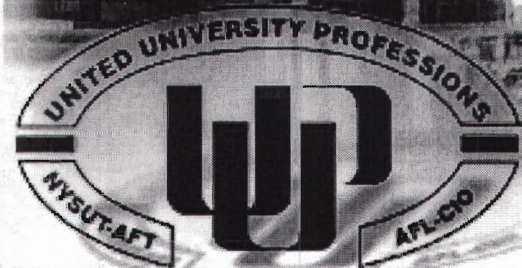


INSIGHT



NEWSLETTER OF THE STONY BROOK CHAPTER
OF UNITED UNIVERSITY PROFESSIONS

ISSUE # 1

January '01

Co-sponsored by the East & West
UUP Chapters...

UUP

Dinner Dance

Friday, February 16th
Harbor Hills Country Club,
Port Jefferson
7:00 p.m. to 11:00 p.m.

Please join us for a very pleasant evening at a very reasonable cost -- only \$20 per person for members & their guests!

Price includes a complete dinner and dancing (Cash Bar). Get your tickets early and feel free to reserve a table for your department. Mail your check payable to UUP, or drop by to the Chapter Office at 104 Old Chemistry, Z = 3475.

We'll see you there!



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A message from John P. Schmidt Chapter President

DIRECTION 2001

In her State of the University Address 2000 campus President Shirley Strum Kenny highlights a wide array of statistics to underscore the concept that "Stony Brook is on a roll". Revenue, Research, Enrollment and Presidential Support for a wide range of initiatives all proceed directionally positive to graphically demonstrate growth, progress and optimism. We should all feel good about Stony Brook's direction and the reputation it enjoys in the national community. Ultimately, it is Dr. Kenny's citation of our "distinguished faculty and great staff" that makes everything else possible.

It is hard to believe that it is almost two years since I typed out my first message to you, the members of the Stony Brook West Chapter of United University Professions. In that message I voiced a vision for this Chapter that would seek to focus on areas of mutual cooperation with the university administration (rather than confrontation). While I don't have charts or graphs to support progress toward that vision I do want to share your Chapter's formal response to two important campus issues that are key to cooperation.

Stony Brook the Employer

On November 10, 1999, I addressed Dr. Kenny and her Cabinet. In cooperative tone, I challenged them to move toward becoming a Model Employer (following a similar route planned out by UC - Irvine with their permission).

A university that engages in research, teaching and public service is one of the most complex organizations in modern society. External pressures we face include heightened expectation from the public, students and research sponsors. Continuing themes include:
*Accomplishing more with fewer resources

(Continued on page 2)

(President's Message continued from page 1)

- *Rethinking organizational relationships & structures
- *Progressive decentralization, driving decision-making authority and responsibility to the lowest appropriate level
- *Streamlining or eliminating processes
- *Rapid changes in technology, shrinking time and space and creating new expectations
- *Exploring new methods of service delivery

Good employment practices derive multiple benefits: higher productivity, lower turnover, higher quality services and less resistance to change. Meeting the challenges ahead depends on our ability to **attract, develop and retain** high caliber staff and provide an environment that enables their success.

In attracting the best and brightest staff we need to provide an employability-experience that will allow them to develop their transferable skills. New staff wants to know what life is like in the organization. They want to know the probability and speed of advancement and the organization's commitment to work/life/family balance. They expect to be rewarded on the merits of their performance.

Turnover is costly. Beyond the cost of recruitment and replacement, when a knowledge worker changes jobs or retires, the organization's assets also . Years of expertise and accumulated knowledge are lost. Carefully built interdependent relationships are disrupted. To avoid losing long-term employees at the earliest possible moment, we must find ways to engage them by creating a compelling future that is rewarding, and which they can impact.

