

THE VOICE



Winter 2025

Funding focus

Will the state funding for SUNY go where it's needed?

**Community
rallies in support
of Downstate**

HOLDING POLLUTERS ACCOUNTABLE · CAMPUS EQUITY WEEK · DISTINGUISHED SCHOLARS



The Voice is a publication of United University Professions (UUP), bargaining agent for the more than 38,000 academic and professional employees of the State University of New York.

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WE HAVE ONLY JUST BEGUN TO FIGHT

It's 2025 and UUP is ready for the challenges that await. And there's no shortage of them.

We start the new year with Donald Trump once again in the White House—an incredible thought given the chaos he created, especially after losing the 2020 election.

Yet, more than 77 million Americans returned him to office in November despite two impeachments—one for inciting the Jan. 6 insurrection—and indictments for attempting to overturn the 2020 election results. In January, Trump was sentenced in the Stormy Daniels hush-money case, becoming the first convicted felon to serve as president.

So here we are, on the precipice of another Trump presidency, one where he's certain to scrutinize higher education and attack diversity, equity and inclusion, academic freedom, Title IX protections, research funding and federal loan and federal loan forgiveness programs, among other initiatives.

There's also Trump's immigration policies and mass deportation plans, which would certainly impact the more than 400,000 undocumented students enrolled in U.S. colleges and universities.

While Trump 2.0 is concerning, I am not daunted nor am I fearful. UUP stands ready to oppose any initiative aimed at harming higher education—and on a more local level, our members at SUNY campuses and teaching hospitals. Along with our affiliates NYSUT, AFT and the AFL-CIO, we will fight any attack leveled upon us by the Trump administration—or anyone else, for that matter.

And we won't stop fighting until we win.

The same goes for SUNY Downstate University Hospital, which Chancellor John King Jr. unsuccessfully attempted to shut down last year. A coalition of community and faith leaders, Downstate employees and patients and unions rose up to defeat the plan, which resulted in the formation of a governor-appointed Downstate Community Advisory Board that will determine the hospital's future.

I am on that board, which convened in December after months of inaction and held the first of three public hearings Jan. 22. You can read more about the hearing in this issue of "The Voice."

Our 2025 Legislative Agenda, "Fair Deal for SUNY," lays out our plan to save Downstate hospital and also calls for funding for a new Upstate Medical University emergency department and enduring financial support for our hospitals and campuses.

Seventeen SUNY campuses are still saddled with budget deficits, despite \$277 million more in direct state aid to SUNY since 2023. The problem lies with the SUNY

Board of Trustees, which has repeatedly refused to use those dollars to disappear the deficits.

Instead, the chancellor has forced three campuses—SUNY Potsdam, SUNY Fredonia and SUNY Buffalo State University—to cut courses and staff to reduce budget shortfalls.

Our plan makes more sense: to expand educational opportunities for students at these and other cash-strapped campuses. That's why we're calling on the Legislature to approve a \$212 million operating aid increase for SUNY, with more than \$100 million of that sent directly to campuses to wipe out debt.

Our Fair Deal agenda also includes policy solutions for our campuses and communities in education, health care, student opportunity programs, sustainability and revenue. We believe in this plan because it benefits everyone. And we'll do all we can to ensure its success.

“UUP STANDS READY TO OPPOSE ANY INITIATIVE AIMED AT HARMING HIGHER EDUCATION—AND ON A MORE LOCAL LEVEL, OUR MEMBERS AT SUNY CAMPUSES AND TEACHING HOSPITALS.”

President Franklin D. Roosevelt expressed similar sentiments in a notable Halloween night election speech in 1936 at Madison Square Garden. With his second term election just days away, Roosevelt defended his New Deal legislation and his vision for the future.

“For all these, we have only just begun to fight,” he said.

Like Roosevelt, we too will fight for what we believe. We will call for more funding for SUNY and initiatives that make our university system more affordable and accessible.

We will fight to save SUNY Downstate University Hospital and push for fair funding for our public teaching hospitals. We will stand up for student opportunity programs, environmental issues and reforms to the state's regressive tax structure.

And we will demand a Fair Deal for SUNY, for our students, for our communities and for our members.

For all these, we have only just begun to fight.



Frederick E. Kowal
President, UUP

Mass deportation could hit NY hard

President Donald Trump's plan for the mass deportation of immigrants—a plan that was underway as “The Voice” went to press—the terrible human cost is easy to foresee.

Children will likely be separated from their families. Immigrants who fled gang violence, war and poverty could be returned to deadly circumstances. Immigrants have lived here for decades could find the adjustment to life in their homeland frightening and confusing.

There's also an economic cost to mass deportation, one that could deeply affect the economy of New York. The Fiscal Policy Institute details those economic costs to New York in a report released Jan. 23, 2025, titled, “The Economic and Fiscal Impacts of Mass Deportation: What's at Risk in New York.”

Industries that could be especially hit: Restaurants; service industries such as home health work, child care and housekeeping in hotels; farm work; and construction. Higher costs to consumers associated with the depletion of the labor force in these key areas could extend to housing, food and everyday services.

The immigrant population in New York state includes 4.5 million people, of which 1.8 million are believed to be non-citizens and an estimated 670,000 people who are undocumented.

The Fiscal Policy Institute is an independent, nonpartisan and nonprofit organization dedicated to research and education on public policy issues in New York.



“Lock Her Up!” (2020, oil on canvas), painting by Dr. Raul Manzano, UUP member and visiting assistant professor with Empire State University, Brooklyn. An artist, author and scholar, Manzano has shown his paintings on several continents. His work portrays themes of social justice and freedom. At Empire State, he mentors, teaches, organizes students exhibitions and curates annual cultural exhibitions. The image is used here with his permission.

➤ Read more at <https://bit.ly/NYMassDeportations>



Perdue, other meatpackers, fined \$8M for child labor

Child labor sounds like something out of the Industrial Revolution, but it's been very present in the factories of several major corporations in the United States.

That's why several meatpacking companies will pay a combined \$8 million in fines in a deal worked out with the U.S. Department of Labor over the companies' longstanding practice of hiring migrant children to work in dangerous processing plants. The children

were cleaning the plants, using harsh chemicals; and handling potentially lethal equipment, including knives, sealing tools and head splitters—which do just what their name implies, on animal carcasses.

➤ Read more at <https://bit.ly/ChildLaborFines>



STAY CONNECTED!

UUPConnect is the newsletter that collects union happenings, current events and issues that affect you, your field and your career each week.

From Supreme Court decisions to issues in education, from changes in the health care profession to the latest news from the SUNY system, UUPConnect keeps you connected.

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Funding focus

**Getting money for
SUNY is the first step.
Getting the money where
it's needed is next.**

By Leigh Hornbeck

UP is pleased Gov. Kathy Hochul included \$138 million in new funding for SUNY in her budget for the coming fiscal year, but for the third year in a row, the union will need to push for distribution of the money to the campuses that need it the most.

Hochul's budget includes \$114 million in operating aid on top of increases in the 2023 and 2024 budgets. Because the money goes to the SUNY System Administration as a block grant, the SUNY Board of Trustees has chosen to distribute a large part of that funding to SUNY's university centers

and larger, more financially secure campuses instead of using it to relieve the financial distress at 17 campuses facing a collective \$102 million deficit.

Direct state support for the state's colleges hasn't increased for more than a decade, while SUNY has directed new state aid to the vastly more financially secure University Centers. UUP wants the Legislature to directly allocate funding to individual campuses as part of the budget process, before SUNY steps in with its own ideas.

The Executive Budget assigns \$53 million for new, full-time faculty at state campuses and community colleges. UUP will encourage the Legislature to authorize that this funding can be used to hire full-time professionals, as well.

UUP also has problems with the lack of state support for the Educational Opportunity Program.

EOP provides access, academic support and financial aid to promising students who need help in overcoming financial and academic barriers so they can attend a SUNY college. The 56-year old program has more than 78,000 graduates.

Despite the success of EOP, the budget eliminates additional funding the Legislature provided for it in last year's state budget. The cuts result in a loss of \$1.9 million, for a total of \$42.5 million.

SUNY Downstate Health Sciences University is in better financial shape than it was a year ago when it was under threat of closure, but it needs investment to correct years of financial neglect

by the state. Gov. Hochul's budget includes \$100 million in operating aid and up to \$450 million in capital funding, in addition to \$300 million set aside in last year's budget for the Brooklyn hospital. The \$300 million would need to be reappropriated in the approved 2025-2026 state budget if is not used by the end of the current fiscal year.

