

# THE VOICE

Fall 2023



UNITED  
FOR A  
FAIR  
CONTRACT  
uup

FAIR  
CONTRACT  
uup

FAIR  
CONTRACT  
NOW  
uup



## Contract ratified

**SUNY budget:**  
Great funding,  
unfair distribution

*How do members  
benefit?*

MEMBERS SPOTLIGHT • DISTINGUISHED ACADEMY, CHANCELLOR'S AWARDS

The Voice is a 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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*Members' hard work leads to record-setting gains*

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**ON THE COVER:** UUP members Jessica Gilbert-Overland (left) and Whitney Brown (right) from the Geneseo Chapter show support at an April 27 contract rally. *Photo by Danielle Judge.*

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# THERE IS POWER IN OUR UNION

**C**hief Negotiator Bret Benjamin summed up our fight for a new contract with the state with just a few words during his impassioned speech at our huge April rally at the University of Albany.

Surrounded by more than 700 UUP members waving signs that read “Fair Contract Now!” and “United for a Fair Contract,” Bret said what we were thinking. He also told us what it would take to get what we wanted.

**“WE WON THIS CONTRACT BECAUSE AT CAMPUSES ALL ACROSS THE STATE, WE SPOKE IN ONE LOUD, POWERFUL VOICE DEMANDING AN AGREEMENT THAT FAIRLY AND EQUITABLY COMPENSATES US FOR A JOB VERY WELL DONE.”**

“I gotta tell you right now, I want these demands!” Bret said. “How do we get them? We fight and we win!”

That’s exactly what we did: We fought and we won.

In late August, our members ratified our new 4-year contract by one of largest margins in UUP’s history. More than 96% of you who voted cast ballots for ratification.

You believed in this contract.

That’s why Bret, Counsel to the President Elizabeth Hough and I traveled to every campus to explain the contract and urge support for it.

Why? Because we don’t win without your support.

Our new contract provides historic gains for everyone in UUP. It boosts minimum salaries for lowest-paid members and includes across-the-board raises, retention awards and lump-sum bonuses.

The state’s new Paid Parental Leave program, included in the agreement, lets members take 12 weeks of fully paid leave for birth, adoption or foster placement. You can find out more in this issue of *The Voice*.

This contract rewards the passion, dedication and strength of members who served students and cared for patients through a deadly pandemic. Some of them risked their lives to do so.

You earned this. You deserve this.

We achieved these gains because we’re a union. We won this contract because we demanded an agreement that fairly compensates us for a job well done.

We’re celebrating our 50th anniversary this year

because we’ve stood together.

We’ve watched as past governors, legislators and even SUNY worked to erode our university system through budget cuts, flat state funding and attempts to downsize and privatize our hospitals. And that’s not the half of it.

The latest attack is aimed at SUNY Potsdam, where the campus president announced Sept. 19 a plan to cut at least 14 programs—as well as staff, faculty and other services—to reduce a projected \$9 million deficit. In late October, administrators announced that four of those 14 programs would be retained.

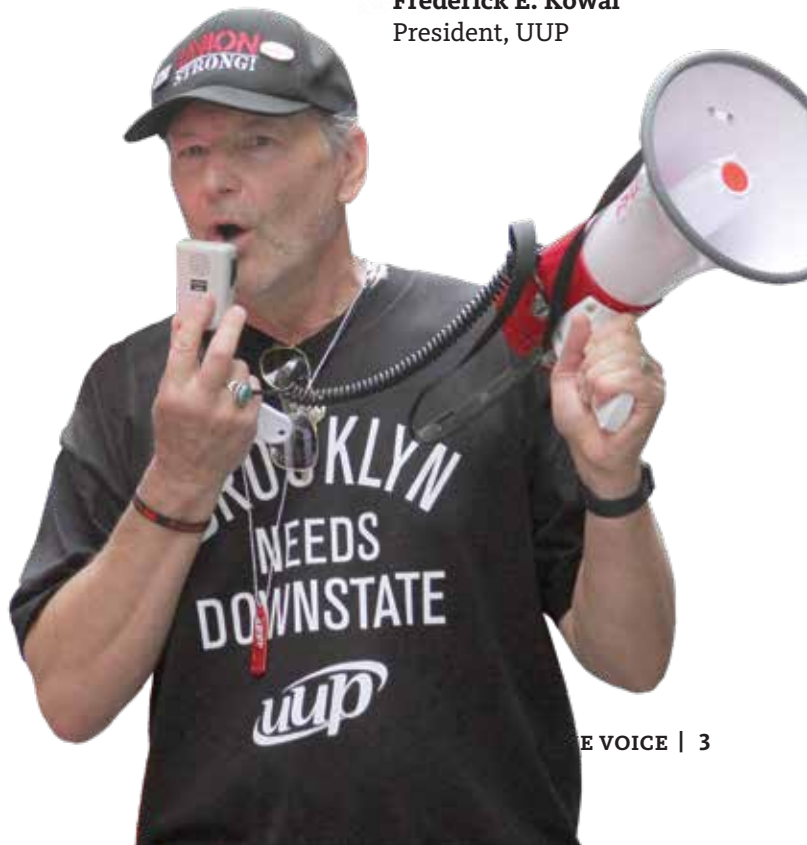
We were swift in our opposition to these cuts—go to UUP’s website for the latest news—and we stand with our Potsdam Chapter union siblings against this manufactured crisis.

UUP’s collective strength lies with our members. If you’re a UUP member, thank you. Stay with us because the best is yet to come. If you’re not a UUP member or you’re thinking about becoming one, don’t hesitate.

Join us. We’re stronger together.



**Frederick E. Kowal**  
President, UUP



## A union makes life better for patients and colleagues

To the Editor,

My name is Frank Penabad and I'm a fellow in pulmonary and critical care going into my third year at Stony Brook University Hospital. I have worked as a trainee in different hospital systems. I want to talk to you about UUP and being unionized in training.

When I was in residency, I was in a hospital system in which our graduate medical education was not unionized. We would individually voice concerns, but it seemed as though we were the only ones who felt that way.

The biggest benefit of a union is probably collective bargaining: salary negotiations, raises, cost of living adjustments are all negotiated through the union. SBUH salaries for trainees are among the highest, and those were negotiated by the union. The union doesn't work for the hospital, it works for its members.

### **The Voice welcomes letters to the editor by UUP members.**

Guidelines for sending a letter to *The Voice* and *The Echo*: Letters will be edited for style, length, grammar and spelling, libelous statements and tone. We will not publish misinformation and we reserve the right to judge what is misinformation. Letters should address articles published in the UUP magazines, or topics relevant to the labor movement. We will not publish political endorsements or political statements.

Letters should be no longer than 300 words and should be clearly handwritten, typed or emailed. Letters can be submitted by email to [Dmcgrath@uupmail.org](mailto:Dmcgrath@uupmail.org), or can be mailed to: Ms. Darryl McGrath, Managing Editor, United University Professions, P.O. Box 15143, Albany, N.Y. 12212-9954.

The mere presence of a union is not a panacea to frictions with administration; it's a tool that we can use to negotiate from a stronger position. We need trainees to take an active role in the union. You might think that you're only here for a few years, but trust me, that's a lot of time. Make things better for your

“The biggest benefit of a union is probably collective bargaining: salary negotiations, raises, cost of living adjustments are all negotiated through the union.”

patients, yourself and those who come after you. Join the union; participate in it as much as you are able.

Just to give an example of what the union does for us, let's talk about parking. We're negotiating with administration about parking fees, which administration is trying to raise to \$50/month. Thankfully we're represented by a union, and any changes to our contract need to be negotiated.

I really think that residency is a special time, where you learn so much in such a short time. You really do get out of it what you put into it. The same goes for the union. I hope that you consider getting involved with UUP. We bring a lot of value to this place, and our voices are important, so make them heard.

— Frank Penabad is a member of the UUP Stony Brook HSC Chapter.

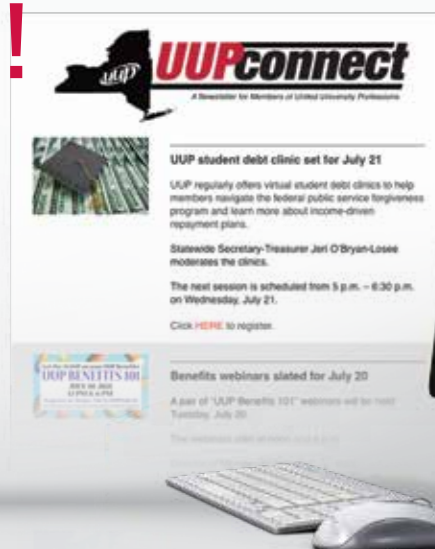
## STAYCONNECTED!

To receive your union's weekly UUPConnect newsletter in your inbox, email UUP Media and Publications Director Mike Lisi at [mlisi@uupmail.org](mailto:mlisi@uupmail.org).

If your chapter has a news item or an event, email it to us so it can be shared statewide.

Questions and concerns about the newsletter can be directed to Mike Lisi or to [UUPconnect@uupmail.org](mailto:UUPconnect@uupmail.org).

 **KEEPING YOU CONNECTED.**  
[www.uupinfo.org](http://www.uupinfo.org)



# UUP MEMBERS HAVE HAD MORE THAN **\$10 MILLION** IN LOAN FORGIVENESS!



**ALL UUP  
MEMBERS  
QUALIFY FOR  
PUBLIC SERVICE  
LOAN  
FORGIVENESS!**

## **Virtual PSLF clinics held every payday.**

Presented by your Statewide Secretary-Treasurer Jeri O'Bryan-Losee, [jobryan@uupinfo.org](mailto:jobryan@uupinfo.org)

Open to all UUP members, these 1.5-hour workshops talk you through the Income-Driven Repayment Plans AND Public Service Loan Forgiveness:

**LEARN ABOUT THE NEW DOE PSLF WAIVER!**

### **UPCOMING UUP VIRTUAL STUDENT DEBT CLINIC WEBINAR DATES:**

December 6, 2023 · 5:00 PM - 6:30 PM

December 20, 2023 · 11:30 AM - 1:00 PM



Register through the UUP Events Calendar  
[UUPINFO.ORG/CALENDAR/](https://uupinfo.org/calendar/)



## Labor Day Parade NYC

**U**UP took to the streets of New York City Sept. 9 with the annual Labor Day Parade, where members joined more than 80,000 unionists from New York City and across the state.