The capabilities of our workforce go beyond technical skills. We market knowledge. Our staffs are knowledge workers. Rather than simply processing information, their contribution lies in their ability to use information to take action that provides value to internal or external stakeholders. Our workforce must be able to learn quickly, be more knowledgeable about a broader range of subjects and work effectively across organizational lines in a variety of formal and informal associations. Our faculty and professionals need to take risks, be innovative, flexible and comfortable with constant change.

Ultimately, they must have knowledge of and trust in the mechanisms utilized by the organization for support and development.

(President's Message continued from Column One)

UUP believes that these mutually inclusive concepts are all achievable. We want to work with Stony Brook's managers to achieve the goals of acquiring and retaining the best academic and professional staff in higher education.

Stony Brook's Next Five Year Plan

UUP applauds the planning and broad array of improvements and initiatives contained in the Task Force reports. This Chapter wants to assist in using the Five-year plan to make Stony Brook an even better institution. All of our members wish to sustain and advance Stony Brook's excellence. Our recommendations reflect that philosophy.

Recommendations:

- 1 Amend the five-year Plan recommendations, at all appropriate references, to include professional staff.
- 2 Fix specific responsibility (individual, office) for the steps necessary to implement the five-year Plan recommendations.
- 3 Establish assessment criteria and fixed review dates so that progress toward the five-year Plan goals can be measured.
- 4 Adjust faculty and professional staff salaries to reflect workload increases resulting from the five-year Plan recommendations. Develop a fair and equitable policy/procedure for awarding DSI.
- 5 Consider additional topics for five-year Plan consideration. We recommend that Affirmative Action, Distance Learning and Campus Health and Safety be topics for extensive study and action.
- 6- We propose the convening of joint campus Labor/Management committees to advise on the implications of major issues embedded in the Five-year Plan. These issues deal with salary enhancement, professional employees, and academic freedom.

The above two issues and associated commentary provide the basic operating reference for your union. UUP needs you to help us realize our broad agenda in cooperation with campus management.

As we move to identify our Chapter Officers and Delegates who will lead us over the next two years, you will be asked to participate first in the election process and, then as a colleague committed to excellence. I hope that you will enthusiastically embrace both of these issues.

Mid-Year Reflections of your Academic Grievance Officer

By Joel Rosenthal,

UUP Academic Grievance Officer, West Campus

As the academic year reaches its midpoint, I have some considered reflections to pass along.

The problems you bring to me fall into two main categories. One concerns salary and/or merit money. Neither your salary nor your merit money (or the lack thereof) are negotiable under the UUP's contract with the state. We can give advice, and we can show you the campus salary schedule, but that's about all we can do. If you think your salary reflects discrimination in any form covered by civil rights legislation, your recourse is the campus AA/EEO office OR the county/state/federal officials charged to deal with the treatment of protected categories. If you have been stiffed on merit money; so too have many others. That issue is left to the discretion of each campus, and our administration will not discuss criteria for merit, or for a division of the money between merit and equity, or for ways of eliminating cronyism and old-boy-isms. If you are in a unit that deals with merit money in a cooperative and amiable fashion, consider yourself fortunate.

Many problems I hear really fall under the category of departmental governance; one of the great black holes of academic life. If your department doesn't have or follow a uniform policy regarding access to departmental funds (travel, graduate students, and other in-house perks), and it doesn't make personnel decisions openly and fairly (regarding either new hires or in-house promotions), you need better governance. Adopting departmental by-laws is a good route. If your department has by-laws (and/or an executive committee) but still doesn't function in a fair and open manner, then you have to mobilize some colleagues. Most units have a heavy majority of faculty with tenure. Tenure carries privileges and responsibilities—to junior colleagues, to students, to the unit and the college and the university, and to the discipline—and you have to decide if the time and energy needed to improve department governance are worth the investment. It's a call that belongs to you and your department.

These reflections are not meant to discourage you from consulting the UUP. If you think you are being singled out in a discriminatory fashion, regarding ANY aspect of your job, come and talk to us. It is our job to listen and to advise, whether we can intervene directly on your behalf or not.





