



the Advisor

SUNY UPSTATE MEDICAL UNIVERSITY

Volume XV, No. 1

March 2009

PRESIDENT UPDATE



Carol Braund, UUP Chapter President

January in Syracuse traditionally means snow and SU basketball - the good time stuff! But this year January also brought the "not so good stuff" - a nation in recession and unemployment at an all time high. SUNY Upstate Medical is the biggest employer in Onondaga County. We generate more than 5,600 jobs and \$1.6 billion in economic activity in the local area. Every one dollar that the state invests in Upstate Medical returns \$6-8 to the community. We are the economic safety net for Central New York.

UUP has started a campaign called "SUNY is the \$olution" at all their campuses and Health Science Centers. It is aimed at informing and activating community business owners, local organizations and the general public. The message is clear - SUNY is educating the next generation of NYS workers. Evidence shows that 80% of SUNY graduates remain in NYS after graduation. In times of recession, people return to school

Continued on page 8

ELECTION TIME IS UPON US!

Robin Nichols, Vice Chair of the Statewide Elections and Credentials Committee

You will receive your Upstate Delegate and Officer election ballot at your home mailbox beginning on March 14th. There are two separate ballots, an Academic ballot for academics only and a Professional ballot for professionals only. Each of the ballots contains the four chapter-wide offices, President and delegate, Secretary, Treasurer, and Part-Time Concerns. Only the Academic ballot will include the Vice President for Academics candidate and delegate and only the Professional ballot will contain the Vice President for Professionals candidate and delegate.

Those members who are seeking seats as delegates to the three (3) annual UUP Delegate Assemblies and Upstate Executive Board will be listed on the respective Academic or Professional ballots.

Rules for this election have changed, therefore it will be extremely important that you follow the directions. Please make certain your vote is counted by following the instructions.

All ballots for the Upstate Election must be received before 5:00 P.M. at the post office box in Albany, New York on April 15th, 2009. Please note that it is not a wise idea to postpone the mailing/sending of your ballot. All ballots will be counted at the offices of UUP located at 800 Troy- Schenectady Road, Latham, New York. All candidates may observe the count, at their own expense, from April 15-18, 2009. The results of the election will be certified by the Elections and Credentials Committee and released to the current chapter presidents at the Spring Delegate Assembly in Albany.

Rosemarie Bundy and **Diane Belanger** are seeking the office of Chapter Treasurer in the only contested race for the Upstate Medical University Chapter Executive Board. Rosemarie, a retired Health Sciences Librarian, is seeking another term as the Chapter Treasurer. Diane Belanger, a regular member and the Collections Manager for the Financial Services Division at the Widewaters Office complex, is challenging for the Treasurer's office.

All the remaining chapter-wide offices are uncontested. **Carol Braund** is running for Chapter President and delegate, **Robin Nichols** is running for Chapter Secretary and **Violeta Cuenca** is running for the position of Part-Time Concerns Officer. Academic Vice President **Michael Lyon** and Professional Vice President **Carl Pettengill** are also running unopposed for their respective positions.

Chapter retirees have conducted their election for CNY Delegate to the Committee on Active Retired Membership (COARM). Among the candidates who ran for the delegate seat were Brian Betz, Oswego Chapter and **Ron Daloia** and **Patricia Stempel** from Upstate. The results of the COARM election will be posted on the Upstate Medical Chapter website once they are certified and released by the Elections and Credentials Committee.

Those Upstate candidates who submitted statements and pictures can be found inside this issue. Ballots must be received before 5:00 P.M. at the post office box in Albany, New York on April 15th, 2009 in the envelope provided.

CANDIDATE STATEMENTS • MARCH 2009 CHAPTER ELECTIONS


**SYRACUSE CHAPTER
PRESIDENT
CANDIDATE STATEMENT**
Carol Braund, Ph.D., R.N.

It is a privilege to be running for the office of President for the Upstate Medical University Chapter. My involvement in UUP started about 10 years ago - when someone suggested that I consider running for delegate. At that point I did not even know there were two different groups of delegates - Academic and Professional! I became Vice President for Professionals in 2005. In 2008, our local UMU Chapter President was elected to be the statewide UUP President and the designated process of secession moved me into the role of UMU Chapter President.

My goal as President is to represent your best interests and to increase your understanding of what your rights as union members include. Many of you I have worked with during all those years as Administrative Supervisor at University Hospital and I should be a familiar face. To those whom I do not know, please know that accessing me is only a telephone call or an e-mail.

