

From the President

A. W. (Bill) Godfrey

SUNY Central, in collaboration with the trustees, has just issued a new Resource Allocation Method (RAM) which is supposed to simplify the funding of SUNY. In fact, its methodology is far more complex and less predictable. It is a very destructive document designed to homogenize the university by averaging instructional costs without regard to quality, actual cost of instruction, differing campus missions, or regional cost differential.

It is clear that the new methodology has disregarded the concept of access as a priority for the SUNY system, and represents bottom line thinking. To illustrate, the cost of utilities will be based upon FTE's rather than on actual or regional costs. The impact on Stony Brook will be particularly devastating. Under the new allocation method, some campuses gain while other lose. Stony Brook's tax levy budget will be cut by \$8.4 million or 4.5%. The sop thrown to the downstate region is a 5% adjustment region which in no way represents the cost of living disparity between upstate and downstate.

Another sop is a provision that campuses will be able to keep the tuition which they have generated. This, of course, can only result in unmitigated competition for students and tuition revenue which will result in a lowering of standards and a weakening of the academic strength of SUNY. The report also urges that differential tuition by type of unit be established.

The use of system-wide averages places campuses with high cost (and quality) undergraduate and graduate programs at a great disadvantage and can result in the termination of these programs.

SUNY Central has declared that the new RAM does not require legislative approval. It is clear, however, that differential tuition will require the permission of the legislature which up to now has completely rejected this concept.

The new RAM will be accompanied by the formulation and implementation of performance standards and 70% of the allocation of tax levy dollars would be driven by the achievement of enrollment targets. Nonetheless, no measures of quality are included in the RAM other than such outcome measures as graduation rates which have no clear relationship to program quality. The SUNY faculty senate has challenged the methodology and recommendations of the RAM and recommended that:

1. system-wide goals and priorities be clarified
2. a consultant who enjoys the confidence of faculty and administration should examine the RAM and propose an appropriate funding formula
3. refine the new RAM, taking in considerations, cost differentials by campus and region, and limit performance funding to new state funding.

You are urged to write to the Chancellor, the Chair of the Board of Trustees, the Chair of the Stony Brook Council, and legislators to prevent the RAM from being implemented as it has been presented.

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## Article of the Month:

Everyone in the bargaining unit has received the tentative new contract. The final version will be sent to you soon with

whatever minor modifications have been made. It is important that you read it and understand the impact it may have on each member. Every month we will feature and explain different sections of the contract and ask that you direct any further questions to us.

Articles 1 through 4 are self-explanatory, but the definitions in article 4 should be reviewed – an "academic year employee" is employed for 10 months; a "calendar year employee" is employed for 12 - "college year employee" is employed for less than a year. "Retrenchment is a breaking of the contract, and can mean the termination of someone who is tenured or under contract, due to financial exigency, reallocation of resources, reorganization of academic or administrative structures."

Article 5 states that the contract takes precedence over any other university policies or laws. Article 6 guarantees that benefits will not be diminished without prior notice and negotiation with UUP.

Article 7 outlines the grievance procedure. The time for grievance to be filed is strictly outlined. The following points need to be made:

1. In any dispute or possibility of discipline, the grievant has the right to union representation.
2. There is a 45-calendar day limit for submission of the grievance. The clock begins on the day the employee is aware of the cause of the grievance. Only items covered by the contract can be grieved, by-laws cannot.



Whenever possible, it is better to resolve grievances on campus because it can take as long as two years to settle grievances once they leave campus. If an employee feels they are treated differently by their supervisor or chair, s/he should consult the UUP Office to determine whether a grievance may exist.

Note: If you feel for any reason you are being treated "differently," it is appropriate to

discuss it with the union. Remember that any contact with UUP is confidential and we will take no action unless you authorize it.

## **PDQWL**

With the implementation of the contract, the joint labor-management committees have been reestablished. They will be funded as soon as the legislature passes the pay bill which should be signed on Tuesday, January 20. One of them, the Professional Development and Quality of Working Life (PDQWL), supervises the travel and research grants that are given to faculty and professionals for conferences and research or projects that will benefit them and the university. Please watch for an announcement about applying for these grants.

The Dinner-Dance invitations have gone out. Friday, February 13th, is the day to keep. The price is \$15.00 a person. This event will be a pleasant break from the mid-winter blahs. Tickets are limited – please come by the UUP Office, 104 Old Chemistry with your check as soon as possible. Or call the office at 2-6570 for more information.

## **Albany Bus Trip**

The annual **Stony Brook Bus Ride to Albany with President Kenny** is tentatively scheduled for Tuesday, February 10th. This will be the fourth trip and has been useful in presenting the achievements and needs of Stony Brook to the Legislature. Faculty participation in the past has been anemic. It is time to present our case to the legislators with greater strength and unity.

## **Link Scholarship Applications**

Applications for the Link Scholarships are available at the Union Office and through Financial Aid. This is a highly competitive scholarship which will pay tuition for the balance of a student's time at SUNY. The qualifications are as follows: Full time undergraduate status for at least one year, An academic average of at least 3.75, Participation in community activities, Dedication to the goals of the union movement. If you have a student who meets these qualifications, please pick up an application at the Union Office.