



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



OCTOBER 2014



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John W. Hunt Jr, UUPF Activist, Dies

by Judi Bird

UUPF mourns the death of John W. Hunt Jr. on September 23, 2014. John was dedicated to UUP at both the local and state levels, serving several terms as president of UUPF beginning in 1975, and, at the statewide level, as treasurer from 1988 to 1994, and as Executive Board, Finance Committee and Negotiations Team member for multiple terms. As UUPF president, John energized the faculty and professional staff to participate in demonstrations on campus, such as the "walk" through Laffin Hall to call attention that there was no contract.. He encouraged union members to picket on Route 110 and Melville Road, many times early in the morning, and even joined a motorcade on campus on Route 110 in support of contract negotiations.

John loved the political side of bargaining, and if there were an issue he truly believed in, he would win people to his point of view with tenacity and



John W. Hunt, at rally in 1980s.

good humor. He also arranged UUPF social events, including biannual dinner dances attended by members from all departments, as well as retirees.

John was a professor of Business Administration from 1968 to 1996, and was elected to the SUNY Faculty Senate and the FSC Faculty Executive Committee.

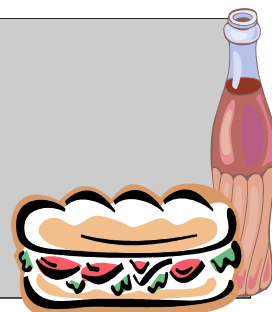
GENERAL MEMBERSHIP MEETING

11:00 AM WEDNESDAY, OCTOBER 22ND

CAMPUS CENTER BALLROOM A

GUEST: FRED KOWAL, UUP PRESIDENT

PLEASE NOTE TIME /LOCATION CHANGE...



Fall Regional Retirees Meeting at Farmingdale

by Barbara Maertz

The fall Long Island regional meeting of COARM—UUP Retirees, will be held at 11 a.m., Wednesday, October 29, in the Campus Center, Ballroom A.

Agenda items include an annual update for dental, vision, and other UUP/NYSUT benefits presented by UUP Retiree Coordinator, Walter Apple.

Barbara Maertz, COARM coordinator and past president of UUPF, will also discuss the decision made this summer regarding the UNUM life insurance benefit

and the Assist America travel insurance policies. UUPF chapter president Yolanda Segarra will bring the group up to date on local UUPF issues and the Long Island Outreach efforts for the fall elections.

Sadly, COARM has lost a close friend and loyal member, John W. Hunt Jr., who recently passed away. We will remember all the marches he led on Route 110 and the dynamic force that he gave to the UUPF presidency and all UUP activities. Members are invited to

bring their memories to the meeting and enjoy a brunch as well.

Because of current campus parking issues, members are asked to park near the campus police station or Horton Hall.



Statewide Resolution Passed Honoring John W. Hunt Jr.

by Mike Smiles

The following resolution was presented at the UUP Fall Delegate Assembly in Albany, New York, on October 18, 2014:

“Whereas, John W. Hunt Jr. was one of the founding members of UUP; and

Whereas, John served six years as chapter president at Farmingdale; and

Whereas, John served on multiple negotiation teams; and

Whereas, John set the standard as a courageous and outspoken leader for union activism because he believed in equality between union and management, and instituted practices which are still in

place today for dealing with managers; and

Whereas, John encouraged activism and led by example through personal initiative and directed many union demonstrations on the Farmingdale campus, and
Whereas, John is one of only five UUP leaders to ever have been disciplined by New York State for a union activity on a college campus; and

Whereas, John was truly the patriarch of UUP at Farmingdale and a leader statewide; therefore, be it

Resolved, that this 2014 Fall Delegate Assembly send its condolences to the family of **John W. Hunt Jr.**; and be it further

Resolved, that we remember John and honor him for all his contributions to our union and its membership.”

“John is one of only five UUP leaders to ever have been disciplined by New York State for a union activity on a college campus.”

President's Message

"Faculty members' working conditions are students' learning conditions."

This is my favorite line in AFT's "Just Ask" brochure about contingent faculty issues, a guide for college-bound students which emphasizes the importance of knowing what they're paying for.

A great education relies on great faculty. Well, what good are they if they're not available outside of class, or for subsequent courses? The brochure suggests that prospective students ask colleges some questions before they apply. Here's the first four:

1. How likely is it that a first or second year student will be taught by full-time, permanent faculty members?
2. What percentage of undergraduate classes are taught by part-time faculty or graduate assistants?
3. How much do part-time faculty make per course?
4. Are part-time faculty required to hold office hours? Do they get paid to do so? Are they provided suitable office space to meet with students?

