

CAMPUS EQUITY NOW!

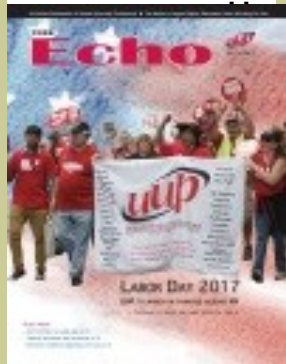
Inside this issue:

JLMC IDA Award 2
Recipients

Gender Pay Gap 3
in New York
State

Technology Sec- 5
tor Equity

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New York Constitutional Convention

We are encouraging every New Yorker to vote “No” this November to stop New York state from wasting millions of tax dollars on a constitutional convention that would, at best, reaffirm the status quo and could, at worst, take away our rights and protections.

The state Constitution guarantees the right to a free public education, to join a union, to protect our health, to care for the needy, to safe jobs, and to protect state lands and forests. These rights—and many more—are at risk if a constitutional convention is convened.

Don’t trust everything you read. It is not going to be a “People’s Convention,” as some well-financed people would like you to believe. History has shown that the vast majority of delegates would come from the same political apparatus we deal with in Albany right now. Past constitutional conventions have been costly extensions of state legislative sessions—filled with political posturing—with the same politicians and special interest groups running the show. Of the 186 delegates to the 1967 convention, 154 held public office. That means lawmakers elected as delegates could double their salaries and significantly fatten their pensions. And the overall cost is absurd—estimates are that a convention could cost between \$50 million and \$100 million.

If we believe changes are necessary, there

are less costly and more effective ways to accomplish them than a convention. Specifically, the New York State Constitution can be amended through the state Legislature—as it has been more than 200 times—most recently in 2015 to create an independent commission on redistricting, and to allow the Legislature to save money by going paperless for proposed bills.

With all of the issues we’re facing—the possible loss of health care coverage for millions of New Yorkers, and keeping public education accessible and affordable—there are better ways to spend our hard-earned tax dollars than on an unnecessary convention.

We urge you to Vote No on the Nov. 7 ballot referendum to hold a constitutional convention!



Joint Labor-Management Committee Individual Development Award Recipients, 2016-2017

Awardee	Activity	Award
Melissa Blake	Association of Court Reporters Nat'l Convention	\$997.00
Mark Bloxsom	IACBE Conference	\$450.28
Sandra Burdick	ACUI Conference	\$1,000.00
Juan Luis Burke	Art History Conference of the University of Montreal	\$798.46
Timothy Cochran	Engineering Professional Development Training	\$351.35
Laurie Dunn	Haiti Trip - Accompany nursing students	\$1,000.00
Danielle Green	IACBE Conference	\$651.28
Jonathan Hilsher	Human Resource Management Course Material	\$341.21
Melissa Holland	2017 Adult Student Marketing Conference	\$1,000.00
Stephanie Hoyer	HighEdWeb Annual Conference	\$1,000.00
Kent Johnson	Yamaha Training Session for Motorcycle Lab Program	\$597.91
Jessica Lippa	Teaching in Nursing Course	\$1,000.00
Kera Mariotti	Conference for Continuing Education	\$574.00
Troy Morehouse	2017 Assessment, Tech, and Communication Conference	\$210.00
Rex Olson	American Psychological Association Annual Conference	\$1,000.00
Jon Owejan	2017 ASHRAE Winter Conference and AHR Expo	\$1,000.00
Mark Payne	Conexpo Trade Show	\$1,000.00
Spencer Peavey	NASPA - Student Affairs Professionals in Higher Ed	\$530.00
Brian Quinn	Southampton Summer Writer Fee	\$667.00
Reza Rashidi	MEMS 2017	\$1,000.00
Rick Richards	Certified Technology Specialist Exam	\$375.00
William Schultze	Certified Technology Specialist Exam	\$375.00
Zachary Smith	Math Pathways Initiative	\$436.51
Jason Stupp	SUNY Applied Learning Conference	\$290.00
Cynthia Thorp	36th Annual FYE Conference	\$1,000.00
Simon Whitehouse	Math Pathways Initiative	\$381.00
		\$18,026.00

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) \$1 \$2 \$5 \$10 Other \$ _____

Signature _____ Date _____

The Gender Pay Gap in New York State

On July 19, 2017 Darlene Mercado of the University at Buffalo gave testimony on the gender pay gap in New York State on behalf of United University Professions. The testimony was given at a hearing in Buffalo conducted by Lt. Governor Kathy Hochul and State Labor Commissioner Roberta Reardon. Below is an excerpt of that testimony pertaining specifically to the State University of New York.

