



UUP Local 2190 • Volume 33 • March/April 2012

INSIGHT

Newsletter of the Stony Brook Chapter of United University Professions

UUP @ STONY BROOK UNIVERSITY • WEST CAMPUS CHAPTER • SOUTHAMPTON

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“Don’t Worry Honey, We Have the Slomin’s Shield!”

by Arty Shertzer, UUP Chapter President

It was at the December Senate meeting just as the body was discussing their concerns about shared services, when President Stanley arose and went into what could be characterized as a rant regarding our serious budgetary situation. "We are not out of the woods" he said as he pounded his fist into his hand and then he said that "we remain on a burning platform" and that "If you think we are out of the woods, you are sadly mistaken!"

Well, that was pretty sobering and considering that he is usually a quiet and reserved guy, the body was nothing short of amazed. In that short rant, the President clearly served notice that open debate and an exchange of ideas between colleagues is no longer allowed...if it contradicts his ideas.

The ironic thing is, that while he was talking about woods and burning platforms apparently at his direction, we were employing a firm to re-brand our campus!

So let me get this straight...We are not out of the budgetary woods, our platform is on fire, we are naive to the fact that we have budgetary issues, but, we now have the Slomin's Shield proclaiming far and wide that we are strong, stable and shielded!

One can only imagine how much this will cost...signs, stationary, set up for printed materials, diplomas, awards, business cards.... and then don't forget the HSC side of campus and all the off campus offices and practices... and Stony Brook Korea! We are now shielded there too!

And, to the amazement of many, the firm that

brought us the new shield...is from Alabama... so much for SUNY being the economic engine for New York's recovery! Think about that... New York, the center of the advertising world, and we go to a company in Alabama!

You have heard me say this before and I will reiterate: Sam Stanley does not appreciate the fact that our community of some 35, 000 people possess a vast wealth of experience, talent

and a deep and abiding love and affection for this place we call Stony Brook.

I am sure that if he had bothered to ask anyone who was not part of the Emperors' new clothes brigade, they would have said...gee...it looks a lot like the shield from the place you came from, and ...do you have oil heat?

UUP fights each and every day to protect jobs and rights and academic freedom. It seems to me

that our President does not value a free exchange of ideas, unless they resemble his own.

Once again, for the very next time as Gary Owens used to say on the TV show, Laugh In... I say to our President: "Open the doors to your office and your mind and let us in. Let us be consulted, let us be considered and let yourself share the wealth of knowledge and experience that our collective years of working, learning, teaching and caring have given us."+



Contact us: www.uupsbu.org • phone: 631.632.6570 • email: uup@stonybrook.edu



Update on the Statewide V.P. for Professionals Steering Committee

by Charlie McAteer, Vice President for Professionals

As your Vice President for Professionals, I was invited to join a newly created

VP for Professionals Steering Committee by the Statewide VP for Professionals, Philippe Abraham. This small group made up of chapter VP for Professionals has met twice in Albany to talk about common needs and review trends that we see statewide affecting UUP Professionals like yourself. We discussed ways to work together towards common goals and holding regional events so that more of our professionals can network, obtain valuable training and have a forum to exchange ideas and have questions answered. I asked for and received support from the committee to present a UUP constitutional amendment to change the order of electing statewide at-large executive board seats to a more fair system where professionals and academics alternate the order of seat election. This would change the current procedure so that we as professionals do not have to wait until all academic seats are filled before we start our at-large elections. I am happy to report this was presented at this February's UUP Delegate Assembly in Albany to fellow professionals and academic delegates and was overwhelmingly voted in allowing us to have parity with our

fellow academic members. Other topics we discussed and will work on are as follows:

- *Downstate Medical Center Chapter and the Medicaid Redesign Task Force, also known as Berger Commission*
- *Workload Creep*
- *Part-Time/Contingent professionals Issues*
- *Training/Educational needs of professionals*
- *Developing a VPP Handbook*
- *Advocating for SUNY-wide emeritus status for professionals upon retirement*
- *New Web page and development of professional tab, content, etc.*
- *Outreach to professional retirees*
- *Shared Governance*
- *Establishment of "Shared Services" sub-committee*
- *Establishing protocol to send data monthly on non-renewals*

