



Newsletter of the **Stony Brook West Campus Chapter** of United University Professions



Arthur Shertzer,
Chapter President

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NOW WHAT?

Let me begin by welcoming all of you back! Summer 2010 was quite a busy time for me. I, along with two other chapter delegates, attended the American Federation of Teachers Assembly in Seattle. In addition, our program schedule for the fall was planned and I spent a large amount of time talking to legislators and trying to work out an agreement for SUNY funding.

PHEEIA, or the empowerment act, failed to garner support in the legislature. While I would like to take credit for that, I cannot. Rather, I will tell you that the credit for the failure belongs to Chancellor Zimpher. Her unwillingness to compromise and her unwillingness to ask for money for SUNY resulted in PHEEIA's defeat and no money for SUNY.

Some folks will tell you that UUP was the unwilling partner. Nothing could be further from the truth. We NEVER were totally against PHEEIA. UUP supported a streamlining of the purchasing of goods...not services. We supported public/private partnerships PROVIDED that there was realistic and appropriate guarantees that union labor would build them and staff them. We were and still are not opposed to a reasonable and rational tuition. We opposed campus Presidents having the authority to use campus natural resources as they saw fit. The Chancellor refused to entertain

any compromise.

Like it or not, SUNY belongs to the people of New York. The Senate and Assembly represent our interests. We told the Chancellor and President Stanley that the legislature would never give up that control.

Further, while the thought of Stony Brook obtaining all of the benefits that differential tuition might have provided, it would have been at the expense of the smaller schools and while it might sound popular to some to say the hell with them, each of those schools have men and women just like you and me that depend on them for their livelihoods and their communities would cease to exist without the SUNY Delhi's, Cortlands and Oneontas ...Schools that many of your children and your neighbors children will be or are presently attending.

So now what?

We cannot support any plan that would rip SUNY apart. SUNY is the gateway to access for all of our kids . We must now put the indifference aside and work together. I have been writing this all year and I will not change my message now.

Dr. Stanley...will you work with us to find an acceptable program to bring to Albany ...TOGETHER? Can we bring a unified message that brings our Faculty, Staff and Students together

(Continued on page 4)

LET'S CONNECT

*Submitted by Nancy Gaugler,
Chair of the Chapter Community
Services Committee*

The UUP Community Services Committee is looking to connect our members and communities to launch several initiatives throughout this year. We will have a table at the September 22 Welcome Back Luncheon where we invite everyone to visit us for information regarding upcoming projects and find out how you can be a part of them. We also want to know what type of activities you want to be involved in, so an online survey will be sent out in September for your input. We appreciate and welcome your feedback. Together we can make wonders happen. Let's connect!

At the September 22 Welcome Back Luncheon we will welcome Long Island Cares, voted by L.I. Press readers as the Best Local Charity 2010. Long Island Cares was founded in 1980 by the singer Harry Chapin in response to the immediate needs of hungry Long Islanders. Harry died in 1981 in a car accident but his legacy continues to live on and to reach out to all those who are hungry and need assistance. They offer not only a food bank for people and pets but also school sup-

plies and outreach programs such as food stamp assistance, mobile pantry, as well as so much more. As a non-profit organization that has grown to respond to the increased needs, they need our support more than ever. Good company, good food, and helping others is a winning combination!

In October we will be coordinating a campus wide food drive to donate items to L.I. Cares. For lists of appropriate non-perishable food items and toiletries please see http://licares.org/LICpages/Food_Drive_Information.htm. We will send out further information before October. Stony Brook, UUP, and Long Island Cares – let's work some magic together!

In November and December we will be "adopting" families who need food assistance or gifts for the holidays and we will also be working with the UUP Social Committee at our "mid-year event". We would like to coordinate with Stony

Brook University Medical Center to "call all knitters" in January to knit small blankets and hats for the Stony Brook Neonatal Intensive Care Unit.

These are some of the ideas that we have come up with but we welcome your input. Please let us know what you think. Together we can make wonders happen. Let's connect!

*Pictured below: LISVH Drive 09/10
L Susan Helmus, R: Nancy Gaugler,
Chair of the Chapter Community
Services Committee*



HANGING IN THE BALANCE: A STRATEGIC PLAN AND RESILIENCY

Written by Edward J. O'Connell, UUP Delegate

(Pictured Left: Ed with daughters Grace and Meghan)

One of the many advantages to working at an Academic Medical Center is that you have opportunities to attend top notch workshops with great presenters. The Hospital workshop I recently attended on "The High Reliability Unit: Achieving Zero Defect Quality" led by Dr. Kathleen Sutcliffe from the Ross School of Business University of Michigan, was no exception. Dr. Strongwater gave the opening remarks and I was reminded of his first Town Hall meeting about three years ago. He asked the following question of a packed HSC Lecture Hall room: "How many in this room believe that our Hospital can be error free?" I still recall the silence in the room and that no hands were raised.

