



INSIGHT

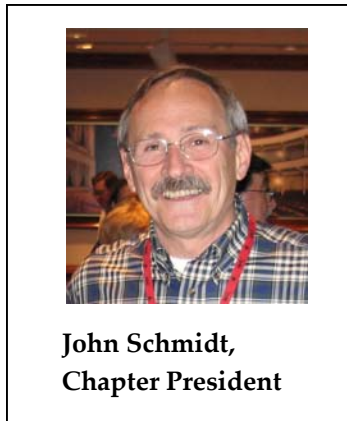
VOLUME 6
MAY 2009
UUP LOCAL 2190

Newsletter of the **Stony Brook West Campus Chapter** of United University Professions

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FAREWELL MESSAGE



**John Schmidt,
Chapter President**

When I was elected to the post of Stony Brook Chapter President ten years ago, some of the headlines included: the tragedy at Columbine, the Clinton impeachment trial, the war in Kosovo, the untimely death of JFK Jr., and anxiety regarding Y2K.

Closer to home, UUP members overwhelmingly ratified a 1999-2003 contract providing salary increases totaling 12.5 percent over the life of the agreement. The State announced a \$110 million SUNY budget deficit and Robert King was named Chancellor by the SUNY Board of Trustees.

When I assumed the presidency in 1999, my primary concern was the level of union engagement as demonstrated (or not) by our faculty and professionals. I set out to motivate our members by drawing specific attention to constituency concerns;

academics, professionals, part-timers, affirmative action and diversity, social functions, and health and safety. As I took over the reigns of leadership, I had six close UUP stalwarts ready, willing and able to assist. They were Bill Godfrey, Mike Zweig, Ed Quinn, Jose Feliciano, Ed O'Connell and Joel Rosenthal. They were with me from the first day of my presidency. They assisted me in launching a new Chapter culture. Their professional manner and demeanor enabled me to brainstorm many ideas which later became Chapter operating practices. Their encouragement was vital as I set out on new and uncharted waters.

In 1999, the Union office was not a very pleasant place to visit, let alone work. The carpet was threadbare, the furniture was classic "Department of Correction", the ceiling tiles were either soiled or missing and the windows were so dysfunctional that we had to stuff paper towels in the gaps to keep from falling below 40 degrees. The office so compared with the outdoors, that a mother squirrel nested in one of the windows and gave birth to her family.

Our award winning newsletter, INSIGHT, had its transformative age under the hand of my Chapter Assistant Willa Smith.

Continued on page 2



FAREWELL MESSAGE CON'T

she also assisted me in transforming the physical surroundings at 104 Old Chem. While not a UUP member at the time (she is now), she was my "right hand" at a time that I needed it most. She was also around to see that squirrel's nest (and even named the squirrel "Sweeney" after AFL-CIO president, John Sweeney).

The headlines today are fully consumed with the failing economy and the commensurate impact on the State Budget. Closer to home, UUP members overwhelmingly ratified a 2007-2011 contract providing salary increases totaling 13 percent over the life of the agreement. The SUNY budget deficit came in at \$ 148 million and Nancy L. Zimpher was named Chancellor by the SUNY Board of Trustees.

Closer still, Arty Shertzer has become your ninth Chapter President effective June 1. During his tenure as Vice president for Professionals, he became totally immersed in the workings of the union both locally and in Albany. I am certain that he will step into the presidency role "running" and will continue the "open door" policy of this office. Corinne Burns and Lisa Willis (our two employees) will continue to provide top-notch service in Chapter operations and labor relations. I thank them for keeping me focused.

Our Chapter membership has increased by 44% since 1999. Today, it is vital and vibrant. We have committees and work groups addressing all of the constituency concerns that were identified ten years ago. In fact, we are the envy of the UUP statewide. I leave the Chapter presidency with pride and satisfaction knowing that service to the membership remains Job # 1.

