

# THE Echo



Vol. 5, No. 3

## LENDING A HAND IN PUERTO RICO

— PAGE 4







## THE Echo

Volume 5, Number 3

The Echo is an online publication of United University Professions (UUP), bargaining agent for the more than 35,000 academic and professional employees of the State University of New York.

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### UUP is your union

UUP PRESIDENT FRED KOWAL TALKS ABOUT THE BENEFITS OF BEING A MEMBER OF UUP. WATCH THE VIDEO [HERE](#).

## WHAT'S INSIDE this issue



PHOTO COURTESY OF  
JOANNE O'TOOLE

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# Eva Pearson

## Farmingdale

Eva Pearson is the program director of the Social Science Research Institute at SUNY Farmingdale, which is committed to social justice and community advocacy for the region, the nation and the world. A former contingent faculty member at Farmingdale, she is earning her Ph.D. in education at the University at Buffalo.

In 2017, Pearson was a candidate for the Oyster Bay Town Council, the second time she had sought elective office. She had previously run for the Nassau County Legislature in 2011. The difference the second time around: She was now a UUP member, and that gave her a different perspective on issues that matter to union members in the electorate, such as negotiated health benefits.

Although Pearson did not win either of her races, she says the second one, especially, taught her some valuable lessons about running as a union-supported candidate. This year's midterm elections—with a record number of women candidates—prompted Pearson to reflect on her 2017 candidacy, when she received the endorsement of four unions in Nassau County.

She has been a UUP member since 2015.



PHOTO COURTESY OF EVA PEARSON

### **What was unusual about your candidacy?**

"The Town of Oyster Bay has been Republican for about 20 years. It was seen that 2017 was the first chance any Democrats had of winning any seats. I was the only union member and the only woman in a slate of Democratic candidates. I campaigned as part of a very strong slate as a union member."

### **What did your identity as a union candidate teach you?**

"About the importance of town governments, and all governments, respecting the union members and the union agreements. What they (union members) really want to hear is that they're going to have an elected official who's going to protect them.

### **What helped you garner endorsement from four unions in Nassau County?**

"My feeling is, as a candidate, you can't just go to the unions and ask for their campaign donations. They want to work with candidates who are going to represent their interests and not just ask for money."

### **Would you run for elective office again?**

"Yes. I realized that the smaller the government, the more opportunity you have to effect change. The school boards, the village trustees ... I'm keeping an eye on those opportunities."

— DARRYL MCGRATH



# Doing good deeds

Sixteen months after hurricanes, UUP members continue to help Puerto Rico

BY DARRYL MCGRATH

**W**hen hurricanes Irma and Maria hit Puerto Rico with back-to-back knockout blows in September 2017, thousands of SUNY faculty, staff and students with ties to the island waited in anguish to learn the fate of their family, friends and a place they love.

And then many of them kicked into action, by organizing or joining relief and recovery efforts. More than two dozen UUP members were among those who responded, and for several, the work in Puerto Rico is not finished.

Sixteen months later, long after the crisis in Puerto Rico dropped out of daily news coverage, UUP members are still traveling there to help—at least two of them as recently as Jan. 12. Several UUPers have made more than one trip to Puerto Rico, and many used personal time during the summer to participate in recovery projects. Some members returned to the island during the winter break between semesters to continue with cleanup and repairs.

## CHILDHOOD MEMORIES, LESSONS

"I still have family here," said Magdalena Rivera of Oswego, who spoke Jan. 10 from the town of Cataño, where she was one of four Oswego UUP members accompanying students on a repair project. It was Rivera's second trip to her native Puerto Rico since the hurricanes to help with recovery. Oswego UUP members Lisa Glidden, Tim Braun and Lizette Alvarado joined the trip with Rivera.

"I grew up in my grandparents' house, and we always worked," Rivera said, as she explained the ethic of service and community she learned during childhood, and which galvanized her to respond as she did. "They always had their doors open and their house open; they would help everyone in the neighborhood. That was ingrained in me. It is important to me to help people who really need it."



PHOTOS COURTESY OF MAGDALENA RIVERA

ABOVE, OSWEGO STUDENTS SCRAPE TAR OFF A ROOFTOP.

RIGHT, MAGDALENA RIVERA OF OSWEGO USES A SQUEEGEE TO REMOVE EXCESS WATER FROM A ROOFTOP.



Gov. Andrew Cuomo started a relief effort for Puerto Rico last June, the NY Stands with Puerto Rico Recovery and Rebuilding Initiative, and he recently announced a continuation of that initiative into 2019. The project has brought together state agencies, SUNY, CUNY, private relief organizations and building trades associations, and provided the impetus for many of the trips by SUNY employees and students.

In addition to Rivera and her colleagues and fellow UUP members from Oswego, an incomplete list of the UUP members who have volunteered for recovery work in Puerto Rico, some more than once, includes Deb Mayes of Alfred, Amy Nitza of New Paltz; Betsy Colon, Fatima Rodriguez Johnson, Kyle Matthews and Joanna Kirk of Geneseo; and Joanne O'Toole, also of Oswego.

## LONG DEPLOYMENTS; MULTIPLE PORTS

And that list doesn't include the many UUP members who have traveled to hurri-

cane zones multiple times since 2017 on assignment as SUNY Maritime instructors and crews on the college's training ship, which is activated during emergencies by the federal government as a relief and

recovery vessel.

Although UUPers at Maritime expect to be deployed as part of their jobs, UUP Maritime Chapter President Barbara Warkentine said the 2017 hurricane season was unusually



WARKENTINE

severe. The chapter stayed in contact with members' families during successive deployments that at one point involved a hurricane

relief mission that kept changing. The Maritime training ship headed to Texas, reversed course before it ever got there and headed instead to Florida, and then went from a 10-day stay in Florida to Puerto Rico. UUPers on that mission included Dominic Valvo, Edward Madigan, Matt Mahanna, Ron Sigemann and James Carlucci.

### PERFECT STORM FOR A DISASTER

Other UUP members who have traveled to Puerto Rico in the aftermath of the hurricanes went not because of professional obligations or familial connections, but simply because of a deep love for the island and its vibrant, rich culture. O'Toole of Oswego is a former Spanish teacher and now an associate professor of modern language education, who spent six weeks in Puerto Rico in 2000 on a National Endowment for the Humanities fellowship, and then returned in June with Oswego students to help with recovery.

For her fellowship, she had participated in a lecture series with experts from a variety of fields in Puerto Rico that delved into the history and culture of the island. Out of that experience, she formed a lasting love and admiration for Puerto Rico and its people.

Before she returned there in June, she reviewed her notes from her fellowship. Once back in Puerto Rico following the hurricanes, she was astonished at how much of the island's history that she had learned during her fellowship "foreshadowed what happened," she said. The island's long subjugation under colonial powers had made Puerto Rico very vulnerable to a natural disaster, with weak infrastructure just one of the many problems its citizens faced. O'Toole's memories of the culture she grew to love 18 years ago formed a poignant contrast to the devastation she saw on her return.

"What you have left in Puerto Rico are many of the more vulnerable people," she said. "That's really who we're helping. The young and able-bodied? Many of them had left the island."



PHOTO COURTESY OF BETSY COLON

UUPER BETSY COLON, SECOND FROM RIGHT, IS IN PUERTO RICO WITH FELLOW UNION MEMBER JOANNA KIRK AND SEVERAL GENESEO STUDENTS. THE GROUP IS THERE AS PART OF LIVINGSTON CARES, WHICH OPERATES UNDER THE COMBINED EFFORTS OF SUNY GENESEO AND ORGANIZATIONS IN LIVINGSTON COUNTY. FORMER UUP STATEWIDE OFFICER TOM MATTHEWS IS PRESIDENT OF LIVINGSTON CARES.

### MANY TRIPS, EXTENDED SERVICE

Several UUP members from SUNY Geneseo have already completed three recovery trips to Puerto Rico since last spring, two of which were organized by the nonprofit humanitarian group Livingston CARES, and one of which was organized through the NY Stands with Puerto Rico statewide initiative.

Another Livingston CARES trip, with two UUPers, departed for Puerto Rico Jan. 12, said Tom Matthews, who ran the Geneseo Center for Community for many years and still serves as president of Livingston CARES.

Livingston CARES operates under the combined efforts of SUNY Geneseo and several organizations in Livingston County. Founded in 2005 as a response to Hurricane Katrina on the Gulf Coast, the group has since made dozens of relief and recovery trips, most of them in response to hurricanes or flooding, in the mainland United States or Puerto Rico.

