



# Unifier

UNITED UNIVERSITY PROFESSIONS

FARMINGDALE CHAPTER

APRIL 2026



## In this issue

- ◆ Professionals' Corner  
PAGE 2
- ◆ President's Message
- ◆ May Day 2026  
PAGE 3
- ◆ LEAD Scholarship for  
UUP Members  
PAGE 4
- ◆ Academic Corner
- ◆ Returning Student  
Scholarship  
PAGE 5
- ◆ Individual Development  
Award  
PAGE 7
- ◆ Professional Committees  
Spring 2026 Elections  
PAGE 8

# On Adjuncts Pay • Equity • Workload Creep

By Michael Oil

As we close out the final year of our current collective bargaining agreement, and with negotiations for the next one picking up steam, it seems a good moment to reflect on the working conditions of FSC's adjunct faculty members. Adjuncts are, by far, the largest cohort of faculty at FSC, outnumbering full-time faculty by more than 2 to 1. In fact, FSC has the distinction of employing more adjuncts as a percentage of its faculty than any other SUNY school, save Empire State College and the community colleges. Given adjuncts' obvious importance to the success of FSC, it behooves all of us to promote *their* success.

Thanks to UUP wins in the 2022-2026 contract—which build on, among other things, the health, dental, and vision benefits gained in previous contracts—precarity has been reduced for many adjuncts. Probably the best news for adjuncts in the most recent contract was the increase in minima for 3-credit courses. Beginning this July, the new minimum will increase to \$5500, which follows \$3500, \$4000, and \$4500 minima in 2023, 2024, and 2025, respectively. Though here a caveat is in order: because successive administrations have not addressed adjunct pay at the LIEOC in the absence of a contractual obligation to do so, adjuncts there have not, in many years, seen a meaningful increase in their minimum hourly rate, which is effectively about half of what it is elsewhere on campus. UUPF has implored President Prezant's administration to work harder to close this gap.

UUP is hopeful the collective bargaining agreement currently being negotiated will further mitigate adjunct precarity. To begin with, fingers are crossed for additional increases in per-course minima. And while details of negotiations have not been made public, UUP's statewide team of negotiators reports momentum on "conversion pathways" from part-time to full-

...continued on page 6

## UUPF Office

### Ward Hall

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

Email: [uup@uupfarm.org](mailto:uup@uupfarm.org)  
URL: <https://uupfarm.org/>

## GENERAL MEMBERSHIP Meeting

Thursday, April 30, 2026 ◆ Gleeson 104 ◆ 11:00 am

Unsure of your active membership? Enroll [HERE](#) today:

Send us your questions, suggestions or concerns by clicking the mailbox →



# Professionals' Corner

## Strengthening Your Union: Strategy for Success, Part 2

By Solomon Ayo

In the previous article, I discussed the effective impact of donating to VOTE COPE as a strategic outreach to counter the powerful Anti-Union lobbyists statewide. At UUPF, local engagement by members is equally crucial. For professional issues, all politics are local!

One way to demonstrate local engagement is participation in community activities, particularly off-campus outreach recommended by UUP/NYSUT. For updates about off-campus activities that you can participate in, visit [UUP Central](#) and click on the "Take Action" button on the right side of the page. This site provides detailed information on what you can do to ensure that our elected officials remain committed to the needs of UUP members statewide.

As we enter the negotiations process with New York State for our next contract, UUP encourages everyone to participate fully. Here are some steps you can take to make your membership count and your voice heard by your local elected officials, (courtesy of UUP):

- ◆ Educate yourself about UUP's demands and read regular, detailed negotiations bulletins.
- ◆ Print a poster for your office or

install a Zoom background.

- ◆ Send us a short video expressing your most important demands for the next contract.
- ◆ Sign up to be notified of upcoming events and actions.
- ◆ Reach out to your chapter office for more information on any planned actions.
- ◆ Help increase membership; it sends a clear message about UUP's strength at the table, and only UUP members can vote to ratify the new contract.

