

THE

voice

Fall 2019

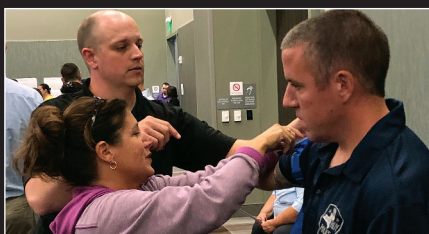


Climate strike

UUPers join students to save the planet

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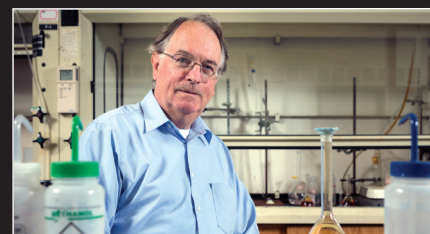
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The VOICE is the official publication of United University Professions (UUP), bargaining agent for the more than 37,000 academic and professional employees of the State University of New York.

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The VOICE is a member of the American Federation of Teachers Communicators Network and the International Labor Communications Association.



AFTCN

TO THE EDITOR

Member praises UUPers' good works

To the editor:

I just wanted to share my compliments about the article written by Darryl McGrath, "Getting down to business," which ran in the Winter/Spring 2019 issue of *The Voice*.

In these turbulent and uncertain times, it's really inspiring to read about all the

wonderful work UUP members are doing throughout the state.

Thank you for highlighting them, and their efforts to create positive change! I really enjoyed it.

— Eva Pearson
Farmingdale Chapter

LETTERS POLICY

The Voice welcomes timely letters about university and union issues, politics and other events relevant to UUP's concerns. All letters are subject to editing for length, accuracy and clarity. Please type or email your letters, limit them to 300 words, and include your name and daytime phone number for verification.

Unsigned letters will not be published.

Email letters to UUP Director of Media and Publications Mike Lisi at mlisi@uupmail.org or send them to his attention at: *The Voice*, United University Professions, P.O. Box 15143, Albany, NY 12212-9954.



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Lessons from our land

UP members around the state joined their students at Climate Day of Action events to defend the environment—nay, the planet—against those who choose to defy science. Their actions were noble, necessary and long overdue. You can read more about it beginning on page 4.

The members of this union have a long history of fighting against injustices against all people, for doing whatever they must to better serve our students and patients, and for defending our terms and conditions of employment. And they do all this while undertaking the sacred work of building wisdom-seeking communities.

My work as UUP president doesn't leave me time to be in the classroom. I miss that. But I have a unique opportunity to help build the foundation for our students' future in other ways. Sometimes, it involves work that seems far removed from the usual duties of an academic in higher education.

PARKS AND WRECK

Over the summer, my wife and I took a trip to Southern Utah and Western Colorado. Though we had wonderful days in several national parks, we were most impressed by Bears Ears National Monument in Utah. This spectacular region was set aside as a National Monument by President Obama late in his second term, under the provisions of the 1906 Antiquities Act, which was signed into law by the great Republican conservationist Theodore Roosevelt. Hundreds of national monuments have been created under the Antiquities Act to recognize and protect historic, cultural and natural sites.

President Obama created Bears Ears after hearing from nearby Native American nations, for whom the territory contains spiritually important sites and locations where tribal ceremonies must be conducted.

Unfortunately, Donald Trump sharply reduced Bears Ears in December 2017,



AMY SHELDON

UUP PRESIDENT FRED KOWAL, RIGHT, WAS IN NEW YORK CITY FOR A CLIMATE STRIKE MARCH ALONGSIDE UUP MEMBERS AND SUNY STUDENTS. ALSO JOINING IN THE MARCH WERE, FROM RIGHT, AFT PRESIDENT RANDI WEINGARTEN, UUP DOWNSTATE CHAPTER PRESIDENT ROWENA BLACKMAN-STROUD AND STATEWIDE MEMBERSHIP DEVELOPMENT OFFICER TOM HOEY.

from 1.3 million acres to a paltry 228,000 acres. Further, he divided it, excluding areas important to Native Americans, while also initiating plans to open it to uranium mining and natural gas exploitation.

A coalition of native nations and environmental groups have sued in federal court to stop what they see as a constitutional abuse of power. No federal law allows the president to reduce a national monument, only to create them. Only Congress can alter the borders of federal land holdings.

What does all this have to do with my past academic work and the work I do now as UUP president? Regarding the former, I always started my Intro to Native American Studies course with a brief talk about the content of the course. It was difficult material, as much of it dealt with heinous acts committed by the U.S. against native nations. These actions were in the past. I insisted that students understand that our nation has a flawed history, and that responsibility for the actions of the past resides with those in the past. Our responsibility is to ensure that, today, our nation lives

up to its ideals and its word.

Bears Ears is native land over which tribal nations have sovereignty under federal law. Beyond this, the idea embraced by generations of Americans going back to Teddy Roosevelt's time has been to preserve our national heritage, represented by special places, for our descendants.

UUP members work to build a future for our students and the patients we serve in SUNY's hospitals. This sacred work is no different than our union standing with our fellow Americans—the original Americans—in defending our common heritage. Such defense calls forth the best in all of us.

I remain hopeful that the Trump administration and Republicans in Congress—political inheritors of Roosevelt's legacy—will see the error of their ways and return Bears Ears to the status created by President Obama.

If not, let's hope the federal courts do the right thing.

Climate Day of Action

UUP members support student-led activities across the state

BY DARRYL McGRATH

UUP members know that while there is only one Earth, there are multiple ways to express their concern for the future of the planet.

Members turned out by the hundreds around the state in the 2017 national March for Science to protest the federal government's growing repression of science-based evidence for global warming.

And members from chapters around the state came out Sept. 20 for marches, rallies and workshops in a strong show of support for the student-organized Global Climate Strike Day of Action.

"Today, the members of United University Professions were proud to join students from dozens of campuses in the State University of New York as they made a bold statement about their future—a future which they refuse to surrender to the inaction of climate deniers," UUP President Fred Kowal said. He joined members and students at a rally in New York City.

Other members joined students at rallies, marches and various on-campus events in Albany, Delhi, Cortland, Binghamton, Buffalo, Stony Brook, Potsdam, Plattsburgh, Alfred and Oswego.

