



# Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



February 2013



## In this issue:

President's Message

PAGE 3

Massive Open Online Course

PAGE 4

Faculty Ownership of Instructional Content

PAGE 5

Negotiations Update

PAGE 6

Downstate Update

PAGE 6

## Coalition of Faith, Labor, and Community Rally to Keep SUNY Hospitals and Health Science Centers Public

by Lou Scala, UUPF Department Representatives Chair

I woke up at 4:30 a.m. on the morning of January 8<sup>th</sup> and drove to SUNY Stony Brook and joined our colleagues on the arduous "rush-hour" bus ride to Albany. We arrived at about 10 a.m. and proceeded to visit a few assembly members, Fred Thiele and Linda B. Rosenthal, to advocate for SUNY Downstate (Brooklyn). We then proceeded to the lobby, had lunch, and listened to many speakers from a coalition of faith based groups, unions, and community leaders.



Take Action for SUNY Downstate:

Send a letter to:  
Gov. Cuomo  
Your State Legislators

What did I learn from this experience?

- (1) People in power (Gov. Cuomo) create (and/or use) a financial crisis in order to "offer" a variety of pseudo-solutions—such as: close Brooklyn Downstate, downsize it, and use it only for out-patient services, or privatize it.
- (2) That the above mentioned so-called solutions hurt patients, the local community, workers, and the NYS economy. (3) That the people who will be affected by these bogus solutions, and their supporters, must take action, and "speak truth-to-power."

continued on page 2

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

### IMPORTANT Membership Meetings

- Feb. 21<sup>st</sup> — General Membership
- Mar. 21<sup>st</sup> — General Membership
- Apr. 25<sup>th</sup> — General Membership

## Coalition of Faith, Labor, and Community

continued from page 1

(3) That the people who will be affected by these bogus solutions, and their supporters, must take action, and "speak truth-to-power."

On January 8<sup>th</sup> I heard:

- The prophetic voices of several pastors who challenged the Governor of the State of New York to do the right thing for their spiritual constituents—to save SUNY Downstate because it provides jobs and vital health services for those in the community who are under insured or not insured.
- Union leaders from UUP, PEF, CSEA, and AFL-CIO and others share how Brooklyn Downstate is an economic engine. Our own UUP President, Phil Smith, said that every dol-

lar invested by the state into SUNY Downstate results in a twelve dollar return! Phil also mentioned that Brooklyn Downstate is also an important teaching hospital. Most students/graduates (medical professionals and doctors) live and work in New York. Others reminded those gathered that our upstate and Long Island Centers may be the next targets!

- NYS assembly members and state senators also spoke to show their support. One senator called the effort to make Brooklyn Downstate "more efficient and reduce costs" an obvious attempt to "undercut public sector workers and devalue workers in general." The rally then concluded with all singing the hymn "We Shall Overcome."

It was a great privilege to represent our chapter. I would ask my UUPF brothers and sisters, to go the UUP website [uupinfo.org](http://uupinfo.org) and send an email to your state representatives on this important issue. Please "stand-in-the-gap" and add your voice, and lend your support in this noble struggle,

In conclusion, it was truly a great blessing to witness the gathering of many people, from different walks of life, and multi-perspectives come together in our state capital to protest and challenge those in power to reverse their foolish policies/decisions. If Governor Cuomo is wise, he should listen to these voices of dissent and do the right thing—Save Jobs at SUNY Downstate!♦

Want to support **SUNY Downstate**?  
Want to do it easily from a website?

Go to UUP's website—<http://uupinfo.org/>  
Look for the screen below on the slide show, and click on the link for "Gov. Cuomo" or for "Your State Legislators:



Want to engage in **POLITICAL ACTION**?  
Want to do it easily from your smartphone?  
*There's an App for that!*

It's the NYSUT Action Center. Find the iPhone app at the App Store. Just search for "NYSUT MAC."

If you have an Android phone go to: <https://play.google.com/store> and search for "NYSUT MAC."

