



# INSIGHT

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UUP LOCAL 2190

NEWSLETTER OF THE **STONY BROOK CHAPTER** OF UNITED UNIVERSITY PROFESSIONS

## W E L C O M E !

*Submitted by Arty Shertzer, President, UUP West Campus*



*Arty Shertzer*

**O**n behalf of your Officers, Delegates and Department Reps I want to welcome you and offer you my best wishes for a successful and productive school year!

As you return, you will no doubt see that many things have changed. Our campus has numerous construction projects underway. The Simons Building and the new 6 story Residence Hall are but two such new additions. Quite a few departments and offices will move or will have moved to new locations in anticipation of the closing and rehab of Old Chemistry. (We will concentrate on that in our next issue, as we too will be moving to an as of yet unknown new home).

Concurrent to all the office changes and construction, we have a new President and we anticipate many changes in staff and priorities as Dr.

Stanley begins his tenure! We want to welcome him to our campus community and offer not only our best wishes for success, but our pledge to work with him to make Stony Brook

Professionals, Charlie McAteer (who also edits our Happy Pay Day) It is a privilege and an honor to have such wonderful and dedicated people to work with.

*We pledge to work with Dr. Stanley to make Stony Brook the Best and Safest place to work...*

the "best and safest place to work". And we too at UUP have seen many changes this summer. Aside from beginning my first term as your President, we welcome Germaine Hoynos as our new Treasurer, Cheryl Hamilton as our new Affirmative Action Officer and Dawn Pappas as our new Secretary.

In addition to our standing Committees, we have established a Community Concerns Committee, chaired by Nancy Gaugler and Abe Smith and a Women's Rights and Concerns Committee chaired by Diane Bello and Amy Margolies is our new Social Committee chair.

Our stalwart officer returnees include Ed O'Connell, Professional Grievance Officer and Chair of our Health and Safety Committee, Gary Marker returning as Academic Grievance Officer, Pam Wolfskill, our Membership Development Officer, Dan Kinney Our Academic VP, Warren Randall, our part-time concerns officer and our former treasurer and now VP for

I can confidently tell you that every program, event and interaction you will have with these fine people will be positive and that they work very hard to provide opportunities for us all to learn, to grow and above all, that the terms and conditions as outlined in our contract are honored and respected.

In closing, I ask that you come to our events, they are your events! Attend our programs. They are your programs! Read our Newsletter, our flyers and Happy Pay Day...they belong to you as well.

As the new school year unfolds, as changes occur and as the next SUNY Budget takes center stage, we, the 2400 men and women of the Stony Brook West /Southampton Chapter must work together to keep our campus fully funded, maintain our positions and benefits and above all, educate and care for the members of our Stony Brook Community!

We represent more than 34,000 academics and professionals on 29 New York State-operated campuses, and we are an affiliate of New York State United Teachers, the American Federation of Teachers, the National Education Association, and the AFL-CIO.

### Inside:

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**UUP Chapter Barbecue • September 23rd**  
**All Members are Invited to One of the Best UUP Events of the Year!**  
**RSVP On-line Today at: [www.uupsbu.org](http://www.uupsbu.org)**



With the new school year, UUP has gone to an e-mail RSVP.

**Its simple to do:**

Go to: WWW.UUPSBU.ORG and simply click on the date of the workshop you wish to attend!

Please remember to do so at least 5 days prior to the event so we can order food and refreshments!

## Faculty Workload....

# What Kind of Research University Do We Want?

Written by, Daniel Kinney, Vice President for Academics

**H**ave you been asked to teach more courses? Are your class sizes increasing? Is your department considering changing the policy regarding the mix of teaching, research, and service? If so, UUP would like to hear from you. How the university deals with these issues will have an impact on the kind of research university that Stony Brook will be. It will also have an impact on the recruitment and retention of faculty and graduate students.

Article V of The Policies of the SUNY Board of Trustees states: "The University faculty shall be responsible for the conduct of the University's instruction, research and service programs." There are no SUNY-wide policies on the number of courses that a faculty member must teach or the amount of time that should be devoted to research and service. In general, faculty workload is based on past practice, and the balance among these three responsibilities varies among the different SUNY campuses and among the different departments within an institution. Although workload is not covered in the UUP contract, it is a term and condition of employment. You can request "extra service" pay or a reduction in other duties and responsibilities. If you volunteer to teach an extra course or assume additional responsibilities without receiving additional pay or a reduction in another part of your professional obligation, you should obtain a statement in writing that the extra course is a one-time thing and not part of your normal workload so that it does not become a permanent change in your professional obligation.

Workload is a complex issue that needs to be viewed as an integrated whole and not as three separate components. Teaching, research, and service are complimentary academic endeavors. There are, of course, dif-

ferences among the disciplines and the courses within a discipline. Teaching includes supervising graduate research and dissertations. Research not only includes publication but traveling to conferences to give presentations and papers. Service comprises involvement in professional organizations as well as participation in departmental and university committees. Faculty members must deal with numerous administrative tasks that place demands on their time. Obtaining

*Workload is a complex issue that needs to be viewed as an integrated whole and not as three separate components. Teaching, research, and service are complimentary academic endeavors....*

grants and managing projects have administrative and compliance requirements as well. Online classes and the use of instructional technology in the classroom have created additional responsibilities and time requirements. These are some obvious examples of what constitutes the work of faculty. The important point is that any consideration of faculty workload goes far beyond the hours spent in the classroom. Much has been written about faculty work and workload. The American Association of University Professors (AAUP) developed a Statement on Faculty Workload with Interpretive Comments in 2000. It was first adopted in 1969 and revised in 1990. UUP has established a relationship with AUUP, but the AAUP document has not been officially adopted or endorsed by UUP. However, it contains a valuable discussion of workload policies and identifies common sources of inequity.

