



# Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



April 2017



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## Fond Farewell George LaRosa

Perhaps you are not familiar with the procedure of the monthly Labor Management meetings required in our contract. About four or five UUPF members, along with our labor relations specialist, sit on one side of the table in the too-small UUP conference room, and the same number of management-confidential employees sit on the other side.

Over the years we have discussed and complained and argued over a sweeping array of what our members have found to be rights ignored, managers who overstepped, incidents which frightened, and mandates which breached the contract (or at least) past practice. Upon occasion, meetings have been more than lively.

But there has been one constant in the 27 years that I have attended.

That is Mr. George LaRosa, well-dressed and seated on the other side of the table. He does not raise his voice; he folds his hands and listens to us. He answers, sometimes beginning, "Yes...but there's another factor you have to consider..." Often he promises to "send it over..." and "get back to you." Then he does.

Never, ever, does Mr. LaRosa appear to ignore or condescend or dismiss or disdain. At the end of the meeting, somehow he is once again not the opponent but rather a member of the same Farmingdale community as we.

And now we face his departure. Of course, we wish him well.

Years ago I was a gypsy scholar working like so many of today's excellent FSC faculty. But when I came to Farmingdale, I was surprised to find it mysteriously missing the clichéd academic rivalries of other campuses. The sense of community — respectful good manners! — drifting down the hierarchy was new to me.

Such civility toward others is essential to achievement. This has been Mr. LaRosa. His unfailing civility, his respectful behavior to UUPF, has led to many peaceful understandings. He is a model for us.

We will miss him.



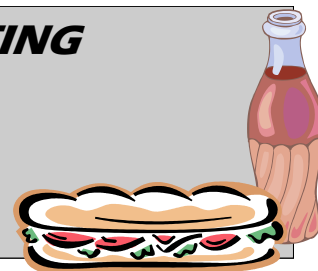
Vicki Janik ◆

## GENERAL MEMBERSHIP MEETING

Thursday, April 13, 2017

11:00 am ◆ Gleeson Hall room 104

Please join your fellow UUPF members for lunch.



# Professionals' Corner

By Solomon Ayo

UUPF continues to address member concerns through professional conferences and workshops. The next **UUP Downstate Regional Dinner Conference** will be held on Tuesday, June 6, 2017, on the FSC campus and will be hosted by UUP statewide officers. To accommodate part-time professionals and all attendees from FSC and other SUNY Long Island campuses, the dinner conference will begin at 6:00 p.m. and end at 8:00 p.m. This regional conference for professionals will address both local and state-wide concerns for all professionals; for example, the increase in part-time professionals on this and other SUNY campuses and the rights of these UUP members. The dinner is an excellent opportunity to ask questions and learn about your rights and job protections.

Please **SAVE THE DATE** and RSVP as soon as possible for this dinner. Stay tuned for further updates about the conference from UUPF.

## Reminder

Since the last UUP-Farmingdale Professionals Workshop, many questions have been raised by part-time professionals. Below is

a reminder from the presentation by our labor Relations Specialist, Lynda Larson:

If you are not a permanent employee, in accordance to Article 30.xi, presented at the workshop, your appointment letter should include the following information:

- ◆ Your official State title
- ◆ Your type of appointment: temporary, probationary, term, or permanent.
- ◆ The duration of your appointment – if term or temporary
- ◆ Your basic annual salary and/or, if appropriate, your basic rate of pay.
- ◆ Your effective date of employment

Under Article 32.XI in the *Agreement* the non-renewal of professionals' appointments requires the following notification

The President or President's designee will notify the appointee in writing not less than:

- ◆ 45 calendar days for a part-time appointment.
- ◆ 3 months within an appointee's first year.
- ◆ 6 months upon the one year but not more than two years of service.

- ◆ 12 months after two or more years of service.

If you have any questions, please contact me. For a more detailed understanding of your appointment and your renewal or non-renewal process, please refer to these two articles in the *Agreement* 30.XI (page 40) and article 32/XI (page 42) at this link <http://uupinfo.org/negotiations/agreement.pdf>.