Transformation could only have taken place with enthusiastic and committed support from many dedicated members. Many of them will continue the hard and often unappreciated work that characterizes their "behind the scenes" involvement. Dan Kinney, Charlie McAteer, Pam Wolfskill and Ed O'Connell deserve my special thanks for elevating outreach to new levels, unsurpassed by any other Chapter. Our Social Committee headed up by Willa Smith has provided warm and relaxing forums to enable us to temporarily put aside the pressures of our work day.

To all others, I say thank you for your hard work and commitment to the ideals of unionism. I was able to stand on your shoulders for the betterment of UUP and Stony Brook.

In solidarity (now and always),

John Schmidt

NOTEWORTHY

Kudos to Professional delegate, Willa Smith, on her being named the 2009 recipient of the Deborah C. Hecht Award. This honor is bestowed by the School of Professional Development in recognition of her Masters thesis entitled "Strategies for Ensuring Success in Small Business".

Her paper was submitted by her advisor, Dr. Clifford Huffman. The criteria for selection was based on excellence in research, style, insight and complexity of topic.

Willa will be presented the award at the SPD commencement ceremony in May. Willa is a Senior Certified Business Advisor and Marketing Coordinator in Stony Brook's Small Business Development Center.



Kudos to Pam Wolfskill (left) who was awarded two UUP Journalism Awards for Chapter Newsletter and Website. Kudos to Judith Wishnia (right) who won an award for Best Article. Pam and Judy received these awards from UUP Sstatewide President, Dr. Phil Smith, at the Spring Delegate Assembly in Albany.

SPINNING FICTION FROM FACTS...

A CALL TO ACTION



Arthur Shertzer,
Vice President for Professionals

Now that the state budget is passed, we have seen varying commentary from University President, Dr. Shirley Strum Kenny, from SUNY's Associate Chancellor [name] and from our own UUP President Philip Smith. Interestingly, no one seems to provide a clear picture, as the UUP view seems at odds with the SUNY view and President Kenny's view.

We are struggling, while leaders seem to be throwing numbers around which boggle the mind. President Obama talks about deficits in the TRILLIONS. Governor Paterson talks about billions, and we try to gauge the millions of dollars that provide for SUNY and our campus. What is the bottom line for us at Stony Brook? In Labor Management meetings, we have been told that the academic program will remain intact. That is seemingly good news, yet we recently have learned that the Assistants to Chairs have been told that, within the College of Arts and Sciences, departmental goals are now in place that

fall well below the money needed to keep those programs intact. So what is the truth? What will that truth mean to the Professional ranks?

As I see it, *our* truth lies solely in the stories and experiences our members share with us. It is incredibly important that **you** talk to us over the coming weeks and months to let us know what is happening. We bring issues to Labor Relations, but unless we have facts that illustrate what is being done in each and every department, we cannot effectively address any cuts, non-renewals, budget shortages.

The time to wait and see is over. We, the elected and appointed union officers and delegates will work tirelessly to maintain our workforce and program. I can promise you that we will do anything and everything we can, but without your support and communication, we can do little.

Please join us in our efforts to keep our workforce whole. You can contact us through e-mail, by phone or in person. We are happy to come and meet with you singly, or in groups. Be assured that anything you tell us will be used only in the manner you desire it to be, with respect to your level of comfort. Let's make every effort to look out for all of our members, faculty and professional, full- and part-time, and work together to see our campus through this challenging phase.

ACADEMIC COUNCIL

Submitted by Daniel Kinney,
Vice President for Academics

The Academic Council is an informal group that discusses issues of interest to academics at Stony Brook. The council has existed for several years and was started by Michael Zweig during his tenure as Vice President for Academics. Some of the topics discussed recently include a proposal to establish the rank of senior lecturer, retrenchment, review standards for term faculty at the College of Business, and the concerns of part-time faculty. All academics who are UUP members are welcome to attend council meetings. Lunch is provided by UUP. New faculty in particular can benefit from participating in council discussions and from the knowledge and experience of its members, especially in the difficult times ahead. The next meetings of the Academic Council is scheduled for noon on May 6 in the Women's Studies Colloquium Center. Anyone interested in being placed on the mailing list is welcome to contact me.

