



We represent more than 33,000 academics and professionals on 29 New York State-operated campuses, and we are an affiliate of New York State United Teachers, the American Federation of Teachers, the National Education Association, and the AFL-CIO.

## Negotiations Update

As of this writing UUP continues to meet with the State to negotiate the next contract. With CSEA reaching tentative agreement, certain pressures will be brought to bear to reach a quick settlement. That has never been UUP's agenda with respect to negotiations. We will not negotiate to reach a quick agreement; we will negotiate to reach a GOOD agreement. Member concerns will not be sacrificed for the sake of expediency.

The Negotiations team established work/discussion groups with the State in the following areas:

- Compensation • Health Care**
- Professional Issues • Part-Time Concerns**
- Family Leave • Tuition**

Our negotiations objectives are for adequate funding, stability, a sound future for SUNY and most of all, meeting the needs of our members.

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### UUP Central

## UUP contract talks continue

By Donald Feldstein

Contract negotiations between UUP and the state are continuing, with frequent talks during the last several weeks between the union's Negotiations Team and the Governor's Office of Employee Relations.

UUP's ultimate goal is the same now as it was when talks first began in April: a strong and fair agreement for its members.

"We're working continually and deliberately, aiming for a contract that our members deserve," said UUP President Bill Scheuerman, who is constitutionally responsible for negotiations.

On Oct. 29, the state and the Civil Service Employees Association announced they had reached a tentative agreement on a new four-year contract. With that agreement behind them, the state appears eager to conclude its contract talks with the remaining public employee unions, including UUP.

"While we admire the state's willingness to maintain that momentum, we want to be sure we get the best contract possible by taking as much time as needed to achieve that goal," said Chief Negotiator and VP for Academics Fred Floss.

Floss said that, while talks have been progressing, a number of issues remain unresolved. But union members can rest assured that their concerns will not be sacrificed for the sake of expediency.

"All of our members should feel confident in their Negotiations Team, and that UUP members' concerns form the foundation of our whole effort in this process," Scheuerman said. "The talented people chosen for this challenging task knew ahead of time they would need to give their full energy and enthusiasm, no matter how long it takes to negotiate a good and fair contract for our members."

Floss praised the union's Negotiations Team for its constant dedication.

"This is a great team," Floss said, recognizing the long days that team members have put in.

"The membership knows we are fighting a battle for stability, for adequate funding, for a sound future at SUNY, and for the needs of our members," Scheuerman said.

Floss asked union members to be patient, reminding them that "a fast contract is not necessarily a good contract."



Chief Negotiator and VP for Academics Fred Floss, center, works on a few contract details with UUP Negotiations Team members Philippe Abraham of Albany and Jamie Dangler of Cortland.

## Inside Stony Brook

# Advocacy training

1970s  
United University  
Professions Established

Representatives of the Senate Professional Association and the State University Federation of Teachers met to discuss a merger, leading to the formation of SUNY/United, later renamed UUP.

Some highlights during the decade were:

- UUP established as a dominant force while membership increased.
- Women's issues were tackled and new policies implemented, especially those for pregnant women.
- UUP became certified as the exclusive bargaining agent representing SUNY academic and professional faculty, while securing permanent status for professionals.

Nearly 45 UUPers from the Stony Brook, Stony Brook HSC, Old Westbury, and Farmingdale chapters attended a training session to become legislative advocates for the union.

UUP Outreach Committee Co-chair Tom Tucker of SUNY Buffalo played the role of a state assemblyman. The role-playing gives advocacy trainees the opportunity to perfect their approach when they meet with

lawmakers to advance the union's legislative priorities.

The group got firsthand evidence of the value of UUP's advocacy program when Stony Brook Assistant Vice President for Government Relations Janice Rohlf said her university would not have had the funds to hire 72 new full-time faculty that arrived this semester if it weren't for UUP's efforts to secure more money in the state budget for SUNY.



