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THE VOICE

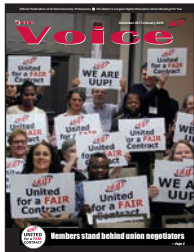


Members stand behind union negotiators

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WHAT'S INSIDE

this issue



COVER PHOTO BY
KAREN L. MATTISON

We Are One!

4—SUNY Empire State College UUP members display pro-union signs at a recent chapter meeting in Saratoga Springs. Taking photos of proud union members was among the actions taken to show support for UUP negotiators.

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6 Hats off to CAP

Dozens of new UUP activists take part in a three-day training to become union organizers. The conference was the third in the training series developed by UUP and funded with a NYSUT grant.

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The VOICE is the official 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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The big picture

At the Fall Delegate Assembly, members from chapters across the state voted to support a resolution to end the War in Afghanistan. You might be asking: Why would our union take a stand on this issue at this time? Can we really have any impact on U.S. foreign policy?

For that matter, why would I give a commentary on WAMC, Albany's national public radio station about the same topic several weeks ago?

The answer to these questions involves taking a look at the big picture in American politics and economics today. No matter what we might think about the war in Afghanistan, or the president, or Congress, the fact is that decisions made in Washington, D.C., have a direct and long-lasting impact on New York, SUNY, and each and every one of us who works in SUNY.

First, of course, is the obvious moral question of why would our nation continue to be involved in a war that is already the longest in U.S. history, one that has cost our nation more than 2,400 American lives and has wounded over 20,000 women and men—along with hundreds of thousands of Afghans killed or displaced. Further, this war has cost us financially as well, to the tune of more than \$1 trillion. And let us remember that the most directly achievable aims of the war when it began—the removal of the Taliban from its role as the government of Afghanistan and the elimination or capture of Osama Bin Laden—have long ago been achieved.

And yet, President Trump has announced that the U.S. will be expanding its role in this war. Again, why? To what end? And at what cost? The cost must be measured not just in the expenditure of funds and the loss of lives in combat, but calculated in terms of what has been sacrificed to fight this war, especially as it has been redefined. Now, the war is meant to eliminate terrorism everywhere. In pursuit of that poorly defined goal, the federal budget that is being considered by Congress would raise defense spending to more than \$700 billion.

OUR NATION'S SECURITY

There are many ways that security is provided to our nation's people. Certainly, protection against violent attacks must be provided. But is it really necessary to spend more on defense than all of the rest of the industrialized world combined?

What of the other ways we need to be made secure? What of the need to have economic security as working people and in retirement? What of the need for access to high-quality, affordable health care? What of the need for access to high-quality and affordable public education from childhood through our senior years? What of the need for protection from the ravages of a changing global climate? And what of the need to enjoy the finest examples of the natural world, preserved in national parks and wilderness areas, and the arts, in our museums, galleries and concert halls?

I would argue that the war in Afghanistan and the planned massive increase in defense spending will harm all other areas in which we need to be secure. We see that federal spending on health care is being targeted, spending on public education at all levels is being targeted, spending on research and the arts is being targeted. When the federal government cuts these programs, New York suffers. New York state's budget will suffer deep harm should Congress pass the proposed budget.

And IF the tax cut for millionaires goes through—with its targeting of state and local tax deductions, and deductions that help our graduate students and those who carry student debt—higher education will be devastated.

THE BIG PICTURE

We must be concerned about the big picture. UUP has a strong voice and we must use it when it comes to important national issues, as we always have. We have a strong tradition of fighting for civil rights, human rights, economic justice, scientific research, and freedom of thought and expressions. That's why UUP took part in the Women's March



KOWAL

and the March for Science in 2017. We are the nation's largest higher education union. And we understand the big picture.

UUP will continue to push for progressive, positive change that will benefit working families and give them a louder voice. We will continue to fight for a better contract for all of our members and their families. We will continue to fight for a better budget for SUNY and for proper funding for SUNY's financially depleted hospitals. And we will always fight to defend our rights as workers, day in and day out.

But, we can't separate our individual—or campus or state concerns—from what's occurring nationally. Afghanistan is on the other side of the world. The size of the defense budget is incomprehensible. However, each of these realities directly impacts how much we can get in our contract, how much support the state can commit to public higher education, and how we can serve our students better each and every day.

UUP will continue to actively speak out on national and international issues because we must. Our members deserve—and shall have—a vibrant voice protecting and promoting their interests in their communities, across the state and nation, and around the world.

We need you to join us in this never-ending fight, a fight for right that we must never back down from, no matter where it takes place. Our union stands for all of us, while also standing for a better world, based on values that are the core of the American Creed: equality, freedom and justice.

Those ideas, as the saying goes, are not free. They are actually quite expensive and every penny lost to a war that no longer has a meaning, and to a budget that has no limit, means that what we stand for is endangered. Join us in our fight, and we will win. But only ... ONLY ... if we stand together.

United for a fair contract

Members rally behind their union in bargaining talks with New York state

BY MICHAEL LISI

It's been nearly 17 months since UUP's contract with the state expired, and members aren't too happy about it.

And their discontent is starting to show.

More than 100 Albany Chapter members held a Nov. 16 rally on the UAlbany campus to urge the state to come to terms with the union on a new bargaining agreement for UUP members.

That same afternoon, nearly 100 New Paltz Chapter members marched for a contract settlement. New Paltz members carried homemade signs with slogans like "Fair Contract," and "Living Wage for Adjuncts." Eleven members held posters with letters that spelled out "Contract Now."

In late November, a group of Downstate Chapter members posed for a photo after a chapter meeting, holding up signs that read "United for a Fair Contract." Earlier that month, more than 70 Cortland Chapter members and over 30 Empire State College Chapter members did the same, displaying signs as they showed support for their union negotiators.

RALLY 'ROUND

"We held a rally because our members are growing increasingly concerned about the fact that we haven't concluded our negotiations with SUNY and the state," New Paltz Chapter President Beth Wilson said during an interview with MidHudsonNews.com. "We have a number of open issues that are well-known, and we're hoping to bring a little bit of pressure to make the state talk turkey with us."

Like their New Paltz sisters and brothers, Albany Chapter members held up



ABE GERECHT

DOWNSTATE MEDICAL CENTER CHAPTER MEMBERS ARE UNITED BEHIND THE UNION'S NEGOTIATIONS TEAM.

handwritten signs that said "Sticking With the Union," "We Are UUP" and "Quit Stalling" during their hour-long rally, which featured speeches by statewide Membership Development Officer Tom Hoey (an Albany Chapter member), UUP Negotiations Team member and former Albany Chapter president Bret Benjamin, and Chapter President Aaron Major.

"When we ask for modest salary increases for all of our members, affordable health insurance, job security and a living wage for part-time employees, and the ability to take leave to care for family members young and old, we can say we are asking for a fair contract," Major said. "None of these demands is unreasonable, all of them are what we deserve."

The grassroots demonstrations, planned and put on by the chapters, is more evidence of the union's waning patience for a new contract, said UUP President Fred Kowal. Most contract protections and benefits—including medical, vision, and dental insurance—remain in place during negotiations under state law; members will not get a raise in salary until a new contract is ratified.

"Our members are growing impatient over the lack of a new contract, and that restlessness is what prompted the chapter rallies and other public shows of support," said Kowal. "I fully expect that more campuses will join in and express their sentiments in the coming weeks."

