



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 2025

Election Edition of *The Forum*:

The Albany Chapter of UUP is pleased to introduce the candidates running for UUP Albany elected officer and delegate positions through their statements. We encourage all members to participate in this year's election. Please note: If you would like to become more active in UUP, please consider writing yourself in as an academic or professional delegate. A single vote as a delegate makes you eligible to join the UUP Albany Executive Committee, where you can help participate in steering the direction of our union.

All candidates of record who are running for officer or delegate positions were given an opportunity to submit their statements for publication. Members who noted their desire to run for an elected position after the official nomination rolls were published are indicated below as "Write-In" candidates. When writing-in a candidate on the ballot, select the bubble to the left of the line designating the appropriate office and write the candidate's name neatly.

Elected officers and delegates will serve a term beginning on June 1, 2025 and ending on May 31, 2027. 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/Treasurer 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 12-14: Chapter election ballots will be mailed out to members' home addresses.

April 18: 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

You as a UUP union member can vote every two years for both our Albany Chapter leadership and state-wide representatives. Today, I am asking for your vote for chapter president covering the 2025-2027 term. Knowing that our Albany Chapter could develop even further as a stronger and more caring organization by bringing in new ideas and increasing training and visible member support services, I welcome the chance to make it happen.

As your 32-year elected exec board member and your current Grievance Chair and previously serving seven years as a chapter vice-president and also being elected to three terms as State-wide MDO, which included serving through covid, has exposed me to ideas and procedures that if implemented, would improve our members lives.

- Develop 10-chapter objectives and maintain the required monthly progress report (<https://uupunion.org/myuup/MembersOnly>) for the chapter president paid release time justification, which is not currently being done.
- Monthly meetings with locations possibly rotating to all 4 campuses.
- Distribute via email a bi-weekly chapter newsletter including important university updates.
- Produce the printed Forum newsletter twice a semester.
- Produce a Printed Forum Election edition (discontinued in 2023).
- Hold office hours Monday-Friday.
- Office support staff present Monday-Thursday.
- Increase training programs and IDA grants.
- Reactivate Health and Safety Committee and other inactive ones.

- Talk to non-members one on one to have them join.

These next couple of years may seem stressful to union members but remember we have survived some pretty bleak days before and better days are coming!

Feel Free to call!

Yours in Solidarity,

Tom Hoey
518-378-1474

Paul Stasi
Professor, English

Over my first term as chapter President, I have spent a great deal of time listening to members. 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 evaluations and for these to be oriented towards professional development and improvement, rather than nit-picking, time-managing or punishment. 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 continues to reshape the University while largely ignoring the protests of its members. We are also navigating an unprecedented federal landscape filled with deep uncertainty. These are challenging times but I still 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. Together with my officers we have achieved some victories. We don't always win of course, but we will always fight for our members. I have

been proud to represent you as your Academic Vice President and now as President and would be honored to continue this work for another term.

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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 proudly volunteer to continue serving you. 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 to the forefront with my years of experience, dedication, and ability to fight for what’s right for our UUP members has been an awe-inspiring privilege. As the current Vice President seeking your support, and State-Wide Membership Development Officer, I have served as Assistant Vice President, Treasurer, and a statewide United University Professions (UUP) Executive board member. These roles have allowed me to advocate for our community, making sure that members’ voices are heard, and their rights are protected. I pledge to continue making my role as Vice President my top priority.

I humbly request your support and look forward to continuing this vital work.

Over the past three years, I have taken on additional responsibilities to support our members, further expanding my advocacy efforts. Additionally, I lead the A28 Committee, which has been diligently working to represent and support our members.

I actively fight for better working conditions and fair salaries by participating in monthly labor-management meetings. One of my key priorities has been promoting the presence of the professional concerns committee’s role in assisting members with workplace concerns,

particularly regarding performance evaluations. This committee guarantees that a supervisor’s assessment is not the final word, providing members with a pathway to address and resolve their concerns through the appropriate channels.

Advocating for UUP extends beyond the campus. I take our concerns to the New York State Legislature and the Governor’s Office at the Capitol, making sure our members’ needs are heard at the highest level. I am committed to making myself accessible and available to address concerns about the work environment, guaranteeing that every member has the support they need.

