



# Unifier

UNITED UNIVERSITY PROFESSIONS

◆ FARMINGDALE CHAPTER

◆ November 2015



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## How Prepared Are You?

By Lou Scala

The tragedy last month at a community college in Oregon, where an active shooter took the lives of ten people and wounded several others, prompted me to take a one-hour online course—IS-097—Active Shooter: What Can You Do—offered by the Emergency Management Institute (EMI) of the Federal Emergency Management Administration (FEMA).

This course, in addition to the information provided by our college,—(1) Campus Safety Guide Booklet (2) Planning for Emergencies on Campus Brochure and (3) Run, Hide, Fight, an active-shooter awareness video emailed to the campus by University Police Chief Marvin Fischer on Tuesday, August 14, 2015,—should help to prepare you to protect yourself and others should an active-shooter incident occur at FSC.

At a recent labor management meeting between UUPF and college administration, UUPF expressed its concerns about campus security/safety. As a result of this advocacy, Dr. Keen, in his report to the campus at a recent governance meeting, briefed the campus about the administration's plans for overall emergency preparedness.

Please take the time to review the above mentioned resources and consider taking the one-hour FEMA Emergency Management Institute (EMI) IS-907—Active Shooter: What Can You Do—online course.

When you take this class, please pay particular attention to the segment that contains questions for a self-assessment of our organization's level of preparedness for dealing with an active shooter incident. We are attaching these self-assessment questions below.

Send your feedback to the UUPF Office—[uupfdamato@aol.com](mailto:uupfdamato@aol.com) so we may use your input to help improve FSC's emergency response capabilities.

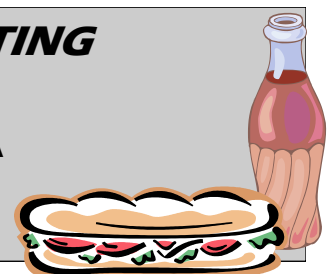
Let's hope and pray that we will never have to use this type of training at Farmingdale State College. ◆

## GENERAL MEMBERSHIP MEETING

Thursday, November 19, 2015

11:00 am ◆ Campus Center Ballroom A

Please join your fellow UUPF members for lunch.



# Colleges, Organizations Win \$60 Million to Boost College Access, Completion

By Catherine Gewertz on September 21, 2015 12:03 PM • [Education Week]

As part of its push to get more students into and through college, the Obama administration Monday awarded \$60 million to colleges, universities, and community groups to work on projects to boost college completion.

In a call with reporters, Undersecretary Ted Mitchell noted that nine of the 17 grants were given to minority-serving institutions. He said that while higher education has served many students well, too many students—largely those from low-income and minority backgrounds—“have been left behind by institutions that cost too much, weren’t structured to support their success, or didn’t have the resources to serve them.”

The winners, culled from among 300 applications, include “development” grants to help newer ideas grow and be evaluated, and “validation” meant to try more established ideas on a bigger scale. The administration sought out applications in certain areas, such as improving student support services,

improving teaching and learning, and getting stronger outcomes in developmental education.

Nearly every grantee will use its money to work on better outcomes in higher education. But one will focus on improving student access to higher education. Delaware State University will use a \$2.6 million grant for its Access to Success project, which is working to help first-generation and low-income students, who are underrepresented on college campuses, find good college matches. The project is developing a process that will generate a list of colleges, tailored to each student, where the student has the best chances of being accepted and graduating.

## Working on Completion

Central Carolina Community College won a \$9.2 million validation grant to expand a student coaching program that pairs students with faculty and staff members for academic and personal support. The program in Sanford, N.C., uses

predictive data to form an “early alert” system, helping coaches focus on areas where students are most at risk for poor performance. Bud Marchant, the president of the college, said during the press call that the college has increased student retention by 13 percent since the program began in 2012. The grant money will allow it to expand the “student success center” to nine other community college campuses in North Carolina.

Spelman College will use a \$2.6 million grant to focus on metacognition to deepen students’ learning and help them complete college. A team of researchers will examine ways to teach students about the skills, habits, and practices that lead to good learning, Spelman College president Mary Schmidt Campbell said during the press call.

