



Newsletter

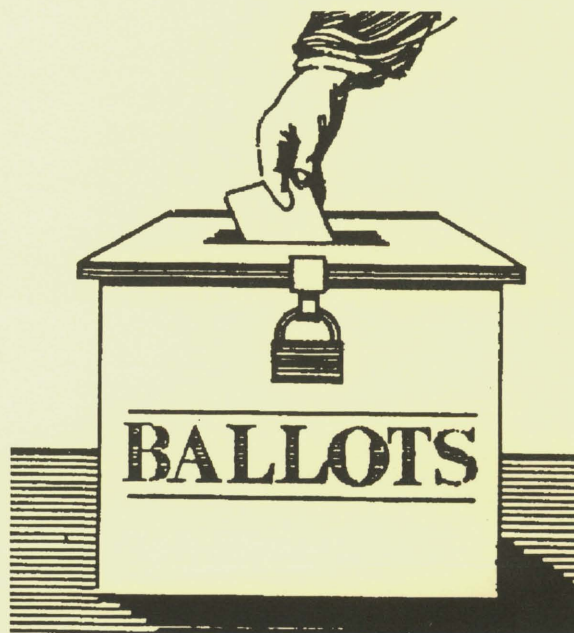
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Message from the President

This time the message is very short: Vote!

by Michael Silverberg

The nominations for chapter delegates and officers have closed and ballots are being prepared. You will receive those in the mail at your home address soon. Please do not throw them away! Exercise your privilege as a member of the Union to have your say in how your money is spent. Remember that if you want to write in the name of anyone who has not been nominated you can do so. Professionals will also receive a ballot soon for the Professional Promotion Review Panel (see page 4). Again, don't throw it away, use it! Don't leave it to everyone else to rule your affairs for you, unless the only joy you have in life is complaining about what they have done now. ♦



Chapter Nominees

The following academic and professional members of the Stony Brook HSC chapter were nominated:

VICE PRESIDENT FOR ACADEMICS

Mark Swerdloff

VICE PRESIDENT FOR PROFESSIONALS

Edward W. Hines • Donald J. Pisani • Lucille C. Protosow

SECRETARY

Marilyn Johnson

TREASURER

Eileen McSherry

ACADEMIC DELEGATE TO DELEGATE ASSEMBLY

(You may vote for up to 10)

Howell O. Archard • Ora J. Bouey • Jeanne L. Galbraith

Ellen Hope • Julitta Y. Jo • Colleen M. Kenefick

PROFESSIONAL DELEGATE TO DELEGATE ASSEMBLY

(You may vote for up to twelve)

Edward Alleyne • Catherine R. Bardram • Charles J. Bebber
Richard W. Blakeslee • Lou J. Caramante • James R. Connolly

Michael F. Gliganic • Joan Goland • Edward W. Hines

Mary Louise Hoch • Michael W. Lane • Harold L. Maston

Eileen McSherry • Nancy P. Moran • Patricia M. O'Reilly

Lucille C. Protosow • John E. Thomson • Eugenie A. Weber

Ann Zuppardo

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Evaluation and Performance Program for the Professional Employee

by Lucy Protosow

All professional employees are entitled to a yearly evaluation and a new or renewed performance program as provided by the Memoranda of Understanding between UUP and New York State. This is described in the Board of Trustees Policies and Procedures and applies to both tenured and non-tenured positions.

The performance program should correspond with one's particular job description and title. Also, the performance program should have employee input. The employee should have complete understanding of the content, goals, objectives and the criteria that are to be used for measuring performance at the end of the evaluation period. Management has the right to define the professional obligations for a particular position. However, the performance program must have reasonable expectations, goals and objectives. In other words, the criteria for measuring how successful one is in achieving the stated goals and objectives must be feasible within the evaluation period. The goals and objectives should be fair and equitable compared to peers in the same position or rank.

