

THE **voice**

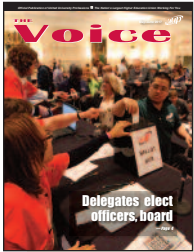


Delegates elect officers, board

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COVER PHOTO BY
KAREN L. MATTISON

Leading the way

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12 NIH funding is crucial

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- UUP blasts House Republicans for backing health care bill
<http://bit.ly/2rU6yn6>
- Check out President Kowal's address and farewell videos from the 2017 Spring DA
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AFTCN

It's time for positive change

I didn't expect the call. I answered and I was surprised to hear the voice of Dr. Kristina Johnson, the new SUNY chancellor, on the other end. The day before, I attended a reception for her appointment to the University's top leadership position.

It's not every day that I get a call from the SUNY chancellor. I mean, I can count on one hand how many calls I've gotten from outgoing SUNY Chancellor Nancy Zimpher, and she's been at SUNY for almost eight years.

Dr. Johnson called to thank me for attending her reception. The pleasantries soon gave way to a short conversation about long-term issues. The first topic: the diminishing number of full-time faculty and staff in SUNY—a topic that she raised, by the way.

I don't think a UUP president has ever had the pleasure of hearing those words from a SUNY chancellor.

As I told delegates in May at the 2017 Spring Delegate Assembly, I am very optimistic about Dr. Johnson as SUNY's chancellor.

She's a professor, so she knows what it's like in the classroom. She's an innovator, an inventor, a successful businesswoman, and an administrator—one who made a point of hiring more full-time faculty as dean at Duke University's Pratt School of Engineering. You can read more about Dr. Johnson's many accomplishments on page 13 of this issue of *The Voice*.

So yes, the new chancellor gives me hope.

I'm optimistic but I'm not going to be unrealistic. There are initiatives that Dr. Johnson will pursue that UUP will question, and possibly oppose. We welcome the new chancellor to reach out to UUP—to our leaders and our members in the field—and tap our expertise when planning these new proposals. We will gladly provide our constructive criticism and assistance, where appropriate.

I have said this before and I will say it again: UUP stands ready and is willing to



KAREN L. MATTISON

UUP PRESIDENT FRED KOWAL TELLS DELEGATES TO THE UNION'S SPRING POLICYMAKING CONVENTION THAT HE IS 'OPTIMISTIC' ABOUT NEW SUNY CHANCELLOR KRISTINA JOHNSON AND HOPES THE TWO CAN WORK TOGETHER TO KEEP SUNY IN ITS RIGHTFUL PLACE AS THE NATION'S PREMIER UNIVERSITY SYSTEM.

work with SUNY for the betterment of the University, its students, and its faculty and staff.

My goal, at least in the short term, is to forge a genuine, lasting relationship with Dr. Johnson to advocate for SUNY together and work to grow this great public higher education system. I'm positive that by working together, we can make great things happen for SUNY.

It's time. It's past time.

NO TIME TO WASTE

Even though the academic year is done at most campuses and summer is upon us, your union won't be shifting into shorts-and-no-shoes mode. No way.

With a president hell-bent on robbing millions of Americans of affordable, guaranteed health coverage, reducing taxes for the rich—all while undermining democracy during his dizzying, yet amazingly inept months in office—this is no time to break out the lawn chairs and lemonade.

We will be at it over the summer, working hard to negotiate a fair, equitable con-

tract with the state, defending our members, and gearing up for the next challenge. We will be vigilant, nimble and ready to react to whatever comes our way.

Robert F. Kennedy summed it up in his historic 1966 "Ripple of Hope" speech.

"It is from numberless diverse acts of courage and belief that human history is shaped," Kennedy said. "Each time a man stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, he sends forth a tiny ripple of hope, and crossing each other from a million different centers of energy and daring, those ripples build a current that can sweep down the mightiest walls of oppression and resistance."

We must have courage, and we must believe. Only then can we make lasting, positive change—with long-standing allies and new partners working with us.

Let's get to work!

2017 Spring DA

Delegates honor past,
look to the future

BY DONALD FELDSTEIN

Delegates to UUP's 2017 Spring Delegate Assembly turned the page, honoring three outgoing statewide officers, electing their successors, and setting course for the future.

The nearly 300 delegates to UUP's policymaking convention May 5-6 in Albany honored, toasted and applauded Rowena Blackman-Stroud for her 23 years of service as statewide treasurer and Eileen Landy for serving 16

years as statewide secretary. Delegates also paid tribute to Philippe Abraham, former vice president for professionals, who was elected in April as a NYSUT vice president.

UUP President Fred Kowal won a third term, and Buffalo Center President Tom Tucker was elected to fill the remainder of Abraham's unexpired term, which runs through May 31, 2018. Both men ran without opposition.

Delegates unanimously supported Morrisville Chapter member Jeriluanne O'Bryan-Losee to succeed Blackman-Stroud and Landy as the union's first secretary-treasurer. Membership Development Officer Tom Hoey won re-election, turning back a challenge from Cortland Chapter and Executive Board member Anne Wiegard.

Nine members of the Executive Board were also elected. All successful candidates begin their new terms June 1, with the exception of Tucker, who assumed office immediately.

ROOM FOR OPTIMISM

In a spirited 45-minute address to delegates, Kowal said that while the chaos and danger that dominate Washington



KOWAL



TUCKER



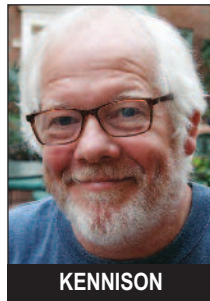
O'BRYAN-LOSEE



HOEY



BRYAN



KENNISON



MALONE



MAYERS



MELENDY



RHOADS



ROMAIN



VEENSTRA



WILSON

DARRYL McGRATH PHOTOS

poses a huge challenge, he sees room for optimism in Albany. He singled out the recent appointment of Kristina Johnson, Ph.D., as the next SUNY chancellor.

"She called me the day after she was appointed to thank me for attending the reception in her honor, and the first issue she raised and expressed concern about is the diminishing number of full-time faculty and staff in SUNY," Kowal told delegates.

"This gives me hope. It's time for the leadership of our union and our University to work together aggressively and innovatively to create a better future for our students and our colleagues."

But Kowal made it clear the union won't back away from a fight when it feels its members' rights are threatened. He cited *Janus v. AFSCME Council 31*—a

Friedrichs-like case making its way to the U.S. Supreme Court that could prohibit unions from collecting fees from bargaining unit members who have not signed a union card. Kowal said UUP is ready to do battle, relying on a more active membership and more political power.

"We are ready. We have fought the hard fight before and we will again," he said.

Kowal also set his sights on SUNY's foundations and the misguided attempt to use them to develop the upstate economy, a mistake that led to the scandal at SUNY Polytechnic Institute.

"Let's give up on the mixed-up notion that if you give one man total control over a high-tech institution and let him forge financial deals through the Research Foundation, places like Utica



KAREN L. MATTISON

LEFT, DOWNSTATE MEDICAL CENTER CHAPTER MEMBERS, FROM LEFT, DONOVAN LORDE, HENRY FLAX AND DAVID NORTON SING *SOLIDARITY FOREVER* AT THE PLENARY.

BELOW, CONTINGENT EMPLOYMENT COMMITTEE CO-CHAIRS BEN ALLOCCO OF OSWEGO AND JACLYN PITTSLEY OF CORTLAND REPORT TO DELEGATES.



KAREN L. MATTISON

will see an economic renaissance,” he said, offering a better alternative. “Give us the salaries we deserve and we’ll build the economies where we live and work.”

Kowal also promised to keep up the fight to secure more funding for SUNY’s hospitals, especially since the state hospital subsidy was not restored to its prior year’s level in the state budget. He urged the governor and SUNY to provide all the money owed to the hospitals under the Disproportionate Share Hospital program (DSH).

“They (SUNY hospitals) are owed millions for services already rendered by our hospitals. Governor: Tell your health department to pay up,” he demanded.



MICHAEL LISI

RAMONA SANTA MARIA OF THE BUFFALO STATE CHAPTER CASTS HER BALLOT. MONITORING THE VOTE IS CONSTITUTION AND GOVERNANCE COMMITTEE MEMBER NAND RELAN OF STONY BROOK HSC. WAITING TO VOTE ARE JUDE JAYATILLEKE, CENTER, AND BRUCE BRYSKI, BOTH OF BUFFALO STATE.