It is my hope that during the next two years we can implement the 'unit rep' program, the number of 'lunch and learn' programs will be increased to bi-monthly and the number of 'card carrying members' will increase by 20 percent.

This is a very challenging time at Upstate. We are faced with budget cuts that potentially could have impacts on our mission and our future. This is the time for all of us to step forward and work to be part of the solution.


**SYRACUSE CHAPTER
VICE PRESIDENT FOR PROFESSIONALS
CANDIDATE STATEMENT**
Carl Pettengill

I am asking for your renewed support for the upcoming chapter election, for the position of the Upstate Chapter Vice President for Professionals. I have served in this position since the special election, which took place this past spring. Besides being your Vice President of Professionals, I also currently serve in the elected positions of Chair of the Committee on Professional Evaluation as well as the College Review Panel. I was also elected as a delegate to the UUP, NYSUT and AFT Assemblies and serve on the Outreach Committee.

My position here at Upstate is as a Project Manager for the IMT department. I am involved with nearly every project, whether it's in the hospital, a campus building or an MSG Department. I help with planning for department office moves, as well as with architects and engineers for new construction and renovations concerning IMT issues. I take pride in my customer service. In fact I was selected as Campus Employee of the Year 2006-2007 for the Campus Presidents awards for my level of service to the campus community.

Since being elected as your Professional Vice President, I conducted an On Call/Recall survey, the results of which were discussed at labor management meetings. I chair a committee to develop a Department Representative System, which will also serve as a Professional and Academic Concerns Committee. We are in the final planning stages of this and will soon be asking members to consider serving on the committee. I also serve as your Professional Grievance Officer. I receive an average of no less than three inquiries a day. As part of this duty I meet and counsel Professionals that have concerns, contract issues, formal written warnings, unsatisfactory reviews and meet with staff facing non-renewals. I also attend disciplinary interrogations, along with our Labor Relation Specialist, to represent our member's interests at this difficult time. I attend a bi-weekly Labor/Management meeting where we discuss and hopefully resolve UUP and campus issues that may affect our members.

I ask for your support and I consider it an honor to continue to serve you!

**CANDIDATE FOR THE POSITION OF CENTRAL NEW YORK
DELEGATE TO THE COMMITTEE ON ACTIVE RETIRED
MEMBERSHIP (COARM)**
Patricia Strempe, R.N.

Greetings! My name is Patricia (Pat) Strempe and I am a candidate for the position of Central New York Delegate to the Committee On Active Retired Membership (COARM).

There are pressing issues facing retirees in Central New York as New York State faces a huge budget deficit and is looking at any and all cost cutting measures. We cannot afford to have our benefits cut. Retirees need to be informed about the issues, so that we can have a voice. To this end, retiree information will be on the web page for Upstate Medical and in the UUP Advisor. As a delegate I will work to enhance retiree communication at the other Central New York campuses. Working relationships need to be established between all of the retiree groups so that problems and issues can be identified & resolved. If elected, I will visit each of the campuses.

I assisted in organizing the Central New York Retiree Luncheon, which was held September 26, 2008. I attended the COARM meeting at the Delegate Assembly in Albany in January and obtained funding for a second luncheon this Spring. I have been attending the COARM meetings at the Delegate Assembly so that I am better informed regarding all state wide retiree issues. I am also a member of the UUP Statewide Nursing Committee, which allows me to be involved in and aware of retiree health issues and concerns.

I am a member of the UUP Executive Board at Upstate Medical. I have been working with our president, Carol Braund, to obtain benefits for retirees in our chapter. Retirees have many campus benefits in other parts of the state.

I am a RN with Master's degrees in both Nursing and Health Service Administration. I have the experience, education, and motivation to unite Central New York retirees. I would appreciate your vote.

Thank you.

CANDIDATE STATEMENTS • MARCH 2009 CHAPTER ELECTIONS

**SYRACUSE CHAPTER SECRETARY
CANDIDATE STATEMENT****Robin Nichols**

For over 14 years, I have been part of the United University Professions. I am enthusiastic about UUP. I have found that United University Professions has given me the Community, knowledge, and advocacy needed to succeed as a professional at the State University of New York.