Finally, you should save the date of Saturday, June 9, 2012, in the morning, for our Annual UUP Long Island Professionals Workshop & Forum. We are hoping again for a great program, with light breakfast & lunch, some workshops and a forum for exchanging ideas and having professionals' questions answered. Final details will be worked out by your VP for Professionals from Long Island. Look for the announcements and sign-ups. As always please say something if you see something. Together we can work to make a difference, helping each other at Stony Brook University.†

PHOTO BY KAREN MATTISON



Charlie McAteer of Stony Brook discusses the issue of job security during the initial meeting of the new UUP Vice Presidents for Professionals Steering Committee. Several members of the committee were in attendance: from left, statewide Vice President for Professionals Philippe Abraham, Jeri O'Bryan-Losee of Morrisville, McAteer and Norm Payne of Oneonta.



VICE PRESIDENT FOR ACADEMICS • CONTRACT NEGOTIATIONS UPDATE

Winter Delegate Assembly Passes Resolution to Terminate UUP's Relationship with the American Association of University Professions (AAUP)

by Daniel Kinney, Vice President for Academics



In a narrow vote (100 to 98) The Delegate Assembly passed a resolution calling for the termination of UUP's relation-

ship with AAUP as soon as practicable. The resolution cited AAUP's failure to address the concerns of UUP's professional members and a lack of return on the more that \$1.5 million in dues spent by UUP since the agreement was enacted in 2000. The cost of the agreement in this fiscal year was \$196,000. The resolution also stated that AAUP "failed to coordinate government relations in Albany and Washington as required by the agreement" and that AAUP has not always

recognized UUP's right as the sole bargaining agent for SUNY, particularly with regard to AAUP's actions at SUNY Albany. The complete text of the resolution is available at the statewide UUP Web site (uupinfo.org).

Many of the delegates from the Stony Brook Chapter favored continuing UUP's relationship with AAUP. They believed that with increasing attacks on the rights of faculty and staff it was important to work with other organizations dedicated to protecting these rights. On February 7, UUP's national affiliate the American Federation of Teachers (AFT) reaffirmed its commitment to collaborate with AAUP on organizing and advocating for faculty and staff in higher education.

The chapter officers are interested in hearing from our members regarding the termination of UUP's relationship with AAUP.+

Negotiations Sessions Continue (updated Feb 13, 2012 from www.uupinfo.org)

UUP met with the state Feb. 9 to continue the proposal/counterproposal process on various monetary and non-monetary items each side has placed on the negotiations table.

UUP's Negotiations Team will meet again this week to prepare for additional February and March negotiations sessions.

Ground rules established by mutual agreement between UUP and the State prevent release of information about the details of contract talks. The negotiations process could be compromised by public discussion based on speculation, incomplete information, or information taken out of the context of a potential overall agreement. There are no final agreements on any items at this time.

UUP's Negotiations Team appreciates the numerous inquiries and statements of support received from members on a continuous basis. While questions about specific negotiations items cannot be addressed at this time, information about the negotiations process will continue to be updated as contract talks continue.

Stay informed

As negotiations proceed, UUP members will be kept informed through regular website postings, mailings from President Phil Smith, and articles in The Voice. Periodic updates and other information will be sent to chapter presidents for distribution via chapter websites, newsletters, fliers, and meetings.

Members are encouraged to periodically check the UUP website (www.uupinfo.org) for postings at the "2011 Negotiations Information" link under Latest Information on the right hand side of the home page. Feel free to contact UUP Chief Negotiator Jamie Dangler at contract@uupmail.org for further information or to submit questions or comments.