*Pictured from left to right, Nand Relan, Bushan Tadepalli, Jason Torre, Charlie McAteer, Dave Ecker*

## Events Calendar

### December 2007

- 14** UUP Holiday Party
- 18** Executive Board Meeting

### January 2008

- 15** Executive Board Meeting
- TBA** Empowerment

### February 2008

- 8-9** Winter Delegate Assembly—Albany
- TBA** UUP Annual Dinner Dance
- TBA** Pre-Stony Brook Day in Albany lunch
- 19** Executive Board Meeting
- TBA** How To Get A Raise/Promotion

### March 2008

- 4** Stony Brook Day in Albany
- 18** Executive Board Meeting
- TBA** Permanent Appointment Workshop

## Scholarships available for SUNY students

United University Professions (UUP), the nation's largest higher education union, is looking for up to four SUNY undergraduates to qualify for \$2,000 annual scholarships. The UUP Scholarship Trust Fund awards are given annually to outstanding SUNY undergraduates who exhibit dedication to the goals and ideals of the labor union movement.

To qualify, students must also display both personal and academic achievement with a minimum grade point average of 3.75, and have a strong record of community service.

Scholarship applications are available at UUP chapter offices located at each of SUNY's 29 state-operated campuses or at campus financial aid offices.

Applications may also be obtained by calling UUP's administrative office in Albany toll-free at (800) 342-4206 or by visiting UUP's Web site at [www.uupinfo.org/scholarships/scholarship.doc](http://www.uupinfo.org/scholarships/scholarship.doc)

**Four SUNY undergraduates may qualify for a \$2,000 annual scholarship. Deadline is March 1, 2008; applications available from campus or Albany UUP offices, or online.**

# Leadership training workshop crucial tool in solving real-world union challenges

By Charles McAteer, UUP Treasurer; Capital Planning Project Manager, Facilities, Design and Construction

The NYSUT Leadership Institute is in its tenth year, training future leaders of the union. This year, out of 600,000 active members, 60 were chosen to attend a 10-day Institute workshop run by NYSUT with the Cornell School of Industrial and Labor Relations. The program brings together NYSUT members from all areas of New York State, from grades K-12 and higher education, to strengthen individual leadership skills and to train activist-leaders in the union movement.

This year, UUP sponsored Nand Relan of SB East Campus and Philippe Abraham from the University at Albany, as well as myself. Many of our present chapter leaders have graduated from the program: John Schmidt, President; Ed Quinn, statewide Membership Development Officer; Arty Shertzer, Vice President DOE Professionals; Jose Feliciano, Affirmative Action Officer; and Richie Berscak, past Delegate.

The Institute provides the foundation to develop a union leadership style, and work is completed in classroom situations with lectures and small break-out groups to discuss and develop strategies to advance a union chapter. Class presentations are also part of the program.

The program is separated into two parts: one during the summer at Cornell and the second during the winter at NYSUT headquarters in Albany. Some topics covered this year were Creating Plans of Action, The Labor Movement (Past, Present, and Future), Leaders as Change Agents, Leaders as Internal Organizers/Practitioners, Leadership Strategies and Activities, Managing Conflict, Nature of Organizations, and Unions in Education.

The Institute is an eye-opening experience that develops and builds

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*The experiences of fellow activists may take place anywhere from small rural settings to large metropolitan organizations, and their needs and wants may differ, but the larger union movement ties us together and provides us with resources we can use as leaders.*

---

on leadership skills from day one, and expands the ability to see things both locally and globally. Participants come to appreciate that they are part of a larger union movement, both in New York and the world.

For instance, the human rights struggle supported by unions was highlighted by discussing anti-worker rights organizations such as Wal-Mart (UUP has passed a resolution condemning Wal-Mart as a "Merchant of Shame"). This discussion prompted the class to participate in a human rights rally at Cornell, to protest the actions of a Kansas hate group looking to limit our personal freedoms. The protest had a number of campus and local community speakers, as well as Alan Lubin, NYSUT Executive Vice President, and myself.

Attending the workshop has changed my perspective of NYSUT, and the rewards and contacts I made through the Institute are many. For instance, participation in the rally gave me practice in speaking before a large, diverse

crowd. This intense workshop trained me how to work with my fellow NYSUT and UUP activists to develop strategies to increase involvement and communication with our members and outside our campus. It has helped me look for resources from many sources, and to think of new ways to promote our union's needs and members' rights. I was taught to be prepared for situations within or outside of my control, and to interact with my classmates to formulate and refine action plans to help the SB chapter and UUP/NYSUT.

