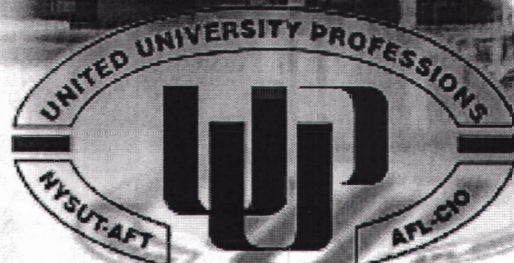


INSIGHT



NEWSLETTER OF THE STONY BROOK CHAPTER
OF UNITED UNIVERSITY PROFESSIONS

ISSUE # 5

March 00

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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**

agreement with the President of the American Association of University Professors (AAUP) holds particular long-term significance for this union and this chapter.

BACKGROUND

At its Spring 1999 Assembly, UUP delegates authorized the President to investigate the terms and conditions of a limited relationship with AAUP and report back with a recommendation no later than the 2000 Winter DA. A UUP-AAUP Committee was formed and that body unanimously recommended that UUP enter into a relationship with AAUP.

WHY DID UUP APPROVE A RELATIONSHIP AGREEMENT?

The relationship agreement was endorsed on a number of principles. UUP can benefit from its presence in the wider university community and from the national reputation of AAUP. The relationship will permit greater attention on a nationwide level to professional faculty. Simultaneously, UUP can make positive changes in the culture of AAUP and, in particular, attitudinal changes about the role of professionals in the academic community. What this all means is a greater unity within the ranks of labor, greater defense against all attacks on academic freedom and a national presence in ongoing battles with SUNY Trustees.

MAJOR POINTS OF THE AGREEMENT

1. 1,000 full memberships in AAUP. The strategy at this time is to apportion these memberships among statewide and Chapter leaders (essentially all UUP volunteers).
2. Phased in dues payments over three years (discount of 30% year 1, 20% year 2 and 20% year 3).
3. Commitment from New York State United Teachers (NYSUT) and the American Federation of Teachers (AFT) to pay two thirds of dues now and in the future.
4. Commitment from AAUP to involve professionals as full members with programs to address such issues as academic freedom for professionals, professional obligation concerns, role of professionals in university governance and the changing composition of the university workforce.

RESOLVING THE CENSURE OF SUNY

As a result of retrenchments in SUNY in 1975-76, AAUP censured SUNY management for its failure to meet the standards for termination of the employment of tenured professionals and faculty. Since then, the censure has not been lifted nor have the complex and tangled issues arising from it been resolved, despite efforts by AAUP and SUNY management over the years to resolve it. It is believed that this agreement will enable all parties to revisit the issue with an eye to settling it on terms acceptable to UUP. The complete report of the UUP-AAUP Committee is available in the Chapter office.

UUP AND AAUP—TIME TO AFFILIATE

At the Winter Delegate Assembly your representatives passed a number of Resolutions. The details of these Resolutions can be found on page 2. One of these, the approval for the State-wide UUP President to enter an

The Check is in the Mail, For What It's Worth

By Joel Rosenthal, History Department
(Academic Grievance Chair, UUP)

A recent study of faculty salaries at Research I Universities - "adjusted for the cost of living at each institution's location" - puts your user-friendly SUNY Stony Brook dead at the bottom for all three professional ranks. The study was conducted by the Pope Center for Higher Education Policy and published in *Clarion* (3,10: July/August 1999).

In the ranking of Public Research I Institutions, full professors at Stony Brook were ranked 59th and last, at \$59,200 in adjusted dollars; the average for the category was \$78,100. For associate professors we were only 56th, though still last; fewer schools reported their data: \$42,500 at Stony Brook, \$56,100 on average. For assistant professors, we were still last (and 56th): \$33,900 here, \$46,700 average. The only good news was that when all Research I Universities—public and private—were tallied, our assistant professors moved up from last to second from last, passing Tufts at the finish line.

Though the way in which adjustments for cost of living should be calculated may be open to some debate, the message here seems loud and clear; there is a serious price paid for living on L.I. and in the metropolitan area. And, lest we think the solution is to head for the rolling blue grass of Kentucky (40th for professors) or the corn fields of Iowa State (23rd for professors), note that Rutgers is 4th, SUNY Buffalo 7th, Penn State 9th, Connecticut 24th, and Massachusetts 24th.

So next time you get your downstate cost of living supplement, disabuse yourself of the idea that downstate SUNY has pulled a trick on upstate SUNY. The reality is the opposite. Nor, sad to say, are there any local compensatory plans for across-the-board supplements to redress this situation—a redress that would help us hold our current staff and attract new people of quality. The Joint Labor/Management Committee on Salary Issues has proposed campus hearings dealing with SUNY salary issues. Your Chapter Officers will work hard to see that a downstate (preferably Stony Brook) forum is established.

