



the advisor

SUNY Upstate Medical University

PRESIDENT'S CORNER

Just Culture: Is It Possible at Upstate?

I guess first I must explain what Just Culture is all about. It is a methodology for examining mistakes. For a couple of years, UUP has strongly suggested that our campus embrace this strategy for handling employee issues. I



Michael Lyon, Ph.D.,
UUP Chapter President

believe we have made some progress in this area. Several months ago, Peter Ludden, our labor relations specialist, and I, along with Eric Frost and Lisa Tesorio from our Human Resources Department, as well as nine others from our leadership here at Upstate, attended a Just Culture certification course. This was no small commitment on their part, since the cost was not insignificant for each attendee and it was held over three days.

I feel one of the problems we have here is that some of our administration expect perfection. This is something that is impossible because humans will make mistakes. The Just Culture strategy first and foremost

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UUP Affirmative Action Committee Report January 2015

Horace S. Ivey, Chair, Syracuse UUP Chapter Affirmative Action Committee

Despite rulings of the U.S. Supreme Court accusing the University of Texas at Austin of being too favorable in its admissions preferences for Black and Hispanic applicants, we are now witnessing the emergence of lawsuits that are attempting to force an end to "Race-Conscious Admissions." The new buzzword used to circumvent lawsuits has emerged from an attempt to not appear racially biased by not identifying core racial categories. "Unlike previous legal assaults on such admission policies, these new lawsuits focus on Asians-Americans as alleged victims of discrimination (Chronicle of Higher Education, 11/28/14)." The lawsuit against Harvard argues that it has more recently discriminated against Asian-Americans. It claims that these students are held to higher standards than other applicants, resulting in stereotypical-based bias and limiting the number of Asian students at Harvard. Alumni parents are also suspected of supporting

advocacy groups opposing race-conscious admissions in an attempt to insure slots for their children at Harvard (University of North Carolina, University of Michigan, etc.). These groups contend that the Supreme Court allowing racial preferences in college admissions has led to racial stereotyping, discrimination against disfavored minorities, quota setting and the advancement of the "social engineering agenda" of these universities. There are creeping criticisms that Asian applicants appear to dominate enrollment in science, engineering, and related Ph.D. and post-doctoral programs (11/28/14).

Over the past three decades, affirmative action in higher education has made great strides. This is especially true when supportive services, such as the Educational Opportunity Program and other forms of academic assistance, have been available. One measure of success has been that the children of graduates

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THIS MONTH'S ISSUE:

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by Shawn O'Reilly

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Taught Me About White
Privilege

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does not look to lay blame for the error. Instead, seeks to find the cause of the error. They define three types of behavior that could cause the error:

- 1) Human Error - "an inadvertent action, a slip, lapse or mistake."
- 2) At Risk Behavior - "Choosing to do something in a way that unintentionally can impose a chance for harm to occur. The potential for harm is increased but is not recognized by the person drifting away from consciously safer choices." As our perception of risk fades due to familiarity with the task or, as so often happens, we try to accomplish more with fewer resources and less time, we tend to gain false confidence in our risky behavior.
- 3) Reckless Behavior - "Choosing an action that knowingly puts themselves or others in harm's way. The risk is identified but ignored."

This system holds people accountable to one or more of those behavioral choices when they carry out three types of duties or expectations:

- 1) Duty to avoid causing unjustifiable risk or harm. "Simply put, don't do anything that is intentionally reckless. Yet at times we may need to make a choice to do the right thing where it protects life for example but may breach and harm another value in the process. The key word being "unjustifiable."
- 2) Duty to follow a procedural rule. "This is where we are expected to follow a procedure or policy in a specific way. Usually this is designed by the organization or some other type of entity that governs what the result should be and how this activity should be carried out".
- 3) Duty to produce an outcome. "Here you are free to create your own system of doing something but an expectation of a defined result is in place. Also a pre-determined acceptable rate of failure may be determined to manage the expectations. A good example is the requirement to get to work on time. The company sets the expectation and you set your own system up to make that happen. Your duty is to produce their expected outcome. How many times per month you may be allowably late is determined by the company policy".

These behaviors and duties are at the core of the 5 skills a company applies to make this transformation possible:

- 1) Values and Expectations. "They should be reasonable and doable. Keeping in mind that employees will make mistakes and that systems will fail. Yet when people and systems are working together – great things can happen."
- 2) System Design. "The company approaches system design in a way that allows its employees to strengthen it by their choices while it catches and recovers human errors and mechanical failures".
- 3) Behavioral Choices. "The company directs and manages

the behavioral choices of its employees. It does this by not punishing an unintended mistake, by coaching a person away from taking unidentified or unintentional risks and punishing the rare choice that someone may make that is reckless and knowingly dangerous."

- 4) Learning System. "This company is driven to learn from its mistakes. It has learning systems that capture valuable data about events and performance. It encourages input from its people where they feel safe to raise their hand when they've made a mistake so it can be caught and they can contribute to the design of a safer and improved system".
- 5) Accountability and Justice. "It treats every individual and event with consistency and fairness. It realizes the cause of an unwanted event could equally be from a system failure as much as it could be from a human error or risky choice. It all works together and responds in an unbiased and fair manner regardless of how severe the occurrence was."

There are a few hospitals around the country that have fully adopted Just Culture. Here at Upstate, there are a couple of hurdles that must be cleared. First, our employees must feel that reporting a near miss will not result in any punitive action. This type of reporting is integral to finding and fixing systemic problems. I know that some of our departments have already been moving in this direction. The second and perhaps highest hurdle to overcome is to ignore the outcome of a human error. One example that was given in the course was that of a night-shift airplane mechanic who was working in the tail section of the plane. He got a call to go to another plane that needed work. The mechanic had finished the maintenance on this first plane but, in his haste to get to the other job, he left rags in the tail section and the hatch open. The next morning the day shift arrives and closes the hatch. The plane later leaves but the rags have fallen into the gear mechanisms of the tail section which causes a malfunction. The plane returns safely to the airport. This is clearly a case of human error. I will leave you with this: What should happen to the mechanic that left the rags in the plane and would it be different had the plane crashed?

Remember, the only patient that you need to be worried about is the one you are treating, not the next one.

Much of this was taken from: <https://www.justculture.org/getting-to-know-just-culture/>
Go there for more information and some videos.



**Community Campus
UUP Office Hours**

UUP Chapter President Mike Lyon and other chapter officers will be on the Community Campus the last Tuesday of every month from 11:00 a.m. to 1:00 p.m. in Room 253 (near Classrooms A&B). Stop in to say "Hi!" and bring any questions or issues you may like to discuss.

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appear to have moved into middle class status and are on par with other non-minority middle class cohorts. However, studies show that Blacks and Hispanic science and engineering undergraduates have not been successful in moving into Master's and Ph.D. programs. When college administrators were queried about this problem, most agreed that there was a "leaky pipeline." Along the way in their path through graduate school to the professoriate, these students either drop out or stop pursuing an academic career at greater rates than their white and Asian peers. These students continue to represent less than 5% of total successful graduates (2012-Chronicle on Higher Education, Nov. 2014, A11).

A recently designed coalition of four colleges, seeking strategies for recruitment and retention of minority students, is hoping to tackle some of these problems. Underlying this coalition is the strong and loud clamor from corporations to bring in well-trained workers from other countries. Its aim is to encourage the development of similar faculty coalitions that will help students connect with minority faculty members. However, this will be a challenge unless universities

have diverse faculty models. In addition to mentor matching, these institutions have created a post-doctoral application process that includes a tenure track provision. It is much too soon to evaluate the success of this program; however, leaving out such a large sector of our own minority population is not only a blow to social justice but economically unsound.