The experiences of fellow activists may take place anywhere from small rural settings to large metropolitan organizations and our needs and wants may differ, but the larger union movement ties us together and provides us with resources we can use as leaders.

If you are interested in more information about the Leadership Institute, please contact our chapter office or myself, Charles McAteer, UUP chapter treasurer, at (631) 632-6445.

1980s  
UUP was extremely active on behalf of its members. Some pioneering events were:

- Unionists and students demonstrated at a "Save SUNY" rally and achieved an increase in budget, averting the need for more than 3,000 proposed layoffs.
- Suspended the call by a group of taxpayers for a graduated tuition increase based on parental ability to pay, saying that this proposal would force students to pay 60 percent of their over-all education costs.
- Signed a historic agreement freeing up billions of dollars of TIAA-CREF retirement funds belonging to participants.
- New contract includes a 16.3 percent base salary hike during the life of the contract and innovations like giving \$1 million in Excellence Awards.

1990s

UUP campaigned for diverse issues, including:

- Domestic partner and day care coverage.
- Distance learning, accelerated technological change, and the growing use of part-time employees.
- Appointed a new Retiree Legislative Action Group (RELAG) to develop a legislative program for retirees.
- Secured flexibility legislation for SUNY's teaching hospitals.
- Promoted SUNY two-year colleges to lawmakers and the public.
- Co-sponsored "Operation Safeguard SUNY", which focused attention on the state university and its impact on the communities where they exist.
- Supported the Campaign for Sweatfree in New York, opposing the sale of any sweatshop-produced merchandise to any SUNY campus.

## On Retirement

# SUNY Optional Retirement Plan (ORP)

We are pleased to announce changes to the SUNY Optional Retirement Plan (ORP). As a result of new legislation the State will replace the three percent employee contribution with a three percent employer contribution for those State employees with ten or more years of ORP membership. This change will be phased in over three years beginning in April 2008. Employees with less than ten years in the ORP will receive the same benefit once they reach ten years of membership.

Employees whose three percent contribution is assumed by the State may wish to increase their retirement "savings" by opening or increasing their contribution to a tax-deferred savings plan, such as the SUNY 403(b) Voluntary Savings Plan or the 457 New York State Deferred Compensation Plan.

As a further enhancement, effective immediately, the ORP providers (TIAA-CREF, ING, and MetLife) have expanded their investment funds, providing greater choice to ORP members.

*The State will replace the three percent employee contribution with a three percent employer contribution for those State employees with ten or more years of ORP membership.*

A summary of the ORP and recent enhancements can be accessed from the HRS Web page at [www.stonybrook.edu/hr](http://www.stonybrook.edu/hr). Click on the ORP information, "In the Spotlight".

## ORP Representatives

The following is a list of ORP representatives assigned to SUNY staff and a dedicated Web site for each vendor, which includes vendor-specific enhancements:

### TIAA-CREF

Kevin Fahy  
(516) 454-4011  
[www.tiaa-cref.org/suny](http://www.tiaa-cref.org/suny)

### AIG VALIC

Dennis Klein  
(631) 828-6832  
[www.aigvalic.com/suny](http://www.aigvalic.com/suny)

### ING

Anthony Amalfitano  
(631) 755-0826  
[www.ingretirementplans.com/custom/suny](http://www.ingretirementplans.com/custom/suny)

### MetLife

Josef Bohm  
(516) 861-4027  
[www.metlife.com/suny](http://www.metlife.com/suny)

For all other benefit questions please contact the Benefits Office at (631) 632-6167.

## SPD welcomes Phi Delta Kappa International to Stony Brook University

By Paul Jay Edelson, Ph.D., Dean, School of Professional Development

For nearly a century, educators around the world have selected Phi Delta Kappa International as their professional affiliation. Members represent all areas and levels of the profession



and include educators and professionals from preschool through higher education. PDK offers its members a variety of ways to increase their knowledge on a broad spectrum of educational issues by providing access to first-class publications and resources, and allowing opportunities for its members to be identified as leaders in education through academic, professional, and community affiliations.

