

# BRIDGES

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The Newsletter of the Stony Brook HSC Chapter of United University Professions



## Message from the President

### You can't always get what you want...

*But if you try sometimes,  
you just might find,  
you get what you need.*

*...The Rolling Stones*

by Michael Silberberg

It's negotiations time again. You know that — you have received questionnaires in the mail and notices of chapter meetings.

Of course, only about 20% of you have filled them in and returned them. That is a pity since this time Stony Brook HSC chapter has good reasons to take an active role in the negotiations.

The present statewide UUP leadership is very receptive to the concerns of the health sciences centers — including those of hospital professionals and clinical faculty. This is reflected in the presence of three members from health sciences centers on the team that will conduct negotiations with the state. Similarly, the negotiations team has three members from Long Island who will be strong voices for consideration of the special problems of the metropolitan region. Of those representatives, there is one from Stony Brook's west campus — Lee Rosen — and myself from our chapter.

Speaking for myself, I can say that I was thrilled to be asked to join the team. This is very much the culmination of serving at the chapter level; after all, negotiating with the state is the union's biggest single task. Also, over the years that I have been chapter president, I have received a deep education in the special needs of this chapter, especially for those with responsibilities for patient care. I want to put that experience to work for you — but you

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## Newlook Newsletter!

We have a new flag to our newsletter with a new name. The name "Bridges" reminds us of the connections between our members that the Union tries to achieve as well as the physical, and we hope intellectual, connections between the HSC and Hospital towers. The logo on the left is a stylized rendition of the physical bridges. You recognized that as soon as you saw it, of course! Thanks to an anonymous graphic artist for help, advice and encouragement. ♦



## The Next Contract — Negotiations Update

by Donald Pisani

As the membership is well aware, UUP is currently in the last year of its contract with New York State. The job of negotiating a new contract is given to a *Negotiations Team* which is appointed by the President of UUP. The team is in turn advised by the *Negotiations Committee*, made up of one member from each chapter, which meets regularly through the fall and winter. The Negotiations Committee is in turn assisted by an *Ad Hoc Negotiations Committee* which has two members from each chapter and meets once with the Negotiations Committee and the Negotiations Team. The task of these committees is to bring the views of the membership to the Team who will then have to fashion a proposal to present to the state.

In previous years, the union leadership held meetings on the various campuses to determine the needs and desires of its membership. If you remember, the meeting held here in the HSC was poorly attended by membership. This time, the chapter leadership felt that in order to be better prepared for negotiations, it was essential to survey the membership more widely and gain an understanding of their needs and wants prior to the upcoming contract talks. In August, 1990 I chaired a meeting of all HSC delegates and departmental representatives. From those who attended the meeting, a group of volunteers developed a survey which was sent to all members of the HSC chapter prior to a first chapter meeting, held on September 18, to discuss with the membership their concerns and to address issues related to the survey.

On October 1, 1990, a delegation from the HSC chapter went to the first of four regional meetings arranged by UUP around the state (see pictures, page 2). This meeting, held at LaGuardia

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## President's Message

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have to help me. The first stage of the negotiations is to put together a package which attempts to give something positive to all the members of the union — comprising as they do a diverse set of constituencies. At the same time, the team must try to avoid giving something to one group that will negatively impact another. This is where the chapter as a whole has to play a role. I want to be able to talk to the other members of the team and to the members of the negotiations committee with the strength of a committed chapter behind me. First of all, that means a high membership percentage, so if you are an agency fee payer — join! Second, a high level of chapter activity will make us visible. That means returning surveys, coming to chapter meetings, making your views and your needs known to the negotiations committee, at the Delegate Assembly and to me personally. Whatever it is you think important, speak now — this is your chance!