Heading out on the Jan. 12 trip were UUP members Kirk and Colon. Colon had traveled to Puerto Rico last spring on an earlier trip with Livingston Cares. In a report on that trip, she described what the volunteers found, six months after the two

hurricanes had hit the island: "Hurricane Maria's aftermath was visible everywhere you looked in the area we stayed at and beyond. The ocean's shoreline was filled with many palm trees ripped out of the ground, just lying there. There was a tree along the shoreline that had a metal bumper rail wrapped around it, electrical power lines draped over the roads and electrical poles were down everywhere you looked, street lights dangled in midair, road signage was either missing or lopsided, tree limbs and palm trees were lying on the ground and street curbs had garbage of all sorts. You could see more of this debris in the mountain area. One of the locals we spoke with described the island as a 'war zone.'"

Descriptions like this are harrowing to remember and read, but Magdalena Rivera said that on this second trip back since the hurricanes, she sees resilience as well as lingering damage. People have told her that the hurricanes changed them, she said, because they had to rely on their own efforts to bring their homeland back to life.

Said Rivera, "A lot of people still have hope that the island will rebound."





# What Do You Do When They Come For You?

## KNOW YOUR RIGHTS

### **Disciplinary Rights: Article 19 of the UUP Contract**

Applies to all UUP dues-paying members holding term, permanent or continuing appointment. The first step UUP members should take with any disciplinary action is to contact their UUP chapter leadership, who will contact the NYSUT representative. Please review Article 19 of the UUP contract for additional disciplinary and other rights that you have:

<http://uupinfo.org/negotiations/contract.php>



## KNOW YOUR RIGHTS

### **Interrogation Rights**

If you believe that you are the target of disciplinary action during an investigative interview, ask for a representative and invoke the following rights:

- 1) You should ask the subject matter before questioning, and have the ability to confer with your representative privately before questioning begins;
- 2) To have your representative present during the interview to provide assistance; and
- 3) To offer statements or evidence to prove or support your version of the incident.

**Note:** Refusal to answer questions before asserting your rights to a representative could result in discipline for insubordination. Speak to a UUP chapter representative for details.

### **Suspension or Reassignment Rights**

If you are about to be suspended without pay or temporarily reassigned, request a UUP representative be present, and be aware of the following rights:

- 1) You can only be suspended or reassigned if your continued presence at work represents a danger to persons or property or would severely interrupt operations. In such case, a written Notice of Discipline (NOD) must be served to you no later than 10 days after suspension or reassignment; or
- 2) You can be suspended or reassigned if you have been charged with the commission of a crime. The NOD must be served to you within contractual timelines (Article 19.7 (a)(2)).

### **Disciplinary Rights**

If you are being disciplined, you have the right to request representation, and:

- 1) Details of charges against you must be outlined in a written NOD;
- 2) You must be served a copy of the NOD by certified mail or personal service; and
- 3) You have 10 working days to file a disciplinary grievance to challenge the charges outlined in the NOD.

**Note:** Additional information may be obtained from your UUP chapter representative.

# UUP: Increased field hours would pose problems

BY DARRYL McGRATH

**U**UP members will use the unexpected delay of a proposal to increase "field experience" hours in teacher education programs as a chance to urge New York state Regents to oppose this change, which they believe would burden teacher ed students, school districts and teacher ed programs.

After lengthy discussion at a Dec. 10 state Board of Regents meeting, Chancellor Betty Rosa removed the controversial proposal from the table; no date has been set for further discussion. UUP statewide Vice President for Academics Jamie Dangler is urging teacher education faculty and staff to use the delay to talk with Regents about potential problems with any increase.

## MEMBERS PROVIDE INPUT

"Our members have a number of concerns about this possible change, and the sound input from our members has formed the basis of UUP's objection to this proposal," Dangler said. "As our expert teacher education faculty and staff tell us, there is no known research that proves that this particular change would be beneficial to future teachers. Given the difficulty many programs will have finding additional placement hours among already overburdened P-12 teachers, at the very least, this idea needs further study to determine its feasibility."

The proposed change would increase the minimum mandatory field experience from 100 hours to 150 hours. Field experience gives future teachers a chance to be in the classroom in supported situations guided by mentoring teachers, before they undertake the more significant responsibility of preparing and teaching lessons on their own as student teachers. Field experience can include opportunities such as observing a mentoring teacher conduct a lesson; helping a mentoring teacher prepare a lesson plan; tutoring; or working with small groups of students.

## SCHOOLS, STUDENTS WOULD BE OVERWHELMED

UUP members who also serve on the union's statewide Teacher Education Task

Force have already discussed their concerns about the proposal with Dangler; now, those same members are ready to tell their Regents why they don't want the increase.

"Before we do anything, I think we need to have some studies in place to see how this will affect everyone," said Stephanie Schneider, an assistant professor of childhood education and literacy at Old Westbury. "We don't want to overwhelm our partner schools."

As Schneider and her fellow task force member Peter Brouwer, a Potsdam professor who specializes in mathematics education, noted, future teachers at SUNY already get considerable field experience through methods courses. Those courses focus on

**"There is no known  
research that proves that  
this particular change  
would be beneficial  
to future teachers."**

— VPA Jamie Dangler

teaching skills and often have future teachers observing master teachers. Even though the methods courses don't count as field experience, they provide valuable time in the classroom.

Other objections: Teacher education programs would almost certainly have to redesign curricula to accommodate the additional 50 hours, and with enrollment in teacher education programs down in New York and around the nation, now is not the time to make it even more difficult, and more expensive, to become certified.

"Adding additional requirements is just going to discourage good students from going into teaching," Brouwer said. As a specialist in educating students to become math teachers, he knows that prospective math teachers can go into any number of higher-paying private-sector jobs in computer science, actuarial work or other fields

requiring their in-demand skills.

"I have that conversation with a few students every semester," Brouwer said.

Steve Macho, an associate professor in career and technical education at Buffalo State, said the questions that members should raise with Regents include, "Is it a risk to trust educators? Is ever-increasing rigor the path to developing those who develop desired qualities in children?"

## UNIONS UNITED IN OPPOSITION

The presidents of UUP, NYSUT and the Professional Staff Congress/CUNY, signed a letter in July to New York State Commissioner of Education MaryEllen Elia, when the State Education Department's Clinical Practice Work Group first raised the possibility of increasing the field experience hours.

"Increasing the required number of field experience hours from 100 to 150, prior to student teaching, may present unnecessary, significant obstacles for hundreds of programs across the state and for teacher candidates who already struggle with the increasing costs in obtaining certification," the letter read in part. "There is no concrete evidence that the current 100-hour requirement is not working optimally in the context of many of these programs."

"The cost of transportation to P-12 schools to complete the current 100-hour requirement as well as student teaching is a considerable burden on low-income students. Some programs cover this cost and they don't have funds for a 50-hour increase per student," Dangler said.

New York state requires at least 40 days of student teaching, which would generally be eight weeks. A second proposal from the Clinical Practice Work Group would increase mandatory minimum student teaching to a full semester, or 14 weeks. As SUNY already requires its teacher education programs to have at least a full semester of student teaching, UUP does not object to that proposed increase.

Dangler and the task force members will continue to work with SUNY deans and Regents to advance understanding of the consequences of adding unfunded new requirements to teacher education programs.

# Nelson remembered for his words, voice

BY MICHAEL LISI

**M**ac Nelson was a dedicated union man who wasn't afraid to work to make UUP into a union that he could proudly call his own.

But for all that Nelson did for UUP, his greatest gift was his voice.

"I think my best contribution to UUP," Nelson wrote in a 2015 essay, "Sing Out!", published in UUP's *The Active Retiree* newsletter, "is that, three times a year, when we meet to conduct our business, we open the meeting with me (usually) leading 300 sisters and brothers in a song: 'Solidarity forever, for the union makes us strong!'"

"So does singing," he continued. "And I know that, after I am gone, they will still sing."

Nelson passed away unexpectedly Dec. 25 at Brooks Memorial Hospital in Fredonia.



"Mac was an elder, a good friend, and a dedicated unionist," said UUP President Fred Kowal. "Mac served his union, his campus and his students with distinction and devotion. He will be missed, especially at Delegate



FILE PHOTOS

ABOVE, NELSON LEADS A ROUSING RENDITION OF "SOLIDARITY FOREVER" AT THE 2014 SPRING DELEGATE ASSEMBLY.

LEFT, NELSON AND JOYCE HAINES OF THE EMPIRE STATE COLLEGE CHAPTER PARTICIPATE IN A STATEWIDE COARM MEETING IN 2008.

Assemblies where he led the "Mac-ettes," those delegates who would stand with and join him in a rousing rendition of 'Solidarity Forever.'"

"Certainly, the singing of 'Solidarity Forever' will never be the same."

Nelson's UUP colleagues echoed Kowal's feelings.

## AFT sues Trump administration over attack on international workers

The AFT has joined the New School in New York City, Foothill-De Anza Community College District in California's Santa Clara County and Haverford College in Pennsylvania in a lawsuit to stop the Trump administration from implementing new rules that will hurt international graduate students and teachers.