The testimony document is available at <http://uupinfo.org/legislation/pdf/2017PayGapWrittenTestimonyFinal.pdf>

While there are numerous factors explaining the nationwide gender pay gap, many of these factors are important to understanding the gender pay gap in higher education and SUNY specifically.

Data from the U.S. Department of Education from more than 4,500 colleges show that a gender pay gap still persists across faculty ranks. In addition, men continue to make up a disproportionate share of full professors, outnumbering women 2 to 1, while a majority of assistant professors, instructors, and lecturers (academics without eligibility for tenure) are women.

Our preliminary statistical analysis of the more than 35,000 UUP members currently working at SUNY (conducted in the weeks leading up to the hearing) found the following: Among full-time professional staff, SUNY pays men on average 5.6 percent more than women. For full-time academics, SUNY pays men on average 17 percent more than women. When excluding the three health sciences centers, among full-time academics, SUNY pays men on average 15.6 percent more than women. Even among the low-paid part-time contingent academics (by far the single largest category of SUNY academic employees), SUNY pays men on average 6.4 percent more than women.

Some of the gender pay gap can be explained by occupational segregation and rank. We found that fewer than 1 in 3 full professors (the highest faculty rank) at SUNY are women. Yet among SUNY's

academic contingents, more than half are women. These academic contingents are the adjuncts and lecturers who are not eligible for tenure and generally have high levels of job insecurity. We found that male faculty members employed full time at SUNY have a 184 percent increased likelihood, compared to female faculty members, of being full professors than of being a part-time contingent. Some of the segregation is historical, but not all. We found that among full professors hired within the last five years, 3 of 4 were men.

Additionally, there are patterns of gender segregation across disciplines, with the vast majority of faculty in the higher-paying disciplines such as business, engineering and the natural sciences being men. There also is a gender pay gap within disciplines. For example, among SUNY's full-time business faculty, men on average receive 14 percent more than women. Among SUNY's full-time faculty in the natural sciences, men receive on average

19 percent more than women; among the faculty in the social sciences, men receive on average 12 percent more than women. However, even when we ran regression analyses that take into account and control for different types of campuses, rank, seniority and discipline, a gender pay gap remains at SUNY among full-time faculty, with men still receiving on average roughly 3 percent more than women. When taking into account and controlling for salary grade and seniority among full-time professional (as opposed to academic) staff, men still receive on average 4.4 percent more than women.

UUP's PROPOSALS FOR CHANGE

UUP appreciates the opportunity to provide the following proposals as part of our ongoing efforts to work with the State and SUNY on behalf of our members and New York State. The gender pay gap has repercussions for individuals, families, and our communities across the state. While our data analysis provides evidence of a gender pay gap at SUNY, we offer recommendations that would benefit SUNY, other state entities, and New York's private-sector organizations.

Accurate Information Needed

(continued on page 4)

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Our first recommendation is for the State to conduct a systematic study and analysis of the gender pay gap in New York State. We applaud these public hearings as a great first step, but due to the complicated and multi-faceted nature of the problem, it is crucial that the State gather and analyze data, using multiple methods to test hypotheses regarding where the pay gap exists and why it exists. We caution against hastily adopting solutions without systematically uncovering and analyzing the facts. This is needed for the development of targeted, effective remedies. We also caution that not all necessary solutions will be quick, easy fixes. Some of the solutions will require workplace culture changes to correct long-ingrained methods of recruiting, selecting, training, retaining, compensating and promoting employees that disadvantage women.

Steps to close the gender pay gap

1) Conduct regular salary audits to proactively monitor and address gender-based pay differences.

2) Collect data from all employers and publish data on the pay gap (including flagging jobs as dominated by one gender, race, or national origin).

