



# the advisor

SUNY Upstate Medical University

## PRESIDENT'S CORNER

### *The passing of the gavel...*

This has been a busy spring and summer with all the meetings and activities. First there were the three benefit fairs.

Then this year's state budget changed the Taylor Law in advance of the Janus decision, which meant resigning new updated membership cards. This was followed by the Janus decision



*Carl Pettengill  
UUP Chapter President*

from the Supreme Court that attacked Public Unions.

In May we learned that a tentative contract agreement had been reached, which touched off a flurry of informational meetings at each campus, plus many phone calls and emails with questions. This was followed by a ratification vote on September 5th.

Whew! It's time to take a deep breath and relax a bit but we really can't.

During many of our meetings I announced

*continued on p. 9*

## Advocacy Corner - Fall 2018

*Rich Veenstra, Academic VP + Chapter Political Coordinator*

By the time you receive this newsletter, the results of the ratification vote on the 2016-2022 tentative agreement between the United University Professions and the State of New York will be known. Then we will have a new "UUP contract" to guide us through 2022. Thanks to the UUP Negotiations Team and Committee for making this agreement possible. Importantly, the "paybill", A11227/S9101, was passed by the Legisla-

ture and signed by Gov. Cuomo on August 24th. This bill provides for the salary adjustments to eligible SUNY employees implemented in the newly negotiated agreement and makes appropriations thereof, i.e. covers many of the costs for the negotiated pay raises of eligible SUNY employees contained in the first two years of the contract.

With the ratification vote completed,



*Rich Veenstra, Upstate Medical University Chapter Vice President for Academics and Political Coordinator being greeted by State Comptroller Tom DiNapoli at the State Comptroller's New York State Fair breakfast on Tuesday, August 28th at the Holiday Inn in Syracuse-Liverpool.*

*continued on p. 2*

## THIS ISSUE:

**p.6** **UUP At the Fair**  
Photos from the UUP Parade on the Labor Day

**p.10** **UUP Dollars at Work**  
What your Union dues do, and don't cover

**p.21** **HealthAlert**  
The flu: can history repeat itself?

continued from p. 1

our attention turns to the Fall 2018 mid-term elections. August was a busy month with the NYSUT and AFL-CIO Endorsement conferences being held in Albany and New York City on August 6-7 and 20-21, respectively. For your information, UUP does not endorse political candidates. UUP participates in the NYSUT endorsement proceedings and then vote the NYSUT position at the New York State AFL-CIO endorsement conference. See <http://uupinfo.org/communications/uupdate/2018/180808.php>. I attended both conferences as your Chapter representative and UUP/NYSUT delegate. This was my first time participating in both events and the contrast between the two conferences was startling.

The major pervading issue at the NYSUT endorsement conference was the vote on the Annual Professional Performance Review (APPR, i.e. teacher evaluation) reform legislation.

Any Assemblyperson or Senator voting against the NYSUT endorsed A10475/S8301 legislation and in favor of the alternative APPR legislation S8992 sponsored by Senator John Flanagan did not receive an endorsement from NYSUT. Senate Majority Leader Flanagan's bill also authorized the creation of 100 additional charter schools at the expense of public school funding. This is the principle reason why Sen. David Valesky was not endorsed by NYSUT. There was a motion to endorse his primary opponent, Rachel May, but UUP representatives spoke in favor of no endorsement noting Senator Valesky's strong record of supporting higher education and the public teaching hospitals in New York State. Thus, no endorsement was a worthy compromise.

The AFL-CIO endorsement conference was so contested that most of the UUP and CNY delegation had to leave for the

train to Albany to return home before they got to any of the endorsements for our regional legislators, though we are pleased with the final endorsements. The proceedings got heated immediately when motions were made to endorse Senators Ken LaValle and John Flanagan, much to the chagrin of NYSUT, including UUP. This is the same Senator Flanagan that held up the passage of our pay bill on the closing day of the legislative session unless UUP removed our objection to the bill sponsored by Senator LaValle authorizing the leasing of Stony Brook Southampton land to build a new private hospital; Friends no more despite their past support of higher education. Read the story in the Southampton press for more information: <http://www.27east.com/news/article.cfm/East-End/560554/As-Session-Ends-Legislation-Clearing-Way-For-New-Hospital-In-Southampton-Crosses-Finish-Line>.

Statewide Office	NYSUT Endorsement	AFL-CIO Endorsement
Governor	No endorsement (NE)	Gov. Andrew Cuomo (D)
Lt. Governor	NE	Lt. Gov. Kathy Hochul (D)
Comptroller	Thomas DiNapoli (D)	Thomas DiNapoli (D)
Attorney General	Letitia "Tish" James (D)	Letitia "Tish" James (D)
<b>U.S. Senator</b>	Kirsten Gillibrand (D)	Kirsten Gillibrand (D)
<b>U.S. Congress</b>		
C.D. 22	Anthony Brindisi (D)	Anthony Brindisi (D)
C.D. 23	NE	Tracy Mitrano (D)
C.D. 24	Dana Balter (D)	NE
<b>New York State Senate</b>		
S.D. 47	NE	Joseph Griffo (R)
S.D. 48	NE	Patty Richie (R)
S.D. 50	John Mannion (D)	John Mannion (D)
S.D. 51	NE	NE
S.D. 52	NE	Frederick Akshar (R)
S.D. 53	NE	David Valesky (D)
S.D. 54	NE	Pamela Helming (R)
<b>New York State Assembly</b>		
A.D. 120	William Barclay (R)	William Barclay (R)
A.D. 121	William Magee (D)	William Magee (D)
A.D. 122	Clifford Crouch (R)	Review after primary
A.D. 123	Donna Lupardo (D)	Donna Lupardo (D)
A.D. 124	Christopher Friend (R)	NE
A.D. 125	Barbara Lifton (D)	Barbara Lifton (D)
A.D. 126	Keith Batman (D)	Keith Batman (D)
A.D. 127	Al Stirpe (D)	Al Stirpe (D)
A.D. 128	Pamela Hunter (D)	Pamela Hunter (D)
A.D. 129	William Magnarelli (D)	William Magnarelli (D)

# Learning the Hard Way: The Union Advantage

By Polly Gerber Zimmermann



I was wary of unions as I am a professional registered nurse. My generation of nurses tended to view unions as something more that “blue collar” workers needed. I never had unions at the hospitals where I worked.

When I switched from clinical work to teaching nursing at the City Colleges of Chicago I joined the union because everyone belonged and it was how things were done there. We had a reasonable working environment. Our class load was eventually 18 credit hours, with extra volunteer work restricted to no more than 21. Class size was 30–35; you were paid extra if the class size went to 40 students (and that was the absolute limit). The limit for clinical groups was 10 students, which was lowered to a maximum eight students a few years later.

While I was there, the union called a strike and successfully altered our credit for clinical work to accurately reflect what we were doing (getting credit for 1-to-1 student contact hours for clinical work, rather than 2-to-1). We had students, and later hired educational specialists, to assist with tutoring our struggling students. I assumed it was similar in all colleges.

Through personal circumstances, I had to relocate to Indiana. I obtained a similar teaching position in a community college. I was in for a rude awakening when I learned about the responsibilities after my hire. Load is 21–24 contact hours. Class size can go up to 60 students; all classes are ordinarily a minimum of 35–40 students. Clinical groups are 10 students. There are no tutors: You are expected to tutor all of your students yourself. This is what is officially on paper. In reality, some colleagues are also responsible for many additional students’ tutoring, grades, etc., as they cover those tasks for their clinical adjuncts. And when faculty members substitute for each other’s class/laboratory/clinical groups when needed, they don’t

always receive compensation, even when the substitution lasts for several weeks.

The effect of the overwhelming load is a weakening of the students’ education and clinical experience. Privately, faculty will admit they have to basically “warehouse” a few students in clinical activities each day that do not promote the students’ learning. One student told me, out of 10 clinical days in her previous rotation, six were spent in “observation” rather than actual clinical nursing activities that we know are the heart of nursing’s learning.

I commented to a colleague that this teaching load would not be allowed where I previously worked in a union college. The person kind of laughed, shrugged his shoulders and said, “We don’t have unions here.” When faculty comment on the load, the administration tells them it is worse elsewhere. We’re told if we want change, we need to appeal to the legislature to change our load.

