



The Forum



At *The Forum* we write about the pressing issues our members face on campus. We do so from the perspective of labor, connecting our local concerns to those of the state-wide agenda of UUP, the national crisis facing public higher education and the issues of working people in the US and beyond.

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Welcome to the 2023

Election Edition of *The Forum*:

The Albany Chapter of UUP is pleased to present to you this opportunity to meet the candidates through their statements and encourages you to participate in this year's election.

All candidates of record who are running for officer or delegate positions were given an opportunity to submit their statements for publication.

Elected officers and delegates will serve a term beginning on June 1, 2023 and ending on May 31, 2025. You are receiving a copy of this newsletter because you are a "duly signed" member of UUP.

Any candidate running for office can call the Co-Chairs of the UUP Constitution & Governance Committee or UUP Statewide Secretary Jeri O'Bryan-Losee at 1-800-342-4206 to make an appointment to observe the counting of any election in which they are a duly nominated candidate.

Election Information: What happens when?

March 14-16: Chapter election ballots will be mailed out to members' home addresses.

April 21st: Return ballots must be received (not postmarked) at the UUP Central Office by 5:00PM

Your vote is important! Please make it count!

President

Tom Hoey
**Telecomm Planning Engineer, Information
Technology Services**

Dear Colleagues,

First off, I want to thank you for being a union member and for voting in our chapter election. I am asking for your vote to be Albany Chapter President based on my goals for the chapter; understanding our contract details; my past accomplishments and the 30+ years of UUP training on the best way to organize and grow a chapter. I have gained insight and knowledge on how to build a successful chapter through my experience of being your vice-president for professionals for 7 years and currently UUP's Statewide Membership Development Officer (MDO). My union co-workers will tell you that I am not afraid to speak up and along with our other chapter officers, will be your strong voice at Labor Management Meetings. Being officer liaison for eight UUP chapters presidents has allowed me to see different techniques in making a chapter successful. However, one person alone can't build a successful chapter, working collectively as a union we can accomplish that goal and as President I will mentor and facilitate those efforts.

My main goal is to improve communication with our membership. Having a conveniently located chapter office open every day equipped with a phone so members know where to get help is essential. We will hold "Open-Forum" meetings via zoom in addition to having union office hours at our three other campuses for greater membership access. Growing our chapters "Department-Rep" system is another critical component for our chapter and we will spend time and money recruiting and training membership for this role.

Another way our chapter can empower our members is by offering more Professional Development workshops using the many resources from our contract not being explored currently. We will improve the way Individual

Development Awards are reviewed by working with our management partners to streamline this joint committee's award process, this includes informing applicants of the progress of their request. We will also offer more workshops on understanding our contract and how to ask for promotions and raises in addition to the permanent appointment/tenure process. We are an educational institution and giving our membership the chance to further their careers with training and workshops just makes sense!

Some accomplishments:

- Currently Chair of our chapter's Professional A-28 Committee
- Started a fully endowed scholarship for our Education students
- Started the fall welcome back chapter picnic
- Started the Homecoming Day BBQ for our members in Athletics
- Started the annual Northeast Food Pantry food give away on our campus during Covid
- Started the printing of our Chapter newsletter free of charge at UUP HQ 15+ years ago
- UAlbany's UUP/NYSUT/AFT/NEA/CLC Delegate 28+ years
- Fought for and succeeded bringing back UAlbany's Employee Length of Service Awards
- Filed 3 contract grievances over the years protecting our union rights
- Trustee for the UUP Benefit Trust-Fund, helped increase dependent scholarship award
- Started UUP's Statewide Membership Organizing Institute (MOI)
- Added Assistant VP positions and term limits to our Chapter Bylaws
- Adjunct Professor for 12 years SCCC

In Solidarity,
Tom Hoey (518-378-1474)
tomtomhoey@gmail.com

* * *

President

Paul Stasi

Associate Professor, English

As AVP for the last six years, I have worked closely with Aaron Major, navigating the unprecedented challenges of recent times. In this work, I have been guided by the principle that our working conditions are our student's learning conditions. I think many of us feel that the University is at a breaking point. I have not spoken to anyone, in any department or unit on campus, who does not feel stretched incredibly thin; we are all over-worked, our offices are under-staffed. We can't continue to do more with less. This is an issue that unites us all. At the same time, I recognize there are issues that are specific to each part of our union. Professionals need transparency and fairness in telecommuting policies; they need timely performance programs and support in navigating the process of applying for promotion and salary increases. Academics need the University to respect academic freedom and support the research aims of *all* its members. Contingents need better pay and job security. And we all need the administration to follow our shared governance procedures as it undertakes what looks like a vast reshaping of the University in the coming years. I believe in the principle of solidarity that is at the heart of the union: when we all work together we can help build a better University for all of us. I have been proud to represent our members in the last six years and would be honored to continue this work as your chapter President.