As a post script, several decades ago, our own College of Medicine at Upstate Medical University successfully launched and maintained a similar mentoring program for improving recruitment, retention, graduation and placement of Black medical students, residents, and post docs. This program received full backing from the medical center and increased the number of graduates to 10%, the highest number of Black physicians in any predominant white medical school. A similar program has been successful at Down State Medical. Doctors Threatte, Potts, Ross, Leavelle and many others, including non-medical faculty, actively participated in this program. Our Affirmative Action committee may need to revisit this model and seek out individuals who can assist in the redesign and launching this type of program.

Elizabeth Warren: It's Time to Work on America's Agenda

To read Democratic Massachusetts Senator Elizabeth Warren's November 7, 2014 The Washington Post op-ed article asking the Government to support American families and their concerns, go to <http://tinyurl.com/laev6x8>

NYS/UUP Joint Labor-Management Committees

Funding for select projects or activities is available through the New York State/United University Professions Joint Labor-Management Committees (JLMCs).

The JLMCs comprise six committees which are established and funded pursuant to the 2011-2016 Agreement between the New York State (State) and United University Professions (UUP) and 13 programs that are funded by the various committees. Funding for the JLMCs is provided under Article 21 Statewide Joint Labor-Management Committees of the Agreement.

The JLMCs committees and programs are as follows:

Affirmative Action/Diversity (Article 10)

- Dr. Nuala McGann Drescher Leave Program
(*Deadline March 4, 2015 for Fall 2015 Semester*)
- Disabilities Grants Program

Employment Committee (Article 35)

- Retraining Fellowship Program
- Employment Counseling and Placement Program
- Enrollment Enhancement Grants Program

Professional Development Committee (Article 42)

- Individual Development Awards Program
- Training and Leadership Program
- Special Projects Program
- Calendar Year Employee Leave Program

Safety & Health Committee (Article 43)

- Herb Wright Awards Program
- Regional Training Program

Technology Committee (Article 44)

- Technology Program

Campus Grants Committee (Article 45)

- Campus Grants Program

Each program has separate guidelines for and eligibility criteria. Information pertaining to the guidelines and application process may be accessed at <http://nysuup.lmc.ny.gov/index.html> or by calling 518.486.4666.

Pathway to Wellness Programs

AHA Fit Friendly Award

Upstate Medical Center has just received the American Heart Association Fit Friendly Award for the third year in a row! To achieve this award, Upstate had to engage employees in fitness and nutrition programs.

Level 3 Certification

Suzanne Brisk, MS, Pathway to Wellness Coordinator, has completed Level 3 Certification from the Chapman Institute. Level 3 Certification is CWPD, Certified Wellness Program Director. Registration for this certification will be reimbursed as part of the UUP Professional Development funds. Thank you UUP!

2014 Walktober Program

Several UUP members participated in Walktober, which Pathway to Wellness promoted. Walktober is a challenge offered by the Syracuse University Lerner Center to Upstate, Crouse, the VA and SUNY ESF to get out and walk. Participants tracked every step they took during the month of October 2014 and, at the end of the month, all steps were counted. At the culmination luncheon held at the SU Hall of Languages, Upstate participants were shown to be winning walkers!

- Lori Christen, Student Billing, won a Walktober random prize - a fit bit!
- Yaxin Liu placed 5th (153 miles) on the student leader board. Upstate's top student walker!
- Janice Harvey placed 5th with 194 miles on the faculty/staff leader board. Upstate's top walker for that category!
- Upstate Student Teams - the Holy Walkamolies had 138.8 miles, placing 4th overall!
- Small Teams - Upstate was number one with 3 Chicks and a Stick! Second place - Graduate Medical Education and third place - Graduate Studies!
- Large Team trophy winners - Crazy Walkers

What a showing for Upstate! Set your goal and keep walking! Start by participating in March Souper Monday Mile Walk on Monday, March 9th. Get ready for Walktober 2015 in October 2015!

Pathway to Wellness Website

Can't make it to a program? Please check out www.upstate.edu/wellnees for programs on Diabetes at Work, Stability Skills for Weight Management and other programs available on line – any time. Now you are on your Pathway to Wellness!



Make your dental & vision care a priority!

Well, another year has passed us by and the New Year is upon us! As you take stock of the various resolutions you've made for this year, now is the time to make your dental & vision care a top priority.

Dental Care



The NYSUT Member Benefits Trust-endorsed Dental Plan features the MetLife PDP Plus Network.

The Plan offers easy to understand dental coverage that allows you to:

- Protect you and your family by providing competitively-priced dental coverage for most preventive and routine services that help promote long-term oral health.
- Choose the dentist of your choice at the time of treatment. You do not have to select a primary dentist and there is no ID card to show or referrals needed for specialty care.
- Save on out-of-pocket expenses by receiving services from thousands of participating dentist locations nationwide that agree to charge fees typically 15% to 45% lower than the average charges in your area.

With the MetLife Dental Plan featuring the PDP Plus Network, you'll receive a wide range of benefits that provide choice, savings and convenience to help make your dental health a priority.

Vision Care

The NYSUT Member Benefits Trust-endorsed Vision Plan provided by Davis Vision ensures that you are able to obtain proper eye care.



The plan offers a variety of benefits, including:

- One complete eye exam (including glaucoma testing, and when professionally indicated, dilation).
- One pair of eyeglasses (lenses & frames) or contact lenses per benefit period – paid in full according to plan specifications from participating providers.

Once you've enrolled in the plan and you're confirmed, simply call an in-network provider, identify yourself with your name or NYSUT ID number (available on your NYSUT membership card), make an appointment, and use all of the plan benefits at that visit (exam & glasses cannot be split into two appointments).

The provider's office will contact Davis Vision and verify your eligibility for benefits. There are no claim forms or ID cards needed to use the plan.

February is Member Appreciation Month!

Don't forget that NYSUT Member Benefits is teaming up with its endorsed program providers for a special month-long event in **February 2015**.

Member Appreciation Month will feature a special prize drawing each day of the month in February, including a Bose Wave Radio, iPad Mini, several



Amazon Kindles, and a variety of gift cards. The winners of the daily prize drawings will be announced exclusively on the Member Benefits website throughout the month of February.

You **MUST** be a member of the voluntary Member Benefits MAP Alert email service to be eligible for these drawings!

For more details about these endorsed programs or Member Appreciation Month, visit the Member Benefits website at memberbenefits.nysut.org or call **800-626-8101**.

Invisible Illness

Peter Ludden, NYSUT/UUP Labor Relations Specialist

"Oh yeah, life goes on, long after the thrill of living is gone."
(John Mellencamp)

The other day, as I was driving to work, the song "Jack and Diane" by John Mellencamp was playing on the radio station I was listening to. As is typical, my mind wandered during the verses, but then focused in again during the refrain. It dawned on me that the words in the refrain could be the theme song for those diagnosed with mental illness.

Lest you think I have a poor sense of humor, I will share with you that I have an adult child who is diagnosed with a mental illness. While he has never stated the lyrics quoted above, such a sentiment has been expressed countless times to us, his seemingly helpless parents. He has expressed through insinuation and direct statements his suicidal thoughts too often to record.

On one such occasion, the police were called. He told the police that he never said it and didn't feel that way at all. When the police stated that he was fine and they weren't going to do anything, this parent responded, "You wouldn't do anything unless he had a mouthful of pills or a gun in his hand." Admittedly, it was not my finest hour.