What is the result likely to be? It's very early — at the time of writing I have been to just one team meeting and one regional meeting with chapter representatives. I am pleased that Stony Brook HSC gave a good turn-out at that meeting — thanks to all of you who came. At the regional meeting there was overwhelming sentiment for a meaningful geographic differential — but it was a metropolitan area meeting. I don't suppose that upstate residents will care for it so much! There was also strong sentiment for a defined workweek for all professionals, not just hospital employees. This is the stuff that the final package will be wrought from.

Well, "it ain't over til it's over." You still have a chance for input — the team will meet regularly from now until the first week in January. So let me hear from you before it really is all over. To those of you who have responded, and especially those who have come to meetings and have taken the lead in generating interest — good for you! You're the people who make the union work for you. ♦

## Negotiations

*continued from page 1*

Airport, was attended by metropolitan area campuses — Brooklyn HSC, Old Westbury, Farmingdale, Maritime, Optometry, Purchase, Stony Brook and Stony Brook HSC. Michael Silverberg attended as a member of the Negotiations Team. Several issues raised at this meeting received widespread support. Strong feelings were expressed about the need for a true geographic differential and shift differentials for evening and night workers. There was also strong support for a definition of the workweek for all professionals, not just teaching hospital employees; many members thought that with the current emphasis on saving money, many departments were kept short-handed and "professional obligation" just led to abuse. Other issues raised included Health Benefits, Leaves, etc. It appears that many of the concerns that were in our survey, were similar to those expressed by the other campuses.

The committee at this time is still in the process of tabulating those surveys that were returned (approximately 21% of the membership have returned their surveys). At the next chapter meeting, scheduled for October 16, the results of the survey will be reported and discussed. Our results will then be passed on to the Negotiations Committee and the Ad Hoc Committee at their joint meeting, scheduled for October 27 in Syracuse. ♦



*Members of the Negotiating team - Tim Reilly, Statewide President, addresses the audience at the LaGuardia meeting. Seated are: Samuel von Winbusb, Old Westbury; Michael Silverberg, Stony Brook HSC; Lenore Rosen, Stony Brook; Thomas Corigliano, Statewide VP for Professionals.*



*Engrossed in conversation at the LaGuardia meeting are: Donald Pisani, Richard Blakeslee, Jeanne Galbraith and Lucille Protosow. Other Stony Brook HSC members attending were June Moriarty, Ed Hines, and Joan Lehmann-Torres.*

# Items from Labor Management

by Michael Silverberg

As a result of discussions held at a labor management meeting with President Marburger, Human Resources issued two memoranda. Although they were directed to Deans, Deputy Directors and Department Heads, it is important for every UUP member to be aware of their contents.

The first deals with the relationship between performance programs and evaluations — the latter *must* be based on the former. One issue that arose recently involved references made in performance *evaluations* to time and attendance issues that were never identified as problems in performance *programs*. Another issue to note is the expectation, mentioned in a performance evaluation, that the employee will attain some academic qualification that is not required for the position. Academic qualifications may be nice to have and sometimes they attest to a high level of commitment and knowledge but they are expensive in time and money — neither of which is generously given by the institution — and sometimes they just don't compare with the years of practical experience that many of our members have. In any case, the question is not one for performance programs or evaluations.

The second memorandum from human resources dealt with the issue of compensatory time. Once again it reminded supervisors that it is SUNY policy to grant time off as compensation for service beyond the normal professional obligation. This applies to all those who are FLSA exempt. (Those that are covered by FLSA have compensatory time/overtime payments as prescribed by the federal legislation.) Do not let the looseness of the term "normal professional obligation" become an opportunity for abuse at a time when many departments are short staffed for reasons of fiscal restraint or difficulties in recruitment.

