



Unifier

UNITED UNIVERSITY PROFESSIONS

◆ FARMINGDALE CHAPTER ◆

NOVEMBER 2018



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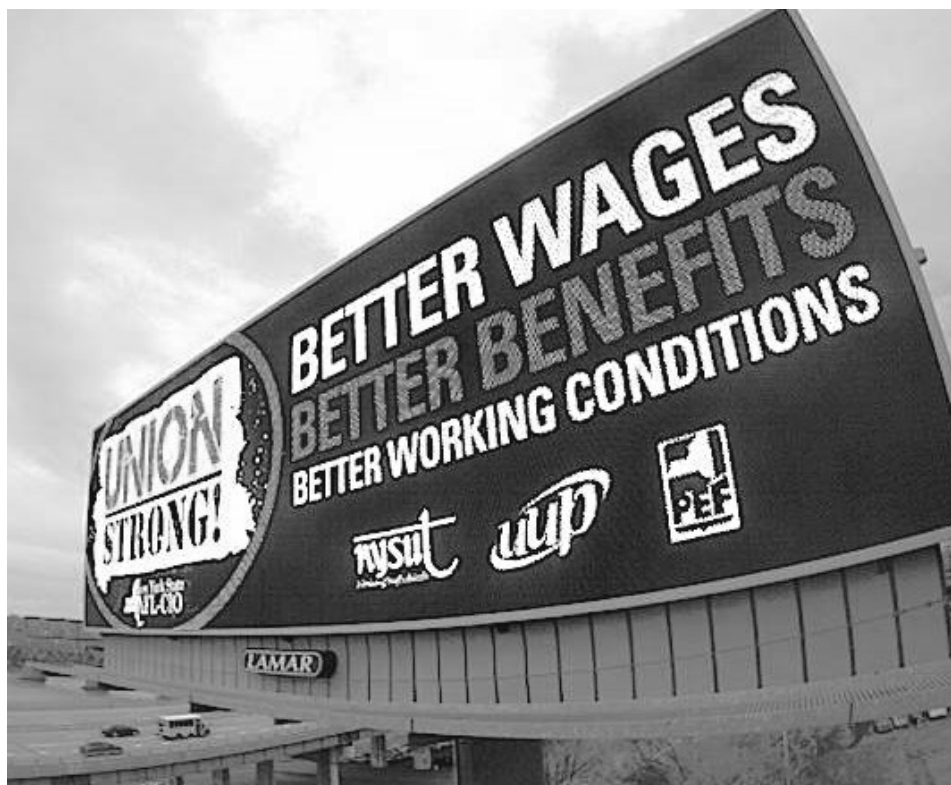
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Labor Coalition Launches 'Union Strong' Ad Campaign



Hey, New Choice NY, the biggest public sector unions in New York have a few words for you.

Nine words, actually, and the message is unmistakable: we're Union Strong.

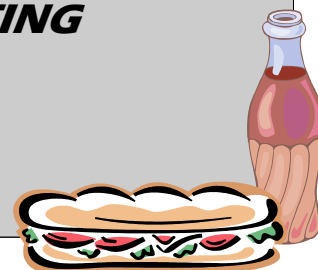
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GENERAL MEMBERSHIP MEETING

Thursday, November 15, 2018

11:00 am ◆ Gleeson Hall room 104

Please join your fellow UUPF members for lunch.



Professionals' Corner

By Harry Gabriel Espallat

I would like to congratulate those of you whom were either promoted or received a salary increase during the last promotion cycle. I want to remind you that if you plan to apply for the next promotion cycle, you should be readying your promotion package as of this article.

According to the numbers provided by Human Resources, in the last promotion cycle, thirty-two professionals applied for a promotions/salary increase and more than half of those who applied were successful in their pursuit. However, UUPF received twenty-six copies for promotion/salary increase meaning that six professionals failed to follow procedure and by doing so, disqualified themselves from the College Review Panel process.