That statement was the result of the frustration built up over years of what was believed to be a lack of services in our community for those diagnosed with mental illness. It was felt that the types of support services that my son needed just didn't exist.

It has taken time, but I have come to realize that the services do exist. However, they are difficult to locate and are limited in the number of people who can receive the types of services needed for improvement to take place.

There are opportunities for patients to see medical professionals in the community. The down side is that, too often, the patient is seen by the provider for 15 minutes without an opportunity for the type of intervention that is necessary for the individual to improve.

In addition to the limited services that are available to individuals diagnosed with a mental illness and their families, quite often those diagnosed with a mental illness have difficulties at the work place. What may be a minor inconvenience to you,

such as a last minute change in location of a class or meeting, could very well have a near crippling impact on an individual diagnosed with a mental illness.

Deciding whether or not to request an accommodation under the Americans with Disabilities Act could have a debilitating effect on an individual. The visibility of the illness is often not there. To raise the need for an accommodation could carry with it scorn or ridicule or, at the very least, a lack of understanding and compassion. More often than not, the individual will choose not to make the request for an accommodation and, instead, suffer needlessly and quietly.

Such difficult decisions are a part of every day, every hour, of an individual diagnosed with a mental illness. When faced with such a decision, or when faced with lack of understanding of these illnesses, the individual often will be unable to come to terms with the dilemma and turn inward. The focus then changes from the work in front of him/her to feelings of insecurity, darkness and frustration that often manifest into a deeper depression - a depression that prevents the individual from continuing to work.

Due to the invisibility of the illness, others often don't understand that there is an illness at all. Making it visible by talking about it or making the request for an accommodation carries with it the risk of the quite prevalent stigma that is still attached to mental illness.

We have the ability to make others feel a bit more comfortable in seeking the assistance that is needed. Let us be more understanding of the health concerns of others. Work to understand the impact of these invisible illnesses on individuals. Provide an open ear to one who is in need. Without the compassion and understanding of friends and colleagues, those diagnosed with a mental illness will turn inward which will only serve to exacerbate the condition.

Which brings us back to the notion that, oh yeah, life goes on, long after the thrill of living is gone for those diagnosed with mental illness and their families.

But it doesn't have to.

This article was submitted with the permission of the author's son.



UUP Member Wins Mercedes-Benz!

Emergency Room Social Worker, Hannah Woodley (right) and her best friend, Crystal O'Donnell (left) were on "The Ellen DeGeneres Show" on Monday, January 26, 2015. Hannah and Crystal competed against each other by running through an obstacle course dressed in tortoise and hare costumes. Crystal won the race and received a 2015 Mercedes-Benz CLA; however, to her surprise, Hannah received a 2015 Mercedes-Benz GLA as a runner-up prize! Congrats, Hannah!

FINANCIAL RESOURCES AT YOUR FINGERTIPS

*NYSUT Member Benefits is excited to launch its newly created online **Financial Planning Center** to assist NYSUT members & their families with making a variety of important financial decisions.*



Whether you have questions about retirement planning, saving for college or considering purchasing a home, the Financial Planning Center offers valuable tools & resources to assist you. Take the time to check out everything this new section of our website has to offer and remember to bookmark it as we will continue to offer new items on a regular basis.

This unique resource provides NYSUT members with free access to the following:

- | | |
|--|---|
| <ul style="list-style-type: none">• Financial calculators• An interactive planning module• Customized Kiplinger's retirement newsletter | <ul style="list-style-type: none">• Kiplinger's Annual Retirement Guide• 403(b) Field Guide• Preventive Law Guides• And more to come |
|--|---|

To access the NYSUT Member Benefits Financial Planning Center, visit the Member Benefits website at memberbenefits.nysut.org and click on "Financial Planning Center."

SAVE THE DATE

This Year's Syracuse Chapter UUP Clam Bake will be on Sunday, September 20th from Noon to 5:00 p.m.



at Hinerwadel's Grove,
North Syracuse, NY
Additional information
will be forthcoming.



What We Need to Do!

Rosemarie Bundy, Syracuse Chapter UUP Retiree

We look at the results of this last mid-term election and what do we see? We see the forces of money, the power elite, and the machinations of the denizens of the tainted 0.1%. Understand what this means: 310,000 (thousand) individuals are controlling the well-being of 310,000,000 (million) citizens, all while reaping enormous benefits for themselves.

Well-being ---- i.e., debt-free, with enough to eat, stay warm, stay healthy, free from choking on smog, reductions in cancer statistics, and the ability to rest when needed.

How did we get to this sorry state? How did we give away our democracy in bits and pieces? We ate the propaganda of the moneyed class. That's 40 years of swallowing BUNK.

Listen to it - unions are bad, regulations hurt everyone, prices rise exponentially with a just minimum wage, and the bankers know what they are doing. Can't you just hear it!

Unions aren't bad, they're immensely helpful! Regulations are necessary to survival. A floor for minimum wage raises product prices only pennies. Fraudulent bankers do not know what they are doing. (To be accurate, bankers do know how to defraud but just don't give a damn!)

For years since the mid-70s, unions have been the target of the 0.1%. We need to hold our heads high, support the work of our unions and speak out. When unions are strong, the whole country prospers and everyone benefits.

For more information on these themes, I recommend The Price of Inequality (Joseph Stiglitz), Winner Take All Politics (Jacob Hacker), What's the Matter with Kansas (Thomas Frank), Betrayal of the American Dream (Bartlett & J. Steele) and The Servant Economy (Jeff Faux).

PLEASE RETAIN FOR YOUR RECORDS

You are not a member of the union until the UUP Administrative Office receives your signed membership application. All Professional Services Negotiating Unit members pay an agency fee equal to union dues, even if they do not join the union.

Signing this card will not change the union deduction from your paycheck, but it entitles you to:

- vote on the collective bargaining agreement;
- attend union meetings;
- hold union office;
- elect union leaders on your campus and choose your representatives at the state and national levels;
- upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs; and
- maintain membership after retirement and be eligible for benefit programs.

Date Signed and Mailed: _____

UUP, P.O. Box 15143, Albany, N.Y. 12212-5143
(800) 342-4206

UUP Membership Application (It Doesn't Cost More to Join)

Last Name _____ First _____ MI _____ Soc. Sec. No. _____

Street Address _____ Birth Date ____/____/____ E-mail _____

City, State, Zip _____ Home Phone _____

SUNY Department _____ SUNY Title _____

Signature _____ Campus _____ Gender _____ Date _____

Annual membership dues in United University Professions are 1 percent of employee's basic annual salary for employees at or above the minimum salary negotiated for the bargaining unit; nine-tenths of 1 percent of employee's annual salary for employees earning less than the minimum salary negotiated for the bargaining unit.

Payroll Deduction Authority for UUP Membership

TO THE COMPTROLLER OF THE STATE OF NEW YORK: I am a member of or apply herewith for membership in United University Professions and I hereby authorize you to deduct from my salary and to pay over to United University Professions on a biweekly basis the above-stated dues in said organization. Such authorization is made in accordance with the provisions of Section 6a of the Finance Law. You are further authorized to make any adjustments in said deduction as may be certified to you from time to time by UUP. I hereby authorize United University Professions to act as my exclusive representative for the purpose of collective bargaining and in the administration of grievances. I understand this order may be revoked at any time by written notice to you to discontinue deductions for membership dues.

BE SURE YOU HAVE SIGNED THIS CARD and mail to UUP, P.O. Box 15143, Albany, N.Y. 12212-5143
Dues paid to United University Professions may qualify as business expenses and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.