If there's one thing in which Farmingdale is ahead of the curve it's in the national epidemic of a growing contingent faculty. We are upside-down in the full-time/part-time faculty ratio; have been for well over a decade. We have *the* worst ratio among all traditional colleges in the entire SUNY system, and there's no end in sight.

The current administration says, "We're working on it," and I appreciate that, but I've heard it for fifteen years.

The quality of an educational institution RELIES on a healthy academic and professional staff – healthy working conditions, a healthy workload, and healthy pay.

Here at Farmingdale, an adjunct professor teaches 30% to 80% of the number of students taught by a full-time professor when comparing their typical schedules. But the adjunct earns only about 5-10% of a full-time salary.

Adjuncts are required 1) to prepare course syllabi, 2) to solve students problems outside of class, 3) to keep up with campus email, 4) to submit grades, and 5) to complete myriad other reports for each course, in addition 6) to other non-academic requirements at the beginning and end of each semester – the same as full-time faculty, except *THEY AREN'T PAID* for all of the hours needed to meet these requirements.

After a decade and a half of appeals for more fair compensation in consideration of these responsibilities, FSC has failed to provide an acceptable response to *Just Ask's* question #3. Our response to question #4 also falls short as there are still adjunct faculty without adequate workspace or access to necessary equipment.

Keep in mind that these are the working conditions of *TWO*



THIRDS of the academic staff at FSC. So what is *OUR "Just Ask" GRADE* as an institution?

Here are five questions for full-time faculty:

1. Do you know all of the adjunct faculty in your department? *
How many are there?
2. Who interviews them, hires them, and assigns them?
3. Do you know the adjunct faculty assigned to the other sections of courses you are teaching? Do you ever know?
4. Do the full-time faculty in your department meet regularly with the adjunct faculty?
5. Are adjunct faculty in your department involved in curriculum development? In assessment?

** These questions also apply to adjunct professional staff.*

While we continue to appeal to management for better responses to the first four questions, perhaps you can positively affect the experience for your part-time colleagues by helping to improve your department's responses to these five.

In Solidarity,

Many Staff Members Attend New Members Meeting

by Vicki Janik

A UUPF New Members Meeting was held on September 30 in Ward Hall for all recently hired bargaining unit members. Carefully planned and implemented by Sandy Hustedt and Roseanne Byron, the event was a great success, attended by over forty bargaining

unit members, who had only recently joined UUP or joined at this meeting.

A buffet lunch was served as Yolanda Segarra and other UUPF officers introduced themselves to the group and explained the many functions of UUP both on campus

and throughout the state.

New members were invited to attend other union activities both at the local and state level.

UUPF was gratified that so large a group of new members had attended the event and were enthusiastic about working together.

2014 UUP Contingent Employment Committee

by Doug Cody

On the last weekend of September, UUP's Statewide Contingent Employment Committee members congregated in Albany for a two-day working retreat. The agenda was robust and the committee members arrived eager to get some work done. Although the weather outside was absolutely spectacular, the group stayed on task and made this retreat meaningful and successful.

First on Friday's agenda was an exchange between statewide UUP President Fred Kowal and the committee. Fred thanked the committee for their thankless work. He spoke about the lack of information available to UUP leadership. He requested that information from the campuses be communicated to UUP officers in order to increase the flow of relevant data. He mentioned continual crises and the need for the statewide officers to be available to the chapters all year round. There was a clear sense that UUP leadership wants to be ahead of the curve in responding to issues, and he emphasized that issues germane to

all contingent members are of great interest to officers.

Committee members then had a golden opportunity to share their concerns with UUP leadership, including job protection and salaries, Open SUNY, coalition building, seniority, and organizing members.

Saturday's meeting included a review of the Executive Summary from the committee's task force. This report noted the need for a survey to collect current data for the next negotiations, a system of advancement for part-time/contingents including the creation of statewide minimum salaries, and job security recommendations.

Finally, Jamie Dangler UUP VP for Academics, led a discussion concerning the issue of compensation in-



Doug Cody, far right; Fred Kowal, UUP President, center

cluding the creation of a statewide minimum salary. Jamie said that in the next round of the negotiations, UUP must be more publicly visible and members must be energized and willing to come out and show solidarity. The committee then discussed a policy statement or set of guiding principles on contingent employment.

