



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



March 2014



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Seamless Transfer – A Little History

by Margaret Porciello, Newsletter Editor



At the [SUNY Board of Trustees meeting held on December 17, 2012](#), the Board of Trustees “approved by affirmative votes for all present” a resolution on Seamless Transfer Requirements.

On June 13, 2013, [A Memorandum to Presidents](#) was sent to all Presidents of State-Operated Campuses, Community Colleges and the Statutory College Contacts with the stated subject *Policy and Guidance: Seamless Transfer Requirements*. This memorandum further stated that:

iii. Campuses shall review existing programs with Transfer Paths that lead to an A.A., A.S. and bachelor's degree to determine whether they currently include a sufficient number of Transfer Path courses within the first two years of full-time study in the program (or 60 credits, whichever is greater), to enable a bachelor's degree to be completed in two additional years of full-time study. **Through local shared governance processes, campuses should revise their programs accordingly to ensure true junior status after the completion of the first two years of full-time study in the program (or 60 credits, whichever is greater).**

iv. The SUNY Provost's Office, in consultation with the Student Mobility Committee, will develop a cycle for reviewing

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UUPF Office

Ward Hall

First Floor, West Wing

Tel: 631-694-UUPF (8873)

Fax: 631-694-3370

E-mail: UUP@farmingdale.edu

Website:

<http://farmingdale.edu/uupf>



IMPORTANT

Spring General Membership Meetings:

- March 20th

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

PROFESSIONALS ISSUES

by Solomon Ayo, VP Professionals

The UUP website is consistently updated with information that can be very helpful to you. In addition to information that is specific to professionals, you will find contract updates which are important to everyone. It is in your best interest to visit it on a regular basis (www.uupinfo.org).

On February 2 – 4, 2014, I attended the UUP Delegate Assembly in Albany. The two major topics of discussion were the SUNY Seamless Transfer and the Open SUNY. Please do not ignore these as issues that do not pertain to you as pro-

fessionals. In fact, they HAVE affected many professionals throughout SUNY. I highly recommend that you read the issues raised by UUP, and remain vigilant. If you suspect that local initiatives affect your professional obligation, please contact me as soon as possible.

UUPF has addressed the issue of notification of leave accruals for part-time professionals. At the end of the fall 2013 Semester, part-time professionals should have received an up-to-date notice of accrued sick days and vacation days

from Human Resource. If you have not received notice, please let me know.

Part-time professionals should also be receiving performance programs and evaluations. Please review the documents on the Human Resources webpage to familiarize yourself with the process. If you do not have a performance program, again, please let me know.

In Union,
Solomon Ayo
VP –UUPF

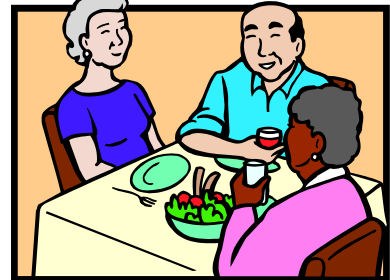
COARM SPRING MEETING

Farmingdale and other Long Island UUP retirees will be meeting for brunch in the University Club in Knapp Hall on Wednesday, April 23, at 11AM.

George Roach, Esq. will be speaking on Estate Planning. There will also be an important discussion on re-

taining UNUM insurance benefits for COARM members in the future.

It is always nice when current members drop in to see their former friends and colleagues, so come in and say hello between 10:30 and 11AM.♦



Meeting for Part-timers



There will be a meeting for part-time members on **March 18, at 4:30 p.m., in the Great Room located in Ward Hall.** The new contract is now in effect and even though it has some good things in it for part timers, there is still a big steep mountain we need to climb. This will be an informational meeting for general part-time concerns and what we can do locally to help climb the mountain. Please come and help us help you.

