



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



April 2015



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Thank You VOTE-COPE Contributors

Be sure to attend our Cinco de Mayo social for a special thanks!

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SHELLEY K CASSERLY	KATHLEEN DUNN	JAMES T HALL	JOHN T KOSAK
DEBBIE A CASSIDY	MALKA P EDELMAN	DEMETRIOS G HAMELOS	AUDREY J KRAPP

GENERAL MEMBERSHIP MEETING

Thursday, April 23, 2015: 11:00 a.m. Gleeson 104

SPECIAL GUESTS!!

UUP PRESIDENT: FRED KOWAL

UUP VICE PRESIDENT / PROFESSIONALS: PHILIPPE ABRAHAM

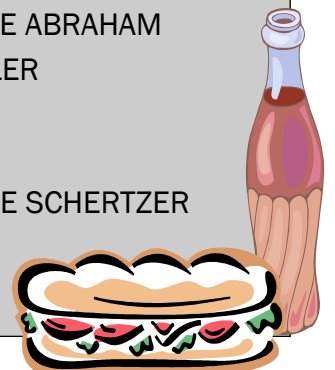
UUP VICE PRESIDENT / ACADEMICS: JAMIE DANGLER

UUP SECRETARY: EILEEN LANDY

UUP TREASURER: ROWENA BLACKMAN STROUD

UUP MEMBERSHIP DEVELOPMENT OFFICER: A RTIE SCHERTZER

Please join your fellow UUPF members for lunch!



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How Many of Us Work Here?

It's helpful to know exactly who we are, where we work, whether we are full-time or part-time, and how many of us are here.

We have detailed data describing academics, but we do have similar data about others. So

we looked at the latest available salary report and identified job categories of persons *by title*.

Therefore, we do not guarantee 100% accuracy. Nor do we have data describe the current quarter since, unfortunately, neither the

library nor we have received the most recent quarterly list. Our data show staffing as of October 2014 (thus, the FT/PT totals vary slightly from this semester):

Job Category	Headcount
PROFESSIONALS: Full-Time and Part-Time	217
CLASSIFIED STAFF	185
LAW ENFORCEMENT (Police and Public Safety)	22
MANAGEMENT CONFIDENTIAL	21
ACADEMICS	
Continuing Appointment *	99
Tenure Track *	80
Qualified Rank (Visiting, etc.)	29
Part-Time	475
TOTAL	1,128

(excluding some Wellness Center staff)

* These totals do not include EOC faculty.

President's Message

FOR SIX YEARS I have proudly served as your UUP Chapter President. So much has happened in that time. Taking a trip down memory lane, I recall a few headlines:

CHEMICAL SAFETY

Our Executive Board gathered campus-wide feedback regarding chemical safety issues on campus and found that among packages dropped off with a department secretary was one that was marked "FATAL IF INHALED." At no point in the purchase-to-delivery process did anyone notice that the College did not have the proper delivery or storage equipment needed for that product.

UUPF mounted a year-long campaign to hire a campus Chemical Hygiene Safety Officer, to no avail. But I think we can all agree that much has improved.

COMPRESSION PAY... NOT

The worst betrayal in our chapter's history, uncovered by UUPF in 2009, will probably be our most memorable accomplishment. The College had promised to apply \$100,000 in 2008 to improve our issues with salary compression (new-hires earning higher salaries than long-term employees). But what it did was to summarily shortchange 59 of our most senior faculty.

UUPF secured full remuneration for those affected with the use of DSI funds in 2009.

PHEEIA – A/S 2020

The Public Higher Education Empowerment and Innovation Act aka: privatization of SUNY. This initiative proposed by Governor Paterson in 2010 that would "let" state operated campuses keep tuition income "to invest in public/private partnerships".

The fact that we already kept tuition at the campuses to pay our bills, and that PHEEIA would actually hurt our campuses by limiting its use, was left out of all the publicity campaigns.

It took a year, but we killed PHEEIA!, thanks to the incessant efforts of UUP and our friends in the state legislature.

NON-RENEWAL ON-MASS

Who can forget Spring Break 2010 when over 200 Farmingdale adjunct staff received Non-Renewal letters (how UUPers get "fired"). This was done despite the fact that adjuncts make up the majority of our teaching staff! Also non-renewal of part-time staff is generally a local decision, but the departments they worked for had NO IDEA or input toward this decision. Many of the 200+ adjuncts who received non-renewals had taught here for decades!