To learn more about how you can show support for a strong contract, visit [Negotiations](#).

Another way to demonstrate local engagement is participation in Chapter Committee elections. The bi-annual election for two professional committees is open to all professional members, and present an excellent opportunity to gain a deeper understanding of the working mechanisms of promotion, salary increases, and work evaluation.

The two committees are the College Review Panel (CRP) and the Committee on Professional Evaluation (CPE). For members unfamiliar with the significance of these two committees and their responsibilities, you can read the details on page 8.

To be elected, an individual



must either self-nominate or be nominated by another professional staff member, and subsequently approve the nomination.

There was an email sent last week with a downloadable .pdf Nomination Form. Earlier this week the online nomination form was emailed to all professional staff. The Chapter will confirm the interest of all nominated members before circulating ballots. As requested by members, we have extended nominations to **Monday, May 4, 2026**.

Please use either the paper nomination forms and mail to the Chapter Office in Ward Hal via inter-office mail, or use the online form. Please **DO NOT USE CAMPUS EMAIL** to forward completed Committee Nomination forms.

Many of you have expressed interest more active participation. As a professional, *this is it!* ◆

# President's Message

## The MAMDANI Act

Don't be fooled by its name, it's not what you think...

On April 20, 2026 representative Chip Roy from Texas introduced a bill they're calling the MAMDANI Act, supposedly for the purpose of denaturalizing and deporting "Marxist and Islamic fundamentalists". But the actual devil is in the details on this one.

The title of this bill is the first hint: *To amend the Immigration and Nationality Act to limit alien eligibility for admission and naturalization and enable deportation and denaturalization for any membership, affiliation or advocacy of socialist, communist, Chinese communist, Marxist, or Islamic fundamentalist doctrines, and for other*

*purposes.* So, this bill would allow them to revoke the citizenship, and deport, anyone who isn't pro-capitalism and ...*others.* Of course, the current leadership feels the need to give stupid acronyms to their bills. This one is called the **Measures Against Marxism's Dangerous Adherence and Noxious Islam** [MAMDANI] Act of 2026.

This is not just a direct threat to the New York City mayor, it is a threat to all of us. If this bill passes, they can denaturalize and revoke the citizenship of anybody who "*is or ever was a member of, or affiliated with, or who advocates or advocated for, the communist party, socialist party, Chinese communist party, Islamic fundamentalist party, or any other totalitarian party of the United States*".

So simply advocating for the right of any of these groups to protest is enough to have you charged, denaturalized, and deported to who-knows-where. If you have the audacity to teach your class *actual* history, how it is driven by class struggles between those who toil and those who own, or the impact of labor movements throughout history and around the world, in this bill, that makes you a Marxist.



If you think, "No way, *they* won't let this happen", keep reading. In EVERY section of this bill, there is a non-review clause that reads: "*Any determination made under this section shall be final and shall not be subject to review by any court.*" That means zero recourse, zero appeals.

This bill is what fascism looks like, making it literally illegal to disagree with the people in power. Not even politicians or judges are safe — not the ones who disagree with the current leadership: Mamdani, gone. Omar, gone. AOC, gone. Bernie, gone. Former presidents...?

This bill is the final nail in the coffin of the America we once knew. If you are reading this, *do something!* Click the < May Day 2026 picture and find your role in the fight. If not you, who? If not now, when?

*In Solidarity*  
Yolanda Drakkir





For more than 20 years, the Cornell University/NYS AFL-CIO [Union Leadership Institute \(ULI\)](#) has helped hundreds of union members from every corner of New York State become stronger labor leaders. Many program graduates have progressed to leadership positions in their union.

To help facilitate diversity in union leadership, the NYS AFL-CIO is offering the LEAD Scholarship for the Union Leadership Institute. If you want to grow as a leader in your union and in the union movement, [apply for the LEAD scholarship today!](#)

ULI is an intensive, one-year executive-level training program that will give you the tools to enhance your personal leadership skills, lead and transform your organization, and build a dynamic and inclusive movement. Program participants develop strong connections with other union leaders.