I sincerely appreciate your trust and confidence in me, and I look forward to continuing to serve you in this role if given the opportunity.

Important Work and Awards Includes:

- Serving on the 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 for African American History Month (2019)

In solidarity,
Patrick Romain

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Vice President for Academics

Marco Varisco

Associate Professor, Mathematics & Statistics

I work in the Department of Mathematics & Statistics, as associate professor and director of graduate studies. In UUP, I have served on the chapter executive committee, as statewide

academic delegate, department representative, assistant VP for academics, and now vice president for academics. With your support I would be honored and happy to serve a second term — 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.

* * *
Secretary

Maritza Martinez
Emeritus, Educational Opportunity Program

Maritza is a Write-In Candidate for Secretary

Dear UUP Voting Member, My name is Maritza Martinez, and I am a write-in Candidate for the UAlbany UUP Chapter Secretary position. I began my employment at UAlbany in 1985 as a Counselor in UA's Educational Opportunity Program (EOP). 37 years later, I proudly retired as the Program's first female and it's first Latina Director! During my 37-year tenure, I had the honor of being elected to the Secretary post on several Campus and Community Committees and Task Force groups that I was a member of, and on a statewide EOP Council. My educational training at UA's Master's in Social Work degree program set me up to do this work as it taught me the importance of listening well, the ability to recall a conversation verbatim and showed how to reflect it in writing so that a conversation was captured accurately. Getting it right and recording work done is an important part of documenting the history of any organization. As the UAlbany UUP Chapter Secretary, I would bring experience in this role; and would commit to you a dedication to recording for membership the

who, what, where and how of UUP Chapter meetings/business. I thank you for this opportunity to share my interest in running for this Secretarial seat and I also humbly thank you for your support!

Maritza Martinez, UAlbany Chapter

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Treasurer

Penny Strobeck
Manager of Finance and Operations, School of Education

I am honored to seek re-election as Treasurer and Professional Delegate for the UUP Albany Chapter and ask for your support. Since 2017, I have had the privilege of serving as a Professional Delegate, and since 2022, I have worked diligently as Treasurer to ensure our chapter's financial stability and compliance. My experience in budget and finance has allowed me to manage our chapter's finances responsibly while advocating for transparency and fiscal accountability. Beyond my role as Treasurer, I have been deeply involved in our union, chairing the Food Pantry Committee and serving on the Women's Concerns Committee, the Ad Hoc Telecommuting Committee, and the Statewide Environmental Issues & Advocacy Committee. I remain committed to supporting our union members and advancing initiatives that benefit our community. I would be grateful for the opportunity to continue this work and represent you. Thank you for your consideration and support.

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Officer for Contingents

David Banks
Lecturer, Geography and Planning

It is my understanding that I am running unopposed and so I thank my union family for that implied trust in my ability to serve non-tenure track faculty and those professionals in appendix titles such as coaches and directors. I will continue to pressure human resources to prioritize the timely release of appointment letters, fight for extended contract lengths, and

create pathways for those in part time status to gain full time employment.

However, I also know that my unopposed candidacy is, in a way, a failure on my part to sufficiently activate our membership. It would be a dream to have every officer position hotly (but comradely!) contested by a diversity of members with competing visions for our chapter. Instead, ever since COVID, we have seen dwindling attendance at Executive Committee meetings, anemic committee participation, and a dearth of events where we can come together as a union family to socialize and share our hopes and concerns. This is no one's fault by any means! It is the circumstances of the moment that have brought us here.

I understand that times are tough. Every day the news gets more terrifying and our workloads get more daunting and so it feels like there's vanishingly little room for union participation. But that's exactly what the bosses and the bullies want-- to wear you down to the point that there's nothing left of you to share with your union family. We can't let them do that. We must reserve even the smallest bits of our will and time for the union because everything we give to each other will be returned many fold. Not just in raises and benefits, but in solidarity, compassion, and care.

It will always be an honor to serve you and I look forward to continuing to do so for as long as you will let me. Solidarity Forever!