3) Implement a pay discrimination hotline to gather and provide information and to direct affected callers to appropriate assistance.

4) Encourage ALL (not just public sector) employers to take the following actions to mitigate against factors that have historically disadvantaged women:

- Post salary ranges in job advertisements to combat cultural patterns that have led women to request lower salaries and employers to assume that women will accept lower salaries compared to men;
- DO NOT request salary histories from job applicants to avoid the tendency for women who have had lower salaried jobs than men to become labeled by employers as having lower salary expectations;
- Focus on skills rather than credentials (so that, for example, women biology majors who are just as skilled at spreadsheets and data analysis as male statistics majors will have an equal opportunity

to be hired).

5) Actively address the cultural practices that stall women's movement into better-paid integrated or male-dominated occupations through media campaigns and public service announcements. While some higher-paying fields may resist women entering, and information alone will not enable women to enter and thrive, improved information about the differences in prospective earnings in different fields at different educational levels, could make a significant difference in closing the pay gap.

6) Provide support for mentoring programs to help women enter and remain in high-paying male-dominated fields.

7) Educate employers on the "motherhood wage penalty" and the "fatherhood bonus," and discourage employers from continuing these unjustified practices.

8) Encourage and enhance support for paid family leave, which strengthens and lengthens workers' attachment to the labor market and to their specific jobs, leading to experience-related pay increases that benefit men and women and help to close the gender wage gap.^{xix}

9) Encourage and enhance support for unionization and collective bargaining, which have proven to raise pay in women-dominated jobs, and which raise pay for women (and women of color) relative to men, helping to close the gender gap.^{xx} It is important to note that New York is the state with the smallest gender pay gap and the highest unionization rate.

Policies such as raising the minimum wage and paid family leave have been found to help close the remaining gap. Again, we commend the state on the steps it has taken in this direction, but it must continue to do more, (continued on next page) particularly regarding paid family leave, which will

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truly help level the playing field for women of all races and ethnicities.

Most of the progress women have made came during the 1980s with increased labor force participation, educational achievement, legal protections, and opposition to gender bias. Generally, women, when compared to men today, still major in different academic disciplines, work in different jobs and industries, are expected to be caregivers, and continue to experience workplace bias and discrimination (often unintentional). The gender pay gap will persist until we confront and tackle these hard realities.

The effect of gender disparity at SUNY reverberates well beyond SUNY's walls; the lack of gender integra-

tion and the ingrained gender biases our students experience at SUNY will stay with them moving forward. SUNY is in a unique position to make corrections to gender inequities, and to effect the experiences, values and societal norms of the next generations of New York State's workforce. UUP would welcome the opportunity to work with the State and SUNY to help address and correct continuing gender inequality on its campuses and across New York State.

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Tech Sector Equity

The text below was composed by the UUP Technology Sector Committee at the Spring 2016 Delegate Assembly and was delivered to the UUP Executive Board.

At the Spring 2017 Delegate Assembly, the Technology Campuses Committee met to discuss progress in working towards resolution of Strategic Plan goals. In recent months, some progress has been made through utilization of labor-management meetings and local collaboration with campus presidents (such as the Salary Equity Committee recommendation accepted by the administration at Delhi.) However, we discussed and agreed that we require the assistance of the Statewide UUP Officers and Executive Board to resolve these problems sector-wide. The committee discussed that the factors of an incoming chancellor and several new campus presidents may create favorable conditions to achieve collaboration and resolution of these problems.

The Technology Campuses Committee has decided upon a Strategic Plan, which includes:

- Addressing Technology Sector Salary Inequity. (See Table 1.)
- Achieving Equitable Funding to Maintain High Standards for Laboratories/Active Learning.
- Working toward Workload Equity.

- Creating an updated Whitepaper that defines the Technology Sector.

