

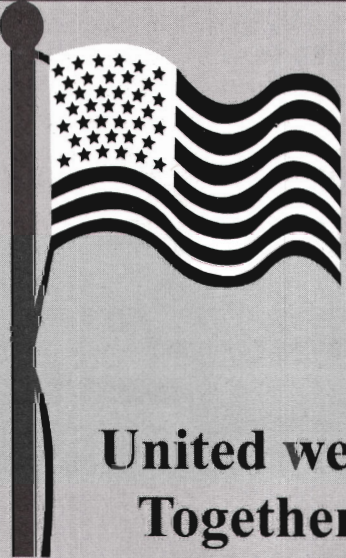
INSIGHT



NEWSLETTER OF THE STONY BROOK CHAPTER
OF UNITED UNIVERSITY PROFESSIONS

ISSUE # 01-4

September '01



**United we stand...
Together we mourn**

UUP joins in solidarity with its members and the entire university community in expressing our sorrow to the victims and families of the terrorist attacks in New York City, Washington and Pennsylvania. We are here to support our members, our students and our communities in every way possible as all of us attempt to cope with the aftermath of this tragedy.

Our members have mobilized to help with blood drives, food and supply donations and other disaster relief. We urge you to persist your efforts with the United Way and Red Cross. Most importantly, we will reach out to support our students as they try to cope with a world that is suddenly a far scarier place.

Please see page 3 for details on how you may assist those in need...

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A message from

John P. Schmidt



Chapter President

**** TERM LIMITS ** WE NEED YOUR INPUT**

The current UUP constitution proscribes the following regarding the Terms of Office for statewide Officers:

“Officers shall be elected to terms of two years; no person shall be eligible for more than five consecutive terms in any one office”
(Ref: Article IV, Section 7).

A resolution has been introduced to revise this language as follows:

“Officers shall be elected to terms of two years”.

The above resolution will be introduced at the Fall Delegate Assembly (October 12-13). Your Chapter delegates (see list at bottom) will hear debate on the proposed change and will either cast a ballot in favor of the constitutional amendment (lifting term limits) or against (maintaining term limits).

Your Chapter Officers and Delegates have been discussing the issue for some time. There are strong arguments from both sides. When the time to cast a ballot arrives, a yea or nay vote will encompass personal experience and reflection, informed by the will of our constituency.

(Continued on page 3)

DSI: The Operative Word is Discretionary

In Greek mythology it's called the Apple of Discord, and it led to the rejection of 2 goddesses and the 10-years of Trojan War. In the Shakespearean canon it was King Lear displaying the foolishness of arbitrary power when he asked each of his daughters to tell him how much they loved him. In SUNY, it's called DSI time - the time each year when the Administration exercises its arbitrary by handing out discretionary salary increases.

DSI is a management prerogative. When our contracts are signed this money is ALWAYS held back by the state so it can be distributed at the whims of each campus's administration. At some SUNY schools it is used for merit & equity, in some stated fashion. At others it is distributed across the board. At others the money is used on a rotating basis - on the idea that virtually all of us badly need (and have earned?) a raise.

At Stony Brook the Administration has steadily and firmly resisted UUP requests to formulate a coherent policy. Nor has our Administration been receptive to UUP offers to help write such a policy. We would like to see a policy that spells out guidelines regarding the distinction between and monetary distribution between "merit" and "equity." And for the many professionals working without a performance program or current evaluation, this would mean pressure on the Administration to produce the contract-mandated performance program/evaluation.

In some units a peer-committee makes recommendations to a chair and they are endorsed and followed, all the way up the line. In other units there is no such consideration, or it carries little weight by the time the monetary pie is cut. DSI money has been used to match outside offer - a serious violation of the guidelines. DSI money has been used for across-the-board raises for departmental chairs - so a dean did not have to make choices and evaluate performance. DSI money goes - with little conscience - to highly paid and senior personnel as freely and as readily to those whose salary barely makes what Newsday said was the requisite family income on LI (i.e., if one wished to stay above the poverty line).

This tale could be extended at length. Suffice it to say that if you are passed over, or given less than you thought you would get, or wonder why a senior scientist making \$115,000 is also getting \$1500 when you are making \$45,000 and now getting a DSI raise of \$500, DON'T complain to the UUP. Ask the Administration why there is no overall policy, coving faculty and professionals, covering all levels of rank and service, and covering all types of jobs and responsibilities. We would like to shift the emphasis from the D to the SI.

Joel Rosenthal, Faculty Grievance Officer, UUP West Campus Chapter

Committee Appointments



STATEWIDE COMMITTEES...