I want to mention-contrary to popular belief-that neither UUPF nor the College Review Panel is responsible for deciding who will get a promotion or a salary increase. This sole responsibility falls in the hands of the College President. The decision-making process and the criteria on how promotions/salary increases are awarded is beyond our control. I want you to keep in mind that in the promotion form there is no mention of a *required* letter of recommendation from either your immediate supervisor or your VP area, therefore, such letters are not deemed a requirement for promotion, they are just a recommendation.

I had the opportunity to interact with some of you whom were promoted as well as some of you whom were not. The feelings were mixed in regards to the overall promotion process. I am working closely with our newly formed Promotion Committee to ascertain any fallacies that need to be corrected. In the meantime, I would like to encourage those of you contemplating the idea of applying for a promotion or a promotion/salary increase, to remain focused on your goals. It is important to keep in mind the following:

- ♦ If your denial for *a promotion* comes from the president, you will need to wait eighteen months before reapplying for a promotion; however, this does not disqualify you from reapplying for a salary increase. You can apply for a salary increase anytime you have a significant increase in your professional obligation.
- ♦ If you were denied a salary increase, you can reapply at any time. There is no waiting period prior to reapplying for a salary increase.

I was happy to hear from most of you that your supervisors were supportive of your promotion/salary increase request, but just as sad to hear that others were not for no apparent reason. This brings me to my next topic in the article "Narcissism or narcissist supervisors".

Narcissists are generally self



-centered, arrogant, and hostile individuals who lack empathy and exploit others for their own gain. If your supervisor is a narcissist, you will notice that most of the following behavior are part of their personalities:

- ♦ They tend to reward loyalty over expertise.
- ♦ They are often highly confident and can paint a very appealing picture of the future.
- ♦ They discount negative feedback and are overly confident in their judgement.
- ♦ They exhibit interpersonal behavior, such as claiming more credit for positive outcomes while failing to give credit to others.
- ♦ They have a grandiose sense of self-importance.
- ♦ They are preoccupied with success, power.
- ♦ They believe that they are special and unique.
- ♦ They require excessive admiration.

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President's Message

Workload creep: It's a growing phenomenon in SUNY. It's the slippery addition of responsibilities to your workday or work week or work year. Some of this work may begin as if it will be temporary, but eventually it becomes permanent. Most important, it is additional work for which *you do not receive some type of compensation*. UUP is now about to address this problem.

Have you experienced workload creep?

If you are an academic, workload creep might be course overloads that occur because students need to graduate(!). But then the overloads become permanent increases in class size. It might be minutes you agree to record one time at a meeting and then record at every meeting after that. Or perhaps there's a CCP that you agree to write because it's essential for your department's program, and, as a result, you slide into becoming the

department's permanent CCP writer and messenger. These many seemingly innocuous increases in work, then, pile up upon your four-course teaching load and the institutional expectation of multiple research publications or, better \$till, grant funding.

If you are a professional, perhaps your dedication and competence may give you the "opportunity" to expand your accomplishments beyond your Performance Program. You may gain responsibilities to organize new student events, assist with an increasing number of students or departments, assist with student emergencies during off hours, attend additional student games and other activities because your presence is important, even vital. But such extra work is not among your stated professional responsibilities. Perhaps that extra work could be given to an additional new employee?