## Membership Event at

**CHANGING TIMES**

**TUESDAY**

**May 9<sup>th</sup>**

**at 4:00 PM**

**APPETIZERS  
& TWO FREE DRINKS  
Compliments of  
Your UUP Chapter**

PLEASE RSVP: [uupfdamato@aol.com](mailto:uupfdamato@aol.com)

SPECIAL GIFTS FOR  
New Membership Cards

# President's Message Who Are We?

You may recall that each year the March-April edition of *Academe*, *The Bulletin of the American Association of University Professors*, publishes a detailed study of full-time faculty compensation at hundreds of U.S. institutions of higher education. The data on 2016 are currently not available; however, data published in the 2015 study

remain useful. Comparisons among institutions across the country are revealing, but we can learn more about our own campus in the data shown below. They describe FSC full-time academic faculty, representing about 34% of the total academic staff. FSC is categorized as a IIB institution, an institution offering baccalaureate degrees.



Keep in mind:

- ♦ This data is 2 years old.
- ♦ Salaries are locally determined on each SUNY campus.
- ♦ The benefits package at SUNY campuses is consistently high, due to the UUP/New York State negotiated contract.

In Solidarity,  
Vicki Janik

## Regional Comparisons:

|   | Average salary in 1000's |
|---|--------------------------|
| Suffolk County Community College          | \$ 91.7                  |
| Nassau County Community College           | [not available]          |
| Stony Brook University                    | \$ 107.3                 |
| SUNY Old Westbury                         | \$ 82.3                  |
| Hofstra University                        | \$ 117.3                 |
| Adelphi University                        | \$ 104.6                 |
| Long Island University                    | \$ 95.0                  |
| New York Institute of Technology Old West | \$ 104.8                 |
| Molloy                                    | \$ 90.2                  |

|                                | FULL  | ASSOCIATE | ASSISTANT | AVERAGE |
|--------------------------------|-------|-----------|-----------|---------|
| Average salary                 | 102.2 | 79.6      | 69.9      | 81.0    |
| Average compensation           | 138.1 | 108.9     | 93.9      | 109.5   |
| Benefits as % of compensation  |       |           |           | 35.2%   |
| % tenured                      | 97    | 67        | 12        |         |
| % salary incr in cont. faculty | 2.2   | 2.7       | 3.6       |         |
| F/T faculty men                | 36    | 22        | 54        |         |
| F/T faculty women              | 23    | 23        | 46        |         |
| Average salary men             | 105.0 | 80.6      | 69.8      |         |
| Average salary women           | 97.7  | 78.6      | 70.1      |         |

# CELEBRATING Women's Scholarship

On March 23 in Ward Hall UUPF presented an event sponsored by UUP and NYSUT in recognition of Women's History Month--A Celebration of Women's Scholarship at Farmingdale State College.

Four faculty members presented an overview of their current scholarship at the lunch event: Dr. Gonca Altugher-Genc, Mechanical Engineering Technology; Dr. Dandan Chen, History, Geography, and Politics; Dr. Melixa Izquierdo, History, Geography, and Politics; and Dr. Angela Jones, Sociology and Anthropology. Drs. Chen and Izquierdo were awarded the Nuala Drescher Award in spring 2016, a highly competitive award sponsored by United University Professions, which funds a semester research sabbatical to a very few outstanding untenured faculty members.

Dr. Chen presented an overview of her three research topics: a New Ethical Life in Modern China,, Eileen Chang's Theatrical World, and the Cultural World of Late Ming-



Early Qing and Late Qing-Early Republican China.

Next, Dr. Izquierdo described the work she completed as a result of the Drescher Award: an examination of the effects of twentieth century political events in Mexico on that nation's popular culture, particularly on Mexican television.

