



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



February 2015



In this issue

- ♦ National Adjunct Awareness Week
PAGE 1-2
- ♦ UUP Urges Student Loan Forgiveness
PAGE 2
- ♦ President's Message
PAGE 3
- ♦ Governors' Goals: 2015-2016
PAGES 5-6
- ♦ Data Breach at Anthem
PAGE 7

It's National Adjunct Awareness Week: February 23-27

But wait! At Farmingdale State College there already *is* a great awareness of adjunct faculty, especially among students.

Why? Because that's who FSC students see in class; that's who teaches them.

Please Note:

FACULTY	FULL TIME	PART TIME
NOVEMBER 2013	203	430
NOVEMBER 2014 (preliminary)	218	475

(This is the highest PT/FT ratio in SUNY, save Empire State.)

Let's be honest: there *is* no Farmingdale State College without this massive number of outstanding, dedicated adjunct faculty.

Since the adjunct faculty is the reason for the continued existence of the college, how well are they recognized?

PAY FOR ADJUNCTS FOR A THREE-CREDIT COURSE

INSTRUCTOR	ASSISTANT	ASSOCIATE	PROFESSOR
\$2,754.45	\$3,041.10	\$3,245.40	\$3,532.05

So instructors who are given the opportunity to teach two classes each
(Continued on page 2)

UUPF Office

**Ward Hall
First Floor, West Wing**

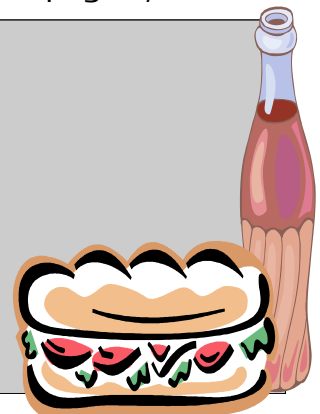
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**GENERAL MEMBERSHIP
THURSDAY, FEBRUARY 26**

**GLEESON 104 at 11 a.m. and
WARD HALL Great Room at 3:15 p.m.**

**Lunch will be provided at the 11 a.m. meeting
PLEASE NOTE TIME /LOCATION CHANGE...**



It's National Adjunct Awareness Week: (continued from pg. 1)

semester (an average adjunct teaching load) can earn as much as \$11,017.80 per year with a master's degree.

Or, if adjunct teachers work at FSC for 12 consecutive years and have the good fortune to have been granted 3 promotions (only a lucky few have been so honored), they can earn as much as \$14,128.40.

On the other hand, today they can work part-time at WalMart (30 hours) for minimum wage and earn \$13,125 with their high school diploma.

But for any of these individuals—the adjunct instructor, the ad-

junct professor, or the Walmart part-timer—there is good news. They are all eligible for SNAP (food stamps). This is the New York State Supplemental Nutrition Assistance Program that promises you can “buy healthy food for you and your family when money is tight.”

For a FAMILY OF ONE, eligibility for SNAP begins with an annual income of \$15,180.

So for **National Adjunct Awareness Week** we can all be confident—and aware—that some of our 475 “outstanding teacher-scholars...”[who are] committed to diversity and excellence in

learning, scholarship, research, and service to society” (*College Catalog*) are, with great good fortune, eligible for food stamps.

—Vicki Janik



UUP Urges Student Loan Forgiveness Program

— Vicki Janik

According to a recent article in *Newsday* (December 9, 2014), United University Professions, (UUP), the largest higher education union in the world representing 35,000 faculty and other professionals in the State University of New York (SUNY), has proposed a plan for student loan forgiveness and student loan refinancing.

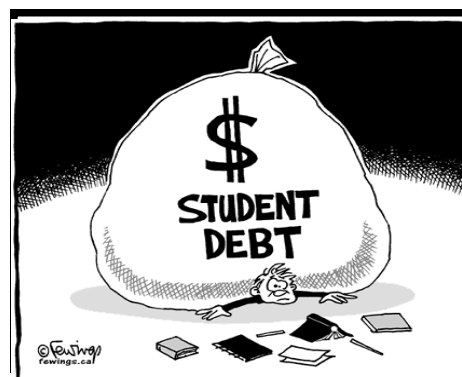
UUP President, Fred Kowal has offered a two-part plan: 1) refinancing loans for students who have earned a bachelor's or as-

sociate's degree at a state-run campus at a rate tied to U.S. Treasury note rates; 2) loan forgiveness up to a maximum of \$29,400 for adjunct faculty who teach at least two courses at a state campus for at least one year.