UUP PARTNERING ON CLIMATE ACTION

Albany Chapter members said they participated to support their students and their union, which has steadily pressed for action on climate change, and stands ready to partner with SUNY, Gov. Andrew Cuomo and the Legislature on strong, effective policies and programs in green technology.

UUP plans to work with SUNY, the state and the Legislature in the coming budget session to develop a strategy that will help SUNY take a lead role in environmental technology and training.



AMY SHELDON

UUP PRESIDENT FRED KOWAL, SECOND FROM RIGHT, AND MDO TOM HOEY, LEFT, MARCH IN NEW YORK CITY WITH SUNY STUDENTS AND COLLEAGUES FROM THE DOWNSIDE AND OLD WESTBURY CHAPTERS.



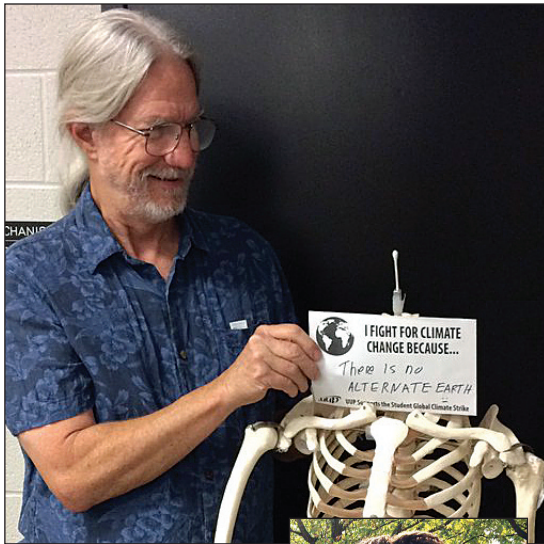
JORDAN HELIN

ABOVE, UUP MEMBER BILL MARTIN STANDS WITH STUDENTS AND COLLEAGUES ON THE BINGHAMTON UNIVERSITY CAMPUS.

"It's heartening to see the students take the lead on this," Albany Chapter President Aaron Major said. "I think the union's progress on this has not just been steady support, but escalating support, getting people out to events and into coalitions. It's one of the reasons I'm proud to tell people I'm a UUP member."

Major was joined by Albany Chapter members Laura Wilder, Bret Benjamin, Marco Varisco and Alison Olin at Albany's West Capitol Park, where an estimated 1,500 students and supporters rallied following a march from the SUNY Downtown Campus along Western Avenue. Car horns steadily honked in support and drivers patiently waited as the long line of chanting, sign-waving students crossed intersections on their way to the rally. Residents and business owners also stood along the route to view the march.

UUP is a member of NY Renews, a coalition of more than 100 labor unions, environmental groups, and community and faith-based organizations dedicated to combining climate justice with the creation of good jobs. As part of this coalition, UUP applauded the passage of the New York State Climate and Community Protection Act, which the governor



STEPHEN HOLMES PHOTOS

ABOVE, POTSDAM CHAPTER VPP JEFF REEDER SHOWS WHY HE SUPPORTS SUNY STUDENTS IN THEIR FIGHT FOR A BETTER PLANET. INSET, UUPER CLAUDIA FORD STANDS WITH—AND FOR—SUNY STUDENTS.



DANIELLE JUDGE PHOTOS

ABOVE, BUFFALO CENTER CHAPTER MEMBER CAROL SCHMEIDLER, LEFT, AND A UB STUDENT, RIGHT, SHARE WHY THEY FIGHT FOR A CLEAN ENVIRONMENT.

RIGHT, UUP MEMBERS TAKE PART IN A CLIMATE RALLY AT SUNY OSWEGO.



BILL CANNING



STONY BROOK CHAPTER

ABOVE, STONY BROOK CHAPTER MEMBER FRED WALTER TALKS TO STUDENTS, FACULTY, STAFF AND COMMUNITY MEMBERS ABOUT GLOBAL WARMING FROM THE VIEW OF AN ASTRONOMER.

SUNY A NATURAL LAB FOR CLIMATE RESEARCH

And, as Kowal has noted, SUNY faculty are involved in climate-based and environmental research projects that are benefiting not just New York, but other parts of the country and the world.

Clean technology, reuse of wood by-products to create energy, more efficient farming methods, sustainable forestry and solar technologies are a few of the areas in which UUP members are making discoveries, often as part of public-private partnerships. They have also contributed to energy-efficient design during campus renovations, with changes such as rooftops that are literally green, because they are covered with plants that naturally insulate building interiors and absorb carbon dioxide.

With such a trove of experts, Kowal said, “SUNY is the natural vehicle by which New York state can implement the Climate and Community Protection Act. SUNY is—and should be—a leader



KIM HARTSHORN

FACULTY AND STAFF AT PLATTSBURGH SUPPORT STUDENTS WHO RALLIED TO PROTECT THE PLANET.

signed into law in July. The new law sets the goal of a carbon-neutral state economy by 2050.

UUP also strongly backed the governor’s 2018 investment of \$15 million in clean energy workforce development and training programs at SUNY.

in environmental conservation.

“Our campuses are well positioned to help put the state’s Climate and Community Protection Act into action.”

Safe schools summit

Members prepare for campus emergencies

BY DARRYL McGRATH

The idea of a mass shooting at a college campus, with casualties and lasting emotional trauma, used to be so rare in this country as to be almost unthinkable.

Not anymore, which is why so many UUP members recently contributed their expertise to the University at Albany's first conference on the immediate response to such an incident, and the follow-up care for survivors.

UAlbany's School of Education and the College of Emergency Preparedness, Homeland Security and Cybersecurity teamed up to organize the conference, titled, "Safe, Prepared and Effective Learning Environments."



DANGLER

UUP was a sponsor, and also staffed a table where attendees could obtain information about the union, state gun laws and school/campus safety.

"While we obviously wish that this kind of preparation was not necessary, it's an irrefutable fact that campuses must be prepared for a mass-casualty emergency," said Jamie Dangler, UUP

vice president for academics. "But it's important to remember that the skills our members presented have a place in any kind of an emergency or disaster on a campus, including a severe storm in which people might be injured and safe places to shelter might be damaged. This is preparation for a range of situations, and it's vitally important."