Please RSVP to the UUPF office (631-694-8873) or via email: uupfdamato@aol.com by Friday, March 14, 2014. Light refreshments will be available.♦

President's Message

Advocacy... is a regular and vital part of union activity. Unfortunately, it is also an activity that too few participate in. UUP has historically accomplished great things with a skeleton crew of activists doing most of the heavy lifting. But with a shrinking population of full-time and tenured members, it is imperative that more participate. Try to remember that you are not just in a union, **YOU ARE** the union.

In addition to some local meetings being arranged by our local chapter, UUP has secured the following dates for advocacy in Albany:

Wednesday, March 12
 Tuesday, March 18
 Wednesday, March 19
 Tuesday, March 25
 Wednesday, March 26

Please contact UUPF if you are able to participate on any of these dates. UUP will make all of these arrangements and connect you with other local members attending.

Transfer Paths... sound harmless, even positive, but before you "do as you're told" please read part of the resolution passed by your brothers and sisters at Alfred, near the end of the Seamless Transfer History article, and found on page 4.

The provost reported that transfer path program liaisons have been identified and contacted. I

think it's important – particularly for this group – to continue to ask questions, communicate concerns, and remain vigilant with respect to academic freedom and **department** faculty control of curriculum.

Article 39:

Health Benefits

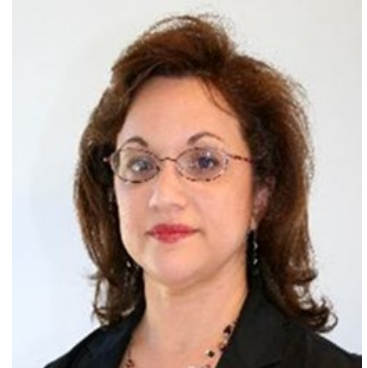
This article in our contract has been updated; specifically the section that refers to the 42-day waiting period for health insurance. The new language reads, *"...the 42-day waiting period for otherwise eligible newly hired academic employees placed on the State payroll, effective September 1, will begin as of the employee's actual first day of professional obligation but in no event before August 15."*

This is one of those "non-monetary" improvements achieved by the negotiations team that can be easily overlooked, but means **a lot** to new academics who start their obligation in August but do not get on payroll until September.

The printed version of the contract that is sent to your home will include the updated language in this article.

UUPF Mentors

One of our goals at UUPF is to restore the sense of "family" in Farmingdale. One way to do this is to improve the initiation of new hires,



and provide them with better guidance in their early years.

The first step in developing a full program for new hires was to put together a team of mentors consisting of longterm academics and professionals from across the campus. I am happy to report that eleven dedicated members have volunteered to serve in this role. I hope that in the next few months this team will help UUPF develop and implement a program that helps new members assimilate to the College. Our goal is to implement the new program in the fall.

For now, feel free to help. Greet any new members in your area and make sure to bring them to our next General Membership meeting.

In Solidarity,

Yolanda Segarra

continued from page 1—Seamless Transfer

the SUNY Transfer Paths. If it is determined that a SUNY Transfer Path may need revision, the SUNY Provost, in consultation with the Faculty Council of Community Colleges and the University Faculty Senate, will convene a faculty 3 MTP 13(3) Seamless Transfer Requirements disciplinary committee composed of both two-year and four-year faculty to consider and recommend to the SUNY Provost possible changes to the transfer path.

On October 19, 2013, the Faculty Council of Community Colleges passed [resolution #ASA2: 2013-2014](#), Resolution in Opposition to a De Facto Core Curriculum.

On January 25, 2014, SUNY University Faculty Senate (UFS) developed their own [resolution on Transfer Paths](#) at their Plenary Session from which the following statements have been extracted:

Whereas, groups of faculty members from State-operated campuses and community colleges, including over 400 faculty members selected in consultation with the UFS and FCCC, worked together for at least a year to identify courses and descriptors typical of foundational and cognate courses in majors that represent those chosen by some 95% of transfer students in SUNY, and

Whereas, those disciplinary panels' mandate was to identify course and content typical of requirements for the first two years for majors at SUNY institutions, **but not to define these as universally required courses for those majors, and**