Affirmative Action	William McAdoo
Chapter Presidents	John P. Schmidt
Finance	John P. Schmidt
Grievance	José L. Feliciano
Legislation	Aaron (Bill) W. Godfrey
Membership	Edward H. Quinn (Chair) Charles A. Wrigley
Professional Issues	Edward H. Quinn (Vice Chair)
Solidarity	José L. Feliciano Jackie Smith
Women's Rights & Concerns	Frank Anshen

CHAPTER COMMITTEES...

Membership Dev't	Part-Time Concerns
Ed O'Connell	Marlene Brennan
Melissa Bishop	Jackie Smith
Sarah Battaglia	Pamela Thompson
Chuck Wrigley	Judy Wishnia
Donna Rilling	Joel Rosenthal
Ed Quinn	Sally LaForte
Active Retirees	Social
Judy Wishnia	Colleen Wallahora
Evert Volkorsz	Willa Smith
Frank Erk	Jeanie Reiersen
Charlie Hansen	Diane Godden

CHAPTER COMMITTEES...

Affirmative Action	Health & Safety	Legislation
Frank Anshen	David Ecker	Bill Godfrey
Joe Feliciano	Abe Smith	Bushra Butt
Remonia Hunter	Artie Shertzer	Ellen Hopkins
Lou Charnon-Deutsch	Chuck Wrigley	Rich Berscak
	Arnold Wishnia	Michael Zweig

The chapter thanks all who have agreed to volunteer their time and efforts as committee members!

The September 11th Fund

How you can help others...

The September 11th Fund has been established to help the victims of the terrorist attacks. The purpose of the fund is to mobilize financial resources to respond to the pressing needs of the victims and their families and all those affected by the tragedy. The fund will provide immediate support to established emergency assistance agencies, such as the American Red Cross. It will also bring together the resources of other nonprofit health and human service agencies. Those wishing to contribute to The September 11th Fund may send their financial donations in care of United Way of New York City, 2 Park Ave., New York, NY 10016, (212) 251-4035. Donors may specify the community (New York City, Washington, D.C., or other affected areas) where they would like their contributions to help. Contributions are also being accepted on United Way of New York City's Web site at www.uwnyc.org.

UUP LI Active Retirees Luncheon Meeting

Wednesday, October 31st, 2001

11:30 a.m. to 2:30 p.m.

Stony Brook West Campus, Alliance Room

Registration is \$5 for retiree members and \$10 for guests

Active and Retiree members from Farmingdale, Old Westbury, and both Stony Brook campuses are invited.

Program includes

- ⇒ William E. Scheuerman, President, UUP, who will speak on "Retirees and Public Higher Education in New York."
- ⇒ Anne Marine, UUP Retiree Member Services Coordinator, will discuss "Current Health Benefits Issues" and "Pre-Retirement Preparations."
- ⇒ Active Retirees Updates by Newsletter editor and Listserv manager Claire Meirowitz
- ⇒ Introduction of the Active Retirees Web site by Evert Volkorsz, the Webmaster.
- ⇒ Doris Weisman of HSC and Ed Quinn of the West campus chapter will address "Vote/Cope and the Role of Retirees."

For further information contact:

Frank E. Goldsmith, Chair, crinum@juno.com,
or Evert Volkorsz, evolkorsz@ms.cc.sunysb.edu.

Additional information will be available
on the Active Retirees website,

<http://ms.cc.sunysb.edu/~evolkorsz/uupretirees/calendar.html>

HELP WANTED

The UUP Chapter is looking for a tenured, crabby faculty member - interested in handling faculty grievances.

Joel Rosenthal, our current Faculty Grievance Chair is stepping down after next spring and a successor is needed. It must be someone willing to devote time and energy to a job that is always unpaid and often tedious and frustrating.

Applicants must have an interest in being "locker room lawyers," in nagging faculty colleagues and administrators, in interfering where they will often be unwelcome, and in having to come in at all hours. If this appeals to you, please contact Joel Rosenthal either c/o the history department or the UUP office. All correspondence should come in plain envelopes. There are no money-back guarantees.

(President's message continued from page 1)

In that regard, to assist you, our members, what follows are some of the pro/con arguments. I urge you to reflect on these arguments and subsequently engage your representatives (list below) with your input. Remember that we will be voting on this amendment on October 12.

ARGUMENTS IN FAVOR OF THE AMENDMENT (i.e. lifting term limits)

Proponents of the resolution to lift term limits cite the following:

- The organization needs experienced leadership.
- The Governor & Legislature need relationships that build trust and look beyond the political pressures and public resentments of the moment.
- Term limits impose an arbitrary restriction on the right to vote.
- Term limits take away your chance to elect someone whom you believe has done a good job.