The association, a dedicated advocate for public education, maintains an extensive network of more than 650 PDK chapters in the United States, Canada, and nations in Europe and Asia. The association publishes the *Phi*

*Delta Kappan*, the most cited education journal in the United States, and sponsors the annual Phi Delta Kappa/Gallup Poll of the public's attitudes toward public education.

I personally encourage you to become one of 500,000 Phi Delta Kappa members worldwide who strive to make a difference in public education. It is my hope to make the Stony Brook University Chapter one of the largest and most dynamic within the entire PDK organization.

For further information about membership, please contact Marlene Brennan at [marlene.brennan@stonybrook.edu](mailto:marlene.brennan@stonybrook.edu)

## Part-Time Concerns

# More responses sought for survey

by Salvatore Lentini, UUP Part-Time Concerns Representative, Part-Time Professor, School of Professional Development

At the Fall 2005 Delegate Assembly, UUP President Bill Scheurman declared the academic year 2005-2006 to be UUP's Year of the Part-Timer. At the same Delegate Assembly, UUP's Part-Time Concerns Committee recommended a resolution to commit resources to conduct a detailed survey of the part-time and contingent academic and professional faculty.

Highlights of the survey indicated that academic part-timers make up 21.6 percent of the total bargaining unit, while professional part-timers comprise 6.5 percent. Only 17 percent reported a per-course salary of more than \$3,000.

The need to establish a wage step system (recognition for seniority) and an opportunity for qualified part-time faculty to obtain full-time employment remain strong concerns. Equally important is the general expectation of being treated professionally with respect to office and support services.

I have been teaching for more than 36 years, half of those as part-time faculty at Stony Brook University, and these pertinent issues continue to be a source of monumental concern. UUP has highlighted a few part-time faculty members in each issue of INSIGHT, making the entire campus aware of the excellent part-time faculty we have at Stony Brook. Please share your experiences, good and bad, with the Part-Time Concerns Committee. Progress in the above-mentioned areas has been accomplished at other SUNY units because they presented the facts, and demanded fairness and equity.

We welcome your concerns, comments, and suggestions. Please contact Warren Randall, Part-Time Concerns Representative, at [WRandall@uupmail.org](mailto:WRandall@uupmail.org) or Sal Lentini at [srtege@aol.com](mailto:srtege@aol.com)

### Part-Time Concerns Representative Preliminary Survey Report

#### Do you have the following support service/office amenity?\*

	Yes	No
Office	29	42
Department mail box	21	42
Copy machine	21	42
Campus e-mail	20	43
Desk	28	34
Telephone	36	26
Secretarial services	32	30
Campus phone mail	46	16

\*Of 438 forms mailed, 64 responses were received; some answers were left blank, so totals may not equal 64.

#### Areas needing improvement or not yet addressed:

- Location pay
- Permanent appointment
- Discretionary raises

#### Your union works for its members by:\*

- Advocating for a favorable SUNY budget every year
- Promoting legislation addressing the professional needs of specific constituency groups (e.g., part-time employees)
- Protecting tenure and employment security
- Enforcing workforce safety
- Ensuring a sound pension plan
- Providing exceptional dental and vision benefits
- Negotiating health, prescription drug, and disability benefits
- Negotiating grant funds for research, travel, and professional presentations
- Arrange for special study leaves

\*Not all these benefits are available on an equal basis to all part-time members. We have striven to address these issues both at the local and state level.

Last August, in an effort to develop an accurate view of the issues and concerns of the Stony Brook part-time employee, we initiated a survey that was mailed directly to all part-time members of the faculty. We are still at work integrating the written comments for a narrative report.

*We welcome your comments!*

2000 to 2003

A slipping economy and state budget deficits threatened to massively cut programs and funding and force 4,000 layoffs. UUP focused on job security, followed by contract negotiations.

2004

This year UUP accomplished landmark decisions:

- Succeeded in getting the legislative leaders in both houses to put language in the Green Book of legislative intent that restricted layoffs.
- Reached an agreement on contract negotiations, resulting in a 15.6 percent increase in payroll and a major increase of funding to the Benefit Trust Fund.
- Campaigned to raise budget funds for the SUNY colleges, and highlighted funding the technology colleges.
- Stopped the proposal to privatize SUNY's teaching hospitals.
- Won a decision making SUNY responsible for paying minimum salaries to faculty classified as Geographical Full Timers.

