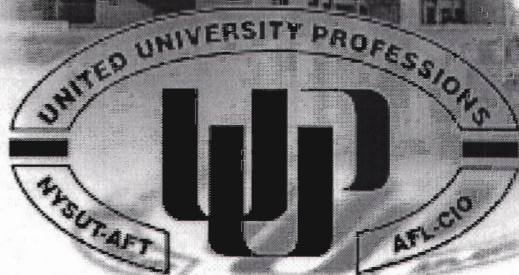


INSIGHT



NEWSLETTER OF THE STONY BROOK CHAPTER
OF UNITED UNIVERSITY PROFESSIONS

Issue # 3

November, 99

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
----------	-------	-------

President		
John P. Schmidt	2-6570	jschmidt

Vice Presidents

Professional		
Ed Quinn	2-7275	equinn

Academic

Michael Zweig	2-7536	mzweig
---------------	--------	--------

Grievance Chairs

Professional		
Jose Feliciano	2-8069	jfeliciano

Academic

Joel Rosenthal	2-7493	jrosenthal
----------------	--------	------------

Treasurer

Sally LaForte	2-7129	slaforte
---------------	--------	----------

Secretary

Steve Larese	2-7247	slarese
--------------	--------	---------

Committee Chairs

Membership		
Ed O'Connell	2-9674	eoconnell

VOTE/COPE

Ed Quinn	2-7275	equinn
----------	--------	--------

P/T Concerns

Sally LaForte	2-1729	slaforte
---------------	--------	----------

Labor Relations Specialist

Bonnie A. Beck	273-8822 2-6570	uupbb@uupmail.org
----------------	--------------------	-------------------

UUP Chapter Office:

Willa Smith	2-6570	wismith
-------------	--------	---------

104 Old Chemistry

632-6570

Fax: 632-6571

Email: uup@notes.cc.sunysb.edu

The Chapter office will be open daily from 9:00 to 3:00 Monday through Friday. The Executive Board meets on Alternate Thursdays at 12 noon, and members are encouraged to attend.

A message from

John P. Schmidt

Chapter President

WHY IS EVERYONE SO CRANKY?

Has the above question crossed your mind? Do you find yourself sighing often? Do you feel out of touch with what you value? Are you dealing with a multitude of demands among dwindling resources?

One of my Graduate School colleagues purchased a book with the above title and was inundated with requests to borrow the volume. I was quicker than everyone else was; hence, I can report the ten trends influencing people's lives, work and outlook (according to author C. Leslie Charles). How many of these tend to make you cranky?

- Compressed Time -Communications Overload -Computers -Cost
- Competition -Customer Contact -Change -Coming of Age -Complexity
- Disconnectedness

Personally, I can relate specifically to half of these topics. I commit the reading of this book to whatever your level of trend identification. The point is to **DO SOMETHING!** Help yourself. Simple recognition of stress won't remove it from your life. If you aren't interested in reading another self-help guide, perhaps you might be interested in improving the Stony Brook environment while helping yourself and your colleagues at the same time.

How many of the following activities help you to relax, unwind or just feel good about yourself:

- Visiting a museum -Attending a concert, Broadway play or sporting event
- Collecting/Distributing food for the needy -Playing Golf -Walking
- Aerobics -Dinner/Dance -Adopt a highway

Your UUP Chapter has a broad agenda that depends on member participation. Recognizing that labor/management relations aren't suited to everyone, I offer the possibility for union service in helping to plan and organize social, cultural and outreach events.

A Chapter the size of Stony Brook needs and deserves an agenda that will provide opportunities for socializing via common interests. Our annual Dinner/Dance should not be the sole opportunity to engage our colleagues in a non-work setting.

If you are willing to assist in developing a UUP Chapter social agenda, please contact me or any of the Chapter Officers.

A message from **Michael Zweig** **Vice President for Academics**

Thoughts for Academic Life

In the early 1950s, British mathematician, philosopher, and social critic Bertrand Russell succinctly summed up the connection between advances in scientific understanding and the social setting in which science is done. He wrote:

The triumphs of science are due to the substitution of observation and inference for authority. Every attempt to revive authority in intellectual matters is a retrograde step. [*The Impact of Science on Society*, (New York: Simon and Schuster, 1953), p.89]

We are living in the era of the "entrepreneurial university." Our research is increasingly tied to corporate funding as traditional sources of government support continue to shrink. At the same time, we are subject to stronger threats of political scrutiny from SUNY Trustees who want to test our intellectual work against their own political and ideological agendas.