A FITTING TRIBUTE

Two former UUP presidents who waged advocacy battles in their time returned to salute the union’s departing leaders.

Former president Bill Scheurman praised Blackman-Stroud as the embodiment of UUP who developed a sense of trust in the budget process.

“She’d be the first person inducted into a UUP Hall of Fame,” Scheurman said.

Blackman-Stroud called it an honor and a privilege to serve as the union’s treasurer for more than two decades.

“This union presented me with a way to

make a contribution to people’s lives. Thank you for putting your trust in me,” she said.

Former president Phil Smith described Landy as “my sister in the union struggle” who took the lead in helping to form the national Campaign for the Future of Higher Education.

Landy thanked chapter leaders who she

said made her job so meaningful, “one of my greatest pleasures.”

She paid special thanks to UUP’s staff at union headquarters for the work they do on behalf of members.

“They make everything work for UUP. You have my undying gratitude for all you’ve let me do,” she said.

see **SPRING DA**, page 6

Spring DA

continued from page 5

Albany Chapter President Bret Benjamin remarked that Philippe Abraham's departure as vice president for professionals left "super nice shoes" to fill, a humorous reference to Abraham's penchant for fashion.

"Philippe has given tirelessly to a better, stronger union," Benjamin said.

With his fellow NYSUT officers in attendance, Abraham pledged he would always remember his UUP roots. "UUP is my base, my foundation. I will never forget you."

All three were honored with resolutions adopted by delegates.

EXECUTIVE BOARD ELECTIONS

Delegates also focused on the future, electing nine delegates to fill seats on the statewide Executive Board.

Four delegates won election to the board for the first time. Cortland Chapter Secretary Rebecca Bryan defeated Buffalo HSC Chapter Vice President for Academics Thomas Melendy. Melendy later earned a seat on the board, defeating Delhi delegate Daniel Klossner.

Albany Chapter delegate Patrick Romain bested Buffalo HSC Chapter President Ray Dannenhoffer, and Upstate Medical Center Chapter Vice President for Academics Richard Veenstra defeated Marc Leuthold of Potsdam.

Geneseo Chapter President Wes Kennison was elected unanimously to the board after a nine-year absence; he served from 2005 to 2008.

Four board members were re-elected without opposition: Empire State College Chapter President Pamela Malone; Farmingdale Chapter member Darleyne Mayers; Potsdam Chapter President Laura Rhoads; and New Paltz Chapter President Beth Wilson.

All successful statewide candidates will serve three-year terms for the first time, with the exception of Tucker—filling a one-year vacancy—and Melendy, elected to a one-year term.

MORE WORK TO BE DONE

Members of the union's Teacher Education Task Force discussed a number of topics, including ideas for diversifying the student body in teacher education programs, and removing some barriers to that diversification. Vice President for

Academics Jamie Dangler led the task force discussion.

During a plenary session, outgoing SUNY Faculty Senate President Peter Knuepfer said contingent faculty have not been integrated into faculty ranks. He urged campus governance bodies to welcome contingents into roles in campus governance.

IN OTHER BUSINESS

Delegates approved special orders of business that:

- Urged members to mobilize colleagues and people in their communities to vote "no" on the Nov. 7 ballot referendum to hold a state constitutional convention;
- Condemned President Trump's budget proposal and urged members and working people to oppose it;
- Asked Kowal to welcome incoming SUNY Chancellor Kristina Johnson and convey to her that UUP looks forward to working with her to keep SUNY as the premier public higher education system in the nation; and
- Called for the immediate end of the federal 1033 Program and any other means that lead to the militarization of domestic police.

RIGHT, GAIL LANDSMAN OF ALBANY, RIGHT, MAKES A POINT DURING A COMMITTEE MEETING. LOOKING ON IS STONY BROOK DELEGATE PAULA DI PASQUALE-ALVAREZ.



DARRYL McGRATH

BELOW, OLD WESTBURY UUPERS VICTOR VISCONTI, LEFT, AND STEVE SAMUEL JOIN THEIR UNION SISTERS AND BROTHERS IN ADOPTING A RESOLUTION BY ACCLAMATION.



KAREN L. MATTISON



KAREN L. MATTISON

EARNING UUP COMMUNICATIONS AWARDS ARE, FRONT ROW, FROM LEFT: LISA MARIE ANSEMI, BUFFALO STATE; JOE TORRE, BROCKPORT; LARRY WITTNER, ALBANY; CHARLIE ITZIN, OSWEGO; BILL SIMONS AND NANCY CANNON, BOTH OF ONEONTA; LAURA FAIR-SCHULZ, POTSDAM; VICKI JANIK, FARMINGDALE; COARM CHAIR JO SCHAFFER, CORTLAND; FREDONIA CHAPTER PRESIDENT ZIYA ARNAVUT. BACK ROW, FROM LEFT, ARE ESC CHAPTER PRESIDENT PAMELA MALONE; CAROL GIZZI, STONY BROOK HSC; LORI NASH, OSWEGO; NAND RELAN, STONY BROOK HSC; DAVE RITCHIE, CORTLAND; UUP PRESIDENT FRED KOWAL; BENITA ROTH, SERDAR ATAV AND MALCOLM GUNTER, ALL OF BINGHAMTON; LAURA RHOADS, POTSDAM; KEVIN MORIARTY, STONY BROOK; AND LORI FULLER, BINGHAMTON.

Chapters, members awarded for communications excellence

BY KAREN L. MATTISON

Potsdam Chapter member Laura Fair-Schulz's hard-hitting editorial about the bias toward contingent employees earned her the union's 2017 Phillip H. Smith "Best of the Best" Communications Award.

The Smith award recognizes a UUP publication, article, editorial, website, or photograph/artistic design entered in the annual UUP Journalism Contest. The award was one of several handed out at the 2017 Spring DA to chapter and retiree members for communications excellence.

Winners in any category in the annual UUP Journalism Contest are automatically eligible for the Best of the Best Award. Winners are not eligible to receive the award in consecutive years.

Three Albany-area journalists judged

the contest.

Fair-Schulz's editorial, "Open Letter to the Administration," described the administration's position on existing and continuing contingent labor at the college.

One of the judges had this to say: "This is a high-impact piece on the extreme toll on contingent faculty of poor wages, job insecurity and high stress. A horrifying tale of a SUNY Potsdam history contingent who died in poverty and from stress. ... Brave points about (the poor treatment part-time workers often face) from the administration and from tenured faculty."

Fair-Schulz and the Potsdam Chapter were presented with a crystal award from UUP President Fred Kowal and former president Smith, who revitalized UUP Communications when he took office in 2008.

The Potsdam Chapter also received a First Award for Best Publication Design for the Fall 2016 issue, designed by Jen-

nifer Hernandez, and an Award of Merit for Best Website. Hernandez is also the chapter webmaster.

CHAPTERS, RETIREES AWARDED

Also awarded for outstanding writing, photography, design and websites were:

Binghamton: Honorable Mention for General Excellence, April and December 2016, editors Beth Kilmarx and Lori Fuller; Honorable Mention, Best Original Article, "Turkish Academics Under Attack," April 2016, by Serdar Atav and Malcolm Gunter; and Honorable Mention: Best Editorial or Column, "Addressing Salary Compression," April 2016, Benita Roth.

Brockport: First Award for Best Website, webmaster Brittany Profit-Rheinwald; and First Award, Best Original Article, "Herrenvolk," December 2016, Joe Torre.

see **COMMUNICATIONS**, page 9

Blackman-Stroud, Landy feted for statewide service

BY DARRYL McGRATH

The idea of union service coming full circle has rarely been illustrated more clearly in UUP's history than it has with Rowena Blackman-Stroud and Eileen Landy.

Both officers will continue contributing through their two other passions—teaching and chapter activism—as they bring to a close their combined 40 years of statewide service to UUP. They step down from their statewide positions May 31, a move that coincides with the combination of their seats into one new officer's position, that of statewide secretary-treasurer.