Thanks to the swift actions of UUPF, and the wisdom of College administrators to admit such a grave error in judgment, those letters were rescinded. All but 2 of the over 200 adjuncts returned to work in the fall.

FURLOUGH – NOT SO SAGE

One of the first things Governor Cuomo created upon taking office was his Spending and Government Efficiency (SAGE) Committee and charged it with finding ways to reduce the number of state agencies by 20%, and to "redesign" local governments, Medicaid and public education. Within weeks he mounted what can only be described as an attack on all public unions for not endorsing him. He bragged about the *months* of furlough to be imposed on state employees, referring to it an achievement on behalf of New York taxpayers — as if we weren't members of that popula-



tion!

But again, thanks to the incredible efforts of the UUP Negotiations Team we will get 7 of 9 weeks furlough returned to us at the end of the contract. Who's bragging now?!

Wow! That was just the first two years. Perhaps we can reminisce about the last four at our last General Membership Meeting on April 23rd.

UUP Statewide Officers will be there to fill you in on the latest issues confronting us, and I ask you to **make Farmingdale proud with a FULL HOUSE!**

In Solidarity,

Yolanda Segarra

UUPF ELECTION RESULTS: SPRING 2015

<u>Candidate</u>	<u>Total</u>	<u>Rank</u>	<u>Candidate</u>	<u>Total</u>	<u>Rank</u>
<u>President and Delegate</u>			<u>Academic Delegate</u>		
Janik, Vicki K.	197	X	Scala, Louis A.	54	1
Smiles, Micahel	1		Reganse, Robert	53	2
Reganse Robert	1		Smiles, Michael C.	52	3
<u>Vice President for Academics and Delegate</u>			Porciello, Margaret	51	4
Smiles, Michael C.,	59	X	Samuel, Fayez	44	5
DeLucca, James	1		Ellis, Henry	42	6
<u>Secretary</u>			Cody, Douglas	41	7
Nilsen, DeborahAnn	183	X	Mebane-Cruz, Anjana	41	8
Dember-Neal, Theresa	1		Masserwick, John	40	9
<u>Treasurer</u>			Bandyopadhyay, Amit	1	10
Conforti, Susan	183	X	<u>Professional Delegate</u>		
<u>Officer for Contingents</u>			Maertz, Barbara	57	1
Cody, Douglas	172	X	Nilsen, Deborah	51	2
			Mayers, Darleyne	50	3
			Ayo, Solomon	48	4
			Stier, Amy	2	5
			Segarra, Yolanda	2	6
			Orlick, Mark	1	7

Statewide Tidbits

- ♦ The Faculty Senate is drafting a resolution which will also re-ject SUNY's "Rational Tuition" plan unless it is accompanied by "Maintenance of Effort" funding. Way to go!
- ♦ The UUP College Scholarship Fund annually awards up to four scholarships to outstanding SUNY students. Now you can tell your friends and family to support it through SEFA! Look for #999-01092
- ♦ Deficit Reduction — Just a few pay periods left. Make no mis-take, this was a NO INTEREST LOAN that we made to NYS, and it is coming due!



Individual Development Awards: 2015

Part-Time

Benvenuto, Laura	\$560
Dautner, Jessica	\$560
Fody, Allison	\$350
McGovern, Allison	\$730
Pezzanite, Barbara	\$647
Resh, Carlee	\$560
Tak, Sangdong	\$560

Full Time

Altuger-Genc, Gonca	\$600	Goodstone, Lori	\$600
Austin, Rita	\$1,000	Greenidge, Maxine	\$1,000
Bandyopadyay, Amit	\$700	Gruber, Janet	\$500
Bergstein, Jennifer	\$560	Aaron, Howell	\$890
Casa, Cristina	\$350	Jurow, Ru	\$1,000
Chen, Dandan	\$1,000	Miao, Lei	\$1,000
Chen, Yu	\$1,000	Nikolaidou, Maria	\$1,000
Cherkis, Fran	\$628	Prazak, Lisa	\$1,000
Coley, Kathy	\$500	Radigan, Jeanne	\$500
Cooper, Evan	\$1,000	Radu, Mihaela	\$800
Earle, April	\$1,000	Rosciano, Annemarie	\$400
Franklin, Keri	\$256	Rozakis, Laurie	\$500
Ghadyani, Hamidreza	\$600	Seifter, Jessica	\$1,000
Glaser, Christine	\$1,000	Simonson, Jack	\$710
Gold, Howard	\$384	Zoghi, Mohamad	\$1,000

Professional Tidbits

By Solomon Ayo

Our annual evaluation and promotion cycle for Professionals has begun.

