



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



March 2015



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CALL OUT CUOMO RALLY

By Barbara Maertz

What a fantastic rally in Albany on Monday, March 1st!. We were almost 1000 union members walking down the corridor of the Legislative Office Building and up the steps of the Million Dollar Staircase, chanting slogans all the way. I was proud of our union and proud to be a member of NYSUT. The next day we went to the legislators' offices to inform them of the UUP agenda.

The UUP leaders have been working tirelessly to get our budget priorities included in the state budget. These priorities include the following items:

Increasing state funding for SUNY's operating costs by \$131.4 million and adding a genuine maintenance of effort provision.

Rejecting proposals that would harm students and teacher preparation programs at SUNY and CUNY.

Restoring funding of state hospitals to their former level of \$128 million after cuts in the last three years.

Restoring the \$1.3 million proposed cut to the EOP program.

Supporting the EOC program with realistic budget proposals.

Rejecting performance-based funding proposals so near and dear to the governor.

We must make every effort to make our voices heard!

I know that most of us can't travel to Albany, but e-mail your local legislator through the uupinfo.org website. It is critical in these last days of March that we contact our local legislators and let them know that we need their support to protect and fully fund our SUNY system.

One legislator, Assemblyman Chad Lupinacci from South Huntington, teaches business right here on the Farmingdale campus. His local office is on Route 110 in Huntington. Find out how he is going to vote.

Assemblyman Charles Lavine is in Bethpage, Joseph Saladino is in Massapequa, our newest Assemblywoman, Kimberly Jean-Pierre, is in Lindenhurst, and Senator Michael Venditto is in Massapequa. Make sure that they hear your voice or read your e-mail. They need to know that Farmingdale State College and UUP are important to the community and to you.



UUPF Office

Ward Hall

First Floor, West Wing

Tel: 631-694-UUPF (8873)

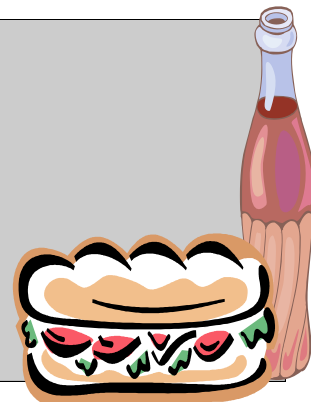
Fax: 631-694-3370

E-mail::uupfdamato@aol.com

Web: www.uupfarm.com

GENERAL MEMBERSHIP THURSDAY—MARCH 26

GLEESON 104 at 11 a.m.



RETIREE BRUNCH IN MAY

Invitations have gone out to the retirees from Farmingdale, Old Westbury, and Stony Brook announcing the Spring 2015 COARM meetings.

At Stony Brook on April 22 we will have an exciting presentation by Dr. Patricia Wright, a world-renowned researcher and primatologist on the social life of the lemurs of Madagascar. Professor Wright has spent 28 years in Madagascar founding the Ronamafona National Park and studying the behavior of the lemurs. Dr. Wright is a Distinguished Professor of Anthropology at Stony Brook.

Also on the agenda is a recognition of the many years of service that Judy Wishnia has given as chair of COARM. As Judy retires from this position, we honor her energy, her advocacy for the issues of seniors, and her consistent representation of UUP union issues in every place where

she travels.

At the University Club at Farmingdale on Friday, May 1st, COARM will present Professor Bob Reganse discussing Wines 101, a short presentation on selecting and enjoying various wines.

Remember to sign up for COARM membership when you retire, and you can join us at these meetings in spring and fall each year. Membership in COARM makes you eligible for UUP Member Benefits including Delta Dental, Davis Vision, Epic Hearing, UNUM Life Insurance, travel protection, and the entire list of NYSUT Benefits.

COARM members should respond to Debbie Amato in the UUPF office to attend.



CHAPTER MEMBERSHIP EVENT CHANGING TIMES

Tuesday, May 5th at 4:00 p.m.



Open Buffet

All UUPF members will receive two tickets for free beverage. Members can also purchase raffle tickets for two chances to win \$50 Gift Cards. **Member must be present to win!** Please reserve by Friday, May 1st at 631-694-UUPF (8873).

