



# Unifier

UNITED UNIVERSITY PROFESSIONS

FARMINGDALE CHAPTER

MARCH 2019



## In this issue

- ◆ Professionals Corner PAGE 2
- ◆ President's Message PAGE 3
- ◆ Celebrating Women's History Month PAGE 4-5
- ◆ Are You Ready to Retire PAGE 6
- ◆ Individual Development Award Program PAGE 7
- ◆ Protect Your Course Materials PAGE 8

## UUPF Office

### Ward Hall

First Floor, West Wing

Tel: 631-694-UUPF (8873)

Fax: 631-694-3370

[uupfdamato@aol.com](mailto:uupfdamato@aol.com)

[www.uupfarm.org](http://www.uupfarm.org)

# UUPF Chapter Elections



The biennial UUP chapter elections are taking place this month. UUP follows a legally rigorous election procedure in all elections. You should have received your ballot along with two envelopes at home in the mail already.

Please read the directions, vote, and mail your ballot back in the postage paid envelope. Be sure to use the secret ballot envelope to be placed in the mailing envelope. Your ballot type is based on your membership—professional or academic—but the same ballot is sent to both full-time and part-time staff.

This year Farmingdale has been allotted eleven academic delegates and six professional delegates who have the right to attend and vote at the semiannual Delegate Assembly. This number has increased based on the growing size of our campus membership.

If you decide to write in your name or the name of someone else for any position on the ballot, you can and should do so on the write-in line.

Finally, be sure to mail in your ballot so that it is received by April 10, 2019.

We are fortunate at Farmingdale that so many members volunteer to serve actively in UUP. We are the largest higher education union in the country, working together to support and protect the professional and academic careers of over 42,000 members.

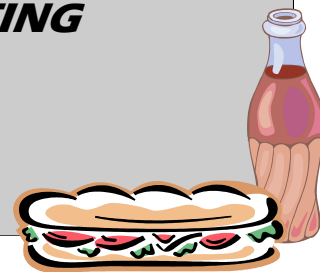
Your right to vote in your union election is precious. ◆

## GENERAL MEMBERSHIP MEETING

Thursday, March 28, 2019

11:00 am ◆ Gleeson Hall room 104

Please join your fellow UUPF members for lunch.



# Professionals' Corner

## Salaried, Hourly or What?

By Harry Gabriel Espailat

The fact that many people have been misguided by either inaccurate information passed down by HR or by some of our own members who heard it from someone else, it does not mean that our contract is not being violated. The notion that professionals at Farmingdale are hourly employees is most likely the result of a spread of misinformation. In some areas, professionals are being subjected to questionable practices, and we need to work together to rectify the situation.

I want to share with you some pertinent information regarding our professional status and the topic that I discussed with our UUP leaders in Albany. Professionals, unless otherwise stated by our appointment letter, are not considered "hourly" employees. Our work is based on professional responsibilities. We have a Performance Program describing our responsibilities. These responsibilities provide the guidelines for our annual evaluation by our supervisors.

We can say that hourly employees:

- ♦ Clock in and out—we don't
- ♦ Get paid overtime—we don't, unless our position is overtime-eligible

- ♦ Have fixed working hours—we don't, we have core working hours
- ♦ Do not have performance programs—we do

The biggest confusion about professionals involves our work schedules. There are very good reasons for the confusion since department needs vary. We work based on professional obligation and we are, by and large, not hourly employees. Professionals are expected to perform like professionals, and not to abuse the flexibility that comes with it. UUP does not condone abuse of our contract by either our members or administration.

If you feel that you have been tethered to your desk, if your paycheck is being docked, or if you have questions regarding your professional "schedule", please contact me at x2196, Yolanda Segarra at x2180, or Solomon Ayo at x2061 for assistance.

A workshop for part-time professionals has been scheduled for April 30<sup>th</sup>. Stay tuned for further information via email. Everyone is welcome to attend.



**Spring Fling  
Membership Event**  
at

**CHANGING TIMES**

**TUESDAY**

**April 30<sup>th</sup>**

**at 4:00 PM**

**APPETIZERS**

**& TWO FREE DRINKS**

**Compliments of  
Your UUP Chapter**

**Raffle for two \$50 GCs**

**Winners must be present**

PLEASE RSVP: [amatod@farmingdale.edu](mailto:amatod@farmingdale.edu)

# President's Message

## Extra Service 1.0

Just a couple of weeks ago we heard about a new “Extra Service Processing Procedure” (ESPP) and form, fancier than any previous ones, that our members were to complete in order to do extra service. Unfortunately, using this ESPP can affect our members by disallowing some people, especially professionals, from continuing to do their usual extra service.

