC at amagalhaes@pscmail.org, or UUP at rtrimar@uupmail.org

The New York Public Interest Research Group (NYPIRG) is the state's largest citizen-based non-partisan advocacy organization. The University Student Service (USS) is the official governance organization that gets together to represent the interests of the students of the City University of New York (CUNY). The Public Interest Student Congress (PISC) is the union that represents more than 20,000 "on-ground staff" at the City University of New York (CUNY). United University Professionals (UUP) is the union representing more than 25,000 academic and professional faculty at 29 State University of New York (SUNY) campuses, plus several Albany State University, Prairie State College, and the New York Theatre District.

MEMBERSHIP DEVELOPMENT **IN SOLIDARITY**

Stony Brook HSC UUP Chapter:

Join us at



The Irish Times Pub
 9758 Main Street
 Holbrook
 6:30 – 9:30 pm

Friday, March 16, 2012

UUP has arranged a special evening for you and your family and friends. \$45 pp includes open bar, appetizers and unlimited fun.

Paid reservation due by Thursday, March 1st



Join us for a

**Wine Tour of the
 North Fork**
 Leaving from
 East Wind Caterers
 in Wading River

Saturday, April 14, 2012

UUP has arranged a special day for you and your family and friends. \$95 pp includes transportation, tour and tastings at three North Fork wineries, lunch, complimentary champagne and full beverage bar (liquor, soda, bottled water). 30 SEAT LIMIT, no refunds. Paid reservation due by Thursday, March 29th



Join us on a

**LIRR Trip to
 New York City**
 On a Special \$9
 Round-Trip Fare from
 Ronkonkoma to Penn

Saturday, May 19, 2012

Depart at 9:40 am, no traffic, no hassle

Paid reservation due by Thursday, May 3rd

Please make reservations directly with the
 Stony Brook HSC UUP Chapter:
<http://uupsbhscite.org>



SUNY Farmingdale

Here's a Special Membership Offer just for YOU.....

3 Great Reasons to Join/Renew or EXTEND your Membership without losing the months you already have!!!

1. **Get \$10 Off Our \$50* Annual Membership Fee**
Inner Circle \$40 (\$43.45w/tax) Rewards \$80 (\$86.90w/tax)
2. **FREE 3 Month of Membership = 15 Months**
3. **FREE Second Household Membership Card**

This special offer is not available online or at any BJ's Club location.

Location: Gleason Hall – Room 204
Date: Thursday February 23, 2012
Time: 11 – 12 pm

It's Nice to Be a Member. Here's Why...

BJ's Reward MembershipSM

Earn cash back on most purchases – up to \$500 annually!
(See your BJ's representative for more details on how to join or upgrade your membership today!)

BJ's Platinum MasterCard[®]

- Earn \$40 in BJ's Bucks[®] after the first use of your BJ's Platinum MasterCard[®].
- NO annual fees.
- 1.5% back in BJ's Bucks for purchases at BJ's.
- See your Corporate Membership Sales Representative for more information.

BJ's Premier Benefits Program

Save Money with BJ's Premier Benefits included in your membership.

- BJ's Vacations[®]
- BJ's Car RentalsSM
- BJ's Auto ProgramSM
- BJ's Protection PlusSM "Extended Warranties"

Manufacturers' Coupons

BJ's welcomes manufacturers' coupons on items we carry.

BJ's accepts cash, check, MasterCard[®], American Express[®], Discover/Novus[®], Visa[®] and debit cards.

all applications are sent to our Home Office, processing takes 3 to 4 week's.

UUP Farmingdale Upcoming Activities

Reservations
will be
required

UUP's Annual Legislator's Event

**The United University Professions'
Farmingdale College Chapter**

**Invites you to attend its
Annual Legislator's Event
on**

**Friday March 9, 2012
University Club in Knapp Hall
10:30 AM—12:00 noon**

**Please e-mail Debbie Amato
at
uupfdamato@aol.com, or call 631 694 8873 to
confirm your attendance.**

BRUNCH WILL BE SERVED FOR UUPF MEMBERS ONLY!

Coming Soon.....

New Website

Look for the announcement when our new UUP Farmingdale website is announced. Until then, the website can be found at:

<http://snyfarvc.cc.farmingdale.edu/~uup/>

or by using the A-Z option in the bottom right-hand corner of the new Farmingdale College website

Defensive Driving

Debbie Nilsen is currently working on the next Defensive Driving course. Further information will be coming on the date and time for the workshop.

Civility in the Workplace Workshop

NYSUT will be offering this workshop on our campus sometime in April. Look for more information soon.

Mark Your Calendar

3:00 pm Wednesday, March 21st

**Professionals Meeting: A Focus on Part-time Professionals and
issues of Time & Attendance**

With special guest, Statewide VPP, Philippe Abraham

4:00 pm Thursday, March 29th

**Special Meeting for Contingents: All Academic and Professional
members who are not eligible for tenure or permanent appointment
(including part-timers)**

With special guest, Statewide VPA, Fred Floss

Location to be announced.....