Benjamin Ginsburg: *The Fall of the Faculty and the Rise of the All-Administrative University and Why it Matters*

by Judith Wishnia

If you have noticed that there has been a significant growth in the number of administrators compared to the negligible increase or actual decrease in the number of full-time faculty, you will find a damning analysis in this book, written by an astute and occasionally acerbic Johns Hopkins professor of Political Science. Professor Ginsburg contends that not only has the number of deans and the many assistant “deanlings,” increased but they tend to be career managers who downplay the importance of teaching and research, and reduce the influence of faculty. In the past, many administrators were faculty with classroom experience who “did their duty” for two or three years and then returned (happily, I presume) to the classroom and their research. Ginsburg sarcastically notes that the new professional administrators spend months writing expansive plans for the future of the university, only to leave for a more lucrative position at another institution.

In the 1960s and 1970s, under the guidance of great academically oriented university presidents such as Robert Hutchins of the University of Chicago, universities were influenced, if not driven, by faculty ideas and concerns, and the result was the creation of great universities, dedicated to good teaching and research. Faculty still control their classrooms and most of their research but they are no longer involved in the big



decisions, especially about budgetary priorities. Departments are merged, eliminated, new

ones created, with little faculty input, save for a tacit agreement to accept the decisions. There are faculty senates but they only have the ability to advise. Unfortunately, the author never mentions unions but then, unlike SUNY, most major universities are not unionized. Even unions who try to protect their members cannot seem to stop the power of professional administrators, supported by the non-academic Boards of Trustees. The result is a turning away

from the university as a “knowledge factory” to support instead semi-vocational training to meet the needs of business and government. And indeed, the money taken from big corporations frequently determines who is hired and what research will be done.

One of the more significant chapters is on the history of tenure, its current erosion and the effect on the university

and on academic freedom. In the 1970s, 80% of faculty was either tenured or on tenure track lines. That figure is now under 30%. The creation of tenure in the early part of the 20th century helped universities recruit top faculty, who were drawn by the offer of job security. Today, administrators no longer care about the value of tenure. Why offer tenure and job security to full-time faculty, when you can hire cheap part-timers who work “at will.” Note that this has not resulted in lower tuition!

Ginsburg calls for a return to educating students to think and analyze, by ceasing to gut the humanities and the basic sciences, and he asks for more faculty involvement in decision making, including replacing some of the businessmen on the Boards of Trustees with faculty. †

Judith Wishnia is retired from teaching in Social Science and History. Her research was on French Labor history and women workers. She has been active in the union for 35 years, serving in many positions, including the state-wide Executive Board. She is currently the chair of the Committee on Active Retired Members (COARM) and thus sits on the state-wide Executive Board, as retiree delegate.

FRIENDS OF SUNY AWARD RECIPIENTS

Friends of SUNY Award Recipients

Three of the Four Award Recipients are from Long Island

U.S. Rep. Tim Bishop (D-Southampton)

U.S. Rep. Bishop has been a higher education ally for years. He wrote key provisions of legislation to help students and families pay for college as a member of the House Education & the Workforce Committee. In 2011, he was honored by the National Association of Independent Colleges and Universities. In 2008, he received awards from the Commission on Independent Colleges and Universities and the Coalition of Higher Education Assistance Organizations.



U.S. Rep Tim Bishop

Sen. Ken LaValle (R-Port Jefferson)

Sen. LaValle has been a longtime member of the Senate Committee on Higher Education. In 2007, Sen. LaValle was appointed to the New York State Commission on Higher Education. He also served on the National Council of State Legislatures' Blue Ribbon Commission on Higher Education. Sen. LaValle is the recipient of the Medallion of the University from UAlbany, and the University Medal from Stony Brook University, for his work in higher education. He received the first UUP Friend of SUNY Award in 1983.



Sen. Ken LaValle

Assemblyman Fred Thiele Jr. (D-Sag Harbor)

Assemblyman Thiele has been a strong supporter of Southampton and Stony Brook University, and he's fought publicly to revive Southampton since 2010, when it was announced that the school would close. Thiele has also worked to foster land and historic preservation efforts in his district, including securing \$30 million in state funds for the Peconic Bay and South Shore Estuary improvement projects. He is a lifelong resident of Sag Harbor and a graduate of Southampton College of Long Island University. He was first elected to the Assembly in a special election in 1995; he has been re-elected since 1996.