Why does this matter? And more important, given the heavy workloads that many of us must bear, why do our members want to do extra service in the first place?

There may be two reasons:

1. Devotion to the college, to the educational experience of our students, to the heady challenge of new and varied responsibilities, to enriching engagement with other college staff members, OR
2. Money.

I wish to address Reason #2. First, two facts:

### Median Family Income 2018\* :

Suffolk County.....	\$94,750
Nassau County.....	\$108,133

So how does the staff of FSC measure up to these median annual salaries?

According to February 2019 data, FSC has around 1,226 employees. By a quick count: Those earning more than the Suffolk County median: 8% Those earning more than the Nassau County median: 3.9%

That means around 99 employees earn more than Suffolk's median family income, and around 48 make the cut in Nassau. Nineteen of the latter group are management. Others among the 48 have worked at the college twenty, thirty, even forty years. They have devoted a lifetime of work at Farmingdale.

But what about the other 1,127 folks who work here? Maybe they are financially okay—because they are lucky enough to share a home with another wage earner, or they have really clever investments, or they have lucrative second jobs.

And, as a side note, don't forget that FSC has many full-time employees who work twelve months of the year and earn an annual salary of around \$30,000;



that's close to the NYC minimum salary of \$15 per hour.

But getting back to the original question: staff members may need to earn extra income at FSC through overtime (CSEA) or extra service (UUP).

Obviously, our valuable and successful professional or classified staff members wish to earn a few extra thousand dollars, so that they can climb up to a somewhat higher income level, toward the median on Long Island. So let's not have the College create roadblocks to extra service in any procedural shape or form.

Let's respect the workers here at FSC and help—not block—their efforts to succeed.

In Solidarity,  
Vicki Janik

[olivia.winslow@newsday.com](mailto:olivia.winslow@newsday.com), September 13, 2018. Median is the value separating the upper half from the lower half of a data sample.

### UPCOMING EVENTS:

APRIL 11 <sup>th</sup>	ACADEMIC MEMBERS WORKSHOP
APRIL 16 <sup>th</sup>	DEPARTMENT REPRESENTATIVES MEETING
APRIL 18 <sup>th</sup>	GENERAL MEMBERSHIP MEETING
APRIL 30 <sup>th</sup>	PROFESSIONAL MEMBERS WORKSHOP
APRIL 30 <sup>th</sup>	SPRING FLING
MAY 2 <sup>nd</sup>	PRE-RETIREMENT WORKSHOP

# Celebrating Women's History Month Heroic US Nurses Named Clara:

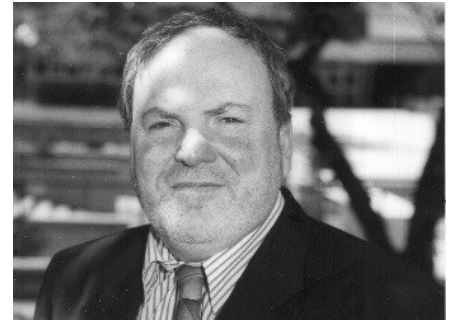
**Barton — American Red Cross  
Maass — Fight Against Yellow Fever**

By Daniel Scott Marrone

Clarissa “Clara” Harlowe Barton (December 25, 1821 – April 12, 1912) was a pioneering American nurse that achieved many stellar achievements. She successfully demonstrated that battlefield nursing resulted in the saving of lives during the Civil War (1861-1865). Specifically, she and the female nurses who joined in her effort alleviated suffering for literally thousands of Union soldiers. Following the war, she established the “Office of Missing Soldiers”—an agency devoted to identifying soldiers and re-connecting them with their families. Later, she founded the American Red Cross, a nongovernment organization that from its inception has followed the principles of the International Red Cross. This Swiss-based organization was formed following the Crimean War (1853-1856) through the groundbreaking efforts of British nurse Florence Nightingale. Clara went on to help establish nursing schools across the nation.