Third, as a professor in a STEM discipline, Dr. Altugher-Genc explained her work in the development of design in virtual interactive simulations incorporating Bloom's Revised Taxono-

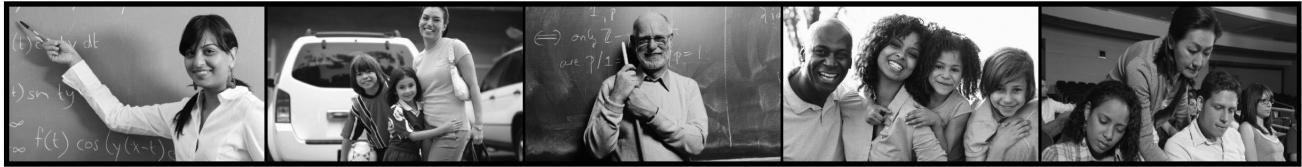
my in engineering technology pedagogy.

Dr. Jones, the final presenter and the coordinator of Women, Gender, and Sexuality Studies, explained her recently published study of sex work in a digital era, specifically by using intersectional analysis to study the lives of adult webcam performers.

The event is further evidence that the UUP chapter at Farmingdale comprises highly successful scholarly staff, all of whom support with enthusiasm the achievements of one another.







## Save with NYSUT Member Benefits

We salute our hard-working professors for their dedication and the sacrifices they make on a daily basis to help improve the lives of others.

And NYSUT Member Benefits is proud to offer you -- the hard-working UUP bargaining unit member -- an opportunity to participate in the more than 40 endorsed programs & services offered by NYSUT Member Benefits.

Look to Member Benefits for crucial insurance programs such as life, long-term care or vision plans. Member Benefits also offers a variety of travel, entertainment & shopping options to help you with everything from daily purchases to those special once-in-a-lifetime excursions.

The following is just a sampling of the endorsed programs & services available to UUP bargaining unit members & their families:

- Life Insurance
- Vision Plan
- Financial Counseling Program
- ID Watchdog
- PayCheck Direct
- Car & Truck Rentals
- Wyndham Hotels
- Endless Vacation Rentals
- Buyer's Edge, Inc.
- American Solar Partners



To learn more about Member Benefits-endorsed programs & services, visit ***memberbenefits.nysut.org*** or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

# Join Your UUP colleagues for the Historic



## MARCH FOR SCIENCE

In Satellite Locations across New York State

Saturday, April 22, is Earth Day. And in this critical year--on this day--UUP is joining as a partner in the March for Science. Marches will take place in Washington D.C. and in over 400 satellite locations across the country and the world. As educators, we should be active in showing support for inquiry, research, and knowledge. Scientific inquiry cannot be suppressed. *We should participate..*

UUP is committed to working with others to expose recent efforts to suppress scientific research and to censor researchers. We support the public's right to engage in science-based inquiry that recognizes diversity and inclusion.

We encourage scientists to advance understanding of the responsibility that humans have as stewards of this planet.

— United University Professions, Spring 2017

Please contact the UUPF office for details: 631-694-8873.

Regional locations:

NEW YORK CITY

TBA: More at <http://www.marchforscience.nyc/april-22/>

ROCKVILLE CENTRE

10 a.m.-2 p.m. at

The Center For Science Teaching & Learning

March followed by exhibits, family activities at CSTL

STONY BROOK

1 p.m.-4 p.m. at

Stony Brook University

March begins in front of Campus Activities Center

*We strongly encourage you to attend!*

# Labor-Management HIGHLIGHTS

## **In light of new FLSA criteria for overtime eligibility, UUPF requested notification of affected employees.**

Management said that Human Resources Department would review salaries to determine who is below the new threshold for non-exempt employees. The positions in which the salary does not meet the threshold will be designated as non-exempt from overtime. In addition to reviewing the salaries, Management said the college is taking this opportunity to evaluate each professional position on campus against the duties test provided by the DOL and FLSA to test even those that are above the threshold to see if they meet the criteria for non-exempt. Supervisors were to be notified once Human Resources identified overtime eligible employees. Management said members would be notified by November 15, 2016. So... **Who among you is eligible?**

## **UUPF requests an update on the status of the University in the High School.**

Management said there is a liaison to each department, who is compensated every semester for the courses that s/he evaluates. The maximum compensa-

tion is \$2,500. per semester. A department might have more than one liaison. Management stated that if a department does not have a volunteer for the UHF liaison position, the courses will not run. Management informed UUPF that the department pays for its liaison(s) from its share of revenue generated. 2015-2016 revenue in UHS was \$1.1 million and was distributed as follows: UHS 45% Department 40% Provost Office 15 %

## **UUPF requested clarification regarding the workload of full-time academics who are completing research internships with students in various degree programs, particularly those enrolled in RAM research internships.**

Management said they need to seriously look at this issue because all departments must be consistent on compensation for interns. Management said the intern programs will be looked at closely [in the spring] semester and decisions on how these programs are handled will then be made.

