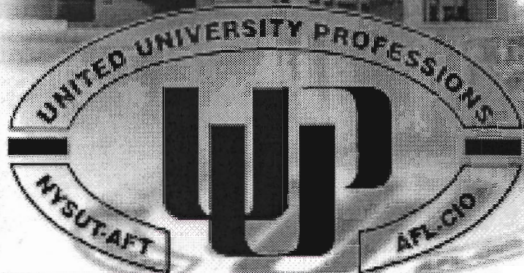


# INSIGHT



NEWSLETTER OF THE STONY BROOK CHAPTER  
OF UNITED UNIVERSITY PROFESSIONS

ISSUE # 2

October 1999

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<b>Vice Presidents</b>		
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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**

### INVESTING ADVICE

Every month I call the TIAA-CREF hot line to determine my investment performance over the previous 30 days. As many of you know, the individual contract holder has much to say as to where and how much of his or her accumulation is invested. Some of the numbers go up while some go down. In the aggregate, if my total portfolio is up, I feel good about my investment decisions.

Everyone is always on the lookout for investment advice. The advice must have good return potential or else it will be refused or ignored. Many of us closely watch our TIAA-CREF accounts. Market fluctuations can mean the difference between a gain or a loss. And while investment value is typically measured in terms of a dollar return there are significant gains (or losses) to be made by one's investment of their social capital.

In his thought provoking essay "Bowling Alone - America's Declining Social Capital", Robert D. Putnam defines social capital as the features of social organization (networks, norms, social trust) that facilitate cooperation and coordination for mutual benefit. Regrettably, he points out that there has been a marked decline in civic engagement over the past two decades. Election turnouts! School meetings! Political rally's/speeches! Union activity! All of these forums have experienced a sharp decline in constituency engagement over the past two decades.

Member engagement at the Stony Brook Chapter of United University Professions falls squarely within the decline pattern cited by Putnam. Many of our members have their only union encounter as a result of a contract vote (at best) or resulting from a disagreement or violation of the labor agreement (at worst).

It is time to make a new and better investment decision! With a new four year contract overwhelmingly ratified (9,832 Yes versus 332 No), members now have an opportunity to involve themselves without the distraction of contract negotiations. Member investment of their social capital within the Chapter activities will strengthen our bargaining position for the future. Imagine four years hence, when we sit down with GOER for the next contract and our representatives can look to this Chapter with 500 (about one-third) **active** members. In my opinion, the only reason we haven't done better at the bargaining table is that the State recognizes how little social capital is invested in the union.

In the September newsletter I asked for volunteers to contact me regarding union participation. I offer the same possibilities and the same conditions. Please contact me.



*Message from John P. Schmidt continued...*

### **SEFA/UNITED WAY CAMPAIGN**

The 1999 campaign is underway. As you ponder your investment of social capital, UUP encourages all of its members to consider making or increasing their investment in the SEFA/United Way organizations. We at UUP understand the value of united action. In addition to helping the people in our communities who are in need of food, clothing and shelter, SEFA supports counseling services for individuals and families, youth programs, programs for the elderly, health agencies and international service agencies.

UUP members have always contributed both time and financial support to their communities and I urge you to continue that tradition.

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

#### **Academic freedom in the “entrepreneurial university”**

A new UUP initiative has captured the interest of a number of Stony Brook faculty and professional staff. Our concern is the defense of academic autonomy and integrity in the context of pressures arising from external funding of university activity, especially corporate funding in the “entrepreneurial university.”

Deep cuts in state funding for SUNY have put pressure on all of us to find external sources of support for research and curriculum development. Ironically, private universities, with their large endowments, can protect their intellectual integrity more easily against private interests than can public universities like Stony Brook, where endowments are practically nonexistent.

We are not trying to keep external or corporate funds off campus, nor do we seek an ivory tower university removed from social realities and pressures. But we have identified seven potential challenges to academic freedom that come with corporate funding.

These are the consequences of corporate funding for:

1. integrity of research design and the place of peer review in corporate research
2. integrity of undergraduate, graduate, and professional curriculum development
3. outsourcing of university jobs to nonunion settings with lower work standards
4. tenure criteria, especially the importance of raising money as a condition
5. public or peer access to research findings, or their proprietary control
6. commercialization of campus space through public advertisements and deals for exclusive access
7. impact on internal resource allocation of remaining state funds

These issues are not unique to Stony Brook. Concerns about the new “corporate university” have been widely reported. But we should not leave it with expressions of general concern, which may or may not be well founded here. We need to find out the reality at Stony Brook.