"UUP is determined to deliver a contract that is fair and equitable to our members," Kowal continued. "Our members deserve nothing less, and we will settle for nothing less."

UUP's Negotiations Team is set to meet with state representatives over the next few weeks.

STAY ENGAGED

In the meantime, Kowal and UUP's statewide officers have been making visits to chapters to meet with members and provide contract updates during chapter meetings.

Members can also get the latest contract updates by going to UUP's Members Only web portal at <https://uuphast.org/myuup/MembersOnly/check.php>

Members are also urged to:

- Post a Fair Contract sign on their office doors, bulletin boards or car



TONI MURRAY

ABOVE, NEARLY 100 CORTLAND CHAPTER MEMBERS PROUDLY DISPLAY “WE ARE UUP!” AND “UNITED FOR A FAIR CONTRACT” SIGNS AT A RECENT CHAPTER MEETING.



MARCO VARISCO

ABOVE, FROM LEFT, ALBANY CHAPTER UUPERS LARRY WITTNER, GEORGE ROBINSON AND AARON MAJOR LEAD THE CROWD IN SIGNING “SOLIDARITY FOREVER.”



FAHEEM HAIDER



KAREN L. MATTISON

ABOVE, EMPIRE STATE CHAPTER MEMBERS SHOW THEIR SUPPORT FOR UUP’S NEGOTIATIONS TEAM. SEVERAL ESC CHAPTER MEMBERS ALSO ATTENDED A CONTRACT RALLY ON THE UALBANY CAMPUS.

windows, and ask family and friends to put bumper stickers on their cars, too;

- Wear Fair Contract buttons or stickers while at work;
- Get a “United for a Fair Contract”

sign, button or decal from their chapter offices; and

- Attend UUP chapter meetings to discuss the contract and other union issues.



FAHEEM HAIDER

Activism designed to last

Newest CAP trainees answer call to action; strategize for the future

BY DARRYL McGRATH

If you want to know where New York's next generation of great labor activists will come from, look no farther than UUP's Chapter Action Project.

Many of these CAP trainees have been UUP members only a year or two. Others are longtime members but first-time activists fired up to get involved. Most say that a trusted mentor in their chapter encouraged them to get involved, although a few sought out the opportunity to serve. And some are established leaders looking for new ways to attract and engage members.

But no matter how they ended up as CAP trainees, they demonstrated one unifying trait in a training weekend in Cooperstown, Nov. 2-4, where they swapped ideas and developed projects: They all realize that the future of the labor movement in the United States is up to people like them.

ANSWERING THE CALL

"I was not even active in UUP prior to this, but I had been active in progressive causes on campus," said Gowri Parameswaran of New Paltz, her chapter's newly elected vice president for academics. "I felt other people in the union had gotten involved, so I should do my part."

That theme of answering a call to action resonated through the three-day training session for CAP, a NYSUT-funded effort to develop chapter-level activism designed to last long past the initial training. As with the union's 2017 Fall



DARRYL McGRATH

ABOVE, RAFAT SADA OF OLD WESTBURY SHARES HER THOUGHTS ON CHAPTER MOBILIZING EVENTS, WHILE GOWRI PARAMESWARAN OF NEW PALTZ, SEATED, AND STEVE ABRAHAM OF OSWEGO LOOK ON.

BELOW, PATRICIA RALPH, LEFT, AND TONYA WILLIAMS, BOTH OF THE DOWNSTATE MEDICAL CENTER CHAPTER, EXCHANGE ORGANIZING IDEAS.



DARRYL McGRATH

Delegate Assembly, a noticeable number of new members distinguished this event. Each participating chapter had at least one new member at CAP; some,

like Albany, had several. UUP President Fred Kowal and the rest of the statewide officers attended the gathering, in a show of appreciation for members who have agreed to take on new responsibilities.

The NYSUT grant covered three unionwide training sessions, with the help of NYSUT labor relations specialists assigned to UUP, and also funded projects on campuses that met one of four specific goals: political action; coalition-building within

the campus; coalition-building in the community around the campus; and membership building and engagement within the chapter.

OVERCOMING JANUS

That outreach will be needed. As the CAP trainees also learned, the *Janus v. AFSCME Council 31* case will be argued before the U.S. Supreme Court this term and could end the right of public sector unions to collect fees equivalent to dues from nonmembers in their bargaining units—the same people those unions are required to represent in contract bargaining, as well as in disciplinary and legal actions.

First-time attendees cited the anti-union movement, coupled with the election of a president who has belittled the rights that unions have championed, as reasons for getting involved.

“I think that probably Donald Trump affected me, and then a friend in the chapter did some door-to-door canvassing,” said Sandra Burnham, a professional at Buffalo State. Seeing her friend volunteering, and then receiving an invitation to CAP training from Buffalo State Chapter President Dean Reinhart, galvanized her to action for the first time since she joined UUP 15 years ago.

Kara Sulia, an academic at UAlbany and a UUP member for three years, saw an email about “Education Autumn,” a UUP/NYSUT Member Organizing Institute training program that helped empower members to engage colleagues in conversations about UUP. That opportunity filled up quickly, so she considered the notice she next spotted about CAP as her second chance.

“It went really well,” she said as the weekend drew to a close. “I learned a lot. I honestly didn’t know anything about the *Janus* case.”

MEMBER ENGAGEMENT PARAMOUNT

UUP asked that projects in this final phase of CAP focus on member engagement. The list of projects cited included a reception honoring newly promoted members at Cobleskill; special shirts identifying “chapter activists” at Cort-



WENDI RICHARDS OF COBLESKILL, A FIRST-TIME CAP PARTICIPANT, DESCRIBES HER CHAPTER'S CAP PROJECTS, INCLUDING A RECEPTION HONORING NEWLY PROMOTED MEMBERS. LISTENING ARE CHRISTINA TREES OF COBLESKILL, SEATED, AND ERNESTO HENRIQUEZ OF ONEONTA.

“I felt other people in the union had gotten involved, so I should do my part.”

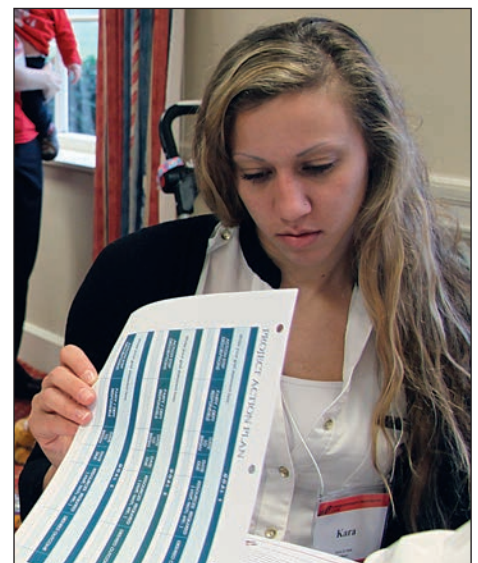
— Gowri Parameswaran
New Paltz

land; a series of “Thank Your Lucky Stars” days at Buffalo Center, in which a member singled out as a “lucky star” for union and campus achievements is honored; outreach at Empire State College to colleagues who work at disparate locations; and a UUP-sponsored coffee cart for employees working the night shift at Stony Brook HSC.

