



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



APRIL 2018



In this issue

- ◆ Professionals Corner PAGE 2
- ◆ President's Message PAGE 3
- ◆ Academic Freedom PAGES 4-5
- ◆ UUP Benefits Fair PAGE 6
- ◆ Warning: Threats to Intellectual Property Rights PAGE 7
- ◆ Women Scholars PAGES 8-9
- ◆ Inspired by Emma Lazarus PAGES 10-11

UUPF Office

Ward Hall

First Floor, West Wing

Tel: 631-694-UUPF (8873)

Fax: 631-694-3370

uupfdamato@aol.com

www.uupfarm.org

A Time For Action Farmingdale Foundation

By Mike Smiles

Foundations are private entities that are set up at individual campuses for an additional revenue stream through private voluntary donations. Employees are asked to contribute via payroll deduction to show their support for the institution. Many do!

UUP members are now in their second year working without a labor contract. One of the main issues preventing an agreement is compensation. SUNY is claiming that do not have the finances to give us raises that are comparable to what the other state unions have settled for. This is after a contract where we received zero increases for 3 out of 5 years, were furloughed for 2 days, and gave the State a zero-interest loan for 8 additional days.

Because of the NYS Taylor Law, state workers may not participate in any action that interferes with the normal operation of the workplace. Our leverage is obviously limited.

Since our contributions to the Foundation is voluntary, **UUPF is strongly urging those members who are now contributing to the Foundation via payroll deduction to stop their deduction.** Just send an e-mail (one sentence) requesting to stop your contribution to kaplanba@farmingdale.edu. Other campuses are also urging their members to stop their payroll contribution.

This might put some pressure on campus presidents to encourage SUNY to work with UUP in a reasonable way to settle the contract as soon as possible. ◆

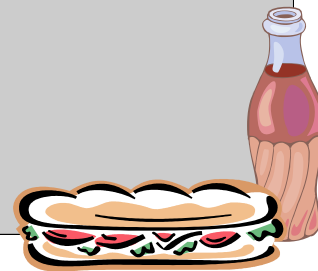
GENERAL MEMBERSHIP MEETING

Thursday, April 19, 2018 ◆ 11:00 am

Gleeson Hall 104 ◆ Special Guest:

UUP President, Fred Kowal

Please join your fellow UUPF members for lunch.



Professionals' Corner

By Harry Gabriel Espallat

To be resigned [ri-zahyned]: to submit oneself, one's mind, etc., without resistance. The action is preceded by disillusion, dismay, unhappiness, or desperation. This was the feeling that had almost overtaken the teachers in Oklahoma before they gathered as a group, supported one another, and decided together to stage a walkout for better working conditions and equitable pay. In UUP, we too could develop a similar disillusioned mental state of resignation, created by the absence of a fair contract for more than twenty months, the result of a political game hosted by SUNY. But we, too, must join together to tell SUNY that we no longer can accept no contract, no raise.

We need to work together as a union, to conquer our feelings of resignation, to realize that a lack of action on our own behalf, within the limits of New York State law, would be the greatest obstacle we face in achieving our goals. The courageous fight of our union brothers and sisters in West Virginia, Oklahoma, Kentucky, and other states, should serve as an inspiration to our becoming actively involved in working for our union goals.

Local Professional Committee Elections:

UUPF will be holding elections for the **Committee on Professional Evaluations** and the **College Review Panel**.

The Committee on Professional Evaluations

is a labor/management committee consisting of two members appointed by the college president, and three professional staff elected at large by all professional employees in the negotiating unit. This committee reviews, at the request of a professional member, a final evaluation report characterized as "unsatisfactory." The committee addresses both the procedures and substance of the unsatisfactory evaluation as stated in the *UUP Agreement* (Section VI, p.100). At the conclusion of the review, the committee submits written recommendations directly to the college president.

The College Review Panel

consists of five to seven members of the professional staff elected at large by all professional employees in the negotiating unit. This committee, at the request of a professional staff member, reviews applications for promotion or salary increase which have been denied at a level below that of the college president. If the panel determines that the increase or change in duties and responsibilities under consideration does not warrant a promotion or a salary increase, the Panel will notify the employee of its findings. If the panel determines that the increase or change in duties and responsibilities under considera-



tion warrants a promotion, it will forward its recommendations to the college president.