The budget crisis is indeed serious, but changes that are driven solely by cost considerations will not result in improving the educational mission of the university. In an editorial published in the April 18, 2008 issue of The Chronicle of Higher Education, Stephen Joel Trachtenberg, president emeritus of George Washington University, likened a university to a string quartet and asked, "How does one make a string quartet more efficient? Cut it back to a trio? Get the musicians to play faster?" Any discussion of faculty workload must involve the administration, the University Senate, and UUP working together in a collegial and democratic way. The success of the university ultimately depends on the commitment and dedication of the faculty and staff, and they must have a say in determining appropriate and viable workloads. The senate and the union

should serve as the agents through which faculty can provide this essential input.

The Stony Brook West Campus/Southampton Chapter of UUP would like to develop an action plan to ensure fair and equitable workloads for our members. We are interested in establishing a core group of academics who would like to work with UUP on workload issues. This fall, Fred Floss, statewide Vice President for Academics and Lisa Willis, Labor Relations Specialist for our chapter, will be conducting a workshop on faculty workload. It is hoped that UUP can encourage a dialogue among the three stakeholders: the administration, the senate, and the union. As members of the campus community, we all want Stony Brook University to fulfill its mission and flourish. Details about the time and place of the workshop will be posted on the chapter Web site.

# Grievance Officer Message

Written by Edward John Oconnell

**G**reetings! Those of you who attended the UUP New Employee Orientations had a very brief introduction to my role as and for the rest, I want to be sure that you know the essentials of what the UUP Professional Grievance Officer actually does. In addition, it is very important that you know how to contact me in the event you have a question, need some job coaching or require UUP assistance. Remember, everything is confidential.

**Mission:** The UUP Professional Grievance Officer is empowered to meet and represent all UUP professionals who are having any difficulty in their work here at the Stony Brook University (West Campus and Southampton) and to defend and advocate all professionals from all allegations being made against them by their supervisors. Working side by side with the NYSUT Labor Specialist, Lisa Willis, the Grievance Officer and the NYSUT Labor Specialist seeks to evaluate and mediate all professional issues on a local level. Should the professional issues involve a contractual grievance that cannot be resolved on the local level then an official contract grievance may be filed with the State within the appropriate time frame.

**Executive summary:** This past year has been an active one with over 100 meetings scheduled at the UUP office with over 160 UUP Professionals. In addition, phone calls, consults, e-mails and referrals make up the remaining bulk of

activities that are run through this office. Be advised that much of the work of this office is performed back stage (i.e. confidentiality is maintained) and all cases are discussed with the Stony Brook Chapter President on an ongoing basis.

**Outreach:** Working side by side with Lisa Willis, we have teamed up with the UUP Professional Counsel in order to be proactive and equip professionals with knowledge and information that will assist all professionals as they develop their careers here at SBU.

**Future Plans 2009/2010:**

- 1) Work with the UUP Executive Board and the Administration to create an Official SBU Form Professionals can use re: Promotions and Salary Increases. HR Draft due date is set for 9/30/09.
- 2) Continue developing programs and seminars with the Professional Counsel for all professionals:
  - a) Striving for Excellence
  - b) Introducing Best Work Practices
  - c) Health and Safety Surveys; committee work and programs
- 3) Work with the UUP Executive Board and the Administration to establish a voluntary nonbinding mediation board (pilot project) that would be available as a negotiating option for the resolution of an issue(s) between an employee and their supervisor. The Grievance Officer proposes this format as a means for having a crucial conversation and/or crucial confrontation between two parties who are in gridlock.

4) Continue to follow-Up and support – Workplace Bully Legislation and continue to sponsor educational programs i.e. UUP Regional workshops.

5) Overall strategy is to make SBU the “BEST PLACE TO WORK ON LONG ISLAND.”

**What UUP can do for you:** Either by phone, email or in person, we can help you to understand university policies, procedures and your contractual rights. We can review with you, your performance program and evaluation; strategize what possible courses of action you might pursue and if necessary, we can bring your concern and/or issue to Human Resources to work towards resolution. In some cases, we can even work to recommend changes in campus-wide policy so that problem areas can be corrected in the future.

**WHERE TO FIND ME:** The UUP Office Old Chemistry room 104. **UUP Office Hours:** Call Corinne Burns, UUP Chapter Assistant, and make an appointment. Phone: 631-632-6570.

E-mail is generally the best and quickest way to reach me.

**Last touch:** I hope that you won't encounter any serious problems during the course of your employment at Stony Brook, but if you do, please don't hesitate to contact me.

In Solidarity, Ed O'Connell  
E-mail: [edward.oconnell@sunysb.edu](mailto:edward.oconnell@sunysb.edu)

## UUP Health and Safety Survey results are in

By Ed O'Connell, Chair UUP Health and Safety Committee

Thanks to our affiliates at AFT, the Health and Safety committee was able to launch a comprehensive workplace survey in order to get a feel for the safety issues/safety concerns that exist in the Stony Brook University work place. The results of the Spring survey did indicate **stress\*** as a major factor, followed closely by concerns of fire safety, IAQ issues, ergonomics and emergency preparedness.

In order to meet these concerns the UUP Health and Safety Committee has put together a series of Fall workshops to address each of these issues I want to thank all the participants in our Spring '09 survey and I am asking you all to stay tuned for the Spring '10 survey edition.

With your help and cooperation in identifying health and safety issues that exist in the Stony Brook University workplace, you will be helping this committee in our drive to make Stony Brook University the safest place to work on the Island. Of course, if you have any safety issues or safety concerns that you would like UUP to look into do not hesitate to contact the UUP office at 632-6570.

## Individual Development Awards

### 2007-2008 and 2008-2009 Completed

**I**ndividual Development Awards (IDA) for 2007-2008 and 2008-2009 are now completed. (Two cycles were completed together this year) The committee awarded 50 grants totaling almost \$30,000 for the 07-08 year and 157 grants totaling nearly \$87,000 for the 08-09 period. For a more complete breakdown, check our website: [www.uupsbu.org](http://www.uupsbu.org)

Thanks to Michael Zweig, Jennifer Rossler, Mary Bernero, Paula Di Pasquale, Jean Drelick, Mary Kenny, and F. Jason

Torre for their dedicated and professional work, as they had to complete two separate pools of awards in one period! Special thanks to our Chapter Assistant, Corinne Burns for coordinating the entire process!

