

N E W S  
from  
Stony Brook  
United University Professions  
U U P

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SATISFACTORY PERFORMANCE RESULTS IN DISMISSAL

Non-Teaching Professionals (NTPs) now for the first time have the opportunity for permanent appointment which parallels the opportunity, based upon satisfactory performance, that has traditionally been available in all other large organizations, including all other New York State agencies. This opportunity, however, has been greeted with great apprehension by most NTPs because of President Toll's now-famous May 13 memo in which he stated that, "If an extended and effective national search is likely to lead to a better candidate than the individual under consideration for a permanent appointment, then this individual should not be reappointed." Because approximately 70% of Stony Brook's NTPs are ranked as PR 1's or PR 2's, the salary hiring range of which is normally \$7,425 to \$13,250, and because there is, in fact, no such thing as a national standard of comparison for the vast majority of NTP positions, UUP feels that the attitude towards the granting of continuing appointment explicitly stated by President Toll is not only absurd, but extraordinarily unfair, establishing a framework for capricious and arbitrary action on the part of the President.

Within this context, then, the current status of the NTP evaluation procedures for reappointment and continuing appointment is as follows: The Office of Personnel has developed extensive evaluation guidelines to a) Provide a base for performance improvement b) Serve as a guide to re-evaluate job functions c) Provide the Campus President with consultation regarding:

(over, please)

1. Renewal/non-renewal decisions, 2. Promotions and merit increases. Representatives of the Union (F. Levine, T. Bastin, R. Glasheen, M. Dresden, C. Carlucci (HSC), J. Valter (HSC) and S. Newlin) met on October 3 with Lee Yasumura (Director of Personnel) before the administration's evaluation procedures were finalized. As a result of that meeting, a number of minor modifications were incorporated in the final version, and one incredibly blatant paragraph articulating the President's carte blanche decision-making powers was deleted from the final version.

As the contract reads, the recommendation power for reappointment belongs solely to the NTP's immediate supervisor. (The decision-making power, of course, lies with the President.) If the supervisor gives an unsatisfactory evaluation, the employee may request a review by a Committee on Professional Evaluation. However, the supervisor may give a satisfactory evaluation and recommend against reappointment. In such an instance the employee has NO recourse. This, of course, opens up the possibility of wholesale dismissal of NTPs and/or recriminatory action against individual NTPs.

At the request of UUP, a second meeting with management took place on October 8. Representing management were T.A. Pond, J. Diana, L. Yasumura and S. Ackley; representing UUP were T. Bastin, S. Newlin, M. Dresden and C. Carlucci. UUP representatives insisted that a satisfactory evaluation mean satisfactory for reappointment, as is traditional in all other State agencies. Thus an unsatisfactory evaluation would set into motion a peer review process (review by Committee on Professional Evaluation). Management rejected this out of hand as being "inhumane" to the employee (We all heard it!) and as not being parallel to the academic evaluation process where "satisfactory" performance does not insure continuing appointment.

UUP then demanded that a peer review process be established that would, indeed, parallel the academic review process. Management rejected the proposal because academic peer review arises from faculty governance, not contractual procedures.

UUP insists that a systematic, understandable and fair evaluation procedure be established. Since the President is necessarily unfamiliar with the activities of the great majority of NTPs, the sources of information and the manner in which the President receives the information on which his decisions are based become of crucial importance. Recognizing this, UUP insists that

- 1) A SATISFACTORY EVALUATION BY THE SUPERVISOR BE ACCOMPANIED BY A RECOMMENDATION FOR REAPPOINTMENT
- 2) AN NTP'S PERFORMANCE BE JUDGED BY A GROUP OF HIS/HER PEERS AS WELL AS BY THE SUPERVISOR
- 3) CONSIDERATION BE GIVEN TO AN NTP'S UNIVERSITY-WIDE SERVICE, WHICH CAN, AND OFTEN DOES, GO WELL BEYOND THE PARAMETERS OF A SPECIFIC JOB DESCRIPTION

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