The lawsuit challenges new rules that impose travel bans on international visa holders for minor or unintentional violations—before the individual is given notice of a potential violation. One slip, such as a failure to update a new address, and any international graduate student or teacher in the country on an F-1 or J-1 visa could face a multiyear ban from returning to the United States.

**The AFT has identified members in Arizona, California, Kansas, Illinois, Michigan, Mississippi, New Jersey, New York and Rhode Island who will be affected.**

**UUP members who could be affected by these rules are urged to contact UUP President Fred Kowal at [fkowal@uupmail.org](mailto:fkowal@uupmail.org) or AFT's Jessica Rutter at [jrutter@aft.org](mailto:jrutter@aft.org)**

That's why the AFT joined the colleges in seeking an injunction against these new rules.

AFT members from Rutgers University in New Jersey, Brown University in Rhode Island and Jackson Public Schools in Mississippi



"There has only been one Mac for me, for our history, for our professions, for our union, and for all of us who were touched by his presence," said statewide COARM Chair Jo Schaffer.

"We've lost one of the original builders of our union," said former COARM chair Judy Wishnia. "He worked—in UUP and NYSUT—to make UUP a more democratic union.

"But there was more to Mac than his union activity," Wishnia continued. "He was a great teacher, a great writer, a wonderful traveler and all that with a great sense of humor."

## UUP SERVICE

Nelson was a distinguished UUP member who twice served on the union's statewide Executive Board (1979-84 and 1993-95) and did great work as Fredonia Chapter president. He was a longtime statewide delegate and was honored with the UUP's pre-eminent award, the Nina Mitchell Award for Distinguished Service, in 1995.

Nelson was a founder of the State University Federation of Teachers, which merged in 1969 with the Senate Professional Association and eventually became UUP. He was a member of a number of UUP statewide and chapter committees, including the Membership and Constitution Study committees.

## DEDICATED TEACHER

He was a beloved professor who taught Shakespeare, Renaissance Literature, and World Poetry at SUNY Fredonia, where he worked from 1968 until his retirement in 2007. He earned the rank of SUNY Distinguished Teaching Professor and received the SUNY Chancellor's Award for Excellence in Teaching in 1975.

His exuberance was felt by his students.

"Mac Nelson changed my life," Dave Andrews, one of Nelson's SUNY Fredonia students, said in a message on Nelson's on-line obituary page in the Dunkirk *Observer*. "There's no other way to summarize his influence."

"Mac was one of the best people I have ever known," said Wendy Corsi Staub, in a message on Nelson's *Observer* obituary. "I'm privileged to have had him as a professor."

## PROLIFIC WRITER

Nelson wrote a number of books, which dealt with Native American culture (*Telling the Stories: Essays on American Indian Literature and Cultures*), Cape Cod (*Epitaph and Icon: A Field Guide to the Old Burial Grounds of Cape Cod, Martha's Vineyard, and Nantucket*) and Route 20 (*Twenty West: The Great Road Across America*), the highway on which he lived in Brocton,

Chautauqua County.

He also wrote extensively for "The Active Retiree," so much so that a special section, titled "Mac Musings," was created for him in the newsletter. There, he shared stories about Yellowstone, his beloved Chicago Cubs, the English language, his favorite authors, and, of course, music.

He organized and led a vocal group called The Catch Club, which met monthly to sing catches, canons and glees, mostly from the 17th century. Nelson led that group for more than 60 years.

And he recognized and embraced the power and passion of music, and of people singing together. In his essay, "Sing Out!" Nelson points out that people love to sing together, at ballparks, at sports stadiums, and even in the classroom.

His love for singing with people is what made him a fixture at Delegate Assemblies, gleefully leading the "Mac-ettes" in rousing renditions of "Solidarity Forever."

"Lift your voices at the Winter DA and sing, belting out 'Solidarity Forever,' just as he always did," said Nelson's partner Joyce Haines, an Empire State College Chapter retiree. "He was so supportive to so many in so many ways. What a privilege and honor to have shared a few years with him."

supported the AFT's involvement in the legal challenge by filing declarations that accompanied the lawsuit.

"No matter how unintentional an individual's visa violation may be, the new rules automatically trigger a civil penalty that could lead to their expulsion from the country," said AFT President Randi Weingarten. "The result is a game of 'gotcha' with potentially disastrous consequences for our international members' ability to study, work and travel in the United States."

The new rule is likely to render tens of thousands of F, J and M visa holders subject to three- and 10-year bans before they even are aware that they have violated any of their visa terms. The AFT's lawsuit argues that the rules were not properly issued and seeks to have the rules rescinded.

## Union dues are now tax deductible in NY

Legislation supported by UUP and organized labor now means that union members in New York state have the opportunity to deduct union dues from their state income taxes.

The New York State AFL-CIO, with support from UUP, led the charge for this legislation, which was signed into law in April 2017. Beginning this year, union members can deduct union dues if they itemize deductions on their state taxes. It is important to point out that taxpayers can now itemize deductions on their state taxes even if they don't itemize on their federal taxes.

These deductions will put an estimated \$35 million back into the pockets of union members throughout the state.

# UUPers earn distinguished ranks, chancellor's awards

**T**he SUNY Board of Trustees awarded six UUPers with distinguished professorships for national and international achievements; five with distinguished teaching professorships for mastery of teaching; and four with distinguished service professorships for extraordinary SUNY and community service.

## DISTINGUISHED PROFESSORSHIPS



ANDREADIS

**Stelios Andreadis**, a member and chair of the department of chemical and biological engineering at the University at Buffalo, (UB) has made seminal contributions to the field of

bioengineering, spanning fundamental and translational research. His findings in the area of stem cells for cardiovascular tissue engineering place him at the fore of worldwide efforts to use tissue engineering approaches for treatment of cardiovascular disease. His stem cell research could have significant implications in the field of aging and the use of stem cells in regenerative medicine.



FLIESLER

**Steven Fliesler**, a member of the department of ophthalmology and the Meyer H. Riwehman Endowed Chair professor at the UB Jacobs School of Medicine and Biomedical

Sciences, is a highly sought-out expert in the field of vision science. His research focuses on the retina and pathologies that affect vision. He is a former president of the International Society for Eye Research and was recently elected president of the Association for Research in Vision and Ophthalmology, the world's premiere eye research association.



PORJESZ

**Bernice Porjesz**, a member of the department of psychiatry and behavioral sciences and director of the Henri Begleiter Neurodynamics Laboratory at SUNY Downstate Medical Center,

has engaged in cutting-edge research in alcoholism, neurophysiology and genetics for the last 40 years. Her research has been

continuously funded by the National Institutes of Health, and she leads the Collaborative Study on the Genetics of Alcoholism (COGA), an NIH-funded initiative launched in 1989 that remains on the fore of cutting-edge science. Porjesz is a longtime member of Downstate's "Million Dollar Club," which honors faculty who received \$1 million or more during the academic year for funded research, public service or training programs.



STEADMAN

**Sharon Steadman**, a member of the department of sociology and anthropology at SUNY Cortland, has supervised 14 excavations throughout the Near East and has been the field

operations director for excavations at Çadır Höyük in Turkey for the last 20 years. A prolific author of books and articles and a three-volume book series on Çadır Höyük excavations, Steadman has received grants from the National Science Foundation, among others. She is a member of the Editorial and Advisory Board of Journal of Eastern Mediterranean Archaeology and Heritage Studies, and the Committee on Archaeological Policy and the American Schools of Oriental Research.



WHITTAKER

**Andrew Whittaker**, a member of the department of civil, structural and environmental engineering at UB, is a Fellow of the Structural Engineering Institute; the American Concrete

Institute; and the American Society of Civil Engineers, and currently chairs its Nuclear Standards Committee. He has made fundamental contributions across a wide range of areas, including performance-based earthquake engineering, seismic probabilistic risk assessment, and characterization of the effects of detonations of high explosives. Whittaker served for seven years as president of the Consortium of Universities for Research in Earthquake Engineering, and has served on a number of national committees developing standards of practice. He has earned several national awards, including ASCE Walter P. Moore and Stephen D. Bechtel awards. Whittaker has served as the director of UB's Multi-hazard Center for Earthquake Engineer-

ing Research since 2011, the Institute of Bridge Engineering since 2015, and the Structural Engineering and Earthquake Simulation Laboratory since 2016.



YAN

**Zhen Yan**, a member of the department of physiology and biophysics at UB, has received global recognition for her investigations related to the areas of schizophrenia, Alzheimer's disease and Attention Deficit Hyperactivity Disorder. Since 2000, Yan has been continuously funded with more than 20 grants totaling nearly \$18 million from such sources as the National Science Foundation, the National Institute of Mental Health, the American Heart Association, and the National Alliance on Research for Schizophrenia and Depression. She has published 125 peer-reviewed journal articles and 10 book chapters, among others, and garnered more than 10,000 citations.