The annual parade, organized by the New York City Central Labor Council in Manhattan, is described as the country's largest such event. UUP marched with union colleagues from NYSUT, the United Federation of Teachers and the Professional Staff Congress/CUNY.

UUP President Fred Kowal stepped off chanting "Who are we?" through his megaphone to proud responses of, "UUP!"

"I think what it shows is real enthusiasm for labor and for unions," Kowal said. "And now the real trick is to convert that into energy that will lead to organizing and more active participation in unions."

### Support for labor from leaders, spectators

Senate Majority Leader Chuck Schumer (D-NY),



**Bottom left:** UUP friend and Senate Majority Leader Chuck Schumer of New York greets UUP President Fred Kowal at the parade lineup. **Bottom right:** Ready to march are (left to right) Statewide Secretary-Treasurer Jeri O'Bryan-Losee, MDO Patrick Romain, Maya Romain, Brooklyn Assemblymember Latrice Walker, Fred Kowal, VPP Carolyn Kube, VPA Alissa Karl, Peri Karl-Damar. **Top:** Photo by Vincent Gasparini.

greeted Kowal and other gathering members.

“It’s a great parade,” said Schumer, a longtime UUP friend. “New York is a labor town. We love labor.”

Parade-goers danced to music blasting from floats. Sounds of bagpipes and marching bands carried for blocks. Bikers in the International Brotherhood of Electrical Workers revved their engines as they eased into the parade halfway to the 64th Street finish line.

“Today’s spirit shows why it’s important for us to be labor strong,” Assembly-member Latrice Walker (D-Brooklyn) said in greeting UUP members. “We are a union town, and we know just how important it is that our workers keep our city and our state moving and running.”

Joining Kowal front and center of UUP’s contingent were Vice President for Professionals Carolyn Kube, Vice President for Academics Alissa Karl, Secretary-Treasurer Jeri O’Byrne-Losee and Membership Development Officer Patrick Romain.

“The energy and the spirit of what’s going on here really show the positivity of the labor movement right now,” Karl said.

### Honoring what labor is all about

New York Attorney General Letitia James passionately praised unions from her seat in the reviewing stand.



“It’s really all about all of the benefits that we enjoy,” James said. “The reason why we’ve got sick leave, the reason why we’ve got minimum wage and so many other benefits and retirement benefits as well is because of [unions] and that’s why we need to salute them and march down Fifth Avenue with our backs straight and our heads up high.”

— Vincent Gasparini, special to UUP

## Blackman-Stroud honored with plaque

Family, friends and UUP colleagues of Rowena Blackman-Stroud gathered Aug. 17 for the dedication of a memorial plaque commemorating her decades of service to her UUP Downstate Chapter and her tireless advocacy for Downstate Health Sciences University.

The plaque is on the Brooklyn campus of Downstate, in the campus garden known as The Grove.

Blackman-Stroud, recognized statewide and nationally for her involvement in UUP and the wider labor movement, was the longtime Downstate Chapter president. She died in December 2022 after a brief illness.

UUP has established a scholarship in Blackman-Stroud’s honor to help students from underrepresented communities who attend SUNY Downstate Health Sciences University in Brooklyn.

Donations can be made online at <https://bit.ly/RowenaScholarship> or scanning the QR code.



# CHAPTER PRESIDENTS



United University Professions' elected chapter presidents are there to work for their members. If you've got an issue or comment, feel free to reach out to them. For contact information visit [uupinfo.org/directory/chapters](http://uupinfo.org/directory/chapters).



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Paul Stasi



**ALFRED**  
William Schultz



**BINGHAMTON**  
Brendan McGovern



**BROCKPORT**  
Susan Orr



**BUFFALO CENTER**  
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**STONY BROOK**  
Andrew Solar-Greco



**STONY BROOK HSC**  
Bruce Kube



**SYSTEM ADMINISTRATION**  
Michael Walker



**UPSTATE**  
Richard Veenstra



# 'This is the union's fight'

## Kowal pledges UUP's support to protect jobs at SUNY Potsdam

**P**otsdam Chapter members, some of whom may lose their jobs in a restructuring plan to lower a \$9 million deficit at SUNY Potsdam, won't be alone in their fight to save jobs and programs.

UUP President Fred Kowal traveled to SUNY Potsdam Oct. 2 to tell them so. Statewide Vice President for Professionals Carolyn Kube joined by Zoom.

"We're going to need all of you in this fight, but you're not going to walk alone," Kowal told more

**“YOU ARE NOT ALONE. TAKE THAT FEAR AND TURN IT INTO ANGER. WE'RE GOING TO BEAT THIS.”**

than 70 members. "This is the union's issue and the union's fight."

Potsdam Chapter President Kevin Smith urged members to prepare to mobilize.

"Our fear is that the cuts taking place at Potsdam will serve as a template to be replicated at other SUNY campuses, thereby undermining the entire system," Kowal said.

"This is Ground Zero," said Smith. "This is where the fight is going to be."

"You are not alone," said Kube. "Take that fear and turn it into anger. We're going to beat this."

### Potsdam's plan

The SUNY Potsdam administration announced September 19 a plan to deactivate 14 academic programs.

UUP immediately mobilized to protest the program deactivations. Kowal has called this a manufactured crisis that could have easily been averted if the SUNY Board of Trustees properly distributed new

aid for SUNY—which UUP successfully advocated for—in the state's enacted budget. Instead, the campuses received less than half the funds.

Due to UUP's effort, by October 27, SUNY Potsdam announced that five of the 14 deactivated programs may be reinstated. While this is a positive development, UUP will continue to fight until all programs and services are restored.

UUP advocated strongly for the \$163 million to address multimillion-dollar deficits at 19 campuses. Massive Great Recession-era cuts to SUNY and more than a decade of austerity budgets under the Cuomo administration are mainly to blame.

"SUNY could find \$9 million in the cushions of their couches," Kowal said. "The Board of Trustees' decision was destructive and I believe intentional to create vulnerability with SUNY's financially troubled campuses."

### Fighting for fairness

UUP is working with the AFT, NYSUT, PEF and regional labor federations to pressure lawmakers to intercede.

UUP is also urging members to send an e-letter of protest to Senate Majority Leader Andrea Stewart-Cousins, Assembly Speaker Carl Heastie and the chairs of the Legislature's higher education committees.

Said Kowal: "We must grow our way out of this situation, not cut our way out of it."

### TAKE ACTION

To send an e-letter urging state legislators to fund SUNY Potsdam, scan the QR code or go to <https://bit.ly/SaveSUNYPotsdam>





# Signed *sealed &* delivered

**UUP members  
overwhelmingly  
approve new  
contract with  
historic gains.**

**By Darryl McGrath**

**Y**ou might say that UUP's new contract was 50 years in the making.

A union starts with an initial contract that lays the framework for its expectation of not only the next few years, but the next several agreements. If that union survives and grows, as UUP has done, it just keeps building on that original framework, with certain terms and conditions of employment—such as academic freedom—becoming well-established principles.

Then, years—and sometimes decades—down the road, that union starts achieving the real wish-list gains, the work conditions that once would have seemed unthinkable. So it is with UUP's newest agreement, ratified by 96.4% of UUP members who voted, retroactive to 2022 and good until 2026.

In congratulating the UUP Negotiations Team for its hard work, and in acknowledging the resounding ratification vote, UUP President Fred Kowal singled out Chief Negotiator Bret Benjamin for setting the tone that carried talks through to the new contract.



“Bret told me in our first meeting on the negotiations that he wanted to see the next agreement really lift up the lowest-paid members of UUP, and that now was the time to do this, after the pandemic highlighted so many inequities about working in this country,” Kowal said. “Bret felt that we were in a position to do this, that now was the time.”

Indeed, it was. By getting across-the-board raises that break out of the standard 2% limit of past years, by getting on-base retention awards for nearly all full-time UUP-represented employees, and by getting fully paid parental leave, this contract offers bargaining unit members new terms and conditions of employment that UUP has been trying to achieve for years.

### **Bargaining from a position of strength**

That speaks to the political power of UUP, a long, hard-won position of strength that also took years to achieve, Kowal said.

“Times change, and our members never stopped ad-

“ With UUP now a national leader in higher education unionism, we were bargaining with the knowledge that our strength could not be denied. ”

— UUP President Fred Kowal

vocating, never stopped working with lawmakers, in the expectation that times would, indeed, change for the better,” he said. “With UUP now a national leader in higher education unionism, we were bargaining with the knowledge that our strength could not be denied.”

With some record-setting gains that address long-standing inequities in pay or work conditions, and many solid first-time wins that are available to all UUP-represented employees, this is a contract that acknowledges the past by retaining that solid original framework even as it lays the foundation upon which to build in the next negotiations with the state.

As Benjamin noted over and over again at presentations

to chapters, the contract is also noteworthy for what it does not contain. The state came to the bargaining table with a list of concessions that the Negotiations Team considered unthinkable and unacceptable. Had the state gotten its way, tenure would have been weakened and some professional employees would have lost their right to ever achieve permanent appointment, to

name a few of the state’s ideas.

### **A stronger future for all**

The ratification capped more than two years of hard work by UUP’s Negotiations Team, which started out by sifting through thousands of suggestions by members on what they wanted to see. The Team then melded those wish-list ideas into an agreement that Benjamin describes as bringing a sense of equity and social justice into the everyday lives of bargaining-unit members.

Said Benjamin, “At a time when so many public university systems and state legislatures are weakening faculty, weakening tenure and dismantling contractual achievements, I think this agreement will cause higher education administrations and opponents of public higher education everywhere to sit up and take notice of what’s just happened in New York.”



**Top right:** Up front for a fair contract are Upstate Chapter members (left to right) Larhonda Caver, Yolanda Beckon and Lual Adier

**Bottom left:** Binghamton members (left to right) Aaron Irvine and Andy Morris join a rally on their campus. *Photo by Donald Kunkel, Binghamton University.*

# YOUR NEW CONTRACT

## *at a glance*

### » Something for everyone:

**Across-the-board raises**, starting with 2% retroactive to 2022, and then 3% each year for 2023, 2024, 2025.

**Discretionary Salary Increases on base**, with an across-the-board initial payment of \$400 for full-time employees (pro-rated for part-time employees) in 2023 and subsequent 0.5% pool for campus-based discretionary raises each year from 2024 to 2026.

**Notable increases in Joint Labor-Management Committee funding**, with JLMC programs (e.g., Drescher Leaves, Individual Development Awards, and Certification Licensure Exam Fee Reimbursement Program) to continue after the contract expires, instead of sunseting with contract expiration, as has historically happened.