Landy, the outgoing secretary, will return to SUNY Old Westbury as an associate professor of sociology, to resume teaching. Blackman-Stroud, the outgoing treasurer, will remain as UUP's chapter president at SUNY Downstate, a position she has held concurrently through the 23 years of her statewide officer's tenure.

INTEGRITY, STABILITY

As they prepared for the changeover, both officers acknowledged the mentors who guided them and the support they received as they introduced new ways of carrying out their responsibilities. Fred Kowal, the third elected statewide president with whom Blackman-Stroud and Landy have served, said that the union, in turn, is proud to acknowledge one trait that especially marks their service, and which has been so important to UUP at a time of increasing public union-bashing: impeccable integrity in its fiscal dealings and its electoral process.

"Rowena and Eileen served with exceptional distinction, and both very willingly took on a number of thankless tasks that most members probably didn't realize had been done by them," Kowal said. "But of all the plaudits they deserve—



ROWENA BLACKMAN-STROUD, LEFT, AND EILEEN LANDY STEP DOWN AS STATEWIDE OFFICERS AFTER SERVING FOR 23 YEARS AND 16 YEARS, RESPECTIVELY. BLACKMAN-STROUD CONTINUES ON AS DOWNSTATE MEDICAL CENTER CHAPTER PRESIDENT; LANDY WILL RETURN TO TEACHING SOCIOLOGY AT SUNY OLD WESTBURY.

and the list is long—we have these two officers to thank for always keeping UUP on an even keel, and instituting practices that ensure that we will stay that way."

Blackman-Stroud was the driving force behind the creation of a compliance audit committee long before the IRS recommended it, and UUP policies to address conflicts of interest and records retention. The deficit that Blackman-Stroud faced when she became treasurer turned into years of positive fund balances, largely because she was able to negotiate additional funds from UUP's affiliates. She also saved UUP's life insurance program by shifting it to the UUP Benefit Trust Fund.

As she prepares to leave her statewide office, Blackman-Stroud can say with deserved satisfaction that, "Definitely we have sound fiscal footing."

Landy worked to make UUP a more environmentally conscious union, by posting Delegate Assembly materials online instead of mailing them, and making other changes that saved the union postage and paper.

She also updated the UUP elections process while making sure that UUP strictly adhered to the federal Labor-Management Reporting and Disclosure Act, also known as the Landrum-Griffin

Act. Among other requirements, Landrum-Griffin requires that a union be able to produce the hard-copy ballots of an election. This spring, for the first time, UUP's chapter and retiree elections were done electronically. Eventually, all UUP elections will provide both the accuracy of electronic elections and the record-keeping mandated by the federal government.

"We did not sacrifice reliability, reproducibility or legitimacy for accuracy," Landy noted.

FOND FAREWELLS

Delegates said goodbye to both officers at the 2017 Spring Delegate Assembly. The affectionate and humorous farewells from the podium by officers and chapter colleagues past and present accompanied the realization of how well both women represented UUP through nationally recognized projects, and how many equally important but often-unheralded smaller tasks and projects they undertook—the marches they showed up for, the picket lines they chanted in, and the grants they meticulously researched and wrote.

Blackman-Stroud helped keep Downstate Medical Center open, accessible and public—an effort through her role as chapter president, but which took on a larger meaning through her statewide

Communications

continued from page 7

Buffalo Center: Honorable Mention for Best Original Photo, “Fair Contract Campaign,” Winter 2017.

Buffalo State: Award of Merit for Best Publication Design, *We Are UUP United*, Winter 2017, designer Jean Yarwood; and Honorable Mention, Best Original Photo, “We Are UUP!” Winter 2017, photographer Nick Butler.

Cortland: Award of Merit for Best Original Photo, “SUNY Cortland Works,” April 2016, photographer Jennifer Wilson; Honorable Mention, Best Editorial or Column, “CTEs: Are They Worth It?” April 2016, Daniel Harms; and Honorable Mention: Best Publication Design, *The Cortland Cause*, November 2016, designer Karla Alwes.

Empire State College: Honorable Mention for Best Publication Design, *Excellence in Unity*, Spring 2016, designer Kate Yaddaw; and Honorable Mention, Best Website, webmaster Kathy Farrell.

Farmingdale: Award of Merit for General Excellence, *Unifier*, September and October 2016, editor Yolanda Segarra; and Award of Merit, Best Publication Design,

Unifier, November 2016, designer Segarra.

Fredonia: Award of Merit for Best Website, webmaster Cynthia Dietzen.

Oneonta: Award of Merit for Best Editorial or Column, “Lessons from Middle Earth,” November 2016, James Ebert; and Award of Merit, Best Original Photo, “UUP Kitchen Crew,” January 2017, photographer Nancy Cannon.

Oswego: Award of Merit for General Excellence, *In Touch*, Spring and Fall 2016, editor Maureen Curtin; Award of Merit: Best Original Article, “On Strike From Verizon,” Spring 2016, Curtin; and Honorable Mention, Best Editorial or Column, “LIU: Could It Happen To You?” Fall 2016, Charlie Itzin.

Stony Brook Core: Honorable Mention for Best Website, webmaster Theresa Kist.

Stony Brook HSC: Honorable Mention for Best Website, webmaster Saskya Barresi and Maryann Russo.

UUP Retirees: First Award for General Excellence, *The Active Retiree*, Summer and Fall 2016, editor Jo Schaffer; and Honorable Mention, Best Original Article, “‘Modernizing’ the Opportunities for Nuclear War,” Summer 2016, Larry Wittner.

office and her responsibility for the union’s fiscal stability. The threat of thousands of members lost in the closure or privatization of Downstate was not a chapter problem; it was everyone’s problem in the union, because the loss of such strength and numbers could have caused UUP to buckle. Blackman-Stroud’s work has been widely credited for ratcheting up the pressure in Albany until no politician wanted to be known as the one vote that helped close or sell off Downstate.

Landy helped UUP get in on the ground floor of a growing national movement—the Campaign for the Future of Higher Education—which dared to talk about topics years ago that lawmakers and policy planners were just discovering—such as the fact that the national student debt load was right up there with mortgage debt and credit card debt. She worked tirelessly to bring together students and faculty through that effort, just as she worked to get the word out to all UUP members about the career-boosting professional development



KAREN L. MATTISON

SPRING DA DELEGATES APPLAUD OUTGOING OFFICERS ROWENA-BLACKMAN STROUD AND EILEEN LANDY.

opportunities they could tap through the negotiated New York State/UUP Joint Labor-Management Committees, such as the Dr. Nuala McGann Drescher Affirmative Action/Diversity Leave Program. Fueled by the memory of her own early years as an academic trying to juggle family, work and limited time, she

wanted others to reap the benefits that didn’t exist when she was starting her career.

“All of us in UUP owe a debt of gratitude to these two trailblazing unionists,” Kowal said. “They’ve set a tone and developed innovations that will serve the union well for years to come.”



DARRYL McGRATH

FORMER VPP PHILIPPE ABRAHAM ADDRESSES DELEGATES ONE LAST TIME. HE WAS ELECTED AS NYSUT FIRST VICE PRESIDENT IN APRIL.

Abraham ready for NYSUT role

BY DARRYL McGRATH

As a 17-year-old immigrant from Haiti, Philippe Abraham found a refuge in public education. In his new position as first vice president of NYSUT, he'll help members and the students they teach who need the same support that he received.

Abraham stepped down last month after six years as UUP's statewide vice president for professionals with his election to the NYSUT seat.

At NYSUT, he will oversee member benefits and social justice projects. While not specifically responsible for higher

education policy, he expects to work on projects dealing with higher ed issues.

"As a nation, we have policies being put in place right now that will have a direct impact on education," he said. "These policies fly in the face of what have always been key assumptions, such as education being a right. I see my role as making sure we work with partners and institutions to see that those rights are protected and that we maintain a well-funded public education from kindergarten through graduate school."

Abraham is the first higher education unionist elected as a NYSUT officer.

Delegates adopt annual budget

BY KAREN L. MATTISON

In her final report to delegates as UUP statewide treasurer, Rowena Blackman-Stroud made it clear that she is leaving the union in good financial standing.

Delegates agreed. They unanimously adopted UUP's 2017-18 operating budget of \$8.9 million.