Whereas, **the diversity of faculty and missions across the SUNY System appropriately leads to differences in the details of requirements and electives for majors, and**

Whereas, the University Faculty Senate passed a Sense of the Senate motion at the 165th Plenary meeting at SUNY Maritime on October 26, 2013, opposing the creation of a core curriculum and charging the UFS Executive Committee to formulate a resolution to clarify the Senate's position

These resolutions have been endorsed, and or modified, by various other colleges in SUNY including:

- Alfred State College (February 16, 2014) – which resolves “... that the Alfred State College Faculty Senate recommends that the transfer path concept be reconsidered, and it respectfully calls upon the SUNY Board of Trustees and **SUNY System Administration to reconsider this mandate and revert to the established and efficient pro-**

cess of creating Transfer Articulation Agreements between institutions.”

- SUNY Suffolk Community College - http://www2.sunysuffolk.edu/fellenm/Governance_files/Resolution_FCCC_201314_04.pdf

The “[Seamless Transfer/Core Curriculum: Impact on Public Higher Education](#)” brochure explains UUP's position on this issue:

UUP urges all of its members—especially those involved in campus governance and curriculum review processes—to demand open review of Seamless Transfer plans and their possible consequences. Campus dialogue is critical.

UUP pledges to work with our members, campus administrators, and SUNY officials to engage in a full and open review of ways to facilitate transfer of students from community colleges and colleges of technology to baccalaureate programs at our campuses. Accurate information, transparency, and problem-solving—rather than radical surgery that will remove the heart of our educational institutions—is called for.

UUP will call on the chancellor to redirect SUNY to its essential educational mission and work with us to collaboratively address problems.

Where do we at Farmingdale stand on this issue?

Editor's Note: The online version of the Unifier has links to all of the referenced documents underlined in this article.

GOOD MANAGEMENT

by Mike Smiles

I enjoy reading a weekly column in the NY Times called "Corner Office", in which CEOs of companies are interviewed about various topics, such as how they themselves got started, what they look for during a job interview, their management styles, etc. Recently, there was an interview of Mr. Robin D. Richards, chief of the Career-Arc Group, a company that connects employers with job seekers. As I read his views on leadership style, I couldn't help but compare them to some of the styles of managers at Farmingdale. Let me quote some excerpts from the interview:

Q: What are some of the lessons you've learned about running a business?

A: There are some simple rules to management that, if you apply them, will always work in any industry. The first one is respect. People have to know that they're not there to serve you, and that they're part of a team to accomplish a

goal, and that you care as much about their career as you care about your own. You can't just say it. You've got to do it.

You've got to be constantly asking them how they're doing. You've got to let them have autonomy. You've got to let them run and do as much as they possibly can without fear. You leave your office open so anybody can feel free to come in and not be afraid.

The second thing is that you have to make sure that respect is uniform, from the lowest-ranking employee to the highest-ranking employee. And the highest-ranking employee has to understand that the lowest-ranking employee is essential to the enterprise. You have to encourage respect and dissent.

Q: What is your point about dissent?

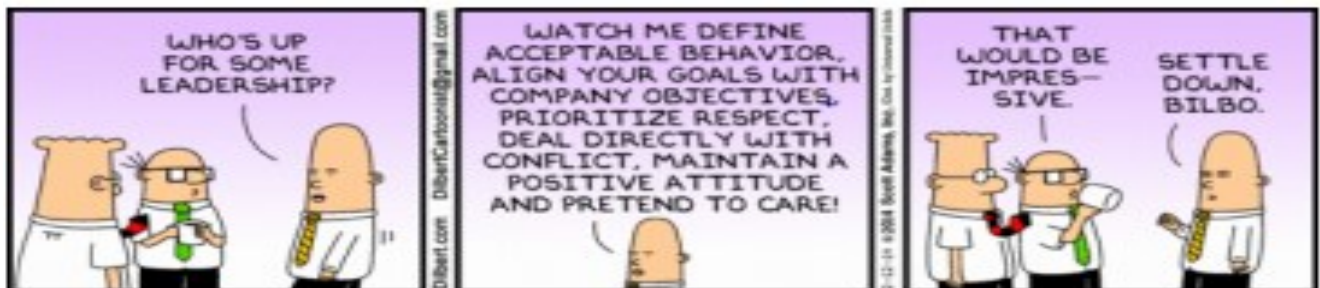
A: Don't have a meeting with your boss where you agree with him on everything he says. If you have an obligation to dissent, then we get the best minds and we get the best

