

INSIGHT



NEWSLETTER OF THE STONY BROOK CHAPTER
OF UNITED UNIVERSITY PROFESSIONS

ISSUE # 02-2

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Inside this issue...

- *General Membership Meeting*..... 1
- *DEADLINE for the Individual Development Awards Program*..... 1
- *Family Leave Survey*..... 2
- *Welcome Luncheons for New UUP Faculty & Professionals*..... 2
- *FREE Educator's Tax Guides Available*..... 2
- *Check your pay stub!*..... 2
- *Departmental Responsibilities towards Part-time Faculty*..... 3
- *UUP Dinner Dance '02—Winners and Sponsors*..... 4



DEADLINE



Individual

Development Awards

Applications must be received by close of business
(3:00 p.m.) on Friday, March 29, 2002 in the UUP
office at 104 Old Chemistry.

(Please note that this includes applications sent through campus mail—please allow ample time for delivery.)

GENERAL MEMBERSHIP MEETING

Monday, April 8

1:00 p.m.

Peace Center

Old Chemistry Building

Lunch Provided—RSVP required



Special Guest:

Gail Maloy

Director of Member Benefits

UUP Statewide Office

Agenda will include:

- **Amendment to Chapter Bylaws** to include a Part Time Concerns Representative on the Executive Board
- **Approval of the 2002-03 Chapter Budget**
- Introduction and discussion of a new Long Term Care program that is being offered by the State. The program (NYPERL) is available for all state employees to purchase. During the open enrollment period the program will be available without medical underwriting for those employees actively at work. UUP was successful in convincing NYSUT's Long Term Care company (MetLife) to also offer an open enrollment period without medical underwriting. **This is an opportunity for members to choose from two good long-term care plans without worrying about pre-existing conditions.**
- **Bring your benefits questions!**

Family Leave Survey

The UUP Statewide Family Leave Committee has prepared a survey to determine how members have utilized leave provisions to deal with family situations. This survey will provide useful data for our upcoming new contract negotiations.

The following should answer most questions about the survey.

WHAT IS MEANT BY "FAMILY LEAVE?"

Time off for elder care; sick family members (including spouses, domestic partners, siblings, children); the birth of a child (maternity and paternity); adoption

WHO SHOULD FILL OUT THE SURVEY?

UUP members who have actually taken time off to care for a family member for an extended period of time (one week or more of consecutive days); UUP members who needed to take time off for care of a family member but couldn't.

WHAT ABOUT PEOPLE WHO HAVE AN OPINION ABOUT FAMILY LEAVE BUT HAVE NOT HAD AN ACTUAL NEED FOR OR EXPERIENCE WITH IT?

They should NOT fill out this survey. It's designed to document experiences in order to find out what's actually going on in this arena. UUP will include "opinion questions" about family leave on the large-scale survey it does right before contract negotiations (probably next Fall).

IS THE SURVEY FOR UUP ACADEMICS AND UUP PROFESSIONALS?

Yes, but there is a separate questionnaire for each group. The questionnaires are clearly marked.

Professionals need to make sure they fill out the questionnaire marked

"PROFESSIONALS" and Academics need to fill out the one marked "ACADEMICS."

IS THE SURVEY BEING ADMINISTERED ON OUR CAMPUS ALONE?

No. The survey is being administered on all SUNY campuses.

DO RESPONDENTS HAVE TO PUT THEIR NAMES ON THE SURVEY?

No. It's up to them. UUP would like respondents to identify themselves in case there is a need to clarify any information given, but they have the option of remaining anonymous if they choose to. If respondents do put their names on the survey, all information provided will be kept strictly confidential.

HOW LONG WILL IT TAKE TO COMPLETE THE QUESTIONNAIRE?

Not very long. The questionnaire for Academics appears to be longer than the one for Professionals, but it isn't. No single respondent will have to answer all of the questions. Specific sections of questions will apply to each person.

Further questions? Contact Jamie Dangler (danglerj@cortland.edu or call 607-753-2484)

To complete the Family Leave survey, please go online to
<http://www.uupinfo.org/constituencies/leave.html>



**If you are a new UUP employee,
 Full or Part-time,
 and would like to attend one
 of the following, please contact
 the UUP office at ext. 2-6570.**

New Faculty Luncheons

Tuesday, April 16

& Wednesday, April 17

12:30 pm to 2 pm

In the Peace Center, Old Chemistry

Thursday, April 18

4 pm to 5:30 pm

In the UUP office, Old Chemistry

New Professionals' Luncheon

Wednesday, April 24

12:30 pm to 1:30 p.m.