Many students work hard and believe they’ve learned the material, often reading it several times, Campbell said. But re-reading doesn’t by itself lead to mastery, and students

*Continued on page 8*

## 2015-16 Individual Development Awards

The Individual Development Award Program (IDAP) committee is now in place. The members are Anjana Mebane-Cruz, Chair; Cheryl Stratigos; Valerie Madeska; Jill Silvestro, Denny Ryman and Allison Puff.

A negotiated joint labor-management initiative, the IDAP program provides funding for professional development activities completed by bargaining unit members. The campus IDAP committee is

charged with reviewing applications and recommending awards.

The Farmingdale IDAP committee will soon be issuing information concerning deadlines and other details about applications for professional development activities completed between July 2, 2015, and July 1, 2016.

For further instructions and the application form, visit the IDAP website: <http://nysuup.lmc.ny.gov/>

[development/individual.html](http://development/individual.html).

Remember that 15% of the funding allocated to the Farmingdale chapter is reserved for part-time staff members. If these funds are not used by part-time staff, they may be used by full-time staff. If you wish to apply, be sure to *save all receipts* for the expenses that you incur for your activity. Call the UUPF office at 694-UUPF with questions. ♦



# President's Message

Here's what's been going on lately in the three action areas of UUPF:

## Contract Negotiations

On December 16 the Farmingdale Chapter will present a report to the UUP Negotiations Team in Albany listing the contract priorities of our chapter members. The ad hoc committee that is preparing this report, Lou Scala and Yolanda Segarra, will base their priority list on member input from 1) member suggestions at the November General Membership meeting and 2) completed forms that were distributed at the governance meeting, put in your mailbox, and are available in the mail slot on the door of the UUPF office. There's more to consider than salary (which includes stipends, extra service, other raises, etc.):

- ◆ Benefits (retirement, medical/dental/eyeglass, leave and other accruals, etc.)
- ◆ Contracting in/out (UUP work, such as IT work, teaching, etc., done by others)
- ◆ Intellectual property (creation, ownership of written documents, etc.)
- ◆ Civility in the workplace (harassment, coercion, bullying, etc., in the workplace)
- ◆ Due process (procedures for observations, evaluation, hiring, termination, etc.)

We also are meeting with bargaining unit members who have not yet signed up as UUP members. Only signed members can

vote, can attend meetings, can have a voice. If you know someone who has not yet signed a membership card, please let us know.

## Maintenance of Member Rights

We continue to meet, one-on-one, with members who have individual issues. These issues are always confidential. But more general issues, suggested by members, were discussed at the Labor Management meeting on November 5:

- ◆ Management plans to prepare the campus for an emergency
- ◆ Campus StartUp New York activity and the inclusion of faculty and staff
- ◆ Availability of time cards for part-time professionals
- ◆ New disability parking
- ◆ Manager training for creating and supporting professionals' performance programs
- ◆ Member information lists in the library
- ◆ Access to personnel files for both academics and professionals
- ◆ Axiom faculty reports

The Part-Time Labor-Management meeting and another Labor-Management meeting will be held in December. Let us know if you have any suggestions for these two agendas.



## Outreach

The Maintenance of Effort (MOE) bill that passed both houses of the legislature last June with only one dissenting vote is *essential* for SUNY. This bill *guarantees* that New York will provide funding to SUNY covering mandatory, inflationary cost increases (operating expenses). Why do we need this? See the table below:

	Student Tuition & Fees	SUNY
2007 .....	\$ 917 million .....	\$1.71 billion
2015 .....	\$1.32 billion .....	\$950 million
	<b>Almost DOUBLE</b>	<b>Nearly HALF</b>

UUPF commends the current statewide student/NTPIRG postcard-signing campaign urging the governor to sign the MOE bill. But Governor Cuomo has not yet signed it.

*Governor Cuomo needs to sign this **student-focused MOE bill!!***

In Solidarity,  
Vicki Janik



## UUP takes *Friedrichs* fight nationwide

UUP has joined *America Works Together*, a new nationwide coalition formed to fight the union-busting billionaires who have challenged the rights of public sector workers in U.S. Supreme Court.