Of course, management should not include negative comments that result in an unsatisfactory rating unless there has been progressive pre-evaluation counseling with respect to the specific violation of policies. Any negative documentation that may pertain to an employee must be shared with the employee before it is placed in the Human Resources file. It is the responsibility of the professional being evaluated to match the annual evaluation to the

current performance program. Only those duties and responsibilities described in the current performance program are relevant to the evaluation, even if the performance program is more than one year old. It should be noted that the content of the evaluation is usually not grievable if progressive counseling was appropriately shared with the employee. However, employees who consider their evaluation to be unfair, can have their evaluation reviewed by the Evaluations Review Committee. This Committee can only make recommendations to the President's office to uphold or to change the final status of the evaluation. Employees who wish to have their evaluation reviewed must contact the Committee Chair within 10 days of signing the document.

Employees must sign their evaluation even if they do not agree with the opinions of the rater. Of course, they should only sign after taking sufficient time to read and understand the contents, and after consulting with their evaluator. Employees who are dissatisfied with their evaluation should follow up with a rebuttal to their evaluator and send it to their supervisor and to Human Resources.

Professional employees who have not received an evaluation and a new or renewed performance program in over one year, and have attempted to obtain one, should contact their grievance chair, UUP field representative, or other chapter official for guidance, assistance or representation to management and Human Resources. ♦

Highlights of the 1990 Winter Delegate Assembly

by Colleen Kenefick

The Winter 1990 Delegate Assembly was held on February 2-3 at the Desmond Americana in Albany. All SUNY chapters were represented with 204 delegates assembled for the plenary sessions.

The thirteen members from our chapter in attendance were: Edward Alleyne, Charles Beber, Ora Bouey, James Connolly, Edward Drummond, Edward Hines, Ellen Hope, Colleen Kenefick, Eileen McSherry, Lucille Protosow, John Rose, Michael Silverberg and Arthur Wiegert.

Edward C. Sullivan, Democratic Assemblyman from Manhattan, was the recipient of the 1990 Friend of SUNY Award. He has been a staunch and longtime supporter of expanded educational opportunities for all of New York's citizens within the State University, and he has chaired the Assembly Higher Education Committee since 1987.

A resolution sponsored by the Buffalo HSC chapter was passed increasing the regular allocation to each chapter by the same percentage as any increase in total dues collected. This should amount to a very small per capita increase for most chapters. A regular summer allocation to each chapter will be based on the same criteria as the one-time allocation of June 1989.

The delegate assembly urged the Executive Board to give serious consideration to amending Section 4 of Article III to eliminate the dues cap.

A resolution was passed stating that UUP use its resources to educate its members and the public as to the health, safety, and environmental concerns regarding nuclear waste. The resolution further called for the immediate resignation of Angelo Orazio, Chair of the Low Level Radioactive Waste Siting Commission, and replacement with a Chair who will have a greater sensitivity to the safety, health and environmental concerns of the citizens of New York State.

The UUP University Development Report will be published on March 13 to coincide with legislative lobbying days. Also, the first pilot public policy seminar for state legislators will be held in Albany on the changing demographics of the family. Dynamic speakers are needed to inform state leaders on the following three issues: the changing demographics in New York State, economic development and human services, and health sciences care and human services. If you would like to address state leaders on these topics, please contact William Scheuerman in Albany at 800-342-4206.

On April 18, 19 and 20 in Albany, UUP is sponsoring a

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Legislative Update

by Richard W. Blakeslee, Chairman, Legislative Committee

The Governor's 1990 Budget begins to address some of SUNY's needs. However after years of hacking and chopping it is going to take a lot more than some minor surgery to restore what has been taken from us.

As always we were pressing for broad access to the State's higher educational programs. Our future is going to be determined by our students, the children of our community.

UUP is supporting the income tax cut deferral. Without this deferral the state will lack revenue for the funding of many of the State University's programs.

There are a number of areas in which we are going to need

legislative support. The tax cut deferral would yield an additional \$400 million in 1990-91 and \$1.6 billion in 1991-92. The result would be approximately \$275.00 in deferral for high level wage earners. And although those people are entitled to the refund it seems only in the best interests of all state residents that we defer the tax cut and not severely impact education.

The Executive Budget recommendations are showing a cut in hospital operations budgets of \$17 million. This reduction poses a serious threat to us here at the HSC. We, the lobbying team in Albany, are working to resolve this problem. There may come a time when we will need people from the Hospital to go to Albany and lobby their legislator. ♦



Winter Delegate Assembly

continued from page 2

conference on curriculum and pedagogy. This conference is open to the public and will expand the union's role while promoting a dialogue on professional issues.