There are huge differences, from earning only 60 percent of my former salary to getting fewer healthcare benefits, and even being required to rent my own graduation attire.

And, as expected, the pay and benefits are less.

It all reminds me of my experience getting eyeglasses for the first time when I was in grade school. My screening showed a need for glasses, but I doubted it was true. I thought I was seeing fine. I couldn’t believe the difference after the glasses arrived. So, this is how the world really looked. What a contrast!

I never appreciated the asset the union was for my teaching when I was blessed with its benefits. I know better now. Unions are an advantage for faculty and students. And I can clearly see that the grass is not greener on the other side.

*Polly Gerber Zimmermann, RN-BC MS MBA CEN FAEN, was a tenured associate professor in City Colleges of Chicago and a member of Cook County College Teachers Union. She is currently an assistant professor at Ivy Tech Community College of Indiana but will leave academia at the end of the semester. Reprinted From AFT Higher Education.*



## ***NYSUT Member Benefits thanks our UUP members***

We appreciate our hard-working members for their dedication and the sacrifices they make on a daily basis to help improve the lives of others.

And NYSUT Member Benefits is proud to offer you — the UUP bargaining unit member — an opportunity to participate in more than 40 endorsed programs & services offered by NYSUT Member Benefits.

Look to Member Benefits for crucial insurance programs such as life, long-term care or vision plans. Member Benefits also offers a variety of travel, entertainment & shopping options to help you with everything from daily purchases to those special once-in-a-lifetime excursions.

The following is just a sampling of the endorsed programs & services available to UUP bargaining unit members & their families:

- **Financial Services**
- **Hotel & Vacation Discounts**
- **Member Shopping Program**
- **Car & Truck Rental Discounts**
- **Competitive Savings Rates**
- **Retail Store Discounts**
- **Sports & Concert Tickets**
- **Theme Park Discounts**
- **Car Buying Service**
- **Heating Oil & Propane Savings**



To learn more about Member Benefits-endorsed programs & services, visit ***memberbenefits.nysut.org*** or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

# Things I Didn't Know About UUP

Lee Livermore

Until recently my idea of paying it back to the union as a member was to participate in the highway clean-up twice a year, which I did for several years. In the last year or so I decided to become more active in the union. So I volunteered to help at a few of the chapter events and attend the chapter board meetings.

At a recent chapter board meeting I suddenly became aware how little I knew about the UUP Union and our local chapter at Upstate. Don't you just love moments of enlightenment?

So I went to the UUP website ([www.uupinfo.org](http://www.uupinfo.org)) to learn more.

As most of you know that when you are hired at Upstate you assigned to a union according to your job title and position. Hopefully, you sign the union card, have the dues automatically deducted from your paycheck and think that's the end of it. But wait there's more!

First, United University Professions (UUP) is the nation's largest higher education union. This means that there is strength in numbers. The men and women who make up UUP are engaged in groundbreaking research, provide invaluable service to their institutions, communities and help to educate the next generation of workers and leaders.

Second, UUP's membership reflects the diversity of SUNY. Our union represents 42,000 academic and professional faculty and retiree workers in more than 500 job titles.

At this point some readers might be thinking, that's nice but WIIFM, What's In It For Me? Well, this brings us to the third point, collective bargaining and union representation. UUP represents SUNY faculty and other professionals at the bargaining table and works to protect their rights and interests. To me this initially meant how much money I will make and what are the fringe benefits negotiated in the next contract. What I didn't realize was all the work that goes on behind the scenes.

At the state level the Union Contract Negotiation team works to negotiate the best contract based on the interests and desires of the membership. They stand toe to toe with the contract negotiation team at the state level. Imagine trying to

stand alone and accomplish what they do. The success of our recent contract is proof.

The local chapter officers are in constant contact with UUP Statewide Officers and Upstate Leadership at all levels. As a UUP member the union strives to make sure your rights are protected, most importantly in the event of a disciplinary situation. Without union representation you are at risk of employment-at-will. This means that if there is no contract to restrict firing (like a collective bargaining agreement) an employer has the right to discharge an employee at any time for any reason. An employer may fire an employee for "no reason." The union will defend your rights in a disciplinary situation. Don't get me wrong, if as an employee you willfully violated institution policies or ethical codes of conduct you have to face the consequences. But if you are being unfairly targeted you are afforded the right to representation. If you are not a member, the union will not represent you and litigation costs will greatly exceed any dues that you pay.

As most of the readers know, protecting your rights and negotiating your contract comes at a cost. This is what part of your union dues is for. With the recent Janus decision by the Supreme Court, as well as others in the pipeline, you could lose many of your contractual rights. But UUP and other unions will not let this happen. Your leadership cannot do it alone. We need the help and support of our members to join together in solidarity.

Solidarity is achieved in many ways. Here's a few:

- Sign an updated union card
- Sign a petition
- Serve on a state or local chapter committee
- Volunteer at a chapter event
- Help to clean up the highway designated to UUP once or twice a year

The number one reason people don't get involved is no one asked them. You may not be ready to get involved with the union and I respect that. What I am asking of you is to learn more about what your union does and how you benefit from your membership. To quote a tagline from Upstate, "Knowing Changes Everything." Knowledge can be powerful when it is put into action. Pay it forward!!



## Great Job Sarah!

Hey did you know that Sarah Weber, along with 65 others participated in a charity event for the McMahon/Ryan Child Advocacy Center. The event was called Fearless 4 Kids - Over the Edge. She had to raise at least \$1000 and in return got to rappel down One Park Place - a 10 story building in downtown Syracuse. The money will be used to raise awareness and help end child abuse in the CNY area.



**McMahon/Ryan  
Child Advocacy Center**

[www.mcmahonryan.org](http://www.mcmahonryan.org)

# UUP Labor Day Parade at The NYS Fair



# Upstate Cancer Center Rolls Out Cancer Prevention Curriculum for Schools

The Upstate Cancer Center has created an educational curriculum for secondary school students aimed at cancer prevention with a focus on the Human Papillomavirus (HPV) vaccine.

The curriculum, called *beneath the surFACE*, has been developed by physicians, researchers and caregivers at the Upstate Cancer Center. This self-guided education and advocacy program is focused on head and neck cancer causes, prevention, and minimizing risk factors through smart lifestyle choices, including advocacy for the HPV vaccination.

The curriculum, designed for educators—academic, community, organization or medical—includes a script/curriculum paired with a digital presentation, HPV fact sheet, worksheets for pre- and post-assessments of materials, an award-winning documentary, “*beneath the surFACE*” and a survey for tracking results of the assessments and improvements to the program.

Matthew Capogreco, program and events coordinator for the Upstate Cancer Center and a member of the curriculum development team said the art project helped launch the discussion on HPV in various schools.

He approached various school districts to see if their art classes would be interested in decorating radiation masks as an assignment. In addition, nurses, speech pathologists and support staff of the Head and Neck Cancer Support Group at Upstate would provide the education on head and neck cancers. Schools that participated in the original program include C. W. Baker High School (Baldwinsville); East Syracuse Minoa High School; Jamesville Dewitt High School; John C. Birdlebough High School (Phoenix); Manlius Pebble Hill School; Sackets Harbor Central School; West Genesee High School and the Westhill School District.

“Through art, we are able to begin this important discussion with students in several area school districts about a cancer that was putting young adults at risk,” Capogreco said. “Now, we have made this curriculum available not only for our community but in the hopes that it will become a national standard of education on the subject.”

In addition to Capogreco, members of the curriculum team include Jenna Gardner, Speech Pathologist and Head and Neck Cancer Support Group Lead; Robin Stark, RN; Manika Suryadevara, MD and Jana Shaw, MD, who served as medical advisers; Martha Ryan, community advocate;

Andy Hazeltine and Sandy Brown, who served as educational consultants; and Richard Kilburg, Upstate Cancer Center Associate Administrator. Creative work was provided by Digital Hyve.

[Curriculum materials are available on line here.](#)

Head and neck cancers include cancers of the oral cavity, pharynx, larynx, nasal cavity, salivary glands and are caused by smoking and the human papillomavirus. These cancers are nearly twice as common among men as they are among women. Cases of HPV-associated [oropharyngeal cancer](#)—cancer on the back and sides of the throat, tonsils, and base of the tongue — have been on the rise in young men, according to some studies.