Last year's budget also established a nine-member Downstate Community Advisory Board charged with making recommendations on a long-range plan for Downstate hospital to the governor and Legislature.

The Executive Budget also includes \$200 million in capital money for a new emergency room and other facilities at Upstate University Hospital in Syracuse.

UUP wants the Legislature to disburse funding increases to individual campuses as part of the budget process, before SUNY steps in with its own ideas



HIGHLIGHTS OF THE 2025-26 EXECUTIVE BUDGET

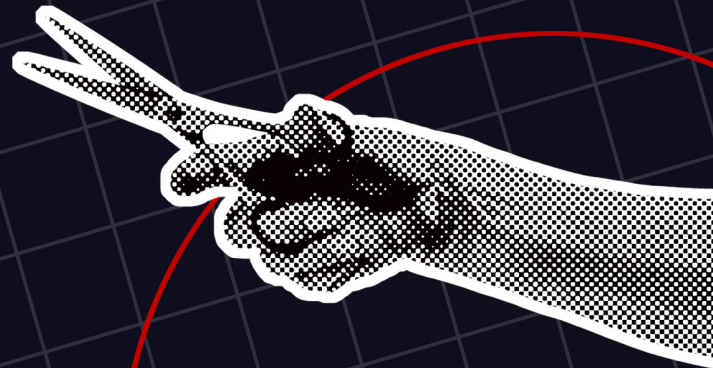


» Increases

- **\$114 million additional state aid for operating expenses across SUNY campuses**, which UUP will again ask the Legislature to directly allocate to individual campuses as part of the budget process before SUNY steps in. UUP is asking for a total of \$212 million for SUNY in the 2025-2026 state budget.
- **\$53 million for hiring new, full-time faculty.**
- **\$100 million in operating aid for SUNY Downstate University Hospital.**
- **\$450 million in capital funding** in addition to \$300 million set aside in last year's budget. for the hospital that has not yet been released for use by Downstate.
- **\$200 million in capital funding for Upstate University Hospital.**
- **\$1.95 billion in capital appropriations for SUNY campuses**, a \$75 million increase from last year, including: \$550 million for critical maintenance, \$50 million each for the three teaching hospitals; \$200 million for research facilities; \$5 million for federally directed construction and equipment spending; and \$25 million for the Green Energy Loan Fund.

» Cuts

- The 2024-25 budget covered debt servicing costs for SUNY's teaching hospitals. The proposed budget does not.
- UUP is concerned with the budget increase for programs designed to keep students in college — Advancing Success in Associate Pathways and Advancing Completion through Engagement (ASAP/ACE) — while funding is simultaneously reduced for the Educational Opportunity Program. The governor's budget eliminates additional funding the Legislature provided for it in the current final enacted budget. The cuts result in a loss of \$1.9 million, for a total of \$42.5 million.
- The budget includes several cuts to state Department of Education programs including: a \$362,000 cut to the Foster Youth Initiative; \$1.1 million cut to the Liberty Partnerships Program; \$2 million cut to supports and services for students with disabilities; \$954,000 cut to the Science and Technology Entry Program (STEP); \$723,000 cut to the Collegiate Science and Technology Entry Program (CSTEP).



Seeking a fair deal for SUNY

*UUP's Legislative Agenda lays the
groundwork for a better SUNY*

By Darryl McGrath

At the heart of UUP's 2025 Legislative Agenda, titled "A Fair Deal for Public Higher Education," is this simple message: UUP members are ready to help SUNY be the absolutely best public university it can be.

"Our students deserve a fair deal," UUP President Fred Kowal states in his introduction to the Legislative Agenda. "So do the communities that depend on SUNY as a strong economic engine, and the people who work at our colleges, our universities and our hospitals."

Kowal knows that in stating those words, he is not just addressing UUP members. He's sending a message to everyone who will study the Legislative Agenda, including those with the to do the right thing by SUNY, through fair funding and advocacy: Gov. Kathy Hochul, lawmakers and the SUNY Board of Trustees.

"We strongly believe that our plan for SUNY in 2025 makes sense for all New Yorkers, and is one that legislators can strongly support," Kowal states.

A look at the agenda indicates that it includes the many components that make a great public university system a standout nationally. Among the major points it sets out are policy solutions for the key areas that either define SUNY or help make it great: education, health care, student opportunities and revenue.

Financially stressed campuses

State support for 17 SUNY four-year colleges that are operating at a deficit is an urgent request. UUP is asking for \$102.1 million in operating aid that would go to just those 17 campuses.

"In this geographically vast and diverse state, we need a SUNY system that accommodates many different students," Kowal said in explaining the union's three-year campaign to get desperately needed funding to those financially stressed campuses.

“We have students who need these campuses closer to their region,” Kowal added. “Not everyone can travel to a University Center for their education. We have students who are parents, students who are helping to support their parents, and students who cannot afford a long commute. The campuses that are the most financially stressed in the SUNY system are also the campuses that often fulfill a very specialized local or regional need for students. In continuing to shortchange these campuses, SUNY is doing a disservice to thousands of students.”

Downstate still waiting for a plan

The precarious position of SUNY Downstate University Hospital is leaving an entire community on edge. UUP is calling on the governor and SUNY to open up the decision-making process about the fate of this vital hospital so that it is governed by transparency and considered decision-making, not secrecy and haste. The Downstate Community Advisory Board (DCAB) named by Gov. Hochul—of which Kowal is a member—is being asked to do too much in too brief a time, with its report to the governor due April 1.

UUP has asked the state to open up the deliberations about Downstate to the public—the Community Advisory Board has held several closed meetings—and it will have held only three public hearings before the report is due.

The first of the three hearings, on Jan. 22, was announced just days before it was to be held. The Feb. 27 hearing is being held just over a month before the DCAB is set to issue its report. The last hearing is scheduled in mid-March, about two weeks before the report is due.

Opportunity programs lift up lives

UUP has always strongly advocated for the least advantaged students, out of members’ knowledge that these students have the potential to become leaders, creative thinkers and contributors to the future of New York state.

That’s why UUP is asking the governor and the Legislature to provide additional funding for the Educational Opportunity Program and the Educational Opportunity Centers, to continue to support the Pre-Medical Opportunity Program and to establish the Mental Health Educational Opportunity Program.

“EOP changes lives,” Kowal said. “If not for EOP, thousands of gifted young adults would never reach their full potential. The success of EOP is well documented, in terms of how many of its students graduate and go on to great careers and further education. We need the state to fully fund this program with the goal of creating additional slots, so that SUNY can help more deserving students reach their full potential.”

UUP members have a chance to help make the

UUP members have a chance to help make the Legislative Agenda a reality, and urges members to join their colleagues in advocating for fair funding to SUNY.

Legislative Agenda a reality. The union is urging members to join their colleagues in advocating for fair funding to SUNY. Advocacy in Albany and in district offices makes a difference; lawmakers have told UUP members time and again that impassioned in-person advocacy gets noticed.

If you have not yet signed up to participate in an advocacy event, either in Albany or in your state lawmakers’ district offices, please contact your chapter leaders to find out about opportunities.

As Kowal said, “This effort is at the heart of what UUP does on behalf of SUNY and its students, and it does make a difference. We need a collective voice—as many members as possible—to speak up for fair funding and for support services that make sure students get the help that they need, and the best education possible.”



***Contact your chapter office
to find out how to make your
voice heard by lawmakers.***

Downstateupdate

Strong community support for Downstate hospital at public hearing

By Leigh Hornbeck

More than 400 people attended the first public hearing held by the community advisory committee that will provide Gov. Kathy Hochul with a viable long-term plan to keep SUNY Downstate University Hospital open.

People at the Jan. 22 public hearing responded with cheers when the governor – via prerecorded video – told residents that the hospital is not going to close. Hochul asked for input on ways to improve the hospital, which has long been a victim of underfunding and was targeted by SUNY for closure as recently as last year.

Hochul, in her 2025-2026 Executive Budget, set aside \$450 million in capital funding and \$100 million in direct operating aid for Downstate hospital. That's in addition to \$300 million in capital funding and \$100 million in operating aid in this year's state budget. UUP has cautioned that more capital funding could be necessary for Downstate to meet needs the community has already identified and is likely to outline again at public hearings scheduled for Feb. 27 and in mid-March.

More than three dozen people—a mix of doctors, nurses, community residents, patients and neighbors—filled the hospital's auditorium to air concerns, reiterate the importance of the hospital to the Central Brooklyn community and suggest changes and upgrades to improve the quality of care the facility provides.