Kowal stated that funds received by the state from “national financial settlements” could cover the cost of the proposal. He also noted continuously shrinking state support for SUNY. This decreasing state support has forced student tuition and fees to increase, covering an ever greater percentage of the SUNY budget, up 13% from 50% to 63%.

But Republican Senate co-leader, Dean Skelos (Rockville Centre) has urged, instead, greater funding for SUNY infrastructure—constructing buildings or purchasing supplies and equipment.

Kowal responded, “We see public higher education as a human infrastructure investment.”



President's Message

Welcome back everyone!

As usual UUP has been very busy through the break. Here is an update on what's happened and what's coming up:

GENERAL MEMBERSHIP

meetings this semester will be held on Thursdays at 11:00 am. This was done at the behest – and nearly unanimous vote – of attendees at meetings last year. Also by popular demand, we are returning to Gleeson Hall room 104.

However, in acknowledgement of the final tally of the Grid Survey circulated by UUPF last fall, we will also have a February General Membership meeting on the same Thursday afternoon at 3:15 in the Ward Hall Great Room. Of course, lunch will *not* be provided at the afternoon meeting. Attendance at this first one will determine the practicality of future Thursday afternoon meetings.

UUPF will revisit this issue next year should changes to the course grid be implemented in a timely fashion.

LEAD

Introducing Leadership Education and Action Development – a series of online workshops that UUP offers members as supplemental learning tools to assist them in developing their careers.

Workshops are organized in learning tracks such as Professional Development and Contract Enforcement. All workshops are planned and presented by NYSUT Labor Relations Specialists assigned to UUP and guest presenters. More information on how to register for these workshops will soon be available via our webpage.

IDAP

The 2014-15 Individual Development Award Program is fully underway. The committee has received lots of applications and is in the process of reviewing them. Applicants can expect responses in the coming weeks.

NAAW

National Adjunct Action Week is February 23rd –27th. There is a nationwide movement to bring attention to the epidemic of *Education by Per Diem*.

Adjunct faculty at some universities are planning sick-outs, marches and community forums. However, faculty throughout SUNY are mindful of New York's Taylor Law [Public Employees' Fair Employment Act] which protects Tenure and prohibits actions which are disruptive to the delivery of education, such as strikes, sick-outs and in-classroom discussion of terms and conditions of our employment.

I trust – particularly here in Farmingdale, where we rely so heavily on the service of our adjunct faculty and staff – that we will ALL, departments, individuals and administration dedicate some time and effort to acknowledge their contribution in a meaningful way. For example: improvement of office space, recommendations for promotion or salary increase, or the establishment of more inclusive mechanisms for their exchange of ideas. A great idea for SUNY is JUST PAY THEM MORE.

SEAMLESS TRANSFER

NOT! In case you haven't noticed, the "S" train hasn't stopped moving, despite the Governance resolution.

Let's face it, this smoke-screen



for future, for-profit, online education modules, to be packaged by private-sector groups, has NOTHING to do with educational streamlining or students. We don't have a transfer problem! But if we did, SUNY would have long-ago required a minimum percentage of 2+2 articulation agreements throughout the system – something for which there is already a mechanism. Existing faculty could develop these binding contracts in a handful of years at a decimal of the cost of this Seamless Transfer initiative, without sacrificing the academic integrity of existing programs.

Those of us who were here 20 years ago when so many of our baccalaureate programs were developed can recall when **redundancy** among SUNY programs was the sin to avoid, forcing all of our programs to be SO unique that they are seamless with *nothing*!

Let's stop this train before it derails!

In Solidarity,
Yolanda Segarra

Make your dental & vision care a priority!

