



Unifier

UNITED UNIVERSITY PROFESSIONS

◆ FARMINGDALE CHAPTER ◆

September 2012



In this issue:

"Your Union, Your Rights"
(Professional Issues)

PAGE 2

President's Message

PAGE 3

Negotiations
Defensive Driving

PAGE 4

SUNY, UUP & Online
Best Practices

PAGE 5

Shared Services—
College Presidents

PAGE 6

Downstate Medical Center UUPers Need Our Support

by Margaret Porciello, Newsletter Editor



In the event that you do not get a copy of the emails from UUP President Phil Smith, which Lou Scala always diligently forwards to all of the campus Department/Building Representatives, you should know that our colleagues at SUNY Downstate Medical Center are in "a fight for their lives."

Rowena Blackman-Stroud, who serves as Statewide UUP Treasurer, is also President of the Downstate Chapter of UUP. Earlier this month Rowena updated chapter leaders with the following information:

"Many of you have asked for an updated report on the status of the situation at Downstate. It is with a heavy heart that I submit the following update.

As I reported last month:

- 19 contingent members on temporary lines received letters of non-renewal
- 35 contingent members on part-time lines received letters of non-renewal
- 306 contingent members on term lines received Recommendations for Non-Renewal with 10 working days in which to rebut the Recommendations for Non-Renewal"

This is not good news for Downstate nor is it good news for any UUP member. Please read Solomon Ayo's article on page 2 for additional information. The picture of Solomon on page 2 is one of him attending the August 8th rally. You may not be able to take the time to attend such rallies, but it takes less than a minute to send a fax to the Governor, Chancellor, SUNY Board Chairman McCall or NYS Health Commissioner Shah. There is a link (*Save jobs and services at SUNY Downstate*) in the "Take Action" area on UUP's website—uupinfo.org. This link brings you to a page which allows you to choose one of the above to receive a letter. Please consider taking a minute to send at least one letter; better yet, send one to each since it takes a single click to submit additional letters once your name and address have been entered. ♦

UUPF Office
Ward Hall
First Floor, West Wing

Tel: 631-694-UUPF (8873)

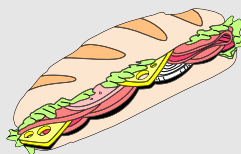
Fax: 631-694-3370

E-mail: UUP@farmingdale.edu

Website:

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

or use the A-Z list on the college website



IMPORTANT

Membership Meetings

- Sept. 20th — General Membership
- Oct. 18th — General Membership
- Oct. 23rd — Oktoberfest
- Nov. 15th — General Membership

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

Your Union, Your Rights

by Solomon Ayo, V.P. for Professionals



Welcome back to the new school year! I hope everyone had a fun summer break. For the Union officers and our local labor relations specialist, Lynda Larson, it was a summer spent working continuously on professional and academic concerns on this campus.

It is unfortunate, but I do have to inform you that the attack on unions is still in full swing. On August 8, 2012, I was in Brooklyn, at the SUNY Downstate Medical Center, attending the "Save Jobs at SUNY Downstate" rally organized by UUP. Also present were CSEA and PEF union members. At this campus "More than 1,000 people are slated to be laid off ... in the next year". (Read more: <http://www.nydailynews.com/new-york/brooklyn/grim-prognosis-1-000-workers-suny-downstate-medical-center-losing-jobs-article-1.1135644#ixzz25SYEVxHE>).

As of August 13th, so far "Some 360 United University Professions members at the State University of New York Downstate Medical Centers received notices of non-renewal," (Read more: http://thechiefleader.com/news/news_of_the_week/downstate-takes-first-step-toward-possible-layoff-of-staffers/article_3f65d044-e8e8-11e1-9fab-0019bb30f31a.html)

On our campus, since the end of the spring 2012 Semester, we have lost three hard working professionals through non-renewal. Even though these professionals have had several years of satisfactory evaluations and deserve to keep their jobs, they were let go arbitrarily. Some were told the

college is moving in a "different direction", but they are yet to see the "different direction". They were not told why their ability or experience would not suffice in meeting the new challenges.

When another member's job is threatened, so is yours; help protect your job and livelihood and that of others by participating in local and statewide calls to action recommended by the union leadership in Albany.

If you see something locally that could jeopardize someone's job, bring it to the attention of your union.

