



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



April 2014



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Mayday! Student Support for Adjunct Pay

Editor's Note: This letter was sent by Peter Brown, a tenured faculty member at SUNY New Paltz and President of the New Paltz Chapter of UUP.

From: Peter D.G. Brown
To: Chapter Presidents; Contingent Employment Committee
CC: Capowski, William
Subject: SUNY Student Assembly Passes \$5K Resolution, Despite Opposition from Governor Cuomo

Colleagues,
Despite the reported opposition from New York's Governor Andrew Cuomo, the resolution supporting a \$5,000 minimum starting salary per course for adjuncts was debated and passed April 4 by the statewide SUNY Student Assembly, which represents some 463,000 students.

The following report is by James DeArce, an adjunct in sociology at SUNY New Paltz, who is both a nursing student and Student Trustee Member of the Board of Trustees at SUNY Ulster County Community College:

The resolution DID pass after much heated debate. I was very surprised and discouraged about how strong the opposition was to the resolution, right from the start of the discussion. This was mostly based on fears that paying fair wages would bankrupt their institutions, especial-

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IMPORTANT

Spring General Membership Meetings:

- April 24^h

General Membership meetings are held in
Gleeson 104 at 11 a.m.

continued from previous page

ly by reps from some community colleges and Potsdam. One student [Reynaldo Muniz III, President of the SUNY Jamestown Community College Student Senate] said he personally spoke with Governor Cuomo on the telephone and the Governor told him that it would cost his school about 6 million dollars more to increase the adjuncts pay to \$5k per class. In spite of Roberts Rules, I could not help calling out and asking how many adjunct faculty they had, and the speaker replied about 300. I told them that 300 times \$5,000 is nowhere near \$6 million, especially since adjuncts usually only teach 1 or 2 courses.

As time was running out for discussion, I was the last speaker allowed. I delivered a very passionate speech using examples from my life. I told them that one of the things we do at SUNY is to educate under-served populations and the poor, so they have the tools to rise into the middle class. Yet at the same time, the adjuncts doing this work are being pushed out of the middle class by SUNY. I told them to think about their teachers and how they have been influenced by these

teachers who have to try to feed their families with poverty-level pay and no job security. This exploitation has been going on for decades.

I also challenged the \$6 million dollar figure and other fear-mongering statistics as “baloney.” I told them that the money to increase pay can be found if there is a will to do so. I said that the Chancellor wants to spend millions on Open SUNY and other initiatives, and they find the money. The costs of bloated college administrations have skyrocketed, and somehow they find the money. The students should let their voice be heard: that is a priority, and they care about the conditions of the adjunct faculty, and that their working conditions definitely influence the quality of the classes that adjuncts teach. When I finished there was great applause.

There was then a motion that passed to extend the discussion time another 15 minutes. A delegate from SUNY New Paltz then spoke to support the resolution. At some point, the opposition made a motion to take out any reference to the \$5k amount—but the delegate who brought the resolution [Caitlin

Janiszewski, President of Albany Graduate Student Assn.] indicated that without the \$5k reference, the resolution would be pointless. That motion was defeated. Some of the “opposition” crafted a “friendly” amendment to the original resolution that did not harm it, and seemed to be a way to save face and make the resolution more palatable to them. Then the vote was taken and it passed.

I really believe that things were going against the resolution and that my input did change some things. I am very glad I went and was allowed to talk. A friend yielded her time to me, since I am not a member of the Student Assembly and not a voting delegate. It was an emotional roller coaster, but time well spent.

James DeArce, Adjunct in Sociology,
SUNY New Paltz

Student Trustee Member of the
Board of Trustees, SUNY Ulster
County Community College

In solidarity,
Peter at New Paltz ♦

SAVE THE DATE!!!

The Spring UUPF sponsored social will take place on Tuesday, **April 29th**, from 4:00–6:00 p.m. at the Changing Times Pub on Melville Road. All UUPF members will be given two tickets for free beverages and there will be a buffet of appetizers.

Two gift cards will be raffled off at 5:00 p.m. Raffle tickets will cost \$1 each, or 6 for \$5 and may be purchased at the door,

You have to be present to win!

President's Message

Show Us the Money!

As stated by President Keen on April 14th, many faculty and professional staff salaries have not kept up with market values. For years I have heard from too many members who have served on search committees where the posted salary for the new hire is well above their own. UUPF has worked with every administration in efforts to bring some relief to the compressed.

I am very happy to report that we had nothing to do with this one! College administrators are simply responding to market realities. In their attempts to hire the best and brightest, they have recognized that people who have been here DOING the work for years are worth at least as much as many of the candidates interviewed.

"In order to address inequities within our capacity to do so, I have asked the vice presidents, in consultation with deans, department chairs and directors, to address the most serious cases."

Members, please allow the process to take shape. I hope that the mechanism utilized for identifying inequities will place as much value on demonstrated, individual strengths and contributions as it

does on external market values. I doubt that the college can afford to "equal the playing field" in lump sum, but I certainly appreciate any effort that begins to bridge the gap.