The basic questions for investigation are: 1) what are the conditions and expectations attached to corporate money coming to campus, especially as they impact the seven issues listed above? 2) what culture and policies do we need at Stony Brook to protect academic autonomy and integrity in light of these conditions and expectations, and the culture they foster?

If you have direct knowledge of any of these issues and questions, or if you would like to help find out the answers to these questions, please contact me, [mzweig@notes.cc.sunysb.edu](mailto:mzweig@notes.cc.sunysb.edu). A number of people are already on the case, but we need all the knowledge and help we can muster to protect the academic integrity of the University. Please join us in this effort

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

What does it mean to be a UUP Professional Employee at the Stony Brook Campus? It means you are:

- ☛ working your normal obligation not until the job is done;
- ☛ working 37.5 hours a week as a full-time employee not 50, 60, 70 hours a week on a regular basis;
- ☛ working any required additional days you must receive **Compensatory Time**;
- ☛ working with a current **Appointment Letter**;
- ☛ working with a current **Performance Program**;
- ☛ working with a current **Annual Evaluation**.

All of these items stated above are part of the Agreement between the State of New York and UUP as well as in the Policies of the Board of Trustees. You are entitled to all of these items and more.

A UUP Professional should have their job specified, in their performance program, by an immediate supervisor. All Professionals have one immediate supervisor and if you do not know who that person is, you should ask and find out. As a Professional you should keep track of all transactions with your supervisor. If you are missing any documentation or paperwork, you can always request to see your official Personnel file at Human Resources. This requires a call in advance and setting up an appointment with Human Resources.

Finally, as a Professional you are entitled to inconvenience pay. If you work four or more consecutive hours on a routine/regular basis between 6:00 PM and 6:00 AM you may qualify for this pay. This is part of the negotiated agreement, Article 20.16 (in the newly ratified agreement/contract). If you do work these hours please contact the **UUP Chapter Office at 632-6570**. The annual rate of compensation is \$400.00. Inconvenience pay does not cover one time or sporadic work during these hours. Those hours are covered under **Compensatory Time, Appendix A-29**.





*Dear Bonnie,*

*(We are happy to present what will become a regularly seen feature in future newsletters. Dr. Bonnie Beck is our UUP Labor Relations Specialist, who is available through the Chapter Office to discuss contractually related issues of employment. We welcome your questions to be addressed in future Insight newsletters - please send them to the Chapter office, 104 Old Chemistry, or via e-mail @ [uup@notes.cc.sunysb.edu](mailto:uup@notes.cc.sunysb.edu). Questions may be edited for inclusion, your identity will not be published.)*

Message from Ed Quinn continued...

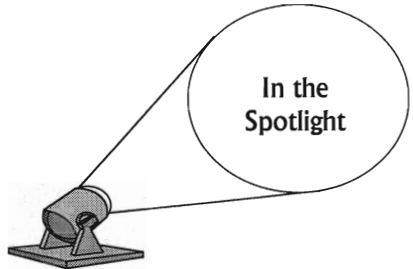
Compensatory time must be arranged with your supervisor in advance.

UUP has negotiated many benefits and rights for you as a Professional. It is up to you to use them to the fullest extent to benefit your career and work environment here at Stony Brook.

If I can be of any assistance in managing your career or filing the necessary paperwork needed or even answering a question, please contact me or the UUP Office. Our chapter is fortunate to have a great team of union leaders who stand ready to help you as necessary.

AN INJURY TO ONE IS AN INJURY TO ALL

Ed Quinn, Vice-President for Professionals  
Stony Brook Chapter



**This month we are spotlighting the important services of UUP's statewide Retirement Services Coordinator, Anne Marine, who can be reached at 1-800-342-4206.**

- Anne Marine's duties include:
- responding to health, dental and life insurance questions;
  - acting as liaison to the election committee on retiree elections;
  - overseeing the collection of retiree's VOTE/COPE donations;
  - assisting the UUP Legislation Committee in organizing volunteers to lobby on retiree issues; and,
  - writing and proofreading articles for *The Active Retiree*.

**If you are planning on retiring in the near future, or have recently retired and would like to speak with Anne, or perhaps receive a specially prepared UUP retirement kit, please feel free to call. Anne can also be reached via e-mail at [amarine@uupmail.org](mailto:amarine@uupmail.org).**

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**Treasurer's Report**  
*By Sally La Forte*

**September 1999**  
For the period covering 9/1/99 to 8/31/00

Balance as of 9/1/99            8831.17

RECEIPTS:  
Interest earned                    5.92  
Total Available:                 8837.09

EXPENDITURES:  
Membership                        227.98  
Office                                334.86  
Printing                             1177.91  
Phone                                450.91  
Postage                              36.20  
Chapter Workshops                515.00  
Other                                 215.00  
Total Expenditures:             2957.86

**New Balance on Hand:    5879.23**

**PUBLIC NOTICE:**  
Throughout the year, UUP is made aware of conferences held to further our understanding of Labor Relations and/or promote Labor related causes in the campus community. **If you are interested in attending one of these conferences, please call the Chapter office, ext. 2-6570, and we will contact you with the details.**

**Dear Bonnie,**  
Does our contract tell us what our minimum and maximum salary should be according to our academic rank and professional salary level?