Well, another year has passed us by and the New Year is upon us! As you take stock of the various resolutions you've made for this year, now is the time to make your dental & vision care a top priority.

Dental Care



The NYSUT Member Benefits Trust-endorsed Dental Plan features the MetLife PDP Plus Network.

The Plan offers easy to understand dental coverage that allows you to:

- Protect you and your family by providing competitively-priced dental coverage for most preventive and routine services that help promote long-term oral health.
- Choose the dentist of your choice at the time of treatment. You do not have to select a primary dentist and there is no ID card to show or referrals needed for specialty care.
- Save on out-of-pocket expenses by receiving services from thousands of participating dentist locations nationwide that agree to charge fees typically 15% to 45% lower than the average charges in your area.

With the MetLife Dental Plan featuring the PDP Plus Network, you'll receive a wide range of benefits that provide choice, savings and convenience to help make your dental health a priority.

Vision Care

The NYSUT Member Benefits Trust-endorsed Vision Plan provided by Davis Vision ensures that you are able to obtain proper eye care.



The plan offers a variety of benefits, including:

- One complete eye exam (including glaucoma testing, and when professionally indicated, dilation).
- One pair of eyeglasses (lenses & frames) or contact lenses per benefit period – paid in full according to plan specifications from participating providers.

Once you've enrolled in the plan and you're confirmed, simply call an in-network provider, identify yourself with your name or NYSUT ID number (available on your NYSUT membership card), make an appointment, and use all of the plan benefits at that visit (exam & glasses cannot be split into two appointments).

The provider's office will contact Davis Vision and verify your eligibility for benefits. There are no claim forms or ID cards needed to use the plan.

February is Member Appreciation Month!

Don't forget that NYSUT Member Benefits is teaming up with its endorsed program providers for a special month-long event in **February 2015**.

Member Appreciation Month will feature a special prize drawing each day of the month in February, including a Bose Wave Radio, iPad Mini, several



Amazon Kindles, and a variety of gift cards. The winners of the daily prize drawings will be announced exclusively on the Member Benefits website throughout the month of February.

You **MUST** be a member of the voluntary Member Benefits MAP Alert email service to be eligible for these drawings!

For more details about these endorsed programs or Member Appreciation Month, visit the Member Benefits website at memberbenefits.nysut.org or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

Jan./Feb. '15

Governors' Goals: 2015-2016: Wisconsin and New York

Last week did you read about Scott Walker, the governor of Wisconsin, who has proposed three radically new attacks on higher education at the [for now, at least] world-class University of Wisconsin?

1. Cut \$300 million from the university's budget.



Governor Andrew Cuomo, Governor of New York



Governor Scott Walker, Governor of Wisconsin

2. "Shift power over tuition from the Legislature to a new public authority controlled by appointed regents"

3. Delete from its mission "the search for truth" and "educate people and improve the human condition." Replace it with meet "the state's work-force needs" (NYT, February 16, 2015, A17).

[con'd on page 6]

[Continued from page 5]

Later, after a groundswell of criticism, Walker said #3 was an editing error (a typo, presumably).

This proposal cannot be blamed on Walker's own lack of a college degree. Rather, it is pathetic political pandering. Motivated by his presidential dreams, Walker is apparently miming for a population of wealthy donors who seek a large, skilled labor force

- 1) working without asking questions (since worker job security is often perceived to be directly proportional to worker passivity),
- 2) in a largely unregulated environment,
- 3) for wages determined in a wished-for, ironically named "right to work" environment, or perhaps a "right to work" nation.

Walker also speaks for those voters who have been persuaded (by the \$ of wealthy donors) that intellectual curiosity, "the search for truth" afforded by the university, drains away too much of their tax money.

It's bad enough that this is happening in Wisconsin, a state with a long and honored tradition of respect for academic achievement and concern for individual success.

But this must not happen in New York!