They addressed members of the Downstate Com-

munity Advisory Board, who sat silently and listened as speaker after speaker offered suggestions. Most of the speakers ran well past the two minutes of time allotted to them and talked over the meeting moderator—a SUNY-hired consultant—and her assistant, who held a timer with an alarm that sounded when their time was up.

No shortage of concerns

Several speakers said they were frustrated with the process, which began when Gov. Hochul seated the board in November—seven months after announcing the plan to form an advisory committee. The board has met three times since; those meetings were closed to the public. The last of the board's public hearings is scheduled mere weeks before the report is due to the governor.

"The process is wrong," said Bishop Orlando Findlayter, pastor of Brooklyn's New Hope Christian Fellowship and a steering committee member of Brooklyn for Downstate, a community coalition fighting to maintain and enhance the hospital. "How can you expect the professors to put into two minutes their decades of experience?"

"How can you write a report without sitting with the doctors and nurses?" Findlayter continued. "The hospital is in crisis because the state didn't invest in Downstate. We will not accept your disrespect. You're giving us crumbs."

Downstate's Dr. Samuel Marquez, a member of UUP's statewide Executive Board, pointed out that the hospital was "an absolutely essential part" of the

medical school, which serves as a pipeline of doctors and medical professionals to New York City.

“The loss of this hospital would greatly damage the quality and reputation of the medical school,” Marquez said. “You cannot have one without the other and expect this nationally respected medical school to continue attracting the top students that it does now.”

Speakers also talked about how frustrating it is to wait for hours in the ER; how nurses struggle to meet patients’ needs because they are short-staffed; and how outdated equipment and infrastructure put the hospital and its patients at a disadvantage compared to other hospitals in the city.

Suggestions included far-reaching approaches to reducing health inequities in the community the hospital serves. More than 90% of the hospital’s patients are either uninsured or insured by Medicaid.

Others were more tangible. A nurse, Cynthia Walker, said patients complain because showers and sinks don’t have hot water. Another hospital employee described an outdated, fragmented electronic medical record system that results in medical errors.

Maternal mortality issues

Walker and others urged the committee to dedicate money to hiring more nurses because it would reduce the risk to expectant parents and babies. A doula said embracing Black doulas and midwives would improve patient outcomes for Downstate’s obstetrical patients,

who are predominately people of color.

Jeffrey Weiss, the president of the urology department, said he is worried about the high prevalence of prostate cancer in central Brooklyn and recommended updating the equipment for treating the disease at the hospital.

Other recommendations included: building a youth clinic and a clinic for LGBTQ+ patients, upgrading equipment used for treating gynecological cancers

“The hospital is in crisis because the state didn’t invest in Downstate.”

— Bishop Orlando Findlayter, pastor, New Hope Christian Fellowship, Brooklyn

and research, and upgrading services for sickle cell disease and stroke.

Robert Foronjy, Downstate’s Chief of Pulmonary and Critical Care Medicine who’s worked at other hospitals, said the care at Downstate is “just as good as elsewhere in the city.” Medical students choose it because it’s where science comes together with medicine and they have access to training, all of which provide the next generation with physicians.

But Brooklyn is already in a public health crisis, Foronjy said. Patients already wait months for appointments. The time to upgrade Downstate hospital is now, he said.

Dr. Samuel Marquez, a professor and the director of anatomy at Downstate’s College of Medicine, told panelists that Downstate University Hospital is essential to attracting, retaining and training top medical students.



Brockport member learns to fly high with BIPOC training

Leadership training for Black, Indigenous and People of Color has lasting lessons

By Kate Morano

When Jie Zhang's daughter was in second grade, she came home from social studies class and asked which school she would have gone to if she was born during times of school segregation.

"I didn't have an answer for her," Zhang said. Born in China, Zhang's family is multilingual, speaking both English and Mandarin. "That conversation made me think that what we are doing in the leadership program is not just for me personally and professionally; it's also impacting the kids."

The only Asian female professor in the special education department at SUNY Brockport, Zhang jumped at the opportunity to join the inaugural class of NYSUT's BIPOC Leadership program in spring 2023. The acronym stands for "Black, Indigenous and People of Color."

UUP offers solution

Zhang, who came to SUNY Brockport and joined UUP in 2008, completed a DEI training program offered by UUP in early 2023 after she was bullied in her department.

Her mentor, the late Dr. Betsy Balzano, was a great help to her, but Balzano died in 2020.

"I tried to bear it on my own, but it wasn't feasible," Zhang said. "I went to UUP for help and was notified about the training through them."

UUP Vice President for Professionals Carolyn Kube offered the initial training. That training allowed Zhang to improve her understanding of DEI issues and find strategies to cope. After the training, Kube notified



» **Jie Zhang**
SUNY Brockport

Zhang about a new NYSUT program, “Pathways to Leadership,” designed to support NYSUT’s BIPOC members. Zhang applied and was accepted to the training’s first session.

NYSUT Secretary-Treasurer Philippe Abraham spoke to the group at their first meeting in November 2023. What he said made a lasting impression, she said.

A message of inspiration

“He said the purpose of the training was to ‘Put air under your wings so we all can fly high,’” Zhang said. “That stuck with me.”

Zhang was the only UUP member selected for the training program, made up of about a dozen NYSUT members from across the state. The training provided a safe space for the participants to grow together, overcome obstacles and polish their leadership skills.

Zhang attended multiple conferences through the program, including the 2023-24 Minority Leadership/Women’s Leadership Training Seminar to Advance Racial & Social Justice-East. The conference took place in Baltimore, Md., in January 2024, and was sponsored by the National Education Association.

“JIE HAS BEEN REALLY INSTRUMENTAL FOR US IN A LOT OF OUR DEI INITIATIVES. SHE’S VERY INVOLVED AND SHE ALWAYS HAS GREAT CONTRIBUTIONS TO UNION DISCUSSIONS.”

Sara DiDonato, UUP Brockport Chapter vice president for academics

Zhang also participated in the New York State Association of Black, Puerto Rican, Hispanic and Asian Legislators’ 53rd Annual Legislative Conference in Albany in February 2024; she was a panelist at the conference.

“When we get together, it’s like visiting longtime friends,” Zhang said of the people she met at the meetings she attended. “We connected right away. It was inspirational and empowering for me.”

Lessons learned

“When I participated in this leadership program, through our discussions, it made me realize that it isn’t just me, and if I accept the status quo as it is, then I’m giving up opportunities to speak out,” Zhang said.

At the training, Zhang and members of her group made paintings with four different colored hands grasped together. She took the painting home and her daughter, now in middle school, hung the

painting in her bedroom.

“I’m not only doing this training for myself,” Zhang said. “The more empowered me can also impact my students, my colleagues and my children. I see the impact now of my profession in the younger generation.”



Professor Jie Zhang of Brockport got help from her union two years ago when she experienced bullying. Statewide VPP Carolyn Kube, above left, with Zhang, right, offered DEI training that gave Zhang coping strategies. Kube later encouraged Zhang to apply for NYSUT inaugural “Pathways to Leadership” training for Black, Indigenous and People of Color in the NYSUT membership. Zhang was the first UUP member to undergo that training. In the above photo on the right, Kube celebrated Zhang’s graduation from Pathways to Leadership with NYSUT President Melinda Person, right.

ENVIRONMENT

Climate bill supported by UUP becomes law

The Climate Change Superfund Act is now state law, following Gov. Kathy Hochul's signature Dec. 26, after years of campaigning by activists and backing by UUP. The new law holds polluters accountable for climate damage they caused. Vermont passed a similar law over the summer. Maryland, Massachusetts and California are considering similar legislation. The oil industry is challenging the Vermont law in court and signaled it will do the same in New York.

UUP President Fred Kowal spoke at a press conference Dec. 10 at the state Capitol, joining a coalition of more than a dozen groups, including NYPIRG, the New York State Council of Churches, the Interfaith Climate Justice Community and the Niagara Falls branch of the NAACP in support of the Climate Change Act.

Large fossil fuel companies doing business in New York will have to contribute a total of \$3 billion each year—or \$75 billion over the next 25 years.

The law was modeled on the original Superfund law, established in 1980, that requires companies to pay for the cleanup of toxic waste caused by oil and chemical spills. It establishes a climate change adaptation cost recovery program requiring companies that have “contributed significantly to the buildup of climate-warming greenhouse gases” to pay a share of infrastructure upgrades in affected communities to help them adapt to climate change, according to the bill.