As a result of the process, several issues are worth noting.

In the future, we encourage all applicants to retain their original documents, and submit copies only, as you will be required to submit the originals to the

travel office with your award letter and voucher for payment.

Another concern is that it appears that some departments are asking members to use the IDA money to supplement department funding for travel. IDA awards are the result of contractual agreement between UUP and New York State and are intended for the use of UUP members only for furthering their own professional mastery. If you have any questions and/or concerns regarding such issues, please call us at the UUP Office.

Get Involved in  
Your Union!

Please Fill Out and  
Return this form to:

United University  
Professions

Chapter Assistant,  
Corinne Burns  
104 Old Chemistry  
Stony Brook University  
Stony Brook,  
NY 11794-3475

631-632-6570  
Or e-mail:  
[uup@stonybrook.edu](mailto:uup@stonybrook.edu)

For Information Contact:

UUP Membership  
Development Officer,  
Pamela Wolfskill,  
for further information  
at 632-7688  
Or e-mail  
[pwolfski@uupmail.org](mailto:pwolfski@uupmail.org)

Interested in seeing  
what's going on in the  
chapter?

Visit:  
[www.uupsbu.org](http://www.uupsbu.org)

Or email the officers  
and/or committee chairs.  
You can find their contact  
information on the last  
page.

Get on the Inside of UUP

# Membership Development Committee Volunteer Interest Form

If you are interested in becoming involved in your union,  
Please complete and return the form below.

Name (first) (middle) (last)

Department

Job Title  Part-Time  Full Time  Permanent  Part-Time Concerns/Contingent Personnel

Campus Address (Alternate Address)

Campus Telephone (Alternate Phone)

E-mail

(alternate e-mail)

## I would be interested in joining the following committees:

- |  |  |   |
|--|--|---|
| <input type="checkbox"/> Academic Issues           | <input type="checkbox"/> Affirmative Action          | <input type="checkbox"/> Political Action/Vote      |
| <input type="checkbox"/> Department Representative | <input type="checkbox"/> Community Services          | <input type="checkbox"/> Part-Time Concerns         |
| <input type="checkbox"/> Professional Issues       | <input type="checkbox"/> Retiree Issues              | <input type="checkbox"/> Communications             |
| <input type="checkbox"/> Health and Safety         | <input type="checkbox"/> Membership Development      | <input type="checkbox"/> U.S. Labor Against the War |
| <input type="checkbox"/> Social                    | <input type="checkbox"/> Women's Rights and Concerns |   |

## I would like more information on how I can support this Union. Please send me more information on:

- |  |  |
|--|--|
| <input type="checkbox"/> Social                    | <input type="checkbox"/> Political Action/Vote |
| <input type="checkbox"/> Department Representative | <input type="checkbox"/> Program Planning      |
| <input type="checkbox"/> Community Concerns        | <input type="checkbox"/> Professional Issues   |
| <input type="checkbox"/> Academic Council          | <input type="checkbox"/> Health and Safety     |
| <input type="checkbox"/> Membership Development    | <input type="checkbox"/> Fund raising          |

## I am proficient with the following skills:

- |  |  |
|--|--|
| <input type="checkbox"/> Clerical              | <input type="checkbox"/> Public Speaking             |
| <input type="checkbox"/> Fund Raising          | <input type="checkbox"/> Leadership                  |
| <input type="checkbox"/> Organizational Skills | <input type="checkbox"/> Web Page Design/Maintenance |
| <input type="checkbox"/> Other: _____          |  |

Thank you for your interest in our Union!



## Vice Presidents for Professionals Column

# Welcome From Charlie McAteer!

Written by Charlie McAteer, V. P. for Professionals

I would like to wish the 1,100 professionals in our chapter a great start to this challenging year. We have had a very busy summer, planning for the many issues and concerns that a new year of school brings.

I strongly encourage you to attend the following programs:

**Monday Sept. 21st and noon** in Wang 301 - "What it takes to be a Professional at SBU".

**Thursday Oct. 15th and noon** in Wang 301 - "Networking, Community and University Service".

This program, which is new, will inform you of the many opportunities available to get involved with the various organizations and committees on and off campus. These activities are crucial to fulfilling the University Service requirement of your Performance Program and Evaluation.

**Thursday Nov. 19th and noon** in Wang 301 - "Professional Council Open Forum" which will be a town hall type meeting for all UUP professionals.

During the coming year, I look for-

ward to working with the Part-Time Concerns Committee to address the issues facing our Part-Time professional colleagues. I will also be concentrating on our colleagues at the



Charlie McAteer, V. P. for Professionals

Southampton campus. We will be working to develop their leadership, help create a UUP office, as well as bringing programming and events to the Southampton campus. In addition to my role as Vice President for Professionals, I am also the UUP

regional Outreach Coordinator. It will be critical for us to advocate and inform our community and elected representatives about the benefits of public higher education. 80% of SUNY graduates remain in New York.

They obtain higher paying jobs and return New York State's investment in them many times over!

Additionally, we must remind everyone that SUNY will help train new workers and retrain displaced workers so vital to our States economy. Stony Brook adds \$4.65 billion dollars to Long Island's economy!

So it's off to another exciting year with United University Professions and Stony Brook University. I hope to see and greet you at one of the many events and programs we have scheduled! One final reminder... If you do not receive the Happy PayDay E-Mail every 2 weeks, please send me a note @ [charles.mcateer@sunysb.edu](mailto:charles.mcateer@sunysb.edu) or call the office @ 2-6570 to be added. Charlie McAteer, V. P. for Professionals



GO GREEN

### Take the Train

Ever explore taking the train as an alternative method of getting where you are going? It is a simple way to reduce your carbon output.