## Social Corner

# 4th Annual UUP Welcome Back Barbecue

By Willa Smith, Chair, Social Committee

**O**n Wednesday, September 12, under beautiful, clear blue, sunny skies, the UUP West Campus Chapter hosted its annual Welcome Back Barbecue to a crowd of approximately 250 members on the University Café outdoor patio.

Hungry attendees, many dressed in red attire supporting UUP and Stony Brook, feasted on freshly grilled hamburgers, hot dogs, and chicken, accompanied by assorted picnic salads, and finished off perfectly with a delicious slice of cake.

The event also featured welcoming words from our Statewide UUP President, Bill Scheuerman, our Statewide VP for Academics and Chief Negotiator Fred Floss, and, of course, our own Chapter President John Schmidt.

The annual barbecue presents an opportunity for the membership to meet and socialize with colleagues from departments all over campus as the academic year begins, and has developed into an event that is better attended and anticipated with each passing year.

A special note of thanks to the members of the chapter's Social Committee for their dedicated hard work towards ensuring that this event is perfect and seamless. The current members are Alissa Betz, Corinne Burns, David Ecker, Barbara Franks, Amy Margolies, Charlie McAteer, Ed O'Connell, Carolee Olsen, John Schmidt, Willa Smith, Colleen Wallahora, and Pamela Wolfskill.

2005

This year UUP secured additional financial and health benefits for its members:

- Campaigned for increased funds in the state budget for more full-time faculty.
- Added to and created a broad range of benefit enhancements and discounts for members, including dental coverage, eye exam and glasses coverage, infertility coverage, domestic partner eligibility benefits, and removing deductibles and co-pays from mastectomy prosthetics.
- Campaigned for health insurance for part-time workers.

2006

UUP brought important issues to the table:

- Campaigned for an Optional Retirement Program (ORP) pension equity bill.
- Achieved an increase in the state budget, providing \$25 million for enrollment growth and the creation of full-time, tenure-track lines at the state-operated campuses.
- Addressed issues in media outreach, such as academic freedom, the needs of part-time faculty, and sovereign immunity.



## Perks and Announcements

### Flu Shots Now Available

at Student Health Services

Faculty and staff can get their flu shots at the Student Health Building from 8:00 am to 11:30 am for \$20. Have your SB ID card or number handy for registration. For further information call the Infirmary 632-6740 (option #1).

### UUP Sponsors

#### "New York Now" on WLIW

On Sunday mornings at 6:30 am WLIW-Channel 21 broadcasts a new weekly public affairs program about New York State politics and current events that affect New Yorkers.

Hosted by Susan Arbetter, this show has a year-long UUP sponsorship with a recorded message by Bill Scheuerman at the beginning and end of the show promoting UUP as "the Union that makes SUNY work."

### Catastrophe Major Medical Insurance Plan Through NYSUT

NYSUT Member Benefits Trust has endorsed a "backup" plan designed to complement your comprehensive basic health plan. If you get seriously sick or hurt, and have met your Catastrophe major medical deductible, you can use your backup plan to go outside your network and access services not covered by your basic plan (even to specialized medical facilities for the latest care and treatment). Benefits include prescription drugs, private duty nursing, nursing, convalescent home care, and home health care. For more information on this insurance policy call (888) 386-9788 or visit [www.memberbenefits.nysut.org](http://www.memberbenefits.nysut.org). Click on "Insurance" link, then "Catastrophe Major Medical" link.

### Defensive Driving

A NYSUT sponsored Defensive Driving program is being offered on Saturday, January 19, 2008, from 8:30 am to 2:30 pm in the Wang Center Room 201, for all UUP employees and their immediate family members. Attendance at both classes is required. Cost is \$25 per person. Checks should be made payable to "NYSUT Benefit Trust Fund" and sent to the UUP Office, 104 Old Chemistry, Zip-3475. This course is offered on a "first come, first served basis". Participants are usually entitled to a 10 percent discount on their automotive insurance. The certificate is good for three years of savings. Contact Corinne Burns at (631) 632-6570 or [cnburns@notes.cc.sunysb.edu](mailto:cnburns@notes.cc.sunysb.edu) for more information. Future Defensive Driving dates: Tuesday and Thursday, April 1 and 3, 2008, from 6:00 pm to 9:00 pm in the Wang Center Room 201; Saturday, May 10, 2008, from 8:30 am to 2:30 pm in the Wang Center Room 201.