I always find it refreshing to see what I think is a resilient leader with a strategic plan in hand and a vision to guide his organization to where it needs to go. In my opinion, Dr. Strongwater and Dr. Stanley are such leaders.

In pursuit of knowledge, every day something is acquired ...
The word resiliency was used



by Dr Sutcliffe numerous times at the August 30 workshop as she facilitated Dr. Strongwater's vision of a high reliability unit. She spoke about all the benefits of being resilient that can be mined from its development and integrated it with both a personal and an organizational context. It provides the ability to recover quickly from change, hardship, or misfortune. It's associated with elasticity, buoyancy, and adaptation. Resilient people demonstrate flexibility, durability, an attitude of optimism, and openness to learning. On the flip side a lack of resilience is signaled by burnout, fatigue, malaise, depression, defensiveness, and cynicism. Resiliency not only gives you the tools to handle hardship and disappointment, but it allows you to develop new skills and perspectives that lead to continued success at work and away from the job. Moving forward and looking into the new Academic year in order to maintain my SBU balance I will personally be working on my own

resilience. Professionally I will focus on developing my Radiation Protection Services (RPS) group into the **High Reliability Unit (HRU)** that Dr. Sutcliffe spoke of in the workshop.

Last touch: Changes are happening on campus due to our current budget crunch and the Bain Consulting Reviews. During times of transition or outside organizational reviews, make sure that you are keeping your focus at work and that you make time for recreation that will strengthen your own resilience. I have used meditation, Labyrinth walking, exercise, beach visits, sunsets, drum circles, Tai Chi class, Qi Kung exercise, Sea Wolves Football, and even tried sailing with Political Science Professor Helmut Norpoth and my girls, something completely new. What have you tried? Email me: Edward.Oconnell@sunysb.edu

SPECIAL NOTE OF THANKS:

Ed O'Connell served for 10 years as our Professional Grievance Officer. UUP SBU wishes to thank Ed for his many years of exceptional leadership and dedication to protecting our professional colleagues rights and ensuring that they were treated in an appropriate manner.

Diane Bello has assumed the roll of Professional Grievance Officer. Please welcome Diane and we look to hear from her in our October Issue.

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instead of the divisiveness last year brought us?

UUP here on campus and state wide will, as we have done for the last 40 years, support and advocate for a strong well funded SUNY.

Its time we make the legislature do the right thing and fund SUNY....Will you join ?

On a separate note:

Provist Kaler and Vice President for Services Barbara Chernow will be meeting with the heads of the campus Unions and Bain to periodically discuss the work Bain is doing. I will be reporting the results of those meetings to you as they happen.

In closing, my father passed away on August 7th. He was 88 years old and he died in his sleep. For the last nine months of his life, he lived at the Long Island State Veteran's Home across from our University Hospital.. I would do his memory a disservice if I failed to note the care he received at the LISVH.

Fred Sganga and his staff are remarkable people. Everyone from the administrative staff to the nurses, the aides, cleaners, maintenance folks, laundry crew, kitchen staff and the Doctors cared for my dad and the residents of the LISVH with dignity , respect, sensitivity and love.

We should do whatever we can to support them. The members of America's Greatest Generation deserve nothing less and The LISVH provide our heroes nothing less. Thanks Fred and the folks at LISVH for caring for my dad!

THE FACULTY AND COLLEGE EXCELLENCE (FACE) CAMPAIGN

Written by Daniel Kinney, Chapter Vice President for Academics

The American Federation of Teachers (AFT), of which UUP is an affiliate, has initiated a national campaign known as FACE (Faculty and College Excellence) to address the instructional staffing crisis in higher education. FACE has three principal goals: equity in compensation for contingent faculty, ensuring that 75 percent of undergraduate classes are taught by full-time tenured or tenure-track faculty, and providing qualified contingent faculty with the opportunity to move into available tenure-track positions. The resolution states that higher education is at a crossroads and that the "academic quality and research capacity for which American colleges and universities are internationally respected requires a strong, secure, full-time faculty corps and fair, professional treatment of the existing contingent faculty." AFT president Randi Weingarten has made the FACE campaign a priority.