### Consider this:

If you drive an average of 20 miles each way a day, and half your trip is in stop-and-go traffic, your monthly commute produces 910 lbs of CO2 emissions, even if your car is brand new.

That amount is the visual equivalent of 12, 20-lb. bags of charcoal briquettes.

It would take a grove of 142 sugar maple trees to neutralize your carbon contribution to greenhouse gas build up every month.

If, however, you did the same trip daily by commuter rail, your monthly transit carbon footprint would be almost two-thirds less: 328 lbs of CO2 or the equivalent of four bags of charcoal, offset by 51 trees.

So do yourself and the planet a favor and take the train.

Think rail for vacation travel, too, instead of hopping a plane for a short trip.

You can calculate and compare your own transportation emissions at [TravelMatters.org](http://TravelMatters.org)

## Stony Brook Professor Receives Prestigious White House Award

# Meet Elizabeth M. Boon!

Submitted by Dawn M. Pappas, Secretary, UUP

Stony Brook University Chemistry Professor, Elizabeth Boon, has been selected by Barack Obama as a recipient of the Presidential Early Career Award for Scientists and Engineers (PECASE). In addition to receiving an invitation to the White House to receive her award from President Obama, Dr. Boon will receive \$200,000 per year for up to five years to continue her research.

Established in February 1996 when the National Science and Technology Council (NSTC) was commissioned, the Presidential Award is the highest honor bestowed by the U.S. government on outstanding scientists and engineers beginning their independent careers. The goal of PECASE awards is to recognize and nurture some

of the finest scientists and engineers who show exceptional potential for leadership at the frontiers of scientific knowledge during the twenty-first century.

"These extraordinarily gifted young scientists and engineers represent the best in our country," President Obama said. "With their talent, creativity, and dedication, I am confident that they will lead their fields in new breakthroughs and discoveries and help us use science and technology to lift up our nation and our 4

"I am extremely honored to be selected as one of this year's PECASE winners," said Dr. Boon. "Although our work is still in its early stages, my research group and I have worked very hard, so national recognition

of the potential of our discoveries is



Photo: John Griffin/Office of Communications

thrilling and gratifying. Furthermore, this honor motivates me to work even harder to live up to the promise and potential for which I am being recognized."

## Recycling Facts

Recycling makes a difference

The U.S. currently recycles 32.5 percent of its waste, compared with about five percent in 1970.

According to the EPA, recycling cuts global warming pollution by the equivalent of removing 39.6 million passenger cars from the road.

Before 1973, no curbside recycling programs existed in the United States. By 2006, about 8,660 curbside programs had sprouted up across the nation.

31 percent of plastic soft drink bottles, 45 percent of aluminum cans and 67 percent of all major appliances are now recycled.

Less than half of all post-consumer paper discarded in the United States is recovered for recycling.

Only 13 percent of water bottles are recycled. In 2005, Americans purchased 30 billion water bottles, and 26 billion of them wound up in landfills.

Airports and airlines recycle less than 20 percent of the 425,000 tons of passenger-related waste they produce each year.

## Mike's Corner

# "Making a difference...one footprint at a time"

Written by Michael Youdelman, Department of Recycling/Resource Management

Hello, and welcome to Stony Brook University! Mike's Corner is a new, wonderful opportunity for me to reach out to colleagues at SBU and to share about what we are doing with respect to recycling and sustainability. Through the UUP newsletter, it's my intention to provide updates and hopefully, refreshing perspectives on all the various things we do at SBU. However, perhaps more importantly, in future UUP newsletters I wish to help highlight what some individuals (you) are doing to help reduce your own respective environmental footprints... To be able to say **THANK YOU** for all the hard work you do and how one person's actions combined with that of all of us as one community, can help make astounding changes that help to improve our world. Did you know that SBU recycles the following items? Mixed paper and cardboard, bottles and cans, scrap metal, clothing, ink jet/toner

cartridges, carpeting, ceiling tiles, asphalt/brick/concrete, woody debris/mulch, used furniture, fluorescent light bulbs, food waste, pallets, and more! In articles to come we will highlight a facet of our pro-

do the same! Perhaps at home you are using some environmentally friendly products to clean the home? Maybe at work you are purchasing items that are more green than products you used to

buy previously?

Whether you are a pro at recycling, or simply a novice and aren't sure what things you can do to improve your individual environmental footprint, please consider referencing the Environmental Stewardship website to help provide you with an overview of what we do at SBU.

*One person's actions combined with that of all of us as one community, can help make astounding changes that help to improve our world.*

gram(s) to share with you what we do. It's been almost 11 years since I started working at SBU and I can honestly say that this is a wonderful place to work and interact with amazing people.

Please "share your story" of what you are doing to reduce your carbon footprint. Your story may be used to help educate others so they may

Environmental Stewardship: [www.stonybrook.edu/sustainability/](http://www.stonybrook.edu/sustainability/). Feel free to click on the program areas to learn more about environmental management, energy conservation, and recycling/resource management. Till next time, keep walking the green road to improving our environment...one footprint at a time!



## New York State Flex Spending Program

Submitted by Arty Shertz, President, UUP West Campus

On behalf of the Governor's Office of Employee Relations, we are pleased to announce the 2010 enrollment campaign for the New York State Flex Spending Account (FSA) program. The enrollment period will run from September 21, 2009 to November

16, 2009. The FSA program is comprised of two important benefits for employees- the Health Care Spending Account (HCSAccount) and the DependentCare Advantage Account (DCAAccount). Employees are allowed to enroll in either or both

accounts and paperless enrollment makes it easy for employees to apply online or through a toll-free number. State employees may contribute up to \$4,000 per year on a pre-tax basis through payroll deduction to a