The curriculum was created in conjunction with the documentary and an art project, in which students in seven different school districts transformed patients’ radiation therapy masks into art.

Patients with head and neck cancers are treated with a combination of radiation therapy, chemotherapy and surgery. To receive radiation therapy, patients must be fitted with a polymer mesh mask that conforms to their head and neck. Once radiation therapy is complete, the masks are offered to the patients but many discard them given their symbolism to their difficult treatment. But some medical institutions, like the Upstate Cancer Center, have repurposed these masks to use them as focal points for education.

# UUP Dependent Care Advantage Account New Employer Contribution

The new 2016-2022 Agreement between UUP and New York state includes an employer contribution to Dependent Care Advantage Accounts (DCAAccount) for UUP-represented employees who are enrolled as DCAAccount participants for the 2018 plan year.

UUP-represented employees (or employees who were represented by UUP at the time they enrolled) who have an active 2018 DCAAccount do not need to do anything. The employer contribution will be deposited into the employee's DCAAccount with the Oct. 3, 2018, paycheck (for employees on the Administrative payroll—the vast majority of our members) or the Oct. 11, 2018, paycheck (for employees on the Institutional payroll).

Please note that adding the employer contribution to DCAAccounts will not increase the employee's annual election amount—unless the employee enrolled for less than the employer contribution. In the latter case, the employee's DCAAccount will be adjusted to reflect the full amount of their employer contribution.

When the employer contribution is added to DCAAccounts, WageWorks will recalculate or stop remaining bi-weekly payroll deductions, as appropriate, to adjust for the addition of the employer contribution. If necessary, the Office of the State Comptroller (OSC) will issue a refund of any remaining excess employee deductions with the paychecks of:

- Oct. 3, 2018, for employees on the Administrative payroll
- Oct. 11, 2018, for employees on the Institutional payroll

UUP-represented employees who are not enrolled in a DCAAccount but experience a qualifying change in status, may enroll by submitting a change-in-status application. They will be eligible for the employer contribution for the remainder of the 2018 plan year. Here are some examples of change-in-status events:

- Marriage
- Divorce or separation
- Death (spouse/dependent)
- Birth or adoption of a child
- Beginning or end of employment (employee or spouse)
- Dependent disability
- Change in work schedule (employee or spouse)
- Change in custody of dependent
- From full-time to part-time employment or vice versa (employee or spouse)
- Beginning of or return from leave of absence (employee or spouse)
- Change in rate paid (only if the provider is not a relative)
- Change in care provider
- Loss of another Dependent Care Assistance Program (DCAP) plan's coverage (increase or enrollment only)

If an employee was on a leave of absence or terminated their 2018 DCAAccount, they will not receive an employer contribution unless the employee re-enrolls due to a qualifying change in status.

**UUP-represented employees with questions on their existing 2018 DCAAccounts should call WageWorks customer service at 1-800-358-7202.**

**For details on enrolling for the remainder of the 2018 plan year and the change in status rules, visit [www.flexspend.ny.gov](http://www.flexspend.ny.gov) or call WageWorks.**

**For employees interested in enrolling in a DCAAccount during the 2019 plan year, must enroll during the open enrollment period, from Oct. 9 through Nov. 9, 2018.**



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.  
518.640.6600 | FAX: 518.640.6698 | [WWW.UUPINFO.ORG](http://WWW.UUPINFO.ORG)  
FOLLOW US @UUPINFO | MEMBERSHIP INFO LINE: 518.640.6678



my anticipated retirement at the end of September. I am retiring a bit earlier than anticipated due to some health issues, but I will still be around as a retired member. I plan on helping out whenever help is needed. Mike Lyon has been appointed by the Executive Board to take over as interim president starting October 1, 2018 thru May 31, 2019. You remember him, don't you?



*Interim President Mike Lyon*

Chapter elections for officers and delegates will be held in the spring and those elected will take office on June 1st.

I would like to thank all my fellow officers for all their dedication and hard work for supporting me and all the members here at Upstate. I have enjoyed meeting and helping all the members over the years. First as VP for Professionals and

Grievance Officer for 10 years, followed as your President for 2 years. There were so many new friends I met along the way.

Please take interest in your union by getting involved. Volunteer to help distribute information or to help in a small way at events, or by filling out a new membership card to reaffirm your commitment to **YOUR** union. To date, out of our 4,000 chapter members, only 40.5% of the chapter membership has filled out the new membership card. You can complete the card online at <http://uupinfo.org/communications/uupdate/2018/180529.php> or

by contacting the chapter office.

My best wishes to you all.  
Carl

## UUP Clambake Drawing

We had a great turnout for our annual clambake. And the lucky winner of the UUP Member Only drawing for a 49" 4K TV, HDMI Cables and a 2 year extended warrantee was Stephanie Delahunt!

Unfortunately, Stephanie had to leave before the drawing. However, those in the picture graciously volunteered to bring it to her. Hey Stephanie let us know if somehow this never got to you!



## Connor's Way 2018

CONNOR'S WAY  
C'18

SCENIC MEMORIAL  
RUN / WALK  
Hinckley, NY

**Sponsorship Information for First Annual Connor's Way Memorial 5 Mile Run / Walk**  
**October 13<sup>th</sup>, 10-12 p.m.**  
**100 Cady Road**  
**Hinckley, NY 13352**

All proceeds go to the scholarship and memorial fund created in memory of Connor Arthur Lynskey. Connor aspired to be a physician and his dream was to practice medicine in an under-served area in order to help residents receive adequate health care.

Our mission is to receive your financial support to create a memorial in Connor's name and to provide future medical students with a scholarship program.

**Gold Sponsor - \$1000 or more - 4 available -**  
**Name/Logo on T-Shirt, Start/Finish Banner, and on**  
**[www.connorsway.com](http://www.connorsway.com). Verbal recognition at event**  
**and any media interviews.**

**Silver Sponsor - \$500 - 10 available -**  
**Name on T-Shirt, Start/Finish Banner, and on**  
**[www.connorsway.com](http://www.connorsway.com). Verbal recognition at**  
**event.**

**Bronze Sponsor - \$250 - Name or Logo on sponsor**  
**"Thank You" banner at event.**

**Supporter - \$100 - Trail Marker with Name and/or**  
**Logo.**

Visit [www.connorsway.com](http://www.connorsway.com) today to register for the Run / Walk, to Sponsor, Donate or for further information on the scholarship.

**Sponsorship deadline is October 2<sup>nd</sup>, 2018.**  
**[www.facebook.com/connorswaymemorial](http://www.facebook.com/connorswaymemorial)**

Gold Sponsor - \$1000 or more - 4 available - Name/Logo on T-Shirt, Start/Finish Banner, and on [www.connorsway.com](http://www.connorsway.com). Verbal recognition at event and any media interviews.

Silver Sponsor - \$500 - 10 available - Name on T-Shirt, Start/Finish Banner, and on [www.connorsway.com](http://www.connorsway.com). Verbal recognition at event.

Bronze Sponsor - \$250 - Name or Logo on sponsor "Thank You" banner at event.

Supporter - \$100 - Trail Marker with Name and/or Logo.

# Your UUP Dues Dollars at Work

Dues support the work we do every day to protect our terms and conditions of employment and address member concerns and needs. UUP members—like people in many community organizations, business affiliations and professional associations—pay dues to be in their union. UUP uses members' dues to represent, protect and advocate for nearly 40,000 members.

## Union dues are tax-deductible

New York state allows state taxpayers (who itemize deductions) to deduct full union dues from their state taxes.

## UUP dues cover:

- Negotiations, enforcement and implementation of UUP's contract with NY state, which covers:
  - Salary increases and other compensation for members.
  - State-funded medical benefits: UUP Benefits staff advocate for members when they have difficulties with medical and insurance providers.
  - State-funded vision and dental benefits, fully administered by UUP. Benefits staff continually negotiates with vendors to enhance benefits at reasonable cost.
  - Other Benefit Trust Fund programs, e.g., the newly negotiated Dependent Scholarship Program, fully administered by UUP.
  - Grant programs such as Individual Development Awards, Drescher Awards, and Campus Grants: UUP works with SUNY and the Governor's Office of Employee Relations to implement and administer these programs.
  - Leave benefits, such as sick and vacation leave, family leave, holiday leave, sabbatical leave, and leave donation program.



