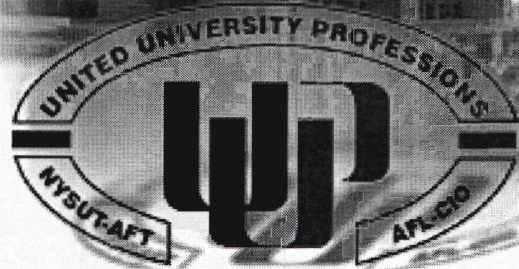


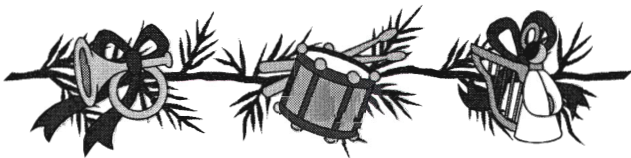
# INSIGHT



NEWSLETTER OF THE STONY BROOK CHAPTER  
OF UNITED UNIVERSITY PROFESSIONS

ISSUE # 01-6

December '01



## UUP Holiday Party

Please join us  
as we come together  
as friends and colleagues to  
celebrate the holiday season.

**Friday**  
**December 14th**  
**3:00 pm to 4:30 pm**  
In the Alliance Room  
*Spirits and lite refreshments served*

**RSVP appreciated**  
**Ext. 2-6570**  
*We hope to see YOU there!*



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*A message  
from*  
**John P.  
Schmidt,  
Chapter  
President**



### WHAT TO DO IN A CHANGED WORLD

President Bush, Governor Pataki and other political officials publicly praise teachers, firefighters, police, health care workers and public employees in general and have labeled them "heroes".

The public, post September 11, realizes more than ever the importance of reliable public services. People now hold government positions in high esteem. These positions provide a continuity and in some cases, security. The current patriotic zeal we're feeling and witnessing provides opportunity to—

- Celebrate public higher education and the work of Stony Brook and what its employees provide.
- Remind the community of the importance of Stony Brook and its link to democracy and free expression. Stony Brook provides the strength and vitality of our democratic way of life. A strong Stony Brook (and SUNY) makes possible our stability and opportunity, and the virtue and aspirations of a nation of free people.
- Engage your colleagues and key UUP officials. Anticipate issues. Develop action plans that put UUP in a positive light.

Our challenge is to think differently in a changed world. Do some "What if..." thinking.

*(Continued on page 3)*

# Seasonal Words of Wisdom

They're written by Andy Rooney, a man who has the gift of saying so much with so few words. Enjoy.....

*I've learned....*

That the best classroom in the world is at the feet of an elderly person.

*I've learned....*

That when you're in love, it shows.

*I've learned....*

That just one person saying to me, "You've made my day!" makes my day.

*I've learned....*

That being kind is more important than being right.

*I've learned....*

That you should never say no to a gift from a child.

*I've learned....*

That no matter how serious your life requires you to be, everyone needs a friend to act goofy with.

*I've learned....*

That sometimes all a person needs is a hand to hold and a heart to understand.

*I've learned....*

That life is like a roll of toilet paper.

The closer it gets to the end, the faster it goes.

*I've learned....*

That money doesn't buy class.

*I've learned....*

That it's those small daily happenings that make life so spectacular.

*I've learned....*

That under everyone's hard shell is someone who wants to be appreciated and loved.

*I've learned....*

That to ignore the facts does not change the facts.

*I've learned....*

That love, not time, heals all wounds.

*I've learned....*

That the easiest way for me to grow as a person is to surround myself with people smarter than I am.

*I've learned....*

That everyone you meet deserves to be greeted with a smile.

*I've learned....*

That life is tough, but I'm tougher.

*I've learned....*

That opportunities are never lost; someone will take the ones you miss.

*I've learned....*

That one should keep his words both soft and tender, because tomorrow he may have to eat them.

*I've learned....*

That a smile is an inexpensive way to improve your looks.

*I've learned....*

That I can't choose how I feel, but I can choose what I do about it.

*I've learned....*

That everyone wants to live on top of the mountain, but all the happiness and growth occurs while you're climbing it.

*I've learned....*

That it is best to give advice in only two circumstances; when it is requested and when it is a life threatening situation.

*I've learned....*

That the less time I have to work with, the more things I get done.



## SAVE THIS DATE! UUP Dinner Dance

Friday

February 15, 2002

7 pm to 11 pm

@ the Port Jefferson Country Club

**\$25 per person**

Includes Dinner, Dancing  
And chances for valuable prizes!

