



104 Old Chemistry 632-6570 Vol.5, No.1 December, 1986

## CONTENTS

PDQWL Grants - A Look Back.....	1
President's Message.....	2
SUNY Women - A Conference Report.....	3
Retroactive Pay Update.....	3
On Promotion and Tenure - A Report from the Academic VP...4	
A Step in the Right Direction - A Report from the Professional VP.....	5
Teachers Income Tax Guide Available.....	5
Chapter Office Hours.....	5
UUP Membership Application.....	6

## PDQWL GRANTS - A LOOK BACK

Our 1982/85 contract with New York State marked the beginning of a joint labor/management grant program entitled Professional Development and Quality of Working Life (typically called "PDQ") whose main impetus, originally, was to provide a mechanism for SUNY librarians to have the time away from their 11-month contract obligations to meet the Board of Trustees criteria for promotion and continuing appointment. Now, well underway into the 1985/88 contract period, PDQ has been refunded, and up to \$3 million is available to UUP members (see the current issue of The Voice for more information).

We thought it might be interesting to present some data on Stony Brook's PDQ grant recipients from the last contract. Of the close to \$1 million awarded, Stony Brook Main Campus Chapter received \$75,897, broken down into the five grant categories:

Professional Study Leaves - \$23,515

15 requests; 10 approved

Librarian Study Leaves - \$12,881

8 requests; 7 approved

New Faculty Awards - \$26,151

34 requests; 28 approved

Experienced Faculty Awards - \$13,350

59 requests; 28 approved

Group Programs - \$0

2 requests; 0 approved

Application forms and guidelines for 1985/88 PDQ grants will be available soon from the UUP Office and the Department of Human Services.

---

The UUP Chapter Office will be closed as follows:

Wed, Thurs, Fri December 24, 25, 26

Wed, Thurs December 31, January 1

HAPPY HOLIDAYS TO ALL.

INSIGHT is published during the academic year by the Stony Brook Chapter of United University Professions.

Editor.....Janet Steins

#### OFFICERS

President.....William Wiesner  
VP/Academic.....Michael Zweig  
VP/Professional.....

Charles C. Hansen

Secretary.....Aaron Godfrey

Treasurer.....Sandra Burner

Grievance Officers.....

Lee Rosen (Professional)

William Fox (Academic)

Field Reps.....Dawn Hopkins

John Ryan

(516/273-8822)

#### DELEGATES

Academic.....

Michael Zweig

Judith Wishnia

Thomas Liao

David Emmerich

Janet Steins

Aaron Godfrey

John Russell

Shikaripur Sridhar

Professional.....

Sandra Burner

Charles Hansen

Richard Solo

Rhoda Selvin

Karen Weisberg

William Wiesner

#### COMMITTEE CHAIRS

Legislative Action.....

Aaron Godfrey

Social..... Marianne Porpora

Affirmative Action.....

(position empty)

Public Relations.....

Renee Filiatrault

Edward O'Connell

Inquiries, letters and articles for inclusion in INSIGHT should be sent to the Editor, c/o UUP, 104 Old Chemistry, SUSB (632-6570).

UUP is affiliated with NYSUT, AFT and AFL-CIO.

#### PRESIDENT'S MESSAGE

Winter seems hardly the time to be writing our first newsletter of the academic year, but it's better than writing it this spring.

1) We are currently working on a plan with the offices of human resources and affirmative action to guarantee consideration of current employees for professional positions before consideration of outside applicants. Part of this effort is the developing of a skills bank so that employees may be directly notified if they have the skills and experience for a newly posted position. The committee has agreed that once we have completed our initial task of designing this simplified, yet effective, promotion system for the campus, consideration of internal candidates can begin as soon as possible. We expect a working plan to be distributed to the campus shortly after New Year's Day.

2) Guidelines for the disbursement of Professional Development and Quality of Working Life funds should be available in the Union Office by the time you receive this newsletter. Individuals should apply for money to aid in professional development: this includes travel to professional meetings, coursework, funding for projects, etc. I'm planning on requesting money to study the effect of long hours of rest in a semi-tropical climate on the Psyche of an educational administrator.

3) We have a new field rep who, as a result of Albany's wisdom, is here full time on a part time basis. John Ryan is his name, and I think we're lucky to have him. If you're having problems interpreting our still invisible contract, give John a call at the UUP office (2-6570).

4) Aetna is our new alternative to TIAA/CREF for IRAs. They will be scheduling a meeting on campus in late January or early February. In the meantime you may wish to call Tony Izzo from Aetna at 212/912-3061.

continued on next page

**PRESIDENT'S MESSAGE**  
continued

5) We have been very active trying to make the campus a safer place to live, learn and study. I believe that our complaints about asbestos in several buildings, and the Lecture Center fire, have resulted in a safer environment. However, I am not confident that potential dangers are being sought out as assiduously as they might be. If you know of any potential environmental hazard, please tell us so we can go to work on correcting the problem.