Large fossil fuel companies doing business in New York will have to contribute a total of \$3 billion each year—or \$75 billion over the next 25 years. The payments are meant to have “a meaningful impact on the burden borne by taxpayers for climate adaptation.”



Scan to read more about the Climate Change Superfund Act or visit bit.ly/SuperfundAct2025





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an effective Superfund Act. Your friends Urban Forests

CLIMATE SUPERFUND

OUR FUTURE IS ON THE LINE

PLANET OVER PROFIT

PASS THE CLIMATE SUPERFUND

Contingents celebrate gains in Campus Equity Week

As UUP contingents have grown in terms of status and benefits, so has their recognition as an integral part of UUP's membership—often, with the support of their full-time colleagues in the bargaining unit.

Campus Equity Week is a national observance that UUP chapters have long celebrated as a time to highlight the scholarly work of contingents and their place in the union.

UUP contingents had many good reasons to celebrate in October 2024.

A resolution passed at the UUP Fall 2024 Delegate Assembly in October designated the final full week

UUP CONTINGENTS HAD MANY GOOD REASONS TO CELEBRATE IN OCTOBER 2024.

of October each year as Campus Equity Week. The resolution also cited the gains that contingents have made in the 2022-2026 UUP contract with New York state. They include:

» **Significant increases in the per-course minimum for part-time adjunct/contingent faculty**, escalating to \$5,500/\$6,000 per 3-credit course.

» **Increased, contractually set minimum salaries** for full-time lecturers, instructors and clinical assistant professors, among others.

» **Full-time contingent faculty** are eligible for new 7-year and 12-year on-base Retention Awards.

» **1-year guaranteed appointments** for part-time adjunct/contingent employees after 3 years.

» **3-year guaranteed appointments** for full-time contingent faculty after 7 years.

» **Continued access to excellent health benefits for all contingent faculty who teach at least 6 credits per semester.** UUP's contract leads the nation in adjunct health benefits.

» **Adjunct/contingent faculty are now eligible for health benefits** by teaching one 3-credit course at two separate UUP-represented SUNY campuses.

» **12 weeks of Paid Parental Leave for part-time employees** who are health benefits-eligible and have worked 1 semester.

» **No health-benefits waiting period for new UUP graduate student members** who join the bargaining unit from a position represented by GSEU.

» **Access to tuition-free courses**, including graduate degree completion courses, through UUP's "space available" program.

UUP members also celebrated a new award honoring full-time contingents that is named for Anne Wiegard. Wiegard, a Cortland contingent, worked tirelessly in UUP and nationally to advance contingents in higher education. The first recipient was Jaclyn Pittsley, Cortland chapter president and the first member to serve in the newly created statewide UUP Executive Board position reserved for academic contingents.



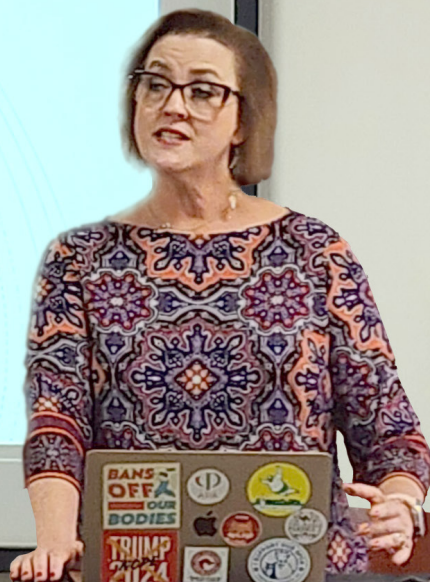


UUP chapters around the state participated in Campus Equity Week, Oct. 21-25, with a range of activities that included after-work socials, informational tabling, drop-in discussions with chapter leaders at UUP campus offices, and morning coffee-and-donut gatherings and camaraderie with colleagues. **Anne Fearman**, above, of Fredonia, was ready to answer questions about Campus Equity Week and the important role of contingents throughout SUNY. **Nancy Kane**, below, a full-time lecturer in the Kinesiology Department at Cortland, participated in the chapter's "Scholarly Showcase," as part of its Campus Equity Week observance. Contingent faculty discussed their research, academic papers and areas of special interest in their field of scholarship.

Exotic Representation in Jesuit Ballets at the College of Louis-le-Grand (17th-18th Centuries)

Nancy Kane nancy.kane@cortland.edu

State University of New York at Cortland, Kinesiology Department



Volunteer army

UUP members continue the tradition of helping neighbors at year's end

UUP chapters have a long tradition of generosity toward their neighbors and campus communities as a special way of marking year-end religious observances that carry messages of hope, charity and service in many faiths and cultural practices.

So as 2024 drew to a close, UUP members around the state opened their hearts and wallets in acts of

Food pantries were a special focus in 2024, possibly reflecting the increased cost of groceries in the last year.

giving that helped stock food pantries, brightened a family's holiday and put into action the mission of service that has always been a hallmark of this union.

"Community service has long been an intrinsic part of the labor movement, and that's certainly true for UUP," UUP President Fred Kowal said. "That's why we have formed alliances with several coalitions that seek to make life better for working people, through environmental action, anti-poverty efforts and support for fair wages. I am proud of the sense of social responsibility that our members put into action."

Food pantries were a special focus in 2024, possibly reflecting the increased cost of groceries in the last year. Geneseo chapter members volunteered at the People's Pantry, a community food bank in Rochester. Cortland members conducted a food drive, as they have in past years. System Administration members held a raffle at their annual holiday party that raised \$175 for the SUNY campus food pantries fund.

At Oneonta, chapter members purchased gifts for

families in need through the Giving Tree program on the campus.

Here's how to make additional donations to food-assistance programs:

The People's Pantry in Rochester accepts donations through a link on its website, as well as by check. Contributors can also select items from the People's Pantry Wish List on a link to Amazon that can be found on the organization's website. For more information on donating to the People's Pantry, and links to donation choices, go to [https://www.](https://www.peoples-pantry.org/give-now)

[peoples-pantry.org/give-now](https://www.peoples-pantry.org/give-now).

All SUNY campuses have a food pantry or system in place to help students who need food assistance. A few campuses have mobile food pantries, meaning an unaffiliated group brings food items to campus.

Several campuses have direct partnerships with their community for students to access food banks. Some campus food pantries also provide assistance to faculty and staff.

To learn more about food-assistance services on different SUNY campuses—along with information on donating items to some—visit
<https://bit.ly/SUNYFoodInsecurity>



The need for community and campus food assistance is likely to continue. Food prices are expected to rise again this year, according to the U.S. Department of Agriculture's outlook:
<https://bit.ly/FoodPriceOutlook>



The NYS Department of Health offers a guide to regional food banks. Many regional food banks accept donations. To learn more about how you can help, visit
<https://bit.ly/UUPFoodBankMap>



» UUP members gave of their time, money and effort to help members of their communities have a better year-end holiday season. **Facing page, from the top:** Geneseo chapter members (second from left and proceeding left) **Miglana Charpied**, **Cindy Cole** and **Suzanne Neary** volunteered at The People's Pantry in Rochester. Miglena Charpied's husband, **George**, is at far left. **Middle picture, below:** System Administration chapter members raised money for the SUNY food pantries. At front are, left, Chapter VPP **Christian Speedling** and Chapter President **Michael Walker**. **Bottom photos:** Oneonta chapter members **Nikki Pickett** and **Danielle Beach**, left, and **Stacy Blackwell**, right, wrap gifts to be distributed through the Giving Tree project on campus.



Geneseo Chapter



System Administration Chapter



Oneonta Chapter



Oneonta Chapter

A GREAT SEAT AT A (SOMETIMES) UNUSUAL SHOW

New Paltz presidential scholar Nancy Kassop offers insight on White House transitions

By Kate Morano

The United States has long prided itself on the smooth transfer of presidential power—with emphasis on “smooth.”

Then came January 2021. Even if you study the presidency, as does UUP member Nancy Kassop, the transition from President Trump to President Biden was not exactly business as usual.

Kassop, a professor of political science at SUNY New Paltz and a 2024 Fellow of the SUNY Distinguished Academy, has studied presidential transitions for decades. She recently spoke with “The Voice” about her experiences and observations. The interview was edited for space.

Tell me about the oral history projects in which you’ve participated:

NANCY KASSOP: One is the White House Transition Project. The other, the Miller Center at the University of Virginia, interviews people who worked in the White House. I think they started maybe with FDR [Franklin D. Roosevelt].

I’ve done oral history interviews of administration officials with both projects since around 2000.