**Come join the fun!  
All are welcome!**

Send/Bring checks payable to UUP  
to the UUP Office, 104 Old Chemistry,  
Z = 3475

**Limited Space—Reserve Early!  
For more info, call ext. 26570**

### Looking for the union label?

If you're looking for products that are union made, you can now buy from a new web site totally devoted to union-made products: [www.buyunionnow.com](http://www.buyunionnow.com).

Union-made flags are just one of 1,000 union-made products available through the Web site. It was launched last spring and demonstrated at the AFL-CIO trades' show. Chris Kuban, who started the company, said it is the first and only company that guarantees that all products sold on its Web site are American-made and union-made.

Each product is accompanied by a list of the unions that organized the products' production facilities. The firm takes orders via a toll-free phone number (866-289-8646), and advertises delivery of the products within days of the online purchase. Kuban said that, with the Web site, companies would be able to see just how valuable union families' buying power really is.

"The more we demonstrate union workers' buying power the more job security we provide for union workers everywhere," he said.

### ATTENTION: PART TIME PROFESSIONALS

The UUP West Campus Chapter Part Time Concerns Committee would like to hear about the issues that concern you in your workplace.

Please contact the UUP office either via e-mail or by phone. In addition, the committee is looking for part-time committee members from both the faculty and professionals. If you are interested in serving on this committee, please contact Committee Chair Judy Wishnia via the chapter office, ext. 2-6570.

Thank you for your participation!  
Your union works FOR YOU!



# Individual Development Awards



This program is designed to support a variety of professional development activities by employees, both full and part time, in the UUP Bargaining Unit. The maximum amount that can be awarded to an applicant for an activity is \$1,000. (Note: up to \$4,000 can be awarded for release time for an individual project). The award period covers activities between September 1, 2001 and August 31, 2002.

Applications and additional information are available in the chapter office and online at [www.albany.net/~nysuup](http://www.albany.net/~nysuup). Applications must be submitted no later than Friday, March 30, 2002. It is anticipated that campus committees will announce awards on or before May 1, 2002. Campus committees must set aside at least 15 percent of their allocation for awards to part-time employees. Expenses must be paid up front; receipts are then submitted for reimbursement up to the approved award amount.

Only one application and one project or activity will be accepted per UUP employee per award period.

*(President's message continued from page 1)*

*Example:* What are the fears and apprehensions of our members and their families and what can we do about it?

*Example:* What if the economy remains flat or gets worse? There may be expectations that our staff and faculty do more in these troubled times.

The Officers, Delegates and committees of your UUP Chapter are here to serve you now and during all times, good and bad. Feel free to call on us.

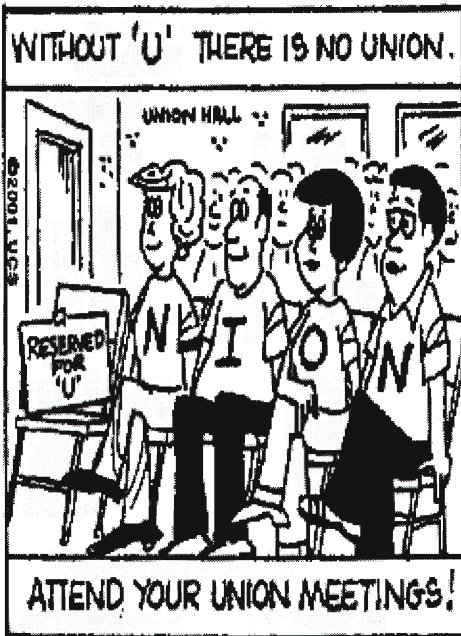
We hope you will also consider participating in activities that serve to support and promote the good work of Stony Brook University employees. Look for details forthcoming about the UUP sponsored Legislative Breakfast and the Stony Brook Day celebration in Albany, co-sponsored by UUP and the President's Office.

Working together works.

**PLEASE NOTE!**  
The statewide office in Albany has announced a new address, as follows:

**UUP**  
**159 Wolf Road**  
**Box 15143**  
**Albany, NY 12212-5143**

Please note that mail without the PO Box will continue to be delivered, but delivery may be delayed.  
Thank you.



# BREAKING NEWS

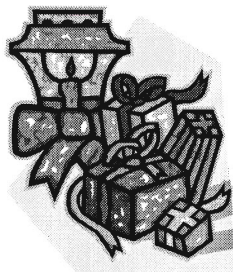
## UUP-Stony Brook West Campus Chapter joins the Long Island Federation of Labor

In a ground-breaking move, our West Campus Chapter of UUP has joined the LI Federation of Labor. This is the first time in twenty years that there has been an affiliation of public higher ed faculty and professionals with the Federation on Long Island. The LI Federation is one of the six centers statewide that together comprise the "New Alliance" of labor unions.