In large departments, supervisors should already have scheduled consultations with professional staff. In departments that function well, staff members are routinely apprised of successes and shortcomings, so the annual formal evaluation should not be a surprise. Evaluations are limited to duties and responsibilities specified in existing Performance Programs. If there are significant and permanent changes in responsibility, they should be specified in the new Programs for next years.

The College relies on the work we do voluntarily beyond the performance program, and that work should be praised and supported. However it *should not* appear in

performance programs, as we are not paid or evaluated for it.

The deadline for both annual evaluations and applications for promotion is Monday, June 1, 2015. Any professional in their present position for 12 months or more should submit updated documents to Human Resources. The official forms are available on their webpage. If you have any questions, please contact me.

WHERE YOU STAND...

At our last professional workshop on Thursday, March 12th, some members raised questions about difficulties in accessing their personnel files. UUPF has brought this issue to the attention of management. UUPF is in the process of working with HR to review and improve the procedure for review-

ing files. I will keep you posted on our progress.

LEADERSHIP

The UUP Leadership Workshop that I attended from March 20—22nd in Cooperstown. UUP members were encouraged to sign up for online member development workshops on various job-related issues through the Leadership, Education Action Development (LEAD). The workshops are taught by NYSUT Labor Relations Specialists. The plan is to offer new workshops every few weeks. To learn how to sign up please go to the UUP website <https://uuphost.org/leadinstitute/>

In Union,
Solomon Ayo



A CONFERENCE for Long Island Professionals

SAVE THE DATE

Who: Long Island Professionals

Where: Stony Brook Hilton Garden Inn
1 Circle Road, Stony Brook

When: Wednesday, June 3, 2015
6:00 — 9:00 pm

Dinner will be provided.

The event is free.
Space is limited;
Sign up early

RSVP
by May 22nd

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



UUP is pleased to offer members

and chapter leaders this series of online-based workshops as supplemental learning tools.

These tools will introduce and reinforce union concepts necessary to maintain and grow a vibrant labor union, and assist members in developing their careers.

FINANCIAL RESOURCES AT YOUR FINGERTIPS

NYSUT Member Benefits is excited to launch its newly created online Financial Planning Center to assist NYSUT members & their families with making a variety of important financial decisions.



Whether you have questions about retirement planning, saving for college or considering purchasing a home, the Financial Planning Center offers valuable tools & resources to assist you. Take the time to check out everything this new section of our website has to offer and remember to bookmark it as we will continue to offer new items on a regular basis.

**This unique resource provides
NYSUT members with free access to the following:**

- | | |
|---|--|
| <ul style="list-style-type: none"> • Financial calculators • An interactive planning module • Customized Kiplinger's retirement newsletter | <ul style="list-style-type: none"> • Kiplinger's Annual Retirement Guide • 403(b) Field Guide • Preventive Law Guides • And more to come |
|---|--|

To access the NYSUT Member Benefits Financial Planning Center, visit the Member Benefits website at memberbenefits.nysut.org and click on "Financial Planning Center."

What Are Other UUP Chapters Counting?

By Vicki Janik, Vice President for Academics

Sometime we forget about all the other UUP chapters across the state. What kind of problems do they have?

Do they stand together so that students can learn more, so that staff members can realize greater achievement, so that their campuses can make students “all that they can be?”

Do other UUP chapters work to overcome the influence of .01%-rapacious, ill-natured, anti-student, Albany budget blasters? What exactly does UUP do on SUNY other campuses?

We decided to check this out, so here's the first installment—from Oneonta and Fredonia: If you want to read more about this, go to the UUP website and read the outstanding newsletters of these chapters.