STRONG PREPARATION BEFORE; TRAINED RESPONSES AFTER

New York State Comptroller Thomas DiNapoli delivered the keynote address, in which he urged schools around the state to step up their emergency planning. Workshops took participants through training sessions that started with the calm "what if" period of preparation before an emergency, on up to the aftermath and the resulting psychological trauma, with discussions on the protective steps that campuses can take, technology that can inform people during or after an emergency, and on-the-scene lifesaving techniques, using national training known as "Stop the Bleed."

"Lives could be saved" with this training, said UUP member Howard Huth, director of the paramedic program at Cobleskill, one of the presenters of Stop the Bleed.

Huth said he is confident that educators realize the logistics they face; any campus could be the scene of a mass shooting.

"Teachers and administrators are pretty hardened people," he



JAMIE DANGLER

UUP COBLESKILL CHAPTER MEMBER BETH MCGOWN DEMONSTRATES HOW TO STOP THE BLEEDING WHEN AN INDIVIDUAL IS WOUNDED.

said. "They're soft with their students when they need to be, but they can be hardened about this when they have to be."

GROWING DANGER ON CAMPUS

While mass shootings on college campuses were extremely rare up until the last decade or so, they are not a new phenomenon. One of the earliest such documented incidents occurred at the University of California's Berkeley campus in 1919, when a disgruntled employee shot and wounded two chemistry professors and a staff member. The UAlbany campus was the scene of a 1994 shooting by a student who took a classroom hostage with a rifle; another student was seriously injured while disarming the gunman.

But the frequency of gun violence on campuses has increased. The 42 campus shootings in the last five years include mass-casualty rampages and one-on-one violence committed mainly as the result of robberies, drug deals, domestic violence or private disputes that broke out at a campus social function or in campus housing. Between 2008 and 2013, there were 23 such incidents.

The increasing frequency means that training now includes

special considerations for students with disabilities who might not have even been in college in significant numbers a generation ago. UUP member Tammy Ellis-Robinson, an assistant professor in the division of special education and educational psychology and methodology at the UAlbany School of Education, presented information on these students in the workshop, “‘Special Needs’ Populations: Challenges Before, During and After a Crisis.”

Among the points for instructors to remember: Students with disabilities may have sensory impairments, such as

hearing loss or visual impairment, that could make it difficult for them to evacuate a building or find a sheltered area.

“Each child is so individualized in each setting that it’s really important for the people in each setting to develop a plan,” Ellis-Robinson said.

“The most important thing is that you have to be proactive and prepared, and you have to communicate that. You have to make it clear to all students.”



ELLIS-ROBINSON



PATRICK DODSON

LEFT, STEPHEN CONARD, LEFT, A UUP MEMBER AND EMERGENCY MANAGEMENT COORDINATOR AT THE UNIVERSITY AT ALBANY, EXPLAINS AN EMERGENCY MEDICAL PROCEDURE TO A SUMMIT PARTICIPANT.

BELOW, COBLESKILL CHAPTER MEMBER HOWARD HUTH, DIRECTOR OF THE COLLEGE’S PARAMEDIC PROGRAM, LEFT, SHOWS A WORKSHOP PARTICIPANT HOW TO PROPERLY APPLY A TOURNIQUET.



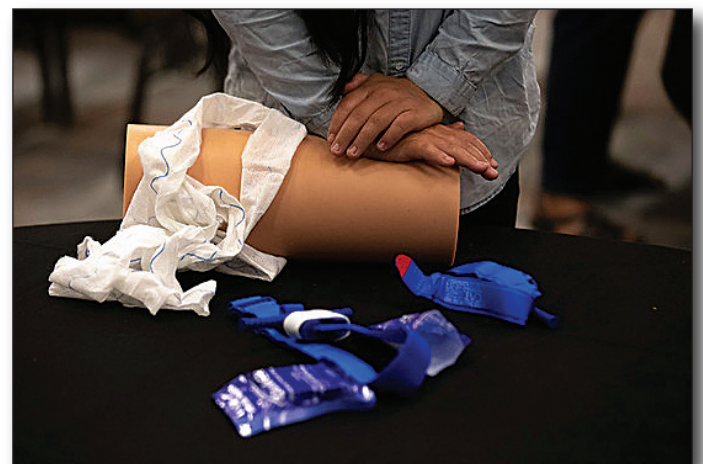
JAMIE DANGLER



ANDREW HILL

LEFT, STATE COMPTROLLER TOM DINAPOLI DELIVERS THE KEYNOTE ADDRESS.

RIGHT, A WORKSHOP PARTICIPANT TRIES HER HAND AT THE PROPER WAY TO APPLY PRESSURE TO A WOUND.



PATRICK DODSON

On the march: Labor Day 2019



PHOTOS COURTESY OF TOM HOEY

Albany parade

ABOVE, UUP MEMBER AND NYSUT SECRETARY-TREASURER PHILIPPE ABRAHAM, RIGHT, AND NYSUT EXECUTIVE VP JOLENE DiBRANGO, LEFT, WALK THE ALBANY PARADE ROUTE. RIGHT, FROM LEFT, ARE UUP MEMBERSHIP DEVELOPMENT OFFICER TOM HOEY, HIS SON MAX, DiBRANGO, ABRAHAM, NYSUT LEGISLATIVE STAFFER ALITHIA RODRIGUEZ-ROLON, NYSUT PRESIDENT ANDY PALLOTTA AND UUP SYSTEM ADMINISTRATION CHAPTER PRESIDENT MIKE WALKER.



ALEX DISHA

Buffalo parade

UUP MEMBERS FROM THE BUFFALO STATE, BUFFALO HSC, BUFFALO CENTER AND FREDONIA CHAPTERS TOOK PART IN THE BUFFALO CENTRAL LABOR COUNCIL/AFL-CIO PARADE, SEPT. 2. LEFT, UUP STATEWIDE VPP TOM TUCKER, FRONT CENTER, AND BUFFALO HSC CHAPTER PRESIDENT PHIL GLICK, FRONT RIGHT, JOIN HUNDREDS OF MARCHERS. BELOW LEFT, BUFFALO STATE CHAPTER PRESIDENT FRED FLOSS, RIGHT, HELPS CARRY THE BANNER WITH FREDONIA CHAPTER PRESIDENT CHRISTOPHER TAVERNA, LEFT. BELOW, MEMBERS FROM FOUR WESTERN NEW YORK CHAPTERS LINE UP TO SHOW OFF THEIR UNION PRIDE.