UUP plans to hold future training workshops modeled after CAP.

“We are part of public higher education, which means that we are part of public education across the country,” Kowal told the gathering. “We are all here to become organizers, to become mobilizers, to go back to our chapters, and talk to people there about the work we do.”

“What we’re about is not just signing people up, but making them active members of their union.”



KARA SULIA OF THE ALBANY CHAPTER LOOKS OVER THE PROJECT ACTION PLAN AT THE CAP CONFERENCE IN COOPERSTOWN.

Creativity, passion, talent define Campus Equity

BY DARRYL MCGRATH

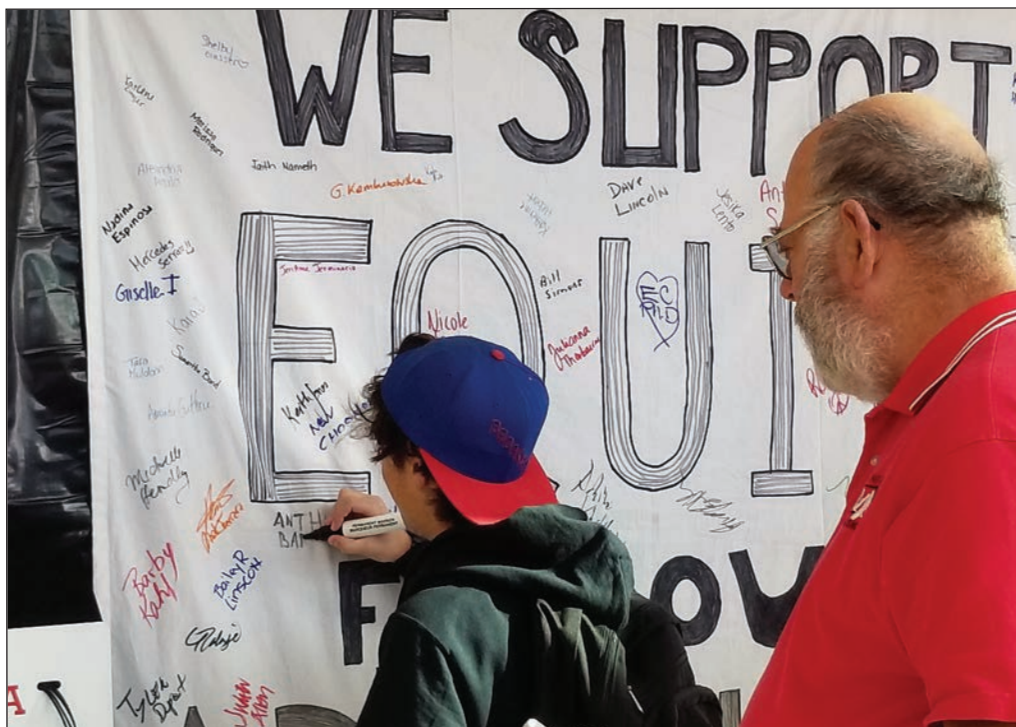
UP's contingent faculty marked Campus Equity Week 2017 with a burst of creative energy fueled by the courage of their convictions, for eight days of rallies, readings, art installations and social media messaging.

The observances unfolded throughout New York, often with the strong support of full-time faculty and students, and often cited the growing national spotlight on this issue, through media coverage and support by outside social justice organizations. Observances started Oct. 23, and continued at several campuses until the national Campus Equity Day of Action Oct. 31, either with installations that remained on display, or with several events spaced throughout the eight days.

At Oneonta, for example, chapter members packed seven activities and displays or art installations into a single day of solidarity with their contingent sisters and brothers, and then devoted a special issue of the chapter newsletter, *The Sentinel*, to coverage of the events. Activities included the creation of a contingent faculty shrine that displayed symbols of academic life, and an art installation created by planting 177 tiny yellow flags on a lawn, one for every adjunct.

"The treatment of adjuncts, part-timers, and contingents on campuses across the United States is an affront to the American Dream," Oneonta Chapter President Bill Simons wrote in that special issue, as he credited chapter Officer for Contingents Mark Ferrara and Associate Officer for Contingents Cindy Klink with coordinating an effort that drew in dozens of other chapter members and support staff.

Among other observances: At UAlbany, contingent faculty held a reading in a packed art-studio-turned-art-gallery for a day, with artwork by contingent employees on display. At Cortland, students and faculty rallied and delivered impassioned



JERI O'BRYAN-LOSEE

ABOVE, STUDENTS AND MEMBERS AT ONEONTA LINE UP TO SIGN IN SUPPORT OF EQUITABLE TREATMENT FOR PART-TIME EMPLOYEES. WAITING HIS TURN TO SIGN IS UUP CHAPTER PRESIDENT BILL SIMONS.

RIGHT, SETH ASUMAH, LEFT, TELLS CHAPTER PRESIDENT JOE WESTBROOK THAT HE SUPPORTS THE UNION'S EFFORTS TO IMPROVE THE SALARIES OF CONTINGENT FACULTY AT THE COLLEGE.



DARRYL MCGRATH

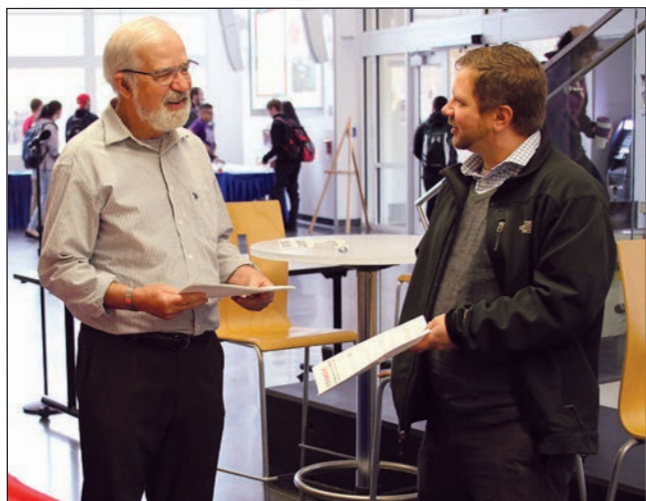
speeches about a system that asks so much of contingent workers, but often gives so little. At SUNY Polytechnic Institute in Utica, Officer for Contingents Donald Thomas distributed materials and outlined the issues for dozens of faculty, staff and students who stopped by the UUP table.

STUDENTS, FULL-TIMERS IN SOLIDARITY

Organizers said they were extremely pleased to see a strong show of support from students and tenured or tenure-track faculty; at several of the more than a dozen chapter observances, tenured faculty participated in the events.

"In this time of attack on higher education, UUP and Cortland cannot afford to be exclusionary; it's everyone's fight," said Jaclyn Pittsley during a rally at that campus. She and Benjamin Allocco of Oswego co-chair UUP's Contingent Employment Committee, and each is active in other ways that can help effect change for contingent employees in the union: Pittsley is the Cortland officer for contingents, and both are delegates.

Shortly before that rally, Seth Asumah, a Cortland distinguished professor of political science, stopped by the table staffed by Cortland Chapter President Joe Westbrook in a show of solidarity, and



KAREN L. MATTISON



DARRYL McGRATH

explained why he supports the effort to raise adjunct pay. Most adjunct faculty around the SUNY system are paid per course or per credit hour, and while some chapters have brokered higher pay through campus labor-management meetings, part-time academics at Cortland are typically paid \$2,750 per course.