Prior to the Civil War, it was commonplace to have only male

nurses tend the sick and wounded. Barton dramatically changed that dynamic by volunteering at the battle lines. In doing this, she risked intense danger. Consequently, the U.S. Army at first rejected her overtures for tending the wounded in combat areas. However, as casualties escalated in staggering numbers, military authorities withdrew any reservations regarding the invaluable assistance Barton provided. She set an example for other women to volunteer as nurses. At the bloody Battle of Antietam, her nursing efforts proved to be invaluable. That battle resulted in the largest single-day death toll and was also the eighth costliest battle of the entire war. When the fighting ceased on the evening of September 17, 1862, 22,717 soldiers were killed (on both sides), and an even greater number were wounded lying prostrate in open fields or encrusted in muddy gullies. Clara worked tirelessly for weeks tending the wounded in an era before antibiotics and painkillers. For an untold



number of soldiers, she assisted in amputations, dressed wounds, and in many instances served as a surrogate mother/wife for delirious soldiers. The surrender of Confederate General Robert E. Lee at Appomattox brought an end (save for skirmishes out west) in the fighting, but the suffering lingered long after the war. This distress was not only physical, but also social. Barton discovered that thousands of letters from distraught family relatives to the War Department were going unanswered. The government neither had the staff nor the method for locating and identifying soldiers. Many were killed in action or succumbed shortly after battle, others were languishing in makeshift hospitals spread across the once divided, but now painfully reuniting nation. Unable to deal with this problem, the War Department just stamped “Missing” to inquiries from relatives.

This was a social crisis that began as soon as the casualties mounted. By the midpoint of the



war, Clara asked to see President Abraham Lincoln to address this problem. The 16<sup>th</sup> president readily agreed to have Barton receive funding to set up the "Office of Missing Soldiers" at 437½ Seventh Street, Northwest Washington, D.C. In the years during and following the war, Clara and her assistants responded to 41,855 inquiries that resulting in 22,000 soldiers being identified as killed in action or in hospitals. With additional funding, she oversaw the identification and burial of over 13,000 Union soldiers that died while incarcerated in Andersonville, a disgraceful POW prison camp in Georgia. She then organized the American Red Cross, a nongovernmental organization closely linked to the International Red Cross. For the remainder of her long life she advocated for and secured donations for establishing nursing schools throughout the nation. Her legacy includes a monument to her at the Antietam Battleground site, scores of government honors and medals, and over 60 roads and villages nationwide bearing her name. No less than four-dozen medical and nursing institutes and schools are named after her



including the Clara Barton High School for Health Professions located in Brooklyn. In 1973, she was posthumously inducted in the National Women's Hall of Fame. In 2015, the Clara Barton's Missing Soldiers Office Museum, run by the National Museum of Civil War Medicine, opened in the small office she originally occupied in Northwest Washington, D.C.

### **U.S. Army Contract Nurse Clara Maass: Martyr in Finding a Cure for Yellow Fever**

Nurse Clara Maass (June 28, 1876 – August 24, 1901) literally gave her life in the struggle for finding a cure for the dreaded Yellow Fever. Born in East Orange, New Jersey, to German Lutheran immigrant parents, Clara enrolled, at age 16, in the newly formed Newark German Hospital's Christina Trefz Training School for Nurses. In 1895, she was one of its first graduates. She then practiced in the same hospital. Through intelligence and diligence she was promoted to Head Nurse at age 21. In February 1898, the battleship USS Maine was blown up and sank with many lives lost off the coast of Cuba. In April of that year, the U.S.A. declared war on Spain and the Spanish-American War ensued. Immediately, Clara volunteered as an independent contractor nurse for the U.S. Army. (Poignantly, the U.S. Army Nursing Corps was established in 1901, the year she gave her life for her country.) From 1898 to mid-1900, she served with the Seventh U.S.



Army Corps and then with the Eighth U.S. Army Corps in bases located in Florida, Georgia, Cuba, and The Philippines. She developed an expertise in treating those suffering from infectious diseases including dengue, malaria, typhoid, and the number one killer: Yellow Fever. She contracted Dengue Fever while stationed in Manila and was sent home to recuperate. Recovering quickly, she was summoned in October 1900 by Dr. William Crawford Gorgas (1854-1920) of the U.S. Army Yellow Fever Commission to assist in the study for the cause of and cure for this deadly disease. Major Walter Reed headed the Commission that was necessitated by the widespread outbreak affecting many soldiers remaining in Cuba. In fact, far more soldiers died from the fever than from battle wounds. Soon it was determined that human subjects were needed to investigate possible prevention and amelioration treatments. In the first use of "Informed Consent", human subjects were fully informed (told) before testing of the risks including death endemic with experimen-

...continue on page 6

# Are You Ready to Retire?

By Barbara Maertz

There are many questions to answer when the thoughts start turning to the big decision to stop working and retire. Benefits concerns, like dental and vision, health insurance and when do I go on Medicare Part B, are some of the biggest. Deciding how to set up spousal benefits and eligibility to continue insurance or legal benefits may be some of the others. When is the best time of the year to retire and can I change my decisions, are concerns for some people?

Many of us are unsure how to take monetary distributions and which funds to use to take payments from our optional

retirement plans. Of course, will the money last and can I maintain my current lifestyle are worries that we are all familiar with.

UUPF wants to answer some of these questions for you at our Pre-Retirement seminar on Thursday, May 2, 2019 at 3PM in Gleason Room 204. Walter Apple, UUP Coordinator for Retirees will be presenting benefits options for UUP and NYSUT/AFT Benefits. He will discuss the Social Security, Medicare options as well as the benefits UUP provides for UUP Members.

Oh Yes, the lifestyle question!" What do I do in

retirement?" It is a scary question to consider for some. Several retirees will be present to help with the lifestyle options and your continued benefits from UUP as a member of the Active Retirees group.

Anyone within five years of retirement is welcome to attend. Please rsvp to Debbie Amato at the UUPF office 631-694-8873 or [amatod@farmingdale.edu](mailto:amatod@farmingdale.edu) so that sufficient information booklets can be made available for you.

Dan Marrone, the Retiree Committee chair on the UUPF Executive Board, and I will see you there.



## Celebrating Women's History Month

Continued from page 4

ation. Those who signed on to undergo experimentation defined the term, "courageous".

In March 1901, Clara volunteered to be bitten by a mosquito known to carry the fever. She contracted a relatively mild case of the disease and quickly recovered. Due to her speedy recovery from Yellow Fever, she became a prime subject to test for immunization. The hypothesis was that perhaps a mild case would immunize (prevent death) from the full-blown illness. With immense bravery, she agreed to be bitten again by a mosquito carrying the disease. She once more contracted the disease. The date was August

18, 1901. This time the disease was far more virulent and she suffered in agony for six days, finally succumbing on August 24. News of her death caused a nation to grieve. Testing on humans, even those who signed "Informed Consent", was paused until improved safety measures could be implemented. That said, there is always risk in testing of human subjects. Eventually, infected mosquitos were found to be the source of Yellow Fever.

Massive sanitary measures were taken in occupied Cuba and later in Panama while building the canal to mitigate the disease. Water puddles were eliminated and eradication sprays were

employed to kill mosquito larvae. While Yellow Fever cases are rare in the U.S.A., however the disease does persist in other countries!

Clara was buried with full military honors in Fairmount Cemetery in Newark, near where she trained as a nurse. On June 19, 1952, this hospital was renamed Clara Maass Memorial Hospital. Fourteen years later, the American Nurses Association inducted Clara into its Nursing Hall of Fame. The Calendar of Saints of the Lutheran Church honors Clara Maass every August 13 for "Giving her life to help humanity".



# Individual Development Awards Program (IDAP)

## Application Procedure

By Robert Elgart

IDAP Awards will be made for two periods:

April 1, 2017—July 1, 2018 and  
July 2, 2018—July 1, 2019.

Funds not encumbered in the 1<sup>st</sup> period will be rolled over to the 2<sup>nd</sup> period.

Deadlines: April 1, 2019 for the 1<sup>st</sup> period and May 1, 2019 for the 2<sup>nd</sup> period (5 p.m. cut off for each).

You may apply for both periods, but priority will be given to one award per person. Maximum award is \$1,000.00.

15% of our allocations (\$12,681 for 1<sup>st</sup> period, \$27,786 for 2<sup>nd</sup> period) will be reserved initially for part-time employees.