Assemblyman Fred Thiele Jr.

6 UUP Calendar of Events

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
march 2012				1	2	3
4	5	6	7 Academic Council Meeting Kim Scipes 12:30 Library Javits Room	8 Pre-Retirement Workshop 12:00 Wang Room 101	9	10
11 <i>Daylight Savings</i>	12	13 General Membership Meeting 12:00 SAC Ballroom A	14	15 Women's Concerns Broadcasting 12:00 SB Union Room 247	16	17 <i>St. Patrick's Day</i>
18	19	20 Executive Board Meeting 12:00 Library Javits Room <i>Spring Begins!</i>	21	22	23	24
25	26	27	28 H & S Workshop Financial Wellness 12:00 Wang Room 301	29	30	31

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
april 2012						
1	2	3	4	5	6	7
8	9	10 Front Page Discussion Paul Edelsen 12:00 Wang Chapel	11 Meet your Chairs and Officers 12:00 Wang Room 301	12	13	14
15	16	17 Spring Ahead Membership Event 12:00 SAC Ballroom B	18 Acad Council Meeting 12:30 Library Javits Room	19	20	21
22/29	23/30	24- Executive Board Meeting 12:00 Library Javits Room	25	26	27	28

To R.S.V.P. to any of the meetings or workshops go to www.uupsbu.org

Let's Help Send Children With MS to Summer Camp! Buy a Loaf of Bread!

The Little Portion Friary of Mt. Sinai will be selling freshly baked loaves of bread to help benefit the National Pediatric MS Center at SBUMC's Summer Camp for Children with Multiple Sclerosis. All proceeds will help pay for the costs of transportation for children who otherwise could not afford to attend. Each loaf is \$5.00. Donations are welcome to those who do not wish to purchase bread.

Bread Choices are:

- **Cinnamon Raisin**
- **Rye**
- **Honey Oat**
- **Sesame**



Contact: Heidi Ciolfi
121 Chemistry
Zip = 3400
632-7895

Checks can be made payable to:
'SBF-Peds MS'

Bread will be available for pick-up on March 14, 2012 between 12:00 pm and 4:00 pm in the Chemistry Building room 121.



DRESS FOR SUCCESS®

Dress For Success

UUP's Womens' Concern's Committee is asking you to donate business attire, shoes, scarfs, handbags, shoes or professional suits to help out a deserving woman to enter the workforce!

Every year, Dress for Success issues an SOS to women across the country to donate professional attire to help women thrive in work and in life!

March 4 is the DEADLINE!



The mission of Dress for Success is to promote the economic independence of disadvantaged women by providing professional attire, a network of support and the career development tools to help women thrive in work and in life.

Donations can be dropped of to:

Dawn Pappas - 186 Admin Building
Paula Di Pasquale-Alvarez - 111 CMM Building
Arty Shertzer - S-5414 Melville Library
Tricia Dixon - 204 Harriman Hall
Yumi Yoshino - Hempel - 160 RSS Building
Bushra Butt - Melville Library
Charmine Yapchin - 104 Chemistry Building

The State of the Senate

An Excerpt From the Speech Given at the University Senate Meeting

by Frederick M. Walter President, University Senate

On 6 February 2012, Fred Walter, Professor of Astronomy and President of the University Senate delivered the first "State of the Senate" address in recent history. The purpose was to summarize the function, accomplishments, goals, and aspirations of the University Senate in one place. The University Senate is that aspect of shared university governance which involves the faculty, staff, and students in academic governance. The University Senate Constitution states that "The purpose of the Senate is to execute the functions of academic governance, subject to the Policies of the SUNY Board of Trustees. The rules and policies approved by the University Senate shall govern the academic functions of the University consistent with the Policies of the Board of Trustees." The address opened with a summary of the Senate membership (the state of the Senate is Healthy), its standing committees (the state of the Senate is Active), and its accomplishments during the Fall Semester (the state of the Senate is Effective). The full address is available on the University Senate web site. What follows is the text of the address starting after this point, when it turns to the challenges facing the University and the Senate.