Cortland cannot compete with the higher adjunct pay at nearby Cornell University and Ithaca College, Asumah said. He faces constant turnover in the Africana studies department he chairs, which has three contingent faculty, of which one is a full-time lecturer. The balance of the faculty consists of “faculty associates”—faculty members from other departments who teach in Africana studies in addition to their own department responsibilities.

“I’m always looking to hire adjuncts,” he said.

expected of tenure-track faculty, such as serving on committees, overseeing independent studies, or advising students and writing recommendations—although many do take on extra duties. Others point out that even when they do not take on those additional responsibilities, it is almost impossible to teach without those other tasks becoming part of their teaching. Many, for example, say it conflicts with their mission of teaching to turn away a student seeking a recommendation or additional help outside of class just because they are not paid for advising.

Contingent faculty can provide information on pay and work conditions in a new survey designed and being distributed by the union’s [Contingent Employment Committee](#). Chapter leaders are distributing the survey link and printed copies, and contingent employees can

LEFT, SUNY POLY CHAPTER OFFICER FOR CONTINGENTS DONALD THOMAS, LEFT, CHATS WITH PART-TIME EMPLOYEE SCOTT PUDLEWSKI ABOUT CAMPUS EQUITY WEEK.

BELOW, ALBANY CHAPTER MEMBER CRISTYN MAGNUS, RIGHT, EXPLAINS AN APP SHE HELPED DEVELOP, WHICH WAS ON DISPLAY AT THE ALBANY CHAPTER CONTINGENT FACULTY ART SHOW AND READING. LISTENING ARE UUPER LISA ARRASTIA AND NATHAN MELTZ, AN ART ADJUNCT AT RENSSELAER POLYTECHNIC INSTITUTE IN TROY.

Anne Wiegard, a full-time contingent at Cortland and member of the statewide Contingent Employment Committee, was pleased to see CEW solidarity from students and through social media.

“Conner Wolfe, the president of the SUNY Student Senate, has spoken up in support of UUP’s contingent faculty,” she noted. “There is a lot of new traffic on the social media sites, reflecting the national day of action.”

CONTINGENT FACULTY CAUGHT IN THE MIDDLE

The situation is complicated by the fact that contingent faculty cannot be required to do the additional work

also go directly to the survey and learn more about contingent issues through the UUP website at <http://uupinfo.org/academics/contingents.php>

HIDDEN FACULTY, HIDDEN TALENTS

This year’s CEW theme, “mAsk4CampusEquity,” used the red, black and white graphic of a masked face wearing an academic mortarboard to symbolize the dual identities of contingent faculty as essential members of everyday life on their campuses, yet rarely recognized for the difficult conditions under which many of them work. A national committee of eight activists who are affiliated with or concerned about the plight of contingent employees worked on the logo design, and the graphic was executed by Rebekah Tolley, adjunct in the UAlbany art department who also serves as her chapter’s assistant vice president for academics and as a member of the statewide Contingent Employment Committee.

More than 100 faculty and students—including a class of visiting art students and their contingent instructor from Rensselaer Polytechnic Institute—walked through the gallery or attended an hour-long reading of work by contingent employees. Tolley, who organized the exhibit with Joseph Creamer, the Albany Chapter officer for contingents, said the chapter used a Chapter Action Project grant to host the gallery event, which included refreshments that encouraged people to linger, talk and get to know other faculty.

Looking around the gallery at a display of artwork and installations explaining creative projects from departments around the campus, Tolley was surprised and pleased by the response to the exhibit.

“Of all the things I’ve organized, this got the most participation of contingent faculty,” she said.



Contingent
Academic
Employees:



Take Your Survey!
<http://bit.ly/2xIVwcI>

Your Opinion Counts!

A new 65-question survey seeks information on the experiences and working conditions of SUNY's part-time and full-time contingent academic employees.

The survey was written and is being distributed by the union's Contingent Employment Committee to gather detailed information about hiring, workload, working conditions, compensation and other aspects of working as a SUNY contingent employee.

It should take about 20-30 minutes to complete.

Survey results will be used for future initiatives and reports on how to best support and improve conditions for contingent academics.

The survey isn't formatted for mobile devices, but smartphones can be used to take and submit the survey. Hard copies of the survey are also available from UUP; contact VPA Jamie Dangler at (800) 342-4206 for details.

UP knew it was taking the moral high ground for the sake of children in K-12 public schools and the future teachers who would be in their classrooms when the union first spoke out against SUNY's mind-boggling plan to let charter schools make up their own teacher certification process.

Now, a growing and nationally recognized group of education experts and advocates has strengthened the opposition to this inane idea, which the SUNY Charter Schools Committee approved nearly two months ago. Those same high-profile opponents are digging in on this issue in a show of solidarity with UUP that has taken a very public turn. They are speaking out as NYSUT presses forward with its lawsuit in state court on behalf of its K-12 locals and higher education affiliates, which aims to halt this plan. NYSUT and SUNY expect to next be in court in early December.

In the meantime, UUP and NYSUT are getting strong support from experienced education policy experts.

“The SUNY Charter School Committee’s action undermines SUNY’s own TeachNY program, which was developed to strengthen teacher recruitment and training,” Betty Rosa, chancellor of the New York State Board of Regents, wrote in a Nov. 9 letter to the editor in *The New York Times*, as a rebuttal to *The Times*’ Nov. 3 editorial published under the headline, “The Best Charter Schools Deserve More Leeway in Hiring.”

The new policy requires only 40 hours of field experience, Rosa noted in her rebuttal.

“That means that a child’s education may be placed in the hands of someone who has spent only one week in front of actual students,” she explained. “Do you want your surgeon or your pilot to have only one week’s experience of on-the-job training?”

The editorial lauded SUNY for having “removed yet another regulatory obstacle” for “high-performing charter schools.”



In fact, as UUP knows, those “high-performing charter schools” fool more people than the members of *The New York Times* Editorial Board. The state’s numbers on charter schools speak for themselves.

Of the 133 charter schools authorized by the SUNY Board of Trustees to operate in New York that submitted their student suspension rates during the 2014-2015 school year—the most recent year for which State Education Department figures are available—100 had a suspension rate exceeding that of the other schools in their district.

The following year, of the 120 charter schools authorized by SUNY in the state that reported teacher turnover rates, 117 had overall teacher turnover rates above the state average of 11 percent. The turnover rate was more than 50 percent at 28 of these charter schools.

The strong performances on standardized tests touted by charter school sympathizers also don't hold up when you consider how most of them achieve those showings: by weeding out underperforming and special-needs students; and by turning the curriculum into an endless test-preparation grind, with constant pressure on teachers to meet performance goals, and repercussions for teachers who do not. The teacher turnover rates make more sense when these practices are factored into the statistics.

“Our state will be ill-served by charter schools with watered-down certification

standards and their own teachers will be misled into thinking this will lead them to a stable teaching career,” said Jamie Dangler, UUP’s statewide vice president for academics, who has led the union’s effort against poorly designed certification processes for future teachers.