Finally, the issue of presidential leave has still not been completely clarified by the writing of a policy statement. Presidential leaves may be granted in cases where an employee does not have enough leave to cover an absence, especially in cases of illness or pregnancy. Why does it take the University over nine months to issue a policy that accords with a labor management agreement? Wish I knew! In the meantime if anyone has difficulty with the provision of presidential leave, particularly in the case of pregnancy, contact UUP. ♦

## Benefits

### *New Empire deductibles*

The Empire Plan deductible effective January 1, 1991 for members of UUP will be \$161 per enrollee; \$161 per enrolled spouse; and \$161 per all dependent children combined. And the Empire Plan maximum enrollee co-insurance out-of-pocket expense effective January 1, 1991 for members of UUP will be \$776 per individual or family.

### *Supplemental Military Leave*

Upon the initiation of the governor and with agreement by UUP, the state has made changes regarding military leave in response to the current emergency in the Middle East.

For employees federally activated after August 1, 1990 the state will:

- create a temporary leave category called Supplemental Military Leave. This will extend current provisions for military leave by an additional thirty (30) days.
- continue enrollment for covered dependents in the New York State Health Insurance Program, at no cost, for a period not to exceed twelve (12) months minus the military leave period.
- provide money for the extension of the prescription drug, dental and vision benefits to the same covered dependents.

### *Insurance seminars for retired members*

Regional seminars on health insurance for retired employees, sponsored by the Division of Employee Benefits of the New York State Department of Civil Service, are again being held at locations across the state.

These 1 1/2 hour presentations address major health insurance issues, such as retiree benefits, Medicare, survivor coverage, how

to file claims and where to go for additional information. Staff will be available to answer questions and distribute literature.

Two sessions coming up soon that may interest our readers are:

ALBANY	
NYS Department of Corrections Albany Training Academy 1134 New Scotland Road	Wednesday November 14, 1990 10:00 - 11:30 a.m. 1:30 - 3:00 p.m.
NEW YORK CITY	
Arthur Levitt State Office Bldg. 270 Broadway	Thursday December 6, 1990 10:00 - 11:30 a.m. 1:30 - 3:00 p.m.

Remember, this is for members who are *already* retired!

### *Pension savings*

UUP members in Tiers III and IV of TIAA-CREF can now take advantage of major pension reform legislation won by UUP and NYSUT that exempts their required 3% pension contributions from federal taxes. It took a full year and additional clean-up legislation to make the changes, which were slated to take effect automatically September 12.

### *Vision Care*

Please note that Vision Care  
has a new toll-free number:  
1-800-999-5431

# Recognizing Excellence at SUNY

"Sustained, outstanding professional performance and superior service to the State University" were recognized this year as 150 SUNY faculty and professionals received Excellence Awards. Awards of \$3000 each were made to university employees who were chosen under the first year of the Excellence Awards provided for in the UUP contract. The awards come from a \$1 million labor-management Excellence Awards fund. UUP played a significant role in the selection process, with members serving on both campus and statewide nominating committees.

"The selection process is significant because the union and management shared equal partner status in defining and identifying excellence," UUP President John M. Reilly stated.

Recipients of the Excellence Award were honored at a luncheon in the SUNY Albany campus ballroom on October 2, 1990. Luncheon speakers included Joseph C. Burke, Provost of the State University of New York; Nancy L. Hodes, Executive Deputy Director of the Governor's Office of Employee Relations; and John M. Reilly, President of the United University Professions. SUNY Albany President, H. Patrick Swygert welcomed the recipients. ◆



*Stony Brook, HSC recipients of Excellence Awards - Back row, left to right: Marilyn Goodman, George Boykin, Joan Speb, Antonija Prelec. Front row, left to right: Therese Netter, Louis Ripa, Michael Greenberg, Lorne Golub. Not pictured: Dania Saa de la Campa, Robert Hawkins, Allen Meek, Stephen Rose.*

## NYSUT Legal Plan Improved At No Increase in Cost

NYSUT's Legal Service Plan is better than ever but the annual fee remains the same as in previous years.