I have been active with our chapter, formatting our first newsletter and initiating the chapter website. I began as a delegate and then moved into many different leadership positions, including Vice President for Professionals, Membership Chair and Chapter Secretary, a position to which I was appointed last year. I am also active with the union on a statewide level, serving as the Vice Chair of the Elections and Credentials Committee and as a member of the HSC Concerns and Web Advisory Committees. On the educational front, I have been active on the statewide level with the New York State United Teachers union (NYSUT), and on the national level with the American Federation of Teachers (AFT), serving as a member of both of their Credentials Committees since 2002.

In this hyper-speed internet world, knowledge has become more powerful. Technology must be utilized to improve our communications with others. As your Chapter Secretary, I will collaborate with others to advance the chapter's use of integrated internet/web-based systems in order to enhance communication to our members. Via this mechanism, I will provide past and current meeting minutes for membership review. I will also exchange ideas and work closely with union leaders from around the State by attending the Executive Board meetings in Albany each month.

The United University Professions is a great community in which I am proud to be an Upstate Chapter member. I ask for your support for the office of Chapter Secretary. I pledge to work with you to build our future. I am Robin R. I. Nichols, Jr., MS, candidate for Chapter Secretary, and I thank you.

**SYRACUSE CHAPTER
TREASURER
CANDIDATE STATEMENT****Rosemarie Bundy**

Having been the chapter Treasurer for 10 years I feel I can stand on my record. We have had

only one "exception" from the auditors during those years. We have also managed our funds carefully enough to provide us with a \$10,000 reserve fund in the form of a CD, which becomes our source of funds to conduct projects to promote the mission of the union.

After some serious thought, I feel I can handle one more term with the same careful accounting and transparency that transpired in the previous terms. Plus, I have developed a thick skin necessary for keeping us all honest!

**SYRACUSE CHAPTER
TREASURER
CANDIDATE STATEMENT****Diane Belanger**

I am running for the position as treasurer of our UUP chapter. Having been employed by University Hospital since 1982 and a UUP member for the past 15 years, I have strongly supported our chapter and management team and their vision for the future of our great university.

I have been asked to present what I can bring to the table if I am elected as Treasurer; hmmm, that is difficult to say but the one thing I do know is that during these difficult times I can and will bring a sense of financial stability, get thru the red tape to bring more resources into the chapter and lead by example. To work diligently to provide the best services for the least amount of capital outlay!

Unfortunately I am not visible in the hospital as I am sequestered off-site at Widewaters Plaza in Dewitt in the Finance Office. I hold the position as Collection Manager for UH. In addition I have led my community, Belmont Village Maintenance Association as Executive Director for 3 years. In that position we have a capital net worth of \$23,000 and hold the point as the one HOA that has not raised its monthly fee in the past 3 years while increasing services to our residents.

I have a background in bookkeeping and basic accounting and know when to loosen the purse strings and when to dig in.

**SYRACUSE CHAPTER
PART-TIME CONCERNS
CANDIDATE STATEMENT****Violeta Cuenca**

I, Violeta Cuenca, Director, OB/GYN Research Lab and a 30+ year dedicated UUP member, am

running for the position of Part-Time Concerns Representative.

If elected to this position, I will represent the many part-time employees who, in my opinion, have been underrepresented in the past. I believe part-timers are vital to this campus and help fulfill our clinical, research and academic missions. As their representative, I will fight for the respect, rights, benefits, and job opportunities entitled to them and give them a strong voice in all local and statewide union matters.

As a UUP activist, I have enjoyed and appreciated what the union has done for me and my professional colleagues. I am active in local and statewide legislative/political action, health science center and higher education committees. While I have always been a strong advocate for all SUNY Upstate Medical University's UUP members, I would, at this time, appreciate the opportunity to represent the campus's part-time group in this official capacity.



SUNY Upstate UUP Members Meet with Legislators

UUP employees from SUNY Upstate participated in two bus trips to Albany to meet with CNY State Legislators. The first trip was on January 27th, and included more than a dozen UUP members. Legislators in both houses and parties spoke about the current State budgetary difficulties and that they, while realizing cuts have to be made, are willing to try to protect health care and education to the best of their ability.

The second trip on February 3rd was in conjunction with NYSUT locals in CNY, including the Syracuse and Utica/Rome Teacher Associations and the community colleges.

Special thanks to everyone who took the time away from their workday to make these trips in an effort to help protect our vital health care services and educational missions.