## STONY BROOK DAY IN ALBANY

★  
*March 4, 2008*  
★

### Let your voice be heard!

Register online at:

[www.stonybrook.edu/albany](http://www.stonybrook.edu/albany)

If you need further information

contact Janice Rohlf

E-mail: [Janice.Rohlf@stonybrook.edu](mailto:Janice.Rohlf@stonybrook.edu)

Phone: (631) 632-6302

## SAVE THE DATE!

*UUP West Campus Holiday Party*

All members welcome!

RSVP: Ext. 2-6570

Friday, December 14, 3:00 pm to 5:00 pm

at The University Café

### RECRUITMENT FAIRS

FOR EAST CAMPUS

Wednesday, February 6, 12:30 pm- 2:00 pm

HSC Level 3 Galleria

FOR WEST CAMPUS

Wednesday, February 13, 12:30 pm - 2:00 pm

Ballroom A, Student Activities Center.

### Chapter Bylaws Task Force Asking for Your Input

A task force has been formed to review our chapter bylaws to recommend any potential changes.

The bylaws are on the chapter Web site for your review at [www.uuphost.org/sbwest/supportingfiles/UUP-ChapterBylawsSBU2003.doc](http://www.uuphost.org/sbwest/supportingfiles/UUP-ChapterBylawsSBU2003.doc)

Please e-mail your suggestions to [Charlie.McAteer@stonybrook.edu](mailto:Charlie.McAteer@stonybrook.edu) so we can have them ready for the chapter Executive Board review next year and for the Spring General Membership meeting. Diane Baldwin-Bello, Charlie McAteer, and Chuck Wrigley serve on the task force.

Your suggestions are greatly appreciated.

2007

UUP successfully advocated for members' rights and multimillion dollar funding this year. In addition, it:

- Pushed for legislation including an Optional Retirement Program (ORP); unemployment insurance for part-time faculty; sovereign immunity, restoring public employee rights to sue their employer; the Fair Pay bill, barring employee pay discrimination based on sex, race, and/or national origin; prohibiting the diminution of health insurance benefits to SUNY retirees; and health coverage for all New Yorkers.
- Successfully advocated for an increase in budget, leading to an increased budget of \$143.2 million, with an additional \$17 million in funding for the state-operated campuses. \$10 million was allocated for new faculty lines and SUNY's new Office of Diversity and Educational Equity.

## On Benefits

# University leaves for childbirth, child care, or adoption

Employees should inform their supervisor of a pregnancy or adoption as early as possible so the planning process can begin. New York State defines the period of disability for an uncomplicated pregnancy as up to four weeks before the date of delivery through six weeks after delivery (eight weeks after a caesarean section). If medical complications arise that extend the period of disability, the employee should contact Human Resource Services (HRS) for assistance.

Employees should schedule an appointment with HRS Time and Attendance a month or two prior to the leave start date to discuss leave entitlements and procedures. Employees eligible for leave under the Family Medical Leave Act (FMLA) will be provided with the necessary forms and information. For information about FMLA, contact HRS.

Sick leave accruals may only be used during the period of disability. Upon depletion of sick accruals,

employees may apply for additional sick leave, which is discretionary. For more information, contact HRS.

Leave for Child Care is generally without pay and will be granted for up to seven months from the baby's birth date. Vacation and/or holiday accruals may be used. Employees should discuss the terms of leave with their supervisor. This leave is available to either parent.

Legal adoption is covered under FMLA. Documentation of the adoption is required. State contracts provide employees, regardless of gender, with up to seven months child-care leave without pay. Vacation or holiday accruals may be used to support a paid leave.