Persons who enroll in the Plan now receive two hour-long free office consultations... a benefit which by itself is worth more than the \$49.50 annual fee for the entire program. In addition to the free office consultations, participants also receive at no additional cost:

- A Simple Will
- Telephone advice
- Letter writing
- Document review
- Access to local referral attorneys
- Guaranteed maximum fees for certain legal matters
- Discounted hourly rates
- Preventive Law Quarterly

An optional business protection benefit is available for an added fee of \$35 a year. It can be used for incorporation, purchase or sale of a business, preparation of shareholders or partnership agreement, collection services, and bankruptcy and Chapter 11 protection. For a descriptive brochure and enrollment form, call NYSUT Member Benefits at 1-800-342-9810.

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LEGAL SERVICE PLAN



**For more information, contact: NYSUT Member Benefits  
159 Wolf Road, Box 15-008, Albany, NY 12212-5008. 1-800-342-9810.**

## Five chapter members receive PDQWL Awards

The following faculty members were each recipients of \$750 PDQWL New Faculty Development Awards (Round 2):

*Joseph DeCristofaro* presented the following three papers at the meeting of the Society for Pediatric Research in Anaheim, California, May 7-11, 1990: 1) "Cholinergic and stress-induced changes in preproenkephalin gene expression", 2) "Ontogeny of tissue-specific gene regulation by hypoglycemic stress", and 3) "Tissue specific expression of transmitter genes regulated by stressful stimuli."

*Scott Dulchavsky* participated in the annual conference of the Eastern Association for the Surgery of Trauma, January 1-13, 1990, in Naples, Florida. He presented a paper entitled "Persistent gut arteriolar vasoconstriction after moderate hemorrhage and volume restoration: A microcirculatory basis for post-injury gut dysfunction".

*J. Peter Gergen* conducted research on the regulation of gene expression during embryogenesis, Stony Brook HSC, May 21-June 29, 1990.

*David S. Kayden* presented a paper, "Twenty-four hour planar thallium-201 delayed imaging: is reinjection necessary?", at the 62nd scientific sessions of the American Heart Association, November 13-16, 1989, in New Orleans.

The following professional employee was the recipient of a \$1100 Professional Study Leave Award (Round 3):

*Richard P. Mueller* participated in a share users' seminar, August 12-17, 1990, in Anaheim, California. ♦

## Guidelines & Applications in the UUP office

### Professional Development and Quality of Working Life Awards - Round 3

Guidelines and applications are available in the UUP office - HSC, Level 5, Room 572. The deadline for the Experienced Faculty Travel Award is November 1, 1990, and the deadline for the New Faculty Development Award is December 3, 1990.

In both cases only applicants whose activity occurs between July 1, 1990 and June 30, 1991 will be eligible. The maximum individual awards under both of these programs will be \$750. ♦

### Excellence Awards - Round 2

Guidelines and application forms are available in the UUP office for the NYS/UUP Excellence Awards in recognition of sustained outstanding professional performance and superior community service. Each award under this program will be \$3000 and Stony Brook HSC has been allocated twelve awards. A campus joint labor/management committee will review all applications and make recommendations to the statewide committee. Final decisions will be made by the Chancellor.

The deadline for nominations and applications to the local committee is November 15, 1990. Self-nominations, nominations by colleagues, supervisors and members of the Administration are encouraged. For applications, call 4-1505 or stop by the office on Level 5 of the HSC. ♦

## Do you want to know more about your hospital?

You probably already know how many beds we have, but do you know how many patients were admitted last year? Or how many lab procedures were performed? Or how many operating room minutes? The following statistics were prepared by the Finance Division and contain a wealth of information you will enjoy examining.