6) Many of you have indicated a wish to prepay union dues for 1987. So far, this is not possible, and it looks to me like the folks in Albany may have decided that it was too much trouble to convince the state to go along with it.

7) Happy Holidays and much Joy!!!

**SUNY WOMEN; PAST TRIUMPHS,  
PRESENT NEEDS, FUTURE GOALS**  
By Karen Weisberg

A SUNY conference on women's issues was held in Buffalo from November 13-15, 1986. It was significant that over 300 people from around the state attended to learn, meet, and take action. Stony Brook sent a delegation of 14, funded from various sources including UUP and the President's Office. Statewide UUP was a co-sponsor and involved participant.

Women from all aspects of campus life attended: students, classified staff, professional staff, faculty, and administrators. We all worked hard during the three days to understand each other's problems, and there was a great deal of networking and creative energy displayed.

Stony Brook, as well as other delegations, held local meetings in advance and arrived with resolutions in hand. These

were consolidated into seven broad resolutions that we hope will help the SUNY Central Administration focus on current and significant women's issues. The specific areas identified were: Equity, Day Care, Non-traditional Students, Gender and Ethnic Stereotyping of Majors, Health and Safety, and Women's Studies. The conference established an Oversight Committee with a specific mandate to monitor these substantive resolutions and be sure some action is taken to deal with them.

We hope this is the beginning of a process through which the women of this University have the opportunity to participate in resolving some pressing and long-standing issues.

**RETROACTIVE PAY**

A recent memorandum from UUP's central office announced that UUP and the Governor's Office of Employee Relations have agreed on a solution to the particularly difficult problem of underpayment of people on the 21-pay period mode. As you may know, these people received approximately 3.8% retroactive money instead of the expected 4%. At the same time, all other employees in the bargaining unit received more than 4%.

The settlement provides for the following:

a. 21-pay period people will receive the difference between their payment of approximately 3.8% and 4%.

b. There will be no attempt to recapture the alleged overpayment to the other individuals in the UUP unit.

c. The money for the underpayment (which is much less than the amount of overpayment to our people), will be taken from unexpended Joint Continuity of Employment Committee Funds.

## ON PROMOTION AND TENURE

By Michael Zweig,  
Vice President for Academics

Tenure and promotion are among the most important and sensitive elements of terms and conditions of employment for academic employees. In this report, I want to explain the role of the union in these matters.

The union contract between the UUP and New York State incorporates the Policies of the SUNY Board of Trustees concerning the basic criteria and procedures for promotion and tenure. The union does not get involved in the substantive evaluation of candidates, and never takes a position whether an individual deserves tenure or promotion on merit.

The union does protect faculty members in three important ways, each spelled out in the contract:

a) If there are procedural violations in the tenure/promotion review leading to an adverse decision, the union will represent the faculty member in a grievance, according to the grievance procedures spelled out in the contract. If successful, the grievance will result in a repeat evaluation.

b) The contract specifies that written evaluations and/or recommendations of a candidate "prepared by an immediate supervisor, Department Chairperson, Dean, Vice President, or other persons serving in a supervisory capacity" in connection with reappointment "shall be sent to the employee at the time they are prepared" (Article 31.1.a). Last year the union won a grievance when a faculty member objected that s/he had not been allowed to see such letters until the entire file had reached the campus President's office. Although the campus was following its own guidelines,

these were found to contradict the contract. Each candidate has the right to see supervisors' reports in a timely manner, and has the right to enter rebuttal into the file before misinformation can be compounded, ingrained, and made irreversibly damaging. This procedure is now followed at Stony Brook, to the advantage of our faculty and the institution.

c) If all faculty committees support the tenure of a candidate, but the administration overrides those views, the contract gives the candidate the right to ask for a special Chancellor's Advisory Committee, composed of three faculty members, which shall review the substance of the case and recommend to the Chancellor (Article 33). The committee is composed of one appointee by the candidate, one by the campus President, and a chair selected by the two appointees from a predetermined list approved for the purpose by the union and the campus administration.

The most recent, but by no means the only, example of an Article 33 review at Stony Brook is the Dube case. When President Marburger overrode the recommendation of his department and the PPC, Professor Dube asked that a Chancellor's Advisory Committee be constituted. That committee recommended unanimously that Dube be granted tenure. Incredibly, last spring Chancellor Wharton refused to accept the recommendation, but made no decision himself. He ordered another panel to be constituted, claiming that the confidentiality of the first committee's work had been violated after it submitted its recommendation. A second committee has now completed its work and we await the Chancellor's decision.

continued on next page  
page 4

## A STEP IN THE RIGHT DIRECTION

By Charles C. Hansen, Vice  
President for Professionals

The SUSB administration, not the union, has taken a step in the right direction and has been the first, as far as I know, to recognize those who served our nation during some very trying times. We who served this university during those trying years of demonstrations and unrest, the 1960's, realize that this recognition will not go without some objectional remarks. But, nevertheless, the time has come to recognize those who made it all possible.

