

# INSIGHT



NEWSLETTER OF THE STONY BROOK CHAPTER  
OF UNITED UNIVERSITY PROFESSIONS

ISSUE # 4

February

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The Chapter office will be open daily from 9:00 to 3:00 Monday through Friday. The Executive Board meets on Alternate Thursdays at 12 noon, and members are encouraged to attend.

## THE UUP TAPESTRY

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

**Y**our UUP agenda for 2000 includes opportunities for individual participation in union/university business, political action, community outreach and social interaction with faculty and professional staff colleagues. Given a choice, most of us would opt only for the "feel good" activities and leave the more work type functions to the interest of others. Nevertheless, those of us active in UUP matters try to balance all of the demands on our discretionary time for union activism with opportunities for rest and relaxation. Frankly, the more participants we have, the lighter and easier the load on any one individual. What follows is a short list of events/issues in the coming weeks for your individual consideration. The proportion of participation from our membership is our only measuring rod of success. Please participate!

**February 8 (Tuesday) Stony Brook Day in Albany** - UUP and the university are co-sponsoring this annual trip to the State capital. Join colleagues, graduate and undergraduate students, President Shirley Strum Kenny and other Stony Brook officials for a day of appointments with many of our State Senators and members of the State Assembly. We will leave from South P lot at 6:00 a.m.

We will provide qualitative and quantitative measures of the academic excellence at Stony Brook and throughout SUNY. A reception will be held at the end of the day and we will return to the campus at approximately 9:00 p.m. Please call Judy Boudreau at Ext. 2-6302 to reserve a seat on the bus. Briefings will be scheduled prior to the trip.

**February 11 (Friday) Annual UUP Dinner Dance** - Join your Stony Brook colleagues for an evening of relaxation. The festivities begin at 7:00 p.m. Dinner for members and guests is \$20 per person (non-members \$40). Departmental table reservations are encouraged. Dancing until 11:00 p.m. This has been a traditionally successful and fun event for all UUP members. Bring, or send, your checks payable to UUP to the UUP office, 104 Old Chemistry, Zip = 3475.

**January 27 (Thursday) Chapter Executive Board Meeting** - Your local union governance body meets every two weeks (Thursdays) during the academic year. These meetings are open to members. Please call the UUP office to inform us of your intention to attend. Lunch is provided.

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### **February 5 (Saturday) CPR TRAINING -**

A massive CPR training program for the residents of Suffolk County is planned for this date. The number of people planned to participate at the Stony Brook University site is 650. Volunteers are needed for a whole range of program duties (set-up, registration). The program is offered free of charge as a community service. UUP members have an excellent track record of volunteerism and members are urged to get behind this worthwhile effort. If you are interested in volunteering (times will be from 8:30 a.m. to 4:00 p.m.) e-mail or call Joann Schulz at 4-4311.

### **The 2000-2001 New York State Budget -**

A preliminary analysis of the Governor's budget proposal for SUNY suggests that it's not as bad as anticipated. The good news is that the proposed budget covers negotiated salary increases for both last year and this year and provides some money to pay for the costs of inflation. The budget also includes about \$13 million for Trustee performance awards, i.e. RAM! On the down side there is no money for additional faculty lines. In fact, the budget does not fund the new lines we gained with our lobbying efforts last year. As the budget making process unfolds we may call on the membership for letter writing and district lobbying of our elected officials.

### **January 27 - 28 (Thursday-Friday) UUP**

**Delegate Assembly** - The union's statewide governance body meets three times a year. Your elected delegates (names and campus addresses available in the Chapter office or via the Chapter web page) represent you/this campus at all DA's. They attend committee meetings, elect Statewide leaders and vote on important policy matters. Issues important to you and impacting your terms and conditions of employment should be brought to the attention of your delegates or Chapter Officers.

### **April 25 (Tuesday) John Sweeney Visit and Lecture -**

UUP is honored to be co-sponsoring the visit of AFL-CIO President Sweeney. In addition to the lecture, there will be a reception where members will have an opportunity to meet Mr. Sweeney. Be on the lookout for future announcements of this important event.

### **A message from Michael Zweig Vice President for Academics**

#### **Thoughts for Academic Life**

The November/December 1999 issue of *Academe*, magazine of the American Association of University Professors (AAUP), documents the damage to medical education that arises from the penetration of corporate management practices into medical schools and teaching hospitals. Check out the information at our UUP office if you don't get *Academe*.

This particular problem affects our colleagues across the street more directly than us on this side of campus (except when we are patients!), but the problems of corporate penetration of academic life are certainly important to us, too. One of President Kenny's task forces drafting the new five-year plan for Stony Brook is looking into corporate links for the University. We all need to look very carefully at these issues as they are articulated this semester, and UUP will be holding forums on the issues later in the spring. Please watch for them. If you have ideas or information to contribute, please contact me.