### UNIVERSITY HOSPITAL STATISTICAL PROFILE 1989

#### Annual Statistics:

Admissions (excl. NB)	16,351
ER Visits	32,731
Amb. Care Visits (total)	127,616
Amb. Care Visits (Medicaid)	28,408
Patient Days, (excl. NB)	152,305
Delivery Room - Live Births	2,626
No. of Attend. Physicians	637
No. of Residents	282
Avg. No. of UH FTEs (excl. Phys. & Res.)	2,636
Blood Bank Transfusions	26,289
Physical Ther-visits	43,051

Radiology Diag-Procedures	81,417
Radiology Ther-Treatments	43,964
Laboratory-Procedures	1,836,464
Renal Dialysis-Visits	7,828
Psych D/N-Visits	2,999
Ambulance-Calls	1,204
EKG-Examinations	21,670
Operating Room-Minutes	1,231,560
Anesthesia-Minutes	1,555,415
Respiratory Ther-Minutes	4,872,039
Home Dialysis Visits	6,766
Ambulatory Surgery Visits	2,438
Pharmacy-Doses Dispensed	1,781,322

#### Hospital Square Footage:

Gross	774,994
Net (Occupied)	707,542

(Includes HSC used space)

#### Number of Beds by Service:

Med/Surg	273
ICU	50
Pediatrics/PICU	50
Maternity	30

Psychiatric	40
Neonatal	34
Burn	6
Aids	15
<b>TOTAL</b>	<b>498</b>
NB Nursery	32

#### Annual Budget:

Salaries	\$90,682,000
Fringe Benefits	23,774,000
Supplies & Expenses	50,048,000
Utilities	4,170,000
Alloc. Costs	4,755,000
Interest Expense	7,811,000
Depreciation	12,250,000
<b>TOTAL EXPENDITURES</b>	<b>\$193,490,000</b>

#### Percent of patient days by Financial class (excl. NB)

Medicare	29%
Blue Cross	27%
Medicaid	20%
Other	24%
<b>Total</b>	<b>100%</b>

# Colleen's Critique

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by Colleen Kenefick

[Colleen has been kind enough to provide us with another review of one of the books in the UUP Library collection. The subject strikes me as one of great interest to those of us who work in either the hospital or health sciences center. - ed.]

## **Career Burnout: Causes and Cures**

by Ayala Pines & Elliot Aronson, New York, The Free Press, 1988

"Burnout is formally defined and subjectively experienced as a state of physical, emotional and mental exhaustion caused by long-term involvement in situations that are emotionally demanding." The root cause of burnout is our need to believe that our lives and our work are meaningful. Work has become the avenue for many to prove their worth to themselves. When organizational structures are not flexible enough to accommodate the individual, it will cost the organization with burnout, high turnover and low job satisfaction.

Burnout is most likely to strike precisely those individuals who had been the most idealistic and enthusiastic. Those entering the helping professions, ie., nursing, teaching and social work are particularly sensitive to burnout because of their high idealism and a feeling of being "called" to the field. Burnout strikes the very best people in a given profession when the stress continuously outweighs the support or reward.

Four chapters are especially relevant to the Health Sciences Center staff. Burnout in management can occur when hopes and expectations are not rewarded but are impeded by many different stresses. Also, many burnt-out workers try to escape into administrative work to escape the pressures of personal contact.

Burnout in the helping professions occurs frequently because of the emotionally taxing work, the client-centered orientation and personality characteristics that made the person choose human services as a career. The lack of training for the emotional demands

of such work further isolates workers and increases their guilt for feeling burnt-out. Work overload also causes burnout because it places employees in situations in which failure is built in.

The section on burnout in women is important because it details the role of conflict of combining the worlds of home and work. Since women try to gain a sense of meaning from both domestic roles and their careers, the conflicts inherent in both can give women the feeling of having failed at both.