In the Peace Center, Old Chemistry

IMPORTANT!

CHECK YOUR PAY STUB TO CONFIRM UUP MEMBERSHIP

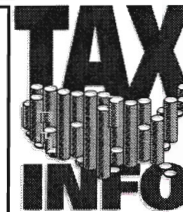
In the section of your pay stub headed "After Tax Deductions"
 the following language will confirm your membership:

UUP MEMBER (21P or 26P)

If the language is UUP FEE PAYER (21P or 26P) you are not a member. Application cards may be secured from the UUP office (104 Old Chemistry or call 2-6570)

Membership costs nothing extra yet allows you to vote on the contract, have input on what we negotiate for, vote for Chapter Officers and Delegates, serve on Chapter committees, run for statewide office and serve on statewide committees. Members get all of the benefits and protections under the UUP contract and can take advantage of all affiliate benefits.

If you retire as an Agency Fee Payer you cannot join UUP or participate in any money saving programs offered by UUP or our affiliates.



**FREE
 Educator's Tax
 Guides
 Still Available**

Educator's Tax Guides are still available in the Union office.

This guide specializes in publishing tax related materials for those in the field of education, including teachers, administrators, and all academic personnel. A useful handbook, valued at \$16.75, will make tax preparation much easier. In addition to including the most recent changes in the tax laws, it contains special tax strategies after the Economic Growth and Tax Relief Reconciliation Act of 2001(EGTRRA).

**Drop by and pick up your free copy,
 while supplies last,**

PAIN WITH LITTLE GAIN

By Judy Wishnia and Joel Rosenthal

UUP Part Time Concerns Committee Co-Chairs

The statement below is a joint labor-management statement on the proper treatment, use and privileges of part-time faculty. The statement was written in the spring, 2001, but we suspect that its dissemination has not been as thorough or complete as we had hoped. It has been endorsed by both the Provost, Robert McGrath, and the President of the west campus UUP chapter, John Schmidt. It is thus university policy and should be implemented by all departments.

At the same time that this statement was approved by the joint labor-management committee on part-time faculty, the labor half of the committee prepared guidelines-to guide the Provost in the use of on-campus revenues-concerning the salaries of part-time faculty. Despite the rise in the cost-of-living, especially on Long Island, and the increase in the number of part-timers since 1980, salaries for part-timers have remained almost static. While some departments pay more, most adjuncts receive between \$2500 and \$3500 per course. On the other hand, fully supported Graduate Teaching Assistants now receive \$5500 a semester for teaching or assisting in a course. Other tier one research universities such as Michigan (Ann Arbor), Iowa (Ames), and California (Davis), most of them in areas where the cost-of-living is lower than Long Island, are paying between \$5000 and \$8000 a course. The UUP wants the basic salary brought up in three stages, eventually reaching the level of a fully supported TA line for a semester's work. UUP has suggested that the jump in the first year would be to \$3700, the second year would bring \$4500 and the third year, up to \$5500 or the then current TA payment. Salaries for part-time faculty are not currently covered by the New York State-UUP contract. But each campus has full freedom to use its resources to supplement the current base-rates.

Given the current budget, we know that the 2002-2004 years are not propitious years for such increases. Nevertheless, as the campus (and the entire SUNY system) rely more and more on adjunct labor, the need to address this issue becomes more pressing. Adjunct morale, the quality of classroom delivery, meeting the wider variety of student needs, and working to maintain a unitary faculty (rather than a two or three tier one) are basic to the principles, goals, and functioning of the University. It is time to put a significant amount of money into this budget category and to use it for those who work so hard for such paltry rewards.

A Guide to Departmental Responsibilities Regarding Part-time Faculty

This document, endorsed by the Academic Administration of SUNY Stony Brook and by the Stony Brook (West Campus) Chapter of UUP, offers guidelines for departments who employ part-time faculty. It was developed in consultation with the local labor/management committee for part-time concerns.

One of the purposes of this guide is to assure every student, in every class or course or laboratory, of a level playing field in terms of their instructors' ability to have the educational resources and support they need to teach the course; to meet with and counsel students; and to function as a professional within the setting of the teaching faculty and the department for which the instructor serves.

In accord with these goals, every part-time instructor should have access to the facilities, equipment, and space needed to teach his or her course. This covers such items as functional office space, a computer and other equipment appropriate for the classroom, an e-mail account, photo copying, and a telephone. Reasonable efforts to provide access to such support recognize that the University may not guarantee a particular level of support or space to any employee.