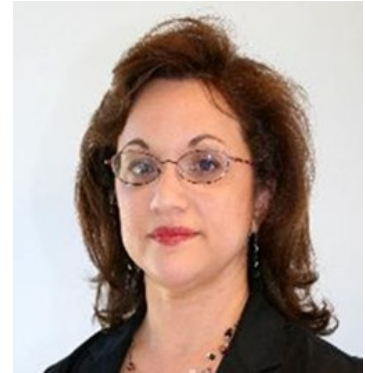
Seamless Transfer

I want to thank the Farmingdale Executive Committee for allowing everyone an opportunity to share questions and concerns on this issue at the special meeting held on April 11th. I urge everyone to participate in similar meetings going forward.

The stated purpose of Seamless Transfer [ST] is to remove obstacles for students' academic progress. But you don't have to stand too far back to see that the solution is worse than the problem. SUNY proposes to remove splinters with radiation!

What percentage of SUNY graduates transfer from within? How much longer do they take to graduate that students who don't do so? Where is the evidence that proves delays to graduation are caused by a lack of transfer credit as opposed to a change of major, economic pressures, or individual life changes? How have existing mechanisms such as articulation agreements failed to solve "known" obstacles?

Even if we accept the stated premise: Who selected the transfer paths? Who are the system-wide liaisons? Who picked them? Is there a hierarchy within the paths?



How are final decisions arrived at? Will there be an appeal mechanism during subsequent phases?

The speed with which ST is progressing, and the absence of SUNY faculty involvement in its initiation suggests that the REAL goal has nothing to do with student success. I urge everyone to review the **edTPA** materials on the UUP website. See how the same private entities involved with ST have taken full advantage of weaknesses in the State Education Department to squeeze through SUNY's back door and affect sweeping changes to Teacher Education programs.

Opposition to ST is not based on fear of the unknown or pedagogical territorialism. It's based on experience with negative outcomes from actions already taken by SUNY.

Don't take my word for it. But *certainly*, don't take theirs!

In Solidarity,
Yolanda Segarra

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United University Professions

To: UUP Leaders
From: Frederick E. Kowal, President
Date: April 17, 2014
Re: Negotiated Salary Increases & Budget Update

I understand that there are a number of questions about how public higher education fared in the final 2014-15 state budget, and how the budget will impact our negotiated salary increases. I'd like to take this opportunity to answer those questions.

Let me start by putting to rest any rumors you might have heard about our negotiated salary increases. **We will get our raises.** The negotiated salary increases were agreed to by the State of New York and will be paid.

The enacted budget includes a \$7.6 million increase (for personal service costs) to state-operated campuses. How that \$7.6 million will be allocated, how SUNY balances its budget, and how SUNY will fund our raises are all decisions to be made by SUNY Administrators. Regardless of their choices, **we will get our raises.**

Rumors that program cutbacks or funding reallocations are necessary to fund the salary increases are unsubstantiated and unjustified. We will continue working to dispel these rumors, and encourage every one of you to help us by letting our sisters and brothers know the facts about the available funds.

Budget Highlights

The enacted budget included several provisions that are crucial for higher education. UUP fought hard to secure funding in all of the areas below:

State-Operated Campuses Funding:

- Provides an increase of \$7.6 million in support to the SUNY state-operated campuses, for a total appropriation of \$715.6 million.

SUNY Hospitals:

- Provides \$87.5 million for the SUNY hospitals state subsidy, which represents a \$27.5 million General Fund increase from the 2013-14 appropriation of \$60 million.
- Removes the Restructuring Health Care Delivery Systems Pilot Program proposal. UUP was instrumental in defeating this proposal which, if enacted, would have set the stage for the privatization of SUNY hospitals.

Opportunity Programs & Tuition Assistance Programs:

- Increases the Educational Opportunity Program by \$1.3 million, for a total appropriation of \$22.3 million.

Affiliations: NYSUT • National Education Association • American Federation of Teachers • AFL-CIO

The Mayday Declaration is part of the national Mayday \$5K campaign launched in the spring of 2013. Its goal is to ensure educational quality, fairness and equity by improving the wages and working conditions of all contingent faculty in higher education. They are the majority of college teachers and currently number about one million, including part-time adjuncts and full-time lecturers not on the tenure-track lines.

The campaign welcomes the support of everyone, whether they are students, members of the general public or teachers, regardless of employment status.

The campaign goals of the Mayday Declaration are endorsed by a variety of unions and organizations, including New Faculty Majority: The National Coalition for Adjunct and Contingent Equity.

Please add your name to the list of supporters by going to <http://bit.ly/XEta7u>.

Peter D.G. Brown

Mayday \$5K Coordinator

UUP Chapter President

SUNY New Paltz

MAYDAY DECLARATION

Mayday! This is an emergency call for help! We face a dangerous crisis in higher education. It affects almost every university, college and community college. It is not limited to any city, region or state. It is called contingency: the majority of teachers in higher education today are grossly underpaid, at-will employees, lacking any meaningful job security and the academic freedom essential to quality education.

The tenured jobs of the past have been outsourced to a contingent academic labor force. Many so-called “part-timers” teach twice as much as their “full-time” colleagues. Similarly, many “temps,” whose short-term contracts typically extend for a year or less, have been teaching for decades—often longer than permanent teachers on continuing appointments.