Please follow the Guidelines for Applicants in the Joint UUP/ New York State Professional Development Award application process for professional activities. Applications are available on the UUP website:

[www.uupinfo.org](http://www.uupinfo.org) At the bottom of the page, click on JLM Grant Programs, then go to, “Application Information” and “Grant Opportunities”, where forms are under “Professional Development.”

Applications are also accessible at: <https://goer.ny.gov/system/files/>

[documents/2018/12/individual-development-award-application-12-2018.pdf](#)

You must do the following to be considered for an award.

- ◆ Submit all required information requested on the application form.
- ◆ Submit the Budgetary Summary (This is required).
- ◆ Submit an updated brief curriculum vitae.
- ◆ Submit a brochure announcement or other relevant material describing activities, e.g. conference, course, research, or workshop. Include other supporting documentation, e.g. a letter from a conference coordinator, or academic institution.
- ◆ Supply documentation on projected costs, e.g. information on airfares and lodging or receipts if the activity already took place. Check the travel page at Farmingdale.edu for per diem rates. Reimbursement for car travel is .58/mile. (Not allowed if department covers)
- ◆ Include photocopies of receipts. Record expenses carefully in the Budget Summary. Justify tuition



reimbursements by indicating proof of registration.

- ◆ Plan an activity that benefits you and the College or Department.
- ◆ Submit three (3) copies to the IDAP Committee.
- ◆ The award must be claimed within thirty (30) days.
- ◆ You must submit original receipts along with a travel voucher (conference) or requisition (coursework) at that time.

Submit Applications to Robert Elgart, Biology Department or UUPF Office-Ward Hall. Late or incomplete applications will not be processed.

Note: If attending a SUNY institution, you should apply for a *Course Waiver* since IDAP will not apply. If outside SUNY you're entitled to \$286-\$295 per credit for the course.

◆

**EXECUTIVE BOARD**

**Vicki Janik**

President

**Lou Scala**

VP Academics

**Harry Espailat**

VP Professionals

**Susan Conforti**

Treasurer

**Debbie Nilsen**

Secretary

**Doug Cody**

Officer for Contingents

**Barbara Maertz**

Officer for Retirees

**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

**Committee Chairs:**

**EOC**

Casey Bond

**Grievance: Academic**

Amit Bandyopadhyay

**Grievance: Professional**

Solomon Ayo

**Health & Safety**

Robert Elgart

**Labor/Management**

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

# URGENT

February 2019

from UUP President Fred Kowal

## Protect your course materials

Private companies selling faculty course materials

*Has your intellectual property been posted and sold without your permission?*

It has come to UUP's attention that private companies, such as those listed at right, 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](http://www.studyblue.com)  
 Course Hero: [www.coursehero.com](http://www.coursehero.com)  
 StudySoup: [www.StudySoup.com](http://www.StudySoup.com)  
 Chegg Study: [www.chegg.com](http://www.chegg.com)  
 OneClass: [www.oneclass.com](http://www.oneclass.com)  
 Gradebuddy: [www.gradebuddy.com](http://www.gradebuddy.com)  
 Quizlet: [www.quizlet.com](http://www.quizlet.com)  
 StuDocu: [www.studocu.com](http://www.studocu.com)

Attorneys from UUP's affiliate, New York State United Teachers, filed a "Cease and Desist" order in 2018 on behalf of UUP that would direct the companies to remove all materials belonging to more than 100 UUP members who agreed to be named as victims. The order seeks immediate removal and permanent protection against future illegal use of course materials for all individuals named as parties to the action.

UUP expects to know the outcome of this action sometime in March 2019. If we are successful, we will consider filing actions on behalf of additional UUP members. If you have found unauthorized course materials on these sites and want information about possible ways to get your materials immediately removed, please contact UUP Vice President for Academics Jamie Dangler at [jdangler@uupmail.org](mailto:jdangler@uupmail.org) or 1-800-342-4206.

Ways to protect your course materials from intellectual property theft:

- 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, PowerPoints, exams, 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/EUaYtg](http://goo.gl/EUaYtg)



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.  
 518.640.6600 | FAX: 518.640.6698 | [WWW.UUPIINFO.ORG](http://WWW.UUPIINFO.ORG)  
 FOLLOW US @UUPIINFO | MEMBERSHIP INFO LINE: 518.640.6678

## 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](mailto:youupf@gmail.com). *The opinions expressed in this newsletter are those of the contributors and not necessarily those of UUPF.*