The Academic Council also sponsors a series of programs called "Front Page Discussions." Past programs include a talk on intellectual property rights, "Workplace Bullying and Healthy Workplace Legislation," "On the Razor's Edge: A Forecast of the Obama-McCain Race," "Unexpected Events and the End of Empire: 9 A.D. and 9/11," "Border Witnesses," and Herstory Writers Workshops. The UUP website contains information on chapter events. Please visit www.uupsbu.org for a line up of Fall 2009 programs.

UUP ELECTION RESULTS

**UNITED UNIVERSITY PROFESSIONS
OFFICIAL 2009 ELECTION REPORT
STONY BROOK CHAPTER
(40805)**

SUMMARY PAGE

- | | |
|------------|---|
| 01/01/2009 | • Membership certification date. |
| 01/05/2009 | • Date notice of election and call for nominations mailed to home addresses of chapter members. |
| 02/04/2009 | • Date nominations closed. |
| 03/12/2009 | • Date ballots mailed to home addresses of chapter members. |
| 04/15/2009 | • Date ballots due at the UUP Administrative Office in Albany. |
| 04/16/2009 | • Date ballots counted. |

Academic Returns:


- | | |
|-----|---|
| 174 | • Academic Returns: |
| 0 | • Number of invalid control envelopes and reasons invalid: |
| 0 | • Non-eligible voter. |
| 0 | • Other. |
| 174 | • Number of valid control envelopes. |
| 5 | • Number of invalid ballots and reasons invalid: |
| 0 | • Not in sealed inner envelope (secrecy compromised). |
| 5 | • Secrecy compromised by voter (e.g., ballot envelope or ballot signed, initialed, etc.). |
| 0 | • Other. |
| 0 | • Number of blank ballots. |
| 169 | • Number of valid ballots. |

Professional Returns:

- | | |
|-----|---|
| 331 | • Professional Returns: |
| 0 | • Number of invalid control envelopes and reasons invalid: |
| 0 | • Non-eligible voter. |
| 0 | • Other. |
| 331 | • Number of valid control envelopes. |
| 9 | • Number of invalid ballots and reasons invalid: |
| 0 | • Not in sealed inner envelope (secrecy compromised). |
| 9 | • Secrecy compromised by voter (e.g., ballot envelope or ballot signed, initialed, etc.). |
| 0 | • Other. |
| 0 | • Number of blank ballots. |
| 322 | • Number of valid ballots. |

Election results are listed in descending order of votes received. Winners are designated by an "X" except for delegates. Delegates are listed in rank order of votes received; tie votes are listed in rank order as determined by lottery.

We certify that this election was conducted in accordance with the UUP election procedure and that this report constitutes the official election report. Ties were resolved by lot. The term of office for each position is from June 1, 2009 through May 31, 2011.



 David H. Kreh
 Co-Chair, Elections and Credentials Committee



 Robert E. Rees
 Co-Chair, Elections and Credentials Committee



 Eileen Landy
 Secretary

Tellers: Edward J. Alfonsin, Michael J. Barclay, Brian R. Betz, Margaret A. Bryan, Christine E. Bulson, Nuala McGann Drescher, Carol Gizzi, Allen D. Gordon, David H. Kreh, Bruce T. Kube, Carolyn S. Kube, Eileen Landy, Katherine L. Latal, Irene Maffettore, Robin R.I. Nichols Jr., Robert E. Rees, Nand K. Relan, Maxwell M. Ruckdeschel, Arthur M. Shertzer
 Note: No teller worked on his/her Chapter's elections.