**One immediate benefit of this affiliation is the eligibility of our members to take FREE non-credit, professional development and computer classes.** These classes are forming now and will run after January 1, 2002. They are offered at **no cost** to our active and retired members and their spouses in both Nassau and Suffolk. Stony Brook's own School of Professional Development has been chosen as one of the training providers for the Federation.

For more information on standard offerings and locations, please contact Frank Esposito at: [frank.esposito@sunysb.edu](mailto:frank.esposito@sunysb.edu). To request specialized programs contact Marlene Brennan at [marlene.brennan@sunysb.edu](mailto:marlene.brennan@sunysb.edu).

## HOLIDAY GIFT PROGRAM



For the last 8 years, through the generosity of university employees and students, we have been able to provide holiday gifts to over 3000 children who live near or below the poverty level in Suffolk County. The hidden nature of hunger and poverty makes us less aware of its prevalence in the suburbs but hunger does exist here. Seven years ago, we established a pantry in Pt. Jefferson to help families year round as they struggle to provide nutritionally balanced meals for their families.

We now provide for 600 households a month, translating into over 5000 individuals (half of whom are children under the age of 14). If you would be interested in providing either a gift of clothing or a toy to one of these children during this year's Holiday Gift program, please contact me via e-mail ([mbell@notes.cc.sunysb.edu](mailto:mbell@notes.cc.sunysb.edu)) and I'll send you details. **THANK YOU!** Maryann Bell, Ext. 2-7107



*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.

Officers	Phone	Email
		(@notes.cc.sunysb.edu)

<b>President</b>		
John P. Schmidt	2-6570	jschmidt

<b>Vice Presidents</b>		
<i>Professional</i>		
Ed Quinn	2-7275	equinn

<i>Academic</i>		
Michael Zweig	2-7536	mzweig

<b>Grievance Chairs</b>		
<i>Professional</i>		
Melissa Bishop	2-9893	mbishop

<i>Academic</i>		
Joel Rosenthal	2-7493	jrosenthal

<b>Treasurer</b>		
José Feliciano	2-8069	jfeliciano

<b>Secretary</b>		
Arthur Shertzer	2-8948	ashertzer

<b>Committee Chairs</b>		
<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	jwishnia

<i>Social</i>		
Diane Godden	2-7886	dgodden

<b>Labor Relations Specialists</b>		
Bonnie A. Beck	273-8822	
& Lisa Willis	2-6570	

<b>UUP Chapter Office</b>		
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.

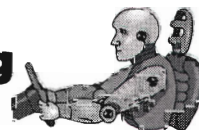
The Executive Board meets on Alternate Tuesdays  
 at 12 noon, and members are encouraged to attend.

## Properly conducted performance reviews pay huge dividends

Employee reviews can either be one of the most powerful management tools in your arsenal — or a morale-sucking waste of everybody's time. It all depends on how the manager conducts the process. Here are some crucial things to remember:

- **Take financials out of the equation.** Too often, performance reviews turn into salary negotiations. Hold two *separate* meetings — one to review performance and set goals; and one to discuss salary concerns.
- **Don't run an assembly line.** A lot of managers hate the review process, so they schedule them all in the same week or even on the same day in order to get them over with. Schedule no more than one review per day, so you have time to cover all the bases, answer questions, preview the future, set goals, and so on.
- **Preview, rather than Review.** Don't get caught up thinking that reviews have to focus entirely on the past — rehashing every right and wrong move the employee made over the last year. Spend the majority of the review time on the future: What do you expect in the coming year? How can we take what happened in the past and apply it to the future? What are your goals, and what are the employee's?
- **Don't compare employees to your "star" workers** in order to motivate them. Employees don't like being compared unfavorably to their peers. Focus on the individual's strengths and weaknesses, without using comparisons.
- **Don't use yourself as an example, either.** As soon as you say, "When I was in your position..." you lose the employee, for the same reasons listed above.
- **Keep personality out of it** unless it relates to work performance. It's unreasonable to expect someone to change their personality. This would indicate that the employee and the company are not a good match. However, if a shift in behavior would positively affect their performance or their relationship with coworkers, the change should be suggested.

## Defensive Driving



Register Early! Space is limited!

**DATES:** Monday, January 21, 2002 and  
 Tuesday, January 22, 2002

**TIME:** 6 p.m. to 9 p.m. each night

**COST:** Only \$25 per person

**PLACE:** Student Activities Center, Room 304

**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

Next class is scheduled for...

**Saturday, March 2, 2002, 10 a.m. to 4 pm..**

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!



UUP Chapter Office  
 104 Old Chemistry  
 SUNY at Stony Brook  
 Stony Brook, NY 11794-3475