outcomes. People like living in that environment. They feel valuable. People become fearless. For the most part, when you empower people, they really punch above their weight.

Q: How do you hire and promote?

A: We try to hire and promote nice people, kind people. Kind people matter. One, it's a nicer place to work, and two, I think people who are kind tend to play on teams much better.

Now, I ask you, think of your supervisor and even their supervisors. Does this describe them? If it doesn't, maybe we should begin asking why it doesn't and why it's been accepted. Maybe we should be expecting a little bit more. Maybe we should start demanding a change from those that have the authority to effect that change. The tolerance of abusive, bullying behaviors is as morally culpable as the behaviors themselves.◊



2013 Flex Spending Account Claims Deadline Approaching

Employees enrolled in the Flex Spending Account (FSA) for the 2013 plan year have until March 31, 2014 to send in reimbursement requests for eligible 2013 expenses incurred under the Health Care Spending Account and the Dependent Care Advantage Account. FSA reimbursement requests may be mailed, faxed, or submitted online through www.myFBMC.com. For more information, log onto www.flexspend.ny.gov or call 1-800-358-7202.

Advocacy Opportunities

by Henry Ellis, Outreach Chair

There are several opportunities to advocate for SUNY:

- The first is a call for our interested members to help us with some local advocacy. Appointments have been scheduled with Assemblymen Saladino and Luppinacci on April 4 and an appointment with Senator Flanagan is pending. Anyone interested in attending can call the UUP office or email me at hge.hellis@gmail.com.
- UUP is urging all available activists to come to Albany on Tuesday and Wednesday during the next few weeks of March. If you are able to visit on either March 25th or 26th, please reach out to Celine Mell 800-342-4206; cmell@uupmail.org as soon as possible. ♦



EDUCATIONAL MATERIALS ORDER FORM

Fax completed form toll-free to: (866) 795-5740 • Please, no bulk orders allowed – thank you!

Please send me these free materials:

- | | |
|---|---|
| <input type="checkbox"/> A Child Becomes a Reader | <input type="checkbox"/> Helping Your Overweight Child |
| <input type="checkbox"/> A Child is Waiting: A Step-by-Step Guide to Adoption | <input type="checkbox"/> Housing Options for Older Adults |
| <input type="checkbox"/> Active at Any Size | <input type="checkbox"/> In-Home Care Handbook |
| <input type="checkbox"/> Adventures in Parenting | <input type="checkbox"/> Moods of Nature (Audio CD) |
| <input type="checkbox"/> A Parent's Guide to Autism Spectrum Disorder | <input type="checkbox"/> Navigating the Teen Years |
| <input type="checkbox"/> Attention Deficit Hyperactivity Disorder | <input type="checkbox"/> Opening the Door to a Home of Your Own |
| <input type="checkbox"/> Better Health and Fitness through Physical Activity | <input type="checkbox"/> Pet Care Handbook |
| <input type="checkbox"/> Child Care Handbook | <input type="checkbox"/> Savings Fitness |
| <input type="checkbox"/> Coping with Debt | <input type="checkbox"/> School Age Care Handbook |
| <input type="checkbox"/> Elder Care Handbook | <input type="checkbox"/> So Far Away: 20 Questions for Long Distance Caregivers |
| <input type="checkbox"/> Ensuring a Successful Marriage | <input type="checkbox"/> Take Action Against Bullying |
| <input type="checkbox"/> Exercise: A Little is All It Takes | <input type="checkbox"/> Taking the Mystery Out of Retirement Planning |
| <input type="checkbox"/> Exercise & Physical Activity | <input type="checkbox"/> Talking with Your Doctor |
| <input type="checkbox"/> Funding Education Beyond High School | <input type="checkbox"/> Tips to Help You Get Active |
| <input type="checkbox"/> Free Credit Reports | <input type="checkbox"/> Weight Loss and Nutrition Myths |