The State of the Senate is GUARDED

There is a new and unpleasant tension between the Senate and the administration over the concept of shared governance. For most of its history, Stony Brook University has thrived under the mantle of shared governance, wherein the administration and the faculty, staff and students, through the auspices of the various senates, work cooperatively to run this University. While the administration is tasked with making the University operate on a day-to-day basis, the faculty and staff have the collective knowledge to advise the administration of appropriate courses of action. As the President writes in his report this month, there are some of us who have served this University for 45 years or more.

When the administration prefers to operate in a vacuum, without input from the Senate, we risk repeating the mistakes of the past. The Senate is concerned about recent practice whereby decisions that affect the faculty, staff, and students are made without consultation with the appropriate governance bodies.

We believe in the concept of shared governance. We believe that faculty, staff, and student participation on the various administrative committees should be mediated through the University Senate or its collegiate level Senates, as has been past practice. The Senate in December debated and passed a resolution urg-

ing the administration to slow down the pace of creation of shared support centers in academic units.

The reason is not that we are opposed to change - those of us who have been here 10 years, 23 years, or even 45 years understand full well how far material support for this University has fallen - but that we want to be convinced that at the end of the day, these changes will result in a better, leaner, more efficient, more cost-effective university structure. Mr. President, you hail most recently from Missouri, the "Show-Me" state. You tell us that restructuring of academic units will result in a more efficient, more cost-effective University, and that the savings will be put into academics, to further the mission of the University. **Mr. President, show us the data.**

Yes, we are skeptical, but that does not mean we are against the concept. In those special circumstances where it has been employed, such as Arts/Theater Arts, it has apparently been a success, but even this assessment is based on less than one year's experience. We are skeptical because we have seen no plan - neither a goal nor a road map.

Mr. President, show us the goal. Convince us that this restructuring of academic units will result in better student service, and better support for faculty. Show us that this will result in a more efficient and effective University, or a significant savings in cost. The future is always uncertain; it is only human nature to fear the unknown, and not embrace an uninformed leap into an ill-defined tomorrow.

To ask us - the faculty and staff - to ignore a lifetime of experience in running this University - without letting us see the end goals, or to participate in the means to accomplish them, is unacceptable. We are a university - a college - and we thrive on the collegiality and shared governance implicit in the nature of the university. A university is not a corporation - a university is its people and its programs - and it is not best run in a top-down manner.

You have a plan. Show us the plan. Relieve our concerns.

Mr. President, show us the road map. So far we see a plan that is activated by the appearance of vacancies - this position is unfilled: let's figure out a way to get along without. This is opportunistic at best, and unplanned at worst. **Show us the road map.** We know there will be bumps on the road, and that we may be forced into long detours. **Show us the road map.** The road map may change -

SHOW US THE PLAN MR. PRESIDENT! (CONTINUED)

universities are fluid things - but there must be a plan. Let us see our course and the Senate will constructively engage with you. We are only human: in the absence of the data we fear the darkness. Show us the road map. We are intelligent men and women. We can be convinced by a compelling argument.

The Senate is prepared to stand with you as we - shared governance - embrace and build towards the future.

The State of the Senate is BEWILDERED

We have been re-branded. This, the President tells us, is in the interests of unification of East and West, and to portray a new sense of stability to the world. The President tells us that the response to the new logo has been overwhelmingly positive. As president of the Senate, I get a lot of information I'd sometimes rather not know about. I too get responses to the re-branding. But in this case the responses are overwhelmingly negative and sarcastic.

The President has told us, as recently as our December meeting, that University funding had been cut by \$82 million, and consequently we need to rein in all unnecessary spending. What does it cost to hire an outside consultant to think up a new logo? Is this necessary spending? The President has told us that the University is the economic engine of Long Island. Why was it deemed necessary to hire a firm from Alabama to do design work that surely could have been done locally?

