



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



DECEMBER 2025



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Discretionary Salary Increases

Student Evaluation of Teaching: "Optional"

By Michael Oil

FSC encourages faculty applying for continuing and term appointment or promotion to include in their dossiers Student Evaluations of Teaching (SETs), but they are not required. Given their many defects, UUPF believes SETs should remain optional or be discontinued altogether.

Among these defects is that SETs are confounded by measurement bias—the influence of factors unrelated to teaching effectiveness. These can include class size, whether a class is required or elective, and field or discipline. (It might not come as a surprise that faculty who teach classes that are larger, required, and whose subject matter is in the natural sciences, for instance, are typically evaluated more harshly by students.) Studies have shown that even the time of day a class is offered can influence student perceptions of teaching effectiveness. SETs are also shaped by factors specific to individual students, including their previous coursework and whether they are interested in a class’s subject matter—again, variables having no objective relation to teaching effectiveness.

Students’ grades and perceptions of class difficulty are among the key predictors of how students will evaluate their instructors. Studies show that students who receive lower grades and, relatedly, believe their class was difficult often reciprocate by giving their instructors less favorable evaluations. Faculty— especially those who are contingent (e.g., adjuncts and lecturers) and tenure-track—recognize this, of course, and often respond proactively by grading leniently and assigning lighter workloads¹. (A glance at RateMyProfessor suggests just how efficacious such strategies can be.²)

The sum of this dynamic is grade inflation and the poorer teaching and learning outcomes that go with it —exactly the opposite of what college managers say they hope to accomplish by promoting SETs in the first place.

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Student Evaluation of Teaching

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For why would faculty want to foster deep learning by bringing the breadth of their disciplinary knowledge, pedagogical innovations, and high standards to bear if by doing so they might find themselves out of a job? College managers who embrace SETs apparently have not considered the link between SETs and grade inflation. Or—more skeptically—they have, and continue to endorse the use of SETs because they are thought to offer value even if they do not measure teaching effectiveness and student learning.

No less pernicious than the measurement bias associated with SETs is their so-called equity bias. This is bias related to student perceptions of such things as instructors' gender and degree of conformance to gender norms, sexual orientation, race, ethnicity, age, accent, and attractiveness. Equity bias is acute for female faculty. Citing many studies, Kreitzer and Sweet-Cushman report that men are likely to be viewed as "more adept, brilliant, or organized instructors across a range of institutional settings and research methodologies," "more accurate in their teaching... more enthusiastic, competent, organized, professional, effective, easier to understand, [and] prompt in providing feedback," with "students... more likely to expect special favors from female professors."³

It is harder to say definitively how faculty of color fare in SETs because they are underrepresented in higher ed. But available

research shows they are typically rated less positively than their white counterparts. Asian and Black instructors, in particular, receive consistently low ratings, with Black men receiving the lowest ratings of all.⁴ One would hope studies showing that SETs "systematically disadvantage faculty from marginalized groups"⁵ would give pause to a college ostensibly committed to D.E.I.

Despite their inherent flaws, SETs are still sometimes relied on by college managers because they give the appearance of objectivity, offering a seemingly standardized instrument that, in addition, is easy to administer. But SETs are not objective and can't be standardized. This is because Likert scale scores (ranging from "strongly agree" to "strongly disagree") can't be converted into interval data, at least not in any meaningful way. To attempt to do so incorrectly applies an arithmetic measure to an ordinal variable.

SETs also lack objectivity because of their consistently low student response rates.⁶ Moreover, studies show that online administration of SETs leads to even lower response rates. In practical terms, this means it is mainly disgruntled and highly satisfied students (who in many cases have benefited from grade inflation) who usually complete SETs. Such lack of representativeness further compromises SETs' validity.

Given these issues, it's no wonder that numerous scholarly societies and associations have taken a stand against SETs. In a

2019 statement, the American Sociological Association stated that "[b]ecause these instruments are cheap, easy to implement, and provide a simple way to gather information, they are the most common method used to evaluate faculty teaching for hiring, tenure, promotion, contract renewal, and merit raises. Despite the ubiquity of SETs, a growing body of evidence suggests that their use in personnel decisions is problematic. SETs are weakly related to other measures of teaching effectiveness and student learning." The statement was endorsed by the American Chemical Society, the American Historical Association, the Society for Personality and Social Psychology, among twenty other professional groups.

An increasing number of higher ed institutions are also taking a stand against SETs. In 2019, for instance, the University of Oregon's provost mandated that a statement of "Warning and Guidance on Student Evaluation of Teaching" be included in all files for instructor evaluation. It reads in part: "Research has shown that numerical student evaluations of teaching may be marred by bias against women, racial and ethnic minorities, and other groups, while being generally unrelated to student learning... teaching should be evaluated primarily using peer reviews, instructor self-reflection (as for example in instructors' teaching statements), and substantive written student comments."

As of 2018, the University of

Student Evaluation of Teaching

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Southern California no longer uses SETs in tenure, promotion, and other high-stakes personnel decisions. Its provost, Michael Quick, said at the time, “I’m done. I can’t allow a substantial portion of the faculty to be subject to this kind of bias.”⁷ Also in 2018, Toronto’s Ryerson University stopped using SETs after an arbitrator ruled that they are unreliable and biased, and therefore an unfair measure of teaching effectiveness.

For now, FSC continues to use SETs in promotion, reappointment and tenure decisions, and there are calls to make SETs

mandatory going forward. What do our faculty think?

Using your non-college email, please drop us a line at uup@uupfarm.org and let us know. ◆

¹Strobe, Wolfgang. 2020. “Student Evaluations of Teaching Encourages Poor Teaching and Contributes to Grade Inflation: A Theoretical and Empirical Analysis.” *Basic and Applied Social Psychology* 42 (2): 1-19.

²On the strong correlation between institutional SETs and RateMyProfessor reviews, see Strobe, Wolfgang. 2020. “Student Evaluations of Teaching Encourages Poor Teaching and Contributes to Grade Inflation: A Theoretical and Empirical Analysis.” *Basic and Applied Social Psychology* 42 (2): 1-19.

³Kreitzer, R. J. and J. Sweet-Cushman. 2021. “Evaluating Student Evaluations of Teaching: a Review of Measurement and Equity Bias in SETs and Recommendations for Ethical Reform.” *Journal of Academic Ethics* 20 (1): 73-84.

⁴Kreitzer, R. J. and J. Sweet-Cushman. 2021. “Evaluating Student Evaluations of Teaching: a Review of Measurement and Equity Bias in SETs and Recommendations for Ethical Reform.” *Journal of Academic Ethics* 20 (1): 73-84.

⁵See the statement on Student Evaluation of Teaching issued by the American Sociological Association (ASA) in 2019.

⁶Strobe, Wolfgang. 2020. “Student Evaluations of Teaching Encourages Poor Teaching and Contributes to Grade Inflation: A Theoretical and Empirical Analysis.” *Basic and Applied Social Psychology* 42 (2): 1-19.

⁷Quoted in Flaherty, C. 2018. “Teaching Eval. Shake-Up.” *Inside Higher Ed*, 5/21/2018.

‘Tis the \$eason for “The List”

By Yolanda Drakkir

As is customary, UUPF waits until members are notified of their awards before publishing the list of Discretionary Salary Increases. Why do we publish the DSI list? For transparency.

While UUP members have a love/hate relationship with DSI, most appreciate every opportunity for remuneration. While managers suggest that awards are meritorious for efforts “above and beyond” professional obligations, DSI funds are regularly used for things that many feel should be

covered by general operating funds, such as stipends and promotions. If those other forms of compensation were fair and adequate, there would be more DSI funds for members.

UUP does not play a role in any of the decisions or amounts of the awards. DSI is 100% at management’s discretion. But every year, UUPF asks management to confirm the process. This year we were told that DSI awards were determined by immediate supervisors, and that



they were not increased or decreased by higher levels in the chain of command. If what you see or experienced is not what was claimed, please contact UUPF and follow up with your chain of command—management said that is what you should do. ◆

Last Name	First Name	DSI Amount
Abad Izquierdo	Melixa	553
Abbas	Agha	553
Acevedo	Nicholas	250
Acton	Jean	250
Adamcewicz	Catherine	553
Adamczyk	Christopher	553
Aguece	Nastassja	553
Ai	Qing	1000
Akamnonu	Adanna	250
Alcide	Meghan	1000
Alicea	Ethan	553
Alrajab	Moath	1000
Alshibli	Mohammad	250
Alzaghal	Ahmad	553
Anderson	Eric	1000
Anderson	Valerie	554
Anesco	Alison	553
Anvari	Saeedeh	250
Apfelbaum	Danielle	553
Apriceno	Marybeth	553
Archipolo	Christina	553
Armstrong	Anne Marie	553
Austin	Rita	1000
Aydin	Ilknur	553
Ayo	Barbara	250
Ayo	Solomon	553
Aziz	Melissa	553
Azzam	Marleen	553
Azzara	Thomas	553
Bacchus	Nazreen	250
Badrizadeh	Maryam	553
Baio	Lisa	553
Bandura	Jill	553
Bandyopadhyay	Amitabha	250
Bannister	Terrilisa	250
Bannon	Mark	250
Barakat	Areeg	553
Barbieri	Jonathan	250
Bartley	Ellen	250
Barton	Andrew	553
Batista	Ambar	553
Bazhdari	Lauren	553
Bednor	Christine	553
Beers	Lauren	554

Last Name	First Name	DSI Amount
Benkert	Joseph	250
Bennett	Derick	250
Bentz	Maya	553
Bergstein	Jennifer	553
Berjan	Tanja	1000
Bernadotte	Jessica	553
Berrell	Michael	553
Betances	Synthia	553
Betz	Joseph	553
Bigliani	Patricia	553
Biondo	Lynne	250
Bitew	Worku	1000
Boggan	LaShonda	553
Bojack	Henry	250
Bond	Rebecca	553
Borah	Jeffrey	250
Bordonaro-Lubrano	Lisa	1000
Bouchelle	Douglas	250
Brannigan-Wisniewski	Lori	553
Brennan	MaryKate	250
Brienza	Alicia	1000
Brock	Kelly	250
Brockner	David	1000
Brown	Kaitlyn	1000
Brown	Matthew	553
Browne	Christopher	553
Bruns	Lisa	553
Buchan	Brittany	250
Burns	Christina	250
Byers	Philip	553
Byron	Christopher	250
Byron	RoseAnn	553
Caccipuoti	Christine	250
Cahill	Daniel	1000
Cakmak	Baris	1000
Calabrese	Kate	1000
Calabria	Faith	554
Calkins	Erin	553
Callender	Tracy	1000
Campbell	Zachary	553
Canders	Michael	250
Cannizzaro	Melissa	553
Caramico	Deanna	1000
Caravana	Bradley	1000
Carey	Kathleen	553

Last Name	First Name	DSI Amount
Carter	Jeffrey	553
Casa - Levine	Cristina	553
Castillo	Paulo	1000
Castro	Allison	1000
Cataldo	Amanda	553
Caulfield	Mary	1000
Caviedes	Alexander	1000
Cervini	Michael	1000
Cesar	Alicia	554
Chacon	Rodolfo	1000
Chan	Louis	250
Chan	Vidya	1000
Chase	Erica	554
Chen	Dandan	250
Chen	Yu	250
Cherkis	Frances	1000
Chiou	Andy	553
Cho	Hyejin	250
Chory	Susan	1000
Chrysafi	Loucas	250
Ciancio	Debra	1000
Cino	Kathleen	553
Cleary	Tracy	553
Clifford	Mary	1000
Cooke	LaNina	250
Cooper	Evan	1000
Cremmins	Robert	553
Cruz	Jose	553
Curley	Martin	250
Curry	Sean	553
Daili	Alireza	554
Daly	Rebecca	250
D'Amico	Michael	250
Dardani	Samantha	553
Dauter	Jessica	553
David	Yolanda	1000
De Gula	Renz Nikka	553
De Santi	Chiara	250
Dean	Nur	1000
DeCicco	MaryEllen	553
Degeilh	Suzanne	250
Deluca	Katelynn	1000
Delucca	James	250
DeMartino	John	553

Last Name	First Name	DSI Amount
Demby	Celeste	250
Desimone	Anthony	1000
Dilullo	Suzanne	250
DiMuro	Danielle	553
Dominguez	Amber	554
Douglass	Edmund	1000
Doutney	Joseph	250
Drakkir	Yolanda	250
Earle	April	553
Egelandsdal	Danielle	1000
Ehrenfeld	Daniel	250
Ellis	Lane	553
Eltaeib	Tarik	250
Emberley	Thomas	553
Espailat	Harry	250
Etienne	Bryan	250
Evall Shovelson	Pamela	1000
Farag	Susan	553
Farina	Eric	1000
Farrell	Colleen	553
Faure	Tamara	1000
Fean	Shaun	1000
Febo	Alexis	553
Femoyer	Alicia	1000
Feng	Jing Betty	1000
Field	Jacqueline	250
Filios	Adam	1000
Finnegan	William	1000
Fiocca	Jennie	553
Fitzpatrick	James	1000
Flores	Kayla	553
Flores	Marilyn	1000
Fogarty	Emily	250
Forman	Kimberly	553
Forrester	Rosalie	250
Foster	Tevin	553
Fraina	Michael	1000
Frank	Nicholas	250
Frazier	Lisa	553
Freaney	Christine	553
Freda	Richard	554
French	Christopher	250
Fried	Matthew	250
Fu	Szu-Pei	250

Last Name	First Name	DSI Amount
Gaab	Jeffrey	554
Gafarian	Dylan	1000
Galante	Peter	553
Galloway	Douglas	1000
Galvin	Nichole	1000
Gao	Qinghai	553
Garcia	Bryan	1000
Gebbie	Janine	1000
Gelles	Karen	1000
Georgiev	Nikola	1000
Georgieva	Daniela	553
Germano	Thomas	250
Germano	William	250
Gerstl	David	1000
Ghadyani	Hamidreza	250
Giacummo	Beth	250
Giafone	Matthew	553
Gist	Amanda	554
Gladkowski	Kyle	553
Glaser	Christine	553
Godas	Anna	1000
Goldstein	Jonathan	250
Gonder	Jennifer	1000
Gonzalez	Brianna	553
Gonzalez	Ramon	1000
Goodstone	Lori	250
Goodstone	Michael	250
Gottlieb	Madeline	553
Greenidge	Maxine	250
Greenwald	Lorraine	250
Griffin	Nicole	250
Groner	Marlene	250
Gross	John	554
Guttman	Reiss	554
Guzzardo	Catherine	250
Haas	Rebecca	553
Hall	James	250
Hall	Jean	1000
Hanson	Derek	553
Harb	Amanda	553
Hardick	Sean	1000
Hare	Tory	250
Harris	Jack	1000
Hartless	Jaime	1000

Last Name	First Name	DSI Amount
Hauff	Keri	1000
Hauschild	Kathryn	1000
Hawkins	Jamie	553
Hawley	Nicholas	1000
Hayman	Kimberly	1000
Hecht	Deborah	553
Hernandez	Denise	553
Hettinger	Ashley	1000
Hillmann	Lauren	1000
Hinckley	Glen	553
Holden	Michele	1000
Holton	Noel	1000
Hoskey	Arthur	554
Huang	Victor	553
Huijgens	Karin	553
Hung	Yue	1000
Hussain	Shujaat	553
Hustedt	Sandra	250
Hyland	Megan	250
Iffat	Shohana	1000
Ingraham	Natalie	553
Insaidoo	Kwame	554
Insignares	Brittney	250
Islam	Farhana	250
Islam	M	553
Islam	Sayeedul	553
Islam	Shahpar	250
Issapour	Marjaneh	553
Iverson	Christopher	554
Izquierdo	Sara	553
Jafari	Nahid	553
Jaiswal	Jennifer	1000
Jamieson-Ward	Tiffany	553
Janik	Vicki	250
Janssen	Yuri	553
Jativa	Carlos	553
Johnson	Lynn	250
Johnson	Michelle	553
Johnson	Navin	250
Johnston	Douglas	553
Johnston	Melissa	553
Johnston	Robert	250
Jose	Mercy	553
Joseph	Yvonne	250
Joyce	Dawn	250

Last Name	First Name	DSI Amount
Jung	Wan Seop	250
Kalamidas	Georgia	1000
Kalemaris	Agnes	250
Kalos	Andrew	1000
Karmakar	Supriyo	553
Kelly	Brian	250
Kelly Merritt	Eileen	553
Keyghobadi	Roshanak	1000
Khan	Tahmena	250
Khanam	Jobeda Jamal	1000
Khatoon	Shanaz	553
Kodess	Aleksandr	553
Kollar	Kathleen	250
Kowalski	Alexander	250
Kubin	John	553
Kwak	Eugene	554
Lapidus-Graham	Joanne	250
Lasky	Babette	553
Lau	Yuking	553
Lavery	Amanda	1000
Lee	Kivman	553
Lee	Mi Ae	553
Lehrer	Jonathan	1000
Lespinasse	Pierre	250
Letterel	Denise	250
Lewison	Martin	553
Li	Jie	250
Li	Wenhai	1000
Li	Yaping	250
Liao	Kenneth	250
Liao	Kimberly	553
Libardi	Angelina	1000
Licht	Zachary	553
Lima	Laura	250
Linakis	Lauren	553
Lindenfeld	Meron	250
Lind-Gonzalez	Patricia	1000
Long	Christopher	1000
Long	Zachary	553
LoPalo	Douglas	250
Lorentz	Dean	554
Lotz	Jason	1000
Lupinacci	Chad	553

Last Name	First Name	DSI Amount
Lutz	Kerry	553
Macario	Kimberly	1000
Machin	Kathryn	553
Maggio	Nancy	250
Mahoney	Amber	553
Makarowitz	Lloyd	250
Malsheimer	Kristen	553
Manansingh	Anthony	553
Manansingh	Sherry	553
Marchese	Karen	250
Marchese	Megan	250
Marchica	Megan	250
Mariano	Loretta	1000
Marsh	Lynn	553
Marshall	Melanie	553
Mastermaker	Michael	1000
Masterson	John	553
Maurer	Tanya	553
Mayers	Darleyne	250
McCormick	Vanda	554
McGivney	Jessica	553
McGlone	Allie	1000
McKee	Linda	1000
Mehmeti Redzeqi	Esmat	553
Meindl	John	553
Menchyk	Nicholas	553
Mendez	Herbert	553
Menna	Larry	250
Merkel	Melissa	1000
Mia	Rahim	250
Michalowski	Lori	553
Miedreich	Lukas	553
Miller	Nicole	1000
Mir	Sara	553
Miranda	Michelle	1000
Mistretta	Dominick	1000
Mitra	Katherine	553
Mofunanya	Adaobi	250
Mollapourasl	Reza	553
Moody	Shantasha	553
Moon	Sue	250
Moresky	Ann Marie	553
Morgan	Eric	250
Morris	Laura	553

Last Name	First Name	DSI Amount
Mott	Inesa	1000
Motta	Michael	1000
Murphy	Connor	554
Mussa	Abeba	1000
Nappie	Taylor	1000
Naru	Sidra	250
Navarro-Nicosia	Sylvia	553
Nebocat	Christine	553
Nelson	Marian	250
Nicholson	Timothy	1000
Nikolaidou	Maria	250
Nilsen	Deborah-Ann	250
Norris	Jeremy	1000
Noss	Ann	553
Odierna	Matthew	553
O'Donnell	Kevin	250
Oil	Michael	250
O'Keefe	Brian	250
Olivieri	Shannon	1000
Orellana	Maria	1000
Orlich	Mark	553
O'Sullivan	Jill	250
Outram	Shalini	554
Owens	Shane	553
Oyewole	Funto	553
Park	Peter	1000
Parks	Daniel	1000
Parris	Kimberly	1000
Passero	Michael	250
Pathode	Stephen	250
Paul	Bilas	553
Penaloza	Jason	553
Pennino	Elizabeth	553
Peterson	Virginia	1000
Pettit	Margaret	250
Phyfe	David	553
Pipino	Joseph	250
Plough	Abe	250
Pothen	Ashley	553
Pradhan	Mitali	250
Prazak-Stockwell	Lisa	1000
Price	Lauren	1000
Proper	Donna	1000
Pryor	Ashleigh	553

Last Name	First Name	DSI Amount
Rad	Fatoma	553
Radigan	Jeanne	250
Radu	Mihaela	553
Raisfeld	Steven	1000
Ramirez	Juan	250
Ramos	Alyssa	250
Rampello	Frank	1000
Randazzo-Davis	Maria	553
Rathjen	Herbert	1000
Regan	Timothy	1000
Renda	Paula	1000
Rera	Jessica	554
Riegel	Kimberly	1000
Riggins	Clyde	553
Rivera	Guadalupe	553
Rivera	Janice	1000
Rivera	Margarita	554
Roche	Matthew	553
Rodas	Rony	250
Rogers	Meeghan	554
Romaine	Carolyn	554
Romano	Paul	553
Ronayne	Kelly	250
Rosenberg	Beth	553
Roseval	Maia	553
Ruland	Debra	553
Russell	Kelsey	1000
Russo	Diane	553
Ryu	Yeong	553
Sabbas	Abraham	250
Sabra	Engy	250
Sagredo	Anna	250
Sakoor	Sharon	553
Salnave	Elizabeth	1000
Sarantakos	Shannon	250
Saunders	Robert	553
Scala	Louis	553
Schacher	Edward	250
Schlendorf	Christine	553
Schwirzbin	Brian	553
Scruggs	Nicole	553
Seifert	Jessica	1000
Selleri	Vincenzo	553

Last Name	First Name	DSI Amount
Sentchnik	LeeAnn	250
Sepulveda-Oberleiter	Cristian	1000
Shah	Jolly	553
Shenoda	Michael	1000
Sherman	Jeffrey	250
Shi	Wei	553
Shirvani	Khosro	1000
Shore	Amanda	553
Siddiqui	Shan	1000
Siegel	Allison	250
Siegel	Lauren	250
Silverman	Jill	553
Simonson	Jack	1000
Singer	Michael	553
Singh	Sarbjit	553
Sinnot	Jeanette	553
Slavinskiy	Gennadiy	1000
Smithwick	Nancy	553
Smyth-LoPiccolo	Orla	553
So	Brandi	1000
Son	Sung Wook	250
Song	Hongyu	553
Sooknauth	Tamara	1000
Sosnowski	Monique	1000
Soto	Jeanne	1000
Southard	Brett	1000
Sparacio	Christina	553
Speer	Erin	250
Spencer	Jacqueline	250
Sprenger	Courtney	1000
Stanley	Justin	553
Steedle	William	1000
Steinhauer	Diane	1000
Stier	Amy	553
Stone	Anthony	1000
Stratigos	Cheryl	1000
Suhovsky	Dominic	1000
Sullivan	Donna	1000
Susoglu	Arzu	250
Sutherland	Jeanette	250
Sy	Aida	250
Tauches	Kimberly	250
Tawfik	Hazem	250

Last Name	First Name	DSI Amount
Tax	Kenneth	553
Taylor	Georgette	553
Teets	Anthony	250
Tesfayohannes-Beraki	Mengsteab	553
Tew	Andrea	554
Thomas	Cynthia	250
Thomas	Elizabeth	250
Thomas	Jack	553
Thomas	Peter	553
Thomas	Tesi	553
Thompson	Elizabeth	250
Thorpe	Savion	250
Tiger	Lynette	553
Tlupova	Svetlana	1000
Tokgoz	Emre	250
Travers	Kathleen	250
Tribull	Carly	250
Trust	Bradley	553
Trzaska	Michael	554
Turbendian	Sarina	1000
Turturici	Antonella	250
Twomey	Brendan	553
Ulusoy Akgun	Ebru	250
Urban	Caitlyn	1000
Urbanowski	Joan	553
Uy	Jhoanna Marie	553
Vallone	Christopher	1000
Varghese	Rena	1000
Vasquez	Geraldo	553
Vasta	John	553
Velsor	Tara	1000
Vikingslad	Gregory	250
Villalta	Brittany	1000
Villani	Mary	1000
Viswanathan	Nanda	1000
Vitale	Linda	1000
Vitt	David	250
Vogell	Susan	1000
Walsh	Daniel	1000
Ward	Deana	1000
Weinman	Daniel	1000
Wen	Jutong	1000
Weppler	Christopher	554



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Kathryn Machin

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Sylvia Navarro Nicosia

DSI 2025

Last Name	First Name	DSI Amount
Whitfield	Bentley	250
Will	Lindsay	553
Williams	Ryan	1000
Wilson	Sean	250
Winslow	Francis	553
Wyche	Annette	250
Xu	Lan	250
Xu	Lijian	553
Yang	Yajun	250
Ye	Xiaojin	1000
Yorg	Diane	250
Yu	Chunhui	553
Zahor	Theresa	1000
Zajac	Lauren	553
Zarafopoulos	Dimitrios	1000
Zdrowski	Raymond	553
Zerone	Timothy	1000
Zhang	Xu	1000
Zhu	Yinan	553
Zimmerman	Stephanie	250
Zoghi Moghadam	Mohamad	553
Zwikelmaier	Nathan	553



Don't deprofessionalize our jobs! Respect those who teach and heal our students and our communities.

An Attack On Our Financial Freedom

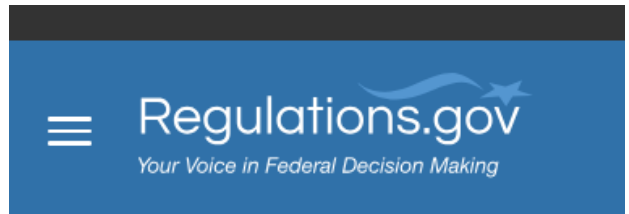
By Yolanda Drakkir

The billionaires currently in charge of our country are attempting to break us with yet another “roll back” to when women and people of color owned nothing — because they legally couldn’t. They are pushing through significant changes to the **Equal Credit Opportunity Act**, Regulation B, which affects most of us. Read all about it:

manatt ☰

CFPB Proposes Major Changes to Regulation B

The opportunity for public comments to these proposed changes closed on December 15th. To learn how to comment on future initiatives, visit:



You might think that small acts such as this are no match for the billionaires, but if that were true, they wouldn’t be reacting. Right now they are scrambling! If they were untouchable, they wouldn’t be trying so hard to silence, distract and divide us. Our pressure is being felt, and it cannot be ignored, no matter how much they pretend otherwise. Keep it up. Let’s get this done! ◆

STATEWIDE UUP COMMITTEES ◆ Contact UUPF if you are interested in joining any of these:

<https://uupinfo.org/committees/>

HUMAN AND CIVIL RIGHTS COMMITTEES:

Disability Rights & Concerns
Diversity, Equity and Inclusion
Opportunity Programs
Gender and Sexuality Interests
Veterans Affairs
Women’s Rights and Concerns

ADVOCACY/LEGISLATIVE COMMITTEES:

Academic Medical Programs
Black and Latino Faculty/Staff Legislative
Environmental Advocacy and Issues
Outreach

MEMBERSHIP COMMITTEES:

Contingent Employment
Future of Public Higher Education
Membership

Solidarity
Teacher Education
Technology Campuses
Scholarship Development subcommittee
Scholarship Selection subcommittee

PROCESS COMMITTEES:

Compliance/Audit
Constitution and Governance
Finance
Grievance

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 Drakkir at youupf@gmail.com