The organization, created in September, is working to protect public sector workers—such as academics, professionals, firefighters, and nurses—who may lose their ability to collectively bargain and raise their voices as members of a union should the Supreme Court rule for *Friedrichs v. California Teachers Association*.

The case, to be heard this term, challenges the right of public sector unions to collect agency fees from public sector workers they are legally required to represent. In reality, the case is the latest attempt by groups aligned with union-busting billionaires such as the *Koch brothers* to break public sector unions nationwide.

"We are happy to be a part of America Works Together," said UUP President Fred Kowal. "This grass-roots coalition believes as we do, that unions and workers have been under attack for too long and that it's time to fight back."

America Works Together is made up of more than 35 civil rights, faith, health, labor, legal, progressive, and women's organizations, including United We Dream, Americans United for Change, The Center for Black Equity, and the League of United Latin American Citizens.

A number of unions have also joined, such as the NEA, AFT, AFL-CIO, the Service Employees International Union (SEIU), the American Federation of State, County, and Municipal Employees (AFSCME) and United Steelworkers. The California Teachers Association is also a member.

Support for labor unions in America is on the rise. According to an August *Gallup poll*, 58 percent of Americans approve of unions—the highest approval rating since 2008.

Oral arguments for *Friedrichs* have not been scheduled. The suit is set to be argued December 2015 or January 2016, with a ruling expected sometime in 2016.

# Fun With Bugs at COARM

By Barbara Maertz

I didn't know that bugs could be so much fun, but Dr. Gary Brown, one of our Active Retirees from the Biology and Horticulture Departments, made them so interesting that I actually left our COARM meeting liking bugs. This semester's meeting was held on Friday, October 23, 2015 at the University Club. Gary gave a Powerpoint presentation identifying "Good Bugs" and "Bad Bugs".

I admit to being skeptical about this topic after brunch, especially since I am one of those people that screams when I see a bug in the house. But Gary did a remarkable job, presenting fascinating information beautifully, with gorgeous close-up pictures of colorful insects. He was so funny with stories and interesting facts, that he had the whole room laughing and asking questions. From now on, I will think twice before reaching for the can of pesticide. Instead, I might escort the bug out of the house.

There were also lots of questions for Walter Apple, UUP's Director of Retirement Planning. He provided an update on UUP vision and dental plans for retirees, and

when to apply for them.

There is much concern at this time of year with so much mail about changing health and prescription plans. Walter reminded us all, not to sign up for any Medicare Part D prescription plans, because our NYS health coverage could be put at risk. Walter also reviewed the other UUP benefits for retirees, like the UNUM travel insurance assistance program, the UUP life insurance benefit, and the EPIC hearing aid program.

Yolanda Segarra reminded retirees of the importance of their continued support through VOTE/COPE. She shared the very real threat to our union that is the Supreme Court case *Friedrichs v. California Teachers Association*. This spring 2016 case is predicted to have severe consequences for us. Collecting signed UUP membership cards is now a critical priority for our union, as this case threatens our existence through unsigned members.

We all need to support our union to secure our benefits. Continue the culture of caring for each other and moving forward together with new ideas for a better SUNY. ♦

## Enrollment Deadline

### 2016 Productivity Enhancement Program

Time is money.

At least that's the case for UUP members who accrue vacation leave.

Under the UUP-negotiated Productivity Enhancement Program, eligible bargaining unit members have the option to exchange previously accrued annual leave—otherwise known as vacation days—in return for a credit of up to \$500. That money will be applied toward the employee's share of NYSHIP premiums on a biweekly basis.

Eligible full-time employees who earn \$62,998 and below, and eligible part-time employees whose biweekly salary is in this range at the time of enrollment, who enroll in PEP may forfeit up to three days of annual leave in return for a credit.

Eligible full-time employees who earn more than \$62,998 and below \$90,022, and eligible part-time employees whose biweekly salary is within that range at the time of enrollment, who enroll in the program may forfeit up to two days of annual leave in return for a credit.