The White House Transition Project was started in 1999 by my friend Martha Kumar, a presidential scholar. She is the only non-press person who sits in the White House press briefing every day.

What drove Martha Kumar to start the project and how did you get involved?

KASSOP: She decided there needed to be information transmitted to an incoming administration. Most people who work in the White House may have been in government before, but they may not have worked at the White House. Incoming staff walk into an office after the inauguration and they have no idea of the basics.

So Martha approached six or seven of us and asked if we’d be interested in this project, where we would interview people from previous White Houses. All the interviews were audiotaped and archived, but they’re not available for public use.



Nancy Kassop, SUNY New Paltz

Which office did you choose to write about?

KASSOP: I chose the White House Counsel’s office. My interest in the presidency is the intersection of the presidency and law, and the White House Counsel is the lawyer for the institution of the presidency. It is not a lawyer for the president, but for the office.

The biggest part of the [counsel’s] job is to tell

the president “No.” So obviously the president gets frustrated, but the job of the counsel is to say, “Even if you can’t do what you want to do, there might be other ways I can advise you to reach the same objective.”

What was it like for you to do these interviews?

KASSOP: Each of us took a separate office. Since 1999, I’ve been interviewing people who’ve served as the White House Counsel [going back] to every president since [President] Carter. It’s been absolutely fascinating.

It’s just fascinating to talk to people who’ve been in government, and in most cases, they’re perfectly happy to talk. Now, whether they’re being candid varies; some are and some are not, but all I could do is record what they’ve told me and try to analyze it. And the scholars writing on an office provide what is essentially an essay [about that office.]

Where do these works live now?

KASSOP: Essays [about the role of each White House office] are public, they’re on a website (see links below) and they’ve been there since 2000. The incoming person has access to it, and it’s supposed to be a kind of how-to for the office.

Generally, do new administrations follow that same playbook or have you seen transitions where the staff just do their own thing?

KASSOP: A friend who was a White House reporter walked into a White House Counsel’s office on that person’s first day a couple of decades ago and saw my report sitting on his desk. I will say, [the White House counsel] did not follow it at all [laughs]. We don’t have control over that.

Is this a bipartisan effort, in that you find both Democratic and Republican administrations to be receptive?

KASSOP: It’s completely nonpartisan. We’ve done this for Democratic and Republican presidents. One of the biggest boosters of the project is George W. Bush.

So based on your expertise, what does a safe, peaceful presidential transition look like?

KASSOP: George W. Bush into Barack Obama is held up as very successful. Bush was chastened by the fact that he had to confront 9/11, and he recognized how serious it would be to make sure that the incoming White House was completely prepared for any kind of unexpected, huge emergency like that. So he gave

instructions to his staff to make the transition as smooth as possible for the Obama administration.

Obama into Trump One was also successful because the Obama people knew how useful it had been to have a good transition from Bush. The Trump side was not so successful; he dismissed his transition director, Chris Christie, around two weeks into the transition.



“THE TRUMP [2016 TRANSITION] WAS NOT SO SUCCESSFUL; HE DISMISSED HIS TRANSITION DIRECTOR, CHRIS CHRISTIE, AROUND TWO WEEKS INTO THE TRANSITION.”

Flipping it around, what made the transition from Trump to Biden unsuccessful?

KASSOP: The transition is when incoming people speak to their counterparts who are leaving office and find out how the office works, and Biden’s people were not permitted to do that until the election was validated. That validation normally happens within 24 hours of election day, but President Trump told his General Services Administrator not to submit those documents until weeks later.

You emphasized specifically that the White House counsel is a lawyer for the office of the presidency, not the person. How does that work when you have a president embroiled in their own legal troubles like Donald Trump?

KASSOP: The top three nominations that President Trump has made for the Justice Department are three of his criminal defense lawyers. They defended him in his criminal cases, and that raises questions about their loyalty. They’ve all had close associations with him and now they’re being put in the position of having to work for the nation but not the specific president. [Editor’s note: The Senate confirmed one of those nominations, Pam Bondi, as Attorney General as “The Voice” was going to press.]

The two White House counsels who served under Trump in his first administration (Don McGahn and Pat Sialon), I’ve spoken to both of them. They can’t necessarily be so candid with me, but a common theme was that they would frequently say to the president, “No, you can’t do this,” or “No, you shouldn’t do this.” And he just wouldn’t listen to them.

Scan to read Nancy Kassop's interviews with previous White House counsels





The NYS AFL-CIO Women's Committee plans to foster more women in leadership roles and highlight concerns to working women, including child care, pay equity and safe access to reproductive health care. UUP leaders appointed to the committee are Carolyn Kube, statewide VP for professionals; and Alissa Karl, statewide VP for academics (back row, second and third from left, respectively). NYSUT President Melinda Person, front row, sixth from right, is also a committee member.

UUP's Kube, Karl appointed to state AFL-CIO Women's Committee

Union leadership in New York has historically been made up of white men. A committee formed by the state AFL-CIO seeks to bring more attention to women's issues and encourage more women to pursue leadership roles.

The committee was established in December 2023 and first met in July 2024. Two UUP officers serve on it: Alissa Karl, statewide Vice President for Academics; and Carolyn Kube, statewide Vice President for Professionals.

The committee has 112 members and is led by three chairwomen appointed by unions across New York state representing public- and private-sector workers and the building trades: Rebecca Damon, executive director of SAG-AFTRA NY, Nancy Hagans, president of NYSNA; and Melinda Person, president of NYSUT.

Karl said she is pleased the state AFL-CIO is using its power to support women's issues.

"Labor must be part of the push for human rights and civil rights. We don't get to labor justice without gender justice," Karl said.

Much of the July meeting focused on Proposition 1 on the November ballot. Also called the Equal Rights Amendment, it proposed expanding protections in the state constitution to ethnicity, national origin, age, disability, sex, sexual orientation, gender identity and expression, pregnancy, pregnancy outcomes and reproductive health care and autonomy.

The measure passed; 62.5% voted yes. Labor supported it with outreach to union members, Karl noted.

It's important for people to see there is more to a union than negotiating a contract, she added.

Despite that success, numerous issues remain, Kube said, including national access to child care, equal pay and reproductive rights. The committee is ready to address these issues. Kube noted there's something intangible and powerful about women from different backgrounds gathering with purpose and ambition.

"There's a camaraderie," Kube said. "A woman leads the CSEA and the AFL-CIO has its first-ever woman president. The president of the AFT is a woman. These examples help other women see they, too, can be in charge. This committee nurtures future leaders."

Person referenced the power of NYSUT's Women's Committee, which became permanent in 2017.

"The NYS AFL-CIO Women's Committee is a vital step toward amplifying women's voices in labor, advocating for equality and ensuring that women's issues are front and center," Person said.

State AFL-CIO President Mario Cilento has three daughters, and he expects the committee's work to lead to bigger and better opportunities for them and their peers.

"The New York State AFL-CIO Women's Committee had a successful first year," Cilento said. "The goal of the committee is to improve the lives of working women from all backgrounds and identities. Their work is critical to ensuring that we consider the unique challenges women face in the workplace and use the power of our collective action to achieve gender equity."

SUNY HISPANIC LEADERSHIP INSTITUTE

2025 HLI FELLOWS

The SUNY Hispanic Leadership Institute recognizes Hispanic/Latino SUNY employees who have demonstrated leadership and administrative experience and are on a career path leading to advanced administrative and leadership responsibilities at the SUNY system or campus levels. Fellows of the Hispanic Leadership Institute are nominated by their campus president, provost, vice president or dean.

Four of this year's 10 inductees are UUP members. UUP congratulates these new Fellows of the Hispanic Leadership Institute, and thanks them for being members of their union.

The newest UUP member inductees are:

Jaime Castillo, *SUNY Geneseo, Director of Counseling Services*

Dr. Castillo has devoted his career to supporting young adults as they navigate college and early adulthood. He emphasizes a compassionate and flexible approach to leadership and clinical supervision, fostering an environment where students and clinicians feel encouraged to express their true selves. Outside his directorship, he contributes to the academic field as a researcher and as an adjunct professor of Counseling and Counselor Education at Alfred University and St. Bonaventure University. He is the son of parents who emigrated from Cuba and Columbia.



Anna Legname *SUNY Oneonta, Associate Director of Academic Advisement*

Anna Legname is associate director of Academic Advisement at SUNY Oneonta. She has served students through counseling, career development and academic advisement. She supervises a team of academic advisors; and provides advisement support to students, faculty, staff and families; and handles escalated student and family concerns as needed. She was born and raised in São Paulo, Brazil, and immigrated to the United States in 1996. She earned a Bachelor of Science in Psychology from SUNY Oneonta and a Master's of Science in Rehabilitation Counseling from the University at Buffalo.