If you have questions or would like to apply for FMLA, contact your HRS office:  
Lorraine Berry, HRS West Campus and HSC, 632-6189  
Elaine Fenick, LISVH, 444-8617  
Faith Merrick, Hospital, 444-4746

## INSIGHT

Volume 1, December 2007

### OFFICERS

#### President

John P. Schmidt

#### Vice Presidents

Daniel W. Kinney, *Academic*  
Arthur Shertzer, *Professional*

#### Newsletter Staff

Diane Rodriguez, *Editor*  
Susan Scheck, *Editor*  
Dawn Svoboda-Pappas, *Editor*  
Kim Anderson, *Designer*  
Aiyi Liao, *Designer*

#### Labor Relations Specialist

Lisa Willis

#### UUP Chapter Office

104 Old Chemistry  
Stony Brook, NY 11794-3475  
Corinne Burns, Chapter Assistant  
Tel: (631) 632-6570  
Fax: (631) 632-6571  
E-mail: [uup@notes.cc.sunysb.edu](mailto:uup@notes.cc.sunysb.edu)  
Web site: [www.uuphost.org/sbwest](http://www.uuphost.org/sbwest)

#### The Chapter Office is open Monday through Friday, 9:00 am to 3:00 pm.

The Executive Board meets on the second Wednesday of the month at noon, and members are encouraged to attend. Please contact the Chapter Office for exact dates and times. 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.

**Editorial Policy:** The opinions expressed in INSIGHT are those of the writers and the West Campus Chapter, and do not necessarily reflect the position or policies of United University Professions. INSIGHT reserves the right to edit all letters. INSIGHT cannot guarantee that all letters will be published. The final decision is at the discretion of the Editors and/or the Chapter President.

### Who's Who at UUP

#### President

John P. Schmidt  
2-6570  
[John.Schmidt@stonybrook.edu](mailto:John.Schmidt@stonybrook.edu)

#### Vice Presidents

*Academic*  
Daniel W. Kinney  
2-7921  
[Daniel.Kinney@stonybrook.edu](mailto:Daniel.Kinney@stonybrook.edu)

#### Professional

Arthur Shertzer  
2-8948  
[Arthur.Skertzer@stonybrook.edu](mailto:Arthur.Skertzer@stonybrook.edu)

#### Affirmative Action

Jose Feliciano  
2-8069  
[Jose.Feliciano@stonybrook.edu](mailto:Jose.Feliciano@stonybrook.edu)

#### Grievance Chairs

*Professional*  
Ed O'Connell  
2-9674  
[Edward.oconnell@stonybrook.edu](mailto:Edward.oconnell@stonybrook.edu)

#### Academic

Gary Marker  
2-7513  
[Gary.Marker@stonybrook.edu](mailto:Gary.Marker@stonybrook.edu)

#### P/T Concerns

Warren Randall  
2-6358  
[Warren.Randall@stonybrook.edu](mailto:Warren.Randall@stonybrook.edu)

#### Treasurer

Charles F. McAteer  
2-6445  
[Charles.McAteer@stonybrook.edu](mailto:Charles.McAteer@stonybrook.edu)

#### Secretary

David V. Ecker  
2-8389  
[David.Ecker@stonybrook.edu](mailto:David.Ecker@stonybrook.edu)

#### Committee Chairs

*Communications*  
Dawn M. Svoboda-Pappas  
2-6856  
[Dawn.Svoboda@stonybrook.edu](mailto:Dawn.Svoboda@stonybrook.edu)

#### Membership

Pamela Wolfskill  
2-8357  
[Pamela.Wolfskill@stonybrook.edu](mailto:Pamela.Wolfskill@stonybrook.edu)

#### Social

Willa Smith  
2-1984  
[Willa.Smith@stonybrook.edu](mailto:Willa.Smith@stonybrook.edu)

#### Newsletter Co-Editors

Diane Rodriguez  
2-1474  
[Diane.Rodriguez@stonybrook.edu](mailto:Diane.Rodriguez@stonybrook.edu)

#### Dawn Svoboda-Pappas

2-6856  
[Dawn.Svoboda@stonybrook.edu](mailto:Dawn.Svoboda@stonybrook.edu)

#### Labor Relations Specialist

Lisa Willis  
2-6570  
Nassau Office, (516) 938-4871

#### Chapter Assistant

Corinne Burns  
2-6570  
[Corinne.Burns@stonybrook.edu](mailto:Corinne.Burns@stonybrook.edu)



### UUP WEST CAMPUS CHAPTER OFFICE

104 Old Chemistry Building  
Stony Brook University  
Stony Brook, NY 11794-3475

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