In our situation today, we would be wise to reflect on Russell's words. Our ability to do science is not just a question of our training, technical competence, and intuition. As scholars and researchers we need to pay close attention to the social context of our work.

UUP is committed to creating an environment conducive to the intellectual work of the faculty and professional staff. This is why we are trying to understand the implications of corporate funding of research and curriculum, at Stony Brook and in the wider academic world. Please join us in trying to assess the social context of our work as we resist "every attempt to revive authority in intellectual matters." If you have information or ideas about this problem, please contact me.

A message from **Ed Quinn** **Vice President for Professionals**

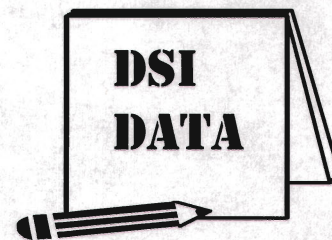
As the end of the year approaches, all kinds of things are happening between the holiday season and all of the plans for Millennium celebrations. It is a busy time. I want to remind you of one additional item. If you have more than 40 days accumulated in vacation time, you will not be able to carry all of your time to the New Year. Only 40 days carry over from one year to the next. If you have 45 days as of December 31, 1999, then on January 1, 1999 you will have only 40 of those days. You have a few options in order not to lose any time. You can ask for the time off, which is always nice around the holidays, or you can donate your time to another UUP member who has exhausted his or her sick and vacation time because of a chronic illness. If you are considering doing this, please contact the UUP Chapter office at 632-6570.

This January all full-time Professionals should receive an extra day to their vacation accruals as per the newly ratified agreement with the State of New York. So, if you have 30 days to carry over into the New Year, come January 2, 2000 you should have 31 days. To check your current balance of vacation days, you can contact Human Resources Time and Attendance. I suggest that you try not to call near a payday if at all possible. I hope everyone has a great holiday season.

Building Conditions

The UUP Chapter Office would like to be kept informed of the status of reported Building condition problems, such as poor temperature, dangerous areas, or unhealthy environments.

The procedure for UUPers should be to first contact the West Campus Physical Plant at Ext. 2-6400. If the problem continues to be unresolved, then please call the Chapter Office at 2-6570 and we will take further steps to resolve the situation.



We have received the Discretionary Salary Increase (DSI) report generated by Management which we are told will be in the November 24 paycheck for awarded members.

The following data was derived from the information provided:

- **A total of 870 members, or roughly 50% of all West Campus UUP members, shared \$934,441.**
- 40 members earning less than \$30,000 averaged a \$634 DSI. Awards were given to 11% of the total members in this salary group. *It should be noted that this group consists of 78% part-time employees, of which 7 were awarded DSI.*
- 301 members earning between \$30-50,000 averaged a \$904 DSI. Awards were given to 62% of the total members in this salary group.
- 361 members earning between \$50-\$75,000 averaged a \$1142 DSI. Awards were given to 69% of the total members in this salary group.
- 128 members earning between \$75-100,000 averaged a \$1333 DSI. Awards were given to 54% of the total members in this salary group.
- 40 members earning more than \$100,000 averaged a \$1,357 DSI. Awards were given to 52% of the total members in this salary group.
- **Overall, the lowest DSI award was \$200; the highest DSI award was \$5000.**
- **The average DSI for Professionals was \$ 896.**
- **The average DSI for Academics was \$ 1,257.**
- **63% of all Professionals received a DSI.**
- **40% of all Academics received a DSI.**



OPEN CALL for newly forming COMMITTEES:

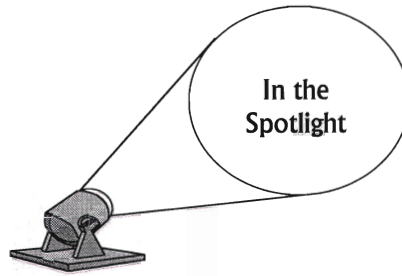
The following committees are seeking volunteers. Please phone/e-mail your interest to our Chapter office no later than Friday, December 10.

PARKING NEGOTIATIONS

This UUP Chapter is seeking faculty and professional staff volunteers to serve on a committee that will negotiate with campus management on the terms and conditions governing parking. Volunteers should call (63)2-6570 or e-mail uup@notes.cc.sunysb.edu as soon as possible but no later than Friday, December 10, 1999.

PART-TIME CONCERNS

This UUP Chapter is seeking faculty and professional staff volunteers to serve on a committee that will negotiate with campus management on the terms and conditions governing part-time employment. Volunteers should contact Dr. Sally LaForte at ext. 2-7129, or through the chapter office at ext. 2-6570 as soon as possible, but no later than Friday, December 10, 1999.