As a professional employee, it is very important to know your rights and the limitations that exist in your work environment. For common professionals' rights issues see the *Guide for Professionals at SUNY* which can be found at <http://www.uupinfo.org/reports/guides/profguide.pdf> and *UUP Guide for Professional Employees* at <http://uupinfo.org/reports/guides/ProfessionalEmployeeGuide10WEB.pdf>

More importantly, I encourage you to participate in UUP's political outreach and advocacy. The number of registered voters matters to local politicians who are in a position to influence fiscal decisions that will affect SUNY at Farmingdale. On a regular basis, UUP identifies problem areas affecting our jobs. When necessary, UUP encourages visits to your local legislatures, petitions, letter writing campaigns and rally. For more information on how to participate in civic activities that will protect UUP jobs,

contact me or visit the UUP website www.uupinfo.org.

To help save jobs at the SUNY Downstate Medical Center, its UUP leadership **requests** the following:

We are asking all UUP members to visit the UUP website at www.uupinfo.org and send letters to Gov. Cuomo. Please inform your legislative leaders about what is happening at SUNY Downstate Medical Center and ask them to reach out to the Brooklyn legislators to offer their support. You can find out more information about the Downstate situation by going to www.savejobsatsunydownstate.org.

YOU SHOULD KNOW...

UUP negotiates with the State of New York and not with your local college. (See: existing contract at <http://uupinfo.org/negotiations/agreement.pdf>). In the contract are the current terms and conditions of employment. I urge every professional to familiarize themselves with them. Occasionally, review your issues of concern, and if you have any questions, contact me or the union office for clarification. As professionals, other ways to familiarize yourself with your union is to attend the monthly membership meetings during the semester.

I can be reached at ayoso2001@yahoo.com or (631) 694-8873◇

President's Message

Welcome back! I hope everyone had a healthy and productive summer break. Lamentably, for UUPF, there was no break at all, but progress is en route!

STATEWIDE

For the latest on contract negotiations it's best that you read the official updates provided by the Team, which are posted on the UUP website. As a reminder to returning members, and a message to new ones, here is a quote from my September 2010 article:

"Warning, the [negotiations] process is lllloooooonnnnggg, so please exercise some patience. Everyone will have multiple opportunities for input – that is, everyone who has signed a UUP Membership Card. Remember, if you have not signed up, you are not a member (check your pay stub) and you will not be able to vote on the contract!"

I, for one, am in no hurry considering the lousy contracts that other state employees have received. I'd rather wait and fight for a GOOD contract, than settle for a FAST one. Keep in mind that the terms and conditions of employment in the previous contract remain intact until a new contract is in place.

Meanwhile, remember that *advocacy works*. Many in public office have answered the call, and will continue to receive our support. As individuals we prefer to vote our conscience, but collectively we must con-

tinue the effort to secure our livelihood.

We MUST stay the national trend to make educators, unions and all public employees the scapegoats for the current economic crisis.

On August 15th, NYSUT endorsed 43 NYS Senators and 118 Assembly representatives whose records reflect a healthy support for key NYSUT initiatives. You will hear more about that at our first General Membership meeting.

UUP has also been working feverishly with the hundreds of employees at Downstate Medical who have been non-renewed, denied tenure, or moved to private-sector or non-tenure-track lines. If SUNY's plans for Brooklyn HSC are not stopped, it will result in the most reckless case of privatization in SUNY history. *Please* take the time to read the messages forwarded from our brothers and sisters at Downstate, and do everything in your power to help.

CHAPTER

Locally, UUPF continues to move forward with some of your requests, hampered only by unexpected crisis which demanded immediate attention. My hope is to report real progress on several issues throughout the year, including *Student Feedback* and *Early Warning* policies; campus health & safety concerns; and matters affecting overall campus morale.



I regret to report that this summer Farmingdale has seen its own share of non-renewals, denied requests for promotion and tenure, complaints of work-creep, and calls about workplace hostility.* Although UUPF cannot prevent these, we go out of our way to investigate each situation and find ways to rectify the damage, or alleviate some of the pain.

YOU can help protect your career and avoid experiences like these by taking advantage of all that UUP has to offer. READ this newsletter and other materials and messages sent to you; ATTEND meetings, workshops and membership events; and most importantly, when in doubt, ASK UUP.

In Solidarity,

Yolanda Pauzé

** Some of these require a timely response, so please contact UUPF immediately if you have experienced anything mentioned in this article.*

Negotiations update: Aug. 28**Negotiations Team gears up for September meetings**

UUP's Negotiations Team will meet Sept. 5-7 to determine its next steps in response to the state's latest contract counterproposal.

Sessions with the state were not held in August because of scheduling problems. Team members and UUP staff spent time in August gathering additional relevant data, as well as analyzing the potential impact the

state's latest proposal would have on UUP members.