“Charter schools need to be held to the same high standards as all other public schools in New York, and if charter schools cannot retain their teachers, the SUNY Charter Schools Committee should look at the schools themselves to address the reasons,”

Dangler added. “It’s not because charter schools can’t find teacher candidates to meet their so-called high standards; it’s because charter schools can’t find enough teachers willing to continue working under the conditions they find themselves in at these schools.”

And what do these dire findings mean to the people running charter school companies in the state—many of whom are millionaires who donate heavily to pro-charter politicians and earn hefty profits through their own companies that do business with the charter industry, or promote it?

Apparently, not much.

“The fact that the charter-school industry is so heavily tied to millionaires who see profit in these schools should alarm all of our members, and not just the ones in teacher education programs,” Dangler said. “Education in the hands of profiteers can be a lucrative industry, and attempts to reduce funding and support for public schools and for public higher education institutions is the base of their long-term strategy.”

“Those outside of teacher education who believe this issue does not affect them should think again,” Dangler added. “The sustained attack on the teaching and teacher education professions should cause every one of us to think about whether high standards for preparation and licensing in other professions are safe from profiteers who see opportunities to standardize and package curriculum and credentialing.”

Upstate doctor answers call to help heal overseas

BY DARRYL McGRATH

Ethiopia is a country that can catch your heart and call you back time and again.

A gorgeous land of bright colors, chaotically vibrant urban marketplaces and starkly beautiful scenery, Ethiopia had that effect on physician Richard Kelley, a UUP member from Upstate Medical University and an ear, nose and throat specialist.

Kelley and his wife, Ashley—a speech pathologist and former UUP member now in private practice—traveled to Ethiopia in 2009 to adopt the first of what would eventually be four Ethiopian children. Kelley spent part of a day during that trip with two Ethiopian physicians he had arranged to meet through a chance connection in the United States, and that encounter gave him a glimpse of the work to be done there.

“It was an immediate immersion into a foreign culture; it was fascinating,” Kelley recalled. It also encouraged him to think of a way to give something back to the country that would give him and his wife a family that now includes a boy and three girls.

AN OVERWHELMING NEED

A few months after the Kelleys brought their son Yakob home, Richard Kelley joined a team of physicians from New England that traveled to Ethiopia to assist with maternal-fetal health issues. He was the only ENT specialist in the group.

Unfamiliar with the medical system in Ethiopia, but eager to learn, Kelley had signed on for that trip because he thought it would be easier to travel with an organized group to a country he was just beginning to understand.

He headed to Southern Ethiopia, one of three culturally distinct regions in the country, to run a short-term ENT clinic at a hospital. His Ethiopian host physicians got the word out about the clinic, but Kelley wondered if anyone would come.

“In a country that had 85 million people, there were eight ENT specialists total, all Ethiopians,” Kelley recalled. “There had never been, to my knowledge, an ENT doctor in Southern Ethiopia. Over 200 people showed up, and it totally overwhelmed the hospital.”

A SELF-SUSTAINING EFFORT

Eight years later, Kelley’s commitment to Ethiopia has become a permanent part of his life. He has made 15 trips there, based on an early conviction that if his contributions were to have any lasting effect, they would have to be more than fleeting visits once or twice a year. On the way home from that first visit in 2009, he wondered if he had made any lasting difference.



DARRYL McGRATH

UPSTATE CHAPTER MEMBER RICHARD KELLEY POSES IN FRONT OF PHOTOS HE TOOK IN ETHIOPIA, WHERE HE HAS TRAVELED ON 15 OCCASIONS TO HELP TRAIN THE NEXT GENERATION OF PHYSICIANS.

“It was gratifying for the first hour of the flight, but after that first hour, with time to reflect, it seemed that we should come up with a different model,” he said. He knew that 80 percent of Ethiopia’s doctors had fled after a revolution in 1991. Those who remained typically earned the equivalent of \$250 a month as a government salary. He started to think of a way to help Ethiopian ENT physicians get the funding and incentive to stay in their country or, if they left for training, to be able to survive financially if they returned.

Kelley would also learn that hearing loss is a tremendous problem in Ethiopia and many other less developed nations, primarily because of untreated infections and lack of care. It is estimated that 2 to 4 percent of Ethiopian school children—about 1.2 million—have untreated ear infections. That makes it difficult for them to get an education, which in turn means they may never be able to support themselves in any way other than subsistence agriculture.

Kelley enlisted the help of an Upstate ENT colleague and fellow UUP member, Charles “Sam” Woods, to put his idea into action.

“We wanted to train people, equip people, but also retain them in the country,” Kelley explained. “We wanted a model with an academic appointment and a private practice. So, it’s been teaching them how to apply for grants to get equipment, instead of us bringing them equipment.”

AN EXPANDING VISION

Since then, Kelley has established a nonprofit organization, Partners for Global Hearing, which has used donations to fund

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.

Brahim Chaqour, a professor of cell biology and ophthalmology at Downstate Medical Center in Brooklyn, recently received two awards from the National Eye Institute of the National Institutes of Health to support research into treatment of currently incurable vision-threatening diseases.



CHAQOUR

The awards total more than \$2 million.

Chaqour's projects focus on the identification of new markers of disease states in their earliest stages, and on therapeutic targets to stop or reverse disease processes. The funding will support existing activities and further promising new research efforts.

For more information on his research program, go to <http://bit.ly/2AHCn67>

James Grillo, a distinguished teaching professor in the business technology department at SUNY Alfred, received the President's Medallion Nov. 4 for outstanding service to the college.



GRILLO

Throughout his career at Alfred State, Grillo has received a number of significant honors and awards, including the Chancellor's Award for Excellence in Professional Service in 1980, and the Business Teacher of the Year Alumni Award in 1992 and 1993. He was also listed among Who's Who In Teaching in 1996, and was named a SUNY distinguished teaching professor in 2007.

Grillo will retire at the end of the 2017-2018 academic year after 46 years at Alfred State.

Jennifer Hecker, a professor of art at SUNY Brockport, recently earned top prize in a juried competition/exhibition in Toledo, Ohio.



HECKER

Hecker's "Water Fall" was the winning entry in the exhibition, Momentum, which featured international artists working in glass, glass-related materials or materials referencing glass.

"Water Fall" was created mostly from rusty metal and flameworked glass. According to the artist, "Water Fall" "speaks to the passing of time and our inability to hold on to the transient, the ephemeral—to life itself."

"Water Fall" can be viewed at <http://jenniferhecker.net/here.html>

the purchase of equipment for subsequent trips to Ethiopia. Doctors and other medical staff pay their own way and go on their own time.

Kelley has helped found three hospital training programs in Ethiopia for ENT care. The language barrier has not been a problem; English is taught in Ethiopia and many Ethiopian medical personnel speak English. A fourth training program, in Kenya, is being developed. Ethiopian physicians come to the United States as part of this effort, but can only observe surgeries; they cannot operate here without a U.S. medical license. Kenya, however, has a reciprocal arrangement with Ethiopia that allows Ethiopian doctors to operate there. An ENT medical resident from Upstate is spending two years in Kenya helping establish that part of the project.

Mike Lyon, a UUP delegate and former Upstate Chapter president, has known Kelley since he was a resident. This kind of volunteer service is not unusual at Upstate, Lyon said, and the medical school instills in its students the sense of mission that comes with a public medical university and hospital. But even by Upstate standards, Kelley's longstanding service to Ethiopia is "above and beyond," Lyon said.