## DISTINGUISHED SERVICE PROFESSORSHIPS



KAHN

**Drew Kahn**, a member of the theater department at Buffalo State College, is the founding director of The Anne Frank Project, a multi-layered social justice initiative that examines

genocide, bullying and intolerance through the lens of storytelling and performance. He presents and teaches internationally on the universal language of theater and the intersection of storytelling, conflict resolution and reconciliation. Kahn's innovative work in drama-based education has brought voice to the silent, from the urban streets of Buffalo, to Rwanda's prisons and refugee camps.



MIHUC

**Timothy Mihuc**, a member of the department of earth and environmental science and director of SUNY Plattsburgh's Lake Champlain Research Institute, is an expert in stream

and lake ecology. He has received funding for his work from a number of agencies, including the National Oceanic and Atmos-



pheric Administration, and the Environmental Protection Agency. He is an affiliate of the Center for the Study of Canada, director of the Lake Champlain Research Institute at SUNY Plattsburgh, and editor in chief of the *Journal of Great Lakes Research*. He has mentored more than 100 undergraduate student research projects and served as thesis advisor for 11 master's degree students.



SKRIVANEK

**Joseph Skrivanek**, a member of the chemistry department at SUNY Purchase, is the founder and director of the Baccalaureate and Beyond (Bridges) programs, which have garnered almost \$9 million in funding from governmental and private donor sources, such as the NIH, NSF and PepsiCo. Under his direction, the Bridges program received national recognition with the President's Award for Excellence in Science, Mathematics, and Engineering Mentoring in 2011. Skrivanek has also secured years of federal grants to support fostering summer research and laboratory experiences, and he advises on matters of enhanced participation in science as part of SUNY System Administration's Office of Diversity, Equity and Inclusion.



TRIEF

**Paula Trief**, a member of the department of psychiatry and behavioral science and medicine and clinical professor of orthopedic surgery at SUNY Upstate Medical University, reviews grants, speaks at conferences, and holds elected membership in international organizations related to behavioral health and diabetes. Her research and innovative programs at Upstate's Joslin Diabetes Center address diabetes prevention and management. She has served as an elected member and officer of the university's Faculty Council, is a member of the President's Diversity Council, and developer and facilitator for the Corps of Diversity Allies at Upstate. She has received the campus and statewide excellence awards for faculty service, a President's Award for Excellence in Affirmative Action, and a Diversity Achiever Award from the Syracuse YMCA.



WILSON

**Tracey Wilson** is a member of the department of

community health sciences at Downstate and the Brooklyn Health Disparities Center, which works toward eliminating health disparities in Brooklyn. She currently serves as the BHDC's research core co-director and on the Executive Board. Wilson has received more than \$5 million in grants, and her research has led to several large-scale behavioral studies designed to improve care for those living with and at risk for HIV. She has been recognized for her research in the areas of infectious disease prevention and treatment, and in the psychosocial and behavioral aspects of health and health disparities.

## DISTINGUISHED TEACHING PROFESSORSHIPS



COHAN

**Christopher Cohan**, a member of the department of pathology and anatomical sciences at the UB Jacobs School of Medicine and Biomedical Sciences, uses innovative approaches to integrative neuroscience teaching. His teaching integrates a cross-disciplinary approach to subject matter with state-of-the-art educational methodologies attuned to individual student learning styles. Cohan has developed novel websites, unique interactive learning exercises, and a unique hands-on "brain museum" in support of the multi-modal education of students in neuroscience. Medical students have selected Cohan for award recognition of his teaching excellence 13 times.



DUCEY

**Pete Ducey**, a member of the department of biological sciences at SUNY Cortland, is a faculty mentor who introduces majors and nonmajors to professional undergraduate and graduate research. He serves as a member of the SUNY Master Teacher Advisory Board for Central New York, sharing his expertise with K-12 teacher-leaders from across the region. Ducey's students are authors or coauthors in more than 25 of his publications, including peer-reviewed journal articles and published abstracts of conference proceedings. He serves on the editorial board for *Northeast Naturalist* and has served as a reviewer for the NSF and NIH. He is a recipient of several awards, including the SUNY Chancellor's Award for Excellence in Teaching, and the SUNY Cortland

Excellence of the Use of Research in Teaching Award, the Outstanding Achievement in Mentoring Undergraduate Research Award, and the Excellence in Academic Advisement Award.



PAYNE

**Daniel Payne**, a member of the English department at SUNY Oneonta, has engaged with his students in English and environmental humanities beyond the classroom, advising independent-study students and arranging innovative field experiences. His teaching accolades include the SUNY Chancellor's Award for Excellence in Teaching; the SUNY Oneonta Inter-Greek Council Award for Outstanding Faculty; and the SUNY Oneonta Outstanding Advisor and Mentor Award. Payne has served for the last 15 years as director of the John Burroughs Nature Writing Conference, where students interact with international experts in the field of environmental literature.



ZEVENBERGEN

**Andrea Zevenbergen**, a member of the psychology department at SUNY Fredonia, recently received a faculty development grant to pilot innovative teaching strategies. She has co-authored paper presentations with 35 students and supervised more than 150 student internships, engaging students in her research on child language acquisition and emergent literacy. Zevenbergen has more than 25 widely cited publications and nearly 70 research presentations. She has served on and led many committees, including those relating to athletics, diversity, curriculum, and student success. As Fredonia's faculty athletic representative, she chaired the Intercollegiate Athletic Board.

## CHANCELLOR'S AWARDS

UUP members who received the Chancellor's Award for Excellence in Faculty Service, Librarianship, Professional Service, Scholarship and Creative Activities, and Teaching are listed below:

### Faculty Service

#### Alfred

Douglas Pierson, associate professor, Agriculture and Veterinary Technology

#### Binghamton

Elizabeth Anderson, associate professor and co-director, Institute for Justice and Well-Being

## Faculty Service *(continued)*

Kanad Ghose, professor and director, Center for Energy-Smart Electronic Systems

### **Buffalo State College**

Carol DeNysschen, chair and associate professor, Health, Nutrition and Dietetics

M. Stephen Pendleton, associate professor and chair, Political Science

### **Canton**

Rashid Aidun, associate professor, Electrical Engineering Technology and Engineering Science programs

### **Cobleskill**

Barbara Brabetz, associate professor of Chemistry and Biology and Presiding Officer of the Faculty

### **Cortland**

Herbert Haines, professor of sociology and chair, Sociology/Anthropology

### **Delhi**

Jessica Backus-Foster, program director/associate professor, Business and Hospitality

### **Downstate Medical Center**

Ramaswamy Viswanathan, associate professor, Psychiatry

### **Environmental Science and Forestry**

Timothy Toland, assistant professor, Landscape

### **Farmingdale**

Fran Cherkis, associate professor, Nursing

### **Fredonia**

Bruce Simon, associate professor and chair, English

### **Geneseo**

Robert Goggett, professor and chair, English

### **New Paltz**

Serife Ilgu Ozler, associate professor, Political Science and International Relations

### **Oswego**

Cynthia Clabough, professor, School of Communication, Media and the Arts

### **Plattsburgh**

Patricia Egan, associate professor, Psychology

### **Potsdam**

Michael Rygel, professor and chair, Geology

### **Stony Brook University**

Joanne Davila, professor, Clinical Psychology, and director, Clinical Training

### **Upstate Medical University**

Henry Roane, professor, Pediatrics, and division chief, Center for Behavior, Development and Genetics

## Librarianship

### **Albany**

Allison Hosier, senior assistant librarian, Information Literacy

Wendy West, associate librarian; head of Discovery Services

### **Cortland**

Lauren Stern, instructional services librarian and interim information literacy/instruction coordinator

### **Environmental Science and Forestry**

Jane Verostek, associate librarian, Moon Library

### **Stony Brook University**

Darren Chase, associate librarian, and head of Scholarly Communication, University Libraries  
Jennifer DeVito, director, Access Services, University Libraries

### **Upstate Medical University**

Virginia Young, associate librarian, Health Sciences Library

## Professional Service

### **Albany**

Monica Hope, senior academic advisor/EOP counselor, Office of Academic Support Services

David Mason, controller, University Accounting

Aran Mull, public information officer, University Police

Denise Szelest, Human Resources Management, Support Services

### **Binghamton**

Mark Allen, Physical Facilities

Patrick Leiby, academic technology specialist, Decker School of Nursing

Denise Spadine, assistant to the chair and undergraduate director, Sociology

### **Brockport**

Peter Dowe, director, Registration and Records

Susan Wielgosz, associate chair and clinical coordinator, Athletic Training Education Program, and academic advisement coordinator, Kinesiology, Sport Studies and Physical Education

### **University at Buffalo**

Rebecca Brierley, assistant dean, External Affairs, and director, Communications and Alumni Relations, Pharmacy School

