



## A Message From Arty Shertzer

*West Campus UUP Vice President For Professionals*

So what is going on in the rank and file of our campus workforce? My observation is that there is a definite, steady and precipitous decline in morale. Now some might say that morale is a catch-all phrase for all the malcontents, slackers and in the words of Boris Badenov, nogoodskies! but...having been here for twenty odd years, I have to tell you that this is more than a cliché. **This is serious.**

It appears that in the Professional arena, more time is being spent documenting problems instead of noting successes. Suddenly, long standing failures are being blamed on the current holder of the job...kinda like penalizing the current renter for the body in the basement...Suddenly, no one gets thanked, no one gets encouraged, rather I hear and see more blame, more intimidation, more MBF or management by fear.

How did this happen? Well, certainly we can look to year after year of bad budgets...which creates staff shortages, which leads to an unusually large influence by the bean counters, who aren't bad people, but they don't always play well with other humans.

We surely all have to do more with less, but, why isn't the leadership working to encourage the rank and file for their efforts to do so? Why are many of our colleagues feeling like they are under siege? Many go home defeated, worried about what the next day will bring and horrified at the prospect of their next review.

I have seen too many non-renewals. I have heard too many stories of outright nasty, abusive behavior. I am feeling that the Stony Brook I arrived at 20 years ago is slipping away into a cold, heartless bureaucratic machine.

### So what can we do?

Our Professional Council has given birth, if you will accept the metaphor, to an ad-hoc group working on the issue of civility on campus. Coordinated by Pam Burris, this group is looking for ways to bring the issue of civility to the forefront. If our workforce must 'do more' with less, that must include less abusive treatment, less fear, less bad feelings and less stress - **in other words, everyone needs to feel a part of a positive team working toward success for the students (and patients at the hospital) and to drive home each evening feeling as if something has been accomplished.**

In order to combat this trend, we at UUP need your help. We need you to tell us when you are not being treated well, when you are not given a performance program, when you spend the night sleepless at the thought of facing another workday here.

We keep all visits confidential. And, even if your name is not mentioned, the numbers of visits, the stories and the accounts all add up to what hopefully will be a "Tipping Point!" so that someone will listen and take action to begin to heal the ever growing rift between the management and the staff.

*(Continued on page 2)*

## Ask Lisa!

**Question:** *I received an unsatisfactory evaluation one month ago. What are my contractual rights?*

**Answer:** A professional employee has the right to seek review of a final evaluation report characterized as "unsatisfactory". The employee must inform, in writing, the immediate supervisor, the chair of the Committee on Professional Evaluation, and the college president or designee within **ten (10) working days of receipt of the report.**

The Committee on Professional Evaluation is a five person committee. The Committee consists of three (3) UUP professional employees elected at large by all of the professional employees in the negotiating unit at the college. The remaining are selected by the college president. The chair is elected by the Committee from among its members.

The Committee on Professional Evaluation reviews and addresses both the procedures and substance of the unsatisfactory evaluation. The Committee completes a written **recommendation** within twenty-five (25) working days from the date of appeal, with copies to the professional employee, the immediate supervisor, the evaluator's supervisor and the college president.

Within ten (10) working days of the issuance of the report, the college president takes action as he or she deems appropriate. The college president's decision is binding.

*(Lisa Willis, UUP Labor Relations Specialist, is available through the Chapter Office to discuss contractually related issues of employment. Please send questions to the Chapter Office, 104 Old Chemistry, or via e-mail to [uup@notes.cc.sunysb.edu](mailto:uup@notes.cc.sunysb.edu).)*



*Aren't you glad it's finally Spring!!*

## In This Issue....

A Message From Artie .....	1
Ask Lisa .....	1
Family Values .....	2
Performance Program-Up to Date? .....	2
Enjoy Jasmine .....	2
Promotion .....	2
Mission to Help Heal .....	3
Paid Family Leave .....	3
Campus Climate Survey .....	3
Defensive Driving .....	4

(Continued from cover)

I grew up at a time when people took action. I witnessed the civil rights movement, where plain, simple folks got on buses and went to the South to register voters. Some didn't come back. I have seen women fight for their rights, gays and lesbians demand equal treatment under the law.

I cannot sit by and watch my colleagues suffering, for the sake of "efficiency" or a balance sheet or through carelessness or forgetting the human component. If we are to take care of our campus, and accordingly the students who come here needing our services; if our campus is truly a world class place, then our staff must be treated like they are world class employees.

**I don't think that is asking for anything out of the realm of possible.**

## Family Values?

President Bush's proposed budget for FY 2006 calls for the first cut in education funding in a decade. One in three programs slated for elimination is in education.