DANIELLE JUDGE



DANIELLE JUDGE



New York City parade

ABOVE, MEMBERS FROM THE DOWNSTATE, STONY BROOK, STONY BROOK HSC AND OLD WESTBURY CHAPTERS GET READY TO MARCH IN THE NEW YORK CITY PARADE, SEPT. 7. LEFT, FROM RIGHT, DOWNSTATE CHAPTER MEMBER SHIRLEY PATTERSON WALKS WITH U.S. SEN. CHUCK SCHUMER AND DOWNSTATE CHAPTER PRESIDENT ROWENA BLACKMAN-STROUD.

Syracuse parade

UUP MEMBERS FROM THE CORTLAND, MORRISVILLE, OSWEGO AND UPSTATE MEDICAL UNIVERSITY CHAPTERS BRAVED THE RAIN TO SUPPORT WORKING PEOPLE, SEPT. 2. BELOW, UPSTATE CHAPTER MEMBERS PAT DUFFY, LEFT, AND DEBRA BENWARE DISPLAY THEIR UNION PRIDE WHILE MARCHING TO THE ANNUAL NEW YORK STATE FAIR. BEHIND THEM ARE STATEWIDE SECRETARY JERI O'BRYAN-LOSEE OF MORRISVILLE AND VP FOR ACADEMICS JAMIE DANGLER OF CORTLAND.



Gallop poll: Majority of Americans approve of labor

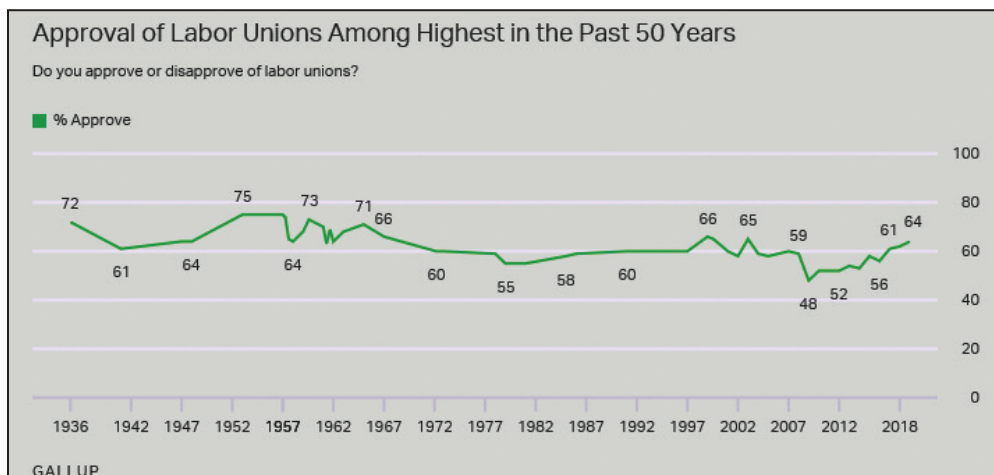
BY KAREN L. MATTISON

A new Gallup Poll has confirmed what many UUP members have known all along: Labor unions are crucial to working families and the American middle class.

According to the [2019 Gallop telephone survey](#), conducted Aug. 1-14, more than 60 percent of Americans for the third consecutive year said they approve of labor unions—a testament to the commitment of unions like UUP to improve member communications and to withstand unprecedented attacks by anti-union forces.

This year's 64 percent approval rating is one of the highest in Gallup ratings over the last 50 years. It surpasses the 60 percent mark in 2017 and 2018, and is up a whopping 16 percent from its lowest level in 2009.

"This poll result probably sent a shock



wave through Mark Janus and his cronies, who tried—but clearly failed—to break our unions,” said UUP President Fred Kowal. In *Janus v. AFSCME Council 32*, the U.S. Supreme Court in June 2018 overturned the longstanding practice of unions collecting fees in lieu of dues from bargaining unit members who had not

signed union cards. Kowal is on record calling the case a thinly veiled plot to subjugate workers and destroy unions that fight for fair wages, better benefits and dignified retirements for working people.

“The American labor movement isn’t going anywhere,” Kowal said. “We’re stronger and more unified than ever. We

Porter scholarship deadline is March 31

Applications are now available for the AFT’s Robert G. Porter Scholars Program, which offers four, four-year \$8,000 scholarships to high school seniors who show outstanding service to their community and an understanding of the role unions can play to create a more just society. Applicants must be dependents of AFT members.

The program also awards 10 grants of \$1,000 each to AFT members to assist in their continuing education and/or to fund their proposed ideas to grow and strengthen their union.

Student scholarships are based on academic achievement, commitment to community services and school-related activities, demonstration of leadership, work experience, recommendations, special talents and skills, an essay and a commitment to advancing the interests of working people and building unions. The scholarship must be used within six years of the date the award is made.

To continue to receive the scholarship after the first year, recipients are expected to maintain a minimum cumulative 2.75 GPA. Further, the recipient must show continuing enrollment and satisfactory progress toward a degree.

Since its inception in 1993, the Robert G. Porter Scholars Program has awarded nearly \$600,000 to AFT members and their dependents to further their education and to help achieve the goals of AFT-affiliated unions, such as UUP. The scholarship pro-



PORTER

gram honors the late AFT secretary-treasurer, who served from 1963 to 1991.

Porter was a union activist who dedicated his life to championing the rights of working people, promoting civil rights and ensuring that the union was a vehicle for fostering the professionalism of its members.

The application deadline for students and members is midnight March 31, 2020.

Winners will be notified by June 30, 2020.

For more information, go to <https://bit.ly/2m8W1WR>

Fla. union wins for members, students

The first thing that happened: Florida Polytechnic University faculty spoke up for the mental-health needs of students.