Perhaps the most useful part of the book is the self-diagnosis instruments and burnout measures. ♦

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## **In Short**

### ***Please visit our library***

Last year the HSC Stony Brook chapter of UUP opened a library. This collection of Labor related books and video cassettes is located in the chapter office on Level 5 of the HSC. The hours are 9:30 a.m. to 2:30 p.m. Monday through Friday. Books may be borrowed for 3 weeks and tapes may be borrowed for 3 days. Please feel free to stop by and make a selection. If you wish to make any comments or suggestions you can contact Colleen Kenefick at 4-3097. ♦

### ***Missing***

One of the tasks of the Health Sciences Library is to acquire and preserve historical materials about the HSC and UH. Occasionally we find that we are missing issues of some publications and must appeal to faculty/staff to try to locate these issues. Can you help us?

We are missing two issues of CENTER-INGS, V.2, #5 (1974) and V.2 #6 (1974). If you have these issues and are willing to donate them to the Health Sciences Library, please call us at 4-3106. ♦

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## **Holiday Schedule**

From September 1, 1990 to August 31, 1991

For employees represented by UUP - Bargaining unit 08

<b>Labor Day</b>	Monday, September 3, 1990
<b>Columbus Day</b>	Monday, October 8, 1990
<b>Election Day</b>	Tuesday, November 6, 1990
<b>Veterans Day</b>	Monday, November 12, 1990
<b>Thanksgiving Day</b>	Thursday, November 22, 1990
<b>Day after Thanksgiving</b>	Friday, November 23, 1990
<b>Christmas Day</b>	Tuesday, December 25, 1990
<b>New Year's Day</b>	Tuesday, January 1, 1991
<b>Martin Luther King, Jr</b>	Monday, January 21, 1991
<b>Washington's Birthday</b> <i>(floating holiday)</i>	Monday, February 18, 1991
<b>Memorial Day</b>	Monday, May 27, 1991
<b>Independence Day</b>	Thursday, July 4, 1991

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## **Mandatory**

### **Retirement outlawed**

This summer, lawmakers passed long-sought legislation that extends protection from mandatory retirement to faculty and professional staff in public institutions of higher education. The law became effective immediately after the Governor signed it on July 18th. Ending this form of age discrimination against our members has been part of UUP's Legislative Program for several years. Prior to passage of this law, tenured employees in institutions of higher education were one of the few groups not protected against age discrimination in New York State. Now no SUNY or CUNY employee can be fired solely for reaching his or her seventieth birthday. This new law protects all employees in New York State public institutions of higher education. Enactment of this law culminates several years of heavy lobbying by UUP and the Professional Staff Congress, our counterpart in CUNY. ♦

# Trustees skimpy budget plan disappoints

"Entirely too modest," is how UUP President John Reilly summed up the SUNY Board of Trustees preliminary 1991-1992 budget for the university which reflects the smallest hike in years - \$59 million or 4%.

That proposed increase, to be acted upon at the trustees' November meeting, includes only \$20 million for program improvements out of a total spending package of \$1.54 billion. The parsimonious plan, unveiled at last week's monthly trustees meeting, was characterized by Chancellor D. Bruce Johnstone as a "realistic, but challenging plan" that will provide "continuity and preservation." However, against the backdrop of retrenchments at eight campuses, his budget characterizations were met with

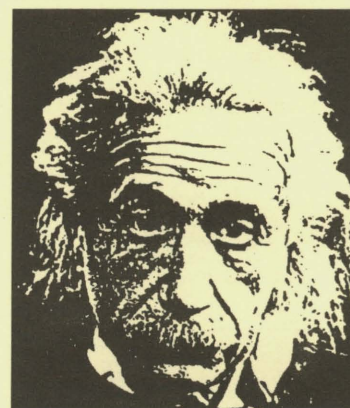
cynical disbelief by a number of observers - including one news reporter who was overheard comparing SUNY Central Administrators' budget remarks to "the Emperor's Clothes."

Meanwhile, the proposed increase does not include funds for salary hikes beyond \$25 million for already scheduled raises in the last year of the current contract.