**Paid Parental Leave** will provide 12 weeks of leave at full pay for birth, adoption or foster placement. The leave can be taken any time in the first seven months the child is in the home, and it can be taken in addition to or instead of existing leave benefits. Paid Parental Leave is in addition to the existing **Paid Family Leave**, and the two leaves can be taken consecutively for up to 24 weeks of paid leave. Many part-time employees are eligible for Paid Family Leave and Paid Parental Leave.

**No increases in basic health insurance costs**, including employee premium shares, co-payments, annual deductibles, and coinsurance maximums, with notable expansions in health benefits coverage.

**A \$3,000 lump-sum bonus for employees** who are on payroll or authorized leave at time of ratification (or the start of the fall semester), and who continue through April 30, 2024. The bonus is not to base, and it will be pro-rated for part-time employees. The bonus will be split into two payments, with \$1,500 paid July 1, 2024, and \$1,500 paid July 1, 2025. Employees who meet initial eligibility will receive both payments even if they separate from service before the payments.

**Increased minimum salaries** for the lowest-paid UUP-represented employees in the following academic ranks and professional SL grades: Assistant Professor, Lecturer, Senior Assistant Librarian, Instructor, Assistant Librarian, and SL3, SL2 and SL1.

### » For full-time employees

**On-base retention awards** at seven and 12 years of full-time service in UUP titles at a single campus. Nearly all full-time employees are eligible (exceptions are employees on long-term temporary appointments and Division 1 coaches). Beginning in 2024, employees will receive \$1,000 to base (or \$500 if they have previously been given a Service Award) when they earn permanency, receive their second 5-year appointment in Appendix A titles, or complete seven years of campus service in other full-time positions. In 2025, the same eligible employees will receive an additional \$800 to-base Retention Award after 12 years of service. Prior service

counts, so employees who have more than 12 years of service will receive both increases when the awards are implemented in 2024 and 2025.

### » For Contingents:

Part-time academic faculty will see **increased per-course minimum payments**, with 2026 payments of \$5,500/3-credit course for part-time faculty at comprehensive and technology campuses and \$6,000/3-credit course for part-time faculty at University Centers and HSCs.

Contingent faculty will benefit from **increased job security and expanded eligibility for health benefits**. Part-time and full-time contingent employees will now be eligible for progressively longer-term appointments based on length of service. Additionally, part-time academics will be able to combine teaching at multiple state-operated SUNY campuses in order to meet the 6-credit minimum requirement to become eligible for health benefits.

### » Gains for hospital employees and employees in high-cost areas:

#### Location Stipend Increases:

Downstate Adjustment (currently \$3026);

7/1/23 – \$3,087

7/1/24 – \$3,400

7/1/25 – \$4,000

Mid-Hudson Adjustment (currently \$1513):

7/1/23 – \$1,543

7/1/24 – \$1,650

7/1/25 – \$2,000

### » Holiday Pay:

All employees assigned to work in SUNY Hospitals on State holidays will now receive **holiday pay or comp-time** for all holidays (the default option is holiday pay).

### » For Medical Residents and Fellows:

For the first time, the Post-Graduate Year (PGY) salary schedules for Residents and Fellows has been incorporated into, and will be protected by, the UUP Contract. Residents and Fellows at all SUNY hospitals will see raises in the PGY salary steps, as well as in the Head Resident differentials.

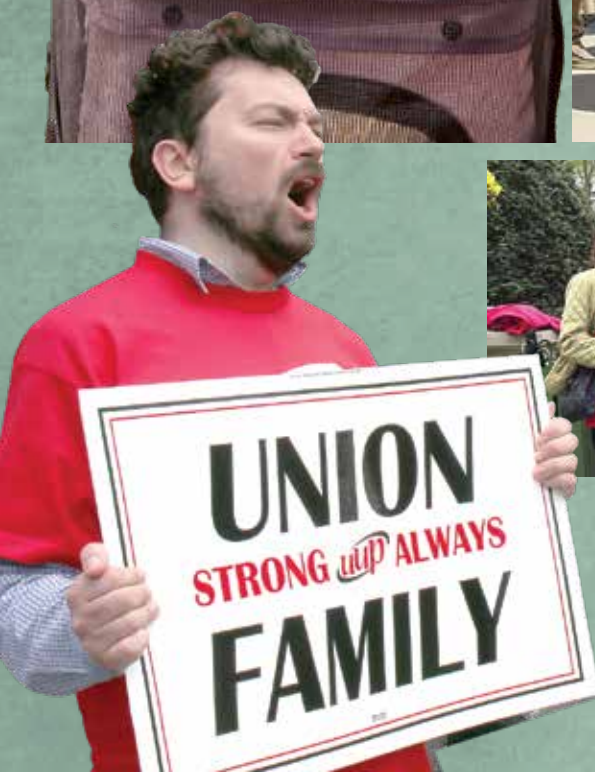
### » On-Call Pay:

Effective July 1, 2023, on-call pay rates will increase as follows:

NYC/Long Island: from \$8/hour to \$10/hour

All other regions: from \$6/hour to \$8/hour





Scenes from UUP's vibrant contract rallies around the state during the spring and summer (clockwise from top left): At Buffalo State, L to R, Nader Nader, Buffalo HSC; Sam Marquez, Downstate; Rich Veenstra, Upstate; Tom Melendy, Buffalo HSC; Mindy Heath, Upstate; Jude Jayatilleke, Buffalo State; and his daughter Katelyn. Empire State College members Alison Brust and Mary Beth Litz stand proud for UUP. Members at Canton (holding "Contract Now!" sign) and Potsdam, lower right, turn out in force. At Oswego, Erik Wade puts his all into a chant. A well-groomed chapter mascot at Plattsburgh supports a fair contract, and Stony Brook members send a visual message.

# FAQ

## YOUR CONTRACT QUESTIONS ANSWERED

### ***What period does the new contract cover?***

The contract is retroactive to July 2, 2022, and goes until July 1, 2026.

### ***When will pay raises show up in pay checks?***

Most likely in November; the exact date is not known. The Comptroller's office will need to adjust the payroll for SUNY employees covered by the new contract. Because the agreement is retroactive to July 2, 2022, the first pay checks to include any contract adjustments will also include any retroactive pay to which employees are entitled.

### ***Who is eligible for the lump-sum bonus?***

Employees who are on payroll or authorized leave at time of ratification (or the start of the fall semester), and who continue through April 30, 2024, will earn a \$3,000 lump-sum bonus (not to base). The bonus is pro-rated for part-time employees. The bonus will be split into two payments, with \$1,500 paid on July 1, 2024, and \$1,500 paid on July 1, 2025. Employees who meet initial eligibility will receive both payments even if they separate from service before the payments.

### ***Who will get a Discretionary Salary Increase?***

The 2023 DSI will be based on a flat \$400 distribution (pro-rated for part-timers) to all employees on the payroll, or on authorized leave, from June 30, 2023, to the final pay period in December when the DSI is distributed. Three subsequent DSI pools, totaling 0.5% of payroll each year, will be distributed at campus discretion in 2024, 2025, and 2026.



ESF Chapter President Matt Smith, left, and Upstate VPP Mindy Heath (also a member of the statewide executive board) at a rally for both their chapters, held on the Upstate campus.

### ***Who is eligible for the new Retention Awards?***

The Retention Awards compensate full-time service in UUP titles at a single campus. Nearly all full-time employees are eligible (the two exceptions are employees on long-term temp appointments and Div. 1 coaches). Beginning in 2024, employees will receive \$1,000 to base (or \$500 if they have previously been given a Service Award) when they earn permanency, receive their second 5-year appointment in Appendix A titles, or complete seven years of campus service in other full-time positions. In 2025, the same eligible employees will receive an additional \$800 to base Retention Award after 12 years of service. Prior service counts, so employees who have more than 12 years of service will receive both awards when they implement in 2024 and 2025.

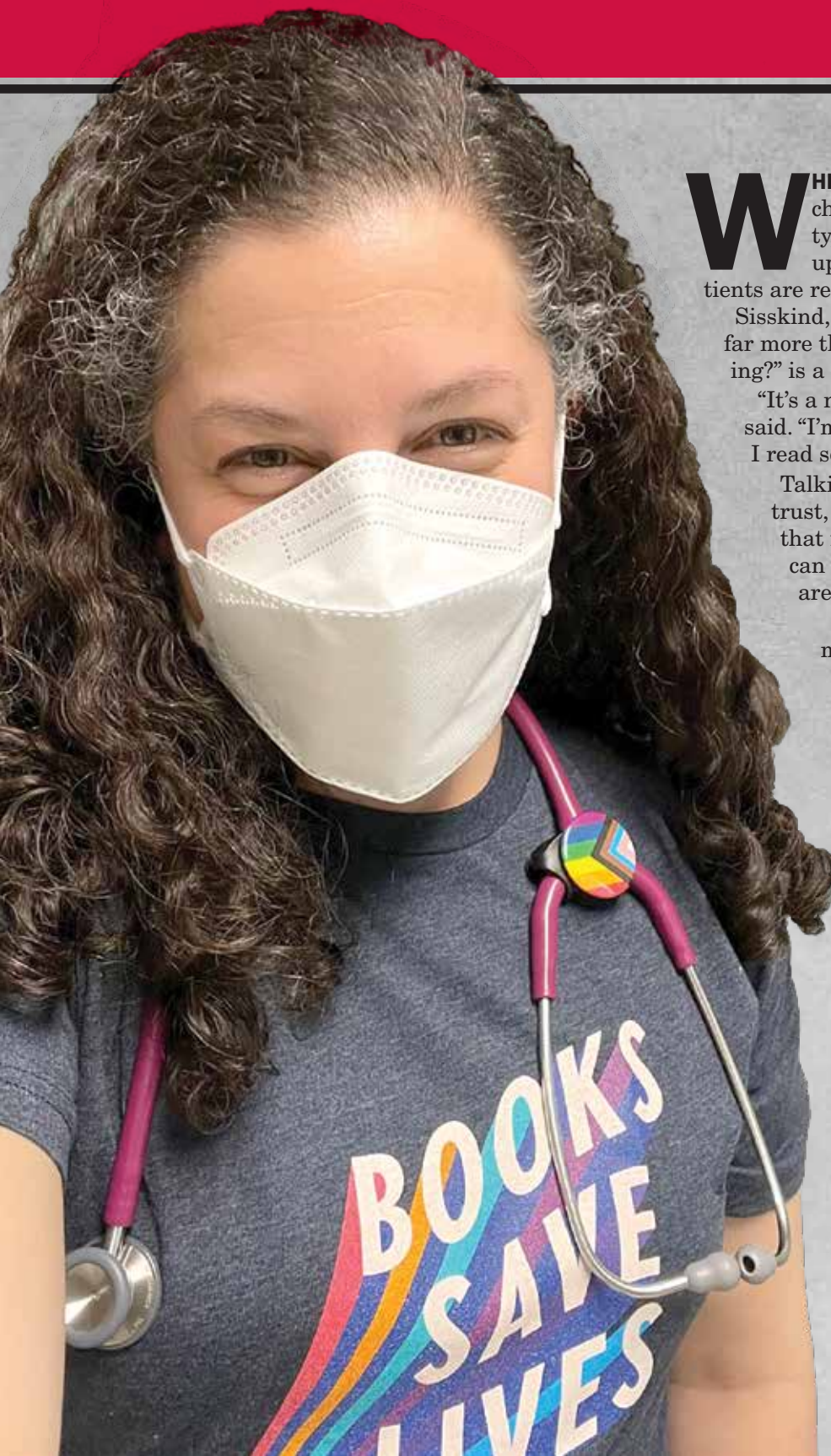
### ***I gave birth after April 11, but before the contract ratifies. Can I still use the new Paid Parenting Leave?***