Meanwhile, let's not forget what Raymond Chandler told us in "Writers in Hollywood," published in *The Atlantic Monthly* in November, 1945:

The impulse to perfection cannot exist where the definition of perfection is the arbitrary decision of authority. That which is born in loneliness and from the heart cannot be defended against the judgment of a committee of sycophants.

If you have another quote along these lines (see also Bertrand Russell in my column in the last issue of *Insight*), send it in for future issues.

### **A message from Ed Quinn Vice President for Professionals**

#### **What will the New Year Bring?**

A sense of Renewal? A new Beginning? Possibly new faces at the UUP Office. We have heard from quite a few of you and your willingness to be involved in one way or another. The committee structure is a great way to introduce yourself to UUP. There are specific tasks to perform and they DO make a difference in people's work life. The more input we, as UUP leaders, receive the better the outcome for all and our union becomes that much stronger.

The Winter Delegate Assembly will be held January 28th and 29th. If you have an issue or opinion you would like to make known, please do not hesitate to contact me or any of the elected delegates. After all, we do represent you and your concerns.

There are several other events coming up sponsored by UUP. There is Stony Brook Lobby Day and a Dinner/Dance to name two. Please join your fellow UUPers at these events and get to know them outside of the work environment.

Finally, There will be another workshop for recently hired employees in the Spring semester. This will be a workshop during lunch and it will cover information important to managing your career at Stony Brook. I can not emphasize enough how important it is for you to have a current Performance Program and Evaluation. Make sure the Performance Program reflects what you actually do and, if necessary, changes can be made before the annual review.

I look forward to hearing from you during the upcoming year. You can call me at 632-7275 with any problems, suggestions, feedback, or comments. If you are interested in becoming part of any UUP committee please call the UUP Office at 632-6570.



# UUP/NYS GRANTS

## Professional Development (PD) 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, 1999 and August 31, 2000. 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 March 31, 1999.

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

## Dr. Nuala McGann Drescher Affirmative Action/Diversity Leave Program

This program is intended to enhance employment opportunities for minorities, persons with disabilities and Vietnam era veterans in the Professional Services Negotiating Unit by assisting them to prepare for permanent or continuing appointments within SUNY. Applicants meeting the eligibility requirements must be full-time, non-tenured term employees who have received at least a one-term renewal, or who have prior service credit in a position eligible for permanent or continuing appointment. Copies of guidelines and applications for this program are available in the chapter office and online at [www.albany.net/~nysuup](http://www.albany.net/~nysuup). Applications and supporting materials must be mailed and postmarked by March 17, 2000, and sent to: State of New York/UUP Affirmative Action/Diversity Committee, Suite 305, 855 Central Ave., Albany, NY, 12206.

## Campus Grants Program

A campus committee, group or individual may develop a proposal for a project which would meet the needs of employees or groups of full-time as well as part-time employees belonging to the UUP Bargaining Unit and submit it, with the proper endorsements, to the appropriate statewide committee. If approved by the Executive Committee, contractual funds will be used to underwrite single campus, multi-campus, or statewide projects. Applications are available in the chapter office and will be reviewed continuously, but to be eligible for the first round your application must be postmarked by March 15, 2000 and sent to the Albany office of the State of New York/UUP Joint Labor-Management Committee.



## Focus on the Employee Assistance Program

By Donna Buehler

Since 1985 the Employee Assistance Program has served the Stony Brook Campus community assisting faculty, staff and their families with the resources they need to resolve personal, family or job related problems.

The EAP is staffed with well trained, caring professionals who listen and offer support and guidance. They focus on your concerns so that you can concentrate on your work. EAP is a confidential and voluntary service.

Below is only a small sampling of the type of requests EAP receives:

- Parents** who are seeking a balance between work and family responsibilities.
- Employees** who are feeling stressed at work, examining their options and looking for effective ways to manage stress.
- Families** who are facing the needs of elderly parents and are moving into a new role as caregivers.
- Singles/couples** who are experiencing conflict and want to know what makes for a healthy relationship.
- Spouses** who are concerned about their loved one's abuse of alcohol, drugs or prescription medications.
- Individuals** who are coping with their own chronic illness or terminal illness.
- Coworkers** who want to be supportive of their peers, but don't know how.
- Supervisors** who feel EAP can help their employees, but are unsure about how to make a referral.
- Single parents or two-income families** who find it hard to stay afloat financially and can benefit from financial resources and tips on budgeting.
- Families** who are grieving a loss either through a death of a loved one or through separation or divorce.

**For information about our services, call EAP at 632-6085 or visit our WEB SITE at [www.sunysb.edu/eap](http://www.sunysb.edu/eap)**

# Dear Bonnie

How do you know when it's time to ask the Union for help with a workplace situation?

## ANSWER:

You have a legal right to contact the Union anytime you have questions about the terms and conditions of your employment (i.e.—salary, appointment, performance program, tenure, etc.). We welcome your inquiries—after all, we're here for you!