NYSUT members: Are your pets protected?

As all animal lovers know, unexpected pet care expenses can quickly become overwhelming. Our favorite four-legged friends (along with exotic pets) are famous for devouring socks, coins and other “treats” that can make for expensive vet visits.

While it's difficult to anticipate accidents and illnesses, it is important to be prepared for them. It's also helpful to have some assistance when it comes to routine care for your pet.

NYSUT Member Benefits is here to once again help you save some hard-earned money through our new endorsed pet insurance program.

This Member Benefits Corporation-endorsed program offered by VPI Pet Insurance offers a variety of coverage options for dogs, cats, birds, and exotic pets.

The “scoop” on VPI

VPI – part of the Nationwide Insurance family – has served as the largest and most recommended pet insurance plan in the U.S. since 1982. VPI currently has nearly 500,000 policies in place and occupies 61% of the pet insurance market.

Pets under the age of 10 are eligible for coverage, and medical plans provide benefits for accidents and illnesses – ranging from ear infections to cancer. Optional CareGuard plans provide benefits for preventive care.

It pays to be a member

NYSUT members receive a 5% group discount on the base medical plan and up to a 15% discount if multiple pets in a household are enrolled. There

are a variety of payment options available, including direct bill through your checking account or credit card; payroll and pension deduction will be offered down the line.

Easy submission process

VPI offers an easy, three-step claim submission process with a prompt turnaround for the majority of reimbursements.

- Simply pay for your pet's medical treatment at the time of service.
- Send the one-page claim form along with your receipts to VPI.

- After meeting your policy's deductible, your eligible expenses will be reimbursed.



Policyholders can quickly process claims online, via email or fax, and easily keep track of their policies and download pre-printed claim forms through a helpful website.

VPI has an average turnaround time of 12-14 business days for a claim. The best part is that you will know up front exactly what is covered

with your plan and how much you are eligible to be reimbursed thanks to the VPI published benefit schedule.

What to do first

To get started, please contact VPI toll-free at 866-838-3461 (this is a dedicated number for NYSUT members) or visit memberbenefits.nysut.org and click on “Discounts & Travel – Members” and then “VPI Pet Insurance.” There, you'll find a link to a NYSUT member-specific VPI website. You can also contact Member Benefits at **800-626-8101** with any questions.

VPI Pet Insurance is a NYSUT Member Benefits Corporation (Member Benefits)-endorsed program. Member Benefits has an endorsement arrangement of 5% of adjusted gross premium for this program. All such payments to Member Benefits are used solely to defray the costs of administering its various programs and, where appropriate, to enhance them. Member Benefits acts as your advocate; please contact Member Benefits at 800-626-8101 if you experience a problem with any endorsed program. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

Jan./Feb. '12



FARMINGDALE CHAPTER

EXECUTIVE BOARD

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VP Academics

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TBD

EOC Concerns

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Academic Grievance

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Dept Reps Chair

Russell Tuthill

Retiree Concerns

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Academic

Douglas Cody

Susan Conforti

Lisa Eicher

Robert Elgart

John Hunt

Del Janik

Vicki Janik

Margaret Porciello

Lou Scala

Michael Smiles

Elena Erritta 1st alternate

Professional

Yolanda Pauze

Solomon Ayo

Valerie Madeska

Debbie Nilsen

Darlene Mayers, 1st alternate

SHARED PRIORITIES PURPOSE VALUES

MEMBER ACTION CENTER **NEW! Two places online to TAKE ACTION** **NYSUT ACTION CENTER**

on the web: mac.nysut.org | facebook.com/NYSUTActionCenter

JOIN OUR COMMUNITY TODAY

Photo source: Flickr photo from bogelharmond

CHAPTER MEMBERS on STATEWIDE COMMITTEES

Solomon Ayo

Comm. Of VP for Professionals

Kathryn C. Bond

Grievance

Doug Cody

Part-Time Concerns

Technology Issues

Robert Elgart

Membership

Henry G. Ellis

Part-time Concerns

Elena Eritta

Part-time Concerns

Staci Gardner

UUP Outreach

Women's Rights & Concerns

Del Janik

Globalization &

Corporatization

Solidarity

Vicki Janik

Evaluation Task Force

Grievance

Task Force on Emerging Issues

of Diversity*

Women's Rights & Concerns*

Barbara Maertz

Active Retired Membership

Finance

Darleyne Mayers

Affirmative Action

EOC Concerns **

Task Force on Emerging Issues

of diversity

Task Force on Pay Equity Based

on Race

UUP Outreach

Yolanda Pauze

Comm. of Chapter Presidents

Task Force on Pay Equity Based

on Race

Strategic Planning Implementation

Task Force

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.

SUNY is the \$olution