UNITED UNIVERSITY PROFESSIONS
OFFICIAL 2009 ELECTION REPORT
STONY BROOK CHAPTER
(40805)

PRESIDENT AND DELEGATE

	Total	
Shertzter, Arthur M.	406	X
Wolfskill, Pamela E.	5	
McAteer, Charles F.	4	
Feliciano, Jose L.	2	
Schmidt, John P.	2	
Burris, Pam	1	
Davis, Lynn A.	1	
Holliday, Robert E.	1	
Laskowski, Richard F.	1	
Madonia, John A.	1	
Myers, Frank E.	1	
Pennucci, Joseph D.	1	
Quinn, Edward H.	1	
Zweig, Michael	1	
Senk, Matt - Ineligible	1	

VICE PRESIDENT FOR ACADEMICS AND DELEGATE

	Total	
Kinney, Daniel W.	132	X
Segal, Jeffrey A.	1	

VICE PRESIDENT FOR PROFESSIONALS AND DELEGATE

	Total	
McAteer, Charles F.	260	X
Wolfskill, Pamela E.	3	
Schmidt, John P.	2	
Quinn, Edward H.	1	
Smith, Willa L.	1	
Wozniak, Maureen	1	
Wrigley, Charles A.	1	

SECRETARY

	Total	
Pappas, Dawn M.	235	X
Shackelford, John W.	162	
Brennan, Marlene	1	
Huddy, Leonie F.	1	

TREASURER

	Total	
Hoynos, Germaine M.	361	X
McAteer, Charles F.	3	
Smith, Willa L.	3	
Butt, Bushra R.	1	
Sanderson, Warren C.	1	
Stutz, Anthony R.	1	

PART-TIME CONCERNS REPRESENTATIVE

	Total	
Randall, Warren	229	X
Lentini, Salvatore	166	
Hinely, Susan D.	1	
Semansky, Chris	1	

ACADEMIC DELEGATE

	Total	
Wishnia, Judith	134	01
Zweig, Michael	132	02
Godfrey, Aaron W.	131	03
Marker, Gary J.	123	04
Fouon, Georges E.	115	05
Wishnia, Arnold	114	06
Kinney, Daniel W.	107	07
Lentini, Salvatore	97	08
Torre, Frank J.	97	09
Maynard, David	92	10
Schneider, Stephen Z.	88	11
Hinely, Susan D.	9	12
Laskowski, Richard F.	9	13
Schierhorst, Gisele	3	14
Deutsch, Dale G.	1	15
Lebo, Matthew J.	1	16
Lahav, Gallya	1	17
Rubin, James H.	1	18
Wolfskill, Troy A.	1	19
Weymouth, Daniel Allen	1	20
Moraghan, Robert	1	21
Hart, James - Ineligible	1	
Lavine, Howard - Ineligible	1	

UNITED UNIVERSITY PROFESSIONS
OFFICIAL 2009 ELECTION REPORT
STONY BROOK CHAPTER
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PROFESSIONAL DELEGATE

	Total	
Schmidt, John P.	224	01
O'Connell, Edward J.	205	02
Quinn, Edward H.	204	03
McAteer, Charles F.	182	04
Shertzter, Arthur M.	177	05
Smith, Willa L.	176	06
Wolfskill, Pamela E.	176	07
Feliciano, Jose L.	165	08
Baldwin-Bello, Diane L.	164	09
Randall, Warren	149	10
Ecker, David V.	142	11
Pappas, Dawn M.	137	12
Koridis, Nicholas	129	13
Brennan, Marlene	128	14
Wrigley, Charles A.	117	15
Shackelford, John W.	105	16
Hart, James L.	104	17
Wozniak, Maureen	97	18
Wolfskill, Hilary M.	93	19
Yoshino-Hempel, Yumi	89	20
Hansen, Charles C.	88	21
Margolies, Amy J.	81	22
Gaugler, Nancy L.	74	23
Butt, Bushra R.	65	24
Logiudice, Dominick	56	25
Larese, Stephen	54	26
Holliday, Robert E.	1	27
Williams, Megan A.	1	28
Madonia, John A.	1	29
Unger, Adrienne C.	1	30
Tobachnick, Barry L.	1	31
Redo, Diane	1	32
Wolfskill, Troy - Ineligible	1	

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David H. Kreh
Co-Chair, Elections and Credentials Committee

Robert E. Rees
Co-Chair, Elections and Credentials Committee

Eileen Landy
Secretary

Date: April 18, 2009

2

We certify that this election was conducted in accordance with the UUP election procedure and that this report constitutes the official election report. Ties were resolved by lot. The term of office for each position is from June 1, 2009 through May 31, 2011.