Reilly reacted with keen disappointment to this first stage of the annual budget building process, noting that "to request so little is to be lacking in leadership. What is desperately needed is advocacy budget making, presenting the strongest possible case for investment in higher education as an investment in the state's future." ♦

"I consider it important, indeed urgently necessary, for intellectual workers to get together, both to protect their own economic status and, also, generally speaking, to secure their influence in the political field."

— Albert Einstein



Dear UUP Member:

Although elections for New York State legislators will not even be held until November, it is not too early to begin planning for UUP's legislative activities for the coming year. The 1991 legislative session promises to demand an exceptionally strong lobbying effort as New York State faces one of the most serious budget problems in years. We will need to organize well to counteract the trend towards diminishing resources for the State University. Our goal of preserving access and quality in the SUNY system requires that each member participate actively in our grassroots lobbying campaign. Albert Einstein's comments about our involvement in the political arena are particularly relevant as we prepare for the 1991 legislative session.

What can you do? Volunteer to be part of UUP's effort to influence the legislature in the coming year. Indicate which activities you are willing to do and return the tear-off to the address below. Remember, our strength in Albany relies on a united effort at the chapter level.

- Yes, I'm willing to write letters to legislators urging support for UUP's legislative goals.
- Yes, I'm willing to work at letter writing tables to get others to write letters to legislators.
- Yes, I'll participate in meetings with local legislators at their district offices to urge support for UUP's legislative goals.
- Yes, I'll travel to Albany for UUP's Lobbying Day to be held in the spring.
- Yes, I'd be willing to serve on the chapter's legislative committee.
- Yes, I'm willing to donate money to UUP's VOTE/COPE fund to help finance political activities.

Name \_\_\_\_\_ Dept. \_\_\_\_\_ Phone \_\_\_\_\_

If you are not a member you can add to our combined strength by joining UUP. UUP needs your active participation as a member. Contact your chapter for a membership application.

Return this form to:

United University Professions, HSC L5-572, Z = 8553.



# SUNY in the top 10...

Not one, not two, but ten campuses in the State University system have been recognized by *Money* magazine in its list of the top 100 public and private colleges in the country. In fact, the SUNY system dominated the list of the nation's best educational buys.

*Money* analyzed the academic performance and cost of the nation's public colleges and ranked Geneseo second, Binghamton third, and Albany fifth on its prestigious list. Also cracking the top 100 were SUNY Stony Brook (14); SUNY Buffalo (20); Potsdam (32); Oswego (54); Oneonta (56); Fredonia (57); and Plattsburg (60).

We hope the state lawmakers are taking note that fully 10 percent of *Money's* top schools are in the New York State University system - thereby proving that sometimes you get more than you pay for.

## ***Pocket Calendars Have Arrived***

Once again UUP is providing the membership with pocket calendars. The 1990-91 academic year calendar has been mailed to each person at their home address. If you failed to receive one, please stop by the Chapter office and ask Sharon, our secretary, to give you one.

## **United University Professions/Stony Brook HSC Chapter**

Office: HSC Level 5, Room 572, Zip 8553

Hours: Mon. - Fri., 9:30 a.m. to 2:30 p.m Telephone: 444-1505

### **OFFICERS**

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Michael Silverberg - Immunology .....444-2347

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Mark Swerdloff - Oral & Maxil. Surgery .....632-8952

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Joan Goland - School of Medicine.....444-2295

#### **Office Secretary:**

Sharon Hines .....444-1505

The opinions expressed in *Bridges* are those of the authors, the editors, or the Stony Brook Chapter of UUP and are not necessarily the opinions of United University Professions.

*Bridges* welcomes articles and letters submitted by members of the Stony Brook community. Remember, this is *your* newsletter. Share your thoughts with us. We want to hear from you. Persons who have material they wish to submit should contact: Joan Goland, Dean's Office/School of Medicine, Zip 8430; Telephone: 4-2295.

# BRIDGES

Health Sciences Center

L5-572

SUNY Stony Brook

Stony Brook, NY 11794-8553