Any professional employees interested in serving on either or both committees can email their name and department, along with the name of the committee on which they wish to serve, to Debbie Amato or to me: Harry Espallat, hespail@gmail.com and Debbie Amato, amatod@farmingdale.edu

Finally, we were pleased to see so many of you at the UUP Benefits Event on April 12 at Knapp Hall. We hope that you were able to learn more about some of the union benefits available to you and your family through UUP. The participating vendors expressed to Vicki and me how pleased they were to speak with the so many members who visited the event. ♦

President's Message

While we all are without a contract,

this morning I sat in the Labor Management meeting among the UUPF team members and across the table from the president and several managers who also attended. As we talked, I kept thinking of the irony of the meeting: we are there to settle differences between us, but actually both sides have pretty much the same goals: to educate the daughters and sons of our

fellow New Yorkers so that they can experience fulfilling, satisfying, and healthy lives and enrich to the lives of others.

Who can argue with that?

Possibly some New York political officials or even some SUNY managers who don't actually work on campuses or in hospitals. They are the ones who regularly show excitement over a SUNY they proudly brand as an

"economic engine" or as a spur to "entrepreneurship."

These folks are not talking to students, or to their parents, or to us, who *all are without a contract*, working on the campuses and in the hospitals, grading exams, diagnosing people's illnesses, tutoring math and writing, figuring out financial aid packages, sitting in labs late at night, counselling the troubled.

No--*while we all are without a contract*--these New York political officials and SUNY managers are instead addressing another audience--the quasi-powerful, the neo-wealthy--an audience who sit in cushioned chairs in glass-walled boardrooms. Once in a while, they may think about SUNY, but then, only as an unwieldy public entity,



needing to be made more "efficient." Or perhaps as a mildly offensive expense (except in service to corporate training and R&D) which is made more costly by an undeserving faculty and staff.

So today--*while we all are without a contract*--we sat there in the UUPF conference room. The people who were on the other side of the table? I can wager my much anticipated salary increase that they want what we want for our students.

The people who should be squeezed across the table are the people who flout our goals. They're sitting in their glass-walled boardrooms, blind and deaf to all of us.

In Solidarity,
Vicki Janik



**Spring Fling
Membership Event
at**

CHANGING TIMES

TUESDAY

April 24th

at 4:00 PM

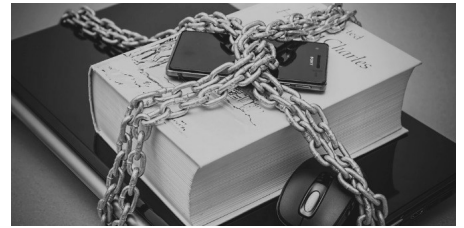
**APPETIZERS
& TWO FREE DRINKS
Compliments of
Your UUP Chapter**

PLEASE RSVP: amatod@farmingdale.edu

Our Honored Union History

By Daniel Scott Marrone

Academic Freedom and the Role of UUP



A core founding principle of SUNY is “Academic Freedom”. SUNY Charter “Part 335, Title I – Academic Freedom” states:

It is the policy of the university to maintain and encourage full freedom, within the law, of inquiry, teaching, and research. In the exercise of this freedom faculty members may, without limitation, discuss their own subject in the classroom; they may not, however, claim as their right the privilege of discussing in their classroom controversial matter, which has no relation to their subject. The principle of academic freedom shall be accompanied by a corresponding principle of responsibility. In their role as citizens, employees have the same freedoms as other citizens. However, in their extramural utterances employees have an obligation to indicate that they are not institutional spokespersons.

After various mergers and legal challenges occurring in the 1960s and early 1970s, the United University Professions was officially recognized in 1973 as *the* entity to represent SUNY faculty and professional staff for collective bargaining and work-related issues. The UUP Charter also addresses “academic freedom”. The union’s website states:

UUP’s other defined goals include advancing education in a democracy and democracy in education, and promoting the principles of unity and collective bargaining in higher education. Its broad range of concerns, primarily expressed through resolutions and motions adopted by its statewide Executive Board and Delegate Assembly, have ranged from issues related to the environmental and social justice, to freedom of expression and academic freedom, and the affordability and

accessibility of public higher education.