Yes, the new 12 weeks, fully paid PPL program can either be used to restore accruals, compensate unpaid leave, or top up partially paid PFL benefits. It can also be used to take additional leave time. PPL must be completed within seven months of the birth or placement of a new child into the home, and it must be used in one continuous block. But it can be used retroactively and in conjunction with other leave benefits. Contact your chapter and LRS to make sure you maximize this benefit.

### ***What benefits will adjunct or contingent faculty see?***

Per-course minimum salaries for part-time academics rise in each year of the agreement, reaching \$6,000/3-credit course (Univ. Centers and HSCs) and \$5,500/3-credit course (Comp. and Tech. campuses). New appointments for part-time contingent faculty with more than three years of continuous service will be for one-year terms; new appointments for full-time contingent faculty with more than seven consecutive years will be for three-year terms. Part-time academics can become eligible for health benefits by combining classes at multiple state-operated campuses to reach the six-credit minimum. Those part-time faculty who are eligible for health benefits are also eligible for the new Paid Parenting Leave if they have taught for at least one semester prior to the requested leave.

## *Book-loving pediatrician builds worlds with reading*



**W**HEN DR. JACLYN SISKIND fills out patient charts at SUNY Upstate Medical University, she notes not only physical and mental updates but the books her pediatric patients are reading and the ones she recommends next. Sisskind, known as the “readiatrician,” dispenses far more than prescriptions. “What are you reading?” is a standard inquiry.

“It’s a natural, routine question for me,” Sisskind said. “I’m equipped to have conversations because I read so much.”

Talking with patients about books builds trust, Sisskind said, and recommending books that fit where they are in their own reading can help patients identify with an issue they are having, or help them understand others.

Sisskind, a UUP member, never recommends a book to a patient that she hasn’t read herself. “You have to taste the food!” she said.

In her community-based office in Baldwinsville, she has a stack of books to share and she also recommends books patients can get at their school or public libraries. Sisskind works with five other pediatricians in the colorful, mural-filled offices; they served nearly 13,000 patients last year.

“If someone happens to be in the office on their birthday or if they’re really sick, they can get a book,” Sisskind said. For well-child visits with patients ages six months to five years, the youngsters can also receive a new book.

Amber Smith, an Upstate Chapter delegate, has interviewed Sisskind for her health, science and medicine pod-

» **Jaclyn Sisskind, M.D.**  
SUNY Upstate Medical University



cast (<https://bit.ly/InformedPatientPodcast>) and a health publication (<https://bit.ly/RaiseAReaderSisskind>).

"We wanted to showcase a unique element of her patient care," Smith said.

### Reading, or being read to, benefits children

Sisskind is trained by Reach Out and Read, a non-profit literacy organization for pediatricians. Babies can benefit from hearing the soothing sound of a parent reading.

"You can play games with them; pass the book back and forth, play hide-n-seek with it...so the book becomes a familiar thing in the house," she said.

**“TO LIMIT ACCESS TO ALL CHILDREN IS DANGEROUS. LIFE IS FULL OF UNCOMFORTABLE THINGS. YOU CAN EXPLORE IT IN A BOOK.”**

Sisskind parents three boys along with her husband Ben Gnacik, a member of the NYSUT-affiliated Fayetteville-Manlius Teacher Association.

Her passion for the purpose of books moved her to start a "PediaLit" book club of 27 medical UUP colleagues, including a nurse, social worker, physician assistant and nurse practitioner.

"This club is replenishing us," she said. "Every month we're reading a middle grade or young adult book. We discuss the books virtually. My hope is that the club is providing these pediatric providers with new books to talk to patients about. Children's lit is for everyone."

Sisskind's work, said Upstate Chapter President Richard Veenstra, "demonstrates her caring dedication to the pediatric patients she treats."

The "readiatrician" has 16,000 followers on X, formerly Twitter, where she writes about books, book banning, and censorship. Every April she participates in a challenge to write one haiku per day in an

event hosted by author Liz Garton Scanlon.

### Book banning limits learning

Book banning burns her. Access is being limited in school and public libraries – and even in bookstores. The banning typically focuses on characters not traditionally featured.

"It's 'othering.' It denies people seeing their experiences represented. If a book is labeled inappropriate, then a child (with a similar issue) feels inappropriate. And people not in a marginalized category could benefit from learning about others," she said. "Censorship is not new. The rate it is accelerating in the last few years is scary to me."

Challenged titles are among the wide variety of books she recommends, including "Different Kinds of Fruit" about sexual identity, "The Poet X," a novel in verse touching on a difficult relationship with a mother, and "Starfish," about body image.

Other titles she recommends for different grade levels include the picture book "Sitting Shiva," about a Jewish girl coming to understand the importance of community after a loss; "Everywhere Blue," about middle school angst and too much bad news; and "Donuts and Other Proclamations of Love," for high school students.

School librarians and teachers are trained to know how to connect children with a book that is right for them, Sisskind said, and parents can make a choice for their own child.

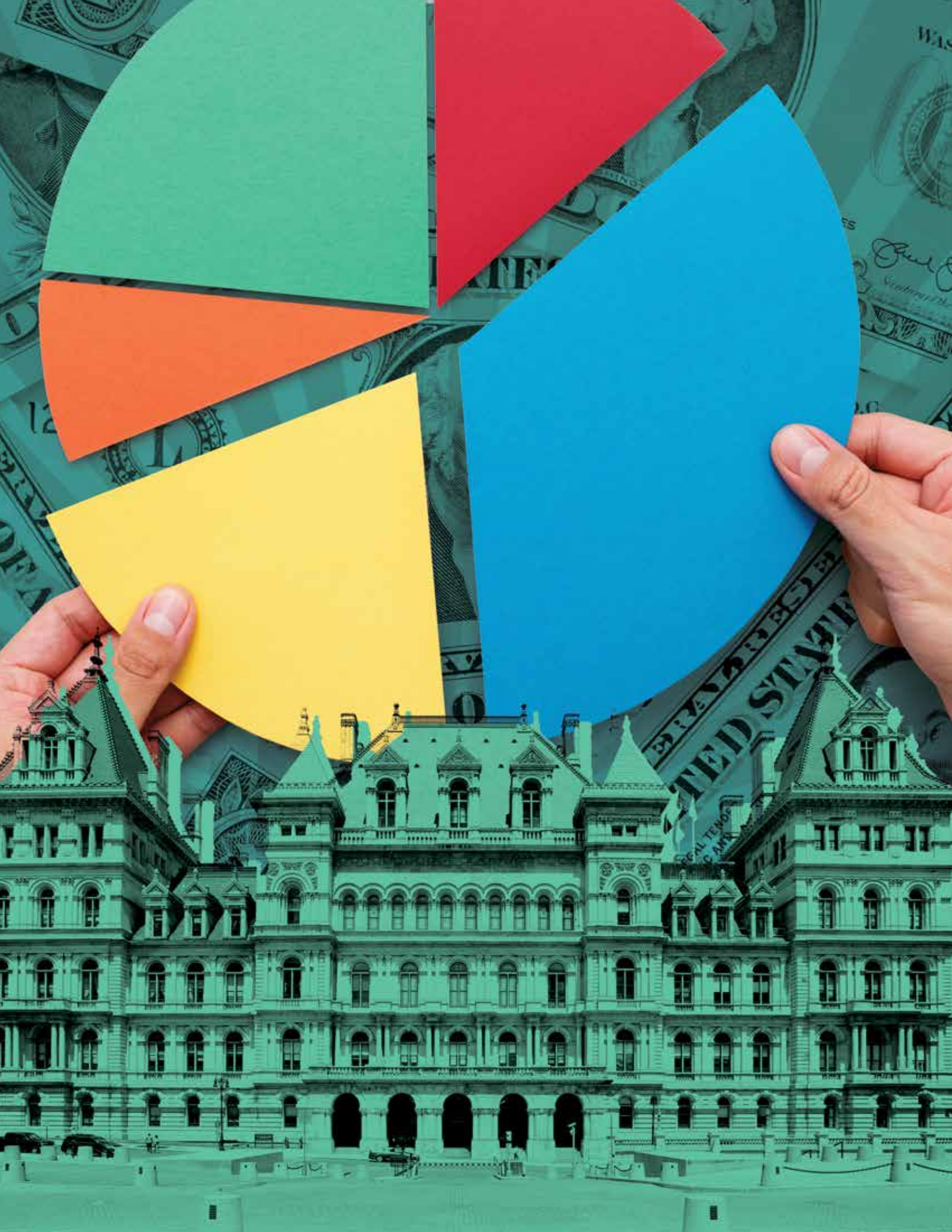
"But to limit access to *all* children is dangerous," she said. "Life is full of uncomfortable things. You can explore it in a book."

Hear Dr. Jaclyn Sisskind's health, science and medicine podcast



Visit the How to Raise a Reader site





# Budget bonanza

{ **Strong SUNY budget,  
but ongoing concerns** }

By Darryl McGrath

**A** budget works best if money goes where it's most needed, and that's why UUP is still advocating for 19 financially distressed SUNY campuses and the three SUNY teaching hospitals.

There's no doubt that the final enacted FY 2024 state budget—passed in early May—is one of the strongest SUNY has seen in years. UUP President Fred Kowal noted this as he noted this in his analysis of the budget. Among the most important gains: \$163 million in operating aid for distressed SUNY campuses—\$3 million more than UUP sought.

