

FROM THE PRESIDENT

BILL GODFREY

FRESHMAN INITIATIVE

There has been a considerable amount of publicity regarding the new freshman initiative. It seems like another quick fix for enrollment problems or an attempt to renew the academic excellence that the early years at Stony Brook seemed to promise.

To some of us, the effort seems to be expensive and misplaced. It is clear that we do not serve very well the students that are currently enrolled. Advisement must be improved as do the supportive services those students whom we admit with less than competitive academic preparation.

We also need to improve the retention rate of freshman admits as well as the entrance and graduation of transfer students from the two-year colleges. The statistics in this area are anything but gratifying. The funds spent to improve the quality of entering students would be much better spent on improving the services delivered to students already admitted or those whom we are committed to admit because of our articulation agreements with two-year colleges.

EXPERIMENTAL SICK LEAVE PROGRAM

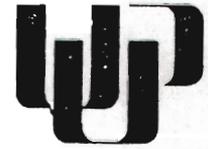
UUP has negotiated an experimental program with the state to donate annual leave days to those who have exhausted their sick leave and have a long-term illness. The details are not year clear, but will be worked out in the near future. The plan will enable those with accumulated annual leave (not sick leave) to donate this leave to colleagues who have exhausted their sick leave. Names of donors will be confidential. We will keep you apprised of the program as it begins to develop.

GOVERNOR SIGNS THE ORP BILL

The bill implements the recommendations of the Temporary Task Force on Optional Retirement Programs. Until 1992, employer contributions to the ORP were linked to contribution rates for the State's other retirement programs (defined benefit plans). The Task Force recommendations reflect new contribution rates as established in the bill and provide comparability to other retirement plans. For a more detailed account of the Task Force recommendations, please call the office at 2-6570

SEXUAL HARASSMENT

On the reverse side is a copy of a joint memorandum signed by Chancellor Johnstone and Tim Reilly, President of UUP. This adequately summarizes our position on this rather sensitive subject.



May 24, 1993

United University Professions

159 Wolf Road
Albany, New York 12205

518-458-7935
800-342-4206

Dear Colleague:

There are many ways to characterize the university. Our mission statements, for example, describe it as a center of learning, the source of opportunity, and a public resource. In addition, we have variously termed it infrastructure and an engine of the economy. Yet, the university is nothing if not a community. Our mission of service, research, and learning can never be realized unless we live in the institution in a way that accords respect and appreciation for the accomplishments of each person.

We write you now to declare our mutual support in administration and union for the principles of a community in which there is no place for sex discrimination and sexual harassment. Sexual harassment has been properly declared a violation of rights protected in Title VII of the Civil Rights Act of 1964. More than that, though, sexual harassment tears the fabric of community. If we wish to have an environment that is hospitable to the full professional and social development of all our students and colleagues, we must prevent sexual harassment from occurring.

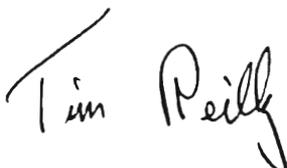
Toward that end the administration and union have adopted clear policies stating both our refusal to tolerate sexual harassment and our recognition that there must be a well-defined procedure protective of due process for addressing complaints of sexual harassment. Both administration and union also support a preventive program of information and education about sexual harassment on the campuses. We will join forces in workshops, forums, and publications, while also seeking to have an exemplary procedure for correction.

On many campuses the administration and union chapter have well advanced programs already. We applaud those efforts, and state here that we take responsibility to see that our resources and will, SUNY's and UUP's, are applied to supporting throughout our university continuing work to build a community that truly invites the free and full participation of all in a network of respect.

Yours,



D. Bruce Johnstone, Chancellor
State University of New York



John M. (Tim) Reilly, President
United University Professions

DBJ:JMR:lpr