Was the re-branding necessary? We are skeptical. This is another administrative initiative that was carried out without any input from governance, and without any other faculty consultation. Do we need a re-branding? Some of us are quite fond of President Kenny's Stony Brook logo. It says who we are, is colorful, and has significance, at least for astronomers and particle physicists. The shield does none of that, and has been criticized as reminiscent of the slogan of a local oil company.

It has also been noted that it is common for new presidents to make a visible mark on campus. Where is the stability implied if our logo is only as stable as the tenure of the current president?

The State of the Senate is CONCERNED

Morale on campus among the faculty and staff is poor.

Despite positive signs, including:

- a large donation from James and Marilyn Simons;
- the lack of a cut to SUNY in the Governor's budget;
- improving academic standards; and

- excellent performances by our intercollegiate sports teams, the effect of uncertainties regarding the implementation of Shared Support Centers, delays in decisions on permanent appointments, and certain unilateral actions on the part of the administration have affected the morale of the staff. There is a palpable unease on campus. The Senate must remain a place where any member of the community, not only members of the Senate, can feel free to express any opinion without fear of retribution.

The State of the Senate is OPTIMISTIC

There will be a tomorrow, and the Senate will continue its important role in governing the academic functions of the University.

- are working on an Appropriate Use Policy for University computers.
- are working with the Provost and University Counsel to implement the Senior Lectureships approved last year
- have a voice on the University Council, the Provost's Advisory Group, and the Project 50 Forward Steering Committee
- are on good terms with the UUP.

In the longer term, we

- seek better recognition for our Distinguished Faculty
- seek to understand the new Budgeting/Responsibility-Centered Management Model, a corporate model that poses challenges in a university environment.
- are engaged with the Provost on reviewing the academic review process.
- expect to play an important role in the upcoming Middle States re-accreditation process.
- are involved in the restructure of the DEC requirements.
- are committed to the development of an overarching environmental vision for the Stony Brook campus.

The State of the Senate is RESOLUTE

in its commitment to preserving academic integrity at Stony Brook University. We are adamant that our authority though shared governance, as vested in the Policies of the Board of Trustees, will not be taken from us. We are committed to this University - this is our community too - and we believe that it is best operated via a shared governance structure. The future may not be ours to know, but it is ours to make. We believe that our best days are ahead of us, but they will not arrive without a lot of effort, and vigilance, on the part of the campus community. †



PHOTO BY NICK KORIDIS

The Truth About Tier 6

by Judith Wishnia

Once again, public employee benefits are on the chopping block. Governor Cuomo's 2012-13 Executive Budget includes the creation of yet another pension tier, Tier VI, for all new employees in every state retirement system, including the Optional Retirement Plan (ORP: i.e., TIAA/CREF, the teachers retirement system-TRS and the system which covers state and local employees-ERS).

While the most damage will be done to TRS and ERS, those in the ORP system (TIAA/CREF) will also suffer serious losses. Currently, members of ORP contribute 3% of their salary for their first ten years, while employers contribute 8% the first seven years, 10% for years eight through ten, and 13% thereafter. Under Tier VI, the state contribution would be cut to 4% of salary and the state would match employee contribution only up to 3% of wages. In addition, the employee contribution to ORP would no longer be mandatory.

**Say
NO Tier 6**



For those in the TRS and ERS (more than 1/4 of our members) there are very serious losses.

- **The age of retirement would be raised to 65 with NO exceptions, an increase of eight years for TRS and three years for ERS.**
- **A 1.6% benefit calculation instead of the current 2% after twenty years.**
- **The vesting period would be raised to twelve years, one of the highest in the nation.**
- **A prohibition on future early retirement incentives.**
- **Finally, in an attempt to privatize the systems, the plans would be required to offer a 401(k) style plan to new members.**

All of these provisions would seriously deplete the state retirement fund. This is indeed a serious attack on our future colleagues but it also threatens our university. Tier VI will not only cut retirement benefits, it may harm recruitment. Why come to a system which constantly lowers pension benefits? (Remember, Tier V, yet to be implemented, was passed only two years ago)

A personal note: In his State of the State address, Governor Cuomo assured public employees that they would not be affected, only new employees, as he termed them, the "unborn," would come under the new tier. This assumes that we are a bunch of self-interested louts who care nothing for those who come after us. We do care. As unionists, we fought for these pension benefits for ourselves and for future generations as well.