The application deadline for the 2026 LEAD Scholarship is May 22nd. Any union member in good standing is welcome to apply.

It is critical that we, as a movement, identify and develop dedicated leaders from diverse backgrounds who will guide us through the challenges ahead. Please share the scholarship information with your union siblings, or consider applying if you are interested in becoming a leader in your union!

In solidarity,  
New York State AFL-CIO

# Academic Corner

## Some Things to Wonder About

By Vicki Janik

**What has happened to adjunct promotions?** Will our adjuncts always remain as Adjunct Assistant Professors? Have promotion files, those already submitted, been lost somewhere? Are adjuncts at Farmingdale the most unworthy of consideration for promotion? Are they the easiest to ignore? [Not if we count the number of classes they teach!]

**Another:** Who gets **extra service**? Can adjuncts have it? Can professionals have it during their normal working hours? *Do we ever see extra service seemingly used to reward favored acolytes or punish annoying critics?* In these challenging economic times, extra service has become vital.

**Another:** We still wonder about the campus's formal procedure for responding to alleged, illegal **discrimination**. If you remember, the stated SUNY procedure for dealing with discrimination, SUNY Policy 6501, requires a series of several distinct actions by various persons, including the formation of a tripartite panel of staff

members to thoroughly investigate any allegation. About five years ago, Farmingdale managed to gain approval to replace this with a much abbreviated procedure: only one [possibly Management] employee investigates and writes a decision. Is this change something that Dr. Martin Luther King would applaud?

**Another:** Are we still confident that **observations of online courses** follow exactly the same guidelines as observations of classroom courses?

**Another:** At what point does **workload** become so excessive that it begs for extra service pay? Certain bargaining unit members, namely, the vast majority of us who lack tenure, may be fearful of asking for such compensation. Others may assume that doing all that extra work may offer a bit of unofficial job security. But our members work over weekends and into the evenings. And the pay?...on Long Island?...where the median pay for K-12 teachers in April 2024 was over \$120,000 [*Newsday*]? We all need more money. And the need for more money brings us back to the need



for extra service.

And that should remind us about overall pay to our academic members. It's the reason Farmingdale is a standout among all state-operated campuses of SUNY: We have the highest ratio of part-time to full-time staff of any campus [save Empire State College]. By far. Two to one. According to UUP data, that means the following:

<b>Total Chapter Membership:</b>	<b>1330</b>
<b>Total Full-time Academics:</b>	<b>303</b>
<b>Total Tenured Academics:</b>	<b>150</b>
<b>Total Part-time Academics:</b>	<b>599</b>

And that does not address the ever-growing number of full-time Contingent Academics, which was approximately 72 last year.

Better than any descriptions of troubling events or newly issued rules and procedures, these growing numbers of staff who lack job security suggest something else. They imply how management becomes ever more top-down, often failing to hear and act upon the concerns of staff but finding greater veracity in the words of persons higher on the College Organizational Chart. ♦

### Scholarship for Undergraduate Students

In honor of a long-term UUP leader and staunch advocate of public higher education, for women's rights and for retiree benefits, D. Jo Schaffer, from SUNY Cortland. Please share with your students this opportunity to earn \$3,000 with the

**Jo Schaffer Second Chance/Returning Student Scholarship**

Application Deadline: June 1, 2026 > [APPLICATION LINK](#)

# On Adjuncts: Pay • Equity • Workload Creep

By Michael Oil

...continued from page 1

time employment, lengthened notices of non-renewal, and improvements to Article 16, which concerns lists of data the union receives from SUNY and the State regarding the number of credit hours, credit equivalents or contact hours worked by academic adjunct faculty; if ratified, these revisions will allow UUP to better ensure that adjuncts are receiving appropriate pay.