Elizabeth Lidano, director, Office of Student Conduct and Advocacy

### **Buffalo State**

Kathy Wood, associate director, Center for Excellence in Urban and Rural Education

### **Canton**

Lashawanda Ingram, co-chief diversity officer and director of diversity affairs and new student orientation

### **Cobleskill**

Brian Smith, director of Financial Aid

### **Delhi**

Nancy Smith, registrar

### **Downstate Medical Center**

Alithia Alleyne, program administrator, College of Health Related Professions

### **Empire State College**

Seana Logsdon, director, Academic Support

Thomas McElroy, director, Prior Learning

David Puskas, interim director, Academic Review

### **Environmental Science and Forestry**

Ronald Giegerich, manager, Roosevelt Wild Life Collections

### **Fredonia**

Lisa Melohusky, online learning coordinator

Daniel Tramuta, associate vice president, Enrollment Services

### **Geneseo**

Paul Dotterweich, pool facility, Intramural Sports

### **New Paltz**

Antonio Bonilla, director, Educational Opportunity Program

James Palen, director, Telecommunications

Kathleen Tobin, Associate Director

Benjamin Center for Public Policy Initiatives

### **Oneonta**

Susan Clemons, interim associate vice president and controller

Rebecca Harrington, health educator, Office of Health Education

### **Oswego**

Michelle Bandla, director, Center for Experiential Learning

Daniel Griffin, director, Admissions

### **Plattsburgh**

David Gregoire, assistant vice president, institutional advancement

### **SUNY Poly**

Michael Durr, senior staff associate, Facilities

### **Purchase**

Melissa Glazer, assistant professor, Art Management  
Glorivee Rojas, counselor, EOP

### **Stony Brook University**

Nikki Barnett, assistant director, Alumni Career Services

Lois Carter, assistant dean for faculty affairs, College of Arts and Sciences

Kathryn Germana, assistant to the chair, Computer Science

Charles Robbins, vice provost, Undergraduate Education, and dean, Undergraduate Colleges

Mark Wiggins, building manager, School of Marine and Atmospheric Sciences

### **System Administration**

Amy Montalbano, interim university auditor

### **Upstate Medical University**

Lisa Phelan, director, Accreditation Compliance

## Scholarship and Creative Activities

### **Albany**

Louise Burkhart, anthropology professor, College of Arts and Sciences

Zai Liang, sociology professor, College of Arts and Sciences

Siwei Lyu, associate professor, computer science, College of Engineering and Applied Sciences

### **Alfred**

Jon P. Owejan, associate professor, Mechanical and Electrical Engineering Technology

### **Binghamton**

Pedro Ontaneda, professor, Mathematical Sciences

Louis F.J. Piper, associate professor and director, Materials Science and Engineering

Lisa Tessman, associate professor, Philosophy and women's studies, and graduate director, Philosophy

### **University at Buffalo**

Jochen Autschbach, Professor, Chemistry

Laurie Read, professor, Microbiology and Immunology, Jacobs School of Medicine and Biomedical Sciences

Kui Ren, SUNY Empire Innovation professor, Computer Science and Engineering

Gil Wolfe, distinguished professor and chair, Medicine and Neurology, Jacobs School of Medicine and Biomedical Sciences

### **Buffalo State**

Karen Sands-O'Connor, professor, English

### **Cortland**

Andrew Fitz-Gibbon, professor and chair, Philosophy



### **Environmental Science and Forestry**

Karin Limburg, professor, Environmental and Forest Biology

### **Fredonia**

Junaid Ahmed Zubairi, professor, Computer and Information Sciences

### **New Paltz**

Myra Mimplitsch-Gray, professor, Art

### **Oneonta**

Brian Lowe, professor, Sociology

### **Oswego**

Stephen Rosow, professor, Political Science

### **Plattsburgh**

Karina Ckless, associate professor, Chemistry

### **SUNY Poly**

Nathaniel Cady, professor, Nanobioscience

### **Potsdam**

Edwin Portugal, professor, Business Administration

### **Stony Brook University**

Abhay Deshpande, professor, Physics and Astronomy

Dimitrios Samaras, associate professor and director

Computer Vision Lab, Computer Science

Stanislaus Wong, professor, Chemistry

### **Upstate Medical University**

Francesca Pignoni, associate professor and interim chair, Neuroscience and Physiology, and associate professor, Ophthalmology, Biochemistry and Molecular Biology, and Cell and Developmental Biology

## **Teaching**

### **Albany**

Victor Asal, political science professor and chair of Public Administration and Policy

Richard Schneible, associate professor of accounting, School of Business

### **Alfred**

Melvin C. Chambliss, associate professor, Agriculture and Veterinary Technology

### **Binghamton**

Susan Appe, assistant professor of public administration

Christopher Bishop, professor/director of Undergraduate Integrative Neuroscience Program

Matthew Parker, professor and graduate director, Biological Sciences

Kent Schull, associate professor, History

Denise Yull, associate professor and department chair, Human Development, College of Community and Public Affairs

Hong Zhang, lecturer, Singing Chinese

### **Brockport**

Sharon Lubkemann Allen, associate professor, Comparative Literature

Paula Barbel, associate professor, Nursing

Pamela Haibach-Beach, associate professor, Kinesiology, Sport Studies and Physical Education

Kari Smoker, associate professor and graduate director, School of Business and Management

### **University at Buffalo**

Gail Radford, professor, History

David Watson, professor and chair, Chemistry

### **Buffalo State**

Lynn Boorady, associate professor and chair, Fashion and Textile Technology

### **Canton**

Charles Fenner, curriculum coordinator, Management

### **Cortland**

Kathleen Burke, professor and chair of economics

### **Empire State College**

Rhianna Rogers, mentor and associate professor, Undergraduate Studies

Margaret Tally, mentor, School for Graduate Studies

### **Environmental Science and Forestry**

Alexander Weir, associate professor, Environmental and Forest Biology

### **Farmingdale**

Jonathan Lehrer, professor and chair, Urban Horticulture and Design

Orla Smyth LoPiccolo, associate professor, Architecture and Construction Management

### **Fredonia**

Kimberly Mancino, senior lecturer, Music Therapy

### **Geneseo**

H. Cristina Carrasco Geiger, lecturer, Chemistry

Lisa Smith, lecturer, Mathematics

### **Maritime**

Debbie Sara Yuster, professor, Science

### **Morrisville**

Devon Branca, associate professor, Humanities

### **Oneonta**

Sallie Han, chair, Anthropology, and associate professor, Cultural Anthropology

April Harper, associate professor, History

Keith Jones, assistant professor, Mathematics

### **Plattsburgh**

Michael Divine, associate professor, English

Michelle Ouellette, associate professor, Public Relations

Rajesh Sunasee, associate professor, Chemistry

### **SUNY Poly**

Robert Brainard, professor, Nanoscience

### **Stony Brook University**

Sharon Pochron, lecturer, School of Marine and Atmospheric Sciences

### **Upstate Medical University**

Stephen Knohl, professor, Medicine, and director, Residency Program

## **Adjunct in Teaching**

### **Binghamton**

Michael Armstrong, instructor, Biological Sciences

Patricia Gazda-Grace, College of Community and Public Affairs

Frank Mischke, lecturer, German and Russian

Srikanth Poranki, director of Performance Improvement

Aleksey Tikhomirov, visiting assistant professor, Public Administration

### **Brockport**

Stephanie Wisnowski, associate professor, Mathematics

### **Buffalo State**

James Bensley, lecturer, Geography and Planning

### **Canton**

Jamie Gibson, clinical instructor, Nursing

### **Delhi**

William Meredith, adjunct instructor, Liberal Arts and Sciences

### **Farmingdale**

David Guarino, adjunct professor, Visual Communications

### **Fredonia**

Laurie Tramuta, adjunct lecturer, Voice

### **Morrisville**

Leigh Yardley, adjunct instructor, School of Liberal Arts

### **Purchase**

Linda Ann Gironda, lecturer, Liberal Studies-Legal Studies

Rosalind Newman, lecturer, Dance

### **Stony Brook University**

Catherine Cammarata, adjunct lecturer, acting and producing, Theatre Arts

Nancee Moes, adjunct lecturer, acting, Theatre Arts



The Chancellor's Awards for Excellence are system-level honors conferred to acknowledge and provide systemwide recognition for consistently superior professional achievement and to encourage the ongoing pursuit of excellence. These programs underscore SUNY's commitment to sustaining intellectual vibrancy, advancing the boundaries of knowledge, providing the highest quality of instruction, and serving the public good. Through these awards, SUNY publicly proclaims its pride in the accomplishment and personal dedication of its instructional faculty, librarians and professional staff across its campuses.