It's fun and easy. Install it today and send messages to your legislator and the Governor straight from your phone!

# President's Message

Welcome back UUPF!

Happy "spring" semester. I hope you are able to shovel your way to our upcoming General Membership meeting on Thursday, February 21<sup>st</sup>. There is so much going on statewide, that you don't want to miss it.

While it may be difficult to add SUNY-wide issues to your list of concerns, once you understand how and why they affect you, your family and your career, I trust that you will appreciate their potential magnitude. I will do my best to explain how mismanagement of our sister campuses affects Farmingdale.

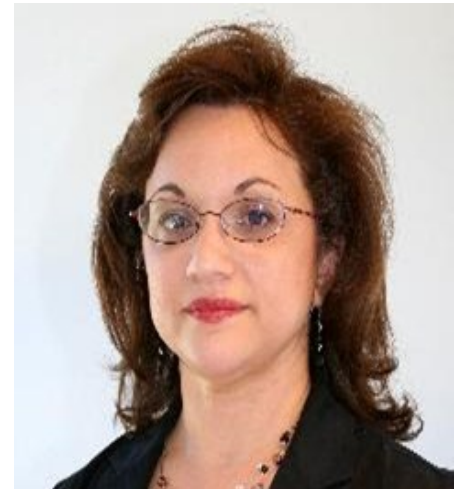
Your effort in 2012 to help secure funding for SUNY can still be negated, not only by the 2013 state budget, but by the management of those funds by SUNY.

## **TAXPAYERS TAKE NOTE: Only the Wealthy Have Rights to Their Own Limbs**

You know that the quality of your healthcare depends as much on the coverage in your health plan as on the skills of your doctor. But if you have ever been without health insurance, you may have learned by personal experience that private hospitals can turn you away.

Still, that's okay, because we live in New York where there are public hospitals in every region... right? And they are mandated to provide quality care to all patients, with or without insurance, regardless of their ability to pay... aren't they? Unfortunately, I think Governor Cuomo misunderstood his so-called "taxpayer mandates." I certainly never asked him to sacrifice my limbs for the tax breaks of the wealthy. But that just may be the outcome of his latest budget plan.

As indicated in his 2013-14 budget proposal, Governor Cuomo plans to cut the state subsidy for SUNY's three public teaching hospitals by another 32%. [Think about your own household absorbing a hit like that.] Supporters of this measure argue that it's just a reduction in their *subsidy*, not their overall operating budgets. *But it's 32%! Most of us don't seek a second income because we want to; we do so when we NEED to.* This subsidy would not be necessary if SUNY received appropriate amount of funding. State support for SUNY's hospitals has fallen below 40%. So by and large, these are *patient*-funded hospitals. But how much can *you* afford?



I recall a story that a neighbor once told me about her son who went off to college (out of state) in one healthy piece, and came back an amputee. He had been in a terrible motorcycle accident which severely damaged his leg. Unfortunately, he was unconscious and couldn't demonstrate insurance, so he was treated as an indigent patient. This meant that the hospital could only perform the procedure that *IT* could afford: in his case, an amputation. Is this what New Yorkers have to look forward to?

At our next General Membership meeting we will review what else the governor and the chancellor have in store for us. (Right now I'm off to tattoo my Empire Plan ID# to my forearm.)

In Solidarity,  
Yolanda Pauze

# Here a MOOC, There a MOOC, Everywhere a MOOC-MOOC

by Margaret Porciello, UUP Technology Issues Committee Co-Chair

Have you been following the saga of the most recent trend in online courses? The Massive Open Online Course (MOOC) is the latest movement since "hybrid" or "blended" courses were introduced at the turn of this century.

If you haven't heard about the MOOC before, it is probably time you did. Chancellor Zimpher is encouraging SUNY's entree into the world of MOOCs as she indicates in her latest State of the University message. Empire State and SUNY Geneseo have already been involved in offering these courses, and the Chancellor's OpenSUNY initiative just launched its first MOOC - OER101 Open Educational Resources. This OpenSUNY MOOC is a bit different from some of the other MOOCs that I am familiar

with in that there is no set time to complete the course requirements.