- Implementation of contract provisions such as state-level labor-management committees to address salary compression, librarians' concerns, professionals' job titles, online education, and other issues.
- Labor-management work to oversee Work-Life Services Programs: Health Care Spending Account, Dependent Care Advantage Account, NYS-Ride, child care center grants, Employee Assistance Program, pre-retirement seminars.
- Protecting our members in the workplace.
- Support for professional development through negotiated labor-management grant programs, and workshops such as getting to tenure/permanence, performance programs, appointment and evaluation procedures, know your contract, problem-solving, and many others.
- Organizing through training and staffing to help connect members, inform them of their benefits and contract protections, and provide them with the means to become involved in chapter, statewide and community activities that strengthen the links between our campuses/hospitals and our communities.

over





- NYSUT legal staff, to provide counsel and file legal actions on behalf of members. Most recent examples: Legal action to protect members' intellectual property from companies that buy and sell pirated course materials and to challenge a previous retiree health insurance premium share increase.
- Labor relations specialists, provided by New York State United Teachers (NYSUT) to assist members and chapters in labor-management discussions, contract grievances, and problem-solving.
- Protection of due process rights and representation in disciplinary procedures.
- Support for chapter offices to assist members: chapter administrative assistants, equipment and supplies.
- Administrative, accounting, benefits, clerical, information technology, and research staff to coordinate and facilitate the operations of the union and the services provided to members.
- Communications, to convey crucial information to members, the community and the media through online and print membership magazines, chapter newsletters, websites, and direct mailings.
- Meetings to bring members together for campus and state-level work, using UUP committees to gather information and develop advocacy agendas.
- UUP representation at meetings across the state with SUNY, the Governor's Office of Employee Relations, legislators, and policymakers whose decisions impact SUNY institutions and the work UUP members do.
- Advocacy work by UUP and its affiliates (New York State United Teachers, American Federation of Teachers, and National Education Association) for policy and legislation at the state and national levels. Year after year, UUP consistently advocates to fully fund SUNY and support:
  - public education;
  - professions our members work in;
  - health care and public hospitals;
  - worker protections;
  - student access to public higher education and student debt reform;
  - public employee pensions;
  - retiree health insurance;
  - access to information through the Freedom of Information Law;
  - anti-discrimination protections, and many others.
- The Delegate Assembly (UUP's policymaking body), to bring together chapter leadership from across the state to set union policy, identify priorities and goals of the membership, and develop action plans.
- Working with students and other coalitions to support public education and issues of importance to the membership.

### **UUP member dues do *not* support political candidates or campaigns**

UUP dues are not and have never been used for candidate support or campaign committees. Expenditures for candidates and campaign committees that are pro-education and pro-labor are funded through voluntary contributions to the political fund-raising program called VOTE-COPE (operated by UUP's affiliate, New York State United Teachers).

# UUP Productivity Enhancement Program (PEP)

## FAST FACTS

PEP is a negotiated benefit in the 2016-2022 Agreement between UUP and NYS.

PEP allows eligible UUP-represented employees to exchange previously accrued annual leave (vacation) in return for a cash credit to be applied toward the employee share of NYSHIP premiums on a biweekly basis. Full-time and part-time employees who accrue vacation leave may participate in the program.

While the PEP existed in the previous contract, the 2016-2022 Agreement significantly expands participation options and credit amounts for each coming year under the new contract.

### There will be two PEP enrollments in Fall 2018.

#### **FIRST ENROLLMENT DEADLINE—for 2018 PEP: Sept. 12-Oct. 12, 2018**

Eligible employees who wish to participate for 2018 must submit an enrollment form for 2018, even if they have previously enrolled in PEP.

**Eligible members can save \$500 or \$250 for 2018** (six-month benefit)

- Annual FT salary at or below \$66,885—1.5 days for \$250 or 3 days for \$500
- Annual FT salary between \$66,885 and \$95,534—1 day for \$250 or 2 days for \$500
- Eligible PT employees whose salary is within these ranges—up to 3 days or 2 days of annual leave on a pro rata basis for a pro-rated credit based on their payroll percentage

#### **SECOND ENROLLMENT DEADLINE—for 2019 PEP: There will be a separate open enrollment period for the upcoming 2019 PEP.**

Employees interested in participating in both years must remember to enroll twice, first for 2018 and shortly thereafter for 2019. Dates for the 2019 PEP open enrollment period will be announced shortly.

**Eligible members can save \$1,200 or \$600 for 2019** (12-month benefit)

- Annual FT salary at or below \$68,192—3 days for \$600 or 6 days for \$1,200
- Annual FT salary between \$68,192 and \$97,448—2 days for \$600 or 4 days for \$1,200
- Eligible PT employees whose salary is within these ranges—up to 3 days or 2 days of annual leave on a pro rata basis for a pro-rated credit based on their payroll percentage

#### **ELIGIBILITY**

At the time of enrollment employees must:

1. Be employed on a Calendar Year or College Year basis;
2. Be a full-time employee with an annual salary below \$95,534 OR part-time employee whose biweekly salary is within this salary range at the time of enrollment;
3. Be an employee covered by the 2016-2022 New York State/UUP Collective Bargaining Agreement;
4. Be a NYSHIP enrollee (contract holder) in either the Empire Plan or an HMO;
5. Be eligible to receive an employer contribution toward NYSHIP premiums (or be on leave without pay from a position in which the employee is normally eligible for an employer share contribution toward NYSHIP premiums); and
6. Have a sufficient annual leave balance to make the full leave forfeiture without bringing their annual leave balance below 8 days or a prorated balance for part-time employees, respectively.

**Contact your Human Resources Department for more information or an enrollment form.**



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.

518.640.6600 | FAX: 518.640.6698 | WWW.UUPINFO.ORG

FOLLOW US @UUPINFO | MEMBERSHIP INFO LINE: 518.640.6678

## Kavanaugh is Worse Than Trump

After watching about half of the Kavanaugh hearings it became painful to keep watching him play games with the congressional committee that was grilling him. For those of you who watched the hearings on TV you saw the evasions, the hesitations, the repetitions of the same denials over and over and over again. The squirming and the long pauses were so telling and the smirks on his face were enough to make one want to slap his face.....just like a sassy child. Smart Aleck is a good description. If you were a parent and caught your children lying persistently, even the age-old punishment of washing one's mouth out with soap and then banishment doesn't quite seem enough.

A punishment like that seems adequate for a child who under duress lies to protect him or herself from a fate they can only imagine. But Kavanaugh-type lying would be an insult to the parents. It is like giving the parents the New York City fingers. "I am lying and I know it and I am going to continue doing it. So there!" Can't you hear the defiant child doing that: trying the parents' patience and setting up a worrisome situation as to how they are going to correct this disobedient and flaunting child so that he/she would internalize some moral leanings as to the virtue of honesty.

A small group that also writes letters asked the members what we thought of the Kavanaugh hearings. Below was my

response to them after the hearings and reading several blogs, news articles and civilized columns in our main stream media. Plus, seeing the cruel brush-off that Kavanaugh gave to the father of the slain girl in the Parkland shooting, pushed me to put my thoughts down. That disgusting unkindness sent me over the top. This was my vitriolic response.

Went thru 2 Daily Kos lists. Read a few bits of the Kavanaugh hearings. Here's my take. KAVANAUGH IS WORSE THAN tRUMP! Why? The Rump is dumb, emotionally unfit for the job, scarred by an imperious father, not well-educated, amoral, with no internal compass from his frontal cortex. He is what he is and he lies because of it.

As for Kavanaugh: He is bright, well-educated, says he is moral because of his Roman Catholic membership, raised well in a so-called loving home with educated parents, his frontal cortex is developed or we think so and HE STILL LIES. This is worse: it is intentional lying for a nefarious purpose. EVIL on a scale we haven't seen before. Almost as bad as those Cardinals who hid the truth about the predators.

Power does corrupt, in so many ways. Am I wrong?