**FREE
Educator's Tax
Guides
Still Available**

Educator's Tax Guides are available in the Union office. This guide specializes in publishing tax related materials for those in the field of education, including teachers, administrators, and all academic personnel. A useful handbook, valued at \$16.75, will make tax preparation much easier. In addition to including the most recent changes in the tax laws, it contains a special guide to tax preferred accounts. **Drop by and pick up your free copy, while supplies last, at 104 Old Chemistry.**

Individual Development (ID) Awards

Examples of projects or activities eligible for these awards are: Basic, applied or historical research; Curriculum or instructional material development; Workshop, seminar, internship or course work not covered by the SUNY tuition waiver; Conference participation or attendance; Preparation of material for publication; Grant proposal development; Professional reading or independent study; and other work-related professional development projects or activities.

Applications and additional information on these awards are available in the chapter office and online at www.albany.net/~nysuup. **Applications must be submitted no later than March 31, 2001.** It is anticipated that campus committees will announce awards on or before May 1, 2001. Expenses must be paid up front; receipts are then submitted for reimbursement up to the approved award amount.

**Defensive Driving
Program**

Register Early! Space is limited!

DATES: Tuesday, February 27, 2001 & Wednesday, February 28, 2001

TIME: 6:00 pm to 9:00 pm

COST: Only \$15 per person

PLACE: Student Activities Center, Room 308

WHO: Open to UUP members & their immediate family

HOW TO REGISTER...

Checks should be made payable to "NYSUT Benefit Trust"

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



The Chapter Delegate

Chapter Delegates serve to represent our chapter at the state-wide Delegate Assembly (DA). The DA is the legislative and policy-forming body of this Union. The DA convenes regularly three times a year (Fall, Winter, and Spring). The venue for these assemblies varies from year to year but two of the three sessions are usually in Albany. UUP pays for all of the travel costs associated with the DA's.

Chapter Delegates are elected every two years as a part of the chapter's general election procedures. The number of delegate positions is determined by the size and makeup of the chapter's membership. Currently our chapter is allocated 10 academic seats and 9 professional seats. Ideally, Delegates represent a cross-section of the different departments of the university, and contribute concerns and opinions from a diverse employee population.

Some of the responsibilities of a delegate are to propose programs for legislative action, adopt amendments to the Union's constitution, establish policies for the organization, establish internal committees, and adopt an annual budget (all via the DA). Except for matters decided by referendum, final authority in UUP rests with the Delegate Assembly. Chapter Delegates are also urged to participate in local chapter governance. This is best accomplished by attending periodic Executive Board meetings, committee or task force participation and ongoing communication/interaction with faculty and professional colleagues.

We hope that all UUP members within our chapter will consider serving as a Chapter Delegate. It is an excellent time for all faculty and professionals to more specifically connect with the union to assist and promote our agenda. The next wave of Chapter Delegates will be in an excellent position to help formulate new and improved contract provisions that will commence in 2003. The Chapter office is in Room 104, Old Chemistry bldg. The phone number is 2-6570.

The Fall 2001 Delegate Assembly this October will be held on Long Island!

Dear Bonnie

QUESTION: Are we entitled to see our official personnel file?

ANSWER:

Yes, according to Article 31 found on page 40 of the current UUP contract, an employee shall have the right to examine their personnel file during normal business hours. The College is required to maintain, for official University purposes, an official personnel file for each employee who is subject to the UUP contract. All materials shall be available to an employee for review and response. In no event shall statements which are both unsolicited and unsigned be placed in the official personnel file. Please refer to the contract for more detailed information on what may be appropriately included in your file

(Dr. Bonnie Beck, our UUP Labor Relations Specialist, is available through the Chapter Office to discuss contractually related issues of employment. Please send questions for this newsletter to the Chapter office, 104 Old Chemistry, or via e-mail @ uup@notes.cc.sunysb.edu.)