A recent report published by AFT entitled *Reversing Course: the Troubled State of Academic Staffing and a Path Forward* documents the decline in full-time tenured and tenure-track faculty and the switch to contingent faculty and instructors who do not receive equitable compensation or professional support. The model and the report are available on AFT's FACE Web site at www.aftface.org. Additional publications relating to AFT's FACE campaign are available at the same URL. The ultimate goal of AFT's FACE initiative is to prevent the erosion of our country's higher education system.

Faculty members are well aware of the effects of the staffing crisis on their profession. They are dealing with increased workloads and larger class sizes. The decrease in the number of tenured faculty means that all must do more committee work and more university service in general. The reduction in the ranks of tenured faculty also has an impact on governance, and the exploitation of contingent faculty should be a concern for all members of the higher education community.

SUNY needs to deal with all three of the issues identified by AFT. The upcoming contract negotiations will provide UUP members with opportunities to voice their concerns. UUP has already heard from contingent faculty regarding the equity issues and established the Task Force on Contingent Faculty, which issued a report in February on the representation of contingent faculty within UUP and terms and conditions of employment. UUP also has a committee on part-time concerns. Past contracts have made progress in the areas of compensation and benefits for part-time faculty (see the fact sheet for part-time employees available from the chapter Web site). In accord with the FACE campaign's approach toward achieving its goals, UUP can build upon these gains. The academic staffing crisis was decades in the making, and the resulting problems will take years to rectify. FACE will be a diffi-

Professional's Vice Presidential Mission for Coming Year

Submitted by Charlie McAteer, Vice President for Professionals

This Summer I joined 3,000 union delegates at the biennial convention American Federation of Teachers Convention in Seattle Washington. The convention, under the theme "Building Futures Together", focused on the fight to save and strengthen public education as it ought to be, improve institutions in which our members work, and the need for unions to build common cause with communities. On Saturday, Bill Gates addressed the convention and shared his ideas and vision for public education and we also heard speeches from AFT President, Randi Weingarten who was reelected to another term, AFL-CIO President, Richard Trumka, and others. I assisted the Higher Education resolution sub-committee by acting as timekeeper which oversaw the many resolutions submitted from all across the Nation. UUP sponsored a number of resolutions which were acted upon or incorporated into similar resolutions. While I was on the West Coast, my wife and I were fortunate to take an Alaskan Cruise vacation after the convention to see



the beauty, unique environment and talk with the people of our 49th state.

My main focus for the coming year is to work with the UUP contract team as UUP negotiates the 2011-2015 contract. As such, it will be very important to communicate your Professional Employee needs to the contract team. One useful tool will be the UUP West campus chapter Workplace Issue and Professional Development Survey that was conducted in June. The report can be seen on our UUP Website at www.uupsbu.org. I hope you will mark your calendar and come to the November 5th meeting so professional needs can be brought directly to the team that will negotiate your next contract.

Another focus during 2010/11 is to work with our part time concerns group and retirees to keep the professionals in these groups informed while hearing their concerns and working with the officers who oversee those areas for our chapter.

I look to continue sponsoring a wide range of seminars, programming and meetings while looking for your suggestions and topics. I will be partnering with fellow chapter officers & committees to help coordinate various topics of mutual interest to our Professionals and other UUP members. We sent out UUP guides for Professional Employees this summer (if you did not receive a copy please contact me). This 17 page informative handbook highlights appointment letter, performance programs and evaluations, promotion & salary increases as well as giving you resources and important contract information. Look at our chapter website & read my Happy PayDay to keep up to date with your UUP chapter. If you do not receive this bi-weekly email showing the chapter calendar and benefits please email me.

Please let us know if you hear something regarding potential changes brought about by Bain Consulting. There are many types of issues coming to light and your UUP Chapter needs your front line information so that we can continue to serve in your best interests. Email me at cmcateer@uupmail.org.

GET INVOLVED – YOUR JOB DEPENDS ON IT

Written by Charlie McAteer, Chapter Vice President for Professionals and UUP's Outreach (legislative) LI regional coordinator

UUP has met with the political coordinators from New York State United Teachers, our parent organization representing 600,000 Unionized New Yorkers like yourself, and debated the political endorsements for this year's election on November 2nd. The following Federal, Statewide & Local candidates have been approved for endorsement:

For US Senate, Charles Schumer and Kirsten Gillibrand

For House of Reps., Dist.1 Tim Bishop, Dist.2 Steve Israel, Dist.4 Carolyn McCarthy and Dist.5 Gary Ackerman