## **UUPF had a discussion of the handling of performance programs for all professionals.**

Management said old performance programs are saved, and new ones are put on top of the old one. UUPF stated that at a fall workshop, there were a vast majority of part-timers who did not have a performance program. Management said there is manual tracking and supervisors are notified to update the Performance Programs of their staff. Management said that in January, Human Resources will look at this issue in greater detail. Management agreed that an employee cannot be evaluated if they do not have a current performance program. ♦

## **SAVE THE DATE**

**June 6, 2017**

**UUP Professionals**

**Dinner Conference**

**Campus Center**

**Ballroom**

**6:00 — 8:00 pm**



## FARMINGDALE CHAPTER

### EXECUTIVE BOARD

**Vicki Janik**

President

**Mike Smiles**

VP Academics

**Solomon Ayo**

VP Professionals

**Susan Conforti**

Treasurer

**Debbie Nilsen**

Secretary

**Doug Cody**

Contingents: P/T

#### Affirmative Action

Anjana Mebane-Cruz

#### EOC

Diane Yorg

#### Grievance: Academic

Lou Scala

#### Grievance: Professional

Harry Espallat

#### Health & Safety

Theresa Dember-Neal

#### Labor/Management

Mike Smiles

#### Library Concerns

Megan Margino

#### Membership

Sandra Hustedt

#### New Members &

#### Mentors Coordinator

Dolores Ciaccio

#### Newsletter

Yolanda Segarra

#### Outreach

Darleyne Mayers

#### Retiree Concerns

Barbara Maertz

#### Webmaster

Harry Espallat

### DELEGATES

#### Academic

Amit Bandyopadhyay

Doug Cody

Henry Ellis

John Masserwick

Anjana Mebane-Cruz

Margaret Porciello

Robert Reganse

Fayez Samuel

Lou Scala

Mike Smiles

#### Professional

Solomon Ayo

Barbara Maertz

Darleyne Mayers

Debbie Nilsen

Yolanda Segarra

# THE LATEST



## NEGOTIATIONS UPDATE

The latest negotiations update has been posted in the "Members Only" section of the UUP website at the following link: <https://uuphost.org/myuup/MembersOnly/check.php>

The site is password-protected. Go to <http://uupinfo.org/negotiations/index.php> to find out how to access the site.

In Solidarity,  
Philippe Abraham  
Chief Negotiator & Vice President for Professionals  
United University Professions

### CHAPTER MEMBERS on STATEWIDE COMMITTEES

#### Solomon O. Ayo

Affirmative Action

Comm of VPs for Professionals

#### Amit Bandyopadhyay

Contingent Employment

#### Douglas S. Cody

Contingent Employment

#### Susan Conforti

Finance

#### Harry Espallat

Technology Issues

#### Sandy Hustedt

Membership Committee

#### Vicki K. Janik

Comm of Chapter Presidents

Contingent Employment

Grievance

Women's Rights and Concerns \*

#### Barbara T. Maertz

Active Retired Membership

Finance

Task Force on Retirees

Outreach

#### Darleyne E. Mayers

Affirmative Action \*

#### Deborah-Ann R. Nilsen

Membership

#### Robert Reganse

Task Force on Retirees

#### Louis Scala

Grievance

#### Mike Smiles

Comm of VPs for Academics

\* 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 Yolanda Segarra at [youupf@gmail.com](mailto:youupf@gmail.com). *The opinions expressed in this newsletter are those of the contributors and not necessarily those of UUPF.*