**Answer:**  
Although the contract does not specify maximum salaries, it does specify what the minimum salary for full time Academic and Professional Employees in the UUP bargaining unit. Details of these minimums can be found in Article 20 of the UUP Contract Agreement, and change with each contract year. According to our recently ratified contract, "salary minimums shall be established for the following ranks or grades or positions equated to them and shall be effective July 2, 1999":

	<i>Academic</i>	<i>Professional</i>	<i>Obligation</i>
	<i>Year</i>	<i>Year</i>	<i>Calendar</i>
			<i>Year</i>
Professor.....	\$38,811		\$46,551
Librarian			
Associate Professor.....	\$31,190		\$37,405
Associate Librarian			
Assistant Professor.....	\$26,265		\$31,543
Lecturer			
Sr. Assistant Librarian			
Instructor.....	\$22,865		\$27,438
Assistant Librarian			

	<i>Professional</i>	<i>Professional</i>	<i>Obligation</i>
	<i>Calendar</i>	<i>Calendar</i>	<i>College</i>
	<i>Year</i>	<i>Year</i>	<i>Year</i>
Salary Level VI.....	\$51,007		\$42,564
V.....	\$41,626		\$34,708
IV.....	\$34,591		\$28,844
III.....	\$29,900		\$24,976
II.....	\$26,383		\$22,043
I.....	\$22,865		\$19,112

The salary minimums established in paragraph (a) of this subdivision shall not apply to employees who are not paid on the basis of a basic annual salary. A part-time employee who is paid on the basis of a prorated basic annual salary and who is eligible to be paid a minimum basic annual salary shall be paid a minimum basic annual salary which shall be the appropriately prorated amount of the minimum basic annual salary that would have been paid to the employee had the employee been employed on a full-time basis.



# UUP CALL TO ACTION



In response to the state's announcement of a \$77.6 million SUNY budget shortfall, UUP President William Scheuerman and Alan B. Lubin, executive vice president of NYSUT, said the union is concerned about how the state intends to bridge the gap, and is adamantly opposed to any resolution that would entail layoffs or program cuts at SUNY campuses or hospitals.

Scheuerman asserts that the announced shortfall actually discloses a long-time structural deficit built into the system, by SUNY's continued transfers of revenue from its teaching hospitals to academic programs at state university campuses.

## **Please write Governor Pataki and legislative leaders about Comptroller McCall's report on the SUNY deficit.**

(See <http://naples.cc.sunysb.edu/Admin/uup.nsf> for addresses).

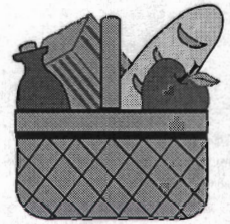
### **Feel free to use the following as a model.**

Dear \_\_\_\_\_,

I am writing to convey my concern about recent reports that Comptroller McCall's office has identified a \$77.6 million shortfall in the State University of New York budget. As an employee of SUNY and member of United University Professions, I find this news very distressing for what it bodes for the future of our campuses and our fine teaching hospitals.

It is important for state leaders like you to resolve this problem without permitting program cuts or layoffs. It is my understanding that this shortfall is management-created through ill-advised state budgeting practices. Therefore, a resolution to the problem should not come at the expense of SUNY students, hospital patients or dedicated SUNY employees.

I urge you to use your influence to ensure that there be no layoffs or program cuts at SUNY's academic campuses and hospitals to deal with this management-contrived deficit and to work for a quick and reasonable solution that keeps the University strong.



## **UUP FOOD DRIVE**

Won't you please join us in supporting the many needs of those less fortunate in our community? The Chapter Office, located at 104 Old Chemistry, will hold a box to collect items to distribute at local Food Pantries. Especially in need are baby items, such as baby food and diapers. Always in need are toiletry items and non-perishable food items such as rice and soups/sauces.

Thank you for your generosity!

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*A special thank you to  
Melissa Bishop, Department of  
Information Technology and  
UUP Delegate, for creating our  
new Insight newsletter logo and  
format.*



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