Rosemarie Pagano Bundy  
147 Hathaway Road, Syracuse, New York

# BE A HERO.

**JOIN THE SUPERHEROES.  
DONATE TO THE CHARITIES  
YOU CHOOSE.**

Upstate  
Community Giving  
Workplace Campaign  
Givers for  
United Way and SEFA

**Giving is your superpower.**



The **Community Giving Campaign** starts October 1 — look for emails, posters and mailings. It's an easy way to give to any of the hundreds of funds of the United Way of CNY, the Upstate Foundation, and many others. **Pledge online between October 1 and October 12 for a chance to win \$100!**

[www.upstate.edu/cgc](http://www.upstate.edu/cgc)

# 2018 Annual UUP Clambake



# 2018 Annual UUP Clambake



## There is Hope for Us

Rosemarie Pagano Bundy

Two recent books, read back to back, give us hope for the salvation of our democracy; something that is so desperately needed now that we have an illegitimate president in the White House, unable to handle the demands of the job. The first one read was Jon Meacham's *The Soul of America: the battle for our better angels*. He is an historian, well-known and with numerous credentials. It takes a look back at critical times in our 250-year history. The book is historical and uplifting, telling of the courage of citizen activists, e.g., Martin Luther King and Carrie Chapman Catt. He nails some demagogues along the way but it still did not diminish the fact that this is a 'sparkling' book, an anodyne to any troubled soul. It gives us a method to wend our way back out of this morass of extremism and racism. He admonishes us to always look forward not backward as MAGA tells us. Courage and conscientiousness are the by-words and instructions given. I reveled in it; you can too.

The second volume took a completely different view and writing style. It is a detailed and comprehensive treatise on impeachment, *To End a Presidency: the power of impeachment* by Laurence Tribe and Joshua Matz. Both are constitutional scholars; Tribe teaches at Harvard and Matz runs a constitutional information blog called *Take Care in Washington*. It is an authoritative guide to the story of fighting and protecting the constitution since it is under such a strenuous attack at this time. It is primarily a technique to answer the question; Is this the best method, i.e., impeachment, to rid our country of the predicament in which we find ourselves.

The easiest way to describe it is to lay out the chapter titles and then look at what each one does. 1. Why Impeachment;

2. Impeachable Offenses; 3. To Impeach or Not to Impeach; 4. Congress, the Decider; 5. Impeachment Talk; 6. Impeachment, Incapacity, and Broken Politics. Chapters 1,2, and 3 go through the reasons for entertaining the thought of an impeachment process. Chapter 4 tells us the minutiae of the process itself, both historically and for the present day. This chapter is somewhat in the weeds for a non-lawyer, but written well enough to show the process. It lays out just how difficult it is and why it has seldom been used. In chapter 5 the authors describe the most recent attempts at using this weapon to right the balance in our polity. But the last chapter gives us the description of our country as it is now with norms destroyed, our polity under attack, with conspiracy on everyone's tongue. It highlights the differences, beliefs, divisions, in the citizenry and the chasm between these beliefs. This is a cautionary sermon on looking at the problem squarely and coming to an understanding of how divided we are with this slow drip, drip, drip, of corruption that has left us with an existential dread; a dread of the loss of our glorious experiment in democracy.

The question then becomes: Would it be more harmful to our country to try for an impeachment and win, getting a non-acceptable Vice-President in the spot while leaving almost a third of our citizens smarting over a perceived injustice? Or should we use the basic tools we have; voting, activism, the press, to bring our nation together and restore a semblance of respect for one another, healing divisions and creating a mental *lebenraum* for all Americans. It was a deep dive into the morality of using this weapon knowing the possible devastating outcomes; it was a cautionary tale; but it was eminently rewarding and enlightening.











## Greater Syracuse Labor Council's Clambake



Michael Lyon, Carl Pettengill, Dana Balter, Debra Benware and Richard Veenstra at the Greater Syracuse labor Council's clambake



# Can You Find the UUP/Upstate Person Among RIT's 2018 Distinguished Alumni?

	<b>Anna Sweet '04</b> B. Thomas Golisano College of Computing and Information Sciences Senior Vice President, Cofounder Founder, Sweet Farm		<b>Wendy Maruyama MFA '80</b> College of Art and Design Professor Emerita, San Diego State University
	<b>D. Kimo Kuppen MS '93</b> College of Engineering Technology Founder, Alpha Learning Advisors, LLC		<b>Lisa M. Allen '90 RDMS, RDCS, RVT, FAIUM</b> College of Health Sciences and Technology Sonographer, SUNY Upstate Medical University
	<b>Rhonda Frederick '80</b> College of Liberal Arts President and CEO, People, Inc.		<b>Steven Wear MS '90</b> College of Science Founder and Board of Directors Member Integrity Applications, Inc.
	<b>Michael G. Field '86</b> Kate Gleason College of Engineering Chief Executive Officer, The Raymond Corporation		<b>David (SVP '83) '87 and Patricia (SVP '83) Keinath</b> National Technical Institute for the Deaf Community Activists
	<b>Jim Goff MBA '93</b> Saunders College of Business President and CEO, Lenzman Development Corporation		<b>Rudi Winsberg '01</b> School of Individualized Study Director, Elite Sports Travel

The Distinguished Alumni Awards are presented annually by each of RIT's nine colleges and the School of Individualized Study to an alumnus/a who has performed at the highest level of his or her profession or who has contributed to the advancement and leadership of civic, philanthropic or service organizations. It is the highest award an RIT college can bestow upon its alumni.

Also, in 2015, the American Institute of Ultrasound Medicine recognized this person as the Distinguished Sonographer of the Year, acknowledging their significant contributions to the growth and development of medical Ultrasound. They specialize in prenatal diagnosis and management of congenital anomalies.

## Strikes Against Stroke

The 9th annual Strikes Against Stroke bowling event was held on May 4th, 2018 at Flamingo Bowl with a Star Wars theme, "May the fourth be with you!" The event drew its largest crowd this year with all proceeds benefitting the lifesaving work of the Upstate Stroke Fund. The event is directed by Upstate's Speech Pathologists Carrie Garcia and Emily Talbot with the assistance of the Neuroscience Event Planning Committee



*Carrie Garcia, event director, son Gavin & Emily Talbot, event co-director, enjoying the event.*

## Looking for direction.... ?



One facet of the NYSUT mission statement is to improve the personal lives of its members and their families. NYSUT Social Services is a valuable benefit available to you. There is no charge, no limitation on usage and is completely confidential. We provide you and your family with a personal response to your unique issue.

**Call NYSUT Social Services**  
**1-800-342-9810, ext. 6206**  
**[socsvcs@nysutmail.org](mailto:socsvcs@nysutmail.org)**

Scott Hicks, LCSW  
Ani Shahinian, LCSW-R

**Problems come in many forms.  
So does the help NYSUT provides.**

## From the Fear of Blood to Helping Save Lives

As many of you know, Cassandra “Sandi” Bradford, MS, RN (Diabetes Nurse Educator) and a fellow UUP’er was featured in the Upstate Health Magazine summer 2018 edition with the headline “Off-duty nurse spots stroke in progress, springs into action at restaurant” on page 5. The bottom-line is, Sandi’s actions contributed to help save an elderly woman’s life. Recently a SUNY Upstate Hospital employee happily submitted Sandi for a Red Cross Real Heroes Award. The award looks for “a medical professional whose lifesaving action exemplifies the very highest standards of their calling.”

Sandi in typical UUP fashion is committed to education. Currently she is the Inpatient Joslin Diabetes Center Adult Educator at downtown campus. Her role is to teach patients’ / family on how to properly care for their Diabetes diagnosis and treatment.

Sandi’s is more than the above event. She graduated from a local high school and obtained a Cosmetology certification. After acknowledging uncertainty with that occupation she enrolled into Onondaga Community College (OCC) that fall to obtain an AA in Business. Just a semester shy of completing her degree, Sandi took time off and a part-time job at a local Nursing home where she found her passion and love for the medical field. She obtained her Certified Nurse’s Aide certification; 1992, Upstate hired her as Unit Support Technician; 1995, she moved to PM&R and began taking courses to obtain her RN from OCC; 1999, she took position as a Nursing Station Clerk until 2003 when she transferred to a Medical Office Assistant position at UHCC and re-enrolled in OCC RN program; 2005, LPN boards; 2006, completed her RN degree; 2009 transferred to 6K step down ICU and became a Patient Service Leader; 2010, BS in Nursing; 2012, MS in Nursing Education; 2013, teaching as an adjunct clinical instructor for OCC and Utica College and in the fall a Full-time faculty position at Utica Colleges (ABSN) program; 2015, returned to SUNY at the Joslin Diabetes Center as the Inpatient Diabetes Nurse Educator; recently Sandi completed her post Masters Certificate in Adult Gerontology Primary Care Nurse Practitioner.