To learn more about this important and underutilized plan or for an application, contact your Human Resources Department. A "fast facts" flier—that includes eligibility requirements—can also be found on the UUP website at <http://uupinfo.org/negotiations/pdf/PEPfactsheet2016.pdf> ♦

**SEEKS YOUR INPUT**

In preparation for negotiating the terms and conditions of our employment with the State of New York, UUP requests your input regarding issues affecting us here at Farmingdale which you would like to have addressed. In an effort to help garner your feedback, we have provided six (6) topic areas. Our current contract is searchable, and available for your review on the statewide UUP website: [www.uupinfo.org](http://www.uupinfo.org) **Please send your completed sheet to UUPF • Ward Hall**

**Compensation** (Ex: salaries, comp-time, stipends for department chairs, extra service, etc.)

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**Benefits** (Ex: health, retirement, leave accrual or their use)

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**Contracting Out/In** (UUP work done by non-UUP members)

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**Intellectual Property**

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**Civility in the Workplace**

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**Due Process** (Ex: observations, evaluations, hiring, termination, etc.)

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**Other**

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## Negotiations Please Do Your Part

Please complete this form (page 6), tear it out and bring it with you to the next General Membership meeting on Thursday, November 19th.

Share blank copies with member colleagues in your department and emphasize the importance of their input.

All responses will be collected and contained in a report which will be given to the UUP Negotiations Team in Albany, when representatives from our Farmingdale chapter share your concerns and anecdotes at a meeting with other chapter representatives on December 3<sup>rd</sup>. Details matter, so please attach supportive reference material if necessary.

If you would like a response to specific issues raised, please identify yourself and how you can be reached.

Thank you for your contribution.

## Future Retirees

Getting ready to retire was on the minds of many members at the pre-retirement planning program that was held on Thursday, October 22<sup>nd</sup>. UUP retirement coordinator, Walter Apple did a wonderful job explaining the benefits that our members are eligible to purchase initially from Cobra, and then in 18 months from the union for dental and vision. UUP members are also eligible for the free UNUM life insurance and travel assist package.

Walter emphasized that active membership is required at retirement in order to be eligible for these benefits. He and Jessica Durso from Human Resources answered questions about how sick leave benefits are used to pay for health insurance premiums in retirement. A maximum of 200 days can be use toward this benefit, but there is no minimum number of days. Jessica urged members to see her at least 30 days prior to retirement to facilitate the paperwork.

Most important to many members is the handling of their pension and supplemental retirement accounts. Jeremy Young from TIAA/

CREF was helpful in describing the many ways to have your money distributed to you after retirement. He reminded members to be aware of tax implications and the required minimum distributions. He urged members to meet with him or his colleagues to plan ahead. There were many questions, and he was very patient in answering them.



Barbara Maertz welcomed prospective retirees to their next level of UUP membership — as members of COARM, UUP's Committee of Active Retirees,. She described the benefits of retiree membership with UUP, including the semi-annual brunch meetings, connections to former colleagues, other insurance programs such as UNUM, and continuation of discount benefits through affiliate membership. ♦



## FARMINGDALE CHAPTER

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**Mike Smiles**

VP Academics

**Solomon Ayo**

VP Professionals

**Susan Conforti**

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**Doug Cody**

Contingents: P/T

**Affirmative Action**

Anjana Mebane-Cruz

**EOC**

[To be elected]

**Grievance: Academic**

Lou Scala

**Grievance: Professional**

Valerie Madeska

**Health & Safety**

Theresa Dember-Neal

**Labor/Management**

Mike Smiles

**Library Concerns**

Jim Macinick [elected]

**Membership**

Sandra Hustedt

**New Members**

Dolores Ciaccio

**Mentors Coordinator**

Roseann Byron

**Newsletter**

Yolanda Segarra

**Outreach**

Darleyne Mayers

**Retiree Concerns**

Barbara Maertz

**Webmaster**

Harry Espallat

### DELEGATES

**Academic [8]**

Lou Scala

Robert Reganse

Mike Smiles

Margaret Porciello

Fayez Samuel

Henry Ellis

Doug Cody

Anjana Mebane-Cruz

John Masserwick [1st Alt.]

**Professional [4]**

Barbara Maertz

Debbie Nilsen

Darleyne Mayers

Solomon Ayo

Yolanda Segarra [1st Alt.]