Second thing: They got fired.

Third: A student committed suicide on campus.

The latest? Their union—the United Faculty of Florida, an affiliate of NEA—succeeded in its year-long struggle to get members’ jobs back, and forced the university to hire a full-time mental health counselor.

The state’s Public Employees Relations Commission found “competent substantial record evidence of anti-union animus” at Florida Poly, including evidence that faculty feared retaliation, and no other “legitimate purpose” for the terminations.

Read more at <https://bit.ly/2kb57ld>



unions

have not only survived the attacks, we're thriving in spite of them."

Key poll findings from Gallup include:

- Union approval averaged 68 percent between 1936 and 1967, and consistently exceeded 60 percent during that time.
- Approval has dropped 10 points on average since 1967.
- The 64 percent was topped only in the March 1999 (66 percent), August 1999 (65 percent) and August 2003 (65 percent) surveys.
- Since 2009, union approval has increased among Democrats and Republicans by 16 points; approval among independents is up 17 points in that time. Democrats (82 percent) remain far more likely than Republicans (45 percent) to approve of unions. Sixty-one percent of independents approve of unions.
- Sixty percent of adults living in a non-union household approve of unions, compared to 86 percent in union households.



DARRYL McGRATH

Union outreach

UUP Empire State College Chapter President Pamela Malone explains to a former union member the benefits of rejoining UUP should he return to SUNY. Malone was part of a summertime effort in which trained canvassers from UUP's membership reached out to former and potential members.

LEAD online training available

UUP is pleased to offer members and chapter leaders a series of online workshops to assist members in developing their careers.

Workshops can be taken in learning tracks by theme; they are designed for chapter leaders who assist members directly, for prospective



chapter leaders, or as individual workshops that are of interest to individual members. The workshops can be accessed from

the UUP website at www.uupinfo.org; look for [LEAD Institute](#) under Member/Opportunities, and then click on the specific workshop.

Workshops are available on demand by selecting a workshop link from the menu. They include: Performance Programs: How to Use Them to Your Advantage; Permanent Appointment: Freedom after Seven Years of Indentured Servitude; Dealing Effectively with Difficult People; Grievance Investigation, Filing and Presentation; Introduction to Collective Bargaining; Member Engagement; Motivating Members to Action; and The Path to Continuing Appointment.

The workshops are planned and presented by NYSUT labor relations specialists assigned to UUP, and guest presenters. Courses are less than an hour long.

UUP seeks member input on online education

UUP has created a web portal to gather member input, suggestions and concerns related to SUNY's online education initiatives.

Members can access the web portal and share their thoughts at <https://uupinfo.org/negotiations/onlineed.php>

The union will discuss online ed with representatives from SUNY and the Governor's Office of Employee Relations pursuant to Appendix A-13 in the 2016-2022 contract, which states: "As soon as practicable after a fully executed agreement, appropriate GOER, SUNY and UUP designees shall meet to discuss and review issues of mutual concern related to the impact of online education initiatives on bargaining unit employees."

All comments and information submitted through this portal will be kept confidential. At no time will the names of individual members or information that can be connected to individual members be presented in discussions with SUNY.

"UUP's objective is to accurately represent concerns about the impacts of online ed on terms and conditions of employment, including workload, compensation, intellectual property protection, the need for resources and support systems, and involvement of private companies," said UUP President Fred Kowal.

Canton esports a dual draw for academics, gamers

BY DARRYL MCGRATH

Two years ago, SUNY Canton saw an untapped potential for students who loved gaming—or, to be more exact, the art and science of electronic video games, many of which have a distinctly competitive appeal to their players.

Those very same students who seemed to so often have a solitary existence in their student housing as they played their electronic games actually were connected to a community of like-minded friends all over the country and around the world—most of whom they would never meet in person.

So Canton started first a major in game design and development, and then an esports program for students who didn't want a profession in gaming, but wanted to amp up their passion to the level of an intercollegiate tournament.

GROWING ENROLLMENT

Both new efforts are thriving. The game design and development major has more than quadrupled its enrollment, from an inaugural group of 75 students to more than 300. The esports program, which is part of the college's athletic program, has teams competing in eight games, with students traveling to tournaments around the country. The resulting mini-boom in esports at Canton pairs nicely with the school's reputation for affordable education in technology fields, and at a time when many schools have scaled back on athletics and staff, Canton has added both, all because of esports.

"I don't see traditional athletics going away anytime soon, certainly not in our lifetime, but I do see esports continuing to grow tremendously," said UUP member Randy Sieminski, the Canton director of athletics. "A lot of competitive gamers are engineers, or they have strong skills in math and technology. It's



SUNY CANTON PHOTOS

UUP AND ESPORTS COORDINATOR CHARLES MURRAY IS RANKED AS A GRANDMASTER IN OVERWATCH. HE ADMITS THAT HE NEVER THOUGHT HE WOULD BE ABLE TO MAKE A CAREER OUT OF HIS LOVE OF GAMING.

that 200 million viewers watched last year's League of Legends championship has been questioned (that would

particularly popular for those majors."

It's no secret that electronic video game aficionados known as gamers will stay in their rooms and play—sometimes live-streaming their efforts, in the hope of attracting sponsors, or simply trying to beat a talented competitor. Anyone who has crossed paths with gamers on a college campus knows this. But the opportunity to wear a uniform (slacks and blue-and-white knit shirts decorated with the college's kangaroo mascot



SIEMINSKI

logo) and play in a sanctioned collegiate sport provides the bonus of public acclamation for their skills.

"To be honest, a lot of these students would be doing this anyhow, in their rooms," Sieminski said. "We feel it's really valuable for these students to get out and learn sportsmanship, teamwork, leadership."

A GLOBAL TREND

The popularity of gaming cannot be overstated. Millions of viewers across a range of digital platforms tune into championship tournaments for especially popular games. While the estimate

mean that 90 million more people watched League of Legends than the Super Bowl), it's not an exaggeration to say that esports have steadily grown.

Canton hired a gamer to coordinate the esports program—UUP member Charles Murray, who is ranked as a grandmaster in the Overwatch game. The intensity and skill required during a game, the competitive spirit and the fan base drawn to esports, would quickly dispel any concerns by parents that gaming can't be a team competition, Murray said.