“Our advocacy efforts have never been more effective,” Kowal said. “Our members’ voices were heard loud and clear in the halls of the Capitol, resulting in a record increase in state operating aid. This record increase is enough to enable our 19 campuses to close their deficits.”

## **UUP to SUNY: Send the money where it's needed**

Now, however, there's a major catch in the good news about the \$163 million. SUNY funding doesn't go directly from the state to the campuses. Instead, funding flows from the state to the SUNY central administration, where it is allocated to campuses. So as this issue of *The Voice* went to press, the SUNY trustees chose not to allocate that funding based on campus need. Instead they chose to send the majority of that funding elsewhere in the SUNY system. As a result, most of the financially distressed campuses' deficits remain.

“Our goal is to make sure state funding goes where it is most needed. Too many thousands of students depend on SUNY campuses remaining fully operational. We will continue to press for help for help to the distressed campuses.

“If you want to address declining enrollment, you have to offer a full range of programs, courses and services,” Kowal added. “The surest way to drive students from completing their college education is



# A winning list of legislation

## ***UUP backs new laws, bills***

UUP's work during the legislative session extends beyond advocating for the best budget possible for SUNY. UUP also supports bills that back a variety of issues important to UUP's legislative agenda, as well as bills that support SUNY, the labor movement and social issues.

Four bills backed by UUP this past session were signed into law. One was the UUP Pay Bill for the proposed contract. The UUP Pay Bill allows the state comptroller's office to adjust the members' payroll so they can receive increases that have been negotiated under the proposed contract.

Here's a roundup of bills that have either been signed into law by Gov. Kathy Hochul, or passed both houses of the Legislature in the 2023 session and await the governor's signature ...

### **Passed both houses; awaiting governor's action:**



#### **S.143 (Gianaris)/A.4421 (Reyes)**

This bill amends state tax law to ensure that federal student loan debt forgiveness authorized by the Secretary of Education and awarded to an individual will be subtracted from New York federal adjusted gross income, ensuring that no state taxes will be owed on such relief.

#### **A.4676-A (Woerner)/S.1554-B (Addabbo)**

This bill creates a commission to complete a comprehensive study on the utilization of the Paid Family Leave Program. The commission is comprised of 12 members appointed by the governor and will include a representative of organized labor appointed on recommendation of NYS AFL-CIO.

### **Passed both houses; signed into law**



#### **S.7575 (Jackson)/A.7767 (Eachus) – UUP Pay Bill**

Implements an agreement between the state and an employee organization; providing for the adjustment of salaries of certain incumbents in the professional service in the state university; appropriation.

#### **A.1395-C (Epstein)/S.1213-B (Cleare)**

Provides access to medication abortion prescription drugs at SUNY and CUNY campuses.

#### **A.3694-A (Rosenthal)/S.2060-A (Stavisky)**

Requires college campuses to report statistics of hate crimes on campus. Requires campuses to indicate on their website how to access the campus crime statistics that are filed annually with the U.S. Department of Education.

#### **A.4942-B (Souffrant-Forrest)/ S.5355-A (Brisport)**

Requires SUNY and CUNY to establish a policy authorizing each system's institutions to grant posthumous degrees to enrolled matriculated students whose death occurs prior to graduation.

to deprive them of full, fast access to academic counselors, financial aid advice and adequate faculty to run enough sections of a required course.”

The SUNY hospitals also fell short in the state budget in one key area: Once again, the state did not provide the critical mission funding that serves as operating money for the hospitals. The state ended that funding years ago, and UUP has never stopped trying to get it restored.

“The SUNY hospitals are still recovering the revenue hit they suffered the corona virus pandemic,” Kowal said. “Thousands of patients depend on SUNY hospitals to be there for them.”

### **Advocacy efforts to continue**

Last fall, UUP chapters around the state hosted rallies and news conferences to highlight the desperate plight of the financially distressed campuses—many of them battered by years of declining enrollment during the coronavirus pandemic, and the costs associated with operating during the pandemic. Now,

as UUP realizes, the work on behalf of those campuses and the hospitals must continue, to ensure that they get the funding they need.

“UUP’s advocacy for SUNY became a year-round effort a long time ago,” Kowal said. “The days of taking a break once the budget passes are long gone. Our students, our members and the communities that support SUNY campuses need us to continue pressing SUNY to apportion the operating money fairly to the campuses that most need help.”

UUP expects to continue working on this effort with its partners in the Legislature and other advocates for strong, affordable public higher education.



**Keep up to date on upcoming advocacy events through your chapter, the UUP newsletters Connect and UUPdate, and through the UUP website at [UUPinfo.org](http://UUPinfo.org).**

# SUMMARY OF FINAL ENACTED BUDGET FOR SUNY

## Operating aid, student services, new faculty

- \$163 million in operating aid, including \$250,000 specifically for SUNY Farmingdale.
- \$53 million appropriation for new full-time faculty at SUNY state-operated campuses and community colleges.
- \$75 million (non-recurring funding) for state-operated campuses, statutory colleges and community colleges to support innovation, future workforce needs, student support services, academic programs, increase enrollment and modernize campus operations.
- Up to \$500 million in state matching grants toward a University Center endowment.

## SUNY teaching hospitals

- State payment of debt service, \$65 million a year.
- \$72 million increase in Medicaid Disproportionate Share Hospital program.
- \$500 million increase in distressed hospital funding.
- 7.5% increase in Medicaid reimbursement.
- Nearly \$1 billion, under Health Care Facility Transformation Program.

SUNY Board of Trustees to develop plan to address enrollment fluctuations.

## Tuition:

Budget rejects governor's proposed tuition increases to raise undergraduate tuition at SUNY campuses. Trustees are authorized to raise non-resident undergraduate and graduate tuition for next three years comparable to peer institutions.

## Tuition Assistance Program:

\$1.06 billion is provided for TAP; this supports the continued elimination of the "TAP Gap" under current tuition levels. Part-time TAP funded at \$14.3 million.

## Educational Opportunity Programs, programs and services:

### Proposed cuts restored to:

- Educational Opportunity Program
- High-Need Nursing Program
- SUNY Maritime Appointments Program
- mental health services
- Benjamin Center at SUNY New Paltz

- Immigrant Integration Research and Policy Institute
- Higher Education Opportunity Program
- Liberty Partnerships Program
- Science and Technology Entry Program
- Collegiate Science and Technology Entry Program
- Foster Youth Initiative
- Dental Grants Program at SUNY Buffalo
- Latino U College Access
- On Point for College

**Made permanent:** Pre-Medical Opportunity Program

## Funding unchanged for:

- Educational Opportunity Centers/ATTAIN Labs
  - SUNY Black Leadership Institute
  - Graduate Diversity Fellowships
  - Office of Diversity and Educational Equity
  - Hispanic Leadership Institute
  - SUNY Institute for Leadership, Diversity, and Inclusion
- \$5.4 million for SUNY child care centers.  
Additional \$370 million in **capital funding**.



# SUNY DISTINGUISHED ACADEMY 2023

*Latest UUP inductees exemplify dedication, excellence*

Each year, SUNY names faculty to the SUNY Distinguished Academy, which recognizes four categories: Distinguished Professorship, Distinguished Teaching Professorship, Distinguished Service Professorship and Distinguished Librarian. These honors single out faculty for their contributions to their fields; their students and colleagues; to SUNY; and to the state, country and world. Their ideas, discoveries and inventions have changed lives for the better.

This year's Distinguished Academy class includes 36 UUP members recognized for their groundbreaking research, as well as their teaching, mentoring and leadership. UUP is delighted to acknowledge these members, and to thank them for being part of their union.

## DISTINGUISHED PROFESSORSHIP

### Thomas Begley

*Professor of biological sciences and associate director, the University at Albany's RNA Institute*

Dr. Begley is known for his trailblazing achievements in RNA research. His demonstration that mammalian tRNAs are modified under stress to regulate the translation of stress response genes, a process associated with tumor growth, has implications for research into human cancers. Dr. Begley has also helped develop both experimental and computational technologies. He has been awarded grant funds of almost \$18 million. He has received the University at Albany's 2019 President's Award for Excellence in Research and its 2022 Inventors Award.



### Zai Liang

*Professor of sociology, the University at Albany*

An expert on human migration and immigration, Dr. Liang examines the nature, intensity, cause and consequences of human migration, and migrants in their new home countries. He was co-director of the Urban China Research Network from 2004-2022. He received the 2020 Louis Wirth Best Paper Award from the International Migration Section of the American Sociological Association. Dr. Liang received the University at Albany 2017 President's Award for Excellence in Research and Creative Activities, and the 2018 SUNY Chancellor's Award for Excellence in Scholarship and Creative Activities.



### J. David Jentsch

*Professor of psychology, Binghamton University*

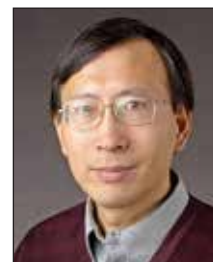
The founding director of the Center for Advanced Magnetic Resonance Imaging Sciences, Dr. Jentsch studies the importance of impulsivity in substance abuse disorders. His work has helped underscore how impulsivity can result from drug overuse, with a greater understanding of the associated neural and molecular mechanisms. He has also identified genes instrumental to individual differences in addiction vulnerability. Dr. Jentsch has published extensively, and he played a significant role in Binghamton obtaining a National Institute on Alcohol Abuse and Alcoholism (NIAAA) T32 graduate training program. He also served as the grant's first training director.



### Ruhan Zhao

*Professor of mathematics, SUNY Brockport*

An influential scholar, Dr. Zhao has focused mainly on complex analysis and operator theory. He has introduced numerous concepts in classical and new spaces of analytic functions, including the Bloch space, BMOA,  $Q_p$  spaces, Bergman spaces, weighted Dirichlet spaces, Besov spaces and  $F(p,q,s)$  spaces. The American Mathematical Society considered the topic of  $Q_p$  spaces so important that it was assigned its own Mathematical Subject Classification in its list of research fields. Dr. Zhao received the 2014 SUNY Chancellor's Award for Excellence in Scholarship and Creative Activities.





## Diana Aga

*Henry M. Woodburn Chair and professor of chemistry, the University at Buffalo*

A leader in environmental analytical chemistry, with remarkable achievements in scholarship, mentoring and research funding, Dr. Aga has increased public awareness of the effect of contaminants on the environment and human health. She and her team have made foundational contributions in developing analytical methods to explain the chemical fate, transport, bioaccumulation and health implications of emerging environmental contaminants, including pesticides, pharmaceuticals, personal care products, hormones, engineered nanomaterials and so-called “forever chemicals” such as Perfluoroalkyl and Polyfluoroalkyl Substances (PFAS).