UUP Employees visit with Assemblywoman Joan Christensen (119th Assembly District) January 27, 2009



Evaluations are Vital to Career Growth

John Marino, Statewide VP for Professionals

The SUNY Board of Trustees policies state that all professionals are evaluated at least once a year. You should receive a written evaluation based on the duties and responsibilities listed in the performance program. Keep in mind that evaluations

are an ongoing process. That is why it is important to discuss with your supervisor any and all problems you might be having with any assignment or duty as they occur. At the same time, your supervisor should discuss with you any issues that you raise during the evaluation period. This way, there should be no surprises when you discuss your formal evaluation with your supervisor.

You may be someone who receives a stellar evaluation year after year. I hope you are able to parlay that into a salary increase or promotion since that is a great time to ask. However, that is not always the case with everyone. After all, nobody does things perfectly all the time.

If you and your supervisor disagree about your evaluation and you believe you received an inaccurate assessment of your performance, there are a number of things you can do. Discussing your evaluation with your supervisor is very important.

If any of the statements in your evaluation are unclear, ask for clarification. Sometimes the wording in the evaluation can be changed to give a more accurate picture of how you performed and you can and should make suggestions. An evaluation should be used to help you excel and improve in your position throughout your career. Criticism should be constructive, not harmful.

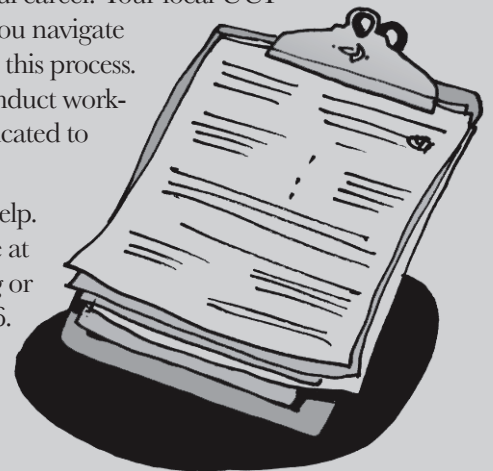
If you need more training or help, ask for it. Sometimes the performance program you received the year before was unrealistic. It might be necessary to make changes to a performance program so that it is more realistic.

If agreement cannot be reached, you should write a rebuttal and attach it to your evaluation.

Evaluations can only be characterized as “satisfactory” or “unsatisfactory.” If the evaluation is unsatisfactory, you can appeal to the Professional Evaluation Review Committee at your chapter. Even if the “satisfactory” box is checked, if you believe the content of the evaluation is unsatisfactory, you should appeal to the committee. There is a time limit of 10 business days for requesting a review, so it is important to make the request as soon as you receive the evaluation.

Above all, keep in mind you have resources at your fingertips. Using those resources will help you gain the knowledge you need for a successful career. Your local UUP chapter can help you navigate the ins and outs of this process. Many chapters conduct workshops that are dedicated to this topic.

I am also glad to help. You can e-mail me at jmarino@uupmail.org or call (800) 342-4206.



VICE PRESIDENT FOR PROFESSIONALS REPORT

Carl Pettengill, VP for Professionals/Grievance Officer



Since my last Advisor update, I've had a very busy schedule. Besides the biweekly labor/management meetings and other regularly-scheduled meetings, we have had six disciplinary hearings and been contacted by at least six people who have been non-renewed. Three of these non-renewals were reviewed by the College Review Panel, which I Chair. In the past, this Panel has only reviewed an average of one case per year, so three in two months is outside the norm.

I chaired an ad-hoc committee to review and make recommendations to the Chapter Executive Board for a new Department Representative Committee, which will also serve as the Professional and Academic Concerns Committee, for which we are seeking volunteers. Being a departmental representative is a great opportunity to keep informed on UUP issues, as well as a way to hear what is happening in other departments and around the campus. We'll be having some informational tables at various locations and times in the future to help the membership get to know more about their union. We will also be keeping an eye out for people who may show interest in this new committee. We will be finalizing this within the next month.

I would now like to turn to some of the more frequently asked questions that I receive from Upstate chapter members.

Q: I would like to see what is contained in my personnel file, am I allowed to do this and how do I go about it?

A: The contract ensures that members may review the contents of their personnel file. You need to contact the Employee Relations Department to set up an appointment to do so.

Q: What if there is something in my file that I do not agree with or feel it needs future explanation?

A: You have the right to prepare a written statement and ask that it be included in your personnel file for the item in question.

Q: I received my evaluation and was graded unsatisfactory on one of the individual competencies, but the overall evaluation was satisfactory. Do I have the right to ask for a review of the College Review Committee on Professional Evaluation? Also I refused to sign the evaluation.