HCSAccount for eligible healthcare expenses that are not reimbursed by insurance, and up to \$5,000 per year to a DCAAccount for elder care, disabled dependent care, or child care expenses. The FSA contributions are deducted bi-weekly from the employ-

ee's gross pay and deposited to the appropriate account. Any money directed to a FSA will reduce the employee's reportable federal, state, and social security taxes. After eligible services have been rendered, the employee submits a claim form for reimbursement. If you have any

questions regarding the 2010 open enrollment, please call the New York State Flex Spending Account (FSA) at 1-800-358-7202 or go on line [www.flexspend.state.ny.us/](http://www.flexspend.state.ny.us/)

Calendar of Events

# Upcoming UUP Fall 2009 Events

SEPTEMBER 2009					
Monday	Tuesday	Wednesday	Thursday	Friday	Sat - Sun
<b>7</b>	<b>8</b>	<b>9</b> 12:00 Department Rep Meeting Student Activities Center Ballroom B	<b>10</b>	<b>11</b>	<b>12</b> /
<b>14</b>	<b>15</b> 12:00 Chapter Executive Board Meeting WSSC: 118 Old Chemistry	<b>16</b> 12:00 Academic Council Meeting WSSC:118 Old Chemistry	<b>17</b> 12:00 "The Importance of Fire Safety at Home Et at Work" WSSC: 118 Old Chemistry	<b>18</b>	<b>19</b> /
<b>21</b> 12:00 "What it Takes To Be a Professional at Stony Brook University" Wang: Room 301	<b>22</b>	<b>23</b> 12:00 UUP Chapter BBQ Wang Center Gardens and Lobby	<b>24</b> 12:00 Red Dragon Labyrinth Pathway to Stress Management and Improved Performance SBU: Red Dragon Labyrinth	<b>25</b>	<b>26</b> /
<b>28</b> Yom Kippur	<b>29</b> 12:00 "Making the Most of Transition: How resilient are you?" WSSC: 118 Old Chemistry	<b>30</b>	<b>1</b>	<b>2</b> Delegate Assembly	<b>3</b> Delegate Assembly

OCTOBER 2009					
Monday	Tuesday	Wednesday	Thursday	Friday	Sat - Sun
<b>5</b>	<b>6</b> 12:00 Barbecue: UUP Chapter Southampton Campus	<b>7</b> 12:00 Academic Council Meeting WSSC: 118 Old Chemistry	<b>8</b>	<b>9</b>	<b>10</b> /
<b>12</b> Columbus Day	<b>13</b>	<b>14</b> 12:00 Front Page Discussion "Why are we in Afghanistan? - "The War in Regional Et Historical Context" WSSC: 118 Old Chemistry	<b>15</b> 12:00 Professional's Workshop on Networking, Community and University Service Wang: Room 301	<b>16</b>	<b>17</b> /
<b>19</b>	<b>20</b> 12:00 Executive Board Meeting Wang: Room 301	<b>21</b> 12:00 "My Office is a Pain in the Neck" Health Et Safety Workshop WSSC: 118 Old Chemistry	<b>22</b> 12:00 Red Dragon Labyrinth Pathway to Stress Management and Improved Performance SBU :: Red Dragon Labyrinth	<b>23</b> 2:00 The Inauguration of Stony brook's Fifth President :: Samuel L. Stanley, Jr., MD Sports Complex	<b>24</b> /
<b>26</b>	<b>27</b> 12:00 Know Your Contract WSSC: 118 Old Chemistry	<b>28</b> 12:00 General Membership Meeting; West Campus SAC Auditorium	<b>29</b> 12:00 General Membership Meeting; Southampton Campus	<b>30</b>	<b>31</b> Halloween /

## Re-using and Recycling Matters

### Recycling Tips

- Recycling a 3-foot-high stack of newspapers can save one whole tree.
- Newspapers can be reused as wrapping paper for gifts.
- Film canisters can be reused to store nails, screws, buttons and pins.
- Recycled cans can be made into airplanes, appliances, furniture and more.
- Recycled plastic bottles can be made into rugs, jackets, fences and more.
- Junk mail and newspaper can be reused as package stuffing.
- You can make a lovely hat out of previously-used aluminum foil.
- Recycled paper takes about 60% less energy and water to make than new paper.
- There is no limit to the number of times an aluminum can can be recycled.
- Empty tissue boxes can provide easy and handy storage for plastic grocery bags.
- Unneeded printouts can be cut and stapled to make notepads.

## Green Work:: Getting Techie

### Hidden Power Usage

We turn off our computers at night, so why are our power bills still so high? Many appliances have "standby" settings that draw power—sometimes as much as 15 or 20 watts—even when they're turned off. A 2002 report found that: "Lopomo [low power mode] energy use is responsible for about 10% of total electricity use in California homes." To make sure that computers, monitors, printers, photocopy machines, televisions, VCRs, DVD players, and microwave ovens are all the way off, pull the plug rather than flipping the switch on the machine. Also make sure any climate control systems are turned off when they aren't needed and set to energy-efficient modes when in use. You might be surprised by how much energy this saves.

### Toxic Indoor Air

It is not uncommon for interior air to be more contaminated with toxic chemicals than the air outdoors. Furniture (especially particle board), carpeting, and paint are common sources of volatile organic compounds (VOCs), a family of chemicals that are frequently "off-gassed." VOCs have been linked to birth defects, endocrine disruption, and cancer. Especially if your office is well-insulated (which it should be for energy purposes) toxins can't get out easily. Greenguard is a non-profit certifier of products that help maintain healthy interior air. Herman Miller, Haworth, Knoll, Keilhauer, and Izzydesign all offer Greenguard certified furniture options. ([planetgreen.discovery.com](http://planetgreen.discovery.com))

## Part-Time Corner

# The Most Vulnerable At-Risk Group on Campus

Written by Sal Lentini and Warren Randall, Part-Time Concerns Officer

Part time faculty is probably the most vulnerable, at-risk group in a time of decreasing campus budgets, cost-cutting efforts and one whose disposal is a knee-jerk solution to long standing issues. Many identify the uses, or misuses, of part time faculty as one of the more important issues facing higher education.