While both the SUNY and UUP charters substantially concur, there is a significant difference in that the SUNY Charter directly cites faculty responsibility: “...The principle of academic freedom shall be accompanied by a corresponding principle of responsibility”. With this “responsibility”, academic freedom is not limitless. Hyper partisanship across the nation is churning turmoil and affecting free speech at college campuses. Evidence of this is found in a November/December 2017 Gallup poll embodying a random sample of 3,014 undergraduate students attending four-year U.S. colleges on a full-time basis. The poll, published March 12, 2018, found that 61 percent of these undergraduate students fear “that the climate on their campus prevents some people from expressing their views because others might find them offensive”.

Academic Freedom and the Role of UUP

Continued from page 4

A similar poll taken just a year earlier found that 54 percent of a similar number and classification of students had the same fear. These polls indicate that “free speech” is being increasingly threatened on college campuses.

College faculty should resist any encroachment upon “free speech” and “academic freedom”. The threats are too ominous to ignore. An educator may say or write something that runs afoul of “political correctness”. He or she may say in class a view that is politically *incorrect* and potentially career ruinous—all fully recorded on a student’s cellphone. Ever more ubiquitous social media, especially YouTube, will then broadcast for eternity the educator’s politically incorrect comments. **Both** the extreme political “left” and “right” thrive in attacking

educators. These political radicals share a common aim—stifle the free speech and academic freedom of those questioning the validity, and most especially opposing, extremist views.

There are also *legal attacks* upon government employee unions that protect free speech and academic freedom. One only has to look at the Janus case being hotly debated in the U.S. Supreme Court. A victory for the complainant, Mark Janus, an individual vehemently opposed to paying union “agency” fees, may directly result in weakening government employee unions. ***Weakening unions such as UUP result in weakening protections for educators!***

Wise sage Dr. Benjamin Franklin famously said about the burgeoning American nation,

“Yes it *is* a republic—if you can keep it!” Likewise, for faculty, “Academic Freedom” is a fundamental right—if you can keep it! Faculty members themselves are their own *first* line of defense in protecting “Academic Freedom”. Stick to the course syllabus while lecturing. You also have the right to express your opinions. If those opinions are controversial, be ready to explain and justify your remarks. If you are still attacked for your views, then your union represents your *last* line of defense before taking legal action in court. This shows that union protection, in the realm of protecting academic freedom, is clearly worth the minimal cost of agency fees.

“Academic Freedom” is a complex issue deserving of further illumination and discussion. In this regard, please join Prof. Louis Scala, UUPF VP of Academics, and me at the Academic Seminar to be held in Ward Hall Great Room, on 4/26/18, at 11 a.m. Among the topics discussed at the seminar will be the recent campus “fear factor” Gallup Polls as well as our individual views on “Free Speech” and, of course, “Academic Freedom”. ♦

Learn more at the Academic Members Workshop

11:00 am Thursday, April 26th
Ward Hall Great Room



UUP Benefits Fair



URGENT

from UUP President Fred Kowal

Private companies selling faculty course materials

Possible theft of intellectual property: Faculty input needed for union action

It has come to UUP's attention that private companies such as StudyBlue, Course Hero, and Study Soup are posting course materials such as syllabi, exams, study guides, notes and homework questions without permission from the faculty to whom this intellectual property belongs. Materials can be submitted by students and then sold to other students.



StudyBlue: www.studyblue.com
 Course Hero: www.coursehero.com
 StudySoup: www.StudySoup.com
 Chegg Study: www.chegg.com

To inform UUP or if you have questions, please contact Jamie Dangler, UUP vice president for academics, at jdangler@uupmail.org; 1-800-342-4206.

UUP brought this to SUNY's attention at a Feb. 15 state-level labor-management meeting and we agreed to work collaboratively to investigate and address this problem. Some UUP chapters have already discussed it at campus labor-management meetings and are exploring possible campus actions, including campus Student Code of Conduct and Disciplinary procedures.

UUP is seeking legal advice to consider possible action on behalf of impacted members and we need to identify faculty whose material has been posted without their permission.

We ask faculty to do the following:

- Search the following websites to see if any of your course materials have been posted **without your permission**.
- Inform UUP if your intellectual property appears on any of these sites—or any others you may know of that are posting course materials without faculty permission.