## Jochen Autschbach

*Professor of chemistry, the University at Buffalo*

Dr. Autschbach studies the relationships among chemical bonding; molecular structure; and observable magnetic, optical and spectroscopic properties. His subjects range from main group molecules to heavy metal-complexes such as those made with rhodium, uranium and gold. His 2020 textbook *Quantum Theory for Chemical Applications* is accessible to students and scholars. Dr. Autschbach's prolific output, citation record and grant support demonstrate his contributions to the field. Dr. Autschbach was named a UB Distinguished Professor in 2019 and received a 2018 SUNY Chancellor's Award for Excellence in Scholarship and Creative Activities.



## Paul Hawthorne Vanouse

*Professor of art and program head for Emerging Practices, Department of Art, the University at Buffalo*

Professor Vanouse is considered a seminal practitioner of “Bio Art”—the creative research that bridges art and media culture with life sciences. He founded and directs the university's Coalesce Center for Biological Art. In “Labor,” one of his recent art projects, he grew the bacteria typically responsible for human scent. In re-creating the odor related to human labor – i.e., sweat – he highlighted societal phenomena such as automated work, ethnic and racial discrimination and the various stages of labor.



## Igor Žutic

*Professor of physics, the University at Buffalo*

Dr. Žutic is a renowned expert in theoretical condensed matter physics, specifically spintronics and spin-dependent phenomena. His contributions include foundational studies, distinguished service, and advisory and organizing roles at institutes and in conferences. With commercial applications of his work and funding from the U.S. Department of Energy, the Defense Advanced Research Projects Agency and others, Dr. Žutic garners international attention. A 2016 Fellow of the American Physical Society, he received the 2020 Gordon Godfrey Fellowship, a 2019 SUNY Chancellor's Award and the 2006 National Science Foundation CAREER Award.



## Xiufeng Liu

*Professor of science education, the University at Buffalo*

Dr. Liu is internationally known for his research on student knowledge development. His introduction of sophisticated data analyses has fundamentally changed science education research. His research on students' learning progression – their long-term development and understanding of concepts – became central to NEXT Generation Science Standards (NGSS), the national standard for science education. He directed the university's Center for Educational Innovation from 2014 to 2018. His chapter on using data to reform science instruction was in a book that received a Distinguished Achievement Award for Excellence in Publishing.



## Thomas Thundat

*SUNY Empire Innovation Professor of chemical and biological engineering, the University at Buffalo*

Professor Thundat is one of the world's leading authorities on sensor technology. His pioneering realization that microcantilevers could be used as sensors paved the way for a new field of chemical and biological sensors, with applications ranging from disease identification to chemical characterization of expensive drugs and drug discovery. He is a fellow of numerous professional associations and academies, including the Institute of Electrical and Electronics Engineers, the American Institute for Medical and Biological Engineering and the Society for Optics and Photonics Engineers.



## Robert Zivadinov

*Professor of neurology, the University at Buffalo*

Professor Zivadinov studies multiple sclerosis, an immune-mediated process which is directed against the central nervous system, including the brain, spinal cord and optic nerves. His research has changed multiple sclerosis care and research worldwide. He is also an expert in magnetic resonance imaging. He was instrumental in the formation of the Buffalo Center for Brain and Behavior Informatics and directs the University at Buffalo Neuroimaging Analysis Center. In 2022, he received the SUNY Chancellor's Award for Excellence in Scholarship and Creative Activities.



## Ruth Yanai

*Professor of forest ecology, SUNY College of Environmental Science and Forestry*

Dr. Yanai is a trailblazing scientist in forest soils and ecological research in forested ecosystems. She has addressed often-neglected questions that required quantification of forest ecosystem pools and processes. She has served as an editor/advisor for the *Soil Science Society of America* and *Forest Ecology and Management* journals. A 1987 Fulbright Fellow, Dr. Yanai's honors include the Society of American Foresters 2020 Barrington Moore Memorial Award, the 2018 Japanese Society for the Promotion of Science Fellowship, and the 2011 SUNY Chancellor's Award for Excellence in Scholarship and Creative Activities.





# SUNY DISTINGUISHED ACADEMY 2023



## Robert Saunders

*Professor of history, politics and geography, Farmingdale State College*

Professor Saunders is internationally known for his research on global political change and nation branding. He focuses on the impact of popular culture and mass media on geopolitics, nationalism, and religious identity, particularly in Russia, Central Asia, and Nordic Europe. His 2010 *Ethnopolitics in Cyberspace* won the Center for Teaching, Learning and Technology's Outstanding Scholarly Publication prize. He is an academic fellow for the Foundation for the Defense of Democracies and received a 2016 SUNY Chancellor's Award for Excellence in Scholarship and Creative Activities.



## D. Jeffrey Over

*Professor of geological sciences, SUNY Geneseo*

Dr. Over has made an impact nationally and internationally in geology and paleontology. He has published in flagship journals, including the *Journal of Paleontology*, *Palaeogeography/Palaeoclimatology/Palaeoecology*, *American Journal of Science*, *Stratigraphy*, and *Geological Society of America (GSA) Bulletin*. Dr. Over has been notably successful at integrating his research into teaching and mentoring. He was a 2022-2023 Fulbright Scholar to the Czech Republic, received a 2003 SUNY Chancellor's Award for Excellence in Scholarship and Creative Activities, and a 1998 SUNY Chancellor's Award for Excellence in Teaching.



## Shashi Kanbur

*Professor of physics, SUNY Oswego*

Professor Kanbur is a leading expert in Cepheid variables, a very luminous class of pulsating star. His research showed that the intrinsic luminosity of each star is closely correlated to its period of luminosity and color. Dr. Kanbur directed Oswego's Global Laboratory from 2009-2016 and sent roughly 200 students to do research at institutions such as the Munich Institute for Astro-Particle Physics and the NASA Jet Propulsion Laboratory in California. He received the American Astronomical Society's 2008 Chretien Award and a 2022 SUNY Chancellor's Award for Excellence in Scholarship and Creative Activities.



## Danny Bluestein

*Professor of biomedical engineering, Stony Brook University*

Professor Bluestein focuses on platelet function with cardiovascular diseases, microcalcification, artificial mechanical and engineered heart valves, and numerical simulation of flow dynamics. He is an internationally recognized expert in the field of biofluid mechanics, spanning many areas of applications. Dr. Bluestein is a recipient of the 2021 American Society of Mechanical Engineers (ASME) Savio L-Y Woo Translational Biomechanics Medal, an extremely prestigious award that recognizes an outstanding individual who has translated meritorious bioengineering science to clinical practice through research, education, professional development, and with service to the bioengineering community.



## Rowan Ricardo Phillips

*Professor of English, Stony Brook University*

Dr. Phillips has authored three poetry collections and is also the author of the forthcoming revised and expanded edition of his book of criticism, *When Blackness Rhymes with Blackness* and the forthcoming book, *I Just Want Them to Remember Me: Black Baseball in America*. His books have been named a book of the year by The Washington Post, The Guardian, NPR, and The Australian Review of Books. His poems and essays on sports have appeared in numerous publications. In addition to a 2015 Guggenheim Fellowship, Dr. Phillips has received many recognitions for his poetry and writing.



## Martin Rocek

*Professor of physics, Stony Brook University*

Dr. Rocek has made foundational contributions to theoretical physics and mathematics, and he has guided a new era of collaboration between mathematics and physics, including the establishment of the Simons Center for Geometry and Physics. Dr. Rocek has developed the formalism known as supergraphs, which is essential to the calculation of fundamental properties of supersymmetric quantum field theories, making ongoing theoretical advances possible. He received a Guggenheim Fellowship in 1991, a SUNY Chancellor's Award for Excellence in Scholarship and Creative Activities in 2016, and a Neuron Award for Contributions to Science in 2017.



## Christopher Gobler

*Professor of marine and atmospheric sciences, Stony Brook University*

Dr. Gobler is an expert in marine and freshwater phytoplankton ecology. His research examines how climate change, harmful algae blooms, and overharvesting of fisheries alters the ecological and biogeochemical functioning of coastal ecosystems. In addition to identifying the key biological and chemical factors that promote these harmful algal blooms and their public health effects, he has examined possible engineering actions to remediate eutrophication of coastal waters that can contribute to these blooms. In 2004, Dr. Gobler and his team coined the concept of ecosystem disruptive algal blooms.



## Richard Mathias

*Professor of physiology and biophysics, Stony Brook University*

Known for his research into the physiology of the heart and the optic lens, Dr. Mathias began his lens research by questioning the contemporary wisdom that the lens was an inert sac of protein molecules. Dr. Mathias demonstrated that the lens has a circulation of fluid that follows the movement of sodium and calcium ions. In 2017, Dr. Mathias received the prestigious Kinoshita Lectureship by the National Foundation for Eye Research, and he was also awarded the first NIH Biophysics training grant at Stony Brook University.





# SUNY DISTINGUISHED ACADEMY 2023



## Sharon Appelbaum Nachman

*Professor of pediatrics, Stony Brook University*

Dr. Nachman is an international leader in pediatric infectious disease and treatment of children with AIDS, flu and measles. As the principal investigator of the IMPAACT Network (International Maternal Pediatric and Adolescent AIDS Clinical Trials), she leads a global research effort focused on treatment of HIV. She has developed the domestic and international agendas for evaluation of treatment toxicities from HIV therapies, investigations of novel vaccines in HIV+ populations and underlying complications worsened by HIV. These network clinical trials have led to changes in treatment recommendations for HIV+ youth.



## Jeffrey Alan Bogart

*Professor and chair, radiation oncology, Upstate Medical University*

Dr. Bogart has an international reputation in innovative treatments for non-small and small cell lung cancer, and novel integration of systemic chemotherapy and radiation. He has been a leader in defining new research and in shepherding that research through multi-institutional collaborative investigations. Dr. Bogart is the founding director of the Upstate Cancer Center and has been elected as chair of the Radiation Oncology Committee at the Alliance for Clinical Trials in Oncology since 2001. He has been recognized five times in Castle Connolly's America's Top Doctor.