Employee Information:

Name: _____
 Mailing Address: _____
 City: _____ State: _____ Zip: _____
 Agency: _____ Facility: _____ Bargaining Unit: _____

Consultant Call Back – I would like a consultant to call me regarding:

- | | |
|--|---|
| <input type="checkbox"/> Child Care Referrals/Parenting Information | <input type="checkbox"/> Elder Care Referrals/Information |
| <input type="checkbox"/> College Planning | <input type="checkbox"/> Personal Budgeting |
| <input type="checkbox"/> Consumer Issues | <input type="checkbox"/> Retirement |
| <input type="checkbox"/> Disability Information: __Child __ Adult __ Elder | <input type="checkbox"/> Stress Management |
| <input type="checkbox"/> Education Consultation | <input type="checkbox"/> Other _____ |

May we leave a message? ☐ Yes ☐ No Preferred Phone Number: () _____-

For more information, please call toll-free (866) 320-4760
 or visit the website at: www.nysbalance.ny.gov



Andrew M. Cuomo, Governor, State of New York
 NYS-Balance is a resource and referral program offered by Work-Life Services with funding provided by the negotiated agreements between the State and CSEA, PEF, UUP, DC-37, NYSCOPBA, GSEU, Council 82 and by the Governor's Office of Employee Relations for employees designated M/C.

Coming Soon:
New endorsed shopping program



NYSUT Member Benefits is excited to announce the endorsement of the member shopping program powered by PayCheck Direct for roll-out this spring 2014.

This program – part of the national retail powerhouse Bluestem Brands, Inc. family, which also includes Fingerhut and *Gettington.com* – allows individuals to purchase what they want now and pay interest-free over 12 months.

Through PayCheck Direct, NYSUT members & their families will have access to more than 7,000 name-brand products such as appliances, televisions, computers, electronics, furniture, and much more.

Members would have the option of paying for any items they purchase interest-free over a 12-month period; bi-weekly payments would be made via automatic checking account withdrawals.

PayCheck Direct offers a 30-day in-home trial on many products; flexible return policy; no interest fees, credit checks, down payments, or

finance charges; and toll-free customer service representatives located in the U.S.

As part of this endorsement, PayCheck Direct will mail merchandise catalogs to the NYSUT membership four times per year.

NYSUT members are encouraged to shop and compare prices before making a purchase with this program and consider it as an alternative to using their credit card.

We are excited to be launching this new program in spring 2014! Join our MAP (Member Alert Program) Alert email service to be among the first to learn more about this program (visit the Member Benefits website for sign-up instructions).

You can also visit memberbenefits.nysut.org in the coming weeks for details on how to use this service or call 800-626-8101 with any questions.



FARMINGDALE CHAPTER

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Deficit Reduction and Deductions

The Deficit Reduction Program was imposed on UUP members and all other state employees by the state. SUNY—and not UUP—is responsible for its implementation. UUP will monitor campus plans and do everything possible to make sure that our members' rights are protected.

Why are the deductions occurring over 20 pay periods and not the entire calendar year (26 pay periods)?

The decision to do it this way was initially made to avoid having the Deficit Reduction extraction levied on extra service pay during the summer months. This is a substantial issue for our bargaining unit given the amount of extra service earned by members for summer school, new student advisement/orientation, and other activities that fall outside of the normal professional obligation of many members. Other bargaining units had the deficit reduction extraction levied on their full annual salaries, so all extra service activities were included. All extra service pay will be except from the DRP extraction for UUP members. ♦

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EOC Concerns

* Elected

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*** 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**