"When I was a kid, esports didn't exist," said Murray, 26. "I had no idea my love of gaming would become a career."

"Esports is an intellectual game, like chess. These are some of the most competitive individuals I have ever met," Murray said, and then added, "although you wouldn't know that by looking at them," a reference to the fact that esports players often conceal their drive to win behind an introspective, focused demeanor.

ARENAS, ANNOUNCERS AND FANS

Esports competitions unfold at computer terminals in an arena, with announcers known as "casters" offering play-by-play analysis. Canton's competition is in several states; the Canton esports players have faced off against their

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.

Adrian Ieta, an associate professor in SUNY Oswego's electrical and computer engineering department, applied in May for a patent for technology that resulted in a first-of-its-kind rotational flight using ionic wind technology. The promise comes from a technology that will allow a rotor to effectively function as an engine.

A pair of developments in June could propel the research down new avenues. *The Journal of Electrostatics* published "Electrohydrodynamic Propeller for In-atmosphere Propulsion; Rotational Device First Flight," by Ieta and Marius Chirita of Romania's National Institute for Research and Development in Electrochemistry and Condensed Matter. A day later, Ieta presented "Characteristics of Rotary Ionic Wind Systems At and Below Atmospheric Pressure" to the Electrostatics Society of America Conference.



IETA

Maria Nagan, a lecturer in chemistry at Stony Brook University, was named to the 2019 class of the American Chemical Society (ACS) Fellows. Fellows include scientists who have demonstrated outstanding accomplishments in chemistry and have made important contributions to ACS, the world's largest scientific society. She was honored Aug. 26 at the ACS National Meeting and Exposition in San Diego.

Nagan's research employs computational methods to examine RNA structure and protein recognition of RNA. She has had a passion for teaching undergraduate chemistry and working with underrepresented students in the sciences throughout her 20-year career.

The Fellows program was created by the ACS Board of Directors in December 2008 to recognize members of the Society for outstanding achievements in and contributions to science, the profession and ACS.



NAGAN

Jill Reese, an associate professor of music education at SUNY Fredonia, recently released her book, *Navigating Music Learning Theory: A Guide for General Music Teachers*, through GIA Publications, one of the top publishers for resources in music education.

This practical guide will help teachers incorporate innovative concepts and ideas of music learning theory in their instruction. It includes materials for balancing class and individualized instruction, a number of tools and opportunities for assessment and curriculum development, and more than 100 pages of lesson plans.

The book is designed to help teachers develop and implement a robust music curriculum with engaging lessons to maximize the musical potential of each student.

The project was supported by Reese's 2019 spring semester sabbatical.



REESE



CANTON'S ESPORTS TEAMS PARTICIPATE IN HEARTHSTONE, LEAGUE OF LEGENDS, FIFA, OVERWATCH, FORTNITE, TOM CLANCY'S RAINBOW SIX SIEGE, ROCKET LEAGUE, AND SUPER SMASH BROS ULTIMATE. CANTON IS THE FIRST COLLEGE IN NEW YORK TO JOIN THE NATIONAL ASSOCIATION OF COLLEGIATE ESPORTS.

counterparts at Ohio State University, Canisius College in Buffalo, and Rensselaer Polytechnic Institute. The teams are co-ed. The governing body is a private, nonprofit membership association of participating colleges called NACE—the National Association of Collegiate Esports. Canton got into esports in the spring of

2018, and the program has expanded from 17 students and three games to about 100 students and eight games. Organized programs under a college athletic department are still a novelty, although programs in game design are far more common.

Sieminski and Murray believe the school has carved out a niche that is drawing stu-

dents both for its career potential and its competitive opportunities. Several industry salary-tracking sites place starting salaries around \$48,000, with incomes for experienced designers approaching \$70,000.

"In some ways, it's a transformational experience for these students," said Sieminski.

On the front line

Below are your
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and how to reach them.



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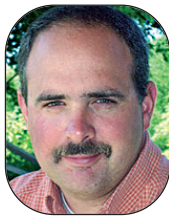
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Binghamton Chapter member wins Nobel Prize

BY MICHAEL LISI

A longtime UUP member at Binghamton University has won the 2019 Nobel Prize in Chemistry.

M. Stanley Whittingham, a distinguished professor of chemistry and materials science, received the Nobel Prize Oct. 9 for his pioneering research that led to the development of the lithium-ion battery.

Whittingham is a Binghamton Chapter UUP member who has served on the chapter's executive board.

"UUP is proud of professor Whittingham, a groundbreaking chemist and a strong unionist who knows and reflects the importance of being a union member in word and deed," said UUP President Fred Kowal. "Professor Whittingham is a shining example of what makes SUNY great—its people. We applaud professor Whittingham for winning this esteemed award."

Whittingham shares the award with researchers John B. Goodenough of the

University of Texas at Austin, and Akira Yoshino of Meijo University in Japan.

"I am overcome with gratitude at receiving this award, and I honestly have so many people to thank I don't know where to begin," Whittingham said in an Oct. 9 campus press release. "The research I have been involved with for over 30 years has helped advance how we store and use energy at a foundational level, and it is my hope that this recognition will help to shine a much-needed light on the nation's energy future."

Whittingham has been at Binghamton University since 1988 and has earned a reputation nationally and internationally as an innovative scientist. He has been a world leader in the development of lithium-ion batteries; he holds the original patent on the concept of using intercalation chemistry in high-power density, highly



WHITTINGHAM

reversible lithium batteries, which laid the foundation for discoveries that led to the lithium-ion batteries used today.

Since coming to Binghamton, he has received more than \$7 million in federal research grants from the National Science Foundation and the Department of Energy. At Binghamton, Whittingham helped build the university's Materials Science and Engineering Program.

Whittingham, who has been called the "founding father" of the lithium-ion battery, was honored in 2002 with the Battery Research Award of the Electrochemical Society for his many contributions to "Intercalation Chemistry and Battery Materials." He was elected a Fellow of the Electrochemical Society in 2004, and a member of the National Academy of Engineering in 2018.

The Nobel prizes come with a 9-million kronor (\$918,000) cash award, a gold medal and a diploma. The awards will be given Dec. 10—the anniversary of Nobel's death in 1896—in Stockholm.