* * *

Professional Delegate

Maritza Martinez
Emeritus, Educational Opportunity Program

Dear UUP Voting Member, My name is Maritza Martinez and I am seeking to be re-elected as a Professional Delegate for the 2025-2027 period. I was first elected to serve as a Professional Delegate in 2023 and proudly accepted all that came with serving in this role. Attending monthly UAlbany Executive

Committee meetings, attending every UUP Delegate Assembly, working the successful Fall 2024 UUP Membership Registration Drive, traveling to Brooklyn in frigid temperatures to attend a "Save Downstate Medical Center," UUP Rally, being a member of the UUP Statewide Professional Survey Task Force, traveling to Scranton, PA multiple weekends to campaign for the Biden/Walz Presidential ticket, and recently, attending the Solidaritywith Federal Employees Protest held in front of Albany's Leo O'Brien Federal Building – also in frigid weather on sometimes icy sidewalks. Being a Professional Delegate for UUP is more than just a position, it is a duty to show up for UUP initiatives, to be visibly involved and to fight for those represented by this long serving NYS Union. I'd be honored to be re-elected for a second term and humbly request your support so that I may do so. Thank you.

Warmly,

Maritza Martinez, UAlbany Chapter

Penny Strobeck
Manager of Finance & Operations, School of Education

Penny is a Write-In Candidate for Professional Delegate

* * *

Academic Delegate

Ashley Fox
Associate Professor, Public Administration and Policy

My name is Ashley Fox and I'm a member of the Department of Public Administration and Policy. I am running for academic delegate of the Albany Chapter of the UUP. I am running because we have reached a critical juncture in our history and now is not the time to be complacent. This is a fight for our lives and livelihoods. The defunding of the NIH is a defunding of higher education writ-large. I am entering as a write-in delegate in order to defend higher education, advance academic

freedom, and fight for rights and benefits of faculty, staff and all union members. As someone with a health policy and public health background I particularly wish to go to bat fighting to save our hospitals, support health care workers and their demands for safe staffing, protect against public health misinformation and disinformation and to save our research funding. With looming Medicaid cuts, state budgets will constrict and we must be ready to fight to defend and expand our health benefits. Over the past 8 years as department rep, I have shown up at rallies, engaged in lobby days, and tried my hardest to advocate for and represent the interests of my department, its faculty and staff and the social sciences generally. Now, with your support, I am ready to do more as an Academic Delegate.

Deborah LaFond
Social Sciences Subject Librarian, University Libraries

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 and support people in harms way, particularly in these times. That includes those of us working in academia, those working to co-create intersectional and inclusive VISION in public education and those who have suffered the blow of unfair dismissals. We cannot let diminishment of democracy and equity deter our efforts to collaborate to build a just and equitable sustainable future for all, especially for future generations.

As your Chapter Academic Delegate for over 12 years, I continue to advocate for colleagues and students in distress and enjoy supporting research. I have supported voices of workers and students to be heard through my workplace, through work on Senate committees such as the Academic Freedom Council, ULC, and within UUP Statewide. I have worked for student food security, access to health care, mental health care, local and global

labor concerns addressing sustainability, researched and led efforts within UUP to stand up to threats to Title VII and Title IX, and promoted the constitutional equity for women through campaigns for the Equal Rights Amendment (ERA). I have co-created programs/events addressing anti-racism, feminism, 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, Solidarity Committee, the Peace and Justice Committee. As current chair, I invite new members to the Chapter Women's Rights and Concerns Committee. I look forward to working with you.

Deborah LaFond
Social Sciences Subject Librarian
UUP Academic Delegate
Affiliate Faculty, Women's, Gender and Sexuality Studies
Senator at Large - University Senate

Elliot Tetreault
Assistant Professor, English

I am pleased to be running for a second term as an academic delegate for the Albany chapter of UUP. I am an assistant professor in the Department of English and affiliate faculty in Women's, Gender, and Sexuality Studies. I am invested in working with union colleagues on issues including improving shared governance, protecting academic freedom, and creating more equitable and less precarious work conditions for members. I am also committed to LGBTQ+ issues, especially transgender rights. In the current political climate, I view union service as a vital form of action and community-building and hope to continue this work as a delegate.

Barbara Sutton
Professor and Chair, Women's Gender and Sexuality

Barbara is a Write-In Candidate for Academic Delegate

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