*(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](mailto:uup@notes.cc.sunysb.edu).)*

## SCHOLARSHIP MONEY AVAILABLE

Children of UUP employees may benefit from the following tuition scholarships available:

**Tuition Scholarship Program**—a \$500/semester scholarship is available to all dependents enrolled in the UUP Benefit Trust Fund who have completed at least 12 undergraduate credit hours at a SUNY school and who have achieved a 2.0 or higher GPA for the semester. Applications must be received within 60 days from the last day of the semester. To request an application, call 1-800-887-3863. Submit the completed form with an official transcript. Eligible dependent children may receive the award for up to 8 semesters.

**Link Scholarship Fund**—a \$650 award/semester, paid twice yearly, is available to applicants who are full-time undergraduate students at a SUNY campus who possess the qualities/values of Eugene P. Link, particularly a dedication to the goals of the trade and labor union movements. At the time of application, applicants must have completed at least 16 credits with a cumulative GPA of at least 3.75. Applications are available in the chapter office and must be postmarked no later than March 1.

**NYS AFL-CIO Scholarship**—a four-year scholarship of \$2000/year for four consecutive years totaling \$8,000, is awarded to a graduating high school senior who intends to pursue a career in labor relations or a related field such as history, economics, law, political science, sociology or journalism at an accredited institution of higher learning in New York State. A completed application must be sent by May 15, 2000. Applications and further information are available in the chapter office.





# NYSUT's Variable Life Insurance Offers Choices

Savvy marketers of everything from colas to cars to kitchen cabinets know that the best way to appeal to value-conscious consumers is to offer choices and options. The phrase, "Have it your way," evolved from a fast-food slogan to a universal sales strategy.

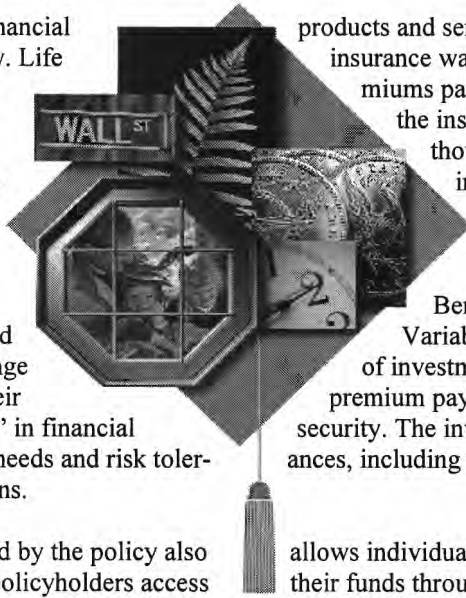
Although it took awhile, financial products and services have also come around to this point of view. Life insurance was one of the last. Up until a short time ago, pre-benefit "disappeared" into the miumms paid in return for the death the insurer's holdings. Surprisingly, many people – al- though accustomed to the in the 21st-century mar- ketplace – still regard this kind of life insurance as the only game in town.

It isn't. NYSUT Member Benefits has developed a life insurance product called Variable Universal Life Insurance (VLI)<sup>SM</sup>. It offers a range of investment options into which policyholders can direct their premium payments, making it much more of a true "investment" in financial security. The investment options can be personalized to individual needs and risk tolerances, including fixed, conservative, aggressive or mixed allocations.

The cash value accumulated by the policy also allows individual financial needs to be more easily met. VLI lets policyholders access their funds through loans or surrenders, for college expenses or even retirement. Underneath all of the ways to customize the policy is permanent life insurance protection.

There's even a choice of how to pay the premiums, and ways to change and adjust premium investment allocations. VLI is available to all NYSUT members and agency fee payers up to age 80. It's life insurance for the way we live today. . . and want to live tomorrow.

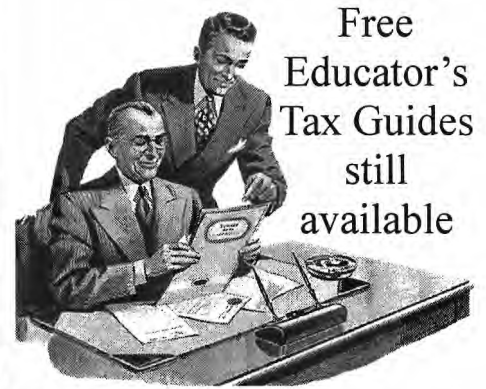
**For more information about VLI, call NYSUT Member Benefits at 1 (800) 626-8101.**



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Free Educator's Tax Guides still available

**Educator's Tax Guides** are still available. This is a useful handbook, valued at \$16.75, which will make tax preparation much easier. In addition to including the most recent changes in the tax laws, it contains a special report on e-filing. **Drop by and pick up your free copy, while supplies last, at 104 Old Chemistry.**

**CONFERENCE:** A conference sponsored by the SUNY Senate and UUP entitled "Academic Freedom: New Challenges and Old" will be held at SUNY Albany on March 31 and April 1, 2000.

For more information, please contact Joel Rosenthal at ext. 2-7493, or via e-mail at [jrosenthal@notes.cc.sunysb.edu](mailto:jrosenthal@notes.cc.sunysb.edu).



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