LINK SCHOLARSHIP

The Eugene P. Link Scholarship Trust Fund was created in 1985 by UUP to recognize devotion in higher education, service towards the youth of New York State, and demonstration of leadership in academic unionism as exemplified by Dr. Link, a veteran activist and founding member of UUP. The Link College Scholarship awards SUNY tuition assistance to students who demonstrate a commitment to social issues and labor ideals. Link scholarships of \$650, for two semesters a year, are given annually to as many as four SUNY undergraduates who maintain a 3.75 grade-point average. Thirty-seven students have received the award since it was established.

UUPers draws on talent for Link Fund

UUP delegates and committee members know fellow unionist Fred Miller likes to draw. He doodles on napkins, scraps of paper - on anything he can get his hands on. The Link Scholarship Development Committee has commissioned a third Miller pen-and-ink drawing for a limited edition, all -occasion card. Using Miller's original covered-bridge design, the committee has printed and packaged a set of 10 blank cards, with envelopes, which may be purchased by UUPers with a minimum donation of \$10. The full amount is tax deductible and makes the perfect holiday gift.

To order your set of cards, send a check payable to the Eugene P. Link College Scholarship Trust Fund, to UUP, Att: Kathy Trudeau, Comptroller, 159 Wolf Road, Albany, NY, 12205-1177.

Dear Bonnie,

I keep hearing about "Performance Programs," and yet I haven't seen one for my job and don't know how to go about getting one established with my supervisor. How do I get one and how often should it be updated?

ANSWER:

The immediate supervisor of a new professional employee shall consult with that employee concerning the development of a performance program within one month of the date of hire. The performance program, a written set of work expectations, criteria for meeting the expectation, and timetable for executing the professional duties and responsibilities, must be established within 15 days of the consultation meeting.

Signed copies of the performance program will be placed in the employee's official personnel file in Human Resources.

If the employee and supervisor do not concur on the performance program, the employee has the right to attach a statement within 10 days from receiving the program.

Performance programs must be completed annually and may be modified at anytime in consultation with the immediate supervisor.

Performance programs serve as the basis for annual evaluation of the employee's duties and responsibilities for that year. All professional employees, whether new or long term, must have annual performance programs and evaluations. Current performance programs and annual evaluations are key to reappointment, promotion, salary increases and permanent appointment.

(Dr. Bonnie Beck, our UUP Labor Relations Specialist, is available through the Chapter Office to discuss contractually related issues of employment. Please send questions for this newsletter to the Chapter office, 104 Old Chemistry, or via e-mail @ uup@notes.cc.sunysb.edu.)

If you are without a performance program and would like assistance, please contact the Chapter office.



UUP Holiday Reception



Please join us as we come together as friends and colleagues to celebrate the holiday season.

Thursday, December 9th

3:00pm to 4:30pm

Spirits & lite refreshments served

UUP Office

104 Old Chemistry

RSVP appreciated - Ext. 2-6570

Hope to see you there!



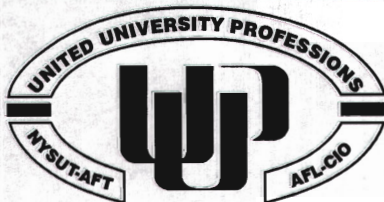
HOLIDAY GIFT PROGRAM

By Maryann Bell, Director

While most of us are looking forward to the upcoming Holiday Season festivities, there is silence for many in our community. Poverty haunts thousands of our neighbors every day, even during the holidays when life feels so festive and secure. Poverty knows no seasons. If you would be interested in participating in this year's program, please consider committing to one or more of the following:

- Donating a "Free Turkey" coupon or gift certificate from a local supermarket.
- Purchasing a warm winter set (Sweatsuit, overalls, sweater, etc.) for a child in need.
- Purchasing a new toy for a child in need.
- Purchasing warm pajamas, underwear, and socks for a child in need.
- Making a cash donation enabling the Grt. Pt. Jefferson Food Pantry to provide food for these families beyond just the holiday season. (All donations are tax deductible and checks should be made out to: Holiday Gift Program - SBF A/C #0-28517).

Please contact me at Campus Ext. 2-7132, or e-mail me at mbell@notes.cc.sunysb.edu if you would like to participate. THANK YOU!



UUP Chapter Office
104 Old Chemistry
SUNY at Stony Brook
Stony Brook, NY 11794-3475
(631)632-6570