So....New York State AFL/CIO, NYSUT and UUP are launching a major campaign against Tier VI. Go on the websites to sign petitions, contact your state representatives. No Tier VI! +

HEALTH & SAFETY WORKSHOP

*Financial
Wellness &
Identity Theft*

Wednesday March
28 at noon
Wang Room 301
RSVP at
www.uupsbu.org



Bald and Beautiful

Bee Farina (in memory of her daughter Meghan Farina) will be a participant St. Baldrick's "shavee" in this year's Battle of the Undergraduate Colleges' "Battle Against Cancer" event in SAC Ballroom B, on 3/13/12, 11:00 am - 5:00 pm.

The St. Baldrick's Foundation is a volunteer-driven charity committed to funding the most promising research to find cures for childhood cancers and give survivors long and healthy lives. SBUMC Pediatric hematology/oncology doctors have been included in their previous grant donations.

Anyone interested in helping this wonderful cause in memory of Meghan can go to either Bee's page at:

www.stbaldricks.org/participants/mypage/502547/2012

to donate or to www.stonybrook.edu/ucolleges/ugc/battle/events/battle_cancer.shtml for further information on the event.

QUOTE CORNER

Your time is limited, so don't waste it living someone else's life. Don't be trapped by dogma – which is living with the results of other people's thinking. Don't let the noise of others' opinions drown out your own inner voice. And, most important, have the courage to follow your heart and intuition. They somehow already know what you truly want to become. Everything else is secondary.

~ Steve Jobs

Welcome ~~Part-Time~~ Contingent Employees

by Warren Randall

“Contingent employees shall be all UUP bargaining unit members appointed to any position which does not prescribe eligibility for continuing or permanent appointment, including all such qualified Academic rank titles listed in the SUNY Policies and of Board of Trustees, Article II (k), namely Lecturers, Visiting, Clinical and other similar designations and all such professional title.”

This is one of the constitutional amendments passed last year by the UUP Delegate Assembly to create a “contingent” category of membership. It was one of several recommendations from the Task Force for Contingent Employees. Why was such a change necessary; after all, isn't every member in UUP already counted as either a professional or an academic?.

Well, employees whose job types specifically preclude them from permanent or continuing appointment have fundamentally different terms and conditions of employment. These types of appointments have many different names and ranks, but whether the employee is a nurse at a health science center, a part-time librarian or a full-time lecturer in an academic program, they share contractual conditions pertaining to issues of status, leaves, renewals and job security. It was about time there was a common identify.

UUP is rather unique among higher education unions. In other unions, there are separate bargaining units for those eligible for “tenure” and those who are not. They do not jointly represent academics and professionals. UUP might have gone down that path, but chose not to. UUP's history is one of inclusion and of representation, recognizing differences and working towards union (not overlooking Union!).

If it isn't a well-known fact, it should be that the percentage of faculty and staff who are contingent, adjunct, or just part-time, continues to grow. And there is no uniformity among the campuses. Perhaps progress could be possible if we all spoke the same language. Defining “contingent” might be the first step.

We shall see if our decision will bear fruit.+

Who's Who at UUP

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The Executive Board meets on the third Tuesday of the month at noon. All members are encouraged to attend. Please contact the Chapter office for exact meeting date and location. INSIGHT is published by the Stony Brook Chapter of United University Professions. Items for inclusion should be sent to the UUP office - S-5415 Melville Library, Stony Brook, NY 11794-3388 or email *theresa.kist@stonybrook.edu*.

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