BACK TO UUP HOME PAGE

Cybersecurity Tips

Shawn O'Reilly, Syracuse Chapter UUP Delegate

This is a new section to be added to our UUP newsletters going forward as it relates to cybersecurity tips and security awareness based on hot topics in the news today. The information provided in the Monthly Security Tips Newsletter is intended to increase the security awareness for everyone. While some of the tips may relate to maintaining a home computer and/or mobile device, the increased awareness is also intended to help improve a work organization's overall cyber security posture. If there are ever any questions related to cybersecurity, please contact me directly at oreillys@upstate.edu.

In this month's issue, we'll focus on an important issue of protection of your newly purchased or received mobile device or computer. Do you know how to make sure it is as secure as possible?

Tips for protecting your new technology and securing your personal data.

- **Configure your device with security in mind.** The "out-of-the-box" configurations of many devices and system components are default settings often geared more toward ease-of-use and extra features rather than securing your device to protect your information. Enable security settings, paying particular attention to those that control information sharing.
- **Turn on your firewall.** Firewalls provide an essential function of protecting your computer or device from potentially malicious actors. Without a firewall, you might be exposing your personal information to any computer on the Internet.
- **Enable encryption.** Encryption makes it hard for attackers who have gained access to your device to obtain access to your information. It's a powerful tool that you should consider implementing.
- **Lock the device.** Locking your device with a strong PIN/password makes unauthorized access to your information more difficult. Additionally, make sure that your device automatically locks after five minutes of inactivity. This way, if you misplace your device, you minimize the opportunity for someone to access your personal information.
- **Regularly apply updates.** Manufacturers and application developers update their code to fix weaknesses and push out the updates and patches. Enable settings to automatically apply these patches to ensure that you're fixing the identified weaknesses in the applications, especially your operating system, web browser and associated third party apps.
- **Install antivirus software.** Install antivirus software if it is available for your device to protect from known viruses. Additionally, enable automatic updating of the antivirus software to incorporate the most recently identified threats.
- **Be careful downloading apps.** When downloading a new app to your device, you are potentially providing that app with a lot of information about you, some of which you may not want to share. Be proactive and make sure that you read the privacy statement, review permissions, check the app reviews and look online to see if any security company has identified the app as malicious. A good way to prevent accidental downloading of malware is to use a trusted store instead of third party stores. Google Play Store and Apple's App Store proactively remove known malicious apps to protect users.
- **Disable unwanted services/calling.** Capabilities such as Bluetooth, network connections and Near Field Communications provide ease and convenience in using your smartphone. They can also provide an easy way for a nearby, unauthorized user to gain access to your data. Turn these features off when they are not needed.
- **Set up a non-privileged account for general web use.** Privileged (such as Administrator or Root) accounts allow users to make changes and access processes and functions that are not needed on a daily basis. A compromised administrative account provides attackers with the authority to access anything on your computer or possibly even your network. Setting up a non-privileged account for use in browsing websites and checking emails provides one more layer of defense.



**UMU UUP
Joins the Social
Media Frenzy**

**Upstate Medical University
UUP is going social. Like us
on Facebook and join our
Group and/or follow us on
Twitter @uupinfosyr.**




By using caution and following these tips, you can help secure your new computer or device, and protect your information.

Not All Quiet on the Local Academic Front... The Creeping Work Load

Rich Veenstra, Ph.D., Syracuse Chapter UUP Vice President for Academics

Overburdened with excessive chores that have developed over the years without relief? You may be suffering from a chronic case of “workload creep”. The antidote, if there is one, begins with knowing your academic (or professional) workload obligation. As an Academic at SUNY Upstate Medical University, your professional responsibilities are usually outlined in your Agreement of Academic Expectations (AAE) signed by you, your Departmental Chair, and the Upstate Faculty Development Office. If additional responsibilities are being added to your workload, be they teaching, clinical care, research, or service, you should contact your UUP Chapter Leadership to discuss these changes to your professional responsibilities prior to signing any documents agreeing to these changes.

The UUP 2014-2015 Guide for Academics at SUNY (<http://tinyurl.com/lts56uv>) states the following:

It should be emphasized that one should not undertake extra duties without some form of compensation. This could be “extra service” pay, or reduction of some other part of one’s professional obligation. Remember the old saying, “No good deed goes unpunished!” If you do take on extra duties, you may find that you’re expected to continue them—worse yet, you may be establishing a practice that will affect many of your colleagues in the future.

UUP Statewide Vice President for Professionals Philippe Abraham suggests the following six-step process:

1. Understand the basic principles that apply to your professional responsibilities (the pie analogy);
2. Bring workload problems to the attention of your Chapter Leadership and your Labor Relations Specialist (LRS);
3. Document workload increases;
4. Take steps to ensure that extra responsibilities/volunteer work does not become part of normal workload expectations;
5. If you’re asked to take on extra responsibilities, ask for appropriate compensation (promotion to a higher salary level, salary increase, extra service pay, compensatory time in lieu of taking on extra duties);
6. Workload creep is often experienced individually but is part of a collective problem. Stress the importance of working collectively to address workload issues.

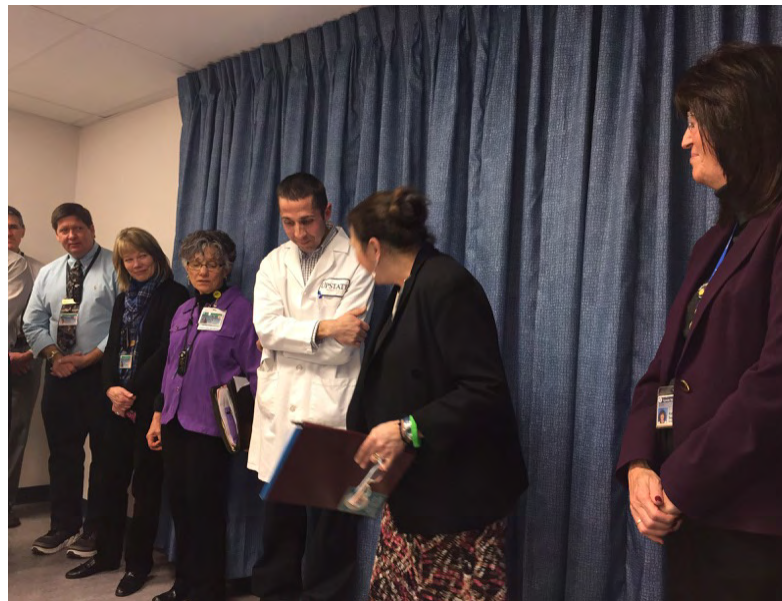
If you are asked to perform extra duties, or excessive conditions are placed upon you to complete a normal task, please contact your Chapter leadership before accepting these overburdening

tasks. As I learned last semester, all was not quiet on the academic front. Ironically, attempting to address these academic problems with fellow colleagues increased my workload so much that I worked every weekend in November up to the Thanksgiving holiday to finish an invited review chapter I was preparing for December submission. As a full-time Academic Faculty member and voluntary Upstate Medical Chapter Vice President for Academics, I have career professional goals and responsibilities and am not immune to the burdens of “workload creep”.



If you have any questions about the above, or are interested in a PDF copy of the UUP 2014-2015 Guide for Academics at SUNY and/or UUP Statewide Vice President for Professionals Philippe Abraham’s one-page document outlining the above six steps, please e-mail me at veenstrr@upstate.edu or VeenstraRD@verizon.net.