Those who served, in most cases, were not in love with the idea of leaving their homes and being put into situations they will never forget. I for one know first hand that there is no feeling like being in a combat situation for the first time. The people who endured those times are the people who are now the fighters for PEACE ON EARTH. As our State Assemblyman, Mr. Behan, stated, "the recognition is for the warrior, not the war."

The union, our union, has never recognized the veteran. Every other union in our state has made it a point to give the veteran the rights due them. Our union fights for every other right known, but when it comes to the needs of those who have served, it turns a deafened ear.

For years I have tried to obtain those rights accepted as a normal course of events in other unions in the state. I have been given promises, but when the time comes to deliver, they have been withdrawn. I often wonder how the very same people would react in the situations veterans went through. There are those who feel the only way to gain is to cause unrest and violence. Then they talk of peace. These are very sick people.

I believe our university has taken the first step in paying the respect due to the heroes of our nation, those who never came back. Their voices should not be forgotten. Their dreams must be our dreams. It is a rare occasion when I want to give credit to the administration. I take my hat off to them, and thank them for their STEP IN THE RIGHT DIRECTION.

I want to take this opportunity to wish all of you the happiness of the season.

### "TEACHERS INCOME TAX GUIDE" AVAILABLE SOON

The UUP chapter office has ordered one hundred copies of this 71-page publication from NYSUT's Member Benefits Department. It is designed specifically for teachers and school related personnel, and lists 26 changes in the tax code that directly affect us in our deductions. The guide will be distributed to department reps on campus, and will also be available for consultation in the chapter office, 104 Old Chem. Watch for it, or call the chapter office at 2-6570.

### ON PROMOTION AND TENURE, cont.

Should any of you have a question or concern regarding your promotion or tenure review, I urge you to contact me, Bill Wiesner or academic grievance chairperson William Fox. We can help you understand your rights and options under the contract.

### CHAPTER OFFICE HOURS, ETC.

The UUP chapter office, located in 104 Old Chem is open daily from 9 AM to 2 PM. Jo Ann Weitzner is our very capable office administrator, and she can be reached at 2-6570 (and on All-in-One in the near future - watch for more information on this).

Last Name \_\_\_\_\_ First Name \_\_\_\_\_ Initial \_\_\_\_\_ Position Title \_\_\_\_\_ Social Security No. \_\_\_\_\_  
 Street Address \_\_\_\_\_ City, State, Zip \_\_\_\_\_ Line No. \_\_\_\_\_ Campus \_\_\_\_\_ Department \_\_\_\_\_

**Payroll Deduction Authority for UUP Membership**


TO THE COMPTROLLER OF THE STATE OF NEW YORK

I am a member of or apply herewith for membership in United University Professions, and HEREBY AUTHORIZE YOU to deduct from my salary and to pay over to United University Professions on a biweekly basis the amount of \$ . . . . . to pay for my dues in said organization. Such authorization is made in accordance with the provisions of Section 6a of the Finance Law. You are further authorized to make any adjustments in said deduction as may be certified to you from time to time by UUP. I hereby authorize the United University Professions to act as my exclusive representative for the purposes of collective bargaining and in the administration of grievances. I understand that this order may be revoked at any time by written notice to you to discontinue deductions for membership dues.

▲ **BE SURE YOU HAVE SIGNED THIS CARD And Mail to UUP, 159 Wolf Road, Albany, N.Y. 12205**

Annual membership dues in United University Professions are one percent of employee's basic annual salary for employees at or above the minimum salary negotiated for the bargaining unit; nine-tenths of one percent of employee's annual salary for employees earning less than the minimum salary negotiated for the bargaining unit; to a maximum of \$551. Biweekly UUP dues deduction can be computed by dividing total yearly UUP dues by 21 or 26 depending on employee's schedule.

Signature

Rev. 9-86 

**BENEFICIARY CARD**

**UNITED UNIVERSITY PROFESSIONS GROUP LIFE INSURANCE PROGRAM**

FULL NAME OF MEMBER (LAST NAME FIRST)	<input type="checkbox"/> MALE <input type="checkbox"/> FEMALE	DATE OF BIRTH	SOCIAL SECURITY NO. OF MEMBER
FULL NAME OF BENEFICIARY (LAST NAME FIRST)	RELATIONSHIP	MEMBER'S CAMPUS	
SOCIAL SECURITY NO. OF BENEFICIARY			

**RETURN TO:**  
**UUP**  
**159 WOLF ROAD**  
**ALBANY, NEW YORK 12205**

\_\_\_\_\_  
 SIGNATURE DATE

\_\_\_\_\_  
 ADDRESS

\_\_\_\_\_  
 CITY STATE ZIP CODE



104 Old Chem  
 SUNY  
 Stony Brook NY 11794