UUPF has advocated for adjuncts locally to augment statewide advances. It has opposed mandatory student evaluation of teaching (SET), which studies have shown to be invalid, even biased, measures of teaching effectiveness and student learning (see the December, 2025 Unifier issue)—and which would only exacerbate adjunct precarity; asked management to retain adjunct promotion pay increases on top of contractual raises so that adjunct contributions to the college can be duly recognized and rewarded; and requested that adjuncts be awarded DSI, for which they are contractually eligible but rarely receive.

UUPF has also pushed management to award adjuncts paid office hours for the considerable amount of time they spend outside of class completing online training modules, answering emails, writing recommendations, mentoring students, and the like. This would be the right thing to do not only for our adjuncts, many of whom teach at two or more colleges just to make ends meet, but for our

students. After all, how realistic is it to think students can receive proper academic support when many of their instructors struggle to get by?

In addition to responsibilities now considered to be part and parcel of appointments, adjuncts (and other contingents) in some departments are regularly “invited” to do such things as serve on departmental committees and develop curriculum—more cascading effects of the austerity budgeting that leads to understaffing. Though not paid for this work, contingent faculty worry that if they do not heed the call, they will not be offered a class in the future or be considered for tenure-track or more stable contingent positions that might come open in the future. They thus see volunteering as a kind of down payment that might help improve their work situation (the writer Herb Childress calls it “hope labor”).

Which is to say that workload creep doesn’t exist apart from power relations. Our members, especially the most vulnerable ones, often feel they don’t have the luxury of turning down supervisors’ entreaties to work for free. Sometimes they are even subjected to subtle “guilt trips” over their putative lack of commitment to department and students (see UUP’s statewide message on workload creep, below, for more on this). Ultimately, they may be given to understand that, though it’s their decision to make, not working for free can carry consequences.

The onus is on them. In this way, precarity is attributed to personal rather than structural failings (e.g., chronic underfunding and questionable administrative priorities). Clearly, neoliberalism pervades the halls of academia no less than other workplaces.

It is true that some of our members are eager to share their expertise and experience irrespective of pay. Their overriding concern is to be active participants in the life of their departments and the college. Obviously, nobody wants to see our members denied meaningful involvement at FSC. But inclusivity should not come at the price of exploitation. To help them (and those in their orbit) avoid being taken advantage of, UUP devotes a section of its statewide website to pitfalls associated with volunteering, and actions they can take to protect themselves. Below are excerpts; it can be read in full at [UUP Workload Creep](#).

“If the work is voluntary, it’s crucial to document in writing that the assignment is being done on a voluntary basis, so it does not become part of the employee’s base load. Documentation can take the form of emails; letters to and from department chairs, deans, or supervisors...It should be noted that you do not consider the additional work to be part of your professional obligation once the task has been completed in the agreed upon time. The parameters of time and effort needed to complete the

...continued on page 7

# On Adjuncts: Pay • Equity • Workload Creep

By Michael Oil

...continued from page 6

assignment should be discussed and agreed on prior to its commencement. This should be done in consultative, collegial, and collaborative interaction with a supervisor, chair, dean, or other appropriate administrator.

Working together as colleagues is the best protection against the continued expansion of what becomes expected as part of the professional obligation of a department, unit, or member. It's important to have department-level/unit-level discussions about workload issues to try and get

everyone on the same page. If some employees are willing to take on more work without appropriate compensation or reduction of other duties, the expansion becomes the new norm and it is more difficult to effectively challenge work overloads...

Reject the "guilt trip defense" of workload creep. While our commitment to our students, patients, colleagues, professional standards, and the quality of our work engenders a spirit of help and cooperation, we should be

mindful that "helping out" should not lead to permanent increases in our workload, and uncompensated work that will jeopardize our health, professional well-being, and the quality of our service to our students and our campuses....