The No Child Left Behind Act remains underfunded by \$12 billion, and among the education programs that would be cut entirely are Even Start, Comprehensive School Reform, Safe and Drug-Free Schools grants for states, and Education Technology grants. Programs such as Teacher Quality State grants and Reading First grants are level-funded.

In higher education, although the budget calls for a modest increase in Pell grants, this will be financed by the elimination of the Perkins loan program that helps low- and middle-income students. The administration would also end the Perkins loan-forgiveness program for those in the armed forces or the Peace Corps.

[aft.org/news/2005](http://aft.org/news/2005)

## Is Your Performance Program/Evaluation Up to Date?

Sara Lutterbie

**If yes, then you're in the lucky minority on campus.**

The percentage of employees whose evaluation paperwork is in compliance has not improved over the last 4 years. In November '01 62% were in compliance, in July '02 52%, in October '03 43%, in May '04 50%, and in November '04 only 47% were in compliance.

This merits, if that's the right word, a failing grade.

Chapter President John Schmidt has told President Kenny that if the numbers do not improve by June, the union will take action.

*Stay tuned.*

## Enjoy Jasmine!

We are very pleased to announce that the owners of Jasmine are negotiating with the foodservice workers' union, so the boycott has been lifted.



## Promotion "It's time for a Reward.."

**For State Professional and M/C  
Creating New or Reclassifying Existing Positions**

### Definition

A promotion is the assignment of an employee to a job in a higher job classification or pay grade. **Stony Brook encourages internal development and promotions of current employees.**

### Employees May Be Promoted By Either:

- Applying for a posted vacant position
- As a result of a permanent significant increase or change in an employee's duties and responsibilities

Promotions are a positive mechanism for attaining operational and employee recognition goals. **It is better to promote an employee prior to their performing the work for an extended period of time.**

Determining compensation for a promotion is a critical decision. While intended to reward the successful candidate, care should be taken to avoid creating compensation problems among peers, such as salary inequities. Consider:

- the salaries of others in similar positions
- the length of time an employee has been in the title
- prior experience, etc.

It may not always be appropriate to increase a newly promoted employee's salary to the same level as an employee who has been in the title for several years. The backgrounds of each affected employee (both at Stony Brook and before arriving at Stony Brook) should be assessed in making these decisions.

**Note:** At the time of promotion, the employee must receive a pay increase. The increase may be from 5 to 15 percent of the current base salary, or to the minimum of the salary range of the new grade, whichever is greater. (Requests above 15% require detailed justification and Presidential approval.)

### How Do I Request A Promotion For My Employee?

1. Submit the following to Class & Comp:
  - a. If the promotion is a result of a permanent significant increase/change in duties/responsibilities, a revised job description documenting the change in duties and essential functions is required. Class & Comp will evaluate the position to determine the appropriate title and level and the department will be notified.
  - b. For all promotions, submit a Human Resources Processing Form changing the employee's title grade and salary. Include a copy of the approved job description or the personnel requisition announcing the vacancy. Exceptions require Class & Comp review.

### Reference:

[http://naples.cc.sunysb.edu/Admin/HRS.nsf/pages/ClassificationCompensation\\_PositionAddChange\\_Promotion](http://naples.cc.sunysb.edu/Admin/HRS.nsf/pages/ClassificationCompensation_PositionAddChange_Promotion)

# Mission to Help Heal

*Dawn Svoboda's doctor, Rich Ruppenstein, flew to Phuket, Thailand after the tsunami to help in whatever way he could. Here are excerpts from his description of his experiences there.*

"I don't know what I expected before I left but it was more than I bargained for. I am finally able to reminisce about the trip without tears and with some objectivity. I will give you all the short version because I don't think I'd make it through the long version without having to stop before I was done.

The flight was pretty cool albeit 23 hours long. Arrived in Phuket about noon, walked into town, or what was left of the town. My first visual of the devastation was kids sleeping in black plastic garbage bags between two fallen concrete walls, eating rice from a dirty pot. Continuing down to the beach I passed many homeless families who were living in makeshift sheds begging for coins.... Most of the people were covered with abrasions from head to toe because of being dragged across rocks, trees and debris in the water.

Streets filled with families trying to salvage whatever. People so dirty you could grow grass on their skin. At an orphanage I visited there were many victims of the tsunami but there were twice as many kids who were rescued from houses of prostitution. I would talk with a ten or eleven year old girl and would have never guessed she had spent two or three years as a sex slave.

I sat on the beach with a family from Germany who I noticed were on the beach every day... They were waiting for their eight year old son to return to them. They had been there since the wave hit and cannot bear to go home without their only child.

## Long Island Ducks Tickets & Pre-Game Picnic

Friday, July 8, 2005 • Picnic: 5:30 PM

Game Time: 7:05 PM

Tickets: \$25.00/Adult \$20/Children under age 9

Deadline for Purchase: Wednesday, May 25, 2005

Limit 50 Tickets...First Come, First Served! We will create a waiting list for those who are interested once the tickets are sold out.