"This budget reflects our union's priorities for the next fiscal year: negotiating an agreement with New York state, as well as membership activation and engagement, and preserving jobs," said Blackman-Stroud. Since negotiations are UUP's highest priority, it is understood that expenditures over and above the allocation will come from the union's Reserve Fund, she added.

"While our objective is always to provide a realistic representation of annual revenues and spending, we are fortunate to have a viable Reserve Fund to cover extraordinary expenditures associated with collective bargaining and our efforts to protect jobs," Blackman-Stroud said.

Delegates agreed to shift \$1 million from the union's reserves into the general fund, with the understanding that any unused money will be returned to the Reserve Fund.

"For more than two decades, Rowena has done an exceptional job of keeping UUP in the black," noted UUP President Fred Kowal. "UUP has been able to remain solvent during very challenging times—from attacks on higher ed and collective bargaining rights, to the threat of privatization at Downstate Medical Center.

"We could not have done it without Rowena and the dedicated members of the statewide Finance Committee," he added. "We owe them our deepest gratitude."

NYSUT's *Educator's Voice* calls for proposals

Proposals are being sought for *Educator's Voice*, NYSUT's journal of best practices in education, dedicated to highlighting research-based classroom and school/district-wide strategies that make a difference in student achievement.

The 11th volume will focus on the theme, "Family Engagement and Community Partnerships."

The deadline to submit article proposals (not completed

articles) is June 12; the volume will be published in June 2018.

Faculty who conduct research and/or partner with classroom teachers to cultivate family/school/community relationships are welcome to submit.

Go to <http://bit.ly/1pppqE1> to download editorial guidelines and article proposal forms.

UUP organizing against Nov. 7 ballot referendum

BY KAREN L. MATTISON

Members of the UUP Outreach Committee have been given another charge: to organize against a constitutional convention.

Committee members in early May took part in a UUP/NYSUT-led “train the trainer” meeting prior to the 2017 Spring Delegate Assembly in Albany. They were asked by UUP President Fred Kowal to educate their colleagues and community members to vote no on the Nov. 7 ballot referendum on whether to hold a constitutional convention in New York state.

“UUP is opposed to any action that could weaken our rights as citizens of New York, such as collective bargaining, public education or environmental protections,” he said. “The bottom line is this: A constitutional convention would be expensive, and there is already a mechanism in place to change the state Constitution.”

Kowal said there are high-powered, well-funded groups poised to make deep—and, perhaps, damaging—changes that could have lingering effects on New Yorkers. And the estimated cost to taxpayers could be at least \$50 million to \$100 million.

“It’s too great a risk to take,” said Kowal.

PLAN OF ACTION

Outreach Committee members will serve as point people for chapter activities, noted Co-chairs Tom Tucker, the union’s newly elected vice president for professionals, and Empire State College Chapter President Pamela Malone.

“We have developed a three-part action plan that clearly spells out what we need our chapters to do,” Malone said.

Tucker added: “This is way too impor-



KAREN L. MATTISON PHOTOS

ABOVE, SANDY HARPER OF THE DOWNSTATE MEDICAL CENTER CHAPTER, LEFT, AND SHAINA DYMOND OF THE PURCHASE CHAPTER SHARE THEIR THOUGHTS ABOUT HOW TO ENGAGE MEMBERS.

BELOW, PAUL STASIOR OF THE UPSTATE MEDICAL UNIVERSITY CHAPTER LOGS A FEW SUGGESTIONS MADE BY COMMITTEE MEMBERS ABOUT HOW TO ORGANIZE THEIR COLLEAGUES AGAINST A CONVENTION.



tant for us to sit back and let time pass without taking action.”

Every chapter is asked to:

- Host a convention informational table at the beginning of the fall semester. Materials are available for download on the UUP website at <http://uupinfo.org/defendunion/concon.php>;
- Host Vote No! pledge card drives to get students and colleagues to pledge to oppose a convention. The cards must be returned to UUP headquarters by Oct. 13 to ensure the union can mail them before

the Nov. 7 election;

- Urge colleagues to participate in NYSUT phone banks to oppose the constitutional convention;
- Send letters to editors of local newspapers and to publications produced by community organizations; and
- Organize a Get Out The Vote campaign that includes working with student groups, other unions and labor councils, and community organizations.

“It is crucial that we get out the vote in this election,” said statewide Vice President for Academics Jamie Dangler, who is overseeing the Vote No! effort. She noted that voter turnout is typically low in nonpresidential election years. For instance, in 2014, fewer than 1 in 3 New Yorkers showed up at the polls. Also of note: In 1997—the last year voters were asked to decide whether to hold a constitutional convention—2 in 5 voters left the question blank.

“It’s crucial that people understand why they should say no to a constitutional convention,” Dangler said. “But it won’t matter unless they get to the polls and vote.”

Close call for NIH funding threatens research at SUNY

BY DARRYL McGRATH

Any parent who has ever been up at 3 a.m. trying to soothe a shrieking toddler in the throes of an ear infection knows that this common childhood ailment is indescribably painful.

But Timothy Murphy, M.D., a UUP member using a National Institutes of Health grant for the development of a vaccine against ear infections, knows that these often-recurrent afflictions are also costly in ways that most people could never imagine.

“It has a devastating effect potentially on the family and on the kids,” said Murphy, the senior associate dean for clinical and translational research of the University at Buffalo’s Jacobs School of Medicine and Biomedical Sciences. “They end up with fluid in their ears from one episode to another for months at a time.”

And with this chronic condition comes the cost of all those doctor’s visits to treat the estimated 25 million ear infections diagnosed in children in the United States each year—possibly \$6 billion to \$8 billion. There’s the indirect cost to parents, who may lose sleep and workdays. There’s the developmental cost to children, for whom chronic ear infections may cause speech and language delays. Finally, the bacteria that cause ear infections have already become resistant to some antibiotics, and are considered a leading source of antibiotic resistance.

\$40 MILLION WORTH OF DISCOVERY AT SUNY

Projects like this make a convincing argument for more funding from the National Institutes of Health, not less, Murphy said. He’s one of dozens of SUNY researchers who account for \$40 million in NIH grants throughout the University, and who have watched with dismay the Trump administration’s threat to cut the NIH budget by 20 percent.

UUP reacted swiftly and sharply to that threat, with a letter on its website that members could send to their U.S. senators and representatives that detailed the



DOUGLAS LEVERE, UNIVERSITY AT BUFFALO

BUFFALO HSC CHAPTER MEMBER TIMOTHY MURPHY HAS WITNESSED A STEADY DECLINE OF RESEARCH DOLLARS AND NEW YOUNG RESEARCHERS. INCREASED NIH FUNDING COULD HELP REVERSE THESE TRENDS.

value of NIH grants to medical research, and which asked Congress to support a fully funded NIH.

“Our members are conducting important scientific research at our SUNY health sciences centers and state-operated campuses,” UUP President Fred Kowal said. “New York is known as a national and global leader in scientific research. Fortunately, we believe that the majority of New Yorkers want to sustain that reputation, and NIH funding is a crucial way to do so.”

CONGRESS TAKES NOTE

Hundreds of UUP members also participated in the national March for Science on Earth Day, April 22 (see related story, page 16), when NIH funding was once again a top concern. Congress heard the public outrage, and instead of the \$1.2 billion reduction proposed by the White House, approved a \$2 billion increase to the NIH in the temporary spending measure. But this is only a reprieve—the spending bill expires in September, and the NIH may once again face uninformed Oval Office rhetoric.

The severe cuts to agencies dealing with science and the environment in the Trump budget, combined with the Trump administration’s appointment of people who either don’t believe that climate change is real or who have questionable ties to the fossil fuel industry, prompted a response in Congress. U.S. Rep. Paul Tonko (D-20th District), a longtime friend of labor and a member of several House committees dealing with science, technology and the environment, is now a co-sponsor of the proposed Scientific Integrity Act, which would require U.S. federal agencies to adopt or strengthen policies to protect government-directed research from political pressure and special interests.

UUP will follow the status of NIH funding, and urges members to send a letter to Congress if they have not already done so. Click on the “Take Action!” link on UUP’s website at www.uupinfo.org, where you will see the “Stop cuts to NIH” option. And check the UUP website for updates as the stopgap measure expires and Congress once again tackles a spending plan.