Protect Your Intellectual Property

1. Make sure all your work, including course syllabi and other course materials, includes a copyright notice. In the United States, the copyright notice generally consists of three elements:
 - The © symbol, or the word 'Copyright' or abbreviation 'Copr.';
 - The year of first publication of the copyrighted work;
 - The name of copyright owner.
2. Tell students that posting your course materials without your permission is a copyright violation.
3. Add the following to course materials: "Reproduction of this material is prohibited without the author's consent."

For more information on copyright, click on the QR code at right or go to goo.gl/EUaYtq



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.
 518.640.6600 | FAX: 518.640.6698 | WWW.UUPINFO.ORG | FOLLOW US @UUPINFO

UUPF Recognizes FSC/UUP Woman Scholars

In honor of Women's History Month, UUPF held its second Celebration of Women's Scholarship at Farmingdale State College on March 29 in the University Club. As last year at the lunch event, three women scholars at the college gave presentations on their current research.

This year's presentations were entitled "Celebrating One Woman's Scholarly Passion," by **Dr. Jill O'Sullivan**, Computer Information Systems; "Devising a Hyphenated Heritage on the Nineteenth-Century Stages of New York," by **Dr. Mary Caulfield**, English; and "Nurses' Attitudes

Toward Death and Dying: An Analysis of Registered Nurse Participation in Thanatology Workshops on the Attitudes Toward Caring for Dying Patients," by **Dr. Christine Glaser**, Nursing.

Dr. Veronica Henry, Chief Diversity Officer of the College, gave remarks on continuing efforts to gain equity for women in the workplace. Women and men from across the campus attended the event.

Historically, UUP has given strong support for the research and scholarship of its members. When a new contract is ratified, once again UUP will make available financial support for professional development with programs such as Individual Development Awards (IDAP) and Nuala Drescher Awards. ♦





Dr. Jill O'Sullivan, Computer Information Systems



Dr. Mary Caulfield, English & Humanities



Dr. Christine Glaser, Nursing

Emma Lazarus: American Poet, Philanthropist and Essayist Who Inspired Two Labor Organizations

By Daniel Scott Marrone

Emma Lazarus' ancestors emigrated from Portugal to the New World more than three centuries ago in the early 1700's. As such, her family was one of the first Jewish settlers in the New York Colony. Nearly a century and a half later, on July 22, 1849, Emma was born to Moses Lazarus and Esther Nathan in New-York City (then spelled with a hyphen). Over the years, the Lazarus family had gained considerable affluence in the import of sugar cane as well as the refinement of this product. This wealth enabled the Lazarus family to offer Emma a lengthy and comprehensive private education--an opportunity in which she excelled brilliantly. However, she eschewed wealth and throughout her life liberally donated all her riches to social causes, especially helping immigrant women. Emma was a child prodigy as an author. Launching a literary career at the tender age of 11, she authored during her life hundreds of essays and newspaper articles and over a dozen books. Her first book, *Poems and Translations*, written while she was 18, received rave reviews, including that of William Cullen Bryant, editor of the *New York Evening*

Post. Emma also wrote essays critiquing the works of American and British authors and attained acclaim in translating from German the writings of renowned author Johann Wolfgang von Goethe.

By the early 1870's, Emma focused her literary output on the plight of immigrants from Central, Eastern, and Southern Europe. Positive recognition for her Progressive-leaning writings emerged, but her reputation as an author was hampered by two blatantly unjustified handicaps—she was a woman and she was Jewish.

The Statue of Liberty changed the landscape of America and Emma's poem changed the nation's social conscience. The 305-foot effigy, created in 1875 by sculptor Frédéric Auguste Bartholdi in France, was shipped disassembled across the Atlantic to the Port of New York. Construction funding for erecting the statue and pedestal was insufficient. By 1883, these funds were exhausted. To bring in new moneys, authors across the U.S.A. were asked to submit essays and poems that could be auctioned off to accumulate desperately needed cash to restart

construction. The writers were requested to express, in their own



way, the American credo of welcoming immigrants to the New World. Emma submitted to the auction what would prove to be her finest work—and one of the nation's greatest poems—"New Colossus". Here is Emma's masterpiece:

"The New Colossus" was inscribed, later in 1902, on a huge bronze plaque permanently affixed to the Statue of Liberty. Her iconic phrase, "Give me your tired, your poor, your huddled masses yearning to breathe free..." has become an indelible message of the United States of America.