Viewing Room Unveiling



On January 14, 2015, UUP members Rev. Culbertson and Don Jaeger unveiled the complete renovation of the Viewing Room, located next to the morgue on the 4th floor. The ceremony also honored Gracia Sears, who graciously donated her artwork for the room. The ceremony was attended by many, including Dr. Gregory Eastwood and Pathology Chair Dr. Robert Corona.

A Memorable Morning with Dr. Aubry

Dawn Leadley, Syracuse Chapter UUP Delegate & Advisor Editor



Dr. Aubry pictured front row, far right

As I awoke early on Saturday, October 11, 2014, the sky was overcast and the temperature 42 degrees; however, the weather lady promised that it would be 60 by noon. I dressed in layers, prepared a coffee to go and sang along to songs on my iPod as I drove to the Rockcut Road Transfer Station to participate in the UUP 481 Adopt-a-Highway Program. Although the sun was not shining, it was a beautiful fall day and I was grateful that rain was not in the forecast.

When I arrived at the Transfer Station, fellow volunteers were standing around drinking coffee and eating donuts. There were familiar faces and several new introductions to make. As we exchanged names and chatted about our tenure at Upstate, we grabbed work gloves, bright orange safety vests, garbage bags and wooden litter grabbers. As we were about to set out to begin our chore, however, one last volunteer arrived – Dr. Richard Aubry.

Seeing Dr. Aubry in this environment was a bit surreal for me. Instead of business attire or a surgical cap and gown, he arrived in track pants and sneakers and quickly donned the requisite gloves and safety vest. He was obviously very happy to be there and went around to each of us, introducing himself and offering a friendly handshake. I found him to be warm and genuine with a twinkle in his eye that bespoke of a love of life and experience. I couldn't help but grin as we headed over to the highway, musing about his energy and excitement as he prepared to pick up trash!

Cleaning up the shoulders of a highway is not glamorous or easy work. Depending on the area of 481, there are steep inclines that must be scaled and also small ravines that must be navigated. It requires bending, stooping, pulling and reaching in places that are muddy, wet, dirty and scratchy. Cars and trucks pass by at alarmingly fast speeds, some honking their horns to show their support. Despite all this, Dr. Aubry's enthusiasm never waned. He was energetic and chatty and kept up with the pace of the others. As he proudly tied up his bulging garbage bags a little before noon, he apologized that he had to leave a bit early to get home to watch the SU football game, a passion he spoke of often during the morning. It wasn't until much later that day, long after we had tied up our own bags and said our farewells, that we found out that Dr. Aubry never made it home and did not see the Orangemen take to the field.

Dr. Aubry's obituary (<http://tinyurl.com/n6qfczz>) stated that he was nationally recognized for his work in Maternal Fetal Medicine and helping to lower the CNY infant mortality rate. He was a founder of the Regional Perinatal Center and attended over 8,000 births. He officially retired from Upstate in 2013 after 50 years on the faculty but was still involved in campus activities. He taught and trained generations of medical students and residents, and was highly regarded by staff and faculty alike. On that fateful morning of October 11, 2014, Dr. Aubry had a few hours to spare before the SU football game and decided to use that time helping to clean up his community. It is our honor and privilege to have worked alongside him that morning.

Welcome New UUP Members!

Tracey I. Baker,	IMT–Administrative Info Sys	Michael W. Jarmak,	PM&R–Rehab Therapies
Yowali M. Balume,	CG–Bariatric Surgery Clinic	Jillian E. Johnson,	PM&R–Rehab Therapies
Debbie A. Barbato,	Financial Services – Patient	Matthew D. Jones,	CG–General Surgery Clinic
Denise M. Barber, CG	Administrative Supervisors	Judith S. Kaplan,	Ophthalmology
Kelly Beattie,	Nursing–Ophthalmology	Lisa Kelly,	Neurology
	Amb. Care	Ahnna M. King,	PM&R–Rehab Therapies
Jessica C. Bezon,	Nursing–7A – Orthopedics	Heidi J. King,	Pharmacy
Sarah M. Boyer,	Medicine–Cardiac Cath Lab	Jolene E. Kittle,	Nursing Surgical Svcs Admin
Emily Brien,	PM&R–Rehab Therapies	Corinne E. Knapick,	CG – Ultrasound
Amanda S. Brown,	Nursing–10G Medicine	Maggie K. Krywalski,	Rehabilitation Psychology
Lori A. Brzeczowski,	Cancer Center–Multidis Suite	Thomas R. LaVoy,	Environmental Health & Safety
Brittany Butler,	Anesthesiology (Hospital)	Gary M. Lawrence,	Facility Design Services
Javon N. Coleman,	Clin Path–Blood Bank	Shannon D. Ligon,	PM&R–Rehab Therapies
Leah R. Cronlund,	CG–Pharmacy	Carrie Lohr,	Radiology – Diagnostic
Georgia J. Culver,	Nursing–Radiology	Stephanie Mack,	CG Volunteer Services
Carl Q. Cummings,	IMT–Operations & Networking	Carole L. Mack,	CG 3W Tele/Med/Surg
Beth A. Currado,	Advanced Practice Services	Aisha K. Mack,	Radiology–Diagnostic Ultrasound
Kelly A. Czarnecki,	Nursing Trauma Care Service	Christopher M. Martinez,	IMT – Administration
Mary Pat D’Arrigo,	Nursing Surgical Specialties	Nadia Mbarki,	Clin Path–Core Laboratory
Michael R. Daugherty,	Urology	Tanya L. Milazzo,	Student Affairs–Financial Aid
Kristin Diehl,	Financial Services – Patient	Barbara-Ann Mitchell,	Student Affairs
Colleen A. Dillenbeck,	Academic Affairs	Marie D. Morley,	Joslin Diabetes Center
Plamena M. Dimitrova,	Upstate Connect	Lisa Muench,	Radiology – Interventional
Robin A. DiMura,	CG–Vascular Surgery Clinic	Janice Munnnett,	Clin Path–Core Laboratory
James R. Donlan,	Environmental Health & Safety	Michael J. Nappi,	IMT–Operations & Networking
Meghan M. Dwyer,	PM&R–Rehab Therapies		– Campus
Lori A. Dzera,	CG–Case Management	Kobie D. Natoli,	Financial Services – Patient
Lynne A. Ferraro,	Nursing 6K-CP Med/Surg	Theresa M. Neuman,	Upstate Connect
Pamela A. Fitzgibbons,	Upstate Connect	Kathleen Nunes,	CG–5W -Inpatient Psychiatry
Kathryn M. Fredenburg,	Joslin Diabetes Center	Jana L. Olney,	L&D 2E Nurs
Lamees Galal,	Student Affairs	Krystin M. Paci,	Psychiatry–Child Clinic
Jasmine J. Giles,	Respiratory Care Services	Cassandra K. Pedrotti,	Patient Relations/Guest Svcs
Kathleen A. Gillespie,	Financial Services – Patient	Kacie E. Peterson,	Radiology – Diagnostic
Jessica L. Gmyr,	Advanced Practice Services	Joseph A. Pietra,	Clin Path–Micro & Virology
Stan Goettel,	Emergency Medicine	Olivia A. Pollard,	PM&R–Rehab Therapies
Evgeny Gorodetsky,	IMT–Hospital Info Systems	Ronald L. Powell,	IMT–Hospital Info Systems
Cynthia S. Green,	Triage & Transfer Center	Ellen T. Powers,	Perioperative Services Admin
Ryan P. Green,	Student Affairs	Alexandra M. Precourt,	Respiratory Care Services
Donna M. Gregory,	College of Nursing	Danielle E. Purdy,	IMT–Clinical Data Services
Elizabeth R. Hamm,	Social Work	Jill M. Quick,	Respiratory Care Services
Stewart W. Handy,	Clinical Engineering	Karyn A. Ratliff,	Nursing–Ophthalmology
Gina M. Haresky,	Rehabilitation Psychology		Amb. Care
Mary C. Harmon,	Nursing 9F–Neuroscience ICU	Amanda J. Raymond,	Radiation Oncology (Hospital)
Elizabeth M. Hartigan,	Nursing–8E MICU/CCU	Katrina C. Reed,	Nursing–Pt Sup Svc (Adm Sup)
Margaret Hartmann,	PM&R–Rehab Therapies	David P. Reed,	Central Distribution Services
Justin M. Hopkins,	IMT–Operations & Networking	Mary K. Richardson,	Radiation Safety
Therese L. Howington,	Women’s Health	Tina M. Riel,	Upstate Connect
Dongmei Huang,	Peds Nephrology	Hongyu Ruan,	Psychiatry
Jennifer Hyatt,	Environmental Health & Safety	Michael A. Ryan,	CG–CT Scanner
Jessica M. Jackson,	Cancer Center–Multidis Suite	Jacqueline A. Samora,	PM&R–Rehab Therapies
Brian B. Janz,	Clinical Engineering	Casey L. Schenk,	Nursing–5A Surg/Ent/Gyn