"It's an incredible undertaking, forming clinics in another country," he said.

Kelley has been a UUP member for 28 years. He did his internship and residency at Upstate, and stayed because of the combined opportunity for research and teaching. He views the unexpected addition of his work in Ethiopia as a joy and a privilege, and also



PHOTO COURTESY OF RICHARD KELLEY

MONKEYS ON THE ROOF AND A CROWDED OPERATING ROOM ARE THE NORM AT THIS BUTAJERA, ETHIOPIA, SURGICAL CAMP. LEARNING HOW TO OPERATE ON THE NEXT PATIENT ARE, FROM LEFT, DRs. MEDAHANIE, KASSANE AND MULUKEN.

as an extension of the mission of a public teaching hospital.

"It is gratifying to go there and see familiar faces," he said. "Ethiopians are warm, gracious and beautiful people, and to see these relationships expand is very gratifying. I would hope that everyone that goes into medicine thinks there's more to do."

Employment expected to rise over next decade

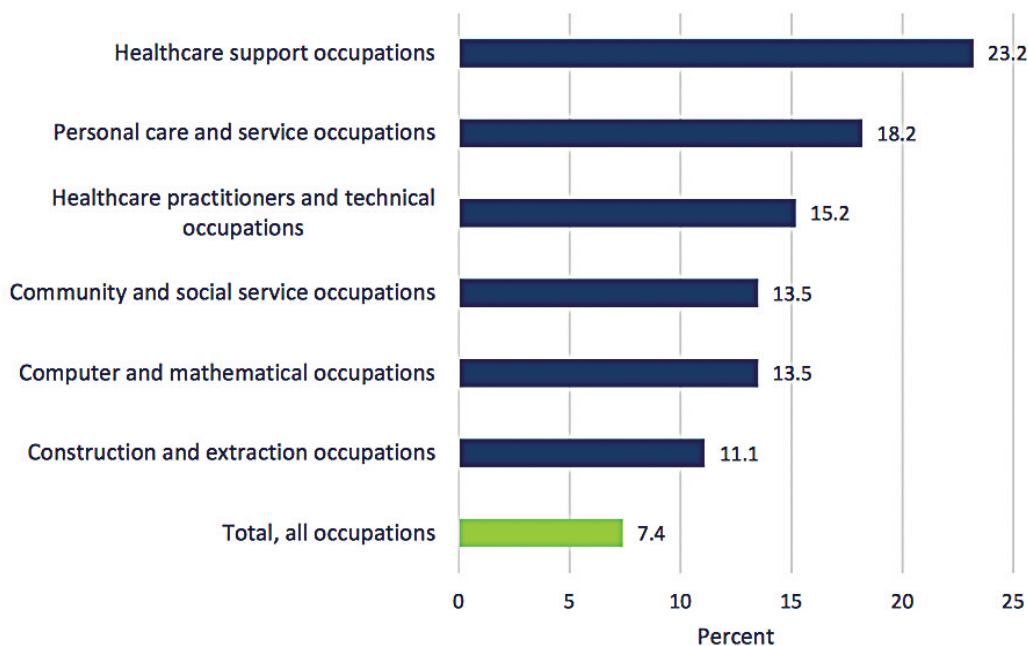
BY AMY SHELDON

What do solar photovoltaic installers, statisticians and software developers have in common? All three are expected to be in the top 10 fastest-growing occupations over the next decade, according to an October report from the U.S. Department of Labor Bureau of Labor Statistics that detailed their employment projections for 2016-2026.

As unionists and leaders in higher education, UUP members should keep a close eye on these changes in employment trends.

“This is an exciting and changing time for labor,” said UUP President Fred Kowal. “Our members are working hard to mobilize and strengthen our union while also fostering the next generation of the labor force.”

Projected percent change, by select occupational groups, 2016-26



SOURCE: BUREAU OF LABOR STATISTICS

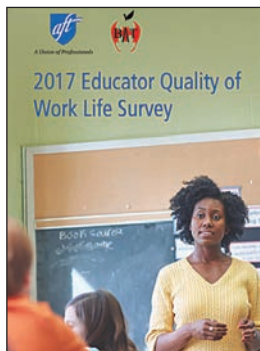
A GROWING HEALTH SECTOR

The BLS expects that 11.5 million jobs will be created between 2016 and 2026. This .7 percent annual growth is faster in

the decades projected for this report than the .5 percent annual growth experienced in the previous decade, when the Great Recession slowed employment.

Survey: Collaboration reduces stress

A survey of about 5,000 educators by the AFT and the [Badass Teachers Association](#) shows that nearly two-thirds of



educators usually feel stressed out, twice the level felt by workers in the general population.

Most surveyed feel demoralized and disrespected by state and federal officials, especially by U.S. Education Secretary Betsy DeVos.

By contrast, educators in two school districts that have forged strong collaboration among educators, administrators, parents and

their communities reported less stress and were less likely to leave the profession than educators in the broader survey.

“Teaching is a tough job that carries with it high levels of stress, which obviously affects both students and educators,” said AFT President Randi Weingarten. “Stressful work environments can affect student achievement and educator

effectiveness, and can be mitigated by a collaborative culture that respects educators and the work they do.”

Read the full report at <http://bit.ly/2ik6V70>

A call for papers on ‘Resistance’

Privatization. Attacks on tenure. Hatred and racism. It’s not enough to name the issues.

The National Education Association wants to know: How do we *resist*?

That’s why it will include a special focus section in [Thought & Action](#), the NEA’s

peer-reviewed higher education journal that offers theoretical and practical information. *Thought & Action* is published twice a year.

The deadline for submissions is Jan. 1, 2018.

Consider the following questions: How can campus-based unions lead the resistance? Can our rights to collective bargaining be leveraged as a resistance tool? How do we



The next 10 years look particularly promising for those planning a career in the health care and social assistance fields. According to the report, employment in the health care and social assistance sector is projected to add nearly 4 million jobs by 2026, about one third of all new jobs.

Health care support occupations are expected to increase by 23.2 percent and the number of health care practitioners and technical occupations are expected to grow by 15.2 percent.

“Factors such as the aging baby-boom population, longer life expectancies, and growing rates of chronic conditions will drive continued demand for health care services,” according to the BLS.

This is encouraging news for SUNY campuses offering programs in nursing and other health occupations, especially at the health science centers. Physicians assistants, nurse practitioners and

physical therapist assistants also fell in the BLS’s list of fastest growing occupations.

A CHANGING LABOR FORCE

The report also listed strong growth in personal care and service occupations (18.2 percent), community and social service occupations (13.5 percent) and computer and mathematical occupations (13.5 percent).

The labor force—those employed or looking for work—is expected to grow at a .6 percent annual rate. This is faster than the .5 percent annual rate of growth over the last decade, but slower than the annual growth rate experienced over several previous decades.

Overall, there has been decelerated growth of the working age population, according to the BLS.

Read the bureau’s full report at <https://www.bls.gov/news.release/pdf/ecopro.pdf>

VPs report on the issues

UUP Vice President for Professionals Tom Tucker and Vice President for Academics Jamie Dangler met during the fall semester with SUNY officials and worked with members across the state to address issues of concern.