Therefore, the Technology Campuses Committee asks UUP Statewide Officers and the Executive Board for assistance to resolve the following problems:

1. **Workload Inequity:** Contact hours within the sector range from 12 to 18+, and uniform contact hours for all campuses is the goal. Farmingdale has 12 contact hours for faculty and Cobleskill has a range of 12-14, so the goal is achievable. Service and professional development/scholarship expectations are high at all campuses, and it is important that administrations do not expect to increase the other aspects of work when contact hours are decreased.
2. **Salary Inequity:** Within the Technology Campuses, faculty salaries exhibit inequitable variation, with Delhi having the lowest mean and median academic salaries. (See Table 1.) Furthermore, salary for both academics and professionals exhibit disparity when compared to comprehensive campuses. Equitable employee salary aids in attracting and retaining quality employees. We ultimately would like salary equity with other (continued on page 6)

(continued from page 5)

4-year-degree granting institutions, not just equity within the sector.

- I. Inequitable Funding: The equation by which Technology Campuses receive funding from SUNY gives inequity when compared to comprehensive campuses. Increasing funding to the Technology Campuses by resolving the funding equation may be a larger mechanism to resolve both workload and salary inequity.

The Technology Campuses Committee hopes that Officers and Executive Board can prioritize these concerns to achieve their resolution. Members of the Technology Campuses Committee are willing and eager to offer any assistance.

Sincerely,
Members of the Technology Campuses Committee

Table 1 — Salaries of UUP Full-Time Members at Select Campuses, May 2016

Chapter Name	Academic/Professional	Member count	Mean	Median
Alfred	Academic	155	\$62,184.07	\$60,870.00
	Professional	133	\$49,480.71	\$46,012.00
	Total	288	\$56,317.59	\$53,382.50
Canton	Academic	117	\$65,639.78	\$63,699.00
	Professional	120	\$54,866.78	\$52,641.00
	Total	237	\$60,185.09	\$57,088.00
Cobleskill	Academic	105	\$65,746.58	\$63,699.00
	Professional	125	\$55,338.17	\$50,000.00
	Total	230	\$60,089.83	\$56,983.50
Delhi	Academic	143	\$58,618.28	\$55,376.00
	Professional	123	\$53,764.13	\$50,963.00
	Total	266	\$56,373.69	\$53,295.00
Morrisville	Academic	142	\$59,416.97	\$57,500.00
	Professional	133	\$51,232.76	\$49,098.00
	Total	275	\$55,458.79	\$53,560.00
Oneonta	Academic	280	\$66,011.90	\$63,770.00
	Professional	243	\$61,826.09	\$56,347.00
	Total	523	\$64,067.06	\$61,600.00

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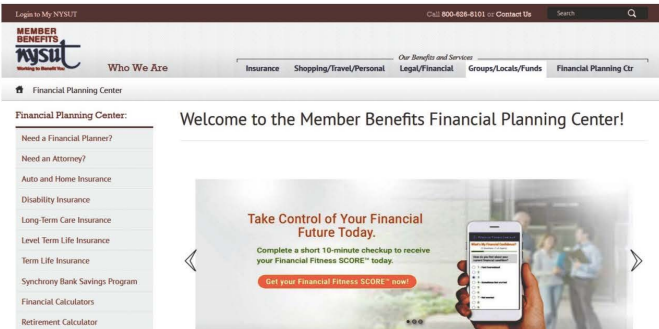
The opinions expressed in this newsletter are those of the authors or of the Alfred Chapter and are not necessarily the opinions of United University Professions.

Have you had your financial check-up lately?

NYSUT Member Benefits launches the new Financial Planning Center!

NYSUT Member Benefits is excited to announce the launch of our NEW online Financial Planning Center. This enhanced site will assist NYSUT members and their families with making a variety of important financial decisions.

The NYSUT Member Benefits Financial Planning Center provides helpful tools and resources to assist members with a number of crucial decisions regarding financial wellness and retirement planning.



This new site includes more than 100 modules on different financial topics along with a financial fitness check-up to see where members stand with their financial knowledge.

Whether it's planning for retirement, saving for college for your children or considering purchasing a home, the choices we need to make on a regular basis are never easy. If you're already enjoying retirement, you may be dealing with long-term care needs, managing your investments and estate planning.

NYSUT members can get assistance with these questions and more with our NEW Financial Planning Center.

To access the Financial Planning Center (and more than 100 planning modules), visit the NYSUT Member Benefits website at ***memberbenefits.nysut.org*** and click on **“Financial Planning Center.”**

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. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

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Visit the Alfred Chapter of UUP on the web at <http://uuphost.org/alfred/>

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