Winter 2000 DELEGATE ASSEMBLY ACTIONS

The following resolutions were adopted at the UUP Delegate Assembly held on January 28-29, 2000.

1. Adopted a resolution authorizing the UUP President to establish a relationship with the American Association of University Professors (AAUP).
2. Adopted a resolution from the UUP Affirmative Action Committee to create and affirmative action research database.
3. Adopted a resolution from the UUP Solidarity Committee supporting an organizing drive of food service workers at SUNY Albany.
4. Adopted a resolution from the UUP Solidarity Committee calling for the release of Leonard Peltier, a man convicted under improper circumstances for the murder of two FBI special agents on the Pine Ridge Indian Reservation in 1975.
5. Adopted a resolution from the UUP Solidarity Committee congratulating Cortland Auxiliary Services Corporation workers for successfully organizing a union.
6. Adopted a resolution from the UUP Solidarity Committee supporting CSEA and PEF in their contract negotiations.
7. Adopted a resolution from the UUP Charter Schools Committee encouraging members to work through their Chapters with NYSUT on Charter School issues.
8. Adopted a resolution from the UUP Task Force on Labor and Higher Education and the Solidarity Committee calling on SUNY to become a "Fair Labor Practice Employer."
9. Adopted a resolution from the Binghamton Chapter to restore the statewide positions of Vice President for Academics and Vice President for Professional to full-time status.

10. Adopted a resolution to register a web site URL to use to publicize UUP news releases.

October 1998 DA Resolution UPDATE

UUP passed a resolution at its Delegate Assembly in October 1998, 1) calling "for a retrial of Mr. Abu-Jamal, in which all available evidence will be considered in an effort to reach a judgement that is fair and just"; and states that UUP 2) "shall announce to its members and the press its adoption of this resolution, shall encourage and support the adoption of this resolution by any local, state, regional, national or international labor organizations to which it belongs or is affiliated, and shall take any other action that it deems necessary to secure justice for Mr. Abu-Jamal."

Editor's Note:

Following the DA Resolution, committed UUP members from across the state have identified an opportunity for assisting the appeal process. With Mumia Abu-Jamal facing the very important Federal decision expected this Spring, citizens from all public sectors need to step forward through every media outlet possible.

A full-page ad is planned for the New York Times, with donations received from all levels of education—elementary, secondary, community, college, university and professional schools. However, funding for this ad is only half way there and the ad needs to get out soon, before Mumia goes into his Federal District court hearing in Philadelphia. Before that time, we need to show that we are uncompromisingly outspoken and acting on his behalf.

The minimum contribution for printing your name in the ad is only \$35. The address to send your contribution is: National Black United Fund, 40 Clinton St., 5th Floor, Newark, NJ 07012. On the memo line on a check to "National Black United Fund" put "NYTimes Ad." Include your name, address, phone, e-mail, and organizational affiliation. Thank you!



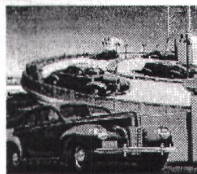


\$\$\$\$SALARY UPDATES\$\$\$

- The SUNY Geographic Location Stipend for full-time employees on the payroll as of December 31, 1999 in the amount of \$500 will be included in the employee's regular check dated January 19, 2000.
- The 3% salary increase for twelve month employees takes effect on January 6, 2000, and will appear in the February 2 paycheck.
- The 3% salary increase for ten month employees is effective on March 2, 2000 and will appear in the March 29 paycheck.

The 3% salary increase for individuals on a twenty-one pay schedule takes effect on January 13, 2000, and will appear in the February 2 paycheck (NOTE for faculty on a 21P pay basis: Since the effective date of the Spring semester is the same effective date of the raise, Human Resources was asked by OSC not to process any transactions other than the raise with this effective date. Therefore, all transactions for 21P faculty, effective 1/13/00 or later, will not be reflected in the 2/2/00 paycheck. HR will submit for the 2/16/00 paycheck with the appropriate adjustments.)

Defensive Driving Course Offered again



Back by popular demand, we are once again offering a NYSUT sponsored Defensive Driving Course. Class size is limited to 36 people - register early!

- DATE: Monday, February 28, 2000 and Tuesday, February 29, 2000
(Note: You must attend both nights)
- TIME: 6:00pm to 9:00pm
- COST: Only \$15
- PLACE: Student Activities Center, Monday - Room 303; Tuesday - Room 304
- WHO: Open to all UUP members and their immediate family members



Focus on Part-Timers

By Sally La Forte

The most recent UUP contract (ratified in September 1999) provides significant benefits for part-time employees of SUNY; the most important of which is the establishment of a Part-Time Joint Labor-Management Committee (Appendix A-30). This alone is an acknowledgement of the critical role that part-timers play at SUNY and of the seriousness and urgency of their needs. Throughout the State University of New York, 40% of the work force is part-time.