## Part-time/Full-time Contingent Employees: Know Your Contract Rights and Benefits



### **Contingent Academics and Professionals:**

Persons appointed to any academic or professional position which does not prescribe eligibility for continuing or permanent appointment (i.e., tenure/permanence). (UUP Constitution, Article III, Sec. 2)

**Part-time Employees:** Employees whose work obligation is less than 100 percent Full Time Equivalent (FTE).

### **Article 7: Grievance Procedure**

Under the UUP-NYS Contract, a grievance is "a dispute concerning the interpretation, application or claimed violation of a specific term or provision of" the contract. A grievance can also occur with regard to "procedural steps relating to appointment, evaluation and promotion of employees" contained in specific sections of the *SUNY Policies of the Board of Trustees*.

If you believe that your contract rights have been violated or procedures pertaining to appointment, evaluation and promotion have not been followed, you should contact the UUP chapter office immediately. If a grievance needs to be filed, it must be filed within 45 days of when the employee knew or reasonably should have known of the act or omission.

### **Article 8: Labor-Management Meetings**

Chapter officers can address concerns brought to them by the membership in campus labor-management meetings. The college president or designee must meet with UUP once each month to discuss matters raised by either party. This requirement applies to general labor-management meetings and labor-management meetings focused on matters pertaining to part-time employees.

### **Article 9: Academic Freedom**

This article refers to SUNY's policy to "maintain and encourage full freedom, within the law, of inquiry, teaching and research." It protects UUP members' right to "discuss their own subject in the classroom ... "

### **Article 10: No discrimination**

Our contract protects members from retaliation due to any activity related to using contract protections and/or union activity. It also establishes a joint New York State-UUP Affirmative Action/Diversity Committee.

### **Article 11: Employee Organization Leave**

UUP members are provided with a process and reasonable leave time to participate in UUP statewide meetings, contract negotiations, and other union activity during what would be normal work hours. Provisions for appropriate leaves to fulfill the obligations of chapter president and statewide officer positions are also covered in this article.

### **Article 19: Discipline**

If an employee is subjected to a disciplinary action by the campus administration or is the target of an equal employment or Title IX investigatory process, our contract provides for union representation and due process protection before discipline can be imposed.

### **Article 20: Compensation**

All contractually negotiated across-the-board salary increases apply to part-time and full-time employees. Our contract establishes a minimum salary for full-time lecturers. Beginning in 2019, there are statewide minimum salaries for part time academics compensated on a per-course basis. Part-time Professionals are generally paid on a pro-rata basis. In addition, there are specific monetary service awards based on years of service for part-time and full-time contingent employees. All part-time and full-time employees on payroll during each eligibility period are eligible for discretionary salary increases; campus presidents determine exactly who gets discretionary awards. Part-time employees may also be eligible to receive salary compression increases.

### **Article 21: Statewide Labor Management Committees**

All part-time and full-time employees are eligible for grant programs jointly administered by NYS-UUP Labor-Management committees established under this contract article.



They include individual development awards (15 percent of funds must be earmarked for part-time employees), campus grants, and other grant programs (see Articles 42-45 for more details).

## **Article 23: Leaves**

### ***Vacation Leave***

This article specifies the vacation time earned by part-time and full-time employees on calendar-year (12-month) or college-year (less than 12 months, but more than an academic year) appointments. If any request is refused, the member must be informed of the reason why in writing.

### ***Sick Leave***

Our contract guarantees all employees sick leave, which is earned monthly. It also defines how this leave can be used. Up to 30 sick days can be used in each year of the contract for the death or illness of a family member. Up to 15 sick days can be used for care of a newly adopted child or a new foster child.

### ***Additional Family Leave***

Part-time and full-time contingent employees are eligible for the NYS Paid Family Leave Law benefit according to terms negotiated in the UUP-NYS contract. It allows partially paid time off, continuation of health benefits, and job protection within the first year of birth, adoption, or foster care placement, for care of a family member with a serious health condition, and for assisting family members deployed abroad for military service. In 2019 and 2020, this leave can be taken for up to 10 weeks, increasing to 12 weeks in 2021. Employees whose obligation is primarily other than teaching, whose regular obligation is 20 hours or more per week, and academic employees who teach two courses per semester, are eligible for this benefit after 26 consecutive workweeks of employment. Employees whose obligation is primarily other than teaching, who work less than 20 hours per week, and part-time academics who teach one course per semester, are eligible after completing 175 workdays of employment.

In addition, a seven-month unpaid child care leave can be granted at the employee's request.

### ***Holidays***

Calendar-year and college-year employees are also entitled to contractual holidays, with compensatory time and holiday pay options.

## **Article 27: Professional Meetings**

UUP and the state recognize the importance of attendance at professional meetings to which departments are

encouraged to make funds available. When funds are made available, the employee is not required to charge leave accruals.

## **Article 30: Appointment, Evaluation and Promotion**

When employees are appointed to positions, they are to be given, in writing, all the requirements and responsibilities their positions entail. Part-time employees must also be informed as to which benefits they are entitled (health, leave, and other benefits). The specific information that must be in appointment letters is specified in this contract article. The article also references Articles XI and XII of the *SUNY Board of Trustees Policies*, which specify rules and procedures related to Appointment of Employees and Evaluation/Promotion respectively.

## **Article 31: Personnel Files**

The University must maintain an official personnel file for all employees covered under this contract. You have the right to review this file.

## **Article 32: Notice of Non-Renewal**

This article specifies how long before the end of a term appointment employees must be notified that they are going to be non-renewed. Employees on temporary appointments are not entitled to such notice. Part-time and full-time employees on term appointments are entitled to notice, but required notice periods vary.

After four consecutive semesters, part-time employees should receive a "term" appointment. This entitles employees to a job for the period of time specified in their appointment letters. If they are not rehired when their term expires, they are entitled to at least 45 calendar days of notice prior to the expiration of their current term.

Full-time employees on term appointments have the following notice of non-renewal requirements:

- Three months prior to the end of a term expiring at the end of an appointee's first year of uninterrupted service.
- Six months prior to the end of a term expiring after completion of one, but not more than two years of uninterrupted service.
- 12 months prior to the expiration of a term after two or more years of uninterrupted service.

Full-time Professionals with titles in Appendix B-1 and B-2 of Article XI of the *SUNY Board of Trustees Policies* (Athletic Titles) must receive not less than six months notice prior to expiration of their term appointment.

## Article 39: Health Insurance

All full-time employees are eligible for health insurance.

Part-time employees are eligible for full coverage in the New York State Health Insurance Program (NYSHIP), including prescription drug coverage, if they are:

- Part-time **academic employees** who teach six credits, contact hours or credit equivalents in any one semester at a single campus.
- Part-time **professional employees** and part-time **academic employees** with obligations that are primarily other than teaching hired before Jan. 1, 2019, who are employed at a salary rate which would yield a total compensation of \$15,312 or more (as of 2018).
- Part-time **professional employees** and part-time **academic employees** with obligations that are primarily other than teaching hired after Jan. 1, 2019, whose professional obligation is at least one-half time.

Coverage is provided for 26 weeks (13 pay periods) for each semester. Employees who work two semesters, or 10 months, receive a full year (52 weeks; 26 pay periods) of coverage.

- Employees pay a share of the premium cost that varies based on their annual salary.
- Part-time employees who do not qualify for the health insurance program are permitted to participate on a full premium cost basis at the group rate.
- The NYS/UUP Joint Committee on Health Benefits reviews benefit eligibility problems for part-time employees.

## Disability Insurance

All employees who are eligible for health insurance coverage are covered by the SUNY disability insurance program after one year of service. (Article 23.8)

## Retiree/Dependent Health Insurance

Part-time employees may be eligible for lifetime health insurance after they retire if they:

- Are age 55 or older.
- Have 10 years (120 months) of health insurance eligibility in any state agency, not just SUNY.
- Are enrolled in the New York State Health Insurance Program (NYSHIP) at the time of retirement.

Employees who retire with unused sick leave accruals can use up to 200 accrued sick days for a credit toward the cost of their health insurance premium in retirement. The

state's formula valuing the credit involves the employee's age, salary, and number of accrued sick days.

*Part-time employees are advised to consult with their campus Health Benefits Administrator (typically located in the Human Resources Department) to determine their eligibility and the cost of their health insurance option in retirement.*

## Article 40: UUP Benefit Trust Fund Vision, Dental, Life Insurance, Dependent Tuition Scholarship

As a result of contract negotiations, the state provides funding to UUP which is used to provide vision and dental benefits to employees who are eligible for health insurance. A free \$6,000 life insurance policy is also provided.

If you are a "signed up" UUP member at the time of retirement, you are eligible to receive the benefits of retiree membership, including \$1,000 of UUP life insurance and an opportunity to purchase UUP's retiree dental and vision plans.