Workload creep is often experienced individually but is part of a collective problem. Working collectively, with the assistance of your UUP chapter, is key to addressing workload issues." ♦

## Individual Development Award Program

The application period for the Joint UUP/New York State Individual Development Award Program (IDAP) is open. Applications will be accepted through May 15, 2026. Awards will be made for the period between July 2, 2025 – July 1, 2026. As a reminder, the IDAP is intended to assist eligible employees to develop their full professional potential and to prepare for advancement. Funding may be provided to enhance teaching, research capabilities, professional knowledge, and skills. Please consult the [Program Guidelines](#) and Application Instructions when completing your application to ensure that your application meets program requirements.

To be considered for an award, please submit the following via the [IDAP Application Submission link](#).

A fully completed [application form](#) that includes a budget summary (check the college [travel webpage](#) for per diem and mileage rates) and all supporting documents.

- A description of the proposed project or activity including:
  - Type of event, event site, and sponsor.
  - Whether the employee is presenting a paper or formally participating. If presenting a paper, the title of the paper and nature of the presentation must be provided.
  - A letter of acceptance of the paper being presented or other proposal. If acceptance is pending, the Campus Professional Development Committee should be notified of its receipt as soon as possible.
  - How this project or activity will further the employee's professional development or otherwise assist in preparing for advancement.
- An updated, brief curriculum vitae.
- Any relevant documents regarding the activity, and documentation on projected costs.
- For activities that have already taken place, please include copies of receipts and expenses.

Applications missing required documentation will be **rejected**.

For further information, please contact the Joint Labor Management Confidential Staff committee. Email [FarmIDAP@farmingdale.edu](mailto:FarmIDAP@farmingdale.edu). Applications will be accepted until **May 15, 2026**. ♦



## FARMINGDALE CHAPTER

### EXECUTIVE BOARD

**Yolanda Drakkir**  
President

**Vicki Janik**  
VP Academics

**Solomon Ayo**  
VP Professionals

**RoseAnn Byron**  
Treasurer

**Debbie Nilsen**  
Secretary

**Thomas Smyth**  
Officer for Contingents

**Daniel Marrone**  
Officer for Retirees

### DELEGATES

#### Academic

Michael Canders  
Vicki Janik  
Michael Oil  
Jack Simonson  
Thomas Smyth

#### Professional

Solomon Ayo  
Celeste Demby  
Sandra Hustedt  
Carlos Jativa  
Mercy Jose  
Sylvia Navarro Nicosia

#### Committee Chairs:

#### EOC

Michael Oil  
Marian Nelson

#### Grievance: Academic

Jack Simonson

#### Grievance: Professional

Sandra Hustedt

#### Health & Safety

Michael Canders

#### Labor Management

Michael Oil

#### Library Concerns

Kathryn Machin

#### Membership

Debbie Nilsen

#### Newsletter

Yolanda Drakkir

#### Active Retirees

Daniel Marrone

#### Webmaster

Sylvia Navarro Nicosia

# Professional Committees Spring 2026 Elections

All UUP chapters are required to conduct elections for the following committees every two years. Please submit your nominations by using the [online form](#) or the .pdf emailed to all professional staff via campus mail. This election is being conducted by UUPF personnel. All nominations are confidential. Please avoid the use of campus email to discuss or forward nominations. Self-nominations are welcome!

### Committee on Professional Evaluations (CPE):

The Committee consists of three (3) professional members of the UUP Farmingdale Chapter. The remaining members are selected by the College President. The chair is selected by the Committee from among its members. The CPE reviews, at the request of the employee, a formal evaluation characterized as "unsatisfactory." The Committee review addresses both the procedures and substance of the unsatisfactory evaluation. At the conclusion of its review, the Committee submits written recommendations directly to the College President.

### College Review Panel (CRP):

The Panel consists of five (5) to seven (7) professional members of the UUP Farmingdale Chapter. The CRP reviews, at the request of the employee, an application for promotion or salary increase that has been denied by any level below that of the College President. If the CRP determines that the request for promotion is warranted, it submits written recommendations directly to the College President.

Details for both committees can be found in the [Collective Bargaining Agreement](#). Training is provided for each committee by the Chapter Labor Relations Specialist.

Please submit your nominations by **Monday, May 4th.**

## 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 UUP 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)