*Cassandra “Sandi” Bradford, MS, RN*

You may have seen Sandi’s picture before since it has appeared on a PM&R poster board (1996), Highway Billboard, Newspaper ads (2006) and most recently Upstate Facebook postings (2018).

In her spare time she loves spending time with her two sons and is currently assisting with wedding plans for the eldest and providing guidance for the youngest who attends a local college.

She is a role model of what it means to be a SUNY Upstate employee and a UUP’er.

# THANKS, UUP HEROES!



Thank you for your generous and ongoing support of the Community Giving Campaign.

Below are the Upstate employees — many of whom are UUP members — who contributed to last year's campaign.

Giving is your superpower.

- |                        |                                    |                    |                  |                       |                    |                        |                    |                   |                         |                      |
|------------------------|------------------------------------|--------------------|------------------|-----------------------|--------------------|------------------------|--------------------|-------------------|-------------------------|----------------------|
| Jerrold Abraham*       | Sharon Brangman* & Charlie Lester* | Randy Colella      | Timothy Ezzo     | Pamela Haines*        | Devin Kerr         | Cameron MacQuarrie     | James Nighan       | Antonio Rodriguez | Denise Spence Mcgriff   | Stephanie Washington |
| Doreen Adams           | Gennady Bratslavsky*               | Jacinta Colombo    | Karen Fallat     | Holly Haines McCurdy* | Kerryanna Kerchner | John Maggio            | Hedi Noce          | Cheryl Roy        | Jennifer Spieker        | Daniel Waterman      |
| Sharon Adkins          | Richard Bratt                      | Jean Comiskey      | Debra Farenga    | Ann Haley             | Jennifer Ketcham   | Corena Magin           | Gail Nolan         | Dolores Rogers    | Amanda Sprague          | Jamie Waterstrip     |
| Lynn Agostini          | Carolyna Bregaudit                 | Ann Featherstone   | Lenore Hall      | Lenore Hall           | Richard Kilburg*   | Katherine Magnarelli   | Jeanne Nolan       | Donna Rogers      | Roberta Stafford        | Darlene Watrous      |
| Angelina Aicher        | Jennifer Brennan                   | Sandra Compton     | Robert Fechtner* | Laura Hall-Jones      | Mary Kilpatrick    | Margaret Maher         | Michele Nolan Bell | Charles Rogers    | Michele Nolan Bell      | Mary Lou Watson*     |
| Stephen Albanese*      | Emily Albert                       | Maureen Condon     | Kathleen Fedele  | Mary Halsey-Claps     | Kari Kimball       | Matthew Mahoney        | Paul Norcross*     | Renee Rokicki*    | Robin Stark             | Kathleen Webber      |
| Emily Albert           | Gregory Bridlick                   | Black Conroy       | Michael Feegley  | Lisa Haskinick        | Erin King          | Carol Maier            | John Nowasky       | George Starr*     | Robert Weber*           | Michele Weber        |
| Jacqueline Aldinger    | Laura Briggs                       | Jacquelyn Connolly | Michael Feegley  | Nicole Hanes          | Mary King          | Margaret Maimone*      | Caitlin Nye        | Laura Roman       | Paul Stator             | Michele Weber        |
| Lisa Alexander*        | Kristine Brindak                   | John Connor        | Michelle Fehlman | Adam Haney*           | Tina Hanes         | Rajesh Mainly          | Teresa O'Brien     | Susan Romano      | Timothy Stayer          | Sarah Weber          |
| Andrea Allen*          | Lewis Brito                        | Debra Conrad       | David Feiglin*   | James Michael Hanley  | Elizabeth Kinsey   | Tamara Majewski        | James O'Brien      | Michelle Romano   | Mark Stebbins*          | Barbara Webster      |
| Della Allen            | Gary Brooks                        | Gwynne Conway*     | Darci Cook       | Diane Hanna           | Pamela Kirsch      | Zahli Makhuli*         | Christine O'Brien  | Kathryn Romano    | Debra Stehle*           | Sherry Weinberg      |
| Clare Aloia            | Shonna Brooks                      | Robert Cooney*     | Wesley Feltner   | William Hannan*       | William Hannon*    | Meena Kishor Malhotra* | Joanne O'Connor    | Jeffrey Romano    | Kelly Steidl            | Leonard Weiner       |
| Jeffrey Amack          | Therese Brown                      | Jill Corbett*      | Wesley Feng      | Diane Hanson          | William Hannan*    | John Manning*          | Marilyn O'Connor   | Jeffrey Romano    | Paul Rutter             | Ruth Weinstein*      |
| David Amberg*          | Cheryl Brown                       | Maureen Corcoran   | Wesley Feng      | Diane Hardt           | Diane Hardt        | Lorraine Manzella      | Evamarie O'Donnell | Joseph Rosenthal  | Anthony Weiss           | Michael Weiss        |
| Brian Amidon           | Pamela Brown                       | Nicole Cormier     | Lori Ferguson    | Palma Filighera       | Mary Harmon        | Sharon Manzer          | Martha O'Keefe     | Douglas Rosenthal | Susan Stewart           | Thomas Welch*        |
| Niki Ammann*           | Rachel Brown                       | Robert Corona*     | Maureen Corcoran | Lisa Fiorini          | Robert Klein*      | Ann Markle             | Cassandra O'Neill  | Melissa Rowley    | Cynthia Stewart         | Jennifer Welch*      |
| Kimberly Anodino       | Michele Brown                      | Karen Coyna        | Sara Fisher      | Lisa Fiorini          | Karen Kline        | Darlene Marko          | Lisa B O'Reilly    | Gerard Roy        | Will Stockwin           | Janine Werchinski-   |
| Veronica Amsterdam*    | Michele Brown                      | Marla Coyne        | Maureen Corcoran | Lisa Fiorini          | Jeffery Kline      | Suzanne Odom           | Suzanne Odom       | Doretta Ruyter    | Jill Stone              | Yates                |
| Tracy Anderson         | Michelle Anderson                  | Joanne Davis       | Maureen Corcoran | Lisa Fiorini          | Amy Klis           | Steven Marks           | Ellen Olney        | Rebecca Rumber    | Christine Stork-Medicus | Ronald Westbrook*    |
| Ellen Anderson         | Ellen Anderson                     | David Bruch        | Maureen Corcoran | Lisa Fiorini          | Paul Kniernan      | Steven Marks           | Eric Olson*        | John Rupert       | Michelle Stom           | Nuala Wheat          |
| Carol Andrews          | Joey Angelina*                     | Jacqueline Brusa   | Maureen Corcoran | Lisa Fiorini          | Barry Knox*        | Jennifer Marsh         | Nathaniel Ordrway  | Stephen Rusinko*  | Paul Suits              | Kathleen Wheatley    |
| Joey Angelina*         | Jeffrey Buckman*                   | Lataveis Bryant    | Maureen Corcoran | Lisa Fiorini          | Sara Fleury        | Bruce Krutson          | Zahner O'Shea      | Nancy Russo       | Daniel Sullivan         | Brenda Wheeler       |
| George Annas           | Lindsay Bugge                      | Jeffrey Buckman*   | Maureen Corcoran | Lisa Fiorini          | David Flewelling   | Katsuhiko Kobayashi    | Anthony O'Shea     | Dana Ruth-Setek   | Mary Beth Sullivan      | Mary Whipple         |
| Marnie Annese          | David Anthony                      | Shelley White      | Maureen Corcoran | Lisa Fiorini          | Nicole Cross       | Cherie Kocan           | Zahner O'Shea      | Ruth-Setek        | Kimberly Sullivan-Dec   | Lisa Whitbread       |
| David Anthony          | Quonita Bullock                    | Lisa Whitbread     | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Kathleen Kohanski      | Joseph Sanger*     | Ramesh Sachdeva*  | Lisa Sustache           | Shelley White        |
| Marie Antil            | Dennis Burce                       | Francisca Swift    | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Christina Martino      | Stacy Sanger*      | Anna Salvaagni*   | Tabatha White           | Christine Whitney    |
| Clare Arezina Wieman   | Joanne Burcuff                     | Tara Witkoit       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Maria Marzullo         | Stacy Sanger*      | Carol James       | Tara Witkoit            | Carol Wilkie         |
| Felicia Arnold         | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Yetta Williams          | Johanna Williams     |
| Daniel Arnold          | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Julie Arrigo           | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Shelley Ashong-Katai   | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Elizabeth Asiago Reddy | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Sara Austin-Wilson     | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Dale Avers*            | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Anthony Ayuel          | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Brian Azzoto           | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Shawky Badawy*         | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Jarrod Bagatell        | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Deborah Bagozzi        | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Janet Bailey           | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| James Baines           | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Saeed Bajwa            | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Joyce Baker            | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Tracy Baker            | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Rasheeda Baldwin       | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Christina Balyszak     | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Gail Banach            | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Denise Barber          | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Ashley Barbetta        | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Sharon Barbour         | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Mary Barclay           | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Ann Barker-Griffith    | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Carol Barnett          | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Melissa Barringer      | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Frances Barry          | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Sarahelma Barth        | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Tammy Bartsoszek       | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Christine Bateson*     | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Robert Beach*          | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Lisa Beagle            | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Anne Beaudin           | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Richard Beaulieu       | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Katherine Beissner*    | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Debbie Belina          | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Daryl Bell*            | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Ofelia Bell            | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Martha Bellinger       | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Martha Benedict        | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Susan Benek-Bachman    | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Laurel Bennett         | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Debra Benware          | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Edward Berry           | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Heather Bertelli       | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| David Bertrand         | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Cynthia Blicher        | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Kevin Bigelow          | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Timothy Bingham        | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Linda Birmingham       | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Troy Bisesi            | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Doreen Bishop          | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Tammy Blackburn        | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Maureen Blackmer       | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Linda Blair            | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Donald Blair*          | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Kristen Blais          | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Steven Blair*          | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Andrea Bleyie*         | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Kimberly Bloomer       | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Kristin Bobbette       | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Peter Bogardus         | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Maureen Bogardus       | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Jeffrey Bogart*        | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Doreen Bohm            | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Lenore Boris*          | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Ellen Bortz            | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Christine Bottone      | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Shannon Bouchard       | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Barbara Bourgeois      | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Margaret Bourke        | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Mark Bowring           | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Matthew Bowman         | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Jill Boyer             | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Pam Boyle              | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Theresa Boyle          | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Joan Bozogian          | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Shelby Bradshaw        | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Lucy Bradley           | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      | Carol James       | Johanna Williams        | Johanna Williams     |
| Deborah Bradshaw*      | Debra Burke                        | Carol Wilkie       | Maureen Corcoran | Lisa Fiorini          | Maureen Corcoran   | Paul Marzullo          | Stacy Sanger*      |                   |                         |                      |