Carly Gomes *Stony Brook University, Assistant Professor of Pediatrics, Renaissance School of Medicine*

Dr. Gomes is an assistant professor of pediatrics and an expert in neonatal intensive care. Her research is focused on understanding the role of NMDA receptors in early brain development, and also in neonatal neuropathologies. NMDA receptors play an essential role in neural communication, nerve conduction and muscle contraction. Dr. Gomes is dedicated to increasing diversity in medicine and science fields, and she is actively involved in diversity, equity and inclusion initiatives locally, regionally and nationally. She is board-certified in neonatal-perinatal medicine and pediatrics by the American Board of Pediatrics.



Francisco Suarez *SUNY Oswego, Associate Professor, School of Communications Studies*

Professor Suarez earned a degree in marketing and advertising in Caracas, Venezuela, and launched his career as a producer assistant at the renowned Leo Burnett advertising agency. He was also a producer for the HBO Latin America Group. He earned his bachelor's and master's degrees at Syracuse University's Newhouse School of Public Communication. He later worked for Maryknoll, a global Catholic non-profit organization, on the production of a Spanish radio show. He is the creator and host of the educational podcast "From Suarez's Basement," that focuses on communication, media and the arts.



SUNY DISTINGUISHED ACADEMY 2024

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 38 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

The Distinguished Professorship is conferred upon individuals who have achieved national or international prominence and a distinguished reputation within a chosen field.

Dr. Ralph H. Benedict *Professor of Neurology in the University at Buffalo's Jacobs School of Medicine and Biomedical Sciences*

Dr. Benedict is a pioneer in understanding multiple sclerosis, and one of the top investigators worldwide in standardized neuropsychological testing and quantitative brain imaging used in assessing cognitive dysfunction in multiple sclerosis and other neurological diseases. He is a Fellow of the American Psychological Association and has been recognized by the Consortium of Multiple Sclerosis Centers for his contributions that have led to greater understanding and clinical treatment of this disease.



Dr. Fadi Bou-Abdallah *Professor of Chemistry, SUNY Potsdam*

Dr. Bou-Abdallah is a world leader in the fields of ferritin and iron biology. His research focuses on the intricate structure-function relationships of various proteins involved in the metabolism of iron, using a range of bioanalytical, biophysical and molecular biology techniques. He has trained and mentored more than 55 undergraduate students and has published 65 peer-reviewed papers. He is also the recipient of two prestigious awards, the Henry-Dreyfus Teacher-Scholar Award and the Research Corporation for Science Advancement Cottrell Scholar Award in 2017.



Dr. William Brunken *Professor and Vice Chair for Research in Ophthalmology and Visual Sciences, and Professor of Neuroscience and Physiology, Upstate Medical University*

Dr. Brunken examines retinal development and degeneration, with a focus on extracellular matrix and laminins in neurodegenerative eye disease, and more broadly in neuronal development. He has been funded by the National Institutes of Health for over 20 years. Dr. Brunken heads the Center for Vision Research, a nationally known ophthalmology research program, where funding has more than doubled over the past decade under his leadership.



Dr. Deborah D. L. Chung *Professor of Mechanical and Aerospace Engineering, University at Buffalo*

Dr. Chung is internationally renowned in materials science and engineering. A 2022 Stanford University study ranked Dr. Chung first among female materials researchers; Stanford's 2021 study ranked her first in the world in the field of building and construction. A Fellow of ASM International and the American Carbon Society, Dr. Chung is a Fellow of the American Academy of Arts and Science. She received a 2003 Chancellor's Award for Excellence in Scholarship and Creative Activities.





Dr. David Cingranelli
*Professor of Political Science,
Binghamton University*

Dr. Cingranelli is a leading figure in the quantitative measurement of human rights. He helped to develop the most widely used data set on human rights. It remains one of the best sources of rigorous multi-dimensional data on human rights conditions worldwide. His introduction of systematic empirical analysis of human rights conditions changed the field, and now such qualitative analysis accounts for one third to one half of studies done. He received a 2008 Chancellor's Award for Excellence in Faculty Service.



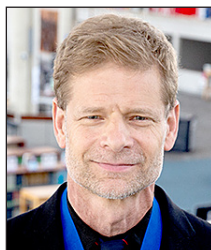
Dr. Craig Colder
*Professor of Psychology,
University at Buffalo*

Dr. Colder is a world-renowned authority on alcohol use and abuse. In his early work to develop ways to assess the consequences of alcohol use in young adulthood, Dr. Colder developed a questionnaire that has been cited over 600 times. His recent work extends into related topics, including risk taking, cigarette smoking and cessation, and other health behaviors more broadly. A Fellow of the Association for Psychological Science, Dr. Colder received a 2022 Chancellor's Award for Excellence in Scholarship and Creative Activities.



Mr. Timothy Frerichs
*Professor of Art,
SUNY Fredonia*

Dr. Frerichs is an international expert in printmaking, artist books and paper arts. His commitment to environmental concerns and socially relevant art is demonstrated through his use of natural materials. His artist books have been exhibited throughout the U.S. and Europe. He has received two Fulbright scholarships, a Scandinavian American Fellowship, a Netherlands-American Cultural Grant, a U.S. Embassy Project Grant, and a Global Warming Grant from Arts Services Inc. He received a 2020 Chancellor's Award of Excellence in Research and Creativity.



Dr. F. Eugene Heath
*Professor of Philosophy,
SUNY New Paltz*

Dr. Heath is an internationally recognized expert on the 18th-century Scottish Enlightenment. As part of his work in business ethics, Heath co-edited "The Routledge Companion to Business Ethics," a global survey that drew contributions from several continents, and his 2017 edited collection, "Wealth, Commerce, & Philosophy: Foundational Thinkers and Business Ethics," has been translated into Chinese. He was awarded a visiting research fellowship by the University of Edinburgh's Institute for Advanced Studies in the Humanities for work on the European Enlightenment Project.



Dr. Ibipo Johnston-Anumonwo
*Professor of Geography,
SUNY Cortland*

Dr. Johnston-Anumonwo is a pioneer in the field of feminist geography. Her work documents the ways gender matters in urban spatial relationships. She was one of the first to investigate how gender and race combined lead to important differences in urban transport patterns and spatial relations, and she was a pioneer in recognizing how multiple forms of inequality interact with each other. She received the prestigious 2016 American Association of Geographers Distinguished Teaching Award and is a Carnegie African Diaspora Fellow.



Dr. Nancy Kassop
*Professor of Political Science and
International Relations,
SUNY New Paltz*

Dr. Kassop is a national authority on the American presidency, constitutional law and judicial politics. She regularly serves as an invited scholar-interviewer for the White House Transition Project and the Presidential Oral History Project. A past president of the Presidents and Executive Politics section of the American Political Science Association, she is a past Teacher of the Year in the College of Liberal Arts & Sciences and a past winner of the SUNY New Paltz Alumni Association's Heritage Award.



Dr. Jeffrey Lackner
*Professor of Medicine,
University at Buffalo*

Dr. Lackner is an international expert in cognitive behavior therapy for the treatment of gastrointestinal and chronic pain disorders such as irritable bowel syndrome. Dr. Lackner's work on nonpharmacological approaches to chronic pain has the potential to change practice. He is a Fellow of the American Gastroenterological Association, the Academy of Behavioral Medicine Research, the Association for Psychological Science, the American Psychological Association and the Society of Behavioral Medicine, and a Chancellor's Award recipient for Excellence in Scholarship and Creative Activities.



Dr. Kenneth Mann
*Professor of Orthopedic Surgery
and Director of the Musculoskeletal
Science Research Center,
Upstate Medical University*

Dr. Mann is one of the world's foremost investigators of musculoskeletal biomechanics and orthopaedics. His work has significantly advanced the understanding of the mechanics of joints, joint implants, cement, and their interfaces, improving the clinical practice of total knee and hip replacements. Under his leadership, the Musculoskeletal Science Research Center has advanced its National Institutes of Health funding. He is a Fellow in the Orthopaedic Research Society and the American Society of Mechanical Engineers.