The Scholarship Program is available for dependents of both NYSHIP-eligible and non-NYSHIP-eligible UUP-represented employees. For Fall 2018, the scholarship award is \$500 per semester to be used for fees, books, supplies or room and board (this award cannot be used for tuition). A maximum of one scholarship per dependent child will be awarded each semester even if both parents are UUP-represented employees and a total maximum of eight scholarships can be awarded per dependent child.

## Articles 42, 43, 44, 45

These articles establish Joint Labor-Management Committees to administer the grant programs funded by Article 21: Professional Development, Safety and Health, Technology, and Campus Grants committees. Part-time and full-time employees are eligible to receive grant money and participate in Labor-Management Committees that distribute grant monies and engage in joint projects to address issues that impact UUP members.

## Article 46: Work-Life Services Programs

This article establishes that UUP members benefit from work-life services programs to assist employees with balancing work and family responsibilities. The Employee Assistance Program (EAP) provides confidential support, information, and referral services for a variety of issues. Pre-tax savings plans help employees save money in a variety of ways.

They include NYS-Ride, the Health Care Spending Account, Adoption Advantage Account, and Dependent Care Advan-



tage Account. There is an employer contribution for UUP members who participate in the Dependent Care Advantage Account, a pre-tax savings plan which covers expenditures for child care, elder care, and disabled dependent care. The employer contribution, which is basically a subsidy that UUP negotiates, has ranged from \$300 to \$800, depending on the member's salary.

Other work-life services programs include pre-retirement seminars, state support for campus day care centers, and wellness programs. UUP has representation on a Joint Labor-Management Advisory Board for these programs.

#### **Article 49: Program for Tuition Assistance**

When space is available, part-time and full-time employees may enroll tuition free in one course per semester and special session (e.g., summer session and intersession). There are various requirements that the employee must meet to receive free tuition.

#### **Appendix A-23: Copyright**

This appendix references SUNY Board of Trustees Policies Article XI, Title J, which addresses who owns the copyright to works created by the employee as part of their job. The rules apply, "Irrespective of the medium of storage, to all literary works as defined by copyright law, including, but not limited to, literary, instructional, dramatic, musical and artistic works, except for software, which is covered by a separate policy."

#### **Appendix A-26: Productivity Enhancement Program**

Part-time and full-time contingent employees who accrue vacation leave may elect to exchange a few vacation days for a credit toward the employee share of their health insurance premium. Go to <https://bit.ly/2RtG4F7> for more information.

#### **Appendix A-30: Part-time Academic Issues**

Campuses are encouraged to appoint part-time term faculty to one-year appointments when possible. They should have office space, access to telephones and photocopying. Each campus is to publish and disseminate or display its procedures for filling part-time vacancies. Copies are to be provided to the local chapter of UUP.

#### **Appendix A-42: Family Leave**

This appendix explains contractual provisions and other avenues that may be available to members for addressing family leave and work-life balance needs. It covers options for paid or unpaid leave for pregnancy, care of sick family members (including elders), adoption, foster care, and death of a family member. Pages 13-14 of UUP's *Family Leave/Work-Life Services Guide* contains specific information for part-time employees that augments the information in A-42. <https://bit.ly/2ErnR8r>

#### **Appendix A-45: Leave Donation Program**

Employees who accrue vacation days can donate leave to assist employees who have exhausted their sick leave but are in need of paid sick time due to illness. Academic-year employees, who do not accrue vacation days, cannot donate to the program but they can be recipients of days donated by colleagues with vacation accruals.

#### **Retirement/Pension**

Part-time employees are advised to consult with their campus Health Benefits Administrator (typically located in Human Resources) to determine their eligibility for participation in the New York State Teachers' Retirement System, New York State Employees' Retirement System, or New York State Optional Retirement Program. Full-time employees should be advised about retirement system options at the time of hire.



Scan the QR code at left to access the most up-to-date version of the *2016-2022 Agreement Between United University Professions and the State of New York* or go to <https://bit.ly/2UdoKGq>



Scan the QR code at right to access the *SUNY Policies of the Board of Trustees* or go to <http://bit.ly/2auZAOU>

# ELECTION

## Election Calendar\*

Chapter Requests to E&C  
Committee Due.....12/03/18

Election Certification  
Date .....1/9/19

Mail Chapter & Affiliate  
Nomination Forms.....1/17-18/19

Chapter & Affiliate  
Nominations Close .....2/13/19

Chapter Nomination Lists Posted  
on UUP Website .....2/15/19

Mail Chapter Elections  
Ballots..... 3/6-8/19

Chapter Elections  
Ballots Due.....4/10/19

Count Chapter Elections  
Ballots.....4/10-12/19

Conduct Run-off Elections  
as required

NOTE: Retiree elections have been  
changed to every three years and  
will not be held in 2019.

**\*Dates may be modified**

## Notice of 2019 UUP elections

In January, UUP began the process for its 2019 Chapter and Affiliate Convention elections. The union's election certification deadline was Jan. 9. Election nomination forms were mailed from the UUP Administrative Office the week of Jan. 14.

As election materials are mailed to members, copies are posted on the UUP website. Except for ballots, these items will be downloadable and printable.

No UUP or SUNY equipment and/or resources may be used to produce and/or distribute campaign material for UUP elections. This prohibition includes printers, copiers, supplies, campus mail system, email, and campus.edu and uupmail.org domains from ANY computer.

The UUP Executive Board approved the Constitution and Governance Committee

recommendation that the list of Empire State College Chapter members eligible to participate in this election be sent to each UUP chapter in addition to its own chapter list. The UUP Constitution requires that these lists be available for examination by chapter members. Election policies and procedures do not allow mechanical or electronic copying of these names or addresses.

For hours of availability at a given chapter, please call that chapter office. If you have any questions, contact Secretary-Treasurer Jeri O'Bryan-Losee at (800) 342-4206 or by email at [jobryan@uupmail.org](mailto:jobryan@uupmail.org)

The Executive Board has approved the following policies and procedures for obtaining members' address labels for distribution of campaign literature.

## UUP Policies and Procedures for Distributing Campaign Literature in UUP Elections

To provide equal and uniform access to all candidates for the distribution of campaign literature, UUP will include the following policies and procedures in the conduct of its elections.

These policies and procedures provide equal and uniform access to all candidates for the distribution of campaign literature. Equally important, they ensure members' privacy and fulfill UUP's obligation to conduct fair and honest elections.

All duly declared candidates shall have equal access to appropriate membership information, to mailing privileges and to publications of UUP in accordance with procedures issued by the UUP Constitution and Governance Committee.

Duly declared candidates may request mailing labels of members' last known home addresses for distribution of campaign literature. Candidates shall sign a statement

governing the use of mailing labels and limiting their use to UUP elections.

Such signed statements shall be submitted to the Office of the Secretary-Treasurer of UUP, which shall check eligibility and the parameters of the mailing labels. All declared candidates may obtain mailing labels by contacting the UUP Secretary-Treasurer's Office in writing (or by email). Such requests must specify the category(ies) of eligible members for whom they wish labels. Candidates will cover the cost of labels and mailing.

Mailing labels will include only UUP members, including Contingents, Regular (Active) and Retired in good standing as of the certification date for eligibility to participate in a given election.

Candidates must specify in their formal requests which of the following categories of eligible members, including contingents, they wish to receive their mailings.



Chapter:

- All Chapter Members, including Contingents, (Regular and Retired)
  - Regular Chapter Members, including Contingents, Only (Academic and Professional)
  - Retired Chapter Members, including Contingents, Only (Academic and Professional)
  - Contingents Only (Academic and Professional)
- All Academic Chapter Members, including Contingents, (Regular and Retired)
  - Regular Academic Chapter Members, including Contingents, Only
  - Retired Academic Chapter Members, including Contingents, Only
  - Contingents Only (Academic)
- All Professional Chapter Members, including Contingents, (Regular and Retired)
  - Regular Professional Chapter Members, including Contingents, Only
  - Retired Professional Chapter Members, including Contingents, Only
  - Contingents Only (Professional)

Affiliate Convention Delegates:

- All Regular Members, including Contingents
- Regular Academic Members, including Contingents, Only
- Regular Professional Members, including Contingents, Only

UUP will not be involved in any other distribution of campaign literature for candidates, except for official publications that provide for candidate statements on an equal and uniform basis.

UUP and NYSUT provide a variety of lists and labels of members' home addresses necessary for UUP to conduct its programs and business. Candidates may not access or use these in the distribution of campaign literature, except for the printed list available in the Chapter Office provided by the Constitution and Governance Committee and/or the Leadership Directory.

In election years, UUP will publish these policies and procedures and post them on the UUP website prior to the beginning of the election cycle. A copy will be in each Chapter Office and upon request to the UUP Secretary-Treasurer.

The UUP Secretary-Treasurer and the Constitution and Governance Committee will be responsible for implementing these policies and procedures. Questions should be directed to the UUP Secretary-Treasurer.