## DISTINGUISHED TEACHING PROFESSORSHIP

## Kathleen Burke

*Professor of economics, SUNY Cortland*

Professor Burke is a leader in teaching innovation. She created SUNY Cortland's entrepreneurship minor and helped build the Cortland Entrepreneurship Center. She teaches the Community Innovation Lab, the European Innovation Academy, Research in Economics, and Cortland VITA--non-traditional economics and management courses that provide a service for the community. Her students have served as volunteer income tax preparers and have worked with local businesses and non-profits to solve real-world problems. Dr. Burke has published on salary inequity and gender issues, regional economic development and the scholarship of teaching and learning.



## Maureen Maiocco

*Professor of early childhood, SUNY Canton*

Dr. Maiocco has been instrumental in developing Canton's Early Childhood education programs. She restructured the two-year associate's degree in Early Childhood Studies, which resulted in enrollment in this program more than tripling. In 2018, Dr. Maiocco created a four-year Bachelor of Business Administration (B.B.A.) degree in Early Childhood Care and Management and fostered it through accreditation. She has also been deeply involved with several programs dedicated to student success. In 2011, Dr. Maiocco authored the Student Success Resource Booklet for faculty advisers in the School of Business and Liberal Arts.



## Robert Malmshiemer

*Professor of forest policy and law, SUNY Environmental Science and Forestry*

Professor Malmshiemer is a recognized legal expert on federal land management. He has testified twice before the U.S. House of Representatives Subcommittee on Federal Lands and has presented twice to the British House of Commons All-Parliamentary Committee on Biomass. A Fellow in the American Society of Foresters, he has received 10 awards for his research and teaching, including a SUNY Chancellor's Award for Excellence in Teaching, SUNY ESF's 2001 Distinguished Teacher Award and the SUNY ESF College Foundation Award for Exceptional Achievement in Teaching.



## Paul Mockovak II

*Professor of theatre and dance, SUNY Fredonia*

Professor Mockovak brings strong industry knowledge to his teaching. Trained at the Early Dance Institute, the Martha Graham Center for Contemporary Dance, Ballet Oklahoma, Harvard Dance Center, and other renowned centers, he has taught 39 individual courses, has been a reader on three MFA theses and an advisor to more than 50 BFA recitals. He has maintained a varied performance career for over 40 years, premiering more than 25 dances and performing in another 17 works. He has served as director or choreographer for more than 100 performances.



## George Hovis

*Professor of English, SUNY Oneonta*

Dr. Hovis teaches courses in 20th century American literature and in Literature of the American South that directly engage with issues of representation and the intersectionality of race, class, and cultures. He has reinvigorated the creative writing program and has advised the Oneonta Creative Writing Club since 2013. Under his direction, the Red Dragon Reading Series hosted more than eighty readings by renowned writers. He is author of the critically acclaimed 2019 novel, *The Skin Artist*, and a 2007 winner of the Denny C. Plattner Award in Nonfiction from *Appalachian Heritage*.



## Steven Schwartz

*Professor of Biological and Vision Sciences, College of Optometry*

Dr. Schwartz is nationally recognized for his contributions to optometric education, particularly in student learning and wellness and clinical practice. He has authored two widely used textbooks and has served on the Accreditation Council on Optometric Education. He received the American Optometric Foundation's 2015 Michael G. Harris Award for Excellence in Optometric Education and the College of Optometry's 2016 President's Merit Award for Excellence. He also received a 2017 SUNY Chancellor's Award for Excellence in Teaching. He is a Fellow of the American Academy of Optometry.





# SUNY DISTINGUISHED ACADEMY 2023



## Georges Fouron

*Professor of Africana Studies, Stony Brook University*

Dr. Fouron is known as a “teachers’ teacher.” He contributed to Stony Brook’s Conceptual Framework, the campus’s vision for its Trans-disciplinary Teacher Education program. Dr. Fouron speaks powerfully to the complexities of racial politics, calling attention to the Haitian diaspora and issues of transnationalism. His coauthored 2001 book, *Georges Woke Up Laughing: Long-Distance Nationalism & the Search for Home* has made a significant and lasting contribution to understanding the Haitian American experience. His 2014 *Footsteps of Migration: Caribbean Immigrants and US Taxonomy* is required reading for many sociology programs.



## Susan Brennan

*Professor of Psychology, Stony Brook University*

Dr. Brennan is a renowned cognitive scientist specializing in the psychology of language use. Deeply committed to graduate education, she was on loan from 2015-2018 to the National Science Foundation as a program officer who directed the Graduate Research Fellowship Program. She is a SUNY Innovation in Graduate Education Research Fellow, and a 2003 recipient of the Chancellor’s Award for Excellence in Research and Scholarship. She is a fellow of several prestigious professional associations, including the American Association for the Advancement of Science and the Association for Psychological Science.



## Stephen Knohl

*Professor of Internal Medicine, Director of the Internal Medicine Residency, and Interim Chair of the Department of Internal Medicine, Upstate Medical University*

Dr. Knohl is an accomplished and innovative medical educator. As Residency Program Director, he oversees and mentors 140 residents. He created the *Learning to TALK* program in the Standardized Patient Care Center, in which students complete simulated communication scenarios. He also created the *Education Through Theater Arts* program, in which a faculty member in theater works with Upstate trainees on communication and cultural awareness. Dr. Knohl has received numerous recognitions, and is a Fellow of the American College of Physicians.



## Judith Ann Crowell

*Division Chief for Child and Adolescent Psychiatry and Professor of Psychiatry, Stony Brook University*

Dr. Crowell has an international reputation for her work on the dynamics of interpersonal relationships across the lifespan. Her studies linking a child’s early attachment experiences with primary caregivers to their adult romantic relationships have resulted in the development of several widely used research instruments. Her work has received continuous grant support. Dr. Crowell has been a tireless advocate for faculty/trainees. Stony Brook Medicine and the discipline have benefited from Dr. Crowell’s sustained service in the areas of child health and autism.



## DISTINGUISHED SERVICE PROFESSORSHIP

## Aimable Twagilimana

*Professor of English, Buffalo State University*

Professor Twagilimana has an international reputation in African and African-American studies. He has held four Fulbright fellowships and has received three National Endowment for the Humanities grants. An active scholar and writer, he is the author of the 1996 novel *Manifold Annihilation*, which was critically acclaimed for illuminating the Rwandan genocide, while his *Historical Dictionary of Rwanda* offers an encyclopedic overview of that nation. At Buffalo State, he helped develop the College Planning Council, the Graduate School Advisory Council, and the Carnegie Academy for the Scholarship of Teaching and Learning.



## Lawrence Hurst

*Professor of Orthopaedics, Stony Brook University*

Dr. Hurst is nationally recognized for his transformative service to orthopaedics. In an effort to address difficulties that surgeons world-wide face with the intricacies of hand surgery, he founded ‘Hand Surgery Resource,’ a non-profit organization supported by him, which provides free hand surgery educational material in the form of textbook and video information. This resource has become an efficient and appropriate tool for hand surgeons, especially in parts of the world where the training for this intricate surgery is limited. He has received numerous recognitions for his outstanding contributions to orthopaedic surgery.



## Kevin Caskey

*Professor of Operations Management and Quantitative Methods, SUNY New Paltz*

Professor Caskey is known for his service to his school and community. He has served on the curriculum committee (which he chaired), the executive committee and, for more than a decade, the University Faculty Senate. He designed P-Tech Pathways, a public-private partnership that helps high school students interested in a career in technology. He has helped improve operations at the New Paltz Rescue Squad, the Belleayre Mountain Ski Patrol and the Gunks Mountain Biking Patrol Association. He has received a Chancellor’s Award for Excellence in Faculty Service.



## Wanda Fremont

*Professor of Psychiatry and Pediatrics, Upstate Medical University*

Dr. Fremont has served as director of the Child and Adolescent Psychiatry Training program, as medical director of the Outpatient Child and Adolescent Psychiatry Clinic, and as chief and then vice-chair of the Division of Child and Adolescent Psychiatry. She founded Project TEACH, a consultation program to enhance the mental health treatment of children and adolescents by primary care physicians and others in mental health services. This program later expanded to include maternal health care. She has received numerous recognitions, including the American Psychiatric Association’s Bruno Lima Award for Excellence in Disaster Psychiatry.





# CHANCELLOR'S AWARDS FOR EXCELLENCE

## ACADEMIC YEAR 2022-2023

*The Chancellor's Awards for Excellence acknowledge consistently superior professional achievement and encourage the ongoing pursuit of excellence. UUP is proud to recognize the following members who are among the most recent Chancellor's Award recipients.*

### EXCELLENCE IN FACULTY SERVICE

**University at Albany**

Sheila Curran-Bernard  
Karen Reinhold

**Binghamton University**

Barry E. Jones  
Kartik Gopalan  
Gladys M. Jiménez-Muñoz

**SUNY Brockport**

Jason A. Dauenhauer

**University at Buffalo**

Joyce Lacy

**Buffalo State University**

Ricky L. Fleming

**SUNY Canton**

Christina Lesyk

**SUNY Cortland**

Jenn McNamara

**SUNY Delhi**

Lauren B. Sloane

**SUNY College of Environmental  
Science and Forestry**

Eddie Bevilacqua

**Farmingdale State College**

Marya Howell-Carter  
Nancy Maggio

**SUNY Fredonia**

Natalie Gerber

**SUNY Old Westbury**

Jillian Crocker

**SUNY Optometry**

Diane Adamczyk

**SUNY Plattsburgh**

Kenneth Podolak

**Purchase College**

Meagan Curtis

**Stony Brook University**

Giuseppe Gazzola  
Andreas Koenig  
Kevin Reed

**SUNY Upstate Medical University**

Steven Mark Taffet

### EXCELLENCE IN LIBRARIANSHIP

**University at Albany**

Gregory Wiedeman

**Binghamton University**

Megan Benson  
Amy Gay

**University at Buffalo**

Nell Aronoff

**SUNY Geneseo**

William E. Jones III

**SUNY Oneonta**

Sarah Rhodes

**Purchase College**

Kimberly Detterbeck

**Stony Brook University**

Victoria Pilato

### EXCELLENCE IN PROFESSIONAL SERVICE

**University at Albany**

Brian Stephenson

**Alfred State College**

Melanie Ryan



## CHANCELLOR'S AWARDS FOR EXCELLENCE • 2022-2023

### **Binghamton University**

Jonathan Cohen  
Caitlin Crisman  
Andrea Nichole Decker  
Krista Medionte-Phillips

### **SUNY Brockport**

Sandra Almekinder  
Wendy Prince

### **University at Buffalo**

Rebecca Bernstein  
Elizabeth Fellendorf  
Katherine Ferguson  
Sandra Flash  
Mark Schneggenburger  
Christine Stumm