Your union has a state-wide Part-Time Concerns Committee trying to deal with the issues of the day. Its most recent charge has widened its scope to include contingent staff, such as full-time lecturers. Some of the other issues recently raised by it include minimum salaries, a system of advancement and extended terms of appointment.

However, the real work begins at the chapter level. It would be helpful if you stepped up to the plate and joined our local Part-Time Concerns Committee or took a more active role in your union. Among the issues under brought to the table by the UUP Part-Time Concerns Committee and your local Committee, are:

- The need for job security in these insecure times
- Compensation issues, such as a tiered salary structure and recognition of prior, continuing service that might include 5 years or 20 years
- Unemployment insurance – Support the Unemployment Insurance Modernization and Reform Act (A.8013) by contacting your State Senator and Assemblyperson
- Workload. What is a valid measure?
- Recognition of the contributions of part-timers.
- Lack of office space and support services, including access to

copy machines for academic use. (This is a local issue, already raised with management)

- Amend the UUP Constitution to provide for Part-Time (Contingent) representation on the UUP Executive Board and create a state-wide Vice President for Part-Time Concerns. My own view is that there are obstacles to attaining fair treatment for part-timers. Some we can deal with at once or within a reasonable time frame. For example:
  - If there is an underrepresentation of part timers in UUP decision-making or the Faculty Senate, and there is! then run for office. Seek election as a delegate to UUP or Senator. Serve on chapter committees or volunteer as a departmental representative
  - Financial constraints, which include internal discrimination because adjunct faculty are "worth less" than tenure track
  - Time obstacles – finding time to be pro-active.
  - Fear of reprisals for questioning the status quov. Academic "caste" system (see Financial Constraints, above)
  - Ourselves—if we neglect to enlist everyone into the assuring equal rights and fair treatment for all

Your future, as contingent personnel, part time faculty, staff, adjuncts, rests in solidarity. Become familiar with the issues and stay involved in your own future. Contact your local UUP office. If you aren't a member, join. Once you join, become involved and active. *Let your voices be heard.*

# Are You a Member?

<b>Thomas P. DiNapoli</b> New York State Comptroller				<b>JOHN DOE</b>				Total Gross    Fed Taxable Gross Current    3456.78    1234.56 YTD    45,678.90    34,567.89	
Advice #    123456789 Advice Date    07/12/2009		Pay Start Date    07/13/2009 Pay End Date    07/27/009		Net Pay <b>1,234.56</b>				Pay Rate    78,910.11	
Department ID    1234									
EARNINGS		Current		YTD		TAX DATA			
Hrs./Days	Earnings	Hrs./Days	Earnings	Federal	State	NYC	Yorkers		
Regular Pay Salary Employee	3456.78	45,678.90	45,678.90	4	4				
Location Pay	56.78	678.90	678.90	2	0				
BEFORE TAX DEDUCTIONS		Current	YTD	AFTER TAX DEDUCTIONS		Current	YTD		
Regular Before Tax Health	456.78	1,234.56		UUP Member 26P		34.56	456.78		
Supplemental Ret. Annuity Prog.	678.90	5,678.90							
TUA Retirement Before Tax	56.78	1,234.56							

CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck **must** say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are *not* a member of the union.

## UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Maintain UUP membership after retirement and be eligible for benefit programs
- Hold union office
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels

Please contact your chapter officers for a membership card.



## New Academics Are Worth Investing In!

# Dr. Nuala McGann Drescher Affirmative Action/Diversity Leave Program

Submitted by Dawn M. Pappas, Secretary, Stony Brook Campus UUP

The Dr. Nuala McGann Drescher Affirmative Action/Diversity Leave Program enhances employment opportunities with preference given to minorities, women, employees with disabilities and Vietnam-era veterans who are preparing for permanent or continuing appointments. The Affirmative Action/Diversity Committee seeks to promote a broad diversity of award recipients. The types of support available include:

- \* Payment of employee's regular salary by the campus.
- \* Salary for a replacement.
- \* Tuition and fees for course work.
- \* Registration fees for conferences and workshops.
- \* Course and research related supplies.
- Travel and related expenses for research or study.

### Eligibility

- \* Preference will be given to minority group members, women, employees with a disability, or Vietnam-era veterans.
- \* Full-time, term employees who are in a position eligible for permanent or continuing appointment and have at least a one-term renewal, or prior service credit.
- \* A campus endorsement for a

full-time leave.

\* A campus financial contribution of a minimum of 40% of the cost of salary for a replacement for the duration of the leave and a minimum of 40% of the total project or activity expenses. Joint Labor-Management Committees' funds that have been awarded to the campus should not be included as a part of the campus's contribution.

\* A proposed project or activity that:  
\* Assists in meeting one or more criteria established in Article XII, Evaluation and Promotion of Academic and Professional Employees, of the Policies of the Board of Trustees.

\* Requires full-time leave from professional obligations for at least one semester and a maximum of one year, including but not limited to a summer.

\* Can be completed prior to being reviewed for permanent or continuing appointment.

\* A detailed timeline with dates for completing various phases of the project or activity.

**Consideration will be given to areas of Scholarship and Mastery of Specialization including, but not limited to, the following projects or activities:**

- \* Pure, applied and historical research.
  - \* Preparation of manuscripts or other materials for publication.
  - \* Invention or innovation in professional, scientific or technical areas.
  - \* Residencies to complete credentialing appropriate to the requirements for continuing or permanent appointment.
  - \* Course work not covered by Article 46 Program for Tuition Assistance, of the New York State/United University Professions Agreement, or a SUNY tuition waiver.
  - \* Curriculum development.
  - \* Grant proposal development.
  - \* Internships, workshops, and conferences specifically related to the applicant's approved activity.
- Employees who are nearer their tenure review date will be given particular consideration.**

### Application Process

A completed Application, with attachments, must be postmarked by the following date:

- February 1, 2010 for leave commencing fall 2010 or spring 2011.
- August 2, 2010 for leave commencing spring 2011.