CAMPUS EQUITY WEEK

UUPers, Contingent Employment Committee taking the lead

BY KAREN L. MATTISON

UUP members at chapters around the state will again take part in a national week of action to bring attention to the issues and concerns of part-time and full-time contingent SUNY employees.

During Campus Equity Week, Oct. 21-25, concerned faculty and staff around the country host events to highlight issues of quality and equality in higher education, including the unfair working conditions of adjuncts and other contingent faculty.

UUP's statewide Contingent Employment Committee has prepared a list of possible events for chapters, and is providing tools that chapters can use to inform their full- and part-time colleagues about the struggles of contingent workers in SUNY.

"One possible CEW theme is 'The Gig is Up! Campus Equity Now!' which is perfect for connecting the 'gig economy' that

our students are facing with our contingent members, many of whom need to 'hustle' to cobble together a living wage," said Anne Fearman, committee chair. "We know our students' learning environments are greatly affected by our members' working conditions. The same is true for our students, particularly those in protected statuses, who may be working several part-time gigs to pay for college."

TOOLS OF THE TRADE

The committee has developed a number of CEW resources, which are available on the UUP website. Tools include:

- A list of suggested chapter activities;
- Fillable posters and fliers to help promote chapter activities;
- Social media campaign ideas;
- One-page fliers on negotiated gains, and "By the Numbers" detailing contingent employment at SUNY; and
- A handout on contractual rights of

contingent workers represented by UUP.

The CEW toolkit can be found online at <https://uupinfo.org/resources/contingents.php>

CORTLAND ON DISPLAY

As *The Voice* went to press, the Cortland Chapter was moving ahead with plans for part-time employees to display their scholarly work through short readings, poster sessions and/or other displays.

"This year for Campus Equity Week, UUP Cortland takes advantage of the unique power of the part-time faculty to provoke awareness and inspire change," read the invitation to contingent workers. "Sharing your work allows us to educate our communities about the negative consequences of inequitable employment practices within higher education."

Check out chapter websites and social media for other UUP-sponsored events and activities taking place around SUNY.



Your Union Contract **At Work!**

UUP Benefit Trust Fund Scholarship Program

**FAST
FACTS**

A new UUP Benefit Trust Fund Scholarship Program is available for undergraduate students; the program runs through the Spring 2022 semester. Scholarships of \$500 per semester are available for eligible dependent children 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. Dependent children 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 child is applying.
- The scholarship form outlines specific criteria that UUP-represented employees and their dependent children 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/2TIEkSA> or
scan the QR code at right.**



Membership, scholarship a plus for UUP families

BY DARRYL McGRATH

It took Sherri Weber years to achieve her goal of a tenure-track faculty position at a SUNY campus, but she knew that UUP was always there for her as she built her credentials and her career.

"I was a big union person when I was a teacher in elementary school," recalled Weber, now an assistant professor of literacy at Buffalo State College. "It was a natural transition to make when I began in higher education."

Now, Weber knows the union is there for her daughter, too.

Weber's daughter Megan has received two Benefit Trust Fund scholarships, and Weber said the \$1,000 in scholarship money has made a huge difference because it paid for her daughter's books.

"It's really a blessing," Weber said. "She's a hard worker. We're really so grateful that UUP offers this; it's just a weight lifted off our shoulders."

Since January 2019, eligible undergraduate students who are children of UUP-represented employees have received close to \$650,000 in Benefit Trust Fund scholarships.

HELP FOR COLLEGE EXPENSES

A colleague at Buffalo State mentioned the Benefit Trust Fund scholarship to Weber, and Weber thought that her daughter, a strong student who also plays softball at SUNY Cortland, might qualify. Megan did, and Weber plans to continue applying as long as her daughter meets the criteria for the scholarship.

Students can qualify up to age 26; they must be eligible dependents of UUP-represented employees, and be enrolled in a SUNY state-operated campus with a semester grade-point average of at least 2.75.

The \$500 scholarships are awarded each semester, so long as the applicant remains eligible, up to a maximum of eight scholarships. Scholarships can be used for



SHERRI WEBER, LEFT, POSES WITH HER DAUGHTER MEGAN, HUSBAND GLENN AND DOG ELLIE. SHERRI WEBER CALLED THE SCHOLARSHIP "A BLESSING."

books, supplies, and room and board.

"The Benefit Trust Fund Scholarship Program has helped many UUP families," UUP President Fred Kowal said of the negotiated scholarship program. "The scholarship also recognizes that SUNY has proven to be the best possible choice for these New Yorkers."

"We are very glad that the response to this benefit program has been so positive," Kowal added.

Megan Weber plans to follow her mother into a career as an educator; she is in the teacher education program at SUNY Cortland and intends to specialize in physical education.

Weber, who earned a Ph.D. after her K-12 teaching career, was a contingent faculty member at a private college for 10 years, and was hired in 2010 as a lecturer at Buffalo State. A tenure-track position opened for her there in 2014.

Weber followed UUP's five-year effort to get the State Education Department to revise the teacher certification process, following a 2013 rollout of redesigned certification exams that faculty and students considered deeply flawed. That's another reason she is grateful to her union.

Said Weber, "UUP has really directly impacted our department, because we help the students learn how to take the certification exams."

CONTACT INFORMATION

UUP Benefit Trust Fund800/887-3863

** Employees must be eligible for enrollment in NYS Health Insurance Prgm*

Delta Dental800/471-7093

Davis Vision (Vision Care)800/999-5431

Laser Vision Correction

(Client Code 7512)800/584-2866

UUP Member Services800/342-4206

UUP Retiree Services800/342-4206 x638

Empire Plan (Select menu option) .877/769-7447
Press 1.

United HealthCare (Medical/Surgical)

HCAP (Home Care Advocacy Prgm./Equip./Supplies)

MultiPlan (Basic Medical Provider Discount Program)

MPN (Chiropractic/Physical Therapy Managed Prgm.)