Dr. Derek Maus

Professor of English, SUNY Potsdam

Dr. Maus is renowned in contemporary American literary studies and in American humor studies. His book "Unvarnishing Reality," remains the only book-length comparative study of American and Russian Cold War-era satirical fiction. His next book project is a comparative study of representations of Blackness in contemporary American and Canadian fiction. He has held visiting fellowships in Canada and St. Petersburg, Russia, and he was a 2010 Fulbright scholar in Austria. He received a 2015 Chancellor's Award for Excellence in Scholarship and Creative Activities.



Dr. Daniel Raleigh

*Professor of Chemistry,
Stony Brook University*

Dr. Raleigh is a world leader in the biophysical analysis of protein folding and protein amyloidosis. The unfolded state determines the stability of globular proteins, and the early intermediates in protein aggregation determine the onset and severity of disorders like Alzheimer's disease, Parkinson's disease and type 2 diabetes. Dr. Raleigh has developed new approaches to enhance protein stability and novel methods to study protein folding and aggregation and he has designed soluble, bio-active variants of amylin suitable for hormone replacement therapy in diabetes.



Dr. Amanda Nickerson

*Professor of Counseling,
School and Educational Psychology,
University at Buffalo*

Dr. Nickerson has made significant contributions to the field of school psychology. She is the inaugural director of UB's Alberti Center for Bullying Abuse Prevention, one of the U. S. Department of Education's Regional Educational Laboratories. She focuses on understanding and intervening with school crises, especially aggression, bullying and abuse; and on promoting safety and mental health. She has developed training and intervention models to address bullying and sexual harassment and to better prepare personnel to handle crises.



Dr. Karin Sauer

*Professor of Biological Sciences,
Binghamton University*

Dr. Sauer is internationally known for her research in microbial biofilms. Biofilms are a slimy, extracellular substance secreted by bacteria that allow adherence to surfaces, including surgical implants and infected tissues. These biofilms render bacteria resistant to antibiotics or the body's defenses. Dr. Sauer identified the molecular and biochemical basis of how bacteria respond to the environment and coordinate gene expression during biofilm formation. Her studies provide a new target for treating biofilms and biofilm drug resistance that will provide direct future therapies.



Dr. Seungbae Park

*Professor of Mechanical
Engineering, Binghamton University*

Dr. Park is a pioneer in the field of electronics packaging. He studies mechanical behavior, thermal analysis and the reliability of electronic systems for small-scale devices and larger systems. His work has resulted in significant contributions to analytical and computational methods and innovative approaches to the experimental characterization of materials and electronic components. Through his development of a new measurement technique, 3D digital image correlation, Dr. Park revealed the very small deformations in electronics packages that were subjected to thermal excursions.



Dr. Hiroki Sayama

*Professor of Systems Science and
Director of the Binghamton Center
of Complex Systems, Binghamton
University*

Dr. Sayama is a founding figure in the field of adaptive networks. His research covers artificial life and computational synthetic evolutionary systems; theoretical modeling and experimental investigation of human collective decision making and organization dynamics; complex adaptive networks in which dynamic changes occur in network structure and states of network components; applications of complex systems modeling and analysis to various societal problems; and unique education/outreach activities involving K-12 teachers and the public.



Dr. Marina Petrukhina

*Professor of Chemistry,
University at Albany*

Dr. Petrukhina is a world-renowned researcher in inorganic and organometallic chemistry. Her novel approach to combining methods of organic chemistry and inorganic chemistry has produced new compounds with unique properties, and her work has led to a new field known as "buckybowls": the organometallic chemistry of open geodesic polyarenes. Her pioneering development of innovative laboratory techniques for synthesizing, isolating, purifying, crystallizing and characterizing the compounds with scrupulous precision has led to scientists from around the globe sending her their samples for analysis.



Dr. Sanjay Sethi

*Professor of Medicine and assistant
vice president for Health Sciences,
University at Buffalo Jacobs School
of Medicine and Biomedical Sciences*

Dr. Sethi is a pulmonologist with a primary clinical and research interest in Chronic Obstructive Pulmonary Disease (COPD). Dr. Sethi examines whether new bacterial strains are linked to COPD exacerbations; the role of innate immunity; inflammation without infection; and important bacterial strains in the respiratory tract in acute exacerbations of COPD. In 2020, Dr. Sethi received a SUNY Chancellor's Award for Excellence in Scholarship and Creative Activities.

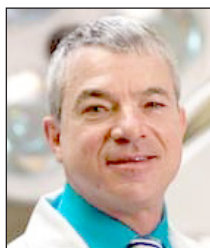




Dr. Adam Singer

*Professor of Emergency Medicine,
Stony Brook University*

Dr. Singer is an expert in the management of wounds generated either by burns or by diabetes. His Wound Evaluation Score and his Stony Brook Cosmetic scale have created metrics for evaluating the size and extent of a wound. He is known for diagnosis of acute, diverse conditions such as acute coronary syndrome, heart failure and sepsis. Twice named an Outstanding Consultant by the Annals of Emergency Medicine, Dr. Singer received the Society for Academic Emergency Medicine's 2011 Excellence in Research Award.



Dr. Jacobus Johannes Maria Verbaarschot

*Professor of Physics,
Stony Brook University*

Dr. Verbaarschot is an expert in theoretical nuclear physics. He focuses on the development and application of random-matrix theory in quantum many-body systems and quantum field theoretical models. He also investigates non-perturbative quantum chromodynamics, the force that binds protons and neutrons in atomic nuclei. His work advances understanding of the role of gluons in binding nearly all visible matter into protons and neutrons. He is a Fellow of the American Physical Society and has held the Max-Planck and James H. Simons fellowships.



Dr. Lijun Yin

*Professor in the Department of
Computer Science and the founding
director of the Center for Imaging,
Acoustics, and Perception Science,
Binghamton University*

Dr. Yin is a researcher in computer vision and graphics. His work focuses on 3D/4D face and gesture modeling, facial expression understanding and biometrics. His research has generated influential benchmark datasets for facial expression recognition, emotion understanding and deep-fake detection. Dr. Yin has received the 2019 Lois B. DeFleur Faculty Prize for Academic Achievement and the 2014 Chancellor's Award for Excellence in Scholarship and Creative Activities.



Dr. Guangwen Zhou

*Professor and Deputy Director in the
Materials Science and Engineering
Program, Binghamton University*

Dr. Zhou is a scholar in materials science and engineering. His research focuses on the fundamental understanding of surface and interfacial phenomena, and he has strongly influenced the environmental, energy, and microelectronics industries. Dr. Zhou is listed among the top 2% of researchers in his field. He works closely with Brookhaven National Laboratory, Argonne National Laboratory and Pacific Northwest National Laboratory. He received a 2011 National Science Foundation Career Award and a 2016 Chancellor's Award for Excellence.



Dr. Eva Zurek

*Professor of Chemistry at
University, University at Buffalo*

Dr. Zurek is a "star" in theoretical and computational materials chemistry. Her research is based on calculations of chemical and physical properties of molecules and materials. Her research also holds paradigm-shifting implications for understanding extreme environments in nature, from the depth of planets in the solar system to the new planets being discovered with potentially quite different compositions and chemistry. Dr. Zurek is a Fellow of the American Physical Society, and she received a 2021 Chancellor's Award for Excellence in Scholarship and Creative Activities.



DISTINGUISHED TEACHING PROFESSORSHIP

The Distinguished Teaching Professorship recognizes and honors mastery of teaching for faculty members who have attained and held the rank of full professor for five years, have completed at least three years of full-time teaching on the nominating campus, 10 years of full-time teaching in the System, and must have regularly carried a full-time teaching load as defined by the campus.

Dr. Madeline Crocitto

*Professor of Management,
SUNY Old Westbury*

Dr. Crocitto is renowned for business teaching and research. A national leader in student-learning projects, Dr. Crocitto has been a campus innovator in developing online courses, incorporating service-learning community projects and promoting writing-intensive business courses. She uses case studies with executives from diverse organizations and demographics to develop students' critical thinking skills. She also oversees an online educational partnership in Mexico. All her classes engage students in multiple techniques to achieve student learning outcomes, including research, teamwork and written and oral presentations.



Dr. Michael E. Duffey

*Professor of Physiology and
Biophysics in the Jacobs School of
Medicine and Biomedical Sciences,
University at Buffalo*

Dr. Duffey has made extensive contributions to graduate and medical curricula, including redesigning the medical school's curriculum into an integrated curriculum with organ system-based modules for first- and second-year medical students. He co-founded the interdisciplinary graduate program in biomedical sciences, which is a model for other institutions. He also developed and revised the physiology and biophysics curriculum. Dr. Duffey received a 2019 Chancellor's Award for Excellence in Teaching.