Another future statewide activity in the planning stages is a conference focusing on power and coalition building skills for women in SUNY. Faculty, staff and students are expected to participate in the workshops at the Albany Convention Center on November 15-17, 1990. Each chapter should start to identify problems and issues it would like to see addressed in this forum. ♦

Members of the Stony Brook HSC chapter at the Winter 1990 Delegate Assembly in Albany: standing - Eileen McSherry, Colleen Kenefick, Jim Connolly, Charles Bebbler, Ed Drummond, Ed Hines, John Rose, Art Wiegert, Michael Silverberg,; seated - Ora Bouey, Ed Alleyne, Lucille Protosow and Ellen Hope.

"Reach Out" Urges

Affirmative Action Committee

by Ed Alleyne

I propose supporting the recommendations of the state-wide Affirmative Action Committee made at the meeting held on February 2, 1990 at the Desmond Americana in Albany. The Committee urges each local union chapter to form a group whose purpose is to inform, support, and show UUP's commitment to affirmative action. This group, through its outreach program, would inform Junior through Senior High School students that there is a place and a purpose for higher education. The outcome of this effort can be very positive and enlightening to those seeking careers in professional, academic and technical areas.

The members of this outreach group will serve as mentors to students and to the entry level work force. The liaison between University faculty, professional and academic organizations, and the community at large, will be through this outreach group. ♦

Why Be A Member?

by E.W. Hines, V.P. for Professionals

1. The major reason is "Strength!"
 - a. Strength in bargaining for employment contracts which affect salaries, vacation, sick leave, benefits and conditions of employment.
 - b. Strength to ward off the attacks from Albany on parking fees, Ethics Commission, financial filing, MACCC, etc.
 - c. Strength in grievances.
 - d. Strength to deal with environmental concerns in the work place.
 - e. Strength in dealing with local problems.
2. Another reason to join the Union is that as a member you can vote for and be a part of the organization that does all the above.

So when someone says "what is UUP doing for me?", they should really say "I am UUP, what can I do?"

HSC/UUP Holds Chapter Meeting

by Joan Goland

On Wednesday, February 21, a chapter meeting was held in the Health Sciences Center. Michael Silverberg, President of the HSC chapter, presented an update on maternity leave and parking fees.

Two proposals were passed at the meeting. The first changes the election of officers and delegates to once every two years rather than a staggered arrangement where half are elected every year. The other changes the composition of the chapter executive board to officers, committee chairpersons, members of statewide committees, newsletter editor and delegates and alternates with more than five votes.

Silverberg discussed the formation of a Promotion Review Panel. This panel (5 to 7 members) will be composed wholly of professional employees elected by professionals in the negotiating unit. If an individual is denied a promotion (or salary increase) by their supervisor or department this panel provides a mechanism for appeal. The following people were nominated: Joseph Berendowski, Colleen O'Leary Beltrani, Margaret M. Detrano, Joan Goland, Theresa Ingenito, Eleanor Kra, Joseph Moreschi, Evelyn Rosenthal, Josephine Thomas, Benjamin Williams. The Panel would review applications for promotions or salary increases and make recommendations to the President.

Silverberg wrapped up the meeting by pointing out that the current contract expires in July of 1991. He urged people to get involved and have some input into the new contract. ♦

OFFICERS

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Mark Swerdloff – Oral & Maxil. Surgery 632-8952

Vice President (Professional):

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Marilyn Johnson – Receiving and Stores 444-3643

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The opinions expressed in the Newsletter are those of the authors, the editors, or the Stony Brook Chapter of UUP and are not necessarily the opinions of United University Professions.

The UUP Newsletter welcomes articles and letters submitted by members of the Stony Brook community. Remember, this is *your* newsletter. Share your thoughts with us. We want to hear from you. Persons who have material they wish to submit should contact: Joan Goland, Dean's Office/School of Medicine, Zip 8430; Telephone: 4-2295.

UUP/HSC Newsletter

Health Sciences Center

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SUNY Stony Brook

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