## NYSUT News :: Retiree Member of the Year: Arlene Hanley

### Rochester Association of Paraprofessionals

Arlene Hanley has been a thoughtful, tenacious and effective advocate for paraprofessionals for more than four decades, serving as president of the Teacher Aides Association of Rochester when aides were first recognized as a unit by the Rochester City School District. She served as a building rep, chair of the SRP committee and as a delegate to the NYSUT Representative Assembly.

Now, as a retired paraprofessional, Hanley continues to serve as a NYSUT state Employees' Retirement System consultant in the Rochester regional office.

Hanley continues to conduct workshops for the Rochester Association of Paraprofessionals (formerly TAAR) and other school districts to provide current, accurate information about the ERS. She also is a member of the Genesee Valley School Boards SRP Committee and helps plan, and also presents at, its annual local conference.

Hanley retires from her consultant position this year and her lifetime of dedication to her union and to the service of the SRP membership will be greatly missed.

For more detailed Information and the Application Process:  
[www.nysuup.lmc.state.ny.us/diversity/drescher.html](http://www.nysuup.lmc.state.ny.us/diversity/drescher.html)

## UUP Shows Solidarity with other Unions

UUP Stony Brook Chapter Officers joined other Labor Unions at the Annual Long Island Federation of Labor Barbecue on Sunday, August 30th at Eisenhower Park in Nassau County. The Long Island Federation of Labor is the voice of the Long Island workforce dedicated to working people and their

unions -- fighting for, and advocating worker rights, health benefits, workplace safety, job security, wage equity, dignity and respect on the job. The Federation is committed to ensuring that the next generation has the same opportunities as the one preceding it.



Pictured left are: Keri Webster (new UUP member), Pam Wolfskill (MDO), Charlie McAteer (VPP), Roger Clayman (LI Fed. of Labor Exec. Dir.), Artie Shertzer (Pres.) & Ed O'Connell (Grievance chair Prof.).

## Just who was John L. Lewis?

### A Powerful Labor Leader

President of the United Mine Workers of America (UMWA) from 1920 until 1960 and founding president of the Congress of Industrial Organizations (CIO), John Llewellyn Lewis was the dominant voice shaping the labor movement in the 1930s. The CIO owed its existence in large measure to Lewis, who was a tireless and effective advocate of industrial unionism and of government assistance in organizing basic industry.

John L. Lewis was born in Lucas, Iowa, on Feb. 12, 1880, to Tom Lewis, a coal miner from Wales, and Ann Watkins, the daughter of a founder of the local Mormon church. The first of seven children, Lewis completed nearly 10 years of formal education before joining his father in the mines at age 16. As a young man, Lewis served as the recording secretary of UMWA Local 1933. In 1901 he headed West, where he "rode the rails" for four years and experienced first-hand the hardships of workers across the country. Lewis returned to Lucas in 1905, and in 1907 married Myrta Edith Bell, the eldest daughter of one of Lucas County's most respected citizens. In later life, Lewis would credit Bell, with whom he had three children, as the single most important influence on his life.

In the 1950s, Lewis won periodic wage and benefit increases for miners and led the campaign for the first Federal Mine Safety Act in 1952. Lewis retired as president of the UMWA in 1960 and died at his home in Alexandria, Va., in 1969.

### Inside Stony Brook

## Retirement 102...

Written By Judy Wishnia, Retired Academic UUP Member

One of the joys of retirement is having the time to read and given the absence of lecture or conference deadlines, one can read for pleasure in fields other than one's discipline. Although I am addicted to mysteries, as a European historian, I also find it fascinating to read the many new books in American history. Several weeks ago I read a biography of Frances Perkins, the Secretary of Labor in the cabinet of Franklin Delano Roosevelt. What a fantastic woman: it was she who worked with FDR to pass legislation that gave us unemployment insurance, social security, the minimum wage and of course, the National Labor Relations Board. The only proposed legislation which did not go through was...SURPRISE...universal health care.

Reading about the New Deal was, as Yogi Berra said, like déjà vu all over again. The New Deal achievements were attacked, as are the Obama proposals today, as socialist, communist, restrictive of free trade and finally, of promoting laziness! But after reading this carefully researched book, I found myself getting angry with the author. She made it sound as if all those labor laws had sprung full grown from Frances Perkins' own experiences. There was little mention of the role of labor unions that had been fighting for these laws throughout the twentieth century. It was the miners and John L. Lewis, the Reuther brothers and the auto workers who faced billy clubs and bullets fighting for the rights of workers who were the real authors of the New Deal.

The importance of union activity and demands has been left out of today's political analysis as well. In the discussion of the origins of

employee health insurance, the usual line is: there were wage controls during World War II so in order to compensate workers who could not have their wages raised, employers gave them health coverage. It sounds as if



Judy Wishnia, Active UUP Retiree

the idea for health insurance coverage was the brilliant idea of hundreds of CEOs who, out of the kindness of their hearts, wanted to reward their hard working employees. Once again, the unions are left out. It was the unions who said, you can't pay us, give us health insurance! Finally, my anger at the denigration of labor

*It was the miners and John L. Lewis, the Reuther brothers and the auto workers who faced billy clubs and bullets fighting for the rights of workers....*

unions was further intensified when I read the comments of the CEO of a big box chain who was refusing to allow his workers to organize a union. His father had been a union activist, but the son asserted, unions were necessary in "those days," now

employers are more enlightened and unions are unnecessary.

Tell that to Walmart!

