



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



APRIL 2022



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UUPF Office

Ward Hall

First Floor, West Wing

Tel: 631-694-UUPF (8873)

Fax: 631-694-3370

uupfdamato@gmail.com

www.uupfarm.org

UUPF Honors Women's Scholarship

By Vicki Janik

On April 12th, in acknowledgement of Women's History Month, UUPF held its Fourth Annual Celebration of Women's Scholarship recognizing the outstanding women scholars at Farmingdale State College. The three teacher-scholars who presented this year were Dr. Rita Austin, Medical Laboratory Science; Dr. Noel Holton Brathwaite, English and Humanities; and Professor Godze Ustuner, Automotive Technology.

Dr. Austin described her original research in which she identified problems and potential improvements in interprofessional education among healthcare providers, particularly medical laboratory scientists and nurses.



Dr. Holton Brathwaite explained the research she has developed in determining the value of annotation software in the improvement of student reading and writing skills.



Professor Ustuner, ABD at Stony Brook, spoke about her current research at Brookhaven National Laboratory concerning the design and development of less expensive electrocatalysts, other than platinum, for fuel cell reactions in cars and other vehicles.

The research of these UUP members was impressive. We are proud that scholarly professors like Dr. Austin, Dr. Holton Brathwaite, and Professor Ustuner are members of both our union and of our Farmingdale academic community. We look forward to hearing of their continuing professional accomplishments as they move forward in their careers at Farmingdale State College. ♦



GENERAL MEMBERSHIP Meeting

Thursday, April 21, 2022 ♦ Gleeson 104 ♦ 11:00 am

Link for virtual participation will be sent via email

Unsure of your active membership? Enroll today:

<https://uuphost.org/myuup/Membership/RegForm.php>



Professionals' Corner

Work Creep & Telecommuting

By Solomon Ayo

Work creep and telecommuting, major issues across New York State, were highlighted at the NYSUT Representative Assembly (RA) on April 1st and at the UUP Delegate Assembly on April 8th in Albany. The story is still the same: union members want to learn more about their rights, and how these two issues affect them.

Here is an example of work-creep: Because of the pandemic, many people retired or resigned, leaving job positions open, and responsibilities unfulfilled. The question arises: who will carry the workload of the individual who left? Someone must cover those responsibilities. So here enters workload creep.

If you are asked – or expected – to take over such responsibilities *without compensation*, that is “workload creep”. If you are asked to take over such responsibilities, *without a reduction in your initial workload*, that is “work creep”. Critical to avoiding work creep is an up-to-date performance program. If you are asked to take on additional responsibilities, it is critical to receive written clarification from your supervisor with the following information:

♦ **End Date:** Are these

additional duties temporary or long-term? If temporary, ensure an end-date *in writing*. If long-term, ensure that the duties are added to your Professional Achievement form. Anything above and beyond your Performance Program should be collected there, and should be considered for a Discretionary Salary Increase (DSI).

♦ **Compensation:** What is the compensation for the extra work? If you do not ask this question and you take on these additional responsibilities, they will become part of your job without compensation. Ensure that the specific compensation is clearly stated *in writing*. Are you getting comp-time, extra-service pay, or an increase in pay rate (easier for Part-time professionals). *Workload creep should never be accepted by part-time professionals as a condition for renewal*. Part-time professionals are required to have Performance Programs and all of the protections which come with one. The *same rules apply* regardless of full-time or part-time status.



♦ **Performance Program:**

Are the new duties *significant* and permanent? If so, please contact me immediately. If you are unable to negotiate an equal *reduction* in your current duties in your performance program, it may be time to update it and qualify for a salary increase or promotion. That choice is yours, but I recommend that you come to UUPF for advice on how to proceed.

You cannot be evaluated for work not written on your Performance Program. So *off* of your Performance Program is precisely where you may want to keep new duties that you are unfamiliar with. If you are uncertain about how to handle new duties, please call me.

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Poor People's Campaign

5 Reasons Why I Intend to Attend

By Lou Scala

Several years ago, I had the privilege of attending the 50th anniversary of Dr. Martin Luther King's Jr. historic "I Have a Dream Speech" on the mall of Washington, D.C., and I'm looking forward to attending what I believe will be another historic event on June 18, 2022. I may not be looking forward to a long arduous bus ride to D.C., but I am looking forward to participating in yet another historic event that will keep the movement established by Dr. Martin Luther King Jr. in 1967, and re-established by the Rev. Dr. William J. Barber and the Rev. Dr. Liz Theoharis going strong.

On December 4, 1967, in his role as President of the Southern Christian Leadership Conference (SCLC), the Rev. Dr. Martin Luther King Jr. announced a poor people's march on Washington, D.C. to take place in the spring of 1968 "to demand redress of their grievances by the United States government..."¹ Sadly, Dr. King was assassinated on April 4, 1968, and although there was a poor people's march in Washington D.C. that spring, the Poor People's Campaign remained dormant until the summer of 2018 when it was resurrected by the Rev. Dr. William J. Barber II (Repairers of the Breach) and the Rev. Dr. Liz Theoharis Barber (Kairos Center). Listed below are five reasons why I'll be attending the Poor People's & Low Wage Workers' Assembly and Moral

March on Washington and to the Polls:

1. I'm going to D.C. because I want to contribute to the work started by Dr. King - to provide our nation's poor "a good education, adequate health services, decent housing, meaningful employment, and respect."²
2. I'm going to D.C. because there are over 8-million people in the State of New York, and over 140 million people nationwide who are poor, low wealth, or just one emergency away from economic ruin. (3)
3. I'm going to D.C. because, according to the Institute of Policy Studies, 140 million people in our nation are being crushed by five interlocking injustices of – systemic racism, poverty, the war economy and militarism, ecological devastation and lack of health care, and the false moral narrative of Christian nationalism. (4)
4. I'm going to D.C. because unions played a key role in making the August 28, 1963 ("I Have a Dream") March on Washington for Jobs and Freedom a success. (5)
5. I'm going to D.C. because our United University Professions (UUP) president Fred Kowal, in his report to the Spring Delegate Assembly on April 8 -9, 2022 said, "We are also



working with the Labor Religion Coalition. At present, the focus is on the gathering of activists for the April 11 Poor People's Campaign event in lower Manhattan. But, even more importantly, we are working with the LRC in preparations for the major gathering in Washington, D.C., in June. UUP has been involved with the Poor People's Campaign for several years, but we will be increasing that involvement over the next couple of months. In this effort, we need members to step up and join us when we rent buses and plan out the logistics for a major presence in D.C. The fight for justice is our fight, whether we're negotiating a contract or lobbying for SUNY funding. Gathering

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SUNY at 75, UUP at 50

And Governor Thomas E. Dewey

By Daniel Scott Marrone

Since its inception in 1948, SUNY's faculty and professional staff have served Empire State residents as well as those from across the nation and from many foreign lands. In 2023, SUNY celebrates its 75th anniversary and the union — UUP, that represents its faculty and professional staff, celebrates its 50th anniversary. Why SUNY? Why UUP? How did it all begin? To start, let us view SUNY's mission statement:

- ♦ The nation's largest comprehensive public university system, The State University of New York (SUNY), was established in 1948. Since its founding, the SUNY system has evolved to meet the changing needs of New York's students, communities, and workforce. SUNY initially represented a consolidation of 29 unaffiliated institutions, including 11 teachers colleges. These colleges, with their unique histories and backgrounds, united for a common goal: To serve New York State.
- ♦ Today, the system includes 64 schools, a mix of 29 state-operated campuses and five statutory colleges—including research universities, liberal arts colleges, specialized and technical colleges, health science centers, land-grant colleges—and 30 community colleges. These institutions offer programs as varied as ceramics engineering,

philosophy, fashion design, optometry, maritime studies, law, medical education, and everything in between. The University also operates hospitals and numerous research institutes. (From SUNY System Administration website.)

♦ SUNY's essential role is to fulfill the need for New Yorkers to have a state-administered and funded institution of higher education. Fundamental to achieving this aim, SUNY must be open to all regardless of race, religion, sexual orientation, physical abilities, and other criteria. Prior to World War II, more than a few of New York's private institutions of higher learning were loath to admit Jews and African Americans. After the war ended, those previously denied admission to these private institutions justifiably clamored for the establishment of a nondiscriminatory, publicly-funded university. Also seeking such a university were WWII veterans with "GI Bill" benefits at their disposal. The "GI Bill" was, and has remained, a strong incentive for veterans to pursue their education. Despite the obvious need for state-supported colleges addressing the needs of so many, there also existed post-WWII a deep-seated reluctance among conservative ideologues—and voters—toward taxpayer-funded higher education.



Thomas Edmund Dewey

Born in Owosso, Michigan, on March 24, 1902, Tom Dewey relocated to New York City upon his 1933 appointment as Federal criminal investigator. Through his efforts, Wall Street crooks, Tammany Hall cronies, and organized crime hoodlums were sent to prison. In 1937, Dewey was elected District Attorney of New York County (Manhattan). In that office, from January 1, 1938 to December 31, 1941, he reputation further soared and became widely known as the nation's "Gang Buster." When World War II broke out across Europe in 1939, Dewey prosecuted violent extremists of the "Far Left"—Communists and Anarchists as well as those on the "Far Right"—Pro-Nazis and Fascists. Amidst WWII, Dewey was elected New York governor.

In early 1946, Dewey began building bipartisan support for legislation to establish The State University of New York. Later

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SUNY at 75, UUP at 50

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that year, he “tossed his hat in the ring” and began his bid to become U.S. president. Dewey met strong opposition from both incumbent U.S. President Harry S. Truman and the so-called “Taft Republicans.” So-named after U.S. Senator Robert Alphonso Taft of Ohio, these staunch conservatives were vehemently opposed to government-funding for higher education institutions. When Dewey signed the legislation to establish SUNY in April 1948, the GOP became fractured—“Taft Republicans” versus “Dewey Republicans.” On election day, November 2, 1948, Taft and his

followers refused to vote for Dewey though he garnered many votes in the Northeast and in the Midwest. These early voter tallies pointed to a Dewey victory. In fact, more than a few newspapers had headlines that read, “Dewey wins!” However, when the votes were counted overnight in the far western states of California and Washington, Truman was victorious. Dewey’s support for SUNY resulted in him losing several

normally conservative states including 1940s-Republican leaning California. Dewey was quite aware this would happen with the GOP split into factions. Nevertheless, he stood firm supporting SUNY. Ultimately, he chose SUNY over becoming U.S. president!

Thomas E. Dewey, for which New York State’s Thruway is named, died of heart failure on



March^[1]_{SEP} 16, 1971, eight days before his sixty-ninth birthday. He left a legacy that embodies both incorruptible public service and an unwavering commitment to public higher education. The New York City Bar Association titles its highest award: “The Thomas E. Dewey Medal.” By establishing SUNY, Dewey

alienated some members of his own political party and consequently hampered his presidential ambitions. *This* was a selfless act. For his unwavering support for SUNY, we thank him.

UUP

It took twenty-five years following SUNY’s 1948 beginnings to finally have a union permanently representing

its faculty and professional staff. After decades of organizing efforts and numerous court battles involving competing labor groups, United University Professions (UUP) was in 1973 officially recognized as “the collective bargaining agent for the faculty and non-teaching professionals of SUNY.”

The following is an excerpt from the UUP website:

United University Professions, UUP, is the nation’s largest higher education union, representing the faculty and professional staff of the SUNY system (referred to as professional faculty in the contract). This encompasses the 29 comprehensive, technical, specialized and university centers of SUNY. The 29 campuses are broken into 32 chapters. These chapters include the campuses shown above, as well as separate chapters for Buffalo Health Science Center, Stony Brook Health Science Center and System Administration. UUP is Local 2190 of the statewide union, New York State United Teachers (NYSUT) and national union, the American Federation of Teachers (AFT). (<https://uupinfo.org/history/whoweare.php>).

In 2023, we observe SUNY’s 75th birthday. Also in 2023, its United University Professions’ 50th birthday. Let us celebrate: “SUNY at 75, UUP at 50!” ♦

That's It!

By John Decarlo

I was an ambitious yute.
I worked 40 hours a week at a gas station in 12th grade,
during the off season of soccer.

One of the fringe benefits was working with a HS star wrestler,
who competed at county and state championships.

One time, we were fooling around, wrestling — if you will,
and he grabbed my forearm with his hand — that was it!
My whole body was rigid as if compressed in a vice-like grip.

Years later, I bumped into him. It was obvious that he had muscled up, even more.
But he lamented that he had not made the first-string team in college.

That's part of the reason why I enjoy and appreciate watching elite athletes in college wrestling.

Also, it's one on one, with no weapons to launch from a distance. Just hand to hand,
arm to arm, leg to leg, and wits and skills sets — going — face to face.
That's it!