Before you decide to "jump on the band wagon", you should know that there is a good amount to be aware of in planning and conducting a "massive" open online course. If you have ever taught any online class, you already know how much work is involved in planning, preparing, communicating and grading a class of 20-40 students; with a MOOC you might have to multiply this by about a thousand or two.

There recently has been a bit of discussion in the press, and in academic blogs, about a recently launched (1/28/2013) Coursera MOOC that failed; interestingly enough, the failed MOOC was



called "Fundamentals of Online Learning: Planning and Application". According to several reports, including the Washington Post, there were more than 40,000 students enrolled in this class.

You can learn more about MOOCs on the Chronicle of Higher Education's website (<http://chronicle.com/article/What-You-Need-to-Know-About/133475/>) or just do a search of the term MOOC. There's plenty of information out there. ♦

## EAP CORNER: IDENTITY THEFT WORKSHOP



Do you know that IDENTITY THEFT is one of the fastest growing crimes in America? Are you aware that law enforcement agencies state that "It is not a matter of IF you become a victim of identity theft but rather WHEN"?

Your Employee Assistance Program (EAP) is sponsoring an informative workshop on IDENTITY THEFT PREVENTION. Identity thieves steal billions of dollars annually and currently there are reports of them diverting your tax refund check to themselves. Come learn about their methodologies. Find out how to safeguard your information and detect suspicious activity. We need to protect our good credit and finances. The majority of identity fraud crimes are self detected.

**Presenters:** Detectives Crayne & Gabriele  
Suffolk County Police – Identity Theft Unit

**Time/Place:** Lupton Hall T 101 / 12noon – 1:30 pm

**Date :** Thursday, February 28th

Please register via email or phone to Kathy Devine X2644 or  
[www.kathleen.devine@farmingdale.edu](mailto:www.kathleen.devine@farmingdale.edu)

**Editor's Note:**

The following information is taken from the website of David Lavallee, SUNY Executive Vice Chancellor for Academic Affairs and Provost: [http://www.suny.edu/provost/academic\\_affairs/FacultyOwnership.cfm](http://www.suny.edu/provost/academic_affairs/FacultyOwnership.cfm). This statement confirms UUP's long held position on this issue, and, in fact, the first two Related Resources listed on the site are (1) UUP Copyright FAQ and (2) UUP Contract MOU documents

## Faculty Ownership of Instructional Content

### Preface

Under the Federal Copyright Act, 17 USC §1.01, work-for-hire is (1) work prepared by an employee within the scope of employment, or (2) work specifically ordered or commissioned and prepared per a written contract [by an employee or non-employee], such as an instructional text, test and test answers. Under a work-for-hire contract, the parties decide who is the owner of the copyright.

SUNY's copyright policy was written in 1954 when the 1909 federal copyright act was in effect. Under the 1909 copyright act, there was a common-law exception from the work-for-hire rule for faculty work. That is, despite the work-for-hire rule that would otherwise have vested in SUNY as employer ownership of copyright in faculty-employee work, copyright in faculty work vests in the faculty.

SUNY's policy incorporates the general academic common law work-for-hire exception (to the effect that faculty own the copyright in work produced in the scope of employment), but retains the ability of the University to specifically order or commission a faculty member per written contract to create work-for-hire, in which either the University or the faculty member may own the copyright, as the parties shall agree and reflect in the contract.

With respect to faculty materials used on the web for instruction, under the current SUNY policy, copyright ownership is treated no differently than faculty materials produced for the classroom. That is, faculty own the copyright under the academic work-for-hire exception embedded in SUNY's copyright policy. Alternatively, SUNY and faculty may enter into work-for-hire written agreements relating to materials produced for on-line use in which the parties may agree to vest copyright in either SUNY or the faculty and to provide for related licenses.

The [answers to the questions](#) set forth below are premised on SUNY's existing copyright policy.