David H. Kreh
Co-Chair, Elections and Credentials Committee

Robert E. Rees
Co-Chair, Elections and Credentials Committee

Eileen Landy
Secretary

Date: April 18, 2009

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THE ATTACK ON PUBLIC UNIVERSITIES

by Judith Wishnia, Retiree

A critique on Christopher Newfield's book Unmaking the Public University: The Forty Year Assault on the Middle Class (Harvard University Press) 2008.

Public universities all over this country, including our own SUNY, face enormous budget cuts and increased tuition for students. Christopher Newfield of the University of California at Santa Barbara, makes a compelling case that the financial and political crises of public universities are the result of a forty year conservative campaign to end public education's democratizing influence on American society, and that the chronic underfunding of public higher education has gone hand-in-hand with the debasing of the middle class.

Historically, public higher education entered a "golden age" after World War II. The G.I. Bill and the introduction of Pell grants enabled millions of young Americans of all class backgrounds to benefit from higher education. The Civil Rights movement and introduction of affirmative action programs allowed even more students of diverse backgrounds to join what the author calls the "college-educated middle class." State universities all over the country opened new branches and expanded their community colleges until, by 1995, 80% of college students attended public universities.

The emergence of a newly-educated diverse class of students who frequently advocated social change frightened powerful conservative interests. Coupled with an economic attack on the middle class and the decline of real wages, they began their assault on public higher education. Their retaliation began with the culture wars of the Reagan years, attacking Black Studies, Women's Studies, ethnic studies and demonizing affirmative action. Even humanities and social sciences were denigrated as frivolous or useless, and so became (and remain) underfunded.

"Big government" was portrayed as detrimental to private enterprise and the federal government curtailed its contributions to the states. States, in turn, contributed less and less to their universities. Seeking alternative funding, universities turned increasingly to corporations -- especially those involved in medicine, pharmaceuticals and technology -- for financial support. Teaching and research became geared more toward reaping results with potential to maximize corporate profits rather than toward creating a thinking citizenry. Further, while conservative interests wanted the knowledge and research generated by the colleges to benefit the profits of large corporations, they did *not* want the workers generating this knowledge to be in any measure of control.

Universities adopted the corporate model of management. Full-time faculty positions, especially those with potential for tenure, have been replaced by part-time positions that are paid less, and hired and fired at will. Needless to say, unions have largely been discouraged from coming on campuses. Corporations happily benefit from research that is substantially funded by the federal government (taxpayers) and performed by an army of poorly-paid professors and graduate students, minimizing their own research and development costs and maximizing their shareholders' profits.

The campaign against the universities did not stop with lower funding. After September 11, 2001 there have been increased attacks on individual faculty as being too "left", as unpatriotic. David Horowitz served as a stalking horse for this campaign, attacking classroom teachers and demanding hiring of right-wing conservatives to create a tableau of "fairness". Scholarly examination of controversial topics has been suppressed. Even quantitative scientists did not escape: those who warned of global warming were ridiculed and stem cell research was curtailed.

So here we are now. The middle class is eroding into the pit of unemployment and universities face even more cuts and tuition increases that will restrict access to students across a full range of socioeconomic diversity. Newfield ends his book with the following statement: "For better or worse, the university has become increasingly responsible for imagining progress for the whole of society. Intellectually, at least, it is up to the task. But if it is to succeed, it will need a renewed financial base and a new confidence in its public mission." Yes!