MEMBER MUST BE PRESENT TO WIN!

PLEASE RESERVE BY FRIDAY, MAY 1 TO UUPFDAMATO@AOL.COM

President's Message

UUPF was hard at work during Spring Break. A few members of the Executive Board attended a leadership conference in Cooperstown where they shared experiences with fellow delegates from around the state. Other chapter leaders manned the homefront, supporting members in need of representation and counsel.

I had the privilege of representing UUP at the Somos El Futuro Conference in Albany this past weekend. Many members of UUP and NYSUT were in attendance to advocate for public K-12, higher-ed, EOP and for our public hospitals. We were focused on the necessary changes to the State budget, which negatively impacts all aspects of public education. At the conference we learned how the budget particularly impacts poor and immigrant students *as well as* their teachers.

Workshops focused on current obstacles to a quality K-12 system, and the resulting impediments to higher education. We heard personal stories of injustice and hope from undocumented students raised in this country – the only country they’ve ever known – who’ve excelled as both citizens and students, only to be denied higher education.

We heard from a panel of educators, researchers and policy makers about current student testing systems. Current testing completely disregards language barriers, which critically impact a student’s ability to demonstrate their mastery of subject matter. When those testing mechanisms become the primary factor in determining school budgets, the fundamental issues that im-

pact student learning cannot be addressed.

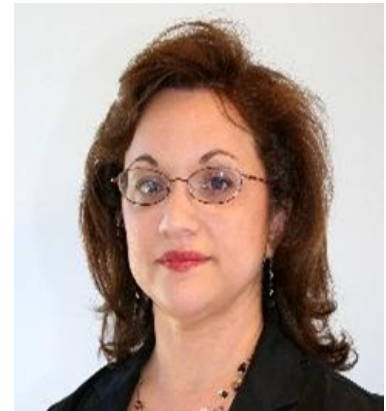
If a child hasn’t eaten in 24 hours and is wearing the same clothes for 3 days, it’s likely that his capacity for learning is diminished. But current testing mechanisms would test and fail both this student and his teacher, and the subsequent funding mechanism would punish their school.

FULL FUNDING requires an understanding of the REAL PROBLEMS that students and teachers face every day. Poverty, hunger, safety, native language – all impact a student’s ability to learn. But these issues also hinder progress for students who are not so afflicted if their teachers are not provided the support needed to serve the students who do.

Panelists argued that what’s needed is funding that is allocated according to students’ needs rather than by headcount or test scores. The REAL NEEDS identified by the panel include:

- Longer test times for ESL students in order to accommodate language barriers and allow for true assessment of subject matter learning.

Healthy class sizes so that teachers can better accommodate during class time the full range of learning abilities that exist in one class. This could reduce the need for expensive, specialized learning venues. A clear understanding of the range of hurdles confronted by ESL and first-generation students. These students need experienced teachers who are properly trained to teach through the hinderances, and full-time counsellors to help them apply for college. There also needs to be an end



to the practice of developing IEPs for ESLs. Language is not a disability.

The panel also suggested that we challenge our political leaders to FOLLOW THE MONEY. We hear politicians brag all the time about “special-ed funding” they’ve allocated, but then they don’t follow up to make sure that the services are actually provided where and when they’re needed.

We need to challenge legislators to end FUNDING by TESTING. We need teacher assessment that takes into account the “above and beyond” that cannot be captured by student test scores. We need the governor and his cronies to back off of Teacher Prep programs. Proposed policy changes will only hurt SUNY programs *and* students, while doing *nothing* about the real problems I’ve shared with you here. So please, **contact your legislators this week** and ask them to **reject** the Education Reform Bill –Subpart A!

In Solidarity,
Yolanda Segarra

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."



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.

Mar/Apr. '15

Academic Adjuncts -Revisited

By Vicki Janik

Let's think about the actual jobs of the majority of us--you, who are our 475 adjunct professors—

What kind of *pats on the back* regularly happen for you? Or, conversely, what kinds of *finger pointing*?

PATS ON THE BACK

Hourly Pay: For two courses you can take home slightly over \$400 every two weeks—during the semester--assuming health insurance payments and instructor status. This dollar figure can skyrocket perhaps by \$100 after three promotions and 12 years.