NEEDED: A NEW GENERATION OF RESEARCHERS

The welcome attention to the NIH budget highlights something that policymakers don't always grasp, Murphy noted: Scientific research takes time. Instant breakthroughs don't happen in real life, and this country's long, proud history of medical discoveries dealing with global health problems is also a story of trial and error, missteps and wrong turns.

"It's easy to cut research because you don't see the result immediately," said Murphy, who cites the quest for a vaccine for *otitis media*—the common name for a group of inflammatory diseases in the middle ear—as one example of a particularly challenging process that could take another decade to be available. Researchers like to say that all the easy vaccines have already been done.

Murphy spoke just after returning from the annual meeting of the Association for Clinical and Translational Science, the national professional group of scientists and physician scientists working to prevent and defeat public health threats. They are worried, Murphy said, because last year's \$2 billion increase to the NIH and the \$1.2 billion in the spending bill have to be viewed from the perspective of a previous decade of flat funding. An estimated 90 percent of NIH grant applications aren't funded, Murphy said, the pool of applicants is aging and fewer recent graduates are considering a career in scientific research.

There is also a disturbing decrease of physician scientists, the doctors in academic careers, like Murphy, who combine research and clinical trials with clinical practice. The cost of a medical education and the scarcity of grant funds have persuaded too many talented potential researchers to turn away from academic careers and toward private practice.

But Murphy, whose work has taught him the value of the long-range view, says there's also hope. One of Murphy's four NIH grants helps provide summer research experiences for medical students, and that's a good sign, because, as Murphy explained, "there's evidence that if you expose medical students to a positive research experience early in their careers, they're more likely to have a positive view of research as a viable option."



JOHNSON

"The first issue (Johnson) raised and expressed concern about: the diminishing number of full-time faculty and staff in SUNY."

— UUP President Fred Kowal

UUP upbeat and optimistic about new SUNY chancellor

BY MICHAEL LISI

UUP President Fred Kowal is upbeat when he talks about new SUNY Chancellor Kristina Johnson.

And why not? There's a lot to like about Johnson, a professor, an inventor, a businesswoman, and a former Johns Hopkins University provost and Duke University dean.

"In Dr. Johnson we have a chancellor who understands how public higher education works and what a system like SUNY needs to maintain and expand its success," said Kowal. "She's been in the classroom and she understands the impact a vibrant, energetic full-time faculty can have on student success. I am looking forward to working with her."

At Duke's Pratt School of Engineering, Johnson expanded full-time faculty—including more than doubling the percentage of women faculty—and significantly increased research spending as part of an ambitious expansion plan that included the construction of a 322,000 square-foot teaching and research center.

Johnson, the former under secretary for the U.S. Department of Energy during the Obama administration, also has classroom experience; she was a professor at the University of Colorado-Boulder and ran the NSF/ERC for Optoelectronics Computing Systems Center at the University of

Colorado and Colorado State University from 1994-98.

She is the founder and chief executive officer of Cube Hydro Partners, LLC, which builds and upgrades hydroelectric plants. And Johnson holds 118 U.S. and international patents, and is a member of the National Inventors Hall of Fame for developing technologies necessary for high-definition television and 3D movies.

ZIMPHER'S REPLACEMENT

Johnson, 60, replaces outgoing Chancellor Nancy Zimpher, who announced in 2016 that she would step down from the post. UUP's relationship with Zimpher was rocky, and downright icy at times.

UUP had been critical of Zimpher for doing little to advocate for SUNY funding, her resistance to pushing for transparency at SUNY's research and campus foundations, and her handling of SUNY's state-operated public hospitals.

A number of Zimpher's initiatives rankled UUP during her eight-year tenure, including the poorly planned push to become the nation's largest online, distance and open learning system under "Open SUNY."

UUP criticized Zimpher's original and prematurely released TeachNY proposal, calling a May 2016 report and recommendations by SUNY's TeachNY Advisory Council "flawed,"

see **CHANCELLOR**, page 21

Making headway

UUP seeks to reverse enrollment decline

BY DARRYL MCGRATH

As UUP continues to monitor the state's planned revisions to the teacher certification process, the question is whether such revisions are coming in time to help reverse a stunning dive in the number of people who want to be teachers.

The most updated figures from the federal government that track enrollment in teacher education programs—current to the 2014-2015 school year—show a nearly 50 percent drop in enrollment in the public and private college programs in New York between the 2010-2011 and the 2014-2015 school years. The decline of 49.44 percent means a decrease of 39,166 students.

“The task before all of our teacher education faculty and staff in UUP is to continue to work with our colleagues in programs throughout the state, as we have been doing, to identify factors that are contributing to this decline, and then work to change those as quickly as we can,” said Jamie Dangler, UUP's vice president for academics. “We have made



KAREN L. MATTISON

STONY BROOK MEMBERS TOM MANGANO, LEFT, AND SARAH JOURDAIN SHARE THEIR STORIES AT A RECENT MEETING WITH VPA JAMIE DANGLER, CHAIR OF UUP'S TEACHER EDUCATION TASK FORCE.

tremendous strides in the last year, because the Regents and the State Education Department are finally listening to the expert input of our members. The certification process has contributed to this decline, but we know there are other factors that account for this.”

REGENTS, SED ARE LISTENING

Dangler takes heart at the fact that SED accepted five of UUP's recom-

mended experts to serve on two committees revising parts of the teacher certification process (see related story, page 15). But around this effort, which the New York State Board of Regents approved in March, the consensus is that it's a tough time to be a teacher, not just a tough time to become a teacher.

The U.S. Secretary of Education, Betsy DeVos, has displayed mind-boggling ignorance of public education and has

UUPers urged to weigh in on ways to reverse teacher shortage

NYSUT has been a steadfast partner to UUP in the effort to revise the state's teacher certification exams. Now, NYSUT, working with UUP and other affiliates, is tackling another topic that UUP has closely followed—a looming teacher shortage.

The two unions will be working together to seek solutions to this growing crisis, which comes out of declining enrollments in teacher education programs, combined with teacher retention problems and a rapidly aging teacher workforce in New York and throughout the country.

UUPers with suggestions on how to reverse the teacher shortage are urged to send their ideas to Jamie Dangler, vice president for academics, at jdangler@uupmail.org

Among the information UUP seeks: examples of good programs that recruit and mentor future teachers, and ways that UUP can advocate for the help teacher education programs need to expand existing programs that address this problem. Dangler will gather members' comments and work with NYSUT on a campaign to reverse this troubling trend.

Go to UUP's Teacher Education Task Force web page at <http://bit.ly/JLgwQg> for a link to the NYSUT story on the teacher shortage.

“We need to raise awareness on the issue—and work with higher ed and others to attract more students and adults to the profession,” said NYSUT Executive Vice President Jolene DiBrango, who oversees higher education policy for NYSUT.

championed private school voucher programs. The adage that half of new teachers quit in their first five years has been discounted—the actual number is 17 percent, according to a [2015 federal study](#)—but public attacks on teachers by lawmakers and right-wing interest groups may have given prospective new teachers pause. New York has tightened its criteria for achieving tenure, and its teacher evaluation system does not make allowances for district poverty, class size, funding cuts or lack of support staff.

NOT ENOUGH TEACHERS OF COLOR

Around these issues, enrollment demographics in teacher education programs indicate that most candidates are white and female, leading to a dearth of positive role models for children of color, especially male students of color.

Nichole Brown, one of UUP's five appointees to the SED committees, is director of the field placement office and the Teacher Opportunity Corps program at SUNY Oswego.



BROWN

The Teacher Opportunity Corps is a state-funded program that seeks to increase the number of teacher candidates from underrepresented and economically disadvantaged backgrounds. Included among the colleges that will receive funding in the second phase of the program, announced in December: SUNY Cortland, Old Westbury and Oswego.

Her main concern, Brown said, is that a future teacher be highly skilled, well prepared and passionate about the profession. But she thinks it is important to also increase the number of teachers that children of color can relate to so that, as she put it, “they can aspire to be something other than the cafeteria lady or the janitor.”