As they say in the ads, it was the unions who gave us the weekend and the eight hour day. But it was also the unions who gave workers the wages, the security and respect to build what is called the "middle class." For us in academe, it is the union that fights for our benefits, for our job security, for academic freedom and for a secure retirement. In the past decade, state legislatures have cut funding to their universities and we have seen tenure eroded in colleges and universities across the nation as poorly paid adjuncts replace full-time faculty and those lucky enough to get full-time status frequently get only short-term contracts. Now in

this time of crisis, where would we be without a union. In the private sector, we have watched as many workers have seen their benefits eroded, their retirement security destroyed. We can be sure that without union protection, tenure would disappear completely as would the benefits which are now guaranteed in the union contract. We must continue to support our union,

UUP, as it fights to improve funding for SUNY schools, to maintain tenure and health benefits. At the same time we must continue to support the entire union movement, to help rebuild their power, for ourselves and for the generations to

come. At the Delegate Assembly meetings, we begin the opening session with the singing of Solidarity Forever. Let's keep that a reality.

## Perks and Announcements

### **NYSUT New 10% discount on books ordered On-Line**

Hot off the press: the discount for NYSUT/UUP members just increased from 5% to 10% @ Barnes & Noble books on-line. You can access this online bookstore through the Member Benefits Web site link and receive an additional 10% discount on most items. This is on top of B&N.com's already discounted prices! Note: This discount is not available in retail locations. You can receive discounts on more than just books from Barnes & Noble.com online bookstore, you could save on DVDs and music, too. Please take note that this discount is only available by using the link from the Member Benefits Web site. Read more at <http://tinyurl.com/l5uyoo>.

### **Community Service Committee looking for UUP members to Help Others**

The UUP Community Services Committee is looking for individuals to join our committee to help each other and our communities. If you feel there are needs that have to be met, please join us so that together we can find ways to help. Any amount of time that you can offer makes a big difference and is greatly appreciated. Please contact Nancy.Gaugler@stonybrook.edu or Abe.Smith@stonybrook.edu. Thank you "Great opportunities to help others seldom come, but small ones surround us every day." Sally Koch

### **Defensive Driving Through NYSUT Tuesday & Thursday September 29th and October 1, 2009**

Contact Corinne Burns at (631) 632-6570 or [cmburns@notes.cc.sunysb.edu](mailto:cmburns@notes.cc.sunysb.edu) for more information.

### **NYS-Balance resources to balance work & life & EAP**

NYS employees call 1-866-320-4760 or at [www.nysbalance.ny.gov](http://www.nysbalance.ny.gov) (username: nys & password: balance) on various topics like child care & parenting, elder care/adults with disabilities, education, health & wellness, daily life and legal/financial. You can also contact our local EAP (Employee Assistance Program) @ 632-6085 to talk to a Coordinator or schedule a confidential visit.

## Opportunities and Challenges

*Submitted By Pam Wolfskill, Membership Development Officer*

**S**tony Brook University was host to the 34th Annual Northeast Regional Summer School for Union Women. The school was coordinated by Debra Bergen (Professional Staff Congress) Kitty Krupat, (Murphy Institute), Arty Sherzer and Pam Wolfskill (UUP). The school provided union activists and rank and file leaders with a concentrated training experience that encourages a better understanding of and more effective participation in the labor movement and a willingness to assume increase union responsibility.

Our chapter participants included Amy Margolies and Hilary Wolfskill. (pictured is UUP HSC VP for Professionals, Carol Gizzi and UUP MDO, Pam Wolfskill with two NYSUT members.)

The Union Women's Summer Schools conception was rooted in the traditions of early worker education, as exemplified by the Bryn Mawr summer schools for Women Workers of the 1920's and the WPA worker education programs of the 1930's, Courses of study were tailored to the needs and interests of working people. Barbara Wertheimer, Director of Cornell' Institute of Women and Work, introduced the idea to colleagues in the University and College Labor Education Association (precursor to the UALE). Encouraged by the the rising feminist movement and the founding of the Coalition of Labor Union Women, the UCLEA launched its first school in 1975 at the University of Connecticut. Designed by a committee of labor educators, the residential school s bring together rank and file women workers , officers and staff to strengthen their knowledge of the labor movement and develop skills which will enable them to become more active and influential in their unions. The schools are a place where women unionists can share experiences and give one another support. As Gloria Johnson, past President of CLUW and frequent speaker at the schools' graduations ceremonies pointed out, "We have to create "old girls" networks to be able to support each other and advance. "The schools contribute to this objective, as evidenced by the record of participants. Over the past 34 years, the schools have educated thousands, many of whom have become leaders of their unions



## AFT News :: Higher Education

### **Faculty and College Excellence**

Join AFT's FACE campaign to ensure that contingent faculty members receive the financial and professional support they need to do their best work and to establish a better balance between the number of full-time tenured faculty and contingent faculty. Keep track of all FACE-related activities and materials at the FACE Web site [www.aftface.org/](http://www.aftface.org/)

### **Free Exchange on Campus**

JAFT is a founding member of Free Exchange on Campus, a broad coalition of student, faculty and civil rights groups committed to advocating for the rights of students and faculty to hear and express a full range of ideas unencumbered by political or ideological interference. Free Exchange is working to oppose ideological agendas like the so-called "Academic Bill of Rights." You can lend your voice to this important effort by joining Free Exchange on Campus. [www.freeexchangeoncampus.org](http://www.freeexchangeoncampus.org)

### **AFT and Academic Freedom**

We want to hear from you! Visit [www.aft.org/voices](http://www.aft.org/voices)—Higher Ed—to respond to the question below, as well as other questions about issues that are important to AFT members.

"Do you think faculty and staff should be more involved in accreditation at your institution?"





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## INSIGHT

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### **The Chapter Office is open Monday through Friday, 9:00 am to 3:00 pm.**

The Executive Board meets on the third Tuesday of the month at noon, and members are encouraged to attend. Please contact the Chapter Office for exact dates and times. 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.

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**YOUR OPINION COUNTS!** Have a comment about an article you've read in INSIGHT? We strongly encourage letters to the editors about union, campus, and University issues, politics, and other membership concerns. Letters must include the writer's name and daytime phone number. Please e-mail us at [uup@stonybrook.edu](mailto:uup@stonybrook.edu) or by campus mail at **INSIGHT Newsletter, 104 Old Chemistry, Stony Brook, 11794-3475.**