Homo Sapiens have been launching objects at each other from prehistoric times: rocks, spears,
more and more sophisticated infantry archers, catapults and trebuchets hurling boulders, fiery
debris, and dead and diseased animals over city and castle walls.

My mother's father got shot and wounded from a machine gun perched on a plane in WW1.
He always felt fear and dread and cursed at a plane he saw in the sky,
till he died of lymphoma some sixty years later.

More recently, one surmises how
young children seeking refuge at trains stations, hospitals and theaters
are filled with rage and disdain from unmanned drones and missiles
bombing and killing their family members...

Their life-long ambition?

To — hold — someone accountable, to wrestle them to the ground,
to pin them with an intimate and hands-on — death grip.

That's it! ♦

Individual Development Awards Program Still Accepting Applications

The application period for the Joint UUP/New York State Individual Development Award Program (IDAP) opened on April 1, 2022. Applications will be accepted until May 2, 2022. Awards will be made for the period from July 2, 2021 – July 1, 2022. [Please be certain that the event for which you are applying will be completed by July 1, 2022.]

Fifteen percent (\$8,644) of the campus' total allocation of \$57,629 will initially be reserved for part-time faculty and staff. The maximum award from this program is \$2000 per individual applicant, and up to two projects or activities may be funded. **Program guidelines and application materials can be found [here](#) (scroll to the link titled Professional Development, Individual Development Awards Program).** Please follow the **Guidelines for Applicants**. To be considered for an award, applicants must submit all required information including the completed **application form**, a budget summary, an updated brief curriculum vitae, any relevant documents regarding the activity, and documentation on projected costs (check the college webpage on [travel](#) for per diem and mileage rates). For activities that have already taken place, please include copies of receipts and expenses.

Please submit your completed application and materials through this [link](#). Email Jenny Bryer with any questions at FarmlDAP@farmingdale.edu. **Applications will be accepted until Monday, May 2, 2022.**

Professionals Corner

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Telecommuting

Telecommuting remains a widely discussed topic. At our last UUPF Professionals Workshop on March 16th, many members expressed both interest and confusion. FSC management has made telecommuting more difficult to arrange than statewide policy requires, so please read the new local requirements before applying

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In short, do not think of telecommuting as working "from home." Rather, it is working from a different worksite. FSC has *extensive* oversight on alternative worksites, including "clocking" requirements that may be unfamiliar. If you are interested in telecommuting, be certain to complete the application form. Request feedback from every individual in your chain of command, via email, every seven days, as stipulated in the policy. If denied, request an explanation, adjust your application, and re-apply!

UUPF needs the paper trail in order to advocate for our members. Telecommuting doesn't have eligibility criteria.

For more information about telecommuting, please attend the Town Hall meeting on May 6, 2022. ♦



**Spring Fling
Membership Event
CHANGING TIMES
4pm Tuesday
May 3, 2022
APPETIZERS
& TWO FREE DRINKS
Compliments of
Your UUP Chapter**

Mark your calendar!

Poor People's Campaign

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like this in June is central to who we are as a union and who we aspire to be." (6)

If you are interested learning more about the Poor People's Campaign, check out these websites:

- ♦ Poorpeoplescampaign.org
- ♦ Lintr.ee/nysppc
- ♦ Linktr.ee/longislandppc

I am looking forward to seeing you on the bus to Washington, D.C.! Forward Together not One Step Back! ♦



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Women's Rights & Concerns

Vicki Janik



Workplace Civility April 26, 2022

Workshop Description

In this one-day workshop participants will acquire knowledge and awareness of the benefits of a positive, respectful workplace environment. Participants will, through a combination of facilitator presentation, small group discussion, and interactive exercises, acquire an understanding of how to contribute to a respectful, collegial, positive workplace and how to co-create the type of workplace that brings out the best in people so that they can flourish in their careers.

Send the completed [Workshop Application](#) to
nysuuplmc@goer.ny.gov.



Workshop offered by
New York State/
United University
Professions Joint
Labor-Management
Committees
(NYS/UUP JLMC)

Virtually via Zoom

9:00 am to 4:00 pm

Application deadline:

April 20

For more information
contact NYS/UUP JLMC:

Email:

nysuuplmc@goer.ny.gov

Phone: 518.486.4666

Mail: Agency Building 2, 8th Fl
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SOUL

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