* * *

Vice President for Professionals

Patrick Romain

Senior Academic Advisor, Educational Opportunity Program

It is a privilege to serve as your Vice President for Professionals, and I pridefully volunteer to continue to run and serve for a second term. Working on this board has allowed me to

support our members and to "get into good trouble". As my mentor, Former Congressman John Lewis would say "Get in good trouble, necessary trouble, and redeem the soul of America". Having the opportunity to bring relevant issues with my years of experience, dedication, and ability to fight for what's right on behalf of our UUP members has been an awe-inspiring privilege. I have served as Assistant Vice President and treasurer for the United University Professions and am currently a member of the statewide board of the UUP. I find it tremendously rewarding to have upheld these positions and lead my community. I pledge to continue to make being the Vice President my top priority. I humbly ask for your support and look forward to continuing this vital work.

Some of the past important work includes:

- Serving on Albany NY Chapter Executive Board
- New Employee Orientation
- Recipient of the New York State Association of Black And Puerto Rican Legislators, INC Honorable Louis Nine Award, 2022 - Hon. Manny De Los Santos
- Recipient of the New York State Association of Black, Puerto Rican and Asian Legislators Award, 2020, AFL CIO
- City of Albany Common Council- Certificate of Citation African American History Month, 2019

In solidarity,
Patrick Romain

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Vice President for Academics

Marco Varisco

Associate Professor, Mathematics

I work in the Department of Mathematics & Statistics, where I am now Associate Professor and Director of Graduate Studies. I have been active in our Union for several years: since 2017 I have been a member of our Chapter Executive

Committee and a statewide Academic Delegate, and I currently serve as Assistant VP for Academics. With your support I would be honored and happy to serve as Vice President for Academics — to continue to fight for our working conditions at Labor-Management, along with our colleagues on the professional side; to continue to fight against the erosion of shared governance and academic freedom, along with our colleagues in the University Senate; and to continue to organize and mobilize as many members as possible, especially where we are underrepresented: in STEM units like mine, and among our adjunct, part-time, and contingent colleagues.

* * *

Assistant VP for Academics

Meredith Weiss

Professor, Political Science

I have been honored to serve as Assistant Vice President for Academics in 2021–22, then as acting VP for Academics for this past year, following 6 years on our chapter’s Executive Committee. Amid the stresses of returning semi-normalcy as the pandemic finally ebbs, of declining or shifting enrolments and redirected spending, and of ever-expanding expectations and workloads, I find it reassuring to know UUP has all our backs. Several key issues especially motivate my belief in the importance of our union—and my interest in playing a role, myself. First is the imperative for a university of shared governance, especially ensuring meaningful faculty input into search processes, new and existing academic programs, and overall directions; increasing centralization of a host of processes, the top-down (and essentially zero-sum) decision to invest massively in AI, and intimations of or actions toward restructuring of campus units make UUP’s vigilance and input crucial. Next is endemic workload-creep, made all the worse by faculty and staff departures and heightened student needs, amid shifting standards and “metrics” that may reflect poorly the work we

do. And finally—now as previously—I value and hope to extend UUP’s efforts to ensure that we as a campus and community institutionalize a culture of respect, pursue and value diversity, and invest in sustaining an environment that excites and inspires our students and ourselves. Should I be re-elected as AVP for Academics, I look forward to continuing with these efforts.

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Secretary

Michael Dzikowski

Systems Architect, Information Technology Services

Hello. My name is Michael. For those of you who don’t know me yet, I am a member of the Information Technology Services department and I am running for a first term as Chapter Secretary. While I’ve only been at the University for seven years, my tenure as a SUNY Professional is much longer, spanning two and a half decades. I have a long history of union service, having been an active member and Treasurer for my former Community College NYSUT Local, and since joining the University, I’ve been a Chapter Professional Delegate, a member of the Chapter Executive Committee, a member of our Chapter Elections Committee, and a member and Vice Chair of the State-Wide Constitution and Governance Committee. In that role, I proudly serve our state-wide Local year-round including at Delegate Assemblies and beyond, working with the Committee co-chairs and my fellow members to organize Delegate Assembly registration and voting, review changes to the UUP Constitution, and conduct State-Wide Elections, such as this one within which I am running for office. It’s been a distinct honor to be able to represent our Chapter thus far, and I look forward to being able to serve this Chapter going forward as a Professional Delegate, and your Secretary.

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Treasurer

Penny Strobeck

Manager of Finance and Operations, School of Education

I'm honored to run for the position of Treasurer and ask for your support of my candidacy. I have served as a Professional Delegate for the UUP Albany chapter since 2017 and as Assistant VP for Professionals from 2020-2021. I have chaired the food pantry committee, served on the women's concern committee and ad hoc telecommuting committee. I currently serve on the professional concerns committee, college review panel committee, and statewide environmental issues & advocacy committee. I'm committed to the work of our union and hope to gain a different perspective on supporting our union efforts through these uncertain times.