Furthermore, college faculty

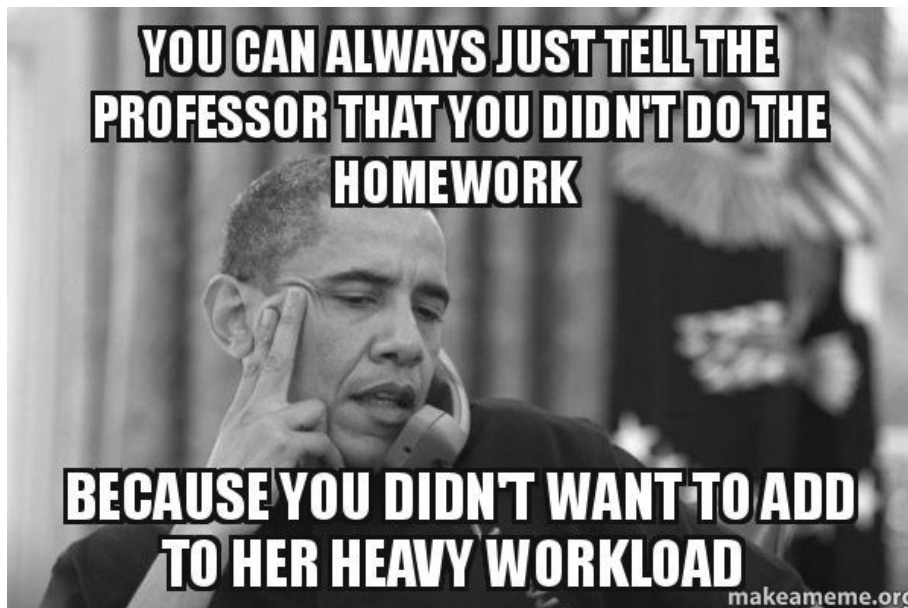


and staff often face more and more deadlines--for assessments, annual reports, student evaluations, faculty observations, evaluations of candidates/new faculty/adjuncts/programs/surveys, and on and on. Thus people spend a lot of time scheduling meetings, sitting in meetings, evaluating meetings, completing online forms and reports, reading online forms and reports others have written, and actually writing things ourselves.

Ironically, none of this is the *real* work of educating students. It's only *descriptions* of work that people do, sent to other people whose job it is to read the descriptions and, of course, assess, evaluate, meet, talk, and complete ever more meaningful online forms and reports.

So UUP wants to know what's happening at campuses. Is there any workload creep at Farmingdale? UUP will soon be asking all of us.

In Solidarity,
Vicki Janik



Professionals Corner

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- ♦ They require excessive admiration.
- ♦ They have a strong sense of entitlement.
- ♦ They are exploitative of others.
- ♦ They lack empathy.
- ♦ They are often envious of others or believe that others are envious of them.
- ♦ They regularly show arrogant, haughty behaviors or attitudes.

However, when asked to list the predominant traits of a narcissist, mental therapists from around the country agreed on the following ones:

1. **Entitlement & Superiority**
There is a define hierarchy in the narcissist's mind, with the narcissist at the top—which is the only place where they feel safe. Narcissist have to be the best, the most competent, and the most right. They have to do everything their own way and control everyone.
2. **Inflated need for attention and endorsement**
Narcissists need constant attention—even following you around (*micromanaging*), asking you to find things, or constantly saying something to grab your attention. Validation for a narcissist counts only if it comes from others. Even then, it doesn't count for much. No matter how much you approve of them, they never feel it's enough. Despite all their self-absorbed, grandiose bragging, narcissists are actually *very insecure and fearful of not*

measuring up.

3. **Perfectionism**

Narcissists have an extremely high need for everything to be perfect. They believe they should be perfect, you should be perfect, events should happen exactly as expected, and life should play out precisely as they envision it. The demand for perfection results in the narcissist feeling dissatisfied and miserable much of the time.

4. **Lack of responsibility—blaming and deflecting**

Narcissists never want to be responsible for the results—unless, of course, everything goes exactly their way and their desired result occurs. When things don't go according to their plan or they feel criticized or less than perfect, the narcissist places all the blame and responsibility on you.

5. **Lack of boundaries**

Narcissists can't accurately see where they end and you begin. They are a lot like toddlers. They believe that everything belongs to them, everyone thinks and feels the same as they do, and everyone wants the same things they do. They are shocked and highly insulted to be told no. A narcissist who wants something from you will go to great lengths to figure out how to get it through persistence, sweet-talking, demanding, rejecting, or frowning.

6. **Lack of empathy**

Narcissists have very little ability to empathize with

others. They tend to be selfish and self-involved and are usually unable to understand what other people are feeling. Narcissists expect others to think and feel the same as they do and seldom give any thought to how others feel. They are also rarely apologetic, remorseful, or guilty. But narcissists are highly attuned to perceived threats, anger, and rejection from others.