UUP Fredonia: Like other chapters, Fredonia has been increasingly focused on its adjuncts. Why? Because when the staff comprises so many adjuncts (not *nearly* as many as ours, however), job security is lost and, consequently, faculty voices are muted, even though the Policies of the Board of Trustees *requires* faculty responsi-

bility for academic programs.

Fredonia conducted a survey of its contingent staff. What are their greatest concerns? As anyone might predict, adjuncts' two greatest problems — **PAY AND JOB SECURITY** (big surprise, yes??). This is not good. When teachers become overwhelmed by the most basic concerns of their



career—money and being fired--it can do little good for students, or SUNY, or even New York State and the United States of America.

UUP Oneonta: Every other year, the chapter conducts an evaluation of its managers. Bargaining unit members respond to a number of questions evaluating the entire management as well as individual managers. The response rate was

over 60% in fall 2014 among full-time staff. Evaluation results, published in detail in the March 2015 Oneonta *Sentinel*, compared fall 2012 and 2014 results. All ratings fell markedly.

Does that mean that all managers at Oneonta suffer from a precipitous decline in management skills?

Or perhaps does it mean that SUNY is funding diminished services, weakened faculty voices (adjuncts), limited opportunity for student growth (streamlining), and growing corporate profit from taxpayer dollars, successfully marketed as “innovative technology” (Read: Centgage, Axiom, Coursera, Udacity, edX, News Corp, Ellucian, Pearson, et al.).

There was a time when university education was available to only the lucky few-- first-born sons of property owners. This inequity was blown away by **outstanding public higher education**. It must not be lost.



FARMINGDALE CHAPTER

EXECUTIVE BOARD

Yolanda Segarra

President

Vicki Janik

VP Academics

Solomon Ayo

VP Professionals

Susan Conforti

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Secretary

Henry Ellis

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Affirmative Action

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EOC

Mike Oil [elected]

Grievance: Academic

Lou Scala

Grievance: Professional

Darleyne Mayers

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Theresa Dember-Neal

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Valerie Madeska

Labor/Management

Mike Smiles

Library Concerns

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Harry Espaillat

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Academic [8]

Doug Cody

Elena Eritta

Fayez Samuel

Vicki Janik

John Masserwick

Richard Pollard

Margaret Prociello

Mike Smiles

Lou Scala: [1st alternate]

Professional [3]

Barbara Maertz

Solomon Ayo

Larry Lopez

Theresa Dember-Neal [1st

VOTE-COPE Thanks continued...

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TUESDAY, MAY 5, at 4:00 PM
APPETIZERS & TWO FREE DRINKS
Compliments of your UUP Chapter

PLEASE RSVP: uupfdamato@aol.com

SPECIAL GIFTS FOR VOTE/COPE CONTRIBUTORS

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Solomon O. Ayo

Black Faculty Staff Assoc Task Force

Comm of VPs for Professionals

Douglas S. Cody

Contingent Employt Comm

Technology Issues Comm

Susan L. Conforti

Finance Comm

Henry G. Ellis

Contingent Employt Comm

UUP Outreach Comm

Jim Friel

Labor & Higher Education

Staci L. Gardner

EOC Concerns Comm

Women's Rights and Concerns

Vicki K. Janik

Comm of VPs for Academics

Grievance Comm

Labor & Higher Education Comm

Task Force on Issues of Diversity*

Women's Rights and Concerns *

Barbara T. Maertz

Active Retired Membership Comm

Finance Comm

UUP Outreach Comm

Darleyne E. Mayers

Affirmative Action Comm

Black Faculty Staff Assoc Task Force

EOC Concerns Comm

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Membership Comm

Margaret M. Prociello

Technology Issues Comm *

Women's Rights and Concerns

Louis Scala

EOP Comm

Veterans' Affairs Comm

Donna R. Scarallo

EOC Concerns Comm

Yolanda Segarra

Comm of Chapter Presidents

Task Force/Hostile Workplace

Technology Sector Comm

Mary J. Stedman

Nursing Professns Work Group

Diane H. Yorg

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 Vicki Janik at Vicki.janik@farmingdale.edu. *The opinions expressed in this newsletter are those of the contributors and not necessarily those of UUPF.*