**Chapter Elections**  
Request for Labels

Print Name \_\_\_\_\_ ☐ Academic ☐ Professional

Phone Number \_\_\_\_\_ Email Address \_\_\_\_\_

Address (Include Street, City, State, Zip) \_\_\_\_\_

I am a candidate for \_\_\_\_\_ Date Requested \_\_\_\_\_

Indicate the categories of eligible **Members** for labels. (Check All Boxes That Apply)

**Chapter:** \_\_\_\_\_

- ☐ **All Chapter Members**, including Contingents, (Regular and Retired)
- ☐ Regular Members, including Contingents, Only (Academic and Professional)
  - ☐ Retired Members, including Contingents, Only (Academic and Professional)
  - ☐ Contingents Only (Academic and Professional)
- ☐ **All Academic Chapter Members**, including Contingents, (Regular and Retired)
- ☐ Regular Academic Members, including Contingents, Only
  - ☐ Retired Academic Members, including Contingents, Only
  - ☐ Contingents Only (Academic)

- ☐ **All Professional Chapter Members**, including Contingents, (Regular and Retired)
- ☐ Regular Professional Chapter Members, including Contingents, Only
  - ☐ Retired Professional Chapter Members, including Contingents, Only
  - ☐ Contingents Only (Professional)

I certify that I have read, understand, and agree to the provisions of UUP Policies and Procedures for Distributing Campaign Literature in UUP Elections. I request labels in accordance with UUP Policies and Procedures. I understand that each set of labels of names and home addresses, provided by UUP, is limited to use in a UUP election.

Print Name \_\_\_\_\_

Signature \_\_\_\_\_


Date \_\_\_\_\_

**Please FAX or MAIL this request to UUP**

Req. for Labels Rev. 10262012

Fax Number: 1-866-812-9446

PO Box 15143, Albany, New York 12212-5143



**Affiliate Elections for Delegate to the NYSUT R.A. and the AFT Convention**  
 Request for Labels

Print Name \_\_\_\_\_ ☐ Academic ☐ Professional  
 Phone Number \_\_\_\_\_ Email Address \_\_\_\_\_  
 Address (Include Street, City, State, Zip) \_\_\_\_\_  
 \_\_\_\_\_  
 I am a candidate for \_\_\_\_\_ Date Requested \_\_\_\_\_

Indicate the categories of eligible **Regular Members** for labels. (Check All Boxes That Apply)  
**ONLY REGULAR MEMBERS MAY NOMINATE AND VOTE**

☐ **All Regular Members**, including Contingents  
     ☐ Contingents Only (Academic and Professional)

☐ **Regular Academic Members**, including Contingents, Only  
     ☐ Contingents Only (Academic)

☐ **Regular Professional Members**, including Contingents, Only  
     ☐ Contingents Only (Professional)

I certify that I have read, understand, and agree to the provisions of UUP Policies and Procedures for Distributing Campaign Literature in UUP Elections. I request labels in accordance with UUP Policies and Procedures. I understand that each set of labels of names and home addresses, provided by UUP, is limited to use in a UUP election.

Print Name \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

**Please FAX or MAIL this request to UUP**  
 Reg. for Labels Rev. 10262012      Fax Number: 1-866-812-9446      PO Box 15143, Albany, New York 12212-5143



## All UUP Members:

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

**Mary Kosut**, an associate professor of sociology at SUNY Purchase, earlier this year began a four-week residency at The MacDowell Colony in Peterborough, N.H. McDowell Fellowships offer individuals an inspiring environment in which to create.



KOSUT

Kosut teaches courses on urban art worlds, outsidership, feminist art, and visual cultures. She'll be working on her manuscript "Other Art Worlds," which looks at the relationship between artists and urbanity; the book is under contract with Columbia University Press.

She is the editor of the *Encyclopedia of Gender in Media*, co-editor of *The Body Reader: Essential Social and Cultural Readings*, and co-author of *Buzz: Urban Beekeeping and the Power of the Bee*.

**Michael Popovic**, an instructor and coordinator of SUNY Potsdam's international studies program, was recently honored with the inaugural Community Advocacy Awards from Soliya, an international non-profit that leverages digital technologies to engage young people with their peers from 60 countries. He shared the award with his student, Ramatu Muhammed.

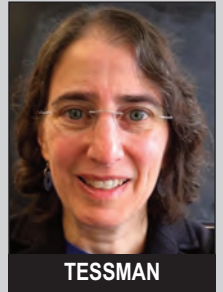
The two were chosen from among hundreds of college faculty and students who are connected with Soliya's virtual cultural exchange programs each year.

Popovic earned his undergraduate degree in politics at the University of Tübingen in Germany, and then a master's degree in political science from Washington University in St. Louis.



POPOVIC

**Lisa Tessman**, author and associate professor of philosophy and women's studies and graduate director of philosophy at Binghamton, was recently featured on CBC Radio for her insight on how doing the right thing may not always be possible.



TESSMAN

She is the author of *When Doing the Right Thing is Impossible* and *Moral Failure: On the Impossible Demands of Morality*.

She earned her undergraduate degree from Carleton College in Minnesota, and her Ph.D. from the University of Massachusetts, Amherst.

Listen to her CBC Radio talk at <https://bit.ly/2M7BURO>

## IN THE NEWS

COMPILED BY KAREN L. MATTISON

In The News is a compilation of media in the last couple of months (radio, television and papers across the state) featuring UUP.

**Dec. 20: [Interview with UUP President Fred Kowal](#)**  
*Capitol Connection* (Albany, NY)

In a candid 30-minute interview, UUP President Fred Kowal talks about UUP's legislative initiatives for 2019, as well as a number of issues impacting higher education and organized labor.

**Dec. 20: [Kowal talks legislative initiatives for 2019](#)**  
*Capitol Pressroom* (Albany, NY)

President Kowal discusses UUP's legislative agenda for 2019, as well as the necessity of more state funding for SUNY and the University's three cash-strapped teaching hospitals.

**Dec. 12: [UUP calls for enhanced Maintenance of Effort](#)**  
*Capital Tonight* (Albany, NY)

President Kowal urges the governor to sign a maintenance of effort bill for SUNY, and defends UUP's new contract, which some cash-strapped campuses are blaming for budget deficits.

**Dec. 10: [PSC, UUP call on state Assembly to peg college funding to inflation rate](#)**

*The Chief-Leader* (New York City)

In this story, President Kowal urges the governor to sign a true maintenance of effort for SUNY.

**Dec. 5: [SUNY officials, union debate how to pay for professor raises](#)**

*Times Union* (Albany, NY)

This story provides coverage of President Kowal's testimony regarding a true maintenance of effort for SUNY, and how the lack of such a provision is making it difficult for some campuses to cover mandatory expenses.

**Dec. 5: [Higher ed advocates rally for MOE bill approval](#)**  
*Politico* (Albany, NY)

This story covers President Kowal's testimony regarding a true maintenance of effort for SUNY, and how the lack of such a provision is making it difficult for some campuses to cover mandatory expenses.



Some advocates say a number of SUNY campuses are now considering cutting programs and services to make up for budget shortfalls caused by both financial pressure and enrollment growth. | AP Photo

Higher ed advocates rally for MOE bill approval

**Nov. 19: [Mahoney's new challenge: Fixing higher ed woes](#)**  
*Politico* (Albany, NY)

President Kowal is quoted in this story about former Onondaga County Executive Joanie Mahoney starting her new jobs as chief operating officer at SUNY ESF and a special advisor at Upstate Medical University.

# Your Union Contract **At Work!**



## UUP Dependent Scholarship Program

**FAST  
FACTS**

A new UUP Benefit Trust Fund Scholarship Program is now available for undergraduate students starting with the Fall 2018 semester and running through the Spring 2022 semester. **Scholarships of \$500 per semester** are available for eligible dependents of active, UUP-represented SUNY employees.

### Eligibility and guidelines:

- Scholarship awards can be used for books, supplies, or room and board costs; they cannot be used to pay for tuition.
- A maximum of one \$500 scholarship per dependent child will be awarded each semester, even if both parents are UUP-represented employees.
- Eligible dependents, up to age 26, must be enrolled in a SUNY state-operated campus. Dependents who turn 26 anytime during the semester in which they are applying are no longer eligible.
- Each dependent child is eligible for a maximum of eight scholarships. Scholarship checks will be issued in the UUP-represented employee's name.
- Applications must be postmarked by 60 days after the end of the semester for which the dependent is applying.
- The scholarship form outlines specific criteria that UUP-represented employees and their dependents must meet to qualify for the scholarship.
  - There are two different forms based on a member's eligibility for the New York State Health Insurance Program. Non-NYSHIP-eligible employees will need to provide documentation verifying that they are the parent of the student.

**For more information, call the UUP  
Benefit Trust Fund at 800-887-3863.**

**For applications, go to  
<https://bit.ly/2FoRI2G>  
or scan the QR code at**