The effects of this crisis should be known to everyone. Contingency has been a dirty little secret for nearly half a century, in plain sight but almost totally ignored, and nothing will change until the facts are widely understood. The majority of college teachers in the United States today—over a million individuals—are contingent. Most of them are so-called “adjuncts.” They are paid poverty wages, earning an average of \$2,700 per three-credit semester course. Most adjuncts make \$10,000 to \$20,000 a year, often working more than 40 hours per week. An estimated 80% lack any health or retirement benefits, and academic freedom is meaningless in the absence of any job security.

The conditions under which contingent teachers are forced to work undermine the quality of higher education. Their miserable working conditions adversely affect student learning conditions, thus short-changing our students and threatening the future of our nation. This is no way to prepare the next generation for an increasingly competitive global economy! Funding education on the cheap has resulted in most American students no longer being competitive with those in dozens of other countries.

To reverse this disastrous trend, the undersigned urge that the following steps be adopted on a priority basis:

1. Increase the starting salary for a three-credit semester course to a minimum of \$5,000 for all instructors in higher education.
2. Ensure academic freedom by providing progressively longer contracts for all contingent instructors who have proven themselves during an initial probationary period.

3. Provide health insurance for all instructors, either through their college's health insurance system or through the Affordable Care Act.
4. Support the quality education of our students by providing their instructors with necessary office space, individual development support, telephones, email accounts and mail boxes.
5. Guarantee fair and equitable access to unemployment benefits when college instructors are not working.
6. Guarantee eligibility for the Public Service Loan Forgiveness Program to all college instructors who have taught for ten years, during which they were repaying their student loans.
7. With or without a time-in service requirement, allow all college teachers to vote and hold office in institutional governance, including faculty senates and academic departments.

The signatories urge a comprehensive, cooperative effort to end the staffing crisis in higher education for the sake of all our students and all our citizens. Mayday! Mayday! Mayday!

Charter Signatories of Mayday Declaration

ORGANIZATIONS

Adjunct Faculty Association, United Steelworkers
Pittsburgh, PA

Albany Chapter
United University Professions

Executive Board (statewide)
United University Professions

Graduate Student Employees Union (New York statewide)
CWA Local 1104

New Faculty Majority
The National Coalition for Adjunct & Contingent Equity

New Paltz Chapter
United University Professions

Oneonta Chapter
United University Professions

Oswego Chapter
United University Professions

Purchase Chapter
United University Professions

Union County College Chapter
United Adjunct Faculty of New Jersey

INDIVIDUALS

Anthony Adamo, President
CSEA Local 610
SUNY New Paltz

Joe T. Berry
Coalition of Contingent Academic Labor
Author: Reclaiming the Ivory Tower: Organizing Adjunct

Rowena Blackman-Stroud
UUP Treasurer (statewide)
UUP Chapter President, SUNY Downstate

Ross Borden
Lecturer in English
SUNY Cortland

Jim Collins
UUP Chapter Past President, SUNY Albany



presents:

A CONFERENCE *for Long Island Professionals*

SAVE THE DATE

Who: Long Island Professionals
What: Conference topics
• Performance Programs and Evaluations
• Promotions and Salary Increases
• On-call/Recall
Where: Huntington Hilton Hotel
Route 110, Huntington, Long Island
When: Saturday, June 7 — 9 a.m. to 1 p.m.
Continental Breakfast, Lunch Provided

**The event
is free.**
**Space is limited;
sign up early.**

**RSVP
by May 30**

Register online at
<http://bit.ly/13UmyXL>



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Theresa Dember-Neal

Lawrence Lopez

Barbara Maertz

Darlene Mayers

Amy Stier

SUNY is the \$olution

Open SUNY: Let's Do It Right!

To see UUP's concerns about the OpenSUNY initiative, please see the PDF document at:
<http://uupinfo.org/reports/guides/OpenSUNY140103.pdf>

CHAPTER MEMBERS on STATEWIDE COMMITTEES

Solomon O. Ayo

Black Fac. Staff Assn. Task Force

Comm. of VPs for Professionals

Kathryn C. Bond

Grievance

Douglas S. Cody

Contingent Employment

Technology Issues

Susan L. Conforti

Finance

Robert Elgart

Membership

Henry G. Ellis

Contingent Employment *

James P. Friel

Labor & Higher Education

Staci Gardner

EOC Concerns

Women's Rights & Concerns

Vicki Janik

Comm. Of VPs for Academics

Grievance

Task Force on Issues of Diversity **

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Michael S. Oil

EOC Concerns

Margaret Porciello

Technology Issues**

Women's Rights & Concerns

Lou Scala

EOP Concerns

Veteran Affairs

Donna R. Scarello

EOC Concerns

Yolanda Segarra

Comm. of Chapter Presidents

Task Force on Hostile Workplace

Technology Sector

Mary J. Stedman

Nursing Professions Work Grp

Diane Yorg

EOC Concerns

* Elected

** Committee Chair/Co-chairmanship

*** 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