Unemployment: You can apply during breaks when you are not employed and unsure whether you will be reemployed.

New York State Supplemental Nutrition Assistance Program:

Even with full professor adjunct pay for two courses per semester, you are eligible as a family of one for some free food in New York State all 12 months of the year (as noted last month).

Equipment and Supplies: You should have a desk-to-share and a mailbox somewhere on campus, probably with access to a computer and a printer.

Photocopying: Watch out about photocopied materials for your students. So long as you submit the originals two weeks ahead of time, you should probably get them back from the print shop in time for class. This can take planning.

[Warning: Don't overuse the department copier! You are an adjunct,

and there are so many adjuncts, especially after 5:55 p.m.! You might overburden the machine with your students' classroom needs.]

Invitations to Department Meetings: You may receive them, but, like individual states' rights, this depends on individual departments.

Prizes: There's the recently instituted SUNY Chancellor's Award



for Adjuncts. As of this year, 5 of our 475 individuals have won this impressive statewide award. It comes with a medal.

FINGER POINTING

Online Requirements: You might have a letter placed in your file if you don't pay *timely* attention to and complete online, outside-of-class, outside-of-your-hourly-pay obligations:

- Nonattendance forms for all students. Be careful. Mistakes can take a lot of extra time to correct.
- Mid-semester progress reports.
- Responses to Immunization records: You must watch these lists, because they're a legal issue.
- Final grades: Get them posted on time! And let students beware! If a student needs an incomplete (and who decides this best but you?), it can become a lot of trouble for you. You may be contacted about the status of

such grades and you may need to respond, during times when you are not employed by the college. So, FYI, try to avoid the incompletes.

Attendance: Adjuncts gain from $\frac{1}{4}$ to 1 sick days per month, depending on the number of courses taught. But be careful about using them! You must appear, after all, to be reliable.

Office hours: Unlike other institutions, SUNY does not require pay for office hours. But what if a student complains to a supervisor that she cannot reach you outside of class? Must you spend even more time online in order to satisfy whomever?

Job security: Since adjuncts who have taught 4 consecutive semesters move from temporary to term appointments, they gain the benefit of 45 days' notice before termination. Over years of practice at FSC, perhaps decades, job security has been maintained based on expertise and seniority. Yes, seniority has historically been a *good* thing.

Promotions: Useful. But how predictably are promotions awarded? Are they awarded based on "requirements" of a particular school--its whimsical "scholarly" or service (there's no pay for this) considerations? Keep in mind that adjunct promotions at other colleges are based on years of teaching service, since *teaching is what the hourly pay is for*.

So why do adjunct professors work here? Because, most of all, adjuncts love to teach, enjoy students, and are gratified by student success. That's nothing but lucky for all of us—because without them, there *is* no all of us.

STATEWIDE UUP RETREAT 2015

By Douglas Cody, UUPF Executive Board

I traveled to Cooperstown with my colleague UUPF VP for Professionals Solomon Ayo on Friday March 20, 2015 to take part in the United University Professions (UUP) New Union and Labor Activists Workshops. This event occurs once per year bringing together current, future and prospective leaders from all chapters of UUP to attend content-filled workshops and to discuss current issues of importance to UUP members. Farmingdale UUP was also represented by Theresa Dember-Neal and Nicole Scruggs.

Fred Kowal and other statewide officers spoke to the group at the opening session late Friday afternoon. Among issues discussed at this opening forum were the Teacher Prep Programs, Vote-

Cope and UUP Advocacy involvement. I spent most of the day on Saturday participating in a 3-part workshop entitled "Forums on Problem Solving. Solomon, Theresa and Nicole attended the Taylor Law and Professional Issues workshops. As always, UUP goes out of its way to put on first class programs that make taking time away from ones own life worthwhile. I know all of who represented UUPF were engaged in each of our sessions and came away with a tremendous amount of great information. On Sunday morning Solomon attended a meeting of Chapter Presidents and Vice Presidents while Theresa, Nicole and I were entertained by Karen Mattison and Mike Lisi from UUP's Communication Office. The first workshop was about Digital Photography

where we learned about how to take better pictures as well as how to properly use them in our chapter communication vehicles. The second workshop was an overview of Facebook and Twitter and was quite informative.