UUP nominees to provide expert voices on teacher ed

BY DARRYL McGRATH

UUP nominees chosen by the State Education Department to serve on two committees reviewing the New York teacher certification process say they have ideas that can help and the eagerness to make a difference.

UUP recommended these experts based on their knowledge in two areas the committees will examine: the Educating All Students exam, which assesses a teacher's ability to work with a diverse student population; and the student teaching component of teacher education programs.

UUP's nominees selected to serve on the committees are: Steve Macho, an associate professor of career and technical education at Buffalo State; Annette Shideler, an assistant professor at Stony Brook University who directs the “Teachers of English to Speakers of Other Languages” program there; Leah Lembo, a NYSUT policy analyst, former professor of curriculum and instruction and former director of student teaching at Skidmore College; Terry Earley, the assessment coordinator for teacher education programs at Stony Brook University and also a teacher education lecturer there; and Nichole Brown, who directs the field placement office and the Teacher Opportunity Corps Program at SUNY Oswego.

UUP also submitted nominees for a new edTPA Standards Setting Committee, which will be convened soon to consider adjusting required edTPA passing scores.

SED TAPS UUP

But as members prepare to review these and other issues, Jamie Dangler, UUP vice president for academics, says just the fact that they are able to participate is notable.

“SED is now coming directly to UUP, to seek its input and recommendations, and that is a significant change,” said Dangler, who recalls a time when former SED officials and Regents blamed teacher education programs for the high failure rate of teacher education students,

despite abundant evidence pointing to flaws in the exams.

EARLY SIGNS POSITIVE

The Educating All Students committee held its first meeting April 27-28 and “I think they are improving it dramatically,” Macho said. Citing UUP's high profile in the push for change, he added that “We're at a moment now where we'll get the most effect.”

Shideler, who is sitting on the same committee, said that “the people were really trying to work together ... I think we're being listened to ... we're being asked our opinion.”

The EAS exam is complex and challenging, because it is taken by future teachers who will potentially work in a range of settings, including educational programs in prisons, and with a very diverse range of students, including those with disabilities or limited English skills.

STUDENT TEACHING TOO BRIEF

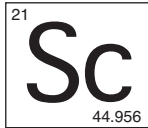
Right now, there is concern among experts about variations in the length and quality of student teaching experiences in New York state. SUNY's undergraduate student teaching is usually divided into two seven-week periods in two different classrooms, and often with two different age groups of students. Some teacher education programs in the state require shorter student teaching experiences.

The three experts participating in the Clinical Practice Workgroup that will examine student teaching, beginning June 14, favor a drastic revision to the state's outdated model. At the very least, student teachers need a full semester of clinical practice, Lembo said; Earley and Brown prefer a year.

Said Earley, “It is illogical and unreasonable to think the same process that trained teachers 40 years ago would suffice in today's increased world of accountability and responsibilities for teachers.”

Dangler pointed out that a lengthening of student teaching will require resources and changes to address impacts on students and programs, which the state workgroup should consider.

March for Science



UUP members rally to support research, sciences, innovation

BY MICHAEL LISI

Dr. Karen Benker took part in the March for Science parade in New York City to send a message to President Donald Trump and others in his administration who back draconian cuts to scientific research.

Benker, vice president for academics at UUP's Downstate Medical Center Chapter, sent a message that was as simple as it was direct: Let science thrive.

"The Trump administration doesn't understand that they are crippling the future at SUNY Downstate Medical Center and other campuses," said Benker, who marched with dozens of colleagues from the Downstate and Stony Brook HSC chapters. "At Downstate, for example, we're beginning to understand the keys to schizophrenia. We've already been on the forefront of HIV research. We have a lot of clinical trials in cancer and diabetes."

Similar scenes played out at March for Science events across the state April 22.

A STRONG SHOWING

UUP, an official [March for Science](#) partner, had hundreds of members at events across the state.

The March for Science, which took place in Washington, D.C., and more than 600 locations worldwide, was held to make science more accessible, to protect and promote scientific research, and to rail against deep cuts to science and research proposed by the Trump administration.

In New York City, more than 100,000 people rallied and marched from Columbus Circle to Times Square, including UUP President Fred Kowal and Rowena Blackman-Stroud, the statewide treasurer and Downstate Chapter president.

Shirley Girouard, a Downstate nursing



DONALD FELDSTEIN

ABOVE, VPA JAMIE DANGLER ADDRESSES THE CROWD IN ITHACA. DANGLER ENCOURAGED MARCHERS TO GO TO THE UUP WEBSITE AND SEND LETTERS TO LAWMAKERS ASKING THEM TO REJECT PROPOSED NIH FUNDING CUTS.

RIGHT, STONY BROOK HSC MEMBER ANGELLA FORDE LEADS THE WAY AT A MARCH FOR SCIENCE ON THE STONY BROOK UNIVERSITY CAMPUS.



PHOTO COURTESY OF THE STONY BROOK HSC CHAPTER

professor, brought a group of her students to the march. Along with her colleague, Downstate nursing professor Suzanne Carr, they carried a banner displaying the nursing school's logo. Girouard said they marched because they wanted to show that nurses support science, good health and good health care programs.

"The March for Science is about defending values and principles that UUP has always stood for, including equality," said Kowal. "This is the search for knowledge; we're a union of academics."

Statewide Vice President for Academics Jamie Dangler spoke at a March for Science rally in Ithaca, which drew about 1,500 people. Statewide Secretary Eileen Landy and Membership Development Officer Tom Hoey marched with UUPers

in Albany.

SUNY Poly Chapter President Linda Weber spoke at a rally in Utica, while Brockport Chapter Vice President for Academics Susan Orr addressed a crowd of more than 1,000 at Rochester's March for Science. And UUPers marched at events in Binghamton, Buffalo, Plattsburgh, Poughkeepsie, Rockville Centre, and Stony Brook.



DARRYL McGRATH PHOTOS

LEFT, DOWNSTATE CHAPTER MEMBERS, FROM LEFT, GLORIA HALL-BRUITCHER, ROSA JULIAN, AND CHERYL HOYTE-ULLAH TAKE TO THE STREETS OF MANHATTAN TO MARCH FOR SCIENCE.

BELOW, DOWNSTATE CHAPTER MEMBER SAMUEL MARQUEZ MARCHES WITH HIS SON.



RIGHT, FROM LEFT, NANCY VAN DEUSEN OF THE COBLESKILL CHAPTER, SECRETARY EILEEN LANDY, EILEEN MACICA OF THE ALBANY CHAPTER AND MDO TOM HOEY RAISE THEIR RALLY SIGNS AT THE MARCH FOR SCIENCE IN ALBANY.

BELOW, UPSTATE MEDICAL UNIVERSITY CHAPTER MEMBER RICH VEENSTRA SPEAKS OUT IN SYRACUSE.



KAREN L. MATTISON



MICHAEL LISI



KAREN L. MATTISON

BELOW, BROCKPORT MEMBERS ALISSA KARL AND SARA DiDONATO, RIGHT, JOIN MARCHERS IN ROCHESTER.

LIFE-SAVING SCIENCE

In Saratoga Springs, Albany Chapter member Eileen Macica said that science saved her life.

“I owe my life to science,” said Macica. “I have been a Type 1 diabetic since I was 18 months old. ... Back then the care was antiquated. But because of science and research ... the insulin pump I’ve been on for the past 25 years has been an absolute life saver.”

see **SCIENCE**, page 22

ABOVE, KATHY FARRELL AND PAMELA MALONE, BOTH OF THE EMPIRE STATE COLLEGE CHAPTER, MARCH IN SARATOGA. FARRELL MARCHED IN HONOR OF HER SISTER, A CANCER SURVIVOR WHO CREDITS SCIENCE FOR SAVING HER LIFE.



PHOTO COURTESY OF THE BROCKPORT CHAPTER

Paying it forward

Scholarship recipient now professor, chapter officer

BY DARRYL MCGRATH

When Anastasia Pratt won a UUP undergraduate scholarship in 1996, the criteria for eligibility—then as now—included dedication to the goals of the labor movement and a strong commitment to social justice.

Twenty years later, it could fairly be said that Pratt, an assistant professor of history at Empire State College, Plattsburgh region, has more than fulfilled those requirements.