Among the topics discussed were:

- Abridgment of intellectual property rights (discussed with SUNY officials at an October labor-management meeting);
- Campus program suspensions and deactivation;
- Nonrenewal of pre-tenure and contingent employees;
- Salary inequities;
- Performance programs;
- Permanent appointment delays;
- Program accreditation issues; and
- Ways to address workload increases.

Questions about these and other workplace issues can be directed to Tucker at ttucker@uupmail.org or Dangler at jdangler@uupmail.org, or at (800) 342-4206.

overcome the increased adjunctification of academic labor?

How do we dismantle institutional racism on our campuses, and resist the emboldened forces of white supremacy?

How do we make the case for public higher education, even as state budgets are cut, academic and research programs slashed, and state funds tied to metrics that rarely reflect the opening of minds?

For more information, contact *Thought & Action* editor Mary Ellen Flannery at mflannery@nea.org.

Safe water still needed in Puerto Rico

UUPers can step up to help alleviate this human suffering.

Long after Hurricane Maria devastated their island, most Puerto Ricans still have no reliable source of safe drinking water.

More than a million people still lack running water—they have been forced to find water in contaminated streams, collect it from runoff, even drink from toxic Superfund sites. And the danger is not over for those with running water; water treatment plants are still not operational and tap water may



be tainted with raw sewage.

AFT’s Operation Agua is bringing water purification systems to Puerto Rican

families and communities who are crying out for help. A \$30 donation buys an in-home purifier that filters and provides up to 24 liters of safe water per day to a family in need. These units require no electricity and have an estimated filter life of up to 5,000 liters.

To donate, go to <http://bit.ly/2gGp7tY>

HBCU faculty earn less than their peers

Faculty at Historically Black Colleges and Universities continue to earn significantly less than their peers at predominantly white institutions, an NEA *Higher Education Advocate* analysis shows. This is not new: In 2008, a study found an \$11,000, or 17 percent, pay penalty for HBCU faculty.

For more detailed salary information, check out the special salary issue at nea.org/advocate.

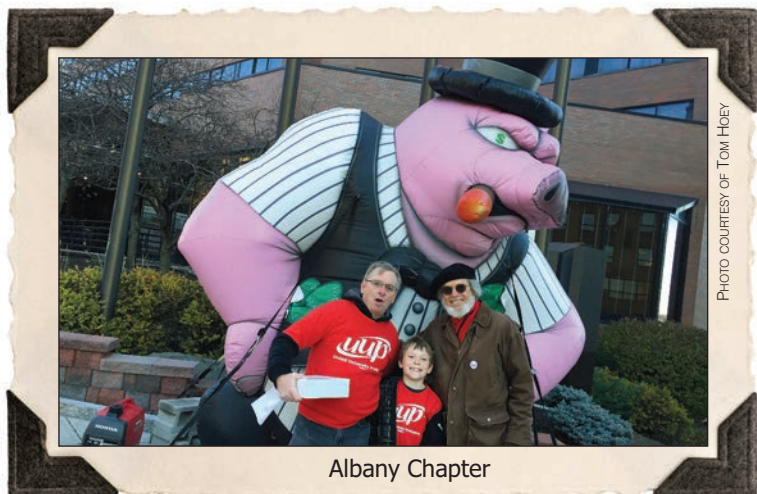
SNAPSHOTS FROM THE CHAPTERS



Canton Chapter

ABOVE, CANTON CHAPTER PRESIDENT BRIAN HARTE THANKS TERESA MINCKLER FOR HER EFFORTS TO REACH OUT TO NEW COACHES AND ATHLETIC STAFF, AND PROVIDE THEM WITH INFORMATION ABOUT JOINING UUP. THE CHAPTER EXECUTIVE BOARD RECOGNIZED MINCKLER FOR HELPING TO INCREASE CHAPTER MEMBERSHIP.

BELOW, ALBANY CHAPTER MEMBERS TOM HOEY, LEFT, AND LARRY WITTNER JOIN THE AFL-CIO PICKET LINE OUTSIDE THE ALBANY HILTON ON BLACK FRIDAY. TUCKED IN THE MIDDLE IS HOEY'S SON MAX.



Albany Chapter

RIGHT, UUP MEMBERS GATHER FOR A PHOTO PRIOR TO AN ESC CHAPTER MEETING IN SARATOGA SPRINGS, OCT. 25. THE DISCUSSION COVERED A WIDE RANGE OF TOPICS, FROM WORKLOAD AND CONTACT HOURS, TO STATEWIDE NEGOTIATIONS AND FAMILY LEAVE BENEFITS.



Empire State College Chapter

BELOW, UUP RETIREES FROM THE NORTH COUNTRY WERE AMONG DOZENS OF UNION MEMBERS TAKING PART IN A PHONE BANK AGAINST A BALLOT REFERENDUM TO HOLD A CONSTITUTIONAL CONVENTION. THE PROPOSITION WAS SOUNDLY DEFEATED. FROM LEFT ARE UUPERS JANICE MARCHUT CONRAD, PETER CONRAD, PATTY BENTLEY AND DAVID CURRY, AND FRIEND OF UUP ROD SHERMAN.



Plattsburgh Chapter



SUNY Polytechnic Institute Chapter

ABOVE, MEGAN WYETT LENNON AND SIM COVINGTON JR. ARE AMONG NEARLY 100 SUNY POLY CHAPTER MEMBERS ATTENDING A LUNCHEON MEETING OCT. 31. ATTENDEES HEARD UPDATES ON UNION ISSUES FROM CHAPTER PRESIDENT LINDA WEBER AND UUP PRESIDENT FRED KOWAL.

Circle your benefits ... and win!

Are you aware of the many benefits and discount programs provided by the UUP Benefit Trust Fund and the UUP Member Services Trust Fund? If not, you soon will be—and you'll have fun while discovering them!

I put together a word search to illustrate what's available to you as a member of the UUP bargaining unit. In the word search below, circle each word in the list, then mail the completed page to my attention no later than Jan. 10.

Members who successfully complete the word search will be entered into a drawing for one of 10 prizes.

The answers and names of winners will be posted on the [UUP website](#) by Jan. 19.

Doreen M. Bango, Director,
Member Benefits & Services



Mail your completed word search—along with your name, phone number and chapter—to: Doreen M. Bango, c/o UUP Benefit Trust Fund, P.O. Box 15143, Albany, N.Y. 12212

Have a safe and wonderful holiday and good luck!

Name/Chapter: _____ Date: ____ / ____ / ____

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A	Y	H	F	S	E	E	U	N	K	Z	G	P	S	T
F	H	M	N	Y	R	K	N	N	O	B	P	R	E	A
L	U	O	E	P	N	Y	A	N	F	L	B	A	L	D
A	T	C	R	D	L	B	W	B	E	Z	W	E	O	E
C	J	I	T	K	A	I	P	D	O	K	E	Y	H	N
Z	S	N	O	S	R	C	H	S	N	I	O	D	W	T
E	H	O	O	E	K	G	A	M	P	V	E	O	S	A
W	R	J	L	X	U	W	O	P	Y	R	S	O	J	L
B	G	E	E	X	L	J	X	L	H	V	I	G	B	I
Z	S	D	A	V	I	S	V	I	S	I	O	N	X	U
S	Y	X	U	L	J	V	S	T	F	E	M	I	T	I

Word List:

AFLAC
APPLE
BJSWHOLESALE
BROOKLYNNETS
DAVISVISION

DELTADENTAL
ENTERPRISE
GOODYEAR
HPACADEMY
HYATTLEGAL

JOSABANK
LIBERTYMUTUAL
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CONTACT INFORMATION

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AFT PLUS800/238-1133 x8643

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NYS Dept. of Civil Service800/833-4344

New York State/UUP Joint

Labor/Management Office518/486-4666

‘We cannot afford to be exclusionary’

(Editor’s note: The following commentaries are excerpts from speeches given during a Cortland Chapter Campus Equity Week event, Oct. 27. The full speeches can be found on the Contingent Employment Committee webpage at <http://uuphost.org/cecl/>)

BY JACLYN PITTSLEY

I write to celebrate the work of contingent faculty at SUNY Cortland, my home campus, and across SUNY campuses, and I write to inform all of the conditions under which my contingent sisters and brothers work.