The retreat concluded around noon on Saturday with many committee members lingering about still having open discussion amongst them. A report will be available, shared with the entire committee at the Fall Delegate Assembly committee meetings.



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New York State Legislative Forum Held on Campus

by Henry Ellis

On October 7, UUP hosted a Legislative Forum here at Farmingdale College. We invited all of the local NYS legislative candidates to participate. In attendance were Assemblymen Fred Thiele (1st District), Anthony Palumbo (2nd), Chad Lupinacci (10th, also an adjunct here at Farmingdale), Andrew Raia (12th), Charles Lavine (13th), Assembly candidate Jason Zove (8th), NYS Senator Carl Marcellino (5th) and NYS Senatorial candidate Adrienne Esposito (3rd).

All candidates introduced themselves, identified their district and geographical location on Long Island, and gave a several-minute talk about themselves. Then the floor was opened for questions. Most of the questions from the audience involved budgetary concerns.

Not surprisingly, none of the politicians opposed increased funding for SUNY. But a few did try to make the audience agree that it would be difficult to gain more funding. There was discussion of tax loopholes for the rich, equity in campaign funding, middle class tax burdens, student debt, and personhood for corporations. All this led to some heated dialog between the audience and the panel.

In addition to budget concerns, there was intense discussion about school district funding in the

public schools and about the Healthy Workplace bill, which is currently stalled in the Senate.

Adrienne Esposito, the only woman on the panel, spoke knowledgeably on many of the topics, including gender equity in the legislature and the workplace.

The most resonant message coming from the Forum was the need for participation:

You have to vote! You must make informed decisions!

The forum and other events like it are great ways to get first-hand information for yourself about your candidates. Don't let candidates get elected due to *your* apathy!

And if you don't vote, well then, you really can't complain....



Legislators at the Forum: Speaking is Adrienne Esposito, candidate for New York State Senate from the Third District.

Civility (Bullying) Policy and Procedure: Episode II

by Vicki Janik, Vice President for Academics

[Recap: In our last installment, we learned that in July the FSC Cabinet had not approved the draft civility policy and procedure created by the Civility Task Force. We learned that this was because the draft included a detailed two-step, informal procedure for responding to problems, which had an appeal process by a three-person staff committee, as well as training workshops for *all* full-time staff.]

Now, management has presented its own civility policy draft. It is largely borrowed from a policy passed by the Cabinet at Cortland State in June.

The following statements are among its "Standards:"

>Expected and acceptable communications/behaviors....

- A) Holding yourself and others accountable to FSC's missions [we had understood that FSC has only one mission], vision and core values....
- B) Demonstrating a caring and positive attitude: smile, greet and acknowledge others, make eye contact, *say please and thank you*; give recognition and praise.
- C) Etc.

The draft also includes a process for responding to alleged bullying that is somewhat condensed-- actually condensed to six lines:



Bullying should be reported to the victim's immediate supervisor. Supervisors must consult with Human Resources and provide a response to employees within 14 calendar days.

Alternate process – If the bullying behavior is from the immediate supervisor, report it to the supervisor's supervisor or directly to the Human Resources Office. Again, a response will be provided within 14 calendar days.

Since UUPF maintains that a civility policy without a clearly defined process or procedure for dealing with complaints is meaningless, we

offer a few questions about the draft stated above:

- Who investigates?
- How is the investigation implemented?
- How detailed is the investigation?
- Are the findings written?
- Who has access to the findings?
- Is there an appeal process for either the complainant or the accused?
- What are available remedies?
- Is there training for staff?
- Do civil service or professional staff participate in the process in any way?

Of course, UUPF cannot agree that this draft policy and procedure can benefit bargaining unit members. The absence of transparency in the investigative process and the absence of peer review for both the accused and the complainant cannot remedy a problem that may grow and further harm careers and good will at the college.

But in the case of Cortland State and probably FSC, neither a governance body nor any union had or has the opportunity to approve the policy.

At Cortland State, the Cabinet's June approval was sufficient. The Cabinet's approval of this draft can be sufficient at Farmingdale State also ... without please and thank you.



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DEFENSIVE DRIVING COURSE

SATURDAY, OCTOBER 25

9:30 a.m.

COST: \$25.00

Gleeson 104

Call Debbie Nilsen at x 2462 or email
at

Debbie.nilsen@farmingdale.edu
or further information.



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EOC Concerns Comm

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.*