Thank you,
Penny Strobeck

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Officer for Contingents

David Banks

Lecturer, Geography & Planning

In my approximately 2 years as officer for contingents I have focused on two things: making sure all of our members know the full benefits that they are entitled to, and to defend those benefits, whenever management encroaches on them. Right now front and center for me is extending contract lengths, having those contracts spelled out and signed in a timely manner, and making sure reductive, discriminatory metrics like SRF scores do not disproportionately impact our contingents. I have also started a monthly contingent appreciation breakfast to help us come together as a community to share concerns and experiences. I have full confidence in our statewide bargaining team that they will present the membership with a fair contract to vote on. But their success will hinge on our ability to turn out and show our solidarity with

the wide range of faculty and staff in our bargaining unit. To that end I will be insisting that contingent issues remain front and center in bargaining and reminding everyone that how the SUNY system treats its contingents is a bellwether for everyone's future. We all do better when we all do better.

* * *

Officer for Retirees

Betty P. Shadrick

Emeritus, Office of Graduate Education

It's a pleasure serving as UAlbany's Officer for Retirees. In this role, I advocate for the rights of retirees, refer them to resources that speak to their issues and concerns, attend workshops to stay current on pertinent matters confronting their well-being, and respond quickly when they seek my input. As a retiree, I readily understand the importance of being supportive, timely, and executing this role seriously and compassionately. May I count on your vote to continue as your Officer for Retirees?

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Professional Delegate

Maritza Martinez

Emeritus, Educational Opportunity Program

After 37 amazing years of dedicating my attentions to Counseling/Advising; advocating for low income; first generation college students, and consequently overseeing the successful Educational Opportunity Program (EOP) as its first ever female/Latina Director largely at UAlbany but also at Schenectady County Community College, it is my honor to be throwing my hat in the ring for a Professional Delegate position in the UAlbany Chapter of UUP now that I have retired and have the time to commit to this opportunity. What will you get from me were I to be elected by you, the membership? I am a fighter for what I believe in and the people that I passionately represent. My faith has taught me to fear no one other

than the Creator, so speaking truth to power and doing so strategically is not foreign to me nor is it something that I've held back on demonstrating in my quest to fight for equity where inequity has existed. You will also get a transparent style that will seek to inform you because being open and inclusive is the only way that I know how to serve. Finally, you will get consistency. Saying one thing today and flip flopping on that message will not build trust or solidify belief in my ability to serve you or our UUP chapter genuinely. I am hoping that you will give me this opportunity by giving me your vote for a Professional Delegate seat in our UAlbany UUP Chapter. Muchisimas gracias/ Thank you! Maritza Martinez

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Academic Delegate

Kate Coddington

Associate Professor, Geography & Planning

My name is Kate Coddington, I'm a member of the Department of Geography & Planning, and I'm running for a second term as an academic delegate of the Albany Chapter of the UUP. I am interested in continuing to focus on improving shared governance at Albany, highlighting the concerns of contingent and precariously-employed members, and working towards equitable and transparent workload allocations for our members. It's been an honor to serve as a delegate over the past two years, and especially now that I have a better idea of what I'm doing, I would appreciate your vote to continue this work.

Deborah Lafond

Social Sciences Subject Librarian, University Library

FREEDOM, EQUALITY, DIGNITY FOR ALL - in the workplace and in our society! To make our union stronger and given the privilege of working at a university, I believe it is incumbent upon us to grow a union movement with intersectional and inclusive VISION - one that

consciously addresses how systemic inequalities, tactics to divide and oppress one over another, CAN BE OVERCOME TOGETHER!

As your Chapter Academic Delegate for over 9 years, I have worked for student food security, access to health care, mental health care, global labor concerns addressing sustainability, researched and led efforts within UUP for affirmative action against threats to Title VII and Title IX, co-created programs/events addressing anti-racism, prison reform, poor people's campaign, curriculum innovation and FAIR TRADE efforts on the campus. I have been a member of the local and Statewide Women's Rights and Concerns Committee, Affirmative Action Committee, Solidarity Committee, the Peace and Justice Committee and as current chair, I invite new members to the Chapter Women's Rights and Concerns Committee. I continue to advocate for colleagues and students in distress.

Deborah LaFond

Social Sciences Subject Librarian

UUP Academic Delegate

Affiliate Faculty, Women's, Gender and Sexuality Studies

Senator at Large - University Senate

Loretta Pyles

Professor, School of Social Welfare

I am pleased to be running for my 6th term as an EC member and delegate. Being of service to my union is, in my view, the most effective way that I can be of service to this university's staff, faculty and students. I strive to stay connected to the most pressing issues facing our chapter, to facilitate communication between members and chapter leadership, to ask critical questions and to take effective action for change. I hope to get to serve again for another 2-year term.

* * *

Editorial Note: This Write-Ins section was added as a matter of convenience to those members who had noted their desire for nomination after the official nomination rolls had been published. The presence of these individuals on this newsletter does not indicate any preference for or position with the Write-In member's statements.

Write-In Professional Delegate

Betty P. Shadrick

Emeritus, Office of Graduate Education

For nearly two decades, I have served as an elected Professional Delegate, attended rallies locally, regionally, and our nation's Capital, Washington, DC.

I've phone-banked for worthy political candidates, lobbied congressional officers for continued support of Union related matters, and served on the Scholarship Development Committee, Active Retired Membership Committee, and Diversity, Equity & Inclusion Committee. I humbly seek and request your support as a Write in Candidate Professional Delegate.

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