Sheila E. Schwartz-Zych, Pathology – Hospital
 Jeffrey R. Schweitzer, Rehabilitation Psychology
 Philip T. Skummer, Public Health & Preventive Medicine

Mark N. Slocum, Radiology – MRI
 Nikki L. Smith, Advanced Practice Services
 Lindsey E. Solamon, PM&R–Rehab Therapies
 Stefanie A. Spinney, Radiology – Diagnostic
 Melissa Stemmer, Anatomic Pathology – Cytopathology

Kristen J. Strodel, Medicine–Stress/Echo Lab
 Carrie A. Stuper, Clinical Neurophysiology
 Ava K. Sullivan, Hospital Administration
 Mary M. Sutter, PM&R–Rehab Therapies
 Maureen Tarsio, Biochemistry & Molecular Biology
 Colleen R. Terramiggi, Financial Services–Patient
 Shannon M. Thompson, Anesthesiology (Hospital)
 Gwen M. Tillapaugh-Fay, Radiology
 Shannon M. Tiss, CG–Bariatric Surgery Clinic
 Zulma Tovar Spinoza, Neurosurgery
 April M. Trevett, O. R. Materials
 Jacquelyn D. Turner, Upstate Triage & Transfer Center
 Bryant E. Tyler, Library
 Meghan Ummel, Curriculum Office
 David J. Utt, CG–Radiology
 Alfredo L. Valente, Pathology–Hospital

Natalia Vasyagina, Anesthesiology (Hospital)
 Heather A. Wallace, Rehabilitation Psychology
 Dongliang Wang, Public Health & Preventive Medicine

Katie M. Weatherstone, Pharmacy
 Margaret M. Welch, Heart & Vascular Center
 Maureen Westlake, CGH
 Jehan T. Whatley, Financial Services
 Jacqueline M. Wheeler, Advanced Practice Services
 Linda J. Whipple, Financial Services–Patient
 Kortnie Wilkins, Radiology–Diagnostic
 Kathryn H. Williams, PM&R–Rehab Therapies
 Bonnie A. Willoughby, Pharmacy
 Karen L. Witte, Medicine–Stress/Echo Lab
 Lynne M. Wolfe, Clinical Practice Analysis & Support
 Central Stores
 Social Work
 PM&R–Rehab Therapies
 Neuroscience & Physiology
 Radiology – Diagnostic
 Nursing–Recruitment Office
 PM&R–Rehab Therapies
 Neuroscience & Physiology

Aimie K. Wood,
 Hannah M. Woodley,
 Hannah J. Worthley,
 Zhenping Xu,
 Sofiya V. Yatsishin,
 Lindsey R. Yonko,
 Heidi J. Young,
 Sijun Zhu,



Are You a Member?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross		Fed Taxable Gross	
Advice # 123456789		Pay Start Date 07/13/2009		Current 3456.78		1234.56	
Advice Date 07/12/2009		Pay End Date 07/27/009		YTD 45,678.90		34,567.89	
Department ID 1234		Pay Rate 78,910.11		Net Pay 1,234.56			
EARNINGS							
		Current		YTD		TAX DATA	
Hrs./Days	Earnings	Hrs./Days	Earnings	Federal	State	NYC	Yankees
Regular Pay Salary Employee	3456.78		45,678.90	4	4		
Location Pay	56.78		678.90	2	0		
				TAXES			
		Current		YTD			
		Fed Withholding		3,456.78		1,234.56	
		Medicare		45,678.90		24,567.89	
		Social Security		3,456.78		1,234.56	
		NY Withholding		45,678.90		34,567.89	
BEFORE TAX DEDUCTIONS				AFTER TAX DEDUCTIONS			
		Current		YTD		Current	
		Regular Before Tax Health		456.78		1,234.56	
		Supplemental Ret. Annuity Prog.		678.90		6,678.90	
		TIAA Retirement Before Tax		56.78		1,234.56	
				UUP Member 26P 34.55 -56.78			

CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck **must** say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are *not* a member of the union.

UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Hold union office
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels
- Maintain UUP membership after retirement and be eligible for benefit programs
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs

Please contact your chapter officers for a membership card.

Save Your Spine While Saving Some Time

Colin Massulik, Syracuse UUP Chapter Secretary

Some time saving iPhone tips from IMT Mac Support Technician Colin Massulik

Avoid "Text Neck"

We've all seen it. That silhouette of person hunched over an iPhone. Whether they're texting, replying to an email or reading a Facebook post, they're also doing damage to their posture. Now I'm no doctor, but I can tell you that looking forward, especially while walking is always good advice, plus it may just save your neck, back, shoulders and spine. Regardless of knowing what's best for us, we still continue to look at our smart-phones in this manner. The following article will give you a few tips on ways to use your iPhone more efficiently and maybe spend less time hunching over.

Use The Phone App

We all got our iPhones because we needed a cell phone, right? With features such as integrated address book, Facetime and visual voicemail, it's almost too easy to pick up the phone and call someone. What are the advantages of making a call you ask? One example is the critical element of conversation that texting simply cannot offer and that is spoken pitch (intonation). But we do love our texting, don't we!?

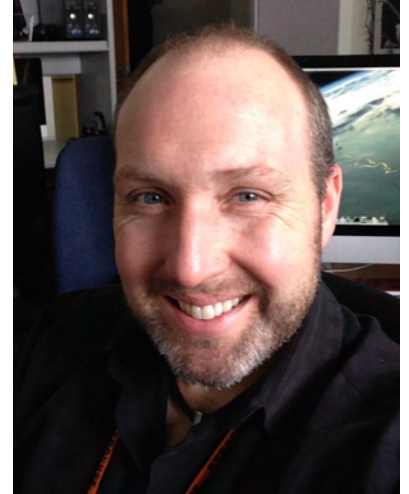
Texting with Audio and Video in Messages

With the advent of iOS 8 and newer iPhones, if you wanted to text someone there are now several options that go along with sending messages, especially when sending to other iPhone

users. For example, did you know you could send spoken audio and video over text?

Say it with your voice

When you're ready to send an audio message all you need to do is touch and hold the Microphone button on the right side of the screen to record an audio message. Just swipe the Up Arrow or tap to send the message. To delete the message, just press the X.



When a quick pic or video will tell the story...