In an achievement that brings that scholarship full circle, Pratt is the newly elected vice president for academics for her ESC Chapter. Although she could never have imagined that she would hold a leadership position in the union that helped her through college, no one who has followed her career is surprised.

A PROMISING PATH

“Anastasia Pratt was a recipient of the UUP Scholarship because of her outstanding academic, community and social justice work as an undergraduate,” said Eileen Landy, the outgoing UUP secretary and the officer in charge of the scholarship programs during her tenure. “It is absolutely fitting that Anastasia is giving back—to her students, her community and to UUP; the cycle is complete.”

Back when Pratt decided her career would be in public higher education, “I know I was also looking forward to the time when I could be a UUP member,” she said. “It was a really big deal for me that I get to be part of this union.”

Pamela Malone, the ESC UUP chapter president, is equally delighted to have Pratt step into a leadership role.

“Anastasia has a reputation as an intu-



ESC.EDU

EMPIRE STATE COLLEGE CHAPTER VICE PRESIDENT FOR ACADEMICS ANASTASIA PRATT, RIGHT, RECEIVES A CHANCELLOR'S AWARD FOR EXCELLENCE IN FACULTY SERVICE IN 2016 FROM ESC PRESIDENT MERODIE HANCOCK.

itive strategist who is a strong advocate for employees at ESC,” Malone said. “I am so looking forward to working with her in the coming years! She has proven to be an activist through and through, and has come full circle in her service to UUP.”

A HELPFUL BOOST

Pratt's 1996 scholarship was \$1,800, divided into \$600 installments to see her through her sophomore, junior and senior years. She was getting ready to enter her sophomore year at SUNY Plattsburgh. The UUP scholarship was then known as the Eugene P. Link Scholarship, in honor of a legendary Plattsburgh history professor who was retired by the time Pratt started college, and who died in 2006.

“For me, it was really meaningful that it was the Link Scholarship, because I was at Plattsburgh State and I was studying history,” Pratt said. “From the time I knew I wanted to teach, I knew it would be at a state college, and I knew I would prefer it to be at a SUNY college.”

Looking back, she recalls that the scholarship was “a huge help.”

“It covered, certainly, the cost of my books for those last three years, but I think it helped open a bunch of doors for me.” She cited a research trip with classmates that she was comfortably able to afford because of the scholarship.

DEVOTED TO PUBLIC HIGHER ED

Pratt continued to attain significant professional accomplishments in her graduate studies and her career. She received the prestigious Rackham Regents Fellowship from the University of Michigan, where she earned her master's and Ph.D. in American culture. Of that time, in a program where many of her graduate-school classmates came from and intended to return to prestigious private universities, she said, “I was fortunate that most of the advisors I worked with were committed to public education.”

In 2016, she received the SUNY Chancellor's Award for Excellence in Faculty

Each year, hundreds of UUP members publish books and articles, and are recognized for accomplishments on campus and in their communities. *The Voice* is pleased to recognize three members in this issue.

Jeanette Altarriba, the vice provost and dean for undergraduate education, and **Julie Novkov**, chair of the department of political science at the University at Albany, have been named Collins Fellows.



ALTARRIBA



NOVKOV

The award recognizes teaching faculty who have shown extraordinary commitment to the university over a sustained period; it is named after Evan Revere Collins, UAlbany president from 1949-1969.

Altarriba has been with UAlbany since 1992. She has been director of the Cognition and Language Laboratory, and directs research into bilingual language processing and second language acquisition. Her research, published nationally and internationally, focuses on bilingual language, memory and emotion.

Over the years she has chaired the departments of Psychology and Communication, and has been associate dean for academic affairs in the College of Arts and Sciences.

As vice provost and dean for undergrad-

uate education, Altarriba oversees the Office of Undergraduate Education, the Honors College, the Student Engagement Initiative, the Advisement Services Center, the General Education Program, the Center for Achievement, Retention, and Student Success, and the Writing and Critical Inquiry Program.

Novkov, a professor of political science and women's studies, came to the University in 2006. She specializes in public law, and her own research focuses on the intersection of law, history, U.S. political development, race, gender and sexual orientation.

She has served as director of graduate studies for Political Science at Rockefeller College, has participated in numerous committees, and has served on the University Senate. Through her work on the provost's Blue Ribbon Panel on Contingent Faculty, and the subsequent Implementation Committee, she has helped ensure improved conditions for adjuncts and part-time faculty members.

Ted Schwalbe, a distinguished service professor in the department of communication at SUNY Fredonia, is off to Albania on a Fulbright Specialist Award to work at A. Xhuvani University in Elbasan.



SCHWALBE

Schwalbe previously received Fulbright Traditional Awards to Bulgaria (1997) and Hungary (2004), and Specialist Awards to Swaziland (2002) and Namibia (2007).

The Fulbright Specialists Program was created in 2000 to complement the traditional Fulbright Scholar Program. It provides short-term academic opportunities (two to six weeks) to prominent U.S. faculty and professionals to support curricular and faculty development and institutional planning at post-secondary, academic institutions around the world.

In addition to Fulbright Awards, Schwalbe has also received four major international media training grants from the U.S. government. These were in Albania (1994), southern Africa (1996), Bulgaria (1997), and Turkey (2008).

Service, which recognized her mentoring of ESC students and her role in the development of graduate courses, a certificate program and a website about the college's graduate studies. She serves on the SUNY Faculty Senate, and co-chairs the college's governance committee on undergraduate studies and policies.

She's also the Clinton County historian, a position she initially applied for as a way to work in her field when she was a part-time faculty member, and which she has kept even as her full-time academic responsibilities have grown because it's so much fun. She reports to the county legislature, gives talks on interesting topics and works with K-12 students on

history projects, all of which afford her what she calls tremendously beneficial "inroads into the community."

On campus, she remains amazed and impressed by the hardworking, mostly nontraditional students of Empire State College, for whom the combination of highly individualized degree programs,

distance learning and classroom instruction are often both an excellent fit for their busy lives, and their best shot at an affordable college education.

"I love working with students very closely," Pratt said. "I get to go to work and help people learn, and I can't think of anything better than that."

"From the time I knew I wanted to teach, I knew it would be at a state college, and I knew I would prefer it to be at a SUNY college."

— *Anastasia Pratt*
Empire State College Chapter VP for Academics

Report: AFL-CIO seeks greater racial unity in labor

BY DARRYL McGRATH

A year before a presidential election that highlighted an ugly divide in the country's attitudes about race, the largest federation of unions in the United States was hard at work, with little fanfare, on a project that asked how labor can better help its members of color.

The result, the AFL-CIO Commission on Racial and Economic Justice report, contains three recommendations designed to help the federation's affiliates and locals better understand and respond to members of color.

The commission members recommend that unions:

- Talk openly about how race has been used to divide labor unity and limit and damage the labor movement and other efforts to benefit working people;
- Make issues and concerns affecting members and workers of color part of



labor's political and policy work at every level;

- Ensure that labor leadership and decision-making structures reflect the diversity of membership and all working people.

The subjects addressed in this report are

more urgent than ever now that the Trump administration's policies are so clearly designed to divide people based on their economic advantages, as well as their racial and ethnic backgrounds, said UUP President Fred Kowal.

"This report is a crucial first step in rebuilding the labor movement to better represent all working people," Kowal said. "UUP has been a leader in this regard, and we will continue to welcome into our ranks our sisters and brothers from all walks of life. Our state university is a stronghold of diversity and so is our union."

REGRESSIVE POLICIES

Union jobs have historically been a path to a new life for immigrants. Trump's strident campaign promise to ban immigration by all Muslims—a religious group that spans the globe and includes people of diverse racial and ethnic backgrounds—was one of many early warnings that worried national labor

Voices on Campus focuses on science

The AFT's *Voices on Campus* blog has interesting first-person perspectives that tie in nicely with the March for Science, of which UUP was an official partner (see related story, page 10).

Among the contributors:

- Elizabeth Sotiropoulos, lead organizer for the March for Science: Champaign-Urbana and founder of Illini Tutoring, who points out why no one should miss science;
- Jessika Hekman, a Ph.D. candidate at the University of Illinois at Urbana-Champaign in animal science, who talks about the relevance of science; and
- Linda Zellmer, a government information and data services librarian, liaison to natural sciences, chemistry and agriculture at Western Illinois University and a member of the AFT affiliate University Professionals of Illinois, who believes "facts not crap" are needed—and that's why she is marching for science.