## Paid Family Leave-Wouldn't It Be Nice...

Sara Lutterbie

The federal Family & Medical Leave Act grants eligible State employees up to 12 weeks unpaid leave. But what if you can't afford to go without a salary, or need more time at home to care for a sick family member? 60% of UUP members have less than 10 years of service and haven't accumulated much vacation.

John Marino, State-wide Vice President for Professionals, has been working for the last 5 years on the issue of paid family leave for UUP members. These things take a long time. His first task was to educate members who thought 'family leave' applied only to women. Happily the union now understands the issue and support is strong.

SUNY's response so far has been to point to the money each campus is given under the Presidential Leave program. But in tough budget times these funds are not easy to access.

John is currently studying a bill introduced by the New York State Paid Family and Medical Leave Coalition (the NYS AFL-CIO is a leading member) to amend New York's Temporary Disability Insurance Law so that employees who have been granted a leave under the federal FMLA would be entitled to income while on FMLA leave. This would be a start.

John will report the results of his study to the Delegate Assembly in May.

On my second trip to the beach I found that the local government had told the families who were living on the beach in their destroyed fishing boat/home that they had to remove the boats and get off the beach in a week because the tourists needed to get back to sun-bathing. Only a few had families they could move in with, the rest had to head for the tent camps set up on the other side of town. And these tent camps were not going to remain up much longer either.

I worked with four families who had small stores along the beach road which were totally destroyed by the tsunami. Their stores were also their homes. These people were working from sun up to midnight trying to get their lives back together. No store meant no income which meant no food. The local people don't have ATM cards or savings accounts they can get cash from. Luckily, our dollar was worth 36 of theirs so a few bucks went a long way. I fed these families for the few days I was there. Food was cheap. I spent several days helping demolish and then rebuild homes and lives. I bought building supplies for several displaced families and took their children to a market for clothing, blankets, shoes and coloring books...I bought quite a few pots and pans and just started handing them out.

So it was not a vacation, in fact I was going to spend two days in Bangkok vacationing just before flying back to the states but I was not in a vacationing mood so I paid a fine and flew back two days early. Family is a very strong magnet and I was sure missing mine. The only thing I would have done different was to take someone along with me.

## "Democracy in Iraq: Propaganda or Reality?"

a UUP-sponsored forum for discussion  
featuring - Frank Myers (Political Science)

Michael Schwartz (Sociology)

Wednesday May 4, 2005

12:40 p.m. - 2:00 p.m.

Women's Studies Colloquium Center  
Old Chemistry Building

brown bag lunch - soda provided

Come to learn and share your views!

## Campus Climate Survey Results Available

After extensive preparation, a campus climate survey was conducted in the spring of 2004. Those who identified as faculty constituted the largest percentage of respondents to the survey at 24.5% of total respondents, followed by those who identified as professional/non-teaching at 20.3%. The survey sought to get a picture of how faculty and staff at Stony Brook experience their work-life in relation to issues of diversity and inclusion or the lack thereof. Furthermore, its findings will help to guide the development of campus-wide diversity training that resulted from the University's Five Year Plan.

The survey addressed issues such as perceived fairness in salary and promotions, whether respondents have a strong sense of belonging at Stony Brook, about whether women, people of color, different ethnic groups, lesbians, gay men and bisexuals, people of different religious beliefs and people with disabilities are fairly represented on policy or decision making committees and the degree to which people feel respected on campus. We asked whether it was safe to be "out" about being lesbian, gay, bisexual or transgendered and whether there is sufficient attention to diversity. Among other issues we also asked the frequency with which people had observed or experienced harassment on campus over the previous two years. The report on the findings can be found on the web at <http://www.stonybrook.edu/doit/campusonly/climate/>. It is also available at Campus libraries and at the Office of Diversity and Affirmative Action.

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## The Chapter Office is open Monday - Friday, from 9 am to 3 pm.

The Executive Board meets on Alternate Tuesdays at 12 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.

# Defensive Driving Class

**Date:** .....Saturday, May 8, 2005

**Time:** .....10:00 a.m. to 4:00 p.m.

**Cost:** .....\$25.00 per Person

**Place:** .....Stony Brook Union, Room 226

**Who:** Open to all UUP members and their immediate family members. Checks should be made payable to "NYSUT Benefit Trust". Attendance to both classes is required!!!!

**Bring or mail to UUP Office, 104 Old Chemistry, Zip=3475**

**Office hours are Monday thru Friday, 9:00 a.m. - 3:00 p.m.**

Participants are usually entitled to a 10% discount on their automotive insurance. Check with your provider. The certificate is good for three years of savings!!

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

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