All in all this was an extremely productive weekend. It is always gratifying to come together with all of our statewide colleagues, to share and learn from one another and to feel like you are helping make a difference for all of our members. Whether you are full time, part time or contingent, I highly recommend you consider taking a more active role in UUP by volunteering just a little of your time to perhaps serve on a committee. Remember WE are UUP. That means us of all.



FARMINGDALE ACADEMIC WORKSHOP

Where Am I...

..with regard to Job Protection?

Thursday, April 2nd at 3:15 pm

Ward Hall • Great Room

Presentation by Farmingdale Chapter

Labor Relations Specialist:

Lynda Larson

To get the most from this workshop, bring your Appointment Letter!

RSVP to: uupfdamato@aol.com by Tuesday, March 31st.

DO YOU KNOW YOUR TYPE OF APPOINTMENT?

BY SOLOMON AYO

UUPF continues to address member concerns through professional workshops. Our most recent professional workshop was held on March 3, 2015, and was led by our Labor Relations Specialist, Lynda Larsen. The workshop was well attended and informative. Lynda covered a wide range of professionals concerns about various types of professional appointments. She emphasized the importance of understanding your appointment letter. This letter reflects the conditions under which you are hired and the rights within different types of professional appointments as provided by the UUP Agreement and the SUNY Policies. She also emphasized the importance of your performance program for every type of professional appointment. This document is critical because you cannot be evaluated without it.

The appointment letter, which every UUP employee must receive from the president of the college, states whether you are on a permanent appointment track with job security or NOT. In accordance with Article 30.3.a, presented at the workshop, your appointment

letter should contain the following information:

- Your official State title
- Your type of appointment: temporary, probationary, term, or continuing
- The duration of your appointment – if term or temporary
- Your basic annual salary and, if appropriate, your basic rate of compensation.
- The effective date of your employment

Under Article 32, the non-renewal of professionals appointments requires that the president or the president's designee must notify the appointee in writing accordingly not less than

⇒ 45 calendar days for a part-time appointment.

⇒ 3 months within an appointee's first year.

⇒ 6 months upon the one year but not more than two years of service.

⇒ 12 months after two or more years of service.

If you have any questions about these or other matters, please contact me. Also, for a more detailed understanding of your appointment and the renewal or non-renewal process, please refer to Article 30 (p.38-3940) and Article 32.xi (p. 41) in the Agreement or at this link <http://uupinfo.org/negotiations/agreement.pdf>.





FARMINGDALE CHAPTER

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Vicki Janik

VP Academics

Solomon Ayo

VP Professionals

Susan Conforti

Treasurer

Valerie Madeska

Secretary

Henry Ellis

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Affirmative Action

Dolores Ciaccio

F/T Contingent Comm

Deborah-Ann R. Nilsen

EOC

Mike Oil [elected]

Grievance: Academic

Lou Scala

Grievance: Professional

Darleyne Mayers

Health & Safety

Theresa Dember-Neal

IDAP

Valerie Madeska

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Mike Smiles

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Jim Macinick [elected]

Membership

RoseAnn Byron

Mentors

Sandra Hustedt

Newsletter

Vicki Janik

Outreach

Henry Ellis

Retiree Concerns

Russ Tuthill

Webmaster

Harry Espaillat

DELEGATES

Academic [8]

Doug Cody

Elena Eritta

Fayez Samuel

Vicki Janik

John Masserwick

Richard Pollard

Margaret Porciello

Mike Smiles

Lou Scala: [1st alternate]

Professional [3]

Barbara Maertz

Solomon Ayo

Larry Lopez



Farmingdale

Chapter Sponsored Program

DEFENSIVE DRIVING COURSE

SATURDAY APRIL 18TH

9:30-4:00 P.M.

LOCATION: TBA



The cost is \$25 per person. Lunch will be served. A non-refundable \$3 deposit is required for registration for the class.

Please contact Debbie Nilsen at Ext. 2462, Laffin 204 to reserve.

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 Commi

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.*