To send a video message or to snap a quick photo that sends immediately, press the Camera button on the left side of the screen. You can also preview your message and press the Up Arrow to send the video.

Why Waste Time Typing When You Can Dictate?

Apple has really made tremendous advances in real-time voice dictation. To compose a text message, simply press the Microphone key to the left of the spacebar on the onscreen keyboard and begin speaking. The text will show up on the screen. This works in just about any app including Messages, Mail and Notes.

Speak Easy

Siri is your own personal assistant. Pressing and holding the home button, you'll activate Siri. This real-time voice recognition technology can help save time in many ways. You can send messages "Send a message to my wife"; initiate phone calls by saying for example "Call home"; and compose and send emails, plus a whole host of other features that can all be controlled with your voice alone.

Hey, Siri

One new feature introduced in iOS 8, when your iPhone is plugged into a charger, in the car, at home etc, all you need to say is "hey, Siri" and your iPhone becomes completely hands-free allowing you to ask questions and accomplish tasks without ever even touching the phone.

I hope you enjoyed these tips and hope that you learned something. With more and more cases of "text neck" on the rise, maybe we can avoid early wear and tear on the spine. With all that in mind I just wanted to give you a heads up to please join us at a NYS-Balance Seminar: Say what You Mean the Right Way: Healthy Forms of Communication coming to Upstate soon.

For additional info see: <http://tinyurl.com/mjmx6lw>



PEA Awards

On November 4, 2014, the Pediatric Department hosted its first Pediatric Patient Experience (PEA) Award Ceremony. The masters of ceremony were Dr. Welch and Linda McAleer. The following honorees received awards in recognition of their dedication to the Patient Experience:

- Outpatient Best Listener – Nancy Zacharek
- Inpatient Best Listener – Pam Haines
- Outpatient Most Enthusiastic – Cyndi Markert
- Inpatient Most Enthusiastic – Alisa Hoff
- Outpatient Most Attentive - Nancy Mitchell
- Inpatient Most Attentive – Mary Delaney
- Outpatient Best Communicator – Deb Delaney
- Inpatient Best Communicator - Amy Lorini
- Outpatient Best Team Player - Bill Hannan
- Inpatient Best Team Player - Peter Keirn
- Outpatient Best Attitude - Temika McClarin
- Inpatient Best Attitude - Kerryanna Kershner
- Rockin' Resident - Ben Prince



The MVP awards were designed to honor the outpatient and inpatient pediatric staff members who are the Pediatric Patient Experience. They are caring, empathetic, compassionate, a team player, they go above and beyond for their patients, families, and co-workers and they embody the values of Upstate.

- Outpatient MVP - Sue Mahar
- 1st Inpatient MVP - Brooke Fraser
- 2nd Inpatient MVP - Sue Karl



***Congratulations
to all!***

What Riding My Bike Has Taught Me About White Privilege

This article was written on August 29, 2014 by Jeremy Dowsett, a pastor, writer and avid runner who lives in Lansing Michigan. It can be accessed at <http://tinyurl.com/ohp6dj2>

The phrase “white privilege” is one that rubs a lot of white people the wrong way. It can trigger something in them that shuts down conversation or at least makes them very defensive. (Especially those who grew up relatively less privileged than other folks around them). And I’ve seen more than once where this happens and the next move in the conversation is for the person who brought up white privilege to say, “The reason you’re getting defensive is because you’re feeling the discomfort of having your privilege exposed.”

I’m sure that’s true sometimes. And I’m sure there are a lot of people, white and otherwise, who can attest to a kind of a-ha moment or paradigm shift where they “got” what privilege means and they did realize they had been getting defensive because they were uncomfortable at having their privilege exposed. But I would guess that more often than not, the frustration and the shutting down is about something else. It comes from the fact that nobody wants to be a racist. And the move “you only think that because you’re looking at this from the perspective of privilege” or the more terse and confrontational “check your privilege!” kind of sound like an accusation that someone is a racist (if they don’t already understand privilege). And the phrase “white privilege” kind of sounds like, “You are a racist and there’s nothing you can do about it because you were born that way.”

And if this were what “white privilege” meant—which it does not—defensiveness and frustration would be the appropriate response. But privilege talk is not intended to make a moral assessment or a moral claim about the privileged at all. It is about systemic imbalance. It is about injustices that have arisen because of the history of racism that birthed the way things are now. It’s not saying, “You’re a bad person because you’re white.” It’s saying, “The system is skewed in ways that you maybe haven’t realized or had to think about precisely because it’s skewed in your favor.”

I am white. So I have not experienced racial privilege from the “under” side firsthand. But my children (and a lot of other people I love) are not white. And so I care about privilege and what it means for racial justice in our country. And one experience I have had firsthand, which has helped me to understand privilege and listen to privilege talk without feeling defensive, is riding my bike.

Now, I know, it sounds a little goofy at first. But stick with me. Because I think that this can be an analogy that might help some white people understand privilege talk without feeling like they’re having their character attacked.

About five years ago I decide to start riding my bike as my primary mode of transportation. As in, on the street, in traffic. Which is enjoyable for a number of reasons (exercise, wind in yer face, the cool feeling of going fast, etc.) But thing is, I don’t live in Portland or Minneapolis. I live in the capital city of the epicenter of the auto industry: Lansing, Michigan. This is not, by any stretch, a bike-friendly town. And often, it is down-right dangerous to be a bike commuter here.

Now sometimes it’s dangerous for me because people in cars are just blatantly a**holes to me. If I am in the road—where I legally belong—people will yell at me to get on the sidewalk. If I am on the sidewalk—which is sometimes the safest place to be—people will yell at me to get on the road. People in cars think it’s funny to roll down their window and yell something right when they get beside me. Or to splash me on purpose. People I have never met are angry at me for just being on a bike or for being in “their” road and they let me know with colorful language and other acts of aggression.

I can imagine that for people of color life in a white-majority context feels a bit like being on a bicycle in midst of traffic. They have the right to be on the road, and laws on the books to make it equitable, but that doesn’t change the fact that they are on a bike in a world made for cars. Remembering this when I’m on my bike in traffic has helped me to understand what privilege talk is really about.

Now most people in cars are not intentionally aggressive toward me. But even if all the jerks had their licenses revoked tomorrow, the road would still be a dangerous place for me. Because the whole transportation infrastructure privileges the automobile. It is born out of a history rooted in the auto industry that took for granted that everyone should use a car as their mode of transportation. It’s not built to be convenient or economical or safe for me.

And so people in cars—nice, non-aggressive people—put me in danger all the time because they see the road from the privileged perspective of a car. E.g., I ride on the right side of the right lane. Very few people change lanes to pass me (as they would for another car) or even give me a wide berth. Some people fly by just inches from me not realizing how scary and dangerous that is for me (like if I were to swerve to miss some roadkill just as they pass). These non-aggressive close-passers don’t realize that a pothole or a build up of gravel or a broken bottle, which they haven’t given me enough room to avoid and which they don’t even have to be aware of, could send me flying from my bike or cost me a bent rim or a flat tire.

So the semi driver who rushes past throwing gravel in my face in his hot wake isn’t necessarily a bad guy. He could be sitting in his cab listening to Christian radio and thinking about nice things he can do for his wife. But the fact that “the system” al-

lows him to do those things instead of being mindful of me is a privilege he has that I don't. (I have to be hyper-aware of him).

This is what privilege is about. Like drivers, nice, non-aggressive white people can move in the world without thinking about the "potholes" or the "gravel" that people of color have to navigate, or how things that they do—not intending to hurt or endanger anyone—might actually be making life more difficult or more dangerous for a person of color.