Departments and programs are urged to widen the facilities and privileges offered to part-time faculty. Part-time faculty members should be considered eligible to seek departmental support such as travel funds, just as part-time faculty are now eligible for Individual Development Awards and for across-the-board pay increases. Each department should formulate a policy regarding the role of its part-time faculty in department meetings, departmental committees and governance, the preparation of teaching schedules and course assignments, and the opportunity to offer colloquia and, if appropriate, to have formal contact with graduate students.

Departments should formulate a policy regarding the mentoring and evaluation of part-time faculty that is similar to the department's practices and policies for its untenured faculty on tenure-track contracts, or for its full-time lecturers.

The Agreement between the State of New York and UUP provides certain benefits to part-time faculty. For example, part-time faculty may be eligible for health insurance benefits based on their professional obligation. Chairs should ensure that part-time instructors are aware of these benefits. A department employing part-time instructors should submit the required appointment paperwork in a timely fashion.

Department Chairs will follow established University practices when recruiting for positions. Efforts should be made to publicize open positions to all members of the department.

**Part-timers, both academic and professional, are urged to let the union know what is happening to you.
Please contact the chapter office at ext. 2-6570.**

Insight is published by the Stony Brook Chapter of United University Professions. Items for inclusion should be sent to the UUP Office, 104 Old Chemistry, Zip=3475. The opinions expressed in articles in the newsletter are those of the author or the Stony Brook Chapter of UUP and are not necessarily the opinions of United University Professions.

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The Chapter Office is open
 Monday through Friday, from 9 am to 3 pm.

The Executive Board meets on Alternate Tuesdays
 at 12 noon, and members are encouraged to attend.



UUP Dinner Dance '02



Our annual dinner dance was held on Friday, February 15 at the Port Jefferson Country Club and was deemed to be a huge success! Attended by 125 members and their guests from both East and West Campus, it featured a wide variety of musical dancing selections, fine dining, and a fabulous array of free door prizes donated by local area merchants.

A special note of thanks to the following individuals whose tireless efforts produced a perfectly wonderful evening: John Davis, Lynn Davis, Diane Godden, Ed Hines, Sharon Hines, Ed O'Connell, Jeanie Reiersen, Willa Smith, and Colleen Wallahora

UUP would like to congratulate all of the evening's winners and encourage all of our members to patronize these establishments as a show of our appreciation for their generous contributions.

WINNERS

José Feliciano
 Robert Savoca
 John Parise
 Patricia Darnel
 June Pisano
 Marie Barnum
 Ming Wang
 Jerry Allen
 Mary Meehan
 Peter Soo
 Sharon Hines
 Jeannie Reiersen
 Noreen Mienik
 Lari Briglia
 Cathy McWilliams
 John Marchese
 Bob Kelly
 Judy Wishnia
 Elizabeth Barnum
 William Huebsch
 Bonnie Gallino
 Janet Hanson
 Kathy Singh
 Donald Pisani
 Jill Kavoukian

GIFTS

Fun Pack from Country Fair
 \$15 from **Green Cactus Grill**, Stony Brook
 UUP T-Shirt
 \$25 from **The Village Way**, Port Jefferson
 \$25 from **Mario's Restaurant**, Setauket
 UUP/HSC Golf Shirt
 \$25 from the **Landmark Deli**, Setauket
 \$25 from the **Eastern Pavilion Restaurant**, Setauket
 UUP T-Shirt
 \$25 from **The University Club**, SBU
 UUP T-Shirt
 \$25 from **Pentimento Restaurant**, Stony Brook
 \$25 from the **Golden Pear Café**, Stony Brook
 2 Summer Film Festival passes/**SBU Staller Center**
 UUP/HSC Golf Shirt
 \$25 from **Mario's Restaurant**, Setauket
 Two Lunch Buffets from **The Curry Club**, Setauket
 UUP T-Shirt
 Brunch for two from **The Printer's Devil**, Pt. Jeff
 UUP/HSC Portfolio
 Brunch for 2 from **The Three Village Inn**, Stony Brk
 UUP T-Shirt
 Brunch for 2 from **Danford's Inn**, Port Jefferson
 \$50 from **Pasta Pasta**, Port Jefferson
 Dinner for two at **Pace's Steakhouse**, Port Jefferson



Congratulations to all of our winners!
 Special thanks to all of our sponsors!
 Hope to see everyone again next year!



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