After its early September meeting, the UUP Team will be ready for the next table session with the state, expected to take place later in September. UUP Chief Negotiator Jamie Dangler is in the process of finalizing meeting dates with the state's chief negotiator.

What's Happening with Negotiations?

Since we received the August 28th Negotiations Update (above), UUP has produced a two-page Negotiations Bulletin.

Highlights of this bulletin include:

- Agreements have been reached on many items—both monetary and non-monetary related
- The State's negotiations team includes representatives of the governor's Office of Employee Relations (GOER), SUNY, the NYS Division of the Budget, and the NYS Department of Civil Service
- Most of the other NYS unions have settled for the governor's key demands— no increases for three years, furlough days, increases in employee share of health care
- UUP and the State have agreed not to publicize negotiations specifics, and any violation of this confidentiality agreement could hurt negotiations
- Negotiations on non-resolved issues is expected to take place throughout the fall
- The negotiations team has spent endless hours—both at the table and in preparation for those meetings
- Under the Taylor Law, the last contract articles are in effect until a new contract is ratified

The UUP Negotiations Team is, and has been, working for a "fair and equitable contract for our members."

The full Negotiations Bulletin can be found at: uupinfo.org/negotiations/NegBulletin090712Final2.pdf ♦

**Defensive Driving**

UUPF is sponsoring a Defensive Driving course gain:

DATE: Saturday, October 20, 2012

TIME: 10 a.m.—4 p.m.

COST: \$26

Please contact Debbie Nilsen at nilsendr@farmingdale.edu

A \$3 non-refundable deposit is required to sign-up. Need a minimum of 18 people registered by October 15th to run the class.



SUNY, UUP and Online Learning Best Practices

by Margaret Porciello, Co-Chair UUP Technology Issues Committee

In 1995, SUNY Learning Network (SLN) started its online program with just eight courses; today SLN courses number in the thousands. We at Farmingdale offer our online courses through SLN, as do approximately 53 other SUNY campuses. Clearly the numbers of online courses have grown over the last seventeen years, and the forecast is for continued growth.

In her “2012 State of the University” report, Chancellor Zimpher discusses “the three walls of the iron triangle.” This phrase stemmed from the Chancellor’s discussion with President Obama’s Secretary of Education Arne Duncan who indicated the “iron triangle” of higher education—cost, productivity, and access and completion.

In addressing the “third triangle”, access and completion, the Chancellor specified Online Learning as a major part of the SUNY plan to address this issue. This is evident since one of the highlighted items in this section of her report is “Opening the Door to Online Education.” Within this section, Chancellor Zimpher states: “Open SUNY means great access to the best of SUNY, online, from anywhere, here and abroad. Open SUNY has the potential to be the nation’s most extensive distance-learning environment. It will provide innovative and flexible education. It will network students with faculty and peers from across the state and throughout the world and link them to the best in open educational resources.” This section of the State of the University report continues with a commitment to online courses, a YouTube channel, and a presence in iTunes U with all of this expected to launch by Fall 2013.

Several SUNY institutions, including Farmingdale, have been busy creating best practices in online learning documents if they have not had one in place. Among other committees developed to address the issues in the State of SUNY report, there is an Online Learning Team with the task of developing “a shared vision for SUNY’s online learning environments.” It is clear that there are already activities taking place to implement the Chancellor’s plan. It may not be evident here at Farmingdale yet, but the Chancellor’s plan is moving forward.

Last spring, the UUP statewide Technology Issues Committee’s Best Practices in Online Learning document was approved by the UUP Executive Board and posted on the UUP website - <http://www.uupinfo.org/reports/reportpdf/BestPracticesOnlineLearning.pdf>

This document was the culmination of a year’s worth of effort on the part of a subcommittee of the Technology Issues Committee with final review by the entire Technology Issues Committee membership. Members of this committee represent SUNY colleges from Fredonia in the west to Albany in the east, from Canton in the north to Stony Brook and Farmingdale on Long Island. University centers, university colleges, and colleges of technology all have representation on this committee. It was a collaborative effort and one of the most rewarding projects that I personally have been part of while serving as a co-chair of this committee. This document was under development before the 2012 State of the University report.

The essence of the UUP TIC document is summarized at the end of the document, and I provide it here:
The following considerations are essential to the success of online or hybrid instruction:

- *Online or hybrid classes should support the mission of the college.*
- *Proper planning is needed to support both the students who enroll in online or hybrid classes and the faculty who teach them.*
- *Enrolled students should be capable of the self-directed work required for online or hybrid classes and they must be aware that the requirements are similar to those of a traditional class.*

continued on page 6

How is Shared Services Going?

by Margaret Porciello, UUPF Academic Delegate

As part of the Chancellor's "shared services" strategy, plans were announced in the summer of 2011 for SUNY Cobleskill and SUNY Delhi, SUNY Institute of Technology and SUNY Morrisville, and SUNY Potsdam and SUNY Canton to have shared presidents. While the shared presidency between Canton and Potsdam has not yet materialized, the other four campuses have been sharing two presidents. How is this working out?