For NYS Comptroller Thomas DiNapoli

For NYS Senate Dist.1 Kenneth P. LaValle

For NYS Assembly, Dist.1 Marc Alessi, Dist.2 Fred Thiele Jr., Dist. 3 Rob Calarco. Dist.4 Steven Englebright, Dist.5 Ken Mangan (in primary & gen. election), Dist.6 Philip Ramos, Dist.8 Philip Boyle, Dist.9 Andrew Raia, Dist.11 Robert Sweeney, Dist.12 Joseph Saladino, Dist.13 Charles Lavine, Dist.16 Michelle Schimel, Dist.17 Tom McKeivitt, Dist.18 Earlene Hooper, Dist.19 David McDonough, Dist.20 Harvey Weisenberg

With the stakes so high next year with a new Governor and legislature taking over, it is important to be registered to vote (deadline to post-mark any new voter registration forms is October 8th). Your vote is very important along with your voice. If you want to help by calling fellow NYSUT members (and earning a nice new red UUP polo shirt) contact the chapter office at 2-6570 for details. The calls will be in late afternoon/early evening about an hour or so of your time with food provided at the NYSUT Suffolk HQ at 150 Vanderbilt Motor Parkway, Hauppauge, NY 11788 (631-273-8822). The dates for the phone banks will be Mondays -Thursdays for the entire month of October- excluding Columbus day Monday Oct. 11th and final day of phone banks will be Monday Nov. 1 the times will be 3PM- 8PM each night. Remember your job may depend on whom gets elected, please get involved and enjoy a new UUP red polo shirt (provide your size), some food/drink and meet your fellow Long Island NYSUT members.



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Negotiations for the next contract may not be easy given the current economic climate, and it is important for UUP members to communicate with and support the negotiations team. Membership involvement is the best way to construct FACE goals appropriate to SUNY and Stony Brook and to place them within the context of other bargaining priorities. The future of the profession is at stake. The chapter's Academic Council provides a venue for discussing issues and concerns with other academics and with the union. All academics who are UUP members are welcome to participate in the informal meetings of the council. There is strength in numbers. Please join us and help the Stony Brook West Campus Chapter contribute to the next contract.

Reminder:
Chapter Welcome
Back Luncheon
September 22nd
12 Noon
Wang Center Lobby
and Gardens

MARK YOUR CALENDAR:
UUP Contract Negotiations Team Open Meeting
with Chapter Members; Make Sure Your Voice is Heard!

Date: Friday, November 12, 2010

Time: 12 Noon

Location: SAC Ballroom B

Chief Negotiator: Jamie Dangler, UUP Statewide Executive Board Member and Cortland UUP Chapter President; **Associate Chief Negotiator:** Mike Smiles, UUP Statewide Executive Board Member and Farmingdale UUP Chapter Executive Board Member; Other visiting UUP Negotiations Team members will be announced before the meeting.

The *2007-2011 Agreement Between the State of New York and United University Professions* expires July 1, 2011. Negotiations Team members will be here to listen to your ideas, thoughts, and concerns. Information about the entire negotiations process can be discussed as well.

Please don't miss this unique opportunity to express your views and offer ideas, suggestions, and recommendations directly to members of the UUP Negotiations Team. They'll be here in person to meet YOU – the members!

UUP Contract Negotiations Team Needs Your Input!

When demands at the negotiations table are made, the team is often asked to provide examples and details to support UUP's position. The most convincing arguments often come from our members' anecdotal stories. Please describe the details of a need or a problem you feel could be addressed through contract negotiations. ALL INFORMATION PROVIDED WILL BE KEPT CONFIDENTIAL.

Send it to: Jamie Dangler, Chief Negotiator at UUP, PO Box 15143, Albany, NY 12212-4206.

Include the following: 1) **Need/Problem** 2) **Comments, Suggestions/Background Story**, 3) **Name, Department, Daytime Telephone number, and Email Address**, 4) **Chapter:** Stony Brook West Campus 5)

Yes or No if May UUP use the information you've written during negotiations? And 6) Yes or No if needed, UUP may use your name, department and chapter during negotiations?

SAVE THE DATE: Defensive Driving Class for
UUP Members and Immediate Family Members

Tuesday & Thursday, October 5 & 7 - 6:00 to 9:00 PM both nights in the

Wang Center Lecture Hall 1

and

Monday & Tuesday, November 29 & 30 - 6:00 to 9:00 PM both nights in the

Wang Center Lecture Hall 1



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The Chapter Office is open Monday through Friday, 9:00 a.m. to 3:00 p.m.

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 time.

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.

Visit our website at www.uupsbu.org

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Your Opinion Counts! Have a comment about an article you've read in **INSIGHT**? We strongly encourage your comments. Please email us at **uup@stonybrook.edu** or by campus mail at **INSIGHT Newsletter, 104 Old Chemistry, Stony Brook, NY 11794-3475**. Letters must include the writer's name and daytime phone number.