Cortland’s part-time faculty work for \$2,750 per course; however, these folks do receive modest but regular pay increases. Our campus president seeks to correct the salary inequity part-time contingent faculty face and, at regular intervals, increases their per-course salary, which is moving them toward a living wage. However, expenses part-time sisters and brothers must meet to survive often means these increases are not yet meeting their needs.

Part-time faculty enjoy little job security; they can lose their positions for any reason or no reason at all. Even those who have taught for decades at Cortland are facing nonrenewal of their contracts, or shorter appointments. They face a reduction in assigned courses, causing ineligibility for health insurance.

The fear and stress of this uncertainty is appalling.

Contingent faculty may enjoy very little welcome or support from the departments they serve. Contingent employees are a necessary and permanent part of the higher education structure, so there is little to gain from ostracizing them. In fact, contingent employees provide a richness of clinical knowledge, publications, service, acting accolades, and life experience that insure students enjoy a robust learning experience. So why the disturbing treatment? The ostracism I have felt as a contingent faculty member, whether intentional or inadvertent, diminishes me. To attempt to contextualize my feelings,



DARRYL McGRATH

JACLYN PITTSLEY OF CORTLAND ADDRESSES HER COLLEAGUES AS PART OF THE CHAPTER’S CEW ACTIVITIES. PITTSLEY IS CO-CHAIR OF UUP’S STATEWIDE CONTINGENT EMPLOYMENT COMMITTEE.

I want to draw upon one of my favorite pieces of literature.

Published by Dr. Seuss, “The Sneetches” is a children’s story about a community of creatures who divide themselves irrevocably based on whether they have a star upon their bellies. Without the star of permanency, my contingent colleagues and I are told we are not qualified, not professionals, not a part of the college community or the conversation of our disciplines; we do not deserve a whole vote on issues of curriculum, or equal representation on faculty senate. I am dismayed and very discouraged when I and my contingent brothers and sisters are excluded from their community.

For the Sneetches, it takes a criminal, Sylvester McMonkey McBean, whose machine will imprint a star upon a sneetch, to open the eyes of their community. McBean exploits their weakness, for it is a weakness to be exclusionary. We cannot afford to be exclusionary. Everyone must respect and fight for each other. We cannot allow McBean and his ilk to exploit us and thus defeat public higher education.

When the Sneetches have spent all of their money, McBean packs up his ma-

chine and drives away. Left in the aftermath of their furor of hatred, the Sneetches are bewildered and ashamed. Yet, when they really look at each other, “neither the Plain nor the Star-Bellies knew [...] what one was who.”

Perhaps beleaguered but now wise, the Sneetches recognize and admit that identifying themselves for differentiation, to fuel inequity, is wrong and self-defeating. They can see there never was a reason to discourage inclusion. I hope we at Cortland, in UUP, and across SUNY can realize the same. We are all a part of the great legacy of public higher education, and we are all necessary for this society to continue to function well. It is only by recognizing that we are all professionals, we are all a part of this institution and we should be recognized as such, that we shall model for our students the kind of inclusion that must sweep our community in order for it to survive.

(Jaclyn Pittsley is co-chair of UUP’s statewide Contingent Employment Committee, which recently developed and is distributing a survey of contingent academic employees. To take the survey, go to <http://bit.ly/2xlVwcl>)

‘We are not worth less’

BY GREGG WEATHERBY

We are here today to demonstrate for equity for our contingent colleagues. We stand here today to tell the university that contingents deserve to be paid equitably. They deserve to earn a wage that allows them to live their lives in dignity and with the security and comfort that the rest of the faculty and staff take for granted.

We are not worth less.

Contingent employees do much of the heavy lifting on this campus. Without contingent faculty, this university would not function. We are often told how important we are, and yet more than half of our contingents teach for about \$2,700 a course—which works out to less than \$10.00 per hour for some lecturers. Fast food workers in New York City are headed towards \$15 per hour. We are college professors.

We are not worth less.

The Rev. Dr. Martin Luther King Jr., said, “All labor has dignity” ... “and dignity demands a job and a paycheck that lasts through the week.” Some of our contingent employees make so little that they have had to use public assistance. Some of our contingent employees are forced to decide each month between paying the rent and eating, between paying the rent and the heat bill, between paying the rent and their student loans. Many of our colleagues live from crisis to economic crisis. This is what happens when people live in poverty. This is what happens to the working poor. Martin Luther King said, “There is nothing but a lack of social vision to prevent us from paying an adequate wage to every American.” And I say, there is nothing but a lack of moral vision that prevents our leadership from seeing the logical math of equal pay for equal work—for everyone.

We are not worth less.

I offer another quote from Martin Luther King: “We look around every day



PHOTO COURTESY OF GREGG WEATHERBY

GREGG WEATHERBY OF CORTLAND SHARES CANDID REMARKS ABOUT THE PLIGHT OF ADJUNCT EMPLOYEES IN SUNY. WEATHERBY JOINED FELLOW CHAPTER MEMBER JACLYN PITTSLEY IN ADDRESSING COLLEAGUES AT A CAMPUS EQUITY WEEK RALLY, OCT. 27.

and we see thousands and millions of people making inadequate wages ... they find themselves underemployed. You see, no labor is really menial unless you’re not getting adequate wages.”

Has being a college professor become menial labor? What message are we sending about the value of the college experience? What message are we sending to our students? What message are we sending about how much we value the education of our children? What message are we sending about the value and dignity of the teaching profession? Pay our contingents an equitable wage, a professional wage.

We are not worth less.

Balancing the budget on the backs of contingents is not just immoral, it has also led to other unintended consequences: an attitude adopted by some of our colleagues and administrators, that since we are paid less, we are worth less. This is nothing less than class discrimination. We stand here today to counter that.

We are not worth less.

Equity is not just about salaries. It is

also about the culture of our university. The University has created its own economic underclass. This is where economic policies intersect and influence the culture of our college. It is ironic that this University, which professes to support equity and inclusivity in other areas, allows conscious and unconscious discrimination based on salary. Because we are contingents, we are not given a full voice in important decisions that affect us. We are not given access to the resources we need to do our jobs—which has a direct impact on our students. Our working conditions are our students’ learning conditions. Contingent employees deserve equitable treatment from the University, the college, from everyone on this campus.

We are not worth less.

(Gregg Weatherby is a member of the statewide Contingent Employment Committee. He is a 2015 recipient of the union’s Faye Samuel Award for Courageous Part-time Academic and Professional Faculty.)



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