

UUP InSight

Newsletter of the
Stony Brook Chapter of
United University
Professions
August 1993
Issue #9

NEWS OF MEMBERS

The UUP office has a tape on file, "To the Best of Our Knowledge," which deals with financial aid, old and new problems. Tim Reilly is the chief narrator and questioner and a substantial portion of the tape contains comment and analysis from Madelyn Kunin, U.S. Assistant Secretary of Education, and Sherwood Johnson from Stony Brook. The new administrative plan calls for student loans handled directly by institutions without the intermediary of banks, who, by the way, are energetically resisting the new proposal. The tape contains an interesting discussion of student loan defaults, particularly at the proprietary (for profit) schools. The tape can be borrowed from the Union office.

The following column "What do I do if..." is new to Insight. The purpose of the column is to inform members of their rights and to address questions that are commonly asked at UUP. If you have a question or an issue that you would like us to address, please call the UUP office at 2-6570 or JWEITZNER on all-in-one.

What do I do if...

Trudy M. Bell, Professional Grievance Chair
I am having a problem and I need assistance?

The important things to remember are:

- UUP is first a resource for discussion and guidance. All discussions are strictly confidential - we don't speak to your supervisor unless you give us permission.

- We prefer to operate on the premise of problem prevention whenever possible. This means we need to be contacted early as possible.

- The most important reason to talk to us early is that you only have 45 days from the date action is taken against you for filing formal grievance documents (if you should choose to do so).

- Seeking our help does not mean you will get in more trouble (if anything, supervisors tend to listen more attentively when a third party such as UUP enters the picture).

What happens when you call us?

When we meet with you the first time, we simply spell out your options and discuss possible ways to handle situations. Once you have all the information and advice we can give you, you have time to think over how you want to proceed.

At any time along the way, if you decide you want us to act on your behalf, you can call us into the process. In other words, after we discuss your options and rights, we step back and let YOU decide if you want to handle it on your own, drop it, or ask our further help. Whatever you decide, we respect your decision.

User friendly UUP

We try to do everything to correct or alleviate a situation before it becomes serious and a potential grievance. We also try to avoid placing your supervisor in an embarrassing or uncomfortable position.

If the problem involves a conflict about your duties, we can review your performance program to see if it is realistic. If you feel you are being asked to do something that makes you feel uncomfortable or threatened, you can ask us for assistance.

First alert

It is usually much simpler to help you when the problem is just surfacing. For example, if your supervisor is questioning your job performance, don't wait until you get an unsatisfactory performance review. We may be able to help by advising you to have a conference early with your supervisor, to ask specific questions, and to take notes. We might ask you to document your performance by keeping a diary.

You have nothing to lose and perhaps a lot to gain by seeking advice early in the game.

PDQWL UPDATE CONTINUING FACULTY AWARDS

The following faculty members have been awarded a Professional Development and Quality of Working Life grant. The awards ranged from \$405 to \$750, totaling \$15,919 for our chapter. The UUP chapter at Stony Brook extends its congratulations to the following faculty members:

Frederick Brown
Helen Cooper
Roman de la Campa
Barbara Elling
Stanley Feldman
Ronald Friend
Robert Goldenberg
Ned Landsman
Dolores Newton
Sandy Petrey
Farley Richmond
Nicholas Rzhevsky
Michael Simon
Clifford Siskin
Kamal Sridhar
S. N. Sridhar
Any Yopp Sullivan
Michael Taksar
James Thomson
Gerdi Weidner
Peter Winkler
Judith Wishnia

LEGISLATIVE BREAKFAST

September 14, 1993 will be the date of the second annual West Campus/HSC UUP Legislative Breakfast. Time and location will be announced shortly. If you plan to attend, it would be advisable to respond as soon as you receive your invitation due to last year's overwhelming response and limited space.

Insight is published during the academic year by the Stony Brook Chapter of the United University Professions. Items for inclusion should be sent to the UUP office. The opinions expressed in articles in this newsletter are those of the author or the Stony Brook Chapter of UUP and are not necessarily the opinions of United University Professions.

Officers

President	Bill Godfrey	2-6570
VP/Professional	Edward O'Connell	2-6410
VP/Academic	Georges Fouron	2-7693

Grievance Chairs

Academic	Judy Wishnia	2-7688
Professional	Trudy Bell	2-8676
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Secretary	Lee Rosen	751-3105

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Social	Linda Plunkett	2-7113
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Summer hours: 7:30 am - 1:30 pm

The Stony Brook Chapter Executive Board meets on alternate Thursdays at 1:00 pm. All Executive Board meetings are open to the membership. Please feel free to attend.

UUP is affiliated with NYSUT and AFT. (Local 2190)

All members are invited to contribute to the newsletter. It is possible that we may reply in print to your opinions and concerns.