CRUCIAL CONVERSATIONS AND NEW HABITS

By Edward J. O'Connell,
Professional Grievance Officer

In looking back over eight years as Professional Grievance Officer, I am still amazed at how important our professional communication abilities are. It is said that great careers begin with great communication skills, but I would add that a real kick-starter would be how you handle yourself when you have a crucial conversation with someone. I know what you are thinking: "Ed is reading a new book," and you would be exactly right. The name of that book is "Crucial Conversations – Tools for talking when the stakes are high" by Kerry Patterson, Joseph Grenny, Ron McMillan and Al Switzer. So, how do you handle *your* crucial conversations? First, a definition: crucial conversation is a discussion between two or more people where 1) the stakes are high, (2) opinions vary, and (3) emotions run strong. Topics could range widely:

- Approaching a supervisor regarding an increase in pay due to an increase in duties and responsibilities because of current budget issues or let's say someone has left the group and you have taken over all their job duties.
- Approaching a supervisor about an overdue Performance Program or an overdue Performance Evaluation.
- Talking to a co-worker who behaves offensively or makes suggestive comments.
- Giving the boss feedback about his/her behavior .
- Talking to a colleague who is hoarding information or resources

You fill in your own issues

As your Professional Grievance Officer I want to encourage all our professionals to use the resources that are available to you at UUP in

order to help you deal with any crucial conversations that you want to have. All Grievance Officer business is strictly confidential and also know that I do not do this work alone but rely heavily upon our NYSUT Labor Relations Specialist, Lisa Willis. Lisa has been working at SBU as our Labor Relations Specialist for over ten years and she certainly knows how to prepare and coach anyone to have that crucial conversation they must have.

Keep in mind stakes are high, there are differences of opinions and emotions run strong. Those are three very good reasons why having a crucial conversation with a supervisor or a friend/colleague are always avoided. The problem is that these delayed crucial conversations do not go away but they continue to drag on and do not resolve themselves. So in the end the professional is stuck in a gridlock situation which just provides more undesired stress to the SBU "everyday."

Probably my biggest take away lesson from the book "Crucial Conversations" leads me to a favorite habit regarding listening that is talked about by Steven Covey's book "7 Habits of Highly Effective People" in Habit #5: Understand to be Understood.

It comes down to the idea that when we listen with the intent to understand others, rather than with the intent to reply, we begin true communication and relationship building.

Opportunities to then speak openly and to be understood come much more naturally and easily. Seeking to understand takes consideration; seeking to be understood takes courage. Effectiveness lies in balancing the two.

Part of this listening equation will hopefully lead to some open space where the conversation is not simply focused on my way or your way, but a

third way that is better than either of us would come up with individually. It's the fruit of respecting, valuing and even celebrating one another's differences. It's about solving problems, seizing opportunities, and working out differences – not through compromise ($1 + 1 = 1.5$), nor even by cooperation ($1 + 1 = 2$), but by creative cooperation ($1 + 1 = 3$ or more).

My Last Touch: Benjamin Disraeli (British Prime Minister) put it best when he said: "The art of conversation consists of the exercise of two fine qualities: you must originate and you must sympathize; you must possess at the same time the habit of communication and the habit of listening. The union is rare, but irresistible." Looking toward the future, I want the membership to know that your newly elected SBU Chapter leaders are eager to listen to what you have to say. So, let's agree to start having those crucial conversations on campus and perhaps the best place to start will be among ourselves.



Ed O'Connell, UUP Professional Grievance Officer uses a drum circle as a form of listening.



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The Chapter Office is open Monday through Friday, 9:00 a.m. to 3:00 p.m.

The Executive Board meets on the third Tuesday of the month at noon. All members are encouraged to attend. Please contact the Chapter Office for exact meeting date and time.

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.

Visit our website at www.uupsbu.org

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Your Opinion Counts! Have a comment about an article you've read in **INSIGHT**? We strongly encourage letters to the editors about union, campus, and University issues, politics, and other membership concerns. Letters must include the writer's name and daytime phone number. Please email us at uup@stonybrook.edu or by campus mail.