Another notable victory is the availability of full-year health insurance coverage for part-timers who meet certain criteria (Article 39.12). Formerly, part-timers were left without coverage during the winter break in January (when many people catch the flu) and during the summer months.

Other advances include salary increases, money for professional development, and tuition scholarships for children of employees. And it is important to note that the contract refers to the Policies of the Board of Trustees, which governs both full- and part-time employees (e.g., Article 30).

But in spite of these hard-won advances, we have a long way to go. Year-round health insurance coverage is still not available to all part-timers: at present, only those academics who teach two or more courses per semester or professionals who earn more than \$10,196.00 per year are eligible. Part-timers still do not receive geographic differential (location) pay. Moreover, in many departments, Teaching Assistants are paid more than adjunct faculty for the same work. And now as before, part-timers have little job security and few career opportunities.

The present contract is a good start, but it is far from perfect. We can ill afford to rest complacently on our modest gains. We have miles to go before we sleep.

Dear Bonnie

I have not had a performance evaluation in two years. My supervisor shows no inclination towards initiating a conference. I want to avoid any action that may appear antagonistic, but feel that a formal evaluation is in everyone's best interest. Do you have any suggestions as to how I might approach the subject?

ANSWER:

Be professional and persistent in working with your supervisor so that you establish a formal timetable for annual evaluations.

Review your current performance program for Academic Year 1998-99, or whichever one is most current. Every professional employee should have a new performance program every year. Your most current performance program should accurately reflect your current professional duties and responsibilities. If it is accurate, then contact your immediate supervisor and request a meeting to discuss the process of an annual evaluation. It is your immediate supervisor's responsibility to conduct the evaluation, to solicit recommendations from secondary sources listed on your performance program, summarize for you such recommendations, and discuss the evaluation with you. A new performance program should accompany every evaluation.

(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.)



Mark your calendars!

We are pleased to announce that AFL-CIO President John J. Sweeney will speak at Stony Brook on April 25, 2000, jointly sponsored by the Provost's Lecture Series, UUP, and the Group for the Study of Working Class Life. President Sweeney will speak on "The Working Class and Politics in the 21st Century" in the SAC Auditorium at 4:30. This is the first time any AFL-CIO national officer has visited a SUNY campus and we expect his talk will be an interesting and memorable event. More details will be forthcoming. We hope to see you there!





UUP Dinner Dance

The invitations to the annual UUP Dinner Dance have gone out. It will be **Friday, February 11th, at the Harbor Hills Country Club from 7:00 to 11:00p.m.**

Join us for a pleasant evening at a very reasonable cost -- **only \$20 per person for members & their guests** (\$40pp for non-members) for a complete dinner and dancing. Please remember to get

your tickets early and feel free to reserve a table for your department. We'll see you there!

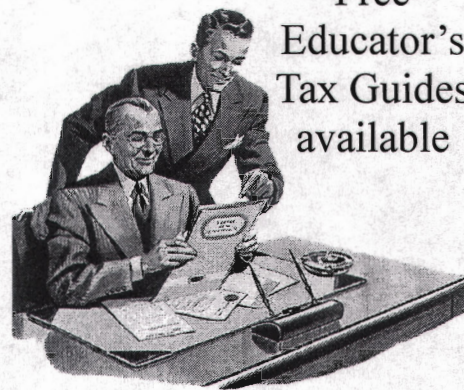
Get on the Bus!



Stony Brook Day at the legislature will be on Tuesday, February 8th. We urge everyone who can to attend this event. It is a good opportunity to meet with legislators and to promote both Stony Brook and SUNY.

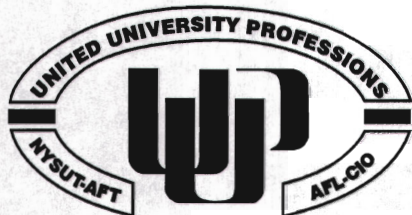
If you are able to come to this event, please call Judy Boudreau at ext. 2-6302. It will be an early event, since the bus(es) will leave from the South P Lot at 6:00 a.m. It is a chance to do something for the university, and we hope you will join us for this worthy trip.

Free Educator's Tax Guides available



Educator's Tax Guides are once again available at the Union Office. This guide specializes in publishing tax related materials for those in the field of education, including teachers, administrators, and all academic support personnel. This is a useful handbook, valued at \$16.75, which will make tax preparation much easier. In addition to including the most recent changes in the tax laws, it contains a special report on e-filing.

Drop by and pick up your free copy, while supplies last, at 104 Old Chemistry.



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