ARGUMENTS OPPOSED TO THE AMENDMENT (i.e. maintaining term limits)

- The organization derives its strength from the members, not individual leaders.
- Incumbents have an unfair advantage over new candidates.
- Elimination of term limits means a life term.
- The organization has been served well by a series of leaders with term limits.

WHAT IS YOUR OPINION?

Our Chapter can seat a total of 21 voting delegates (11 academic, 10 professional). At press time, the following individuals will be attending the Delegate Assembly and will be casting a ballot on your behalf. Please let them know (individually or collectively) how you feel about this issue:

Delegate #	Academic	Professional
1	Michael F. Zweig	John P. Schmidt
2	Judith Wishnia	Edward J. O'Connell
3	Bill Godfrey	Melissa Bishop
4	Arnold M. Wishnia	Jose L. Feliciano
5	Frank Anshen	Diane C. Godden
6	Evert Volkorsz	Charles A. Wrigley
7	Jacquelyn G. Smith	Sanjay Kapur
8	Joel T. Rosenthal	Charles C. Hansen
9	William McAdoo	David V. Ecker
10	Frank Erk	Richard Berscak
11		



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.

Officers	Phone	Email (@notes.cc.sunysb.edu)
President		
John P. Schmidt	2-6570	j.schmidt
Vice Presidents		
<i>Professional</i>		
Ed Quinn	2-7275	equinn
<i>Academic</i>		
Michael Zweig	2-7536	mzweig
Grievance Chairs		
<i>Professional</i>		
Melissa Bishop	2-9893	mbishop
<i>Academic</i>		
Joel Rosenthal	2-7493	jrosenthal
Treasurer		
José Feliciano	2-8069	jfeliciano
Secretary		
Arthur Shertzer	2-8948	ashertzer
Committee Chairs		
<i>Membership</i>		
Ed O'Connell	2-9674	eoconnell
<i>VOTE/COPE</i>		
Ed Quinn	2-7275	equinn
<i>P/T Concerns</i>		
Judy Wishnia	751-3810	jwishnia
Labor Relations Specialist		
Bonnie A. Beck	273-8822 2-6570	

UUP Chapter Office
 Willa Smith 2-6570 wisraith
 104 Old Chemistry
 Fax: 632-6571
 Email: uup@notes.cc.sunysb.edu
 http://naples.cc.sunysb.edu/Admin/uup.nisf

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 Benefits—Important Deadlines Ahead!

Watch for plan deadlines!

- ⇒ **Flex Spending Account.** This includes the Health Care Spending Account and the Dependent Care Advantage Account (using pre-tax money for health care and dependent care expenses). The open enrollment period for 2002 is Sept. 17-Nov. 9, 2001. Employees may obtain enrollment information or request an enrollment kit online at www.flexspend.state.ny.us or call the hotline at 1-800-358-7202. Participants currently in a flex spending account **MUST** re-enroll to continue their benefits in 2002. Completed enrollment applications must be sent to Benefits, Z=0751 for approval no later than November 9, 2001. A Flex Spending Account representative will present an informational meeting on October 18, 2001 at 12:00 noon at the LIA Conference Center, 80 Hauppauge Road, Commack in rooms A and B.
- ⇒ **Sick Leave Exchange Program** (exchanging three sick days for \$300 toward your health insurance premium). The open enrollment for 2002 is Nov. 1-30. Forms will be available at Human Resource Services, 390 Admin.
- ⇒ **Health Insurance Option Transfer Period** (time to change from the Empire Plan to an HMO or vice versa). The enrollment dates will be announced; watch for the rate sheet to be mailed to your home.



DEFENSIVE DRIVING

Register Early! Space is limited!

DATES: Monday, October 1, 2001 & Tuesday, October 2, 2001

TIME: 6:00 pm to 9:00 pm

COST: Only \$25 per person

PLACE: Student Activities Center, Room 303

WHO: Open to UUP members & their immediate family

HOW TO REGISTER...

Checks should be made payable to "NYSUT Benefit Trust"

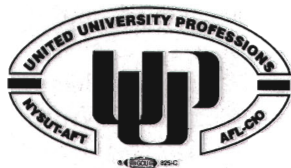
Bring or mail to UUP Office, 104 Old Chemistry, Zip = 3475

FUTURE DATES SCHEDULED FOR THE NEW ACADEMIC YEAR...

- ⇒ Saturday, November 10, 2001, 10 a.m. to 4 p.m.
- ⇒ Monday, January 21 & Tuesday, January 22, 2002, 6 to 9 p.m. each night
- ⇒ Saturday, March 2, 2002, 10 a.m. to 4 p.m.
- ⇒ Saturday, June 1, 2002, 10 a.m. to 4 p.m.

Participants are usually entitled to a

10% discount on their automotive insurance—check with your provider!



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