SUNY's copyright policy applies to the State-operated campuses, but does not apply to community colleges under the program of the State University. Ownership of copyright in faculty materials may be addressed in a copyright policy of a community college or in collective bargaining agreements of a community college. To the extent ownership of copyright in faculty materials is not so addressed, SUNY encourages each community college to adopt policies and agreements that facilitate licensure of faculty materials in support of Open SUNY or the SUNY Learning Commons with respect to those faculty members who volunteer to participate in such programs.

Kudos to Farmingdale Administration and the Physical Plant for working with UUPF to resolve campus parking issues.

Please continue to forward future concerns to UUPF.

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## Negotiations update: Jan. 23

### UUP negotiators proceed to resolve contract details

Last week was an intense one for UUP's negotiators.

At meetings with officials from the governor's office, important steps were taken to address critical monetary items. Later in the week, UUP's Negotiations Team met to assess the current status of all contract items and to analyze their impact on all segments of the UUP membership.

Additional discussions with state officials are scheduled over the next few weeks and efforts to resolve contract details will proceed.

As this work continues, UUP will determine the appropriate time to convene the Negotiations Committee for review of a tentative agreement. Members will be informed when a committee meeting date is set. The Negotiations Committee—which consists of one member from each chapter, plus a part-time professional and part-time academic—must approve a tentative agreement before it can be presented to the membership for a ratification vote.

While this round of contract talks has taken some time (the first meeting with the state was in August 2011), UUP's negotiations process has unfolded in the same way it occurred in previous contract negotiations. Some previous contracts have taken longer to settle, so the timeframe experienced in this round is not unique.

As in past negotiations, the Negotiations Committee will be convened once a formal tentative agreement is reached. Until that time, only the Negotiations Team has knowledge of contract details, since complete confidentiality is critical to maintaining good-faith bargaining with the state and avoiding uninformed speculation and assertions in the press that could be harmful to UUP's bargaining position.

The diversity of UUP's bargaining unit with regard to salary, job security and part-time/full-time status presents significant challenges, and UUP remains committed to doing everything possible to obtain a contract that is fair and equitable for all.



## New Member Meeting

There will be a meeting for new hires on February 28 at 11 a.m. in Ward Hall Great Room.

Lunch will be provided.

## UUP Job Board

is a new feature available on the UUP Web site <http://uupinfo.org>

It is accessible under "Links" from the NavBar at the top of the home page or from the Site Map at the bottom of the page. The direct link is: <http://www.uuphost.org/sunyjobs/choice.php>

The "UUP Job Board" is a result of negotiations with SUNY on how they transmit postings about position openings.

Campuses now send electronic postings directly to us, so that members can review "fresh posts."

## Downstate Medical Center Update

Hi all,

In response to your many requests for an update on the SUNY Downstate struggle, following is a brief report on our most recent efforts:

February 13 - The Coalition of Faith, Labor & Community Leaders has met with legislators and will continue to meet with key legislators in Brooklyn as part of their ongoing advocacy efforts for SUNY Downstate. The Coalition is standing firm in its opposition of the non-renewals, the future retrenchments and/or non-renewals, the privatization proposal, and/or closure of SUNY Downstate Medical Center. They continue to advocate for more funding for the medical school.



Photo courtesy of UUP

February 8 - Statewide President Phil Smith, NYSUT Executive Vice President Andy Pallotta, and chapter activist Dr. Karen Benker, who has testified at various Coalition events, submitted written testimony to the state's Assembly Committee on Health. The committee held a hearing on "Brooklyn's Health Care Crisis". Dr. Benker's testimony provided documentation showing the important services that SUNY Downstate (Brooklyn's sole academic medical center) provides to hospitals in the area. Karen's testimony can be found on the SaveJobsatSUNYDownstate website ([www.savejobsatsunydownstate.org](http://www.savejobsatsunydownstate.org)).