The blog has also tackled hard-hitting topics such as public

education funding, social justice, student debt, campus safety, collective bargaining, and racism.

Check out *Voices on Campus* at <https://aftvoices.org/voices-on-campus/home>



UUP, state press on with contract talks

UUP and state negotiators have a mutual understanding not to publicly discuss the details of ongoing contract negotiations.

That's why it's important for members to check out the Members-Only web portal on the UUP website to get the most up-to-date information from the bargaining table. New information was posted May 15.

Also on the website are past *Negotiations Bulletins*, related negotiations documents, the SUNY Board of Trustees *Policies*, and the 2011-2016 contract.



RESOURCES

The full report: <http://bit.ly/2qk34vF>

The Executive Summary: <http://bit.ly/2qkg2JJ>

The toolkit: <http://bit.ly/2qkdxr1>

leaders. But labor voters heavily supported Trump, which begged the question of why so many working people accepted a divisive message from a billionaire candidate who bragged about gaming the tax code and surrounded himself with white nationalists.

Just days after the Feb. 1 release of the report, the Trump administration announced the first of two ultimately unsuccessful attempts to ban travel from a group of predominantly Muslim nations; and former Alabama Sen. Jeff Sessions, whose earlier nomination for a federal judgeship had been derailed over accusations of racism, was con-

firmed as U.S. attorney general.

Fred Redmond, vice president of the United Steelworkers Union and co-chair of the commission that released the report, decried the divisive tactics of the campaign when he wrote that “racial political appeals and promises to white workers often lead to the passage of harmful policies like ‘right to work’ or corporate outsourcing, which pit workers against each other.”

“If we work together to defeat racial inequity in our workplaces, in politics and in society, we will win policies and elect politicians that help all working people,” added Redmond.

Chancellor

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“overreaching,” and “pretentious.” UUP and NYSUT, both council members, claimed Zimpher ignored well-documented problems with the state’s teacher certification process and inaccurately blamed a wave of teacher retirements for a coming teacher shortage.

MOVING FORWARD

Kowal, who credited Zimpher for leading SUNY through the Great Recession and for bringing “a level of visibility and stability to the University,” said he hopes to have a more constructive relationship with Johnson, one that finds SUNY and UUP advocating together for a properly funded state university system.

“I’m optimistic about forging a strong relationship with Dr. Johnson,” Kowal said. “We won’t agree on everything. But her eagerness to start her tenure as chancellor in a positive way makes me feel positive about what we might achieve together.”

“We are making progress,” said UUP President Fred Kowal, who is constitutionally responsible for contract negotiations. “We continue to work on securing a successor agreement that best addresses the needs of all of our members—part time and full time, professionals and academics, from technology sector colleges to university centers.”

“We’ve listened to what our members have told us since this process first began in August 2015,” Kowal continued. “Our Negotiations Team continues to work hard to bring home the best deal possible.”

— Karen L. Mattison

Pay gap narrows for younger women

Younger women have seen the gender gap in pay narrow more noticeably than their older counterparts, according to a study on this persistent problem in the workforce recently released by the Pew Research Center.



Based on 2015 figures, women as a group earn 83 percent of what men earn. But women age 25 to 34 earn 90 cents for every dollar earned by a man in the same age group.

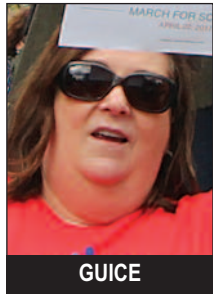
For women of all ages, it’s been a long, slow progression to pay equity. The pay gap in 1980 was 36 cents. An earlier Pew survey suggests that women take breaks from employment or reduce their work hours to care for their family more often than men.

Read Pew’s analysis of its pay-gap research at <http://pewrsr.ch/2oBO09A> and click on links in the analysis to see previous Pew and Census Bureau research on this and related topics.

Science

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Macica traveled from Saratoga to the Albany March for Science, where she joined her chapter colleagues at the West Capitol lawn. The crowd was bigger there—easily surpassing 1,500—as people of all ages walked among the many science displays. Albany Chapter member Sherry Guice said research dollars in liter-



eracy, teaching and learning brought her from the University of Georgia to the University at Albany.

“That’s my life,” said Guice, carrying a “Make America Smart Again” sign

and wearing a UUP March for Science T-shirt. “I worry about education and educational funding, and how we are going to

foster great teachers and great places where we can continue to grow and learn.”

Rich Veenstra, an Upstate Medical University scientist and the Upstate Medical University Chapter’s vice president for academics, spoke at the Syracuse March for Science. UUP members from the Upstate, Cortland, ESF, and Oswego chapters joined more than 1,500 protesters who crowded Clinton Square in downtown Syracuse to listen to speeches by Veenstra and scientists from area colleges.

“I think that the propagation of stupidity will prove to be very harmful if it’s successful,” said Oswego Chapter member Winfield Ihlow. “We have a choice to believe their lies or the evidence of science.”

Trump is targeting science in his proposed budget. The National Institutes of Health, the U.S. Centers for Disease Control and Prevention, the National Cancer Institute, and the National Institute of

Allergy and Infectious Diseases are slated for huge cuts if Trump’s spending plan is approved.

“With so much going on in the current administration and attacks on science, and a lack of funding for science, I think it’s important to be here,” said Cortland Chapter member Barry Batzing. “Scientists have to stand up and be heard.”

In Ithaca, Dangler had strong words for Trump and those who promoted pushing back against science and scientific research.

“We will not be silent,” said Dangler, whose words were met with cheers from the crowd at the Ithaca March for Science. Cortland UUPer Dave Ritchie held a sign with UUP’s web address as Dangler urged people to visit the website and send a letter telling their elected officials to fight proposed budget cuts to the National Institutes of Health.

“We will hold public officials accountable,” Dangler said.



Support the political action fund of UUP and NYSUT Give to **VOTE-COPE**

VOTE-COPE is the nonpartisan political action fund of UUP and its affiliate, NYSUT. It coordinates the voluntary contributions of members and makes contributions to UUP/NYSUT-endorsed candidates and to UUP/NYSUT-supported general campaign committees.

Dues money is not used for political action.

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UUP Member Services Trust Offers Voluntary Dental and Vision Programs!



* **Since Jan. 1, 2017**, the UUP Member Services Trust has offered voluntary **Delta Dental** and **Davis Vision** programs to:

- Retiree members
- Part-time members not eligible for benefits
- Surviving spouses of UUP members
- Surviving domestic partners of UUP members
- Aged-out dependents until age 29

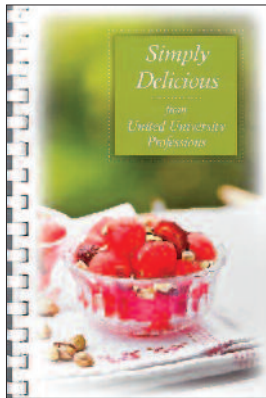
Additionally, the Voluntary Dental Program allows UUP members to choose from two dental coverage plans—the Delta Dental PPO plan or the Delta Dental DHMO plan. Both programs are offered on a national level.

**You must be a UUP member to purchase these plans.*



"United We Do More"

If you have any questions regarding the Member Services Voluntary Dental and Vision programs, contact [UUP's Member Services Trust](#) at 1-800-887-3863.



You may order as many copies of UUP's **"Simply Delicious" cookbook** as you wish for \$10 each, plus \$2.50 for shipping per book ordered. Enclose check payable to "UUP College Scholarship Fund" and mail with completed form to:

United University Professions
PO Box 15143
Albany, NY 12212-5143

Sale benefits scholarship fund

UUP is selling cookbooks filled with favorite recipes submitted by UUP members, family, friends and staff.

All proceeds from the sale go to the UUP College Scholarship Fund, which each year awards scholarships to up to five SUNY undergraduate and post-baccalaureate students.

UUP's "Simply Delicious" cookbooks cost \$10, plus \$2.50 for postage and handling, if using the coupon at left.

You can also call UUP toll-free at (800) 342-4206 and ask for accountant Cindie Bayly.

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