## \$60 Million to Boost College Access...

*Continued from page 2*

need to be aware of the skills that do, such as the chance to have a discussion with others about what they're learning, she said.

The researchers will teach Spelman faculty about those metacognitive skills, and will train peer tutors to help students be aware of their own learning processes, Campbell said. The college will also evaluate its own progress using metacognitive strategies.

The grants were the second round awarded under the administration's **"First in the World" grant program**, which is part of its campaign to become the country with the biggest share of college graduates in the world. **The first round of those grants, awarded last September, totalled \$75 million.**

In a statement released alongside the grant announcements, U.S. Secretary of Education Arne Duncan took the opportunity to make a pitch for Congress to expand the First in the World grant program to \$200 million in fiscal year 2016, and said that it "makes absolutely no sense" to eliminate it, which is what current budget proposals envision.

Here are the other grant winners announced Monday. Details of each grantee's plans were expected to be available soon on [www.ed.gov](http://www.ed.gov).

- ◆ Rio Salado College, Tempe, Ariz. (\$2,679,005)
- ◆ California State University, Los Angeles, Auxiliary Services (\$2,822,776)
- ◆ San José State University Research Foundation, San José, Calif. (\$3,000,000)
- ◆ Western Interstate Commission for Higher Education, Boulder, Colo. (\$2,999,432)
- ◆ Miami-Dade College, Miami, Fla. (\$2,888,033)
- ◆ Georgia State University, Atlanta (\$8,969,115)
- ◆ Bossier Parish Community College, Bossier City, La. (\$1,838,381)
- ◆ Massachusetts Institute of Technology, Cambridge, Mass. (\$2,891,882)
- ◆ University System of Maryland, Adelphi (\$2,998,464)
- ◆ Jackson State University, Jackson, Miss. (\$2,988,707)
- ◆ Wake Technical Community College, Raleigh, N.C. (\$2,691,156)
- ◆ Bergen Community College, Paramus, N.J. (\$2,600,468)
- ◆ Farmingdale State College (Research Foundation State University of New York), Farmingdale, N.Y. (\$2,925,507)
- ◆ John Carroll University, University Heights, Ohio (\$1,293,616) ◆

### CHAPTER MEMBERS on STATEWIDE COMMITTEES

**Solomon O. Ayo**

Black Faculty Staff Assoc Task Force

Comm of VPs for Professionals

**Douglas S. Cody**

Contingent Employmt Comm

Technology Issues Comm

**Susan L. Conforti**

Finance Comm

**Henry G. Ellis**

Contingent Employmt Comm

UUP Outreach Comm

**Jim Friel**

Labor & Higher Education

**Sandy Hustedt**

Membership Committee

**Vicki K. Janik**

Comm of Chapter Presidents

Task Force on Issues of Diversity\*

Women's Rights and Concerns \*

**Valerie Madeska**

Grievance Comm

**Barbara T. Maertz**

Active Retired Membership Comm

Retirees Legislation Action Group

UUP Outreach Comm

**Darleyne E. Mayers**

Affirmative Action Comm

Black Faculty Staff Assoc Task Force

EOC Concerns Comm

Task Force on Issues of Diversity

**Anjana Mebane-Cruz**

Affirmative Action Comm

**Marian Nelson-Villafana**

EOC Concerns Comm

**Deborah-Ann R. Nilsen**

Membership Comm

**Margaret M. Porciello**

Technology Issues Comm

Women's Rights and Concerns

**Robert Reganse**

EOC Concerns Comm

**Louis Scala**

EOP Comm

Grievance Comm

Veterans' Affairs Comm

**Yolanda Segarra**

Task Force on Hostile Workplace

Latino Affairs Comm

**Mike Smiles**

Comm of VPs for Academics

**Mary J. Stedman**

Nursing Professns Work Group

**Diane H. Yorg**

EOC Concerns Comm

*\* Committee Chair*

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 Vicki Janik at [Vicki.janik@farmingdale.edu](mailto:Vicki.janik@farmingdale.edu). *The opinions expressed in this newsletter are those of the contributors and not necessarily those of UUPF.*