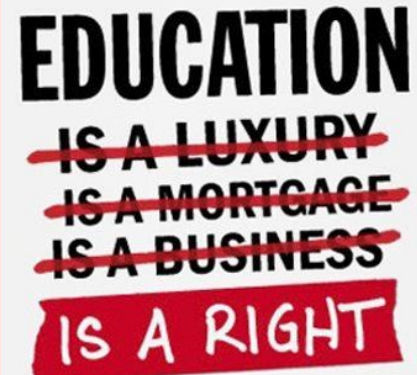
Financial/political forces, however, are tiptoeing in that very direction, clearly holding the hand of the governor.

You must read Governor Cuomo's proposals in his State of the State address:

First, the Executive Budget for State-Operated Campuses includes funding cuts for the SUNY Educational Opportunity Program (EOP) and the ATTAIN labs in the Educational Opportunity Centers (EOC). Both are highly successful programs, but may not deliver high 4-year graduation rates.

Second, each campus must have an approved "performance improvement plan" by December 31. No approval? - funding will be cut by approximately 10%. What must this improvement plan include?

- Required "experiential learning" in all degree programs
- Bonuses for professors who "generate the greatest research and development and commercialization opportunities (through the Research Foundation)
- Bonuses for presidents of campuses with the most commercialization of re-



EDUCATION
~~IS A LUXURY~~
~~IS A MORTGAGE~~
~~IS A BUSINESS~~
IS A RIGHT

search (through START-UP NY)

- Criteria to improve access, completion, academic, post-graduation "success," re-search, and "community engagement"

Other components of the SUNY budget move in a similar direction. Of course, working together with businesses can be valuable, but overall, these proposals create a taxpayer-funded golden gift to Wall Street.

If powerful individuals implicitly seek for SUNY to become a nursemaid for private industry, we in UUPF must work for the greater mission of SUNY: to support all individuals in New York State to learn, to search, to serve. And we must do it together.

Vicki Janik

DATA BREACH AT ANTHEM

Fred Kowal, UUP President

Dear Colleagues:

There was a data breach at Anthem - the parent of Empire Blue Cross Blue Shield (EBCBS), which provides coverage for the Hospital component of the Empire Plan. Most of the media reports indicate that the breach was the result of a "sophisticated cyber attack", rather than an internal business failure.



Anthem will provide credit monitoring and identity protection services free of charge to those who have been affected; Anthem has established a website,

The breach involves Anthem's entire book of business, including Empire Blue Cross Blue Shield.

Anthem has contacted law enforcement, is working with the FBI, and has retained the cybersecurity firm Mandiant to evaluate its systems and conduct forensic work. At this time, Anthem has not yet determined which specific enrollees have been affected.

Until proven otherwise, we should anticipate that the breach could impact all Empire Plan and EBCBS HMO members.

Anthem's Actions:

- Anthem will notify each current and former member whose information has been accessed;

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www.AnthemFacts.com<<http://www.anthemfacts.com/>>

for members to access information or see FAQs; and

- Anthem has established a dedicated toll-free phone number (1-877-263-7995) for members to call with questions.

The Department of Civil Service has placed an alert notice on the opening page of its website (<http://www.goer.ny.gov/>) with directions to the toll-free phone and website.



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Lou Scala

Grievance: Professional

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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

GENERAL MEMBERSHIP MEETINGS

*******Spring 2015*******

February 26: 11:00 a.m.; Gleeson 104

February 26: 3:15 p.m.; Ward Hall

March 26 11:00 a.m.; Gleeson 104

March 26 3:15 p.m.; Ward Hall

April 23 11:00 a.m.; Gleeson 104

April 23 3:15 p.m.; Ward Hall

Lunch served at 11:00 a.m. meeting.

SEE YOU THERE!

CHAPTER MEMBERS on STATEWIDE COMMITTEES

Solomon O. Ayo

Black Faculty Staff Assoc Task Force

Comm of VPs for Professionals

Douglas S. Cody

Contingent Employmt Comm

Technology Issues Comm

Susan L. Conforti

Finance Comm

Henry G. Ellis

Contingent Employmt 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

Task Force on Issues of Diversity

Deborah-Ann R. Nilsen

Membership Comm

Michael S. Oil

EOC 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/H:ostile 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.*