A: No, you can only ask for a review if the overall performance evaluation was rated as unsatisfactory. You can however, prepare a written statement and ask that it be attached to the performance evaluation. Your signature doesn't mean that you agree with the evaluation. All that it's for is to acknowledge that you did receive the evaluation and has nothing to do with the contents of it.

Q: I received an overall unsatisfactory evaluation. What do I do now?

A: There are time deadlines that need to be met if you wish to ask for a review of the committee. You have ten business days from the date you receive your evaluation paper work, with all of the signatures, to request a review. Contact me to start the process. If you decided not to ask for a review, you should at least ask to attach a written rebuttal statement to your evaluation.

Q: I was non-renewed. What do I do now.

A: Contact me or the UUP office as soon as possible. We will set up a meeting to review your paperwork.

In closing, please feel free to contact me at any time if you have an issue, concern or question. I can be reached at 464-7878 and my email address is pettengc@upstate.edu.

You can always contact the main UUP office as well at 422-5028.

Where Does UUP Stand in Regard to Governor Patterson's Budget Proposals?

UUP supports the Governor's plans to:

1. Shift \$75 million in uncommitted reserves to fund full-time faculty and other campus positions in order to preserve access to SUNY campuses.
2. Provide a \$40 million increase to the total SUNY operational budget in order to help offset the \$148 million cut imposed in 2008.
3. Restore SUNY Educational Opportunity Program (EOC) and Educational Opportunity Center (EOC) funding.
4. Reject the request of SUNY campuses who wish to lease out their land.

UUP opposes the Governor's plans to:

1. Reduce State subsidy to the three SUNY teaching hospitals by \$25 million.
2. Significantly reduce Graduate Medical Education and Medicaid funding to the University Hospitals.
3. Eliminate the 3% contractual raise due our members on July 2, 2009.
4. Lag payroll for state employees by 5 additional days.
5. Remove Legislative oversight of SUNY transactions.

VICE PRESIDENT FOR ACADEMICS REPORT

Michael Lyon, VP for Academics



Tic Tock, Tic Tock How Do I Stop the Tenure Clock?

Perhaps you are close to the end of your 5th or even 6th year as an assistant professor and you just got back your NIH priority score. It shows that you scored at the 11th percentile, but they are only funding to the 10th percentile. This most likely means you will need to resubmit and wait nine months for an answer. Tic tock, tic tock...what if, during this wait,

the alarm goes off on your tenure clock? What if you or an immediately family member have been ill and, therefore, distracted from the tic tock of the tenure clock? What can you do?

According to The Policies of the Board of Trustees (POBT), which can be accessed at www.suny.edu/Board_of_Trustees/Policies.pdf, there are two mechanisms by which the tenure clock can be stopped: 1) by moving to a qualified academic rank, or 2) by decreasing your effort to part-time, usually 99%. While both of these are allowed, there are differences and nuances of which you should be aware.

Option 1 - Moving to a Qualified Academic Rank: A qualified academic rank can be a lecturer or a traditional rank preceded by the word “clinical”, “visiting” or other similar designation. By exercising this option, you would be switched into a term appointment for

a defined period and it may or may not be renewed, which is similar to decreasing your effort to part-time but with some differences. In a qualified academic rank, you do not see a reduction in salary or in accruals, which is possible if you go the part-time route. Also, notification of non-renewal is link to years of service, and can range from three months to as long as a year.

Option 2 - Decreasing Effort to Part-Time: If you go this route, you are no longer a full-time faculty member. Similar to a qualified academic rank, this is a term appointment but, with this option, you only get a 45-day notice of non-renewal. In addition, there could be a corresponding decrease in salary, accruals and retirement contributions.

For more details about the College of Medicine’s “Stop the Clock Guidelines”, please visit www.upstate.edu/facultydev/promotion.php.

Take home message: 1) discuss this with your department Chair and 2) before you sign an agreement, make sure all of your rights have been preserved and that the clock stop and start dates are clearly defined. In other words, have someone at UUP look it over.

And remember...“the recommendation to stop the tenure clock is solely within the purview of the Dean of the College of Medicine who will assess each faculty member’s unique situation.”

EVENTS & ANNOUNCEMENTS



Syracuse UUP members, Violeta Cunca, Barbara Alteri, Janet Shaw, Patricia Stempel, and Benjamin Africa attend rally on Capitol January 30, 2009.

RALLY ON THE CAPITOL

Picture and Article by Brian R. Rappen,
Professional Delegate

On a cