



# Unifier

UNITED UNIVERSITY PROFESSIONS

FARMINGDALE CHAPTER

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## In this issue

- ◆ Professionals' Corner  
PAGE 2
- ◆ President's Message  
PAGE 3
- ◆ Project 2025 & Education  
Why This Election is  
Critical PAGE 4
- ◆ Academic's Corner  
PAGE 5
- ◆ Generals that Saved NY  
PAGE 7
- ◆ Defensive Driving Class  
Sponsored by UUPF  
PAGE 12

# Election Time!

By Solomon Ayo

UUP is a nonpartisan organization, but it does highlight elected officials who are friends of the Union. The decision is up to you, but it's important to listen to and review the positions of your local candidates before you vote. At the 2024 American Federation of Teachers (AFT) Delegate Convention in Houston, Texas, in July, I was fortunate to witness an endorsement by the AFT. Why did the AFT endorse VP Harris instead of the former President Trump? It's because the difference is clear for the future of all educators across the country, from the national level down to the local level.

On the national level, we have two candidates: the Democratic candidate, Vice President Kamala Harris, and Republican candidate, Donald Trump. If you watched the September 10, 2024 presidential debate between the two candidates, you probably heard Harris reference Project 2025, which she called a "detailed and dangerous plan that would surely be implemented" by her opponent.

The 900-page plan is crafted to impose extreme policy changes on public higher education. Under the plan, the Department of Education would be shuttered and federal education programs would be parceled out to other departments. This plan would impose extreme policy changes on public higher education.

It is significantly important that you understand the position of the candidate you are voting for. In this newsletter is the AFT's report about Project 2025 for you to review before you vote. You can read the full Project 2025 report, titled "Mandate for Leadership: The Conservative Promise," by the Heritage Foundation and with support of more than 110 conservative groups advocating policy and personnel recommendations for the next conservative president.

The choice is yours! **VOTE!**



## UUPF Office

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## GENERAL MEMBERSHIP Meeting

Thursday, October 24, 2024 ◆ Gleeson 104 ◆ 11:00 am

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# Professionals' Corner

## Facts on Work Overload

By Solomon Ayo

On October 3, 2024, UUPF held a workshop titled "Changing the Culture of Workload." The workshop aimed to address professional concerns regarding work overload vis-à-vis: duties, obligations and responsibilities. The session was moderated by statewide VP for Professionals Carolyn Kube, and Labor Relations Specialist (LRS) Tammy Mays.

It started with a reference to the SUNY Board of Trustees Policies Article XI, Title H, Sec. 2 outlining members' obligations as employees of the State of New York. The key takeaway was that professionals should not exceed their full work obligation without acknowledgment. The moderators emphasized steps to combat workload creep. Below is a synopsis from the workshop.

1. The specific professional obligations expected of you as an employee should be determined at the time of your hire.

2. Management has the authority to change these obligations at any time.

3. If there is an increase in one area of professional obligations, there must be a corresponding decrease in another area.

Don't feel guilty when workload starts to increase. While it's important to be committed to students, colleagues, and maintaining high professional standards, we need to be mindful that taking on extra work should not result in a permanent increase in

our workload without compensation. As discussed at the workshop, uncompensated work can jeopardize your health, well-being, and the quality of service you provide. If your workload is increased, there should be a corresponding adjustment in your performance program specifying how new duties will be balanced with a decrease in existing duties. Other options include promotion, a salary increase, extra service pay, or compensatory time for the additional work.

Document workload increases. Unless additional work is voluntary, it should be clearly identified and considered for paid extra service (with the appropriate approved paperwork completed prior to the commencement of the assignment).

Please keep in mind the following information:

Extra work that is separate from your regular obligations should be documented through the Extra Service Agreement Form, UP-8, or as "also receives" on your pay stub. It's important to note that once the agreed-upon work is completed within the specified time, the additional work should not be considered part of your professional obligation.

Uncompensated work should also be accompanied by a written document stating that the assignment is being done on a temporary basis, so it does not become part of the employee's regular



workload. This documentation can be in the form of emails, letters to and from department chairs, deans, or supervisors. While all work performed can be noted in an annual report, performance evaluations should only speak to the employee's official obligation listed in the performance program. The extra work can and should be considered for salary increase or promotion.

Ask your UUP chapter officers for help if you need assistance documenting your work. UUPF is supportive of growth and volunteerism, but it should not be a regular or constant part of your workload. It's important to have documentation to ensure that volunteer work doesn't become a mandatory part of your job. If you are facing workload issues, it's important to seek assistance before it impacts the quality of your work. ♦

# President's Message

## *Good Start, Farmingdale!*

What is a good month made of? One that is full of hope and optimism, energized by enthusiasm, and supported by action. It has been a VERY busy start to the academic year. Our inbox is “crankin’;” keep your thoughts and messages coming. Our team is fielding your feedback and concerns to the proper entities on a daily basis. Important reminder: **please use your personal email address** for personal, sensitive, private or non-work-related communication. Our **red mailbox** does not automatically capture email addresses, so if you would like a response please provide your non-edu address. Also remember that a lot of the most common requests and questions can be answered via our website: [uupfarm.org](http://uupfarm.org).

What has made for a good start to the year is more than breaking bread with other members at Changing Times, General Membership Meetings, New Employee Orientations and Chapter Workshops — all of which have been very well attended, which is very much appreciated. What is also good is our members' motivation to step up and mobilize around issues and concerns that matter to them. We have met with several groups so far, looking to improve working conditions, to enhance

campus system efficiencies, to discuss campus safety, special projects, and initiatives. Remember that UUP is about more than pay and benefits. We are also here to help with work-life balance, health and safety, career and professional development — any and all efforts that enhance our members' work and professional experience, as well as those which help move FSC and public higher education forward.

Let's keep it going! Aside from what is potentially the most important presidential election in *my* lifetime, what will the next eight weeks bring? How can we contribute to national initiatives right here at home?

October 21-25 is national **Campus Equity Week**. The health of higher education across the country — particularly public higher ed — is negatively impacted by the dramatic increase of a contingent workforce. American Education has been reduced to “gig work.” How are we to compete internationally when the work we do is not respected and supported? FSC should take the lead and strive to become more than “the Walmart” of our State University system. It's time for *that* conversation.

*In Solidarity*

*Yolanda Drakkir*



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## Project 2025 and Its Potential Impact on Higher Education

Project 2025 dedicates an entire chapter on its plans for “conservative” education, with 44 of the 922 pages of its *Mandate for Leadership: The Conservative Promise* outlining extreme changes to K-12 and higher education. Lindsey Burke of the Heritage Foundation’s education policy department is listed as the chapter’s author. The radical changes it proposes would reverse decades of civil rights protections and widen the access gap, making college education more inequitable and unaffordable. This extremist policy proposal is being used as a blueprint for undermining higher education’s role as a bulwark of democracy. If enacted, Project 2025 will erode academic freedom and institutional autonomy by an overreach of governmental intrusion into program and curriculum; eradicate diversity, equity, inclusion and belonging initiatives while permitting attacks on civil rights for all current protected classes; and diminish academic workers’ rights and union protections. A few of Project 2025’s proposed plans for higher education are highlighted below.

1. Ban public employee labor unions (pages 599-605):
  - Allow loopholes for employers to eliminate public employee unions in the middle of a contract.
  - Allow states to ban labor unions.
  - Allow the elimination of overtime protections and ignoring the federal minimum wage.
  - Allow employers to retaliate against union organizers.
  - See the AFL-CIO’s website for in-depth insight into Project 2025’s plan for labor unions, at [www.betterinaunion.org/project-2025](http://www.betterinaunion.org/project-2025).
2. Eliminate the Department of Education (pages 327, 360-361):
  - Eliminate several offices housed in the department or move them to another government agency.
  - Transfer the Office of Career, Technical, and Adult Education to the Department of Labor and the Tribally Controlled Postsecondary Career and Technical Institutions Program to the Bureau of Indian Education.
  - Eliminate or move the Office of Postsecondary Education to the Department of Labor.
  - Reduce and block grant funding to historically Black colleges and universities and tribal colleges and universities.
  - Eliminate GEAR UP and 21st Century Community Learning Centers grant programs.
  - Move the National Center for Education Statistics to the Census Bureau.
3. Impose federal oversight of higher education accreditation bodies and processes (pages 351-352):
  - Urge Congress to prohibit accreditors from requiring institutional DEI policy to be a condition of accreditation.
  - Eliminate the connection between financial aid eligibility and accreditation.
  - Establish new accreditors that are loyal to the administration.

...continued on page 6

# Academic Corner

By Amit Bandyopadhyay

In her column for [The Hechinger Report](#) (10/7), Jill Barshay wrote that grading systems in Learning Management Systems (LMS) may disadvantage students with surnames towards the end of the alphabet, according to a study. University of Michigan researchers found that when assignments are graded alphabetically, “surnames starting with U to Z were docked a little more than half a point (0.6 points) on a 100-point scale compared with A-to-E surnames.” This bias was “more pronounced in the social sciences and the humanities compared to engineering, science and medicine.” The researchers suggest fatigue and attempts to control grade inflation as potential reasons for this discrepancy. Some instructors have requested LMS systems to randomize grading order to mitigate this bias.

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[Inside Higher Education](#) (10/8, Knox) reported that regional public universities have seen unexpected enrollment growth this fall, despite previous bleak predictions. Temple University in North Philadelphia achieved “a whopping 30 percent increase in first-year students over last year,” attributed to enhanced recruitment strategies and emphasizing racial diversity. Washington State University Tri-Cities campus reported a 16% increase in first-year enrollment, “marking its largest ever freshman class and bucking the regional trend,” thanks to in-person recruitment and addressing FAFSA issues. Vermont State University experienced a 14% rise in first-year enrollment after a merger of three institutions. Regular enrollment growth is “less surprising at UT San Antonio, a primarily Hispanic-serving institution in a state with a fast-growing Hispanic youth population, where first-year enrollment rose by 3 percent this fall.”

The [Kansas Reflector](#) (10/7) reported that Wichita State University President Richard Muma is accused of failing “to give proper credit to more than 20 authors after copying their writing” in his 2004 doctoral dissertation. Ten faculty members “at public and private colleges and universities said in interviews Muma’s dissertation amounted to plagiarism.” Muma, through spokeswoman Lainie Mazzullo-Hart, denied the allegations, asserting that his



dissertation adhered to academic standards. The [Kansas Reflector](#)’s “comparison of Muma’s 88-page dissertation with earlier scholarly work uncovered improperly ascribed phrases, sentences and paragraphs.” WSU policies demand “intellectual honesty,” and plagiarism can lead to severe consequences for students and faculty.

The [Kansas Reflector](#) (10/7) reported Muma acknowledged on Monday that “up to 5% of his dissertation lacked full attribution to original scholars,” following the inquiry by the university. Muma stated that the university’s investigation, involving a plagiarism expert, confirmed these “technical oversights” and plans to correct them. Blake Flanders, “president and CEO of the Board of Regents, issued a statement acknowledging Wichita State’s confidential inquiry,” stating that Muma said he followed appropriate procedures and an independent review found no academic misconduct. The Board of Regents has no systemwide plagiarism policy. ♦



## Project 2025 and Its Potential Impact on Higher Education

Education | Healthcare | Public Services

...continued from page 4

4. Transfer federal student loans to the Treasury Department and eliminate student loan forgiveness programs (pages 327, 337-340, 353-355):
  - Eliminate income-driven payment programs for borrowers with lower incomes, including the Public Service Loan Forgiveness program.
  - Eliminate PLUS loans for parents and students.
  - Remove guardrails that protect students against predatory schools and loans that result in excessive student loan debt.
5. Eliminate DEI and affirmative action and reverse federal civil rights protections for underrepresented and LGBTQIA+ students, and halt Title IX investigations (pages 330-334, 352-357):
  - Move the Office for Civil Rights to the Department of Justice, preferring civil rights enforcement to be done through litigation in the federal courts.
  - Under the DOJ, the Civil Rights Division would “prosecute all state and local governments, institutions of higher education, corporations, and any other private employers” that have DEI or affirmative action programs.
  - Rescind the Biden administration’s Title IX regulations with protections for LGBTQIA+ students, especially those identifying as nonbinary.
  - Eliminate federal funding for international education (Title VI of the Higher Education Act of 1965) and create barriers to recruiting and retaining international students and faculty.
  - Prohibit accreditation agencies from using what the authors view as their “gatekeeper” role under Title VI to encourage DEI in higher education, as it is tied to a university’s accreditation regarding access and equity.
  - Programs under Title VI include foreign language and international studies and the Fulbright-Hays Program, which all receive federal funding.
  - Eliminate the lowest qualifying wage levels for H-1B workers, restricting and changing the H-1B visa process for international students and faculty, which could drastically reduce the international student and faculty populations, both of which are largely in STEM-related fields (National Science Foundation, 2024).
  - Allocate a 40 percent funding increase to international business programs that require institutions, faculty, and fellows to certify how their programs’ goals benefit American interests.
6. Impose changes to scientific organizations that would affect research and innovation, threatening global competitiveness (pages 133-136, 462):
  - Require “any research conducted with taxpayer dollars serves the national interest in a concrete way aligned with conservative principles” (page 686).
  - Eliminate federal workers across agencies, including career scientists at the National Institutes of Health, the Environmental Protection Agency and the National Oceanic and Atmospheric Administration.
  - Require oversight of federal funding for scientific research, including reducing funding for climate-based research.

...continued on page 8

# Glover & Herkimer: The Generals that Saved New York

By Daniel Scott Marrone

## Part 2: Nicholas Herkimer

Americans, especially those in New York State, owe much to two militia generals: John Glover and Nicholas Herkimer. During the American Revolutionary War, they organized and led militias comprised of citizen soldiers in combat at various battles in New York State. Part 1 of this essay covered John Glover. Part 2 covers militia leader, Brigadier General Nicholas Herkimer, one of the greatest heroes of the war.

In early 1777, British Army General John Burgoyne devised a plan to quash the revolution by separating American military resistance in New England from the rest of the newly formed nation. “Gentleman Johnny’s” so-called “Grand Strategy” included two invasions emanating from Canada into New York. Burgoyne led a 10,000-force invasion army that sailed south on Lake Champlain and captured Fort Ticonderoga. From there the Crown forces moved south, with the objective of capturing the American military and trading hub at Albany.

The other British force, 1,500 in number, was led by Brevet Brigadier General Barrimore “Barry” St. Leger. These invaders sailed from Canada across Lake Ontario and landed at British-held Fort Oswego. After landing at Oswego, the invaders were augmented in strength with Loyalists — Americans who fought alongside the British — as well as hundreds of Iroquois

Mohawk, Cayuga, Onondaga, and Seneca warriors.

Now numbering well over 2,000 in fighting strength, the invaders reached and surrounded Fort Stanwix (located in present-day Rome, NY) on August 2, 1777. Their evil intention was to slaughter the 1,000 civilians that had sought shelter within the stockade ramparts. Protecting the fort was a small regiment of 100 Continental Army soldiers. Facing certain annihilation, Fort Stanwix commander Colonel Peter Gansevoort sent an urgent call for help on August 3 to Brigadier General Nicholas Herkimer and his militia.

**Nicholas Herkimer and the New York State Militia** Coming to the relief of those trapped in Fort Stanwix were Tryon County militiamen (forerunners of decades-later New York Army National Guardsmen).

The militiamen were led by General Herkimer, the New York-born son of German immigrants that escaped the tyranny of French King Louis XIV during the early 1700s. The self-proclaimed “Sun King” persecuted Protestants, especially Palatine Germans, in the Rhine Valley of central Europe. Fleeing Europe, these oppressed Germans crossed the Atlantic Ocean and settled in the New York Colony. By 1725, they established settlements along the 149-mile-long Mohawk River, the main east-west tributary of the Hudson River. One of the most influential leaders of these German settlers was physically massive Johan Jost Herchheimer, whom his



Oneida neighbors called “The Bear.” Three years after residing near the Oneida settlement, Johan Jost and Catherine Petrie Herchheimer were blessed with a son they named Nicolas.

A natural born military leader, the young Herchheimer attained the rank of Captain in the early New York colonial militia during the French and Indian War (1754-1763). By the 1770s, Nicolas Herchheimer had become a large landholder in the Village of Little Falls.

When the Revolutionary War erupted in 1775, “Nicolas Herchheimer” anglicized his name to “Nicholas Herkimer.” That year, he was appointed a Continental Army Brigadier General in charge of the Tryon County Militia, the largest citizen soldier fighting force in northern New York State.

**The St. Leger Invaders’ Evil Intentions** After St. Leger’s marauders murdered those trapped in Fort Stanwix, they intended to kill settlers along the

...continued on page 9



# Project 2025 and Its Potential Impact on Higher Education

Education | Healthcare | Public Services

...continued from page 6

- 7. Devalue higher education credentials and student rights (page 357-358):
  - Call for a presidential executive order eliminating bachelor's degrees as a requirement for a federal job unless "the requirements of the job specifically demand it."

### Sources

Bethany Smith et al., "Graduate Enrollment in Science, Engineering, and Health Continues to Increase among Foreign Nationals, while Postdoctoral Appointment Trends Vary across Fields" (National Science Foundation, 2024), <https://nces.nsf.gov/pubs/nsf24320>.

Lindsey M. Burke, "Department of Education," in *Mandate for Leadership: The Conservative Promise*, ed. Paul Dans and Steven Groves (The Heritage Foundation/Project 2025, 2023), 319-362, <https://www.insidehighered.com/sites/default/files/2024-07/Project%202025%20Education%20Department.pdf>.

The AFT is a union of professionals that champions fairness; democracy; economic opportunity; and high-quality public education, healthcare and public services for our students, their families and our communities. We are committed to advancing these principles through community engagement, organizing, collective bargaining and political activism, and especially through the work our members do.

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## Glover & Herkimer: Part 2 ...continued from page 7

Mohawk River Valley. Upon receiving a call for help, General Herkimer immediately called to duty his 800 New York State militiamen with an incessant rattle-tat-tat snare drum alert, the so-called “Drums along the Mohawk.” [Watch the 1939 20th Century Studios movie of this title with General Nicholas Herkimer portrayed by actor Frederick Roger Imhof.] On the evening of August 3, 1777, the New York State militiamen embarked on a perilous 35-mile frontier trek west to Fort Stanwix. Among Herkimer’s 800 militiamen were 50 from the Oneida Nation, who closely allied with — and became beloved by — U.S. citizens.

**Battle of Oriskany** Less than three days into their mission, Herkimer and his New York State militiamen were ambushed at Oriskany Creek, seven miles before reaching Fort Stanwix. Stunned and inexperienced in battle, many of these citizen soldiers were killed during the first hours of combat.

General Herkimer was mounted and thus an easy target. Just minutes after the fighting commenced, he and his horse were shot. Herkimer’s mount fell on him, worsening his gunshot wound. Though bleeding profusely, the militia general refused to leave the battle. Instead, Herkimer had his men prop him against a tree at the battle front. Prominent and vulnerable to musket fire and tomahawk attack, he proclaimed, “I will face the enemy!”

Throughout this horrific day of battle, Herkimer continually ordered his men to stay and fight.

By his stalwart example of bravery and resolve, Herkimer’s militiamen stayed their ground and, crucially, learned to effectively fend off the ambushers. The New Yorkers’ new strategy, gleaned after hours of costly combat, was to have one militiaman load while the other fired. Thus, the militiamen began a steady stream of fire that repulsed the attackers. Herkimer’s citizen soldiers ultimately achieved victory at the Battle of Oriskany, though at a steep cost.

Of the 800 New York State militiamen, 480 were killed or seriously wounded in the brutal combat. Post-battle, Herkimer was carried on a stretcher to his home in the Village of Little Falls. His leg soon became gangrened, necessitating amputation. A dying Herkimer begged for forgiveness, incorrectly believing that he let down the United States of America.

Ten days after this murderous encounter at Oriskany, Herkimer died from blood loss and infection on August 16, 1777. General Herkimer need not have asked for forgiveness. Through their bravery and sacrifice in battle, Herkimer’s militiamen killed many ambushers including dozens of Loyalists and 65 Mohawk, Seneca, Cayuga, and Onondaga warriors. The dispirited, surviving Loyalists and warriors soon thereafter abandoned the siege at Fort Stanwix. Due to desertions, the invaders threatening Fort Stanwix were now outnumbered and forced to flee New York and sail back to Canada. The siege of the fort ended with those inside **SAVED!** Had Herkimer and his militiamen



not bravely fought and sacrificed their lives at Oriskany, those in the fort as well as thousands of settlers along the Mohawk River Valley would have been killed.

The New Yorkers’ victory at Oriskany had another consequence. Since the St. Leger invaders were forced to flee back to Canada, British Army General Burgoyne was denied reinforcements. Consequently, the British were stalled at Saratoga, nearly 40 miles before reaching Albany. In two decisive battles, occurring on September 19 and October 7, 1777, Burgoyne’s army was substantially reduced in fighting strength. On October 17, 1777, the British general surrendered his forces to the Americans.

This huge British loss at Saratoga is considered the turning point in the war, favoring the Americans. From this point forward, the French formally allied and provided army and naval support to the USA. For his leadership role in crushing the St. Leger invaders at Oriskany, which directly led to the defeat of Burgoyne and his army at Saratoga, General Herkimer is

*...continued on page 11*

# UUP FIGHTS AND **WINS** FOR CONTINGENT WORKERS!

Join your union in the fight against SUNY's overreliance on underpaid, precarious adjunct and contingent academic labor.

- » Transformative increases in the per-course minimum for part-time adjunct/contingent faculty, escalating to \$5,500/\$6,000 per 3-credit course
- » Increased, contractually set minimum salaries for full-time lecturers, instructors, and clinical assistant professors, among others
- » Full-time contingent faculty are eligible for new 7-year and 12-year on-base Retention Awards
- » 1-year guaranteed appointments for part-time adjunct/contingent employees after 3 years
- » 3-year guaranteed appointments for full-time contingent faculty after 7 years
- » Continued access to excellent health benefits (with no change in employee share or copays) for all contingent faculty who teach at least 6-credits per semester. UUP's contract leads the nation in adjunct health benefits
- » Adjunct/contingent faculty can now become eligible for health benefits by teaching one 3-credit course at two separate SUNY (state-operated/UUP-represented) campuses
- » 12 weeks of Paid Parental Leave for part-time employees who are health benefits-eligible and have worked 1 semester. UUP may have the only union contract in the nation with such a benefit
- » No health benefits waiting period for new UUP graduate student members who join our unit from a position represented by GSEU
- » Access to tuition-free courses, including graduate degree completion courses, through UUP's "space available" program

***We believe that this contract has the potential to transform the way that SUNY utilizes contingent academic labor.***



Join UUP and become active in the fight to transform our working conditions at SUNY.

Only in union can we create the best possible higher education and health care for students, patients, and workers!



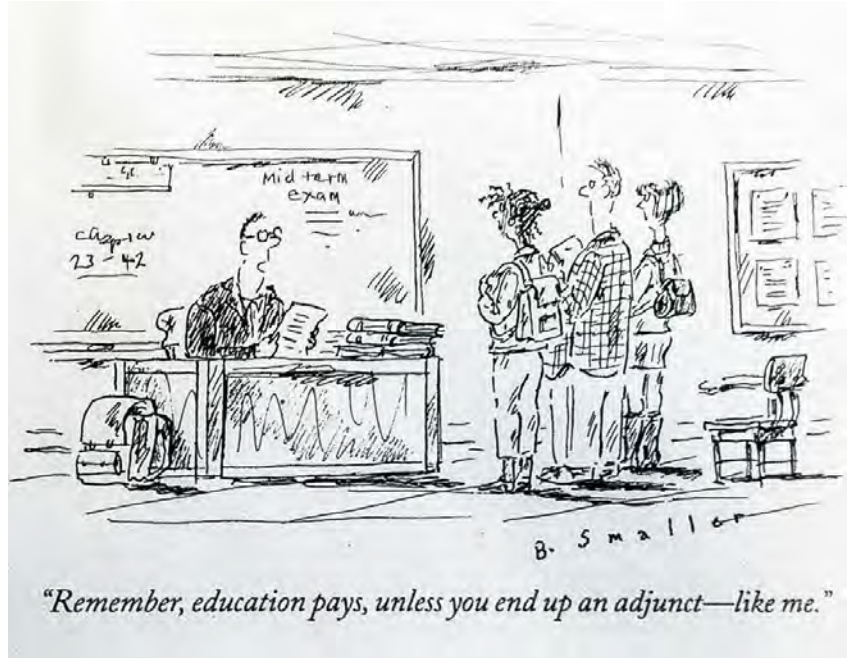
Got questions? Want to get involved? Contact your UUP chapter office or email [contract@uupmail.org](mailto:contract@uupmail.org) for more information.

# Campus Equity Week — October 21-25

During Campus Equity Week, UUP chapters highlight the contributions and concerns of contingent faculty — Farmingdale especially, as the only SUNY campus that is “upside-down” in its faculty population. Contingent faculty are those who are not eligible for tenure due to their appointment, title, or assignment. All part-time (adjunct) faculty are contingent, and they are the significant majority at FSC.

Respect and gratitude is demonstrated by actions. At FSC, that can include what is desperately lacking — compensation for work beyond the classroom, such as mandatory training for myriad campus policies, BrightSpace, and distance learning technology. Shared office space should not be impossible to find on a 380 acre campus.

***What can YOU do for adjuncts this week?***



## Glover & Herkimer: Part 2

*continued from page 9*

honored in New York State. SUNY Herkimer College bears his name. Many avenues and streets are also named after him. (This writer grew up near Herkimer Street in Brooklyn.) In central New York, the Village of Herkimer is geographically within the Town of Herkimer that, in turn, is within Herkimer County. The U.S. Postal Service has issued a commemorative stamp that depicts Frederick Coffay Yohn’s 1901 painting, “Herkimer at Oriskany 1777.”

The New York State Military Museum, in Saratoga Springs, displays at its entrance the path of General Herkimer and his Tryon County militiamen from Fort Dayton to the pivotal Battle of Oriskany. The museum also affirms General Herkimer’s militiamen as the exemplar for

the 1786 New York Militia and later, the New York Army National Guard. The NYS citizen soldier national guard has, and always will, come to the rescue amidst riots, blizzards, forest fires, floods, and hurricanes.

Generals Glover and Herkimer led militiamen whose mission was to protect American colonists. In carrying out this goal, these “first” first responders saved the lives of many early New Yorkers. “Valor” is defined by Merriam-Webster as “great courage in the face of danger,



especially in battle.” These militia leaders demonstrated extreme valor during the Revolutionary War. The American nation had the good fortune to have Glover and Herkimer, who went beyond the call of duty and literally saved New York and its people from catastrophe. ♦



# DEFENSIVE DRIVING

UUP is sponsoring a VIRTUAL defensive driving class on Saturday, November 9, 2024 at 9:30am

Enjoy this class in your pajamas from the comfort of your own home. Earn a significant discount on your car insurance or remove points from your license. This class is open to all UUP members and their families. We need at least 20 people to register in order to receive the discounted rate. This virtual class can accommodate a maximum of 40 people, so reserve your seat right away.

The cost is \$35 dollars per person.

**Reservations are due by Friday, November 1<sup>st</sup>**

For reservations, please email Debbie Nilsen at [uup.dn@aol.com](mailto:uup.dn@aol.com) via your non-edu email address. ♦

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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](mailto:youupf@gmail.com)