Nice, non-aggressive drivers that don't do anything at all to endanger me are still privileged to pull out of their driveway each morning and know that there are roads that go all the way to their destination. They don't have to wonder if there are bike lanes and what route they will take to stay safe. In the winter, they can be certain that the snow will be plowed out of their lane into my lane and not the other way around.

And it's not just the fact that the whole transportation infrastructure is built around the car. It's the law, which is poorly enforced when cyclists are hit by cars, the fact that gas is subsidized by the government and bike tires aren't, and just the general mindset of a culture that is in love with cars after a hundred years of propaganda and still thinks that bikes are toys for kids and triathletes.

So when I say the semi driver is privileged, it isn't a way of calling him a bad person or a man-slayer or saying he didn't really earn his truck, but just way of acknowledging all that—infrastructure, laws, government, culture—and the fact that if he and I get in a collision, I will probably die and he will just have to clean the blood off of his bumper. In the same way, talking about racial privilege isn't a way of telling white people they are bad people or racists or that they didn't really earn what they have.

It's a way of trying to make visible the fact that system is not neutral, it is not a level-playing field, it's not the same experience for everyone. There are biases and imbalances and injustices built into the warp and woof of our culture. (The recent

events in Ferguson, Missouri, should be evidence enough of this). Not because you personally are a racist, but because the system has a history and was built around this category "race" and that's not going to go away over night (or even in 100 years). To go back to my analogy: Bike lanes are relatively new, and still just kind of an appendage on a system that is inherently car-centric.

So—white readers—the next time someone drops the p-word, try to remember they aren't calling you a racist or saying you didn't really earn your college degree, they just want you to try empathize with how scary it is to be on a bike sometimes (metaphorically speaking).

One last thing: Now, I know what it is like to be a white person engaged in racial reconciliation or justice work and to feel like privilege language is being used to silence you or to feel frustrated that you are genuinely trying to be a part of the solution not the problem but every time you open your mouth someone says, "Check you privilege." (I.e., even though privilege language doesn't mean "You are one of the bad guys," some people do use it that way). So if you'll permit me to get a few more miles out of this bike analogy (ya see what I did there?), I think it can help encourage white folks who have felt that frustration to stay engaged and stay humble.

I have a lot of "conversations" with drivers. Now, rationally, I know that most drivers are not jerks. But I have a long and consistent history of bad experiences with drivers and so, when I've already been honked at or yelled at that day, or when I've read a blog post about a fellow cyclist who's been mowed down by a careless driver, it's hard for me to stay civil.

But when I'm not so civil with "privileged" drivers, it's not because I hate them, or think they are evil. It's because it's the third time that day I got some gravel in the face. So try to remember that even if you don't feel like a "semi driver," a person of color might be experiencing you the way a person on a bike experiences being passed by a semi. Even if you're listening to Christian radio.



Achieving “Firsts” in Work and Academe

UUP Member Ray Muldoon, a veteran psychiatric nurse practitioner (NP) at Upstate University Hospital, became the first assistant director of nursing for Advanced Practice Services this fall. Also a part-time Doctor of Nursing Practice student, the College of Nursing awarded him as its first Jonas Nurse Leader Scholar. With the Jonas honor plus transitioning into a new role, Muldoon has had no time to rest on his laurels – not that he would.

For the last 13 years as an NP, Muldoon worked primarily with the ED and pediatric units. His new responsibilities entail “the direction, leadership and operations concerning the provision of advanced practice services (APS),” he explains. He supports the associate director of APS in meeting the needs for state-employed AP providers – NP, PA, CRNA, CNM – on both the downtown and community campuses. He also remains in clinical psychiatric practice one day a week. As a life-long learner, Muldoon noted, “I thought it particularly advantageous for me to use the opportunities that exist here for educational support. When you love learning as I do, this is where I wanted to be.”

On his Jonas selection, Joyce Scarpinato, DNP, assistant dean for Graduate Studies, said, “Ray is an excellent representative of the College of Nursing, and I’m confident he will do great things.” Muldoon joins an elite group of 600 Jonas Nurse Leader Scholars nationwide. The Jonas scholarships support doctoral candidates who are preparing to meet the health care

challenges of future patients who will require increasingly complex care.

For the scholarship, Muldoon is completing a project on interprofessional education and collaboration (IPE/IPC). He serves on the university’s IPE Committee which initiated the first IPE course

this year. “Many working health professionals have yet to fully appreciate what interprofessional collaboration is. Part of my project is surveying advanced practice providers and physicians about their knowledge and attitudes concerning IPE/IPC,” says Muldoon. His doctoral project will study “the application of a consultative intervention with psychiatric patients and staff improving IPC and reducing 30-day readmission.” Muldoon expects to complete the DNP in 2016.



Sarah Irish Featured in *Children’s Hospitals Today*

Upstate Golisano Children’s Hospital administrative assistant, Sarah Irish, MPH, was featured as an “Everyday Hero” in the Fall 2014 edition of *Children’s Hospitals Today* (<http://tinyurl.com/krdrx3s>). Sarah was nominated and chosen for this honor because “without thinking about whether it’s part of her job, Sarah Irish rolls up her sleeves and helps—and she always has patients and families top of mind.” The article also mentions that she brings fun to the workplace and “is passionate about making the lives of coworkers, patients and families a little brighter.”

Congrats, Sarah!



Credit: Robert Mescavage - *Children’s Hospitals Today*

Upstate Leadership Academy 2014 Graduates

Many UUP members recently graduated from the 2014 Upstate Leadership Academy, Upstate's leadership development program. The extra work that these employees undertook to complete this program is significant and highly commendable! Congratulations, to the following graduates!



Emergent Leadership Course

Heidi Charland
Amanda Desroches
Justin Dolan
Joe Huber
Gloria Muscatello
Jennifer Potter
Dorothy Sayre
Lynn Wiegand

Experiential Leadership Course

Dale Avers	Jolene Kittle
Kristin Bruce	Patty Mabie
Michelle Castle	Mary Martinez
Timothy M. Creamer	Lisa Mitchell
Yoland Fredette	Gillian Ottman
Joyce Freeman	Virgina Young
Amanda Griffin	
Scott Jessie	

For more information about the Upstate Leadership Academy, please visit its webpage at <http://tinyurl.com/p6gabxz>.

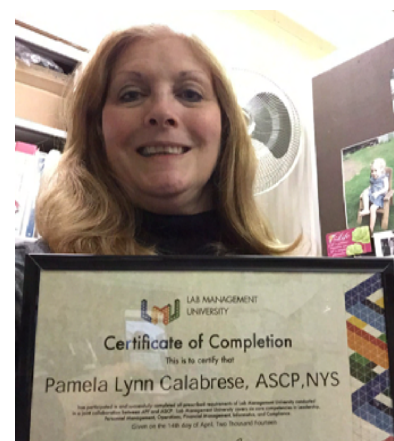
United University Professions 2015 Chapter Elections Nomination List 40811 - Upstate Medical University Chapter

President and Delegate		GRASSL, STEVEN M	A	KOVACS, ANDREW J	P
LYON, MICHAEL J	A	IVEY, HORACE S	A	LEADLEY, DAWN E	P
Vice President for Academics and Delegate		KANE, PETER B	A	MAHONEY, MARGARET	P
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Pamela Calabrese Certification

UUP employee Pamela Calabrese received her Laboratory Management certificate from ASCP Laboratory Management University in April 2014. Pam has been an Upstate Medical University employee since October 1986 and currently works in the Clinical Pathology Department.

Congrats on your accomplishment, Pam!



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