# Influenza, Can History Repeat Itself?

Jarrod Bagatell, MD

Director Employee/Student Health, Upstate Medical University

A century ago the world witnessed its worst infectious disease pandemic in recorded history. Influenza infected an estimated 500 million people while it touched far reaching places extending throughout all seven continents. One out of every three inhabitants around the globe during that time was infected by this disease and it has been estimated that this pandemic may have killed as many as 50 million people worldwide. Imagine 3% of the planet's population reduced by death during a flu season as a result of complications due to this virus.

While there is no historical uncertainty that influenza has greatly influenced the lives and deaths of so many, there are those today who might simply think of the flu as a bad cold or perhaps a passing seasonal nuisance that only affects the infirm and the weak.

However, during this pandemic, it was actually the young and otherwise healthy adults in their 20s and 30s who suddenly died from this disease. Although those at the extremes of age are typically at greatest risk from pneumonia, as a sequella to

the infection, it was actually the consequence of a robust immune response to this viral invasion that lead to the rapid death of the young adult.

And while flu season may be fairly predictable, it is this unpredictable nature of the influenza virus itself that makes it so daunting. True with the flu is that strains of this virus are undergoing constant changes, both minor



(drifts) and major (shifts), and there is valid concern that the world may be at risk of experiencing another significant shift in the composition of influenza such that a veritable roll of these dice might result in a pandemic never seen since the likes of 100 years ago.

Although history should teach us many lessons we may have a tendency to ignore the past as just that...the past. We might falsely assume that such devastation could not possibly occur in this modern era of technological advancements in the field of Medicine. Yet we may be most vulnerable when we ignore the lessons taught throughout history.

This flu season, do whatever it takes to protect yourself, your family, your coworkers, and our patients by getting vaccinated against the flu. In addition, wash your hands often, cover a cough, avoid touching your eyes, nose, and mouth, and don't go to work or school if you have a fever or flu-like symptoms. Your history could be significantly impacted if you follow these simple actions.

Upstate will be offering its major Flu Clinics during the 1st week of October (1st, 2nd, 3rd, 4th, and 5th) at UH 2nd floor Small Cafeteria and on October 4th at Community Campus Employee Health Office (1st floor).

<http://www.upstate.edu/health/fluinfo.php>



## Pump It Forward!

Members of the Upstate Chapter of United Way Young Leaders participated in their annual Pump it Forward Event last month. Members pumped gas at local Byrne Dairy stores while wearing really cool aprons and collected tips for donations to the United Way. In addition to tips collected, Byrne Dairy donated 5% of all gas proceeds to the United Way.

Pictured (L-R) are Michael Longo (Hospital Information Systems), Matt Mahoney (Customer Support, IMT) and Lauren Winters (Hospital Planning).



## Upstate Fall Faculty Convocation

President Danielle Laraque-Arena, MD, FAAP, recognized 28 individuals for distinguished service at the Fall Faculty Convocation. President's Award for Excellence in Philanthropic Service, Individual, is Betty Grady, a dedicated supporter of the Upstate Foundation and Upstate Medical University for more than 27 years.

Solvay Bank was honored with the President's Award for Excellence in Philanthropic Service, Corporate. Solvay Bank's philanthropic investments totaling nearly \$208,000 have provided meaningful support to Upstate Medical University, Upstate University Hospital's Downtown and Community campuses, Upstate Golisano Children's Hospital and the Upstate Cancer Center. Among its significant support Solvay Bank, has been a longstanding sponsor of Upstate Foundation events such as Upstate Open, Gala, Father Daughter Valentine Ball, Miracle Ride and the CNY Region Skins game. In fact, Solvay Bank has been an Upstate Open golf sponsor for 25 of the tournament's 31 years and a presenting/title sponsor since 2000.



### Award recipients

SUNY Distinguished Service Professor:

**Paula M. Trief, PhD, Department of Psychiatry**

Chancellor's Award for Excellence in Scholarship and Creative Activities:

**Francesca Pignoni, PhD, Department of Ophthalmology**

Chancellor's Award for Excellence in Teaching:

**Stephen J. Knohl, MD, Department of Medicine**

Chancellor's Award for Excellence in Professional Service:

**Lisa Phelan, Academic Affairs**

Chancellor's Award for Excellence in Faculty Service:

**Henry S. Roane, PhD, Departments of Pediatrics and Psychiatry**

Chancellor's Award for Excellence in Librarianship:

**Virginia P. Young, MLS, Health Sciences Library**

Chancellor's Award for Excellence in Classified Service:

**Brenda L. Cray, Environmental Services, Community Campus, Mary Lewis, Department of Emergency Medicine, Katherine F. Magnarelli, Department of Pharmacology**

President's Award for Excellence and Leadership in Research:

**Peter D. Calvert, PhD, Department of Ophthalmology, William G. Kerr, PhD, Department of Microbiology and Immunology**

President's Award for Excellence in Professional Service:

**Rodney Freeman, BS, Department of Emergency Medicine**

President's Award for Excellence in Faculty Service:

**Vivian Gahtan, MD, Department of Surgery**

President's Award for Excellence in Teaching:

College of Medicine, Clinical Department:

**Risa Farber-Heath, DO, Department of Emergency Medicine**

College of Medicine, Basic Science Departments/College of Graduate Studies: **David Pruyne, PhD, Department of Cell and Developmental Biology**

College of Nursing:

**Mashelle Jansen, DNP, FNP-BC**

Binghamton Campus:

**Russell E. Galatzan, MD, Department of Pediatrics**

President's Award for Outstanding Voluntary Faculty:

College of Medicine:

**Jay W. Chapman, MD, FFAFP, Pulaski Health Center**

College of Nursing:

**Ahmed Raslaan Nizar, MD and Julie A. Andrews, NPP, St. Joseph's Health, Comprehensive Psychiatric Emergency Program (CPEP)**

College of Health Professions:

**Emily Wahrendorf, MLS (ASCP), Syracuse VA Medical Center**

Binghamton Campus:

**Michael Chisdak, MD, Southern Tier Pulmonary**

President's Award for Distinguished Service:

**Frank E. Young, MD, PhD, Class of 1956**

President's Award for Excellence in Philanthropic Service, Corporate: **Solvay Bank**

President's Award for Excellence in Philanthropic Service, Individual: **Betty Grady**

Academy of Upstate Educators:

**Shuhong, Luo, EdD, MSN, RN, College of Nursing  
Patricia Powers, DNP, MPA, RN, FNP-C, PMHNP,  
College of Nursing  
Michael L. Vertino, MD, Department of Neurology**

# Help Wanted: Academic Delegates

*Rich Veenstra, Ph.D.*

*Vice President for Academics*

Every two years we elect our UUP Chapter Officers and Delegates for the next term. These Chapter elections will be taking place next spring and nominations are due in February 2019. Elections will take place after the nominations are verified. Chapter Officers and Delegates will begin serving their term in June 2019. I was first asked to become a UUP Chapter Academic Delegate in the 1990's and served in that capacity for approximately 18 years before being elected Vice President for Academics (VPA). Every UUP Chapter is allotted one Delegate to the UUP Delegate Assembly (DA) for every 75 academic and professional members. In the 2017 election, we had 11 eligible academic members receive one vote or more. Four of those academic delegates are retired and remain valuable participants. Since the last election, one academic delegate has retired and moved out of state and another delegate will be retiring. With 1290 active and 90 additional retired academic members, there are 18 open academic delegate positions for the 2019 Chapter elections. So there are open opportunities to learn and participate in UUP governance to best serve the over 42,000 statewide academic and professional members. Of course, you may always attend the UUP Upstate Medical University Chapter Executive Board meetings on the second Wednesday of every month at 12 noon, 203 Madison Towers, lunch is provided. One caveat, only UUP Chapter Officers and Delegates (yes, Delegates) get to vote on UUP Chapter business.

There is likely to be one additional caveat to serving as a UUP Chapter Delegate in 2019. At the UUP Fall DA this October in Buffalo, there will be a vote on a Constitutional Amendments to require a minimum of 5 votes to be elected as a delegate. The purpose of this amendment is to prevent one vote write-ins (either themselves or a colleague voting for someone who may be unwilling to serve) from being elected as a Delegate. This shouldn't be difficult to achieve since you only need four

academic colleagues to vote for you and your VPA is sure to support someone who is interested in participating. So what are the responsibilities of a UUP Delegate? The DA is the "legislative and policy forming body" of UUP and elects the statewide Officers and Executive Board Members, votes on policies, resolutions, proposed Constitutional Amendments, and adopts the annual budget. Delegates are representatives of their Chapter and as such, are supposed to be informed, prepared, and attend the Fall, Winter, and Spring DAs and report back to their colleagues about issues discussed and actions taken at the DA. You are also encouraged to serve on one of 20 Standing Committees, although you are not required to be a Delegate to serve. Your Chapter leadership will also encourage you to participate in chapter Committees and activities, serve as departmental representatives to inform your colleagues and co-workers about important issues and communicate their concerns, and collaborate with campus governance.

The latest and pending U.S. Supreme Court nominees serve as testimonials to the political consequences of the last Presidential election and the effort to erode personal, worker, and environmental protections that have taken decades to accomplish, with still more work to do to achieve living wages and adequate health care for all U.S. citizens. Your vote and participation helps determine the course of your college campus, university, community, state, and country. This Fall, please vote in your local state and national mid-term elections and next Spring consider becoming a UUP Delegate and vote for your Chapter UUP Academic Delegation. Your present chapter academic leadership isn't getting any younger (60+) and a few of you reading this know how valuable their service is in a time of need. The time is now to get involved and begin by serving as a UUP Chapter Delegate.

**UUP VOTE-COPE Voluntary Contribution • United University Professions • P.O. Box 15143, Albany, NY 12212-5143**

Last Name \_\_\_\_\_ First \_\_\_\_\_ MI \_\_\_\_\_

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

Campus \_\_\_\_\_ Department \_\_\_\_\_ Non-SUNY Email \_\_\_\_\_

## AUTHORIZATION FOR VOLUNTARY DEDUCTION

Effective no earlier than \_\_\_\_\_ (enter date), I hereby authorize regular payroll deductions from my earnings in the amount specified below as a voluntary contribution to be paid to VOTE/COPE, to be used in accordance with applicable law for the purpose of making political contributions in connection with federal, state and local elections. My contribution is voluntary, and I understand that it is not required as a condition of employment, and that I may revoke this authorization at any time by giving written notice to the Treasurer of United University Professions.

Contribution Per Pay Period (Circle One)      \$5      \$10      Other \$ \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

The Advisor • Syracuse Chapter Newsletter

Editor: Mike Lyon

lyonm@upstate.edu

An official publication of the Syracuse Chapter of the United University Professions, Local 2190 of the American Federation of Teachers, AFL-CIO, and affiliated with the New York State United Teachers.

The opinions expressed in this newsletter are those of the authors or of the Syracuse Chapter and are not necessarily the opinions of United University Professions.

The editor welcomes member submission of letters, articles, pictures and comments of interest to the Syracuse Chapter.

UUP Chapter Officers

Carl Fettingill, President

pettingc@upstate.edu

Richard Veenstra, Vice President for Academics

veenstr@upstate.edu

Theresa Baxter, Vice President for Professionals

baxtert@upstate.edu

Colin Massulik, Secretary

massulic@upstate.edu

Deb Benware, Treasurer

benwared@upstate.edu

Syracuse UUP Chapter Office

Madison Towers, 2nd Floor

60 Presidential Plaza • Syracuse, NY 13202


syracuse@uupmail.org • 422-5028

# Support the Political Action Fund of UUP and NYSUT Give to VOTE/COPE

VOTE/COPE is the nonpartisan political action fund of UUP and its affiliate, NYSUT. It coordinates the voluntary contributions of members and makes contributions to UUP/NYSUT-endorsed candidates and to UUP/NYSUT-supported general campaign committees. Dues money is *not* used for political action. Contributions to VOTE/COPE are *not* tax deductible.

**Return this coupon to:  
 VOTE/COPE  
 United University Professions  
 P.O. Box 15143  
 Albany, NY 12212-5143**

**UUP VOTE/COPE Voluntary Contribution**  
 United University Professions, P.O. Box 15143, Albany, NY 12212-5143



Last \_\_\_\_\_ First \_\_\_\_\_ MI \_\_\_\_\_  
 Address (include street, city, state, zip) \_\_\_\_\_  
 Campus \_\_\_\_\_ Dept. \_\_\_\_\_ E-mail \_\_\_\_\_  
 Effective no earlier than \_\_\_\_\_ (enter date), I hereby authorize regular payroll deductions from my earnings in the amount specified below as a voluntary contribution to be paid to VOTE/COPE, to be used in accordance with applicable law for the purpose of making political contributions in connection with federal, state, and local elections. My contribution is voluntary, and I understand that it is not required as a condition of employment, and that I may revoke this authorization at any time by giving written notice to the Treasurer of United University Professions.  
 Contribution Per Pay Period (Circle One) \$1 \$2 \$5 \$10 Other \$ \_\_\_\_\_  
 Signature \_\_\_\_\_ Date \_\_\_\_\_