### **Buffalo State University**

Maria Brickhouse  
Michael Lewis

### **SUNY Canton**

Priscilla Leggette Collins

### **SUNY Cobleskill**

Howard E. Huth III

### **SUNY Delhi**

Allene Slating

### **Downstate Health Sciences University**

Dorine Cooper

### **Empire State University**

Dana Brown  
Daniel McCrea  
Michelle Paine

### **SUNY College of Environmental Science and Forestry**

Debra Driscoll

### **Farmingdale State College**

Jessica Bernadotte  
Bahar Zoghi

### **SUNY Fredonia**

Andrea Wasiura

### **SUNY Geneseo**

Sarah Frank

### **SUNY Maritime College**

Joseph Sullivan

### **SUNY Morrisville**

Julia Rizzo

### **SUNY New Paltz**

Corinna Caracci  
Shuguang Liu  
Richard McElrath

### **SUNY Old Westbury**

Jody Cardinal

### **SUNY Oneonta**

Philip Bidwell  
Mark English

### **SUNY Optometry**

Darcy Cavanagh

### **SUNY Oswego**

Michael Paestella

### **SUNY Plattsburgh**

Laura Cronk  
Shannon Nephew

### **SUNY Polytechnic Institute**

Tyler Allen

### **Purchase College**

Sheli Taylor

### **Stony Brook University**

Philip Altieri  
Dominique Barone  
Jacqueline Castaldo  
Sheri Clark  
Pamela Matzner  
Susan Nastro  
Robert Dean Schamberger Jr.  
William (Jeff) Swain  
Thomas Cabell Wilson Jr.  
Soroya Zabihi

## EXCELLENCE IN SCHOLARSHIP AND CREATIVE ACTIVITIES

### **University at Albany**

Rabi Ann Musah  
Mathias Vuille  
Yiming Ying

### **Alfred State College**

David Carli

### **Binghamton University**

Nikolay Dimitrov  
Benjamin Fordham  
Ruth Van Dyke

### **SUNY Brockport**

Elliot Weininger

### **University at Buffalo**

Sherry Chemler  
Erin Hatton  
Jennifer Read  
Wenyao Xu  
Hao Zeng  
Sarah Xin Zhang

### **SUNY Cortland**

Tyler Bradway

### **SUNY Delhi**

Lori Tremblay

### **Empire State University**



Dianne Ramdeholl  
**Farmingdale State College**  
 Kerry Lutz  
**SUNY Maritime College**  
 Robert Kidd  
**SUNY New Paltz**  
 Mary Holland  
**SUNY Oneonta**  
 Marius Munteanu  
**SUNY Optometry**  
 Robert McPeck  
**SUNY Oswego**  
 Ulises Ali Mejias  
**SUNY Plattsburgh**  
 Mustafa Demir  
**SUNY Polytechnic Institute**  
 Susan Sharfstein  
**Stony Brook University**  
 Surita Rani Bhatia  
 Elisabeth Anne Hildebrand  
 Nikolaos Nikiforakis  
**SUNY Upstate Medical University**  
 Peter Deane Calvert

## EXCELLENCE IN TEACHING

**University at Albany**  
 Mark E. Hughes  
 Maeve Kane  
**Alfred State College**  
 Andrea Williamson  
**Binghamton University**  
 Hilary Becker  
 Susan Wolcott-Hanes  
 Sarah Marcus  
 René Rojas  
 Yong Wang  
**University at Buffalo**  
 Archana Mishra  
 Luis Velarde  
**Buffalo State University**  
 Kathy Doody  
**SUNY Delhi**  
 Adriene Clifford  
**Downstate Health Sciences University**  
 Vikram Pagpatan  
**Farmingdale State College**  
 Jennifer Gonder  
**SUNY Fredonia**  
 Angela McGowan-Kirsch

**SUNY Geneseo**  
 Yvonne Seale  
**SUNY Morrisville**  
 C. Steven Mooney  
**SUNY New Paltz**  
 Douglas Maynard  
**SUNY Old Westbury**  
 David Glodstein  
**SUNY Oneonta**  
 Maria Cristina Montoya  
 Mine Ozer  
**SUNY Optometry**  
 Miduturu Srinivas  
**SUNY Plattsburgh**  
 Nithya Shankar  
**SUNY Polytechnic Institute**  
 Rebecca Weldon  
**SUNY Potsdam**  
 Anthony Betrus  
**Purchase College**  
 Pete Malinverni  
 Gaura Narayan  
**Stony Brook University**  
 Maurice Kernan  
 Tara Suzanne Rider

## EXCELLENCE IN CLASSIFIED SERVICE

**University at Albany**  
 Erik Dubb  
**Downstate Health Sciences University**  
 Diana Potakey

## EXCELLENCE IN ADJUNCT TEACHING

**SUNY Brockport**  
 Melissa Browne  
**Buffalo State University**  
 James Maloney  
**SUNY Fredonia**  
 Rebecca Cuthbert  
 John Stone  
**SUNY Geneseo**  
 Brian Barnett  
 Caroline Beltz-Hosek  
**SUNY Morrisville**  
 Deborah Kelly  
**SUNY Oswego**  
 Carlo Cuccaro  
**Stony Brook University**  
 Qin Han

# 2023 NYSUT REPRESENTATIVE ASSEMBLY ATTENDANCE

## MEETING CODES:

GS= General Session

Con = Conv Comm Mtgs

Div = Divisional Meeting

Ele = Elections

## ATTENDANCE CODES:

X = Present at Session

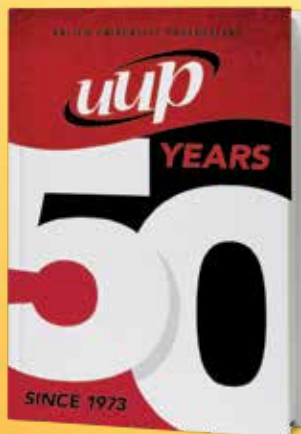
LA = Late Arrival

Name	Chapter	GS1	Com	Brk	GS2	GS2 (cont.)
Abrahams-Nichols, Redetha O.	Downstate HSU	X	X	X	X	X
Anselmi, Lisa M.	Buffalo State	X	X	X	X	X
Baker, Natalie	Downstate HSU	X	X	X	X	X
Berger, Jacqueline G.	Empire State College	X	X		X	X
Bryan, Rebecca	Cortland	X	X	X	X	X
Day, Doreen T.	Stony Brook HSC	X	X	X	X	
Drescher, Nuala McGann	Buffalo State	X	X		X	X
Drummond, Edward	Stony Brook HSC	X	X	X	X	X
Ecker, David V.	Stony Brook	X	X	X	X	X
Flax, Henry S.	Downstate HSU	X	X	X	X	X
Galbraith, Jeanne L.	Stony Brook HSC	X	X	X	X	X
Gizzi, Carol	Stony Brook HSC	X	X	X	X	X
Hartshorn, Walter Kim	Plattsburgh	X	X	X	X	X
Heath, Mindy L.	Upstate Medical University	X	X		X	X
Hinkle, Stephen L.	Morrisville	X	X	X	X	X
Hoey, Thomas C.	Albany	X	X	X	X	X
Hogle, John Thomas	Morrisville	X		X	X	X
Huang, Lei	Fredonia	X	X	X	X	X
Jayatilleke, Jude	Buffalo State	X	X	X	X	X
Kamina, Penina A.	Oneonta	X	X	X	X	X
Karl, Alissa G.	Brockport	X	X	X	X	X
Koridis, Nicholas	Stony Brook	X	X	X	X	X
Kreh, David H.	Cortland	X	X	X	X	X
Kube, Bruce T.	Stony Brook HSC	X	X	X	X	X
Kube, Carolyn S.	Stony Brook HSC	X	X	X	X	X
Lamendola, Joseph N.	Canton	X	X	X	X	X
Lawhorne, Stephanie L.	Morrisville	X	X	X	X	X
Malone, Pamela J.	Empire State College	X	X	X	X	X
Manning, Tina Maria E.	Stony Brook HSC	X	X	X	X	X
Mayers, Darleyne E.	Farmingdale	X	X	X	X	X
McAteer, Charles F.	Stony Brook	X	X	X	X	X
McNitt, F. Glenn	New Paltz	X	X	X	X	X
Norton, David	Downstate HSU	X	X	X	X	X
O'Bryan-Losee, Jeri	Morrisville	X	X	X	X	X
O'Connell, Geoffrey T.	Stony Brook HSC	X	X	X	X	
Patterson, Shirley M.	Downstate HSU	X	X	X	X	X
Quinn, Edward H.	Stony Brook	X	X	X	X	X
Ragland, Kevin	Buffalo Center	X	X	X	X	X
Relan, Nand K.	Stony Brook HSC	X	X	X	X	X
Rombo, Dorothy	Oneonta	X	X	X	X	X
Russell, Eric P.	Downstate HSU	X	X	X	X	X
Simons, William M.	Oneonta	X	X	X	X	X
Solar-Greco, Andrew	Stony Brook	X	X		X	X
Steen, Ivan D.	Albany	X	X		X	X
Tang, Chi-Ming	Geneseo	X	X	X	X	X
Tang, Jasmine K.Y.	Geneseo	X	X	X	X	X
Torre, Jason	Stony Brook	X	X	X	X	X
Veenstra, Richard D.	Upstate Medical Univ	X	X	X	X	X
Walker, Michael J.	System Administration	X	X		X	X
Wesnofske, Edward R.	Oneonta	X	X	X	X	X
Westbrook, Joseph P.	Cortland	X	X	X	X	X
Williams, Hazel B.	Downstate HSU	X	X	X	X	X
Wilson, Beth E.	New Paltz	X	X	X	X	X

# NOT EVERYTHING FROM 1973 STILL WORKS TODAY.



## BUT UUP WORKS BETTER THAN EVER.



United University Professions has worked for the interests of academics and professionals at SUNY's state-operated campuses and hospitals since 1973.

Help us celebrate our silver anniversary by sponsoring an ad in our commemorative book, coming out early in 2024.

Sponsorship opportunities are available, with proceeds to benefit the Rowena Blackman-Stroud Memorial Scholarship Fund.

For information, contact [uup50@uupmail.org](mailto:uup50@uupmail.org).



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Please take a few minutes to look through the Member Benefits pages on the UUP website by clicking on the drop-down menu for Benefits at the top of the website's home page at [uupinfo.org](http://uupinfo.org).

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