In an August 31st article in the Watertown Daily Times, Staff Writer Christopher Robbins writes:" After reviewing the accreditation of the SUNY Institute of Technology, Morrisville State College, SUNY Cobleskill and SUNY Delhi, the Middle States Commission on Higher Education concluded that three of the campuses did not meet its standards for an organized administration."

Several state senators, including Sens. Patty Ritchie (R-Oswegatchie), Dave Valesky (D-Oneida), Joe Griffo (R-Rome), James Seward (R-Milford) and Tom Libous (R-Binghamton), have also expressed concern to Chancellor Zimpher about this issue. In fact, two of these senators, Valesky and Ritchie, introduced a bill requiring that each campus have a single president (*S5881-2011: Requires the state university of NY trustees to appoint a president for each state-operated institution in the state university, authorizes the council to approve.*)

The story about shared presidents is far from over.....◇

continued from Best Practices in Online Learning on page 5

- *Students should be provided with course access information from the college which includes the hardware and software requirements necessary to access the course materials.*
- *Students should have sufficient technical support to use the Learning Management System of the class.*
- *Teaching online or hybrid classes should be voluntary.*
- *Faculty should be trained and supported in developing and teaching online or hybrid classes.*
- *Faculty members should ensure that the content covered in an online or hybrid class is, at a minimum, equivalent to that in a traditional class.*
- *Support for online and hybrid classes should, at a minimum, be at a level of support for traditional classes.*
- *Student evaluation of online and hybrid classes should mirror that used for traditional classes.*
- *Rules for the observation of online and hybrid courses should mirror those for traditional classroom observations.*
- *Office hours provided to online students should be counted in a faculty member's required office hours.*
- *Faculty ownership of online content and related materials should be honored.*

For the full document, see the link - <http://www.uupinfo.org/reports/reportpdf/BestPracticesOnlineLearning.pdf>

If you have any questions or comments about this document, or any other technology issues that affect UUP members, please feel free to contact me at porciem@verizon.net ◇

Let Member Benefits help you save a few dollars



It seems like we make so many purchases on a daily basis – whether it's everyday routine items, back-to-school shopping, holiday gifts, or just something for that special occasion.

Are you keeping NYSUT Member Benefits in mind before making these purchases? If not, now is the time to start doing so! We are always here to help you save a few dollars in this financially unstable economy.

Need to book a hotel or condo for an upcoming trip? We're here for you! Maybe you're looking for the latest and greatest electronic gadgets for your loved ones this holiday season? We can help with that too!

Your NYSUT membership brings with it many advantages and benefits – including the opportunity to utilize our endorsed discount programs. Check out the box below for a sampling of some of the discount programs available to you.

Car & Truck Rental Discounts

– Take advantage of a variety of discounted car & truck rental rates offered by Alamo, Avis, Budget, Enterprise, Hertz, and National.

Wyndham Hotels & Endless

Vacation Rentals – Enjoy savings of up to 20% at nearly 7,000 participating hotels and 25% at more than 200,000 vacation rentals in 100 countries.

TripMark.travel – Use this all-inclusive travel program when planning your next trip or use the group travel feature for your next family reunion.

Buyer's Edge, Inc. – Get discounts on a variety of consumer goods such as vehicles, appliances, audio equipment, and luggage.

Working Advantage – Get discount tickets for online shopping, theme parks, museums and attractions, and other special family events.

Motivano SmartSavings Online Discount Marketplace – Shop for sales and discounts on dining, travel and more.

Bose® – Special pricing available to NYSUT members and agency fee payers on consumer products.

OfficeMax Customer Perks

– Save 5% on technology items such as electronics and business machines and 10% on office supplies, furniture, ink/toner, and OfficeMax ImPress® services.

Powell's Books – Locate that rare book along with new and used books, e-books, audio books, DVDs, and souvenirs from the nation's largest unionized bookstore.

EPIC Hearing Service Plan – Do you have elderly relatives who are having trouble with their hearing? Save between 35% and 65% on brand-name hearing aids and products.

Visit the Member Benefits website at memberbenefits.nysut.org for a complete listing of endorsed programs and services available to you. Don't forget that you can always call us with any questions as well at 800-626-8101.

For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.