2001

Payroll Deduction Changes

The following is information regarding tax and deduction changes for the year 2001.

Social Security/Medicare Withholdings
The Social Security tax for the year 2001 is calculated at 6.20% on the first \$80,400 of wages, resulting in a maximum deduction of \$4,984.80. The tax rate has not changed, but there has been an increase in the wage cap for Social Security. The chart below reflects changes in the wage cap for Social Security over a 3 year period.

1999	2000	2001
\$72,600	\$76,200	\$80,400

The Medicare tax for 2001 is calculated at 1.45% of ALL wages. The tax rate has not changed and there is no wage cap for Medicare tax.

Federal Tax Changes

The new Federal Income Withholding tax tables has increased the value of a withholding allowance effective January 1, 2001. This is reflected in your January 3, 2001 paycheck. As a result, you MAY notice a slight increase in your net pay.

Health Insurance

You may notice a change in the bi-weekly Health Insurance payroll deduction. Please check your pay-stub/advice and contact the Benefits Office if you have any questions.

West Campus Benefits Office 632-6150



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. The opinions expressed in articles in the newsletter are those of the author or the Stony Brook Chapter of UUP and are not necessarily the opinions of United University Professions.

Public Announcement from the Employee Activities Council...

February 19, 2001
Atlantic City Trip
Tropicana Hotel and Casino
Cost - \$22.00 per person

Officers	Phone	Email (@notes.cc.sunysb.edu)
President		
John P. Schmidt	2-6570	jschmidt
Vice Presidents		
<i>Professional</i>		
Ed Quinn	2-7275	equinn
<i>Academic</i>		
Michael Zweig	2-7536	mzweig
Grievance Chairs		
<i>Professional</i>		
José Feliciano	2-8069	jfeliciano
<i>Academic</i>		
Joel Rosenthal	2-7493	jrosenthal
Treasurer		
Sally LaForte	2-7129	slaforte
Secretary		
Steve Larese	2-7247	slarese
Committee Chairs		
<i>Membership</i>		
Ed O'Connell	2-9674	eoconnell
<i>VOTE/COPE</i>		
Ed Quinn	2-7275	equinn
<i>P/T Concerns</i>		
Judy Wishnia	751-3810	jjwishnia
Labor Relations Specialist		
Bonnie A. Beck	273-8822 2-6570	

7 hour stay in Atlantic City
 Bus Leaves the Admin loop at 7 am promptly
 Cash back upon arrival \$16.00

Contact Lynn Davis, Procurement, 2-6286 for reservations.
 Only payment reserves seat.

UUP Chapter Office
 Willa Smith 2-6570 wismith
 104 Old Chemistry
 Fax: 632-6571
 Email: uup@notes.cc.sunysb.edu
<http://naples.cc.sunysb.edu/Admin/uup.nsf>

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

The Executive Board meets on Alternate Fridays at 12 noon, and members are encouraged to attend.

**Get on
the Bus!**



TUESDAY, FEBRUARY 13th
 Stony Brook Day at the legislature will be on Tuesday, February 13th. We urge everyone who can to attend this event. It is a good opportunity to meet with legislators and to promote both Stony Brook and SUNY. (Note: State employees attending this event will not be charged the day to their accruals.)
If you are able to come to this event, please call Judy Boudreau at ext. 2-6302. It will be an early event, since the busses will leave from the South P Lot at 6:00 a.m. It is a chance to do something for the university, and we hope you will join us for this worthy trip.



MARK YOUR CALENDARS!
 On **Friday, March 9th**, the UUP Statewide Executive Board will be conducting their monthly meeting here on our campus in the Alliance Room.

This will give UUP employees, from both East and West campus, the opportunity to listen to statewide planning for future actions on your behalf. It will also provide an opportunity, in town hall fashion, for questions or statements on the issues important to you.
 Please don't miss this important opportunity to listen and be heard on matters important to you.



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 Stony Brook, NY 11794-3475