February 7 - The SUNY Board of Trustees provided very short notice for an emergency meeting, held at SUNY Optometry on February 7-8. The chapter worked with UUP's Statewide Communications Department to prepare testimony to be given at the public hearing. Edison Bond Jr., the chapter's Vice President for Professionals and Statewide Membership Development Officer, testified during the public hearing. Edison's entire testimony can be found on the independent website [www.savejobsatsunydownstate.org](http://www.savejobsatsunydownstate.org). Following are excerpts from his testimony:

- State subsidies to SUNY hospitals have been cut by more than 50 percent over the past five years, making it very difficult for them to carry out their public mission to provide health care services to all, regardless of their ability to pay. The hospitals are facing yet another reduction; \$28 million is being targeted in the governor's 2013-14 Executive Budget.
- We are calling on the Board of Trustees to revise the proposed Resource Allocation Method and send SUNY Downstate and all the SUNY campuses their fair share of state funding.
- Brooklyn depends on SUNY Downstate and the many services it provides. I urge you, as SUNY's Board of Trustees, to properly fund and advocate for this beacon of hope in Brooklyn.

It is important that we use the next few weeks to intensify our action plan:

- Visit the UUP website at [uupinfo.org](http://uupinfo.org) and sign up to lobby on one of UUP's 2013 Advocacy Days
- Also on the UUP website, you may fax two letters. The first is a letter to Governor Cuomo and the second is a letter to your local legislators.
- Attached please find a letter as a concerned resident of New York State. Please mail this letter to the governor, SUNY leaders, and your local legislators. Please make appointments to meet with the legislators in your district. They are typically available to meet with constituents on Thursdays and Fridays.

Yours in solidarity and struggle -  
Rowena

Save Jobs at SUNY Downstate is on Facebook. If you have not done so already please connect to [Sign Up](#) or [Log In](#) and

 <https://www.facebook.com/SaveJobsAtSunnyDownstate>

### Editor's Note:

Rowena Blackman-Stroud is President of the SUNY Downstate UUP Chapter and UUP-Statewide Treasurer



## FARMINGDALE CHAPTER

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Retiree Concerns

### DELEGATES:

#### Academic

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Susan Conforti

Lisa Eicher

Robert Elgart

John Hunt

Del Janik

Vicki Janik

Margaret Porciello

Robert Reganse

Lou Scala

Michael Smiles

Elena Erritta 1st alternate

#### Professional

Yolanda Pauze

Solomon Ayo

Valerie Madeska

Debbie Nilsen



## Are You a Member?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross		Fed Taxable Gross			
				Current YTD	3456.78 45,678.90	Fed Taxable Gross 1234.56 34,567.89			
Advice #	123456789	Pay Start Date	07/13/2009	Net Pay 1,234.56					
Advice Date	07/12/2009	Pay End Date	07/27/009						
Department ID		1234			Pay Rate	78,910.11			
<b>EARNINGS</b>									
Current		YTD		TAX DATA					
Hrs./Days	Earnings	Hrs./Days	Earnings	Federal	State	NYC	Yonkers		
Regular Pay Salary Employee	3456.78		45,678.90	4	4				
Location Pay	96.78		678.90	2	0				
				<b>TAXES</b>					
				Current				YTD	
				Fed Withholding				3,456.78	1,234.56
				Medicare				45,678.90	34,567.89
				Social Security				3,456.78	1,234.56
				NY Withholding				45,678.90	34,567.89
<b>BEFORE TAX DEDUCTIONS</b>				<b>AFTER TAX DEDUCTIONS</b>				Current	YTD
		Current	YTD						
Regular Before Tax Health		456.78	1,234.56						
Supplemental Ret. Annuity Prog.		678.90	5,678.90						
TIAA Retirement Before Tax		96.78	1,234.56						
				<b>UUP Member 26P</b>				34.50	456.78

### CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck **must** say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are *not* a member of the union.

### UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Hold union office
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels
- Maintain UUP membership after retirement and be eligible for benefit programs
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs

Please contact your chapter officers for a membership card.

## 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 Erritta

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

### Lou Scala

EOP Concerns

Veteran Affairs

### 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**