Dr. Charles N. Kroll
*Professor of Environmental
Resources Engineering, SUNY
Environmental Science and Forestry*

Dr. Kroll uses his research knowledge to create cutting-edge and informative classes. He introduces students to non-intuitive topics like probability theory and eigenvectors, as well as practical applications of statistics like water resources engineering. He is known for giving ample amounts of time to students in his challenging classes to answer questions and troubleshoot code. Letters from current and former students highlight his commitment and the positive impact Dr. Kroll has had on their intellectual growth.



Dr. Marci Lobel
*Professor of Psychology at Stony
Brook University*

Dr. Lobel is an acclaimed instructor and a gifted creator of innovative curricula, known for her mentoring. The American Psychological Association—of which she is an elected Fellow—has twice acknowledged her for excellence in mentoring. In 2010, she founded the Stony Brook Child Care Internship and serves as its faculty sponsor. She founded and leads the Women in Science and Engineering program at Stony Brook. She has received 15 awards for teaching and mentoring, and a 2020 Chancellor's Award for Excellence in Teaching.



Dr. Monica E. Schneider
*Professor of Psychology,
SUNY Geneseo*

Dr. Schneider is a tireless advocate for students. She co-developed the Advancing Cultural Competency Certificate program to support diversity, equity and inclusion. As principal investigator on a Bringing Theory into Practice grant from the American Association of Colleges and Universities, she studied student wellbeing in living-learning communities. She developed a comprehensive campus climate survey for students. She holds the Roemer-Lockhart Professorship, which recognizes outstanding teaching, the Presidents Award for Excellence in Academic Advising and a Chancellor's Award for Excellence in Teaching.



DISTINGUISHED SERVICE PROFESSORSHIP

The Distinguished Service Professorship honors and recognizes extraordinary service by candidates who have demonstrated substantial distinguished service not only at the campus and the State University, but also at the community, regional and State levels.

Dr. Joanne Davila
*Professor of Psychology,
Stony Brook University*

Dr. Davila has advanced clinical psychology as a scientific discipline. She led the department's clinical psychology graduate program for nine years and now chairs it. She twice chaired the College of Arts and Sciences Promotion and Tenure Committee and was Speaker of the CAS Chairs Assembly. She was editor of one of the premier journals in clinical psychology; she served as president of the Society for the Science of Clinical Psychology and president of the board of the accrediting body for science-based doctoral programs.



Dr. Roberto Izquierdo
*Professor of Medicine and Pediatrics
at Upstate Medical University*

Dr. Izquierdo is chief of Pediatric Endocrinology, Diabetes and Metabolism; and medical director of the Pediatric Diabetes Program. He expanded Upstate's Pediatric Diabetes Program, which reaches 20 counties in central and upstate New York. A pioneer in telemedicine, he was one of the first providers in the country to establish a school-based telemedicine program for pediatric diabetes care. He serves on the state Governor's Initiative for Children with Diabetes Working Group and the Type 1 Diabetes Quality Improvement Collaborative.



Dr. Elizabeth Shiner Klein
*Professor of Childhood/
Early Childhood Education,
SUNY Cortland*

Dr. Klein is an expert in sustainability and environmental education. She teaches science education courses and leads more than 60 outdoor education experiences for pre-service teachers in the Adirondacks. She is a longtime member of the Association for Science Teacher Education. She has served many statewide sustainability organizations, including co-chairing the 2017 State of New York Sustainability Conference. She has received a New York State Outdoor Education Association Leadership Award and the 2012 SUNY Cortland President's Award for Funded Research.





Dr. Susan Lane

Professor of Medicine, vice chair of education and director of the Internal Medicine Residency Program, Stony Brook University's Renaissance School of Medicine

Dr. Lane is an expert in medical education. During the COVID-19 pandemic, as president-elect of the Association of Program Directors in Internal Medicine, Dr. Lane provided testimony to the Accreditation Council for Graduate Medical Education on the deployment of physicians in training. As chair of the Alliance for Academic Internal Medicine Health Policy Committee, she worked with the American College of Physicians to expand residency slots.



Dr. Lawrence Bernard Martin

Professor of Anthropology, Stony Brook University

Dr. Martin has served higher education and international science for 30 years. At SBU he served six years as director of International Programs, nine years as dean of the Graduate School, and 11 years as Associate Provost. Since 2007, with Richard Leakey, he developed, built, and directed two field research stations in northern Kenya. His work at the Turkana Basin Institute supports science education and research for over 100 Kenyan and international students in one of the world's most remote and underserved areas.



Dr. Laszlo Mihaly

Professor of Physics, Stony Brook University

Dr. Mihaly has offered robust service to his university and to his field. He has been graduate program director and physics chair. As chair, he guided the astronomy section to significant growth and integration with other departmental groups in cosmology and astrophysics, and he launched research tracks in accelerator science and physics education. He has been elected a Fellow of the American Physical Society in 2006, the Hungarian Academy of Sciences in 2010, and the American Association for the Advancement of Science in 2013.



Dr. Kathleen Peterson

Professor of Nursing, SUNY Brockport

Dr. Peterson excels at programmatic and curricular innovation. She chairs the nursing department at Brockport, where she led an initiative to develop the Doctor of Nursing Practice. As a member of the New York State Council of Deans and Chairs of Nursing, she also led the initiative to develop a policy brief on simulation and clinical hours in nursing education. She is a National League for Nursing Certified Nurse Educator and is on the nursing department advisory boards for Finger Lakes, Genesee and Monroe community colleges.



DISTINGUISHED LIBRARIAN PROFESSORSHIP

The Distinguished Librarian Professorship recognizes librarians whose contributions have been transformational in creating a new information environment by providing access to information, sharing or networking information resources, and fostering information literacy.

Professor Elizabeth G. Adelman

directs the Charles B. Sears Law Library and vice dean for legal information services in the School of Law at the University at Buffalo.

The author of multiple books, including *New York Legal Research*, Prof. Adelman is also the past president of the American Association of Law Libraries. She helped develop the acclaimed New York Codes, Rules, and Regulations Digital Archive, which digitizes historical regulatory documents. She also spearheaded the development of an open-access research repository that has registered more than 700,000 downloads.



» MEMBER BENEFITS

UUP member benefits offers soothing options

» **Beyond Med** is offered through UUP's Member Services Trust and provides discounts on medical services. Beyond Med fills health coverage gaps through reduced rates on elective services such as weight loss medication, menopausal health and LASIK surgery.

Members in New York City, on Long Island and in the Hudson Valley can save on additional services. Beyond Med is a monthly service; there is a fee. UUP members can get 30 days free; call UUP's Members Services Trust for a promo code and more information.

Visit <https://bit.ly/BeyondMedUUP> to register

» **AFT's Trauma Counseling Program** provides up to 21 free therapy sessions to members dealing with trauma from incidents like assault, domestic violence and mass shootings; or being bullied, harassed or threatened on the job. Participation is confidential. Members can talk virtually with an AFT program counselor or have AFT pay for sessions with a private therapist.

To register visit www.aft.org/benefits/trauma

» **Psych Hub**, co-founded by licensed therapist and mental health advocate Marjorie Morrison and former Congressman Patrick J. Kennedy, is committed to empowering people and organizations to create a better approach to mental health for themselves and others through evidence-based training and educational resources.

In addition to educating people about mental health, Psych Hub offers free continuing education programs to UUP members with active licenses for social work, clinical psychologist, psychiatrist and behavioral health specialists. Sign up for the Psych Hub newsletter at <https://psychhub.com/newsletter-sign-up>

To sign up visit <https://bit.ly/PsychHubUUP>

» **Yoga** is offered through a virtual class for UUP members as a voluntary benefit. Classes are offered Tuesdays at 6 a.m. and Thursdays at 6:30 p.m. The fee is \$12 per class. Questions? Send an email to truthyoga@icloud.com.

To register visit www.true-yoga-healing.com

» **Mid-Island Mortgage Corp.** can help UUP members save thousands of dollars in lender fees and closing costs on their mortgages. Mid-Island Mortgage offers a mortgage readiness program that advises first-time home buyers the best way to maximize their savings for a down payment.

Visit <http://uupinfo.org/benefits/pdf/MidIsland.pdf>

» **Cambridge Credit Counseling Corp.** can help members eliminate the major stress of credit card debt. If you have credit card debt, Cambridge Credit Counseling can help you lower your interest rates and monthly payments and eliminate your debt, often in less than two years.

Visit www.cambridge-credit.org/uup/