Benefits Mgmt. Prgm. (MRI Pre-certification)

Infertility Treatment (Centers of Excellence)

Press 2. Empire BlueCross and BlueShield
(Hosp./Inpatient/Nursing/Transplant Pre-certification)

Press 3. Mental Health and Substance Abuse

Press 4. Prescription Program

Press 5. NurseLine (Info/Educ./24-hour Support)

HMOsCall your specific HMO

Retirement Systems (Pensions)

NYS Employees' Retirement Sys. . .866/805-0990

NYS Teachers' Retirement Sys . . .800/348-7298

Optional Retirement Programs

Fidelity800/343-0860

TIAA800/842-2776

VALIC800/448-2542

VOYA800/584-6001

Tax Deferred Retirement Savings

NYS Deferred Comp Plan 457(P) .800/422-8463

NYSUT800/342-9810

Member Benefits800/626-8101

AFT PLUS800/238-1133 x8643

Workers' Compensation/SS Disability

Fine, Olin & Anderman866/362-4887

Flex Spending Accounts

Dependent Care Advantage Account

Health Care Spending Account

Adoption Advantage Account

NYS-Ride800/358-7202

NYS Dept. of Civil Service800/833-4344

New York State/UUP Joint

Labor/Management Office518/486-4666



MEMBERS ONLY BENEFITS

UUP members are eligible to choose from a wide array of benefits and services. Join your union colleagues and sign up online at <https://goo.gl/g4AQYX> or scan the QR code at right to become a member today!



UUP Member Services Trust—Voluntary Programs

Aflac is supplemental insurance that offers coverage outside your medical insurance for short-term disability, accident, cancer and critical illness. Premiums offered through UUP are up to 40% less than market price.

Liberty Mutual offers a 10% discount off auto insurance and 5% off homeowners and rental insurance.

MetLaw (Hyatt Legal Plan) offers two options: A Family Plan (\$15.75 a month); and Parent Plus, which covers parents and in-laws (\$21.75). There are no deductibles, no copays, and unlimited use for covered legal expenses.

MetLife Group Universal Life offers one policy with two benefits: A life insurance policy with a savings plan.

UUP Member Services Trust Voluntary Dental and Vision Plans include coverage for:

- UUP retiree members
- Part-time employees who are UUP members
- Surviving spouses of UUP members
- Surviving domestic partners of UUP members
- Members' aged-out dependents (until age 29)

Mid-Island Mortgage Corp. offers two programs: The Union Direct Program is open to all UUP members. The Physician's Mortgage Program is custom-designed for doctors and other medical professionals; go to <https://goo.gl/tiUtV1> for a complete list of eligible professions. Both programs offer significant savings and flexible finance options for home purchases or refinances.

Real Estate Advantage Program through Daniel Gale Sotheby's International Realty offers rebates paid at closing on the sale and purchase of a home, apartment or condo.

Retiree members receive a \$1,000 death benefit and the Travel Assistance Program through Unum Life Insurance at no cost.

UUP Member Services Trust—Discount Programs

Apple—Discounts vary

AT&T—20% off your monthly bill

BJ's Wholesale Club—\$15 off annual membership and one month free

Brooklyn Nets—Up to 50% off ticket prices

Enterprise Rental Car—Discounted vehicle rentals

Goodyear—10% off all tires, maintenance and repairs

hp Academy—Discounts vary

Jos A. Bank—20% off all regularly priced merchandise

Madison Square Garden—Discounts on seasonal tickets for Rangers and Knicks, and the Christmas Spectacular at Radio City Music Hall

Mirabito Fuel—Home heating and gasoline savings

Sprint—5% off your monthly bill

The Walking Company—15% off exclusive footwear brands; chapter-based wellness programs

TicketsatWork—Discounts and special access to theme parks, shows, hotels, and more

Verizon Wireless—19% off your monthly bill, plus 10% in-store/25% online off eligible accessories



Doreen M. Bango, Director,
Member Benefits & Services

W. Diane Gardner-Slater Stony Brook HSC

When W. Diane Gardner-Slater entered the Baptist Theological Seminary in Richmond, Va., the most likely path would have led her to a pastor's position in a church.

"In seminary, you go through this whole discernment process," Gardner-Slater recalled. "I didn't go into seminary knowing I wanted to be a chaplain."

A mentor at her seminary urged her to do her unit of field experience, known as Clinical Pastoral Education, at a veterans' hospital in Virginia. That experience, Gardner-Slater recalls, started a process in which she learned, under a skilled instructor, "to integrate my head and my heart." In other words, it taught her the emotional component she needed along with her academic skills, intellect and knowledge of Scripture.

Gardner-Slater is now director of chaplaincy services at Stony Brook HSC. She is a board-certified chaplain, with experience in a broad range of hospital services, including oncology, neonatal intensive care, trauma, a burn center and cardiology.

She's also from a union family, so she joined UUP as soon as she joined Stony Brook HSC.

"I said, 'Really? Clergy can be in the union?'" she said, recalling her delight and surprise.

You've worked extensively with oncology and hospice patients, but also families and patients who have suffered traumatic loss, or traumatic injuries. How do you reconcile these two types of chaplaincy?

Loss is loss. But when you have someone in your family who has cancer, you have the opportunity to say good-bye, most of the time. And by the time the patient dies, it's kind of a relief—relief and a release. With trauma, it wasn't expected. You had plans, and now it's over. Trauma is a sudden shock to the system. In both situations, you get to walk with these people in the most beautiful, sacred times of their lives. You sit with them until they're going to inhale again.

You have mentioned that you have given your children explicit instructions on how to handle your own dying, especially if you are unable to communicate with them. What made you so exact about that?

I've learned some tremendous lessons [as a chaplain]. One of them is to not leave my family unprepared. I have seen families fall apart over what to do for mom; what to do for dad. My kids don't have to fight about what to do.

In providing chaplain care for dying children, you've gained some incredible insights. Talk about that.

A child who is aware of what's happening to them will tell you what they want. You just have to listen. I've actually had children help me tell the parents that they want to stop treatment.

You grew up in a union household. How did that affect your connection to UUP?

I joined the union because the union transformed my family's life. My father was a farmer; he became a longshoreman. The union got him equal pay for equal work. My family was doing OK, but I saw that the union lifted some families out of poverty. The union really protected my family, and it transformed our life.



— DARRYL McGRATH