With the blockbuster success of her masterful poem, lucrative offers for her writings poured in

from across the globe. Emma utilized virtually all of this income to fund religious education across the northeastern states. While many of these schools promoted Jewish religious instruction, Emma and her sister, Josephine, also inspired close friend Rose Hawthorne Lathrop (later in life known as Mother Mary Alphonsa) to found, in 1900, the Roman Catholic Dominican Sisters of Hawthorne Hospital and School. The universal message carried forth by Emma and Josephine Lazarus as well as Mother Mary Alphonsa was a dedication to the plight of the poor, ignored immigrants, especially those who were diagnosed with cancer. In a sense, this was Mother Mary's homage to Emma Lazarus, who died of Hodgkin Lymphoma on November 11, 1887, at the age of 38.

Suffering from terminal can-

cer the last years of her life, Emma spent her remaining strength in helping to organize women workers' groups. Many of these groups "came and went", but two organizations that have continued operation to the present day acknowledge her inspiring efforts. Emma's phrase "Send these, the homeless, tempest-tost to me, I lift my lamp beside the golden door!" became the "Welcome to America!" and founding principle of the International Ladies' Garment Workers' Union. The ILGWU was founded in 1900 to represent and protect needle trade workers—comprised predominantly of women immigrants from Italy and Eastern Europe. Its membership soared during the 20th century and peaked at 450,000. However, beginning in the 1980's, textile manufacturers began to "outsource" production to cheap-



er labor nations, especially China. "Outsourcing" decimated the textile trade in the U.S.A. With membership hemorrhaging, the ILGWU was compelled to merge with hotel, gaming, food service, airport, laundry, and transportation workers unions to form UNITE HERE.

Emma's efforts in protecting immigrant women also inspired the creation, in 1922, of a worldwide "umbrella" of union groups called the International Workers' Organization. Many women in the IWO pressed to have a more prominent say by virtue of their own subgroup within IWO. This resulted, in 1944, with the creation of the "Emma Lazarus Division of the International Workers' Organization".

Shortly before she passed away, Emma stated that she was happy to have given away her wealth and to die "a penniless spinster". Innately, she was lifted in spirit by what she had accomplished in her brief life. Emma Lazarus fulfilled a lasting role in helping our immigrant forebears. For this and for her efforts in inspiring labor groups devoted to protecting women's labor rights, she deserves much recognition. ♦

The New Colossus

Not like the brazen giant of Greek fame,
With conquering limbs astride from land to land;
Here at our sea-washed, sunset gates shall stand
A mighty woman with a torch, whose flame
Is the imprisoned lightning, and her name
Mother of Exiles. From her beacon-hand
Glows world-wide welcome; her mild eyes command
The air-bridged harbor that twin cities frame.
"Keep, ancient lands, your storied pomp!" cries she
With silent lips. "Give me your tired, your poor,
Your huddled masses yearning to breathe free,
The wretched refuse of your teeming shore.
Send these, the homeless, tempest-tost to me,
I lift my lamp beside the golden door!"



FARMINGDALE CHAPTER

EXECUTIVE BOARD

Vicki Janik

President

Lou Scala

VP Academics

Harry Espailat

VP Professionals

Susan Conforti

Treasurer

Debbie Nilsen

Secretary

Doug Cody

Contingents: P/T

Affirmative Action

Anjana Mebane-Cruz

EOC

Diane Yorg

Grievance: Academic

Amit Bandyopadhyay

Grievance: Professional

Solomon Ayo

Health & Safety

Robert Elgart

Labor/Management

Mike Smiles

Library Concerns

Megan Margino

Membership

Tom Germano

New Members &

Mentors Coordinator

Dolores Ciaccio

Newsletter

Yolanda Segarra

Outreach

Darleyne Mayers

Retiree Concerns

Barbara Maertz

Webmaster

Harry Espailat

DELEGATES

Academic

Amit Bandyopadhyay

Doug Cody

Bob Elgart

James Jailer

Daniel Marrone

John Masserwick

Fayez Samuel

Lou Scala

Mike Smiles

Tino Posillico

Professional

Solomon Ayo

Darleyne Mayers

Barbara Maertz

Yolanda Segarra

Kristen Malsheimer



Are You a Member?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Current YTD	3496.70	1234.56
Advice #	123456789	Pay Start Date	09/10/2015	Net Pay	45,678.90	34,567.89
Advice Date	09/10/2015	Pay End Date	09/24/2016			
Department ID	1234	Pay Rate	56,789.10			
EARNINGS						
Hourly Rate	54.00	Hours	50.00	Pay	2,700.00	
Location Pay						
TAX DATA						
Federal Tax	450.00	State Tax	100.00	Local Tax	50.00	
Union Dues	10.00	Health Insurance	20.00	Dental Insurance	10.00	
Life Insurance	5.00	Disability Insurance	15.00	Retirement	30.00	
Other Deductions	10.00					
UUP Member 26P						

CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck **must** say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are **not** a member of the union.

UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Hold union office
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels
- Maintain UUP membership after retirement and be eligible for benefit programs
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs

Please contact your chapter officers for a membership application.



**FILL OUT THE CARD BELOW OR
SIGN UP ONLINE AT [HTTPS://UUPHOST.ORG/JOIN](https://uuphost.org/join)**

<p>PLEASE RETAIN FOR YOUR RECORDS</p> <p>You are not a member of the union until the UUP Administrative Office receives your signed membership application. All Professional Services Negotiating Unit members pay an agency fee equal to union dues, even if they do not join the union.</p> <p>Signing this card will not change the union deduction from your paycheck, but it entitles you to:</p> <ul style="list-style-type: none"> • vote on the collective bargaining agreement; • attend union meetings; • hold union office; • elect union leaders on your campus and choose your representatives at the state and national levels; • upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs; and • maintain membership after retirement and be eligible for benefit programs. <p>Date Signed and Mailed: _____</p> <p>Please use the enclosed Business Reply envelope to return your UUP Membership Card at right.</p> <p>UUP, P.O. Box 15143, Albany, N.Y. 12212-5143 (800) 342-4206</p>		<p>UUP Membership Application (It Doesn't Cost More to Join)</p> <p>Last Name _____ First _____ MI _____ Birth Date _____</p> <p>Street Address _____ Non-SUNY Email _____</p> <p>City, State, Zip _____ Home Phone _____</p> <p>SUNY Department _____ SUNY Title _____</p> <p>Signature _____ Campus _____ Gender _____ Date _____</p> <p>Annual membership dues in United University Professions are 1 percent of employee's basic annual salary for employees at or above the minimum salary negotiated for the bargaining unit; nine-tenths of 1 percent of employee's annual salary for employees earning less than the minimum salary negotiated for the bargaining unit.</p> <p>Payroll Deduction Authority for UUP Membership</p> <p>TO THE COMPTROLLER OF THE STATE OF NEW YORK: I am a member of or apply herewith for membership in United University Professions and I hereby authorize you to deduct from my salary and to pay over to United University Professions on a bi-weekly basis the above-entitled dues in said organization. Such authorization is made in accordance with the provisions of Section 6a of the Finance Law. You are further authorized to make any adjustments in said deduction as may be certified to you from time to time by UUP. I hereby authorize United University Professions to act as my exclusive representative for the purpose of collective bargaining and in the administration of grievances. I understand this order may be revoked at any time by written notice to you to discontinue deductions for membership dues.</p> <p>BE SURE YOU HAVE SIGNED THIS CARD and mail to UUP, P.O. Box 15143, Albany, N.Y. 12212-5143</p> <p>Dues paid to United University Professions may qualify as business expenses and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.</p>	
--	--	---	--

CHAPTER MEMBERS on STATEWIDE COMMITTEES

Solomon O. Ayo

Affirmative Action
Grievance

Amit Bandyopadhyay

Contingent Employment

Douglas S. Cody

Contingent Employment

Susan Conforti

Finance

* Committee Chair

Harry Espailat

Technology Issues
Comm of VPs for Professionals

Sandy Hustedt

Membership Committee

Vicki K. Janik

Comm of Chapter Presidents
Contingent Employment
Women's Rights and Concerns *

Barbara T. Maertz

Active Retired Membership
Finance
Outreach

Darleyne E. Mayers

Affirmative Action *

Deborah-Ann R. Nilsen

Membership

Louis Scala

Comm of VPs for Academics

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 Yolanda Segarra at youupf@gmail.com. The opinions expressed in this newsletter are those of the contributors and not necessarily those of UUPF.