



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



SEPTEMBER 2025



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Help Save ESF



Dear Colleagues:

SUNY College of Environmental Science and Forestry (ESF) is facing a severe financial crisis after SUNY cut \$10 million in state funding. For ESF, that cut is one-third of its operating budget.

ESF has already consolidated administrative units with other SUNY campuses and has announced a voluntary employee separation program. The college has also been told to terminate its graduate program as it currently exists.

At a time when environmental science is critical, we are urging Gov. Kathy Hochul to support a \$10 million increase to stabilize ESF. Please go to <https://tinyurl.com/save-ESF> and send a letter to the governor.

Thank you for your support!

In solidarity,
Frederick E. Kowal, PhD
President
United University Professions

UUPF Office

Ward Hall

First Floor, West Wing
Tel: 934-420-4UUP (4887)

Email: uup@uupfarm.org
URL: <https://uupfarm.org/>

GENERAL MEMBERSHIP Meeting

Thursday, September 18, 2025 ◆ Gleeson 104 ◆ 11:00 am

Unsure of your active membership? Enroll today:
<https://uupunion.org/myuup/Membership/>

Send us your questions or concerns. Click the mailbox at <https://uupfarm.org/>



Professionals' Corner

By Solomon Ayo

Organize!

"Organize! Everyone must Organize!" proclaims Ashake, the Afrobeat artist. As we are all aware, the realities of last year's election result have led to an increase in attacks on academia. The rise of anti-union, anti-education, anti-research funding, and anti-educator sentiments ultimately results in a threat to our livelihoods.

Welcome back to the reality of the 2025-2026 academic year. I hope your summer has been relaxing and enjoyable, and we are all prepared to fully participate and engage in your ongoing duties towards the progress of FSC for the benefit of our student population's college experience.

In light of the pressure on academia and union organizations across the nation, I implore professionals to double their participation in union activities and letter-writing campaigns to your local and statewide representatives to safeguard our jobs. Numerous resources are available at the UUP website (uupinfo.org) and our local chapter website (uupfarm.org).

As a reminder for the ongoing contract negotiation, it is crucial for all UUPF members to be involved in addressing various issues that impact our rights and foster a conducive work environment. The Negotiation Team is conducting a listening tour across New York State. The date for UUP Farmingdale is Tuesday,

September 16, 2025, at 10:30 am. Registration is required, as the event is for UUP members only.

In addition to the listening tour, the UUP President and Brett Benjamin, our Chief Negotiator, have sent out a survey. Please take a moment to complete this as well: www.surveymonkey.com/r/FarmingdaleUUPCONTRACT.

This survey is particularly important as it was designed to address the specific needs of each campus. If you have any questions, please visit the website and select the "Questions" box to submit your inquiries.

Questions:

1. Are you aware of your Union Department Representative?
2. Do you understand what your performance program is for? Is yours clear?
3. Do you understand the rela-



tionship between your performance program and your evaluation?

If your answer to any of these is "no", please contacted me as soon as possible. ♦

Members of UUP's Negotiations Team will be conducting virtual meetings for individual campuses to hear from members on what they'd like to see in UUP's next contract with the state.

It's your chance to be heard!

FARMINGDALE CHAPTER
SEPTEMBER 16, 2025
10:30 AM

To attend this session, register [HERE](#)



Share your concerns here
www.surveymonkey.com/r/FarmingdaleUUPCONTRACT



UNITED UNIVERSITY PROFESSIONS | UUPINFO.ORG

President's Message

This issue of the Unifier is so full of information, you might want to pick up a printed version. We will have them at our General Membership meeting, where we will also have a brief workshop:

“Know Your Contract”

provided by our Labor Relations Specialist, Tammy Mays. Before you vote on the next contract, you should know what it is — and what it is not.

Below is a photo of several UUPers who marched at the **NYC Labor Day Parade** last weekend, next to a graphic of *why*. On page 7 there are more images from some local holiday rallies the week prior. Thank you to all who participated! We must find the strength to continue to do all that we can to protect

public higher education, public hospitals, workers' rights and civil liberties, including the right to organize, and for some of us — the right to exist. On page 1 you see an appeal for another SUNY campus under threat of closure. When they hurt one, they hurt us all. Believe that!

We at UUPF welcome the new campus administrators as they acclimate to life on the Farm. We look forward to working with them on goals of mutual interest, particularly in response to national trends that can potentially harm us. We've been down hard roads before, and when we work together, we thrive!

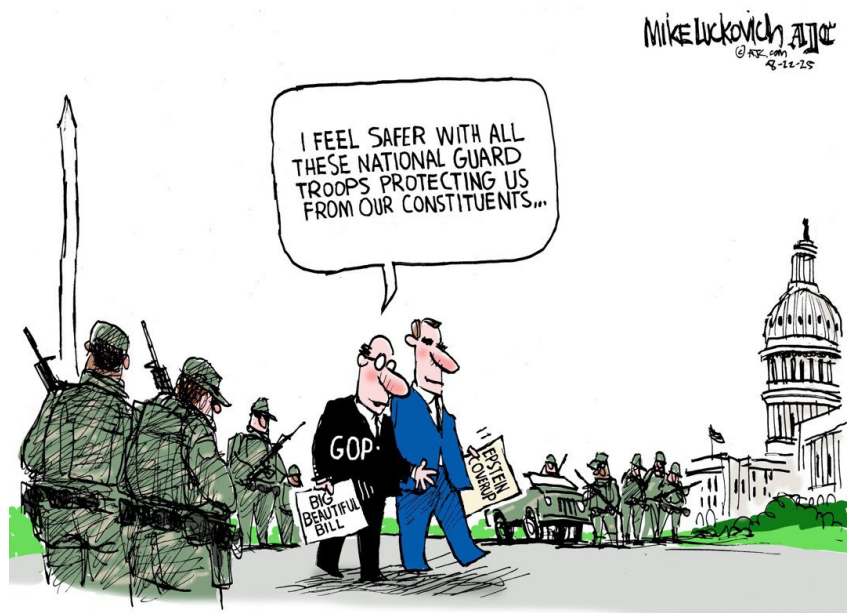
UUP members... We see you. We hear you. Yes, there are old



wounds that may cause you to pause or mistrust. Let's acknowledge them, learn from them, and march on.

In Solidarity

Yolanda Drakkir



KEEP INTERNATIONAL STUDENTS ON OUR CAMPUSES!

Please **COMMENT TODAY** on the elimination of
the **Duration of Status (DS)** for international students.

Dear Colleagues:

This is an important action item, and I urge you to take a few minutes to submit your comments online. Please read the message below:

The Trump Administration is proposing a rule to eliminate the [Duration of Status](#) (DS) for international students. This proposed rule, issued on August 28, 2025, replaces the current DS period with a system that **admits international students to a stay no longer than four years** barring an expensive and lengthy application for an extension.

The administration has already begun a brief 30-day comment period. **We urge UUP members and higher ed advocates to submit comments to stress how this proposed rule would harm our students and institutions.** The implementation of this rule would:

- Restrict the number of international students attending SUNY campuses and campuses across the United States by curtailing the amount of time students could take to complete academic programs; the rule would likely deter many students from seeking higher education in the US at all.
- Have a detrimental effect on graduate programs since the median time to complete a Ph.D. for all students in the US is 5.7 years. Many graduate programs would risk losing all of their international students.
- Reduce human and intellectual capital across the country. Many international students seek to stay in the US and work legally after their studies are complete; US companies would lose access to their skill and talent.
- Be unnecessary. International student visa holders are already the most closely monitored group of nonimmigrants in the US.

Please [COMMENT HERE](#) on the damage that this rule change would inflict!

In solidarity,
Fred

Frederick E. Kowal, PhD
President
United University Professions

What's Going On, FSC?

This is a new Unifier column intended to inform members about issues that may be of interest. This series will focus on

ongoing legal cases, either federal or state, which have been brought by former employees of the College, and have been made

public. These are being published simply to raise awareness. If you are experiencing similar challenges, please contact UUPF.

Case: Filed: June 24, 2025
TRAVIS HOLLOWAY, PH.D.,
Plaintiff, -against- FARMING-
DALE STATE COLLEGE OF
THE STATE UNIVERSITY OF
NEW YORK

The case cites harm based on "discrimination on the basis of 1) sex and sexual orientation and 2) retaliation after [Dr. Holloway] complained of discrimination.... Dr. Holloway identifies as a queer, gay, gender-non-conforming person."

The case continues: "In 2023, Dr. Holloway applied for tenure...Every committee and

reviewer that reviewed his application, including Farmingdale's Provost...recommended him unanimously and enthusiastically for tenure. He was thus supposed to receive his tenure letter from the last signatory, [the] President...on or around September 1, 2023.

Instead, on August 29, 2023, [the] President..., on behalf of Farmingdale, terminated Dr. Holloway and denied him tenure. The timing and circumstances of the termination and denial of tenure reveal that the decisions were discriminatory and retaliatory for several reasons."

The Facts section of the case includes 41 items describing allegations of discrimination and retaliation. Example: "Farmingdale fired Dr. Holloway eleven days after it dismissed his protected Title IX complaint, in which Dr. Holloway alleged he had been discriminated against on the basis of his sexual orientation and gender. He [had] filed this complaint on the advice of his supervisor and Farmingdale's Title IX Investigator..." ♦

<https://ia601309.us.archive.org/18/items/gov.uscourts.nyed.533077/gov.uscourts.nyed.533077.1.0.pdf>



<https://lgbtnetwork.org/>

FSC SAFE SPACE Trainings 2 WORKSHOP OPPORTUNITIES

LGBT 101 This 1-hour interactive workshop provides an introduction to the LGBT community by defining common terminology, explaining the difference between sexual orientation and gender identity, and exploring both risk factors and resiliencies. The training will conclude with a discussion of best practices to create safer and more supportive environments for LGBT people.

Transgender 201 This interactive workshop provides a deeper understanding of the experiences of transgender, gender non-conforming, and non-binary (TGNCNB) individuals. Together, we'll explore practical steps to support TGNCNB peers and work toward building respect for all, regardless of gender identity or expression

1. Wed. 9/10/25	1:40-2:55pm	LGBT 101 - Quinyne 100
2. Thurs. 10/9/25	11-12:15pm	Transgender 201 - Gleeson 121
3. Wed. 11/5/25	1:00-2:15pm	LGBT 101 - Quinyne 100
4. Thurs. 12/4/25	11-12:15pm	Transgender 201 - Gleeson 121
5. Mon. 1/12/26	12:00-1:15pm	LGBT 101 - Quinyne 100
6. Tues. 2/3/26	11-12:15pm	Transgender 201 - Gleeson 121
7. Tues. 3/4/26	11:00-12:15pm	LGBT 101 Gleeson 121
8. Wed. 4/8/26	1-2:15pm	Transgender 201 - Quinyne 100
9. Mon. 5/4/26	12:00-1:15pm	LGBT 101 - Quinyne 100
10. Wed. 6/10/26	1:00-2:15pm	Transgender 201 - Quinyne 100

YOU MUST RESERVE YOUR SEAT contact:

Kathleen Flynn
Title IX Coordinator
Dewey Hall, Room 115
934-420-5772
flynbk@farmingdale.edu



Campus
Title IX
Resources



LONG ISLAND!

nysut

**LET'S
RALLY
TO**

Fix tier six

WHAT:

Rally to Fix Tier 6!

WHEN:

Monday, October 6, 2025 • 4:00 - 6:00 p.m.

WHERE:

Suffolk County Community College
Brentwood Campus
1001 Crooked Hill Rd, Brentwood, NY 11717

WHY:

Because we won't quit until we Fix Tier 6!

This year, we will be continuing to advocate for changes to the state pension system. We're making incremental changes to Tiers 5 and 6 so they reach parity with the benefits Tier 4 members enjoy.

Join NYSUT, other union members and elected officials as we stand in solidarity.

RSVP:

nysut.cc/ft6li



**SCAN
ME!**



Local Labor Day Rallies



Workers Over Billionaires Rally — Mineola



MAYDAY Rally & Food Drive — Lindenhurst



Indivisible National Day of Action Rally — Medford

Did you know that all UUP members qualify for

PUBLIC SERVICE LOAN FORGIVENESS?



UUP MEMBERS
HAVE ALREADY
HAD MORE THAN
\$15 MILLION
IN FORGIVENESS!

Virtual PSLF clinics held every payday.

Presented by your Statewide Secretary-Treasurer Jeri O'Bryan-Losee, jobryan@uupinfo.org

Open to all UUP members, these 1.5-hour workshops talk you through the
Income-Driven Repayment Plans AND Public Service Loan Forgiveness.

LEARN ABOUT THE NEW DOE PSLF WAIVER!

UPCOMING UUP VIRTUAL STUDENT DEBT CLINIC WEBINAR DATES:

WEDNESDAY, SEPTEMBER 10, 2025 • 5:00 PM – 6:30 PM VIA ZOOM
WEDNESDAY, SEPTEMBER 24, 2025 • 11:30 AM - 1:00 PM VIA ZOOM



Register through the UUP Events Calendar
[UUPINFO.ORG/CALENDAR/](https://uupinfo.org/calendar/)



10 Days in September 1814

When the U.S. was Invaded: Plattsburgh & Lake Champlain

By Daniel Scott Marrone

Unarguably, the three most perilous times in U.S. history have been at the nation's beginning with the Revolutionary War (1775-1783), the potential splitting-off of the New England states to Great Britain during the War of 1812 (1812-1815), and the sectional crisis over slavery and states' right during the Civil War (1861-1865). Mountains of books, TV series, and films have dwelled on the first and third of these crises, but there has been scant focus on the War of 1812, widely known as the "Forgotten War."

The New England states suffered severely with the Jefferson Administration Embargo Act of 1807. The Madison Administration (1809-1816) continued a cut-off of trade with France and most especially with Great Britain applying the Non-Intercourse Act (1809). The British viewed this legislative measure with derisiveness. Additionally, the former "mother country," Great Britain, was in its own crisis fighting a full-scale war with the French led by Emperor Napoleon.

The Royal Navy needed sailors. Many were reluctant to serve as sailors with severe discipline and harsh living conditions aboard its ships. An additional factor discouraging joining or remaining in the Royal Navy was the British government policy to withheld pay of its seamen in order to discourage desertions. This policy had the

opposite effect in that it drove desertions. The British maintained the misperception that Royal Navy deserters were serving as highly paid crewmen aboard U.S. warships and merchant vessels. Though this was true to a very limited extent, it was vastly overshadowed by the inhumane treatment of sailors in the Royal Navy.

The Napoleonic Wars erupted in Europe beginning in 1803. The Royal Navy impressment of U.S. seamen increased in proportion to the level of fighting against Napoleon. As more sailors were needed aboard British warships, impressments of U.S. seamen increased, inflaming vitriolic, anti-British sentiment. On June 18, 1812, the U.S. declared war on Great Britain.

Misperceptions were not confined to the British. U.S. political leaders also held them, assuming the British would relegate fighting the Americans as secondary in importance compared to war with their eternal enemy, the French led by Napoleon. For the first twenty-two months of the War of 1812, this assumption held. However, in April 1814, Napoleon surrendered his forces to the British and Coalition Allies. From this point forward, defeating the Americans became *the* prime focus of the British. For this aim, the Crown government redeployed from Europe 18,000 infantry troops, thousands of sailors, and numer-



ous warships to North America.

The September 1, 1814 British invasion in Plattsburgh and Lake Champlain occurred at a precarious time, when pro-British Federalists in the New England states were ruminating about secession. This entailed breaking off from the U.S. government. Shockingly, some New Englanders were betraying their own nation by supplying food and war material to the British during the war. Had the British invasions at Plattsburgh and Lake Champlain succeeded, the politically teetering New England states may have been cajoled — or forced — by the British into some sort of alliance with the former Mother Country.

Optimistic members of the British Parliament *assumed* that the massive land and sea invasion into U.S. territory would indeed

...continued on page 11

United University Professions presents

Pre-Retirement Workshops

September 2025

For more dates and to register, please visit <https://uupinfo.org/calendar/> or scan the QR code below.

Tuesday, September 23rd, 12:00-1:00pm

Part 1: Medicare and Health Insurance

Thursday, September 25th, 12:00-1:00pm

Part 2: Union Benefits (Dental/Vision)



Spouses and partners are welcome to join. The workshops can be taken in any order.

Registration is required so that a Zoom link can be sent the day before the workshop.

These workshops are not recorded for privacy, and to ensure that you receive the most up-to-date information.

You may attend as many pre-retirement workshops as you like.

Register here



For more information:

Dan Quackenbush, Retiree Coordinator
dquackenbush@uupbenefits.org
518-640-6600



10 Days in September 1814 Part 1 ...continued from page 9

be successful. They already had a name for the breakoff portion of the U.S.: it would be a new British colony called *Columbia*. Fortunately for the U.S., the Crown government could only use the “Columbia” name for its westernmost North American province, “British Columbia,” decades later on August 2, 1858.

As battles commenced in Plattsburgh and Lake Champlain, Vermont Governor Martin Chittenden (1763-1840), a member of the anti-Madison Administration Federalist Party, denied permission for the Vermont state militia to intervene in the conflict. Sympathetically, 2,200 of the 6,354 U.S. forces at Plattsburgh and Lake Champlain were brave militiamen, who called themselves the Vermont “Green Mountain Boys.” The Green Mountain Boys ignored Governor Chittenden and fought alongside their Empire State counterparts.

Battle of Lake Champlain

At approximately 9 a.m. on September 11, 1814, the British fleet neared U.S. warships. In command of the sixteen-ship Royal Navy fleet was Scotland-born Captain George Downie. The Royal Navy perceived an easy target of U.S. vessels trapped in the bay. With the ships so near, few cannon shots missed their targets. In short order, four ships: two American, two British, were heavily damaged and incapacitated. As the British ships went aground, their flags were lowered in surrender to the Americans. In desperation, Royal Navy Captain Downie ordered the use of “hot shots”—cannon balls that were made red hot from

a blast furnace aboard his flagship, the HMS *Confiance*. Though smaller in firepower, the USS *Saratoga*, Macdonough’s flagship, returned incessant fire upon the *Confiance*. A shell from the *Saratoga* landed on the muzzle of one of the *Confiance*’s heavy cannons. The huge gun was dislodged from its carriage and crushed to death Captain Downie as he was issuing orders.

The USS *Eagle* was hit so many times that the heavily damaged vessel nearly sank. In a unique maneuver that has gone down in history, the ship’s commander, U.S. Navy Lieutenant Robert Henley, anchored his vessel and then used ropes, pulleys, and all the arm strength his seamen could muster to reposition the *Eagle* in a full 180-degree turnaround. The cannons on the undamaged side of this U.S. vessel then commenced nonstop withering firing at the larger British warships. Macdonough also ordered the USS *Saratoga* be turned around. Though the *Saratoga* had already been hit by more than four dozen cannon shells, its undamaged side could—and did—blast away at the Royal Navy ships.

With Captain Downie killed, Executive Officer Royal Navy Lieutenant Henry Robertson assumed command of the flagship, HMS *Confiance*. He attempted to copy the turn-around maneuver employed by the Americans. However, as a consequence of extensive damage and a lack of knowhow, Robertson could not turn his ship more than halfway around. Robertson witnessed his crew being annihilated and his ship being literally

blown apart. At that point, the British commander ordered his ship’s flag and those of the other Royal Navy ships be struck. With this desperate signal, the Sea Battle of Lake Champlain concluded with the Royal Navy unconditionally surrendering to the U.S. Navy!

Battle of Plattsburgh

By September 11, 1814, the 11,000 British Army Regulars had already crushed the first lines of defense guarding Plattsburgh. Opposing British Army commander Lieutenant General Sir George Prévost, were the U.S. survivors of the first days of the massive Crown forces invasion. By that point in time, there were less than 1,500 remaining U.S. Army Regulars as well as New York and Vermont militia volunteers.

Leading what was left of the U.S. forces was Brigadier General Alexander Macomb (1782-1841), who joined the New York militia in 1798. A year later, he received his first commission in the U.S. Army. In July 1812, he had risen to the rank of colonel of the 3rd Artillery Regiment. By the time of the 1814 Plattsburgh invasion, Macomb held the rank of Brigadier General.

After nine days of skirmishing and then retreating, the surviving U.S. troops were forced to the south side of the Saranac River. Though outnumbered and exhausted, the Americans possessed a military advantage by being ensconced on several elevated, heavily fortified breastwork fortifications overlooking Plattsburgh Bay.

To be continued in October...



FARMINGDALE CHAPTER

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You can meet with a Financial Consultant at SUNY Farmingdale.

No matter where you are in life—just getting started or planning for retirement—a session with a Financial Consultant can help you create a plan for your goals. And, it's at no additional cost as a part of your retirement plan. You'll get answers to these questions and more:

- Am I invested in the right mix of investments to help meet my goals?
- Am I saving enough to create the retirement income I need?
- How do I take income from my retirement account once I stop working?

TIAA will be available these dates and times for one-on-one sessions.

Date	Time	Location
Monday, Sep 15, 2025	9:00 a.m. - 4:00 p.m.	Whitman Hall - Math Conference Room
Tuesday, Oct 7, 2025	9:00 a.m. - 4:00 p.m.	Whitman Hall - Math Conference Room
Tuesday, Nov 11, 2025	9:00 a.m. - 4:00 p.m.	Whitman Hall - Math Conference Room
Wednesday, Dec 10, 2025	9:00 a.m. - 4:00 p.m.	Whitman Hall - Math Conference Room

Be sure to have these financial statements on hand for your meeting:

- Investment
- Retirement
- Savings



RSVP today, as space is limited. Register for sessions at tiaa.org/schedulenow or by calling **800-732-8353**, weekdays, 8 a.m. to 10 p.m. (ET). We look forward to working with you.



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 & 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
Scholarship Selection

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