7. **Emotional reasoning**

Narcissists make most of their decisions based on how they feel about something. They always look to something or someone outside themselves to solve their feelings and needs. They expect you to go along with their "solutions," and they react with irritation and resentment if you don't.

8. **Fear**

The narcissist's entire life is motivated and energized by fear. Most narcissists' fears are deeply buried and repressed. They are constantly afraid of being ridiculed, rejected, or wrong. This makes it difficult and sometimes impossible for the narcissist to trust anyone else.

No amount of reassurance seems to make a difference, because narcissists deeply hate and reject their own shameful imperfections. Narcissists never seem to develop trust for the work of others, and they continually test you with worse and worse behaviors to try to find your breaking point.

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Shopping & travel benefits designed for NYSUT members

NYSUT members and their loved ones have access to dozens of endorsed shopping, travel & personal programs available through NYSUT Member Benefits. And unlike with purchasing products available to the general public, there's no need to go it alone when Member Benefits has your back.

Member Benefits acts as your advocate for any program you participate in, and we'll do our best to quickly resolve any issues or concerns you may have. Whether you are participating in one of our shopping/entertainment/travel offerings; auto, homeowners or life insurance plans; or financial or legal services, NYSUT members have the **"Power of the Union"** behind them.

The following is just a small sampling of the endorsed programs available to the NYSUT membership.

Purchasing Power Member Shopping Program

Are you looking to purchase a new laptop computer, washer/dryer or refrigerator? The Purchasing Power Member Shopping Program allows NYSUT members to purchase products such as these and many more while paying for them through the ease of payroll deduction or ACH withdrawals. NYSUT members save 20% on their first order with Purchasing Power.

Abenity Discounts

Seeking exclusive member discounts on tickets to the latest blockbuster movies or theater events, the hottest concerts & sporting events, or the coolest theme parks & attractions? NYSUT members have access to thousands of nationwide and local discounts with the Abenity Discounts program. Abenity also offers an app for iPhone or Android smartphones available at no charge.

Grand Circle Travel

The Grand Circle Cruise Line & Grand Circle Travel program is committed to providing international travel, adventure and discovery opportunities that offer impactful and intercultural experiences. This program offers NYSUT members and their loved ones the opportunity to save \$100 per person on tours or receive a discounted rate on specific trips if acting as a group organizer.

Cambridge Credit Counseling

NYSUT members are eligible to receive free, no-obligation debt and student loan consultations with one of Cambridge's certified counselors. Cambridge also offers a unique web portal available at a reduced rate that can help explain the various options when paying down student debt, including student loan forgiveness programs, income-based repayment options and more.

The Power of the Union

To learn more about Member Benefits-endorsed programs & services, visit **memberbenefits.nysut.org** or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

How Academics Can Fight Workload Creep!

HELPFUL HINTS

1

Understand the basic principles that apply to academics' professional obligation. If one part of your obligation is increased, another should be decreased. Your total obligation should remain the same.

2

Bring workload issues to your UUP chapter officers to discuss possible remedies.

3

Document workload increases:

- Keep a log of work done in areas subject to workload creep. Ask your chapter president or VPA for a log sheet.
- Document that you have taken on additional workload for specific reasons/projects—and note that you do not consider it to be part of your professional obligation going forward.
- Note workload increases in your annual report, identifying extra work in relation to previous years.

4

Take steps to ensure that extra responsibilities and volunteer work do not become part of normal workload expectations.

- Document in writing that volunteer work is being done on a voluntary basis and for a specific period of time or to accomplish a specific one-time task (through emails, letters to department chairs, deans or other administrators).
- Have department-level/unit-level discussions about workload issues to try and get everyone on the same page.

5

If you are asked to take on extra responsibilities, you can ask for compensation (extra service pay, reduction of duties in a subsequent semester for taking on extra duties now).

6

Academic-year appointees are not under obligation during the summer. Check with chapter officers on the exact start and end date of the academic-year professional obligation on your campus. Work with your chapter officers to develop practical suggestions to handle summer work that may be beyond the class preparation and research activities normally done during summer months.

7

Workload creep is often experienced individually but is part of a collective problem. Work collectively, with the assistance of your UUP chapter, to address workload issues.



FOR FURTHER INFORMATION, CONTACT YOUR CHAPTER OFFICERS
OR VICE PRESIDENT FOR ACADEMICS JAMIE DANGLER AT
1.800.342.4206 OR JDANGLER@UUPMAIL.ORG

Individual Development Awards Program

Objective

The Individual Development Awards Program is designed to support a variety of professional development projects or activities by assisting eligible employees to develop their full professional potential and to prepare for advancement. Employees who accrue annual leave are not required to charge those credits for any project or activity funded by an Individual Development Awards Program.

The Campus Professional Development Committee administers the Individual Development Awards Program on each campus. Proportional allocations are assigned to each Campus Professional Development Committee based on UUP-represented employees. The Campus Professional Development Committee is required to dedicate a minimum of 15% of the funds under this Program to part-time employees. If applications from part-time employees amount to less than 15% of the total funds, then the remainder from the set aside amount can be reallocated to awards for full-time employees. On campuses where more than 35% of the faculty are part time, the Campus Professional Development Committee should consider increasing the portion of funds set aside for part-time awards.

The maximum amount that can be awarded for each employee under this program is \$1,000. Employees may only be funded for one project or activity per award period.

The types of support available include:

- ◆ Registration fees for conferences or workshops.
- ◆ Travel and related expenses (includes lodging and meals).
- ◆ Research-related supplies.
- ◆ Tuition at the maximum allowable SUNY rate at the time of application.

Eligibility

Full-time or part-time employees. Full-time employees must be in the bargaining unit at the time of the award and during the dates of the project or activity. Part-time employees who meet the eligibility tests for 26 weeks coverage for health benefits, and are eligible for

health benefits during the summer, will also be eligible for funding for a project or activity that occurs during the summer whether or not they are on the payroll.

The proposed project or activity must:

- ◆ Enable the employee to meet one or more of the criteria specified in the following SUNY Policies of Board of Trustees: Title A. Evaluation of Academic Employees, §4. *Criteria* (a) - (e); Title B. Promotion of Academic Employees, §2. *Criteria* (a) - (e); or Title C. Evaluation and Promotion of Professional Employees, §5. *Criteria* (a) - (e), of Article XII Evaluation and Promotion of Academic and Professional Employees, of the Policies of the Board of Trustees.
- ◆ Meet particular areas of interest or activities within the categories eligible for support as identified by the Campus Professional Development Committee.

Projects or activities must fall within the following categories:

- ◆ Basic, applied, or historical research.
- ◆ Curriculum or instructional material development.
- ◆ Workshop, seminar, internship, or course work not covered by Article 46, Program for Tuition Assistance or SUNY tuition waiver.
- ◆ Conference participation or attendance.
- ◆ Preparation of material for publication.
- ◆ Grant proposal development.
- ◆ Artistic or creative endeavors.
- ◆ Other work-related professional development projects or activities.

Application Deadlines

The date for submitting a completed application with attachments is determined by the Campus Professional Development Committee. The decision to fund an application is at the discretion of the Campus Professional Development Committee.

Application Process

- a. Read the Application Instructions.
- b. Fill out, print and sign the Application.
- c. Send the Application with required attachments listed below to

the Campus Professional Development Committee.

Required Attachments

An updated brief curriculum vitae. A description of the project or activity including:

- ◆ Type of event, event site, and sponsor.
- ◆ Whether the employee is presenting a paper or formally participating. If presenting a paper, the title of the paper and nature of the presentation must be provided.
- ◆ A letter of acceptance of the paper being presented or other proposal. If acceptance is pending, the Campus Professional Development Committee should be notified of its receipt as soon as possible, but no later than two weeks prior to the date of the project or activity.
- ◆ How this project or activity will further the employee's professional development or otherwise assist in preparing for advancement.

A brochure, announcement, or other relevant material describing the project or activity. If material is not yet available, information should be sent as soon as possible but no later than two weeks prior to the date of the project or activity.

A list of other grant support for the project or activity.

Additional information may be requested by the Campus Professional Development Committee.

Program Evaluation

There is no requirement to submit a Program Evaluation to the NYS/UUP JLMC Office. Each Campus Professional Development Committee determines the type of evaluation to be submitted to the Campus Professional Development Committee upon completion of the project or activity.

General Program Information

The General Program Information section provides information pertaining to the disbursement of New York State/United University Professions Joint Labor-Management Committees' funds, including application follow-up, acknowledgement of committee funds, expenditure limitations, reimbursement of expenditures, equipment policy, and contacts. ◆



Workshop for ACADEMICS

Provided by NYSUT LRS Lynda Larson

Thursday, November 8th

University Club

This workshop focused on some of the new benefits attained in the most recent contract negotiations, including provisions which are specific to academics.

In attendance were both full-time and part-time members from throughout the campus and EOC.

Insight regarding negotiation discussions which contributed to the agreement was provided by our own Doug Cody, part-time Chemistry professor and UUPF Officer for Contingents, who was on the Statewide Negotiations Team.



How Professionals Can Fight Workload Creep!

HELPFUL HINTS

- 1** Understand the basic principles that apply to your professional obligation.
- 2** Discuss your job duties with your supervisor as your Performance Program is being developed.
- 3** Make sure you have a current Performance Program that accurately reflects your professional obligation.
- 4** Be sure you are able to perform all of the duties in your Performance Program. Ask for training, if needed.
- 5** Consult with the chapter leadership if you have questions.
- 6** Document workload increases:
 - Keep a log of work done in areas that are subject to workload creep.
 - Document that you have taken on additional workload for specific reasons/projects—and note that you do not consider it to be part of your professional obligation going forward.
 - Make sure your Performance Program is modified to reflect workload increases, identifying extra work in relation to previous years.
- 7** A change in duties and responsibilities may warrant a promotion, salary increase, reduction in other duties, extra service pay or compensatory time.
- 8** Consider requesting a salary increase or promotion when you feel it is warranted, especially if your Performance Program shows an increase in duties and responsibilities.
- 9** If additional duties are added to your Performance Program, ask for others to be removed or for a salary increase.
- 10** If you are denied a salary increase or promotion, you can appeal the denial to the College Review Panel.

Participate in Workload/Performance Program workshops run by your labor relations specialist.

Access the LEAD Program via the UUP website to learn more about workload and other topics.

Check out UUP's *Guide for Professionals* for tips on how to use your Performance Program to help keep workload in check. An updated guide will soon be available at www.uupinfo.org



FOR FURTHER INFORMATION, CONTACT YOUR CHAPTER OFFICERS
OR VICE PRESIDENT FOR PROFESSIONALS TOM TUCKER AT
1.800.342.4206 OR TTUCKER@UUPMAIL.ORG



Labor Coalition

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UUP is part of a coalition of New York unions that purchased billboards in Albany, Buffalo, Rochester and Syracuse to combat a recent ad blitz by New Choice NY, an anti-union group that began targeting unionists just days after the U.S. Supreme Court overturned the legality of agency fee with its June 27 decision in *Janus v. AFSCME Council 31*.

The New York State AFL-CIO, NYSUT and PEF are also coalition members. Coalition ads will begin appearing on buses in the Capital Region later this month. The ads will run through January 2019.

“We’re proud to be a part of this union coalition, which is fighting back against the misinformation being disseminated by groups like Bad Choice New York,” said UUP President Fred Kowal. “Groups like these don’t care about union members or their First Amendment rights. They have one goal, and that is to break unions.

“But unions are tenacious,” he continued. “We stand tall with

our sisters and brothers and we will defend working families against any attacks on our members or our union sisters and brothers.”

Billboard strong

Digital billboards in Albany, Buffalo and Rochester went on line Nov. 5. Billboards in Syracuse and a second Albany billboard are set to go live Nov. 11.

The first Albany billboard, above, is on I-787 south heading into the City of Albany, just before the Clinton Avenue exit. The Rochester billboard, below, is on I-490 south at Mt. Read Boulevard. The Buffalo billboard, not pictured, is on the Kensington Expressway, just before Route 198.

The billboards carry a simple, direct message: Union Strong. The billboards use seven words to tout the importance of being in a union: Better wages, better benefits, better working conditions. Each billboard carries the logos of the unions.

The union coalition ad campaign is in response to a fall

radio and billboard ad campaign by New Choice NY, one of a multitude of anti-labor groups that cropped up popped up days after the *Janus* decision.

According to The Philadelphia Inquirer, New Choice NY is linked to the Pennsylvania-based Americans for Fair Treatment; one of its board members is the CEO of the Commonwealth Foundation, a right-wing think tank backed by donors tied to the billionaire Koch brothers.

Based in Albany, New Choice NY has targeted UUP members in several newspaper op-eds; UUP responded with an op-ed in the Albany Times-Union. New Choice sent hundreds of emails to UUP members—using their SUNY.edu work addresses—urging them to quit UUP and pocket the 1 percent they pay in dues.

Under *Janus*, bargaining unit members can take salary increases and benefits collectively bargained by unions for free, without paying fees or union dues. But a large majority of union members haven’t done this; many of them believe it’s wrong to take union-negotiated benefits for free.

In October, UUP reached record-breaking levels of membership; 95 percent of full-time bargaining unit members have joined UUP. Overall, 88 percent of bargaining unit members have joined the union.

In a record-breaking tally, nearly 98 percent of members eligible to vote cast ballots Sept. 5 to ratify UUP’s new six-year contract with the state. ♦





FARMINGDALE CHAPTER

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Mike Smiles

Library Concerns

Kathryn Machin

Membership

Tom Germano

Newsletter

Yolanda Segarra

Outreach

Darleyne Mayers

Active Retirees

Daniel Marrone

Webmaster

Harry Espailat

Women's Rights & Concerns

Dolores Ciacio

EAP Corner

By Kathy Devine

Hi everyone. Thanksgiving is upon us and we have much to be grateful about. A special thanks to UUP for keeping our health benefits in check as well as our retro checks which are coming at one of the most expensive time of the year!

We are also blessed that we are able to have a four-day weekend to celebrate Thanksgiving with our family and friends.

Unfortunately, the holidays are **not** always the most wonder time of the year for everyone. Some of us will be grieving the loss of a loved one; others may be estranged from their family while others may be

battling depression or financial problems. Hallmark may be painting a picture of Currier and Ives during the holidays, but in reality many may be lonely, have drinking/drugging problems or unable to buy presents for their children. The holidays can be very stressful.

If you or your loved ones are experiencing any of these, please feel free to contact your Employee Assistance Program (EAP) and I will be happy to assist.

You don't have to suffer alone. **EAP is free, confidential** and located right here on campus in Memorial Hall, room 213. My extension is 2644.

Wishing you and your loved ones a very happy, healthy and safe holiday season! ♦

Professionals Corner

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The behavior of a narcissist is not only frustrating, it is demoralizing and detrimental to those around them. Dealing with a narcissist can be difficult, here are 4 research-backed methods you should become familiar with:

1. Use the word "we"

Use the first-person plural whenever possible. Emphasize relationships in all communication. Yeah, I know, it sounds ridiculous that this is going to get Mr. Center-Of-The-Universe to grow a heart... But research shows it works.

2. Reward good behavior

Compliment them when they are warm. And compliment them for their warmth — not for achievement or performance.

3. Contrast good and bad behavior

Is the complimenting helping? Okay, then it's safe to take it up a notch. Diplomatically contrast their bad behavior with their good behavior.

4. Teach them their ABCs: Communication Tell them how you are feeling. Tell them what is causing you to feel that way. Tell them what correction you would like to see.

If you find yourself conducting business with individuals whom display these traits, I hope this article gives you an insight of how to understand, diagnose and deal with their behaviors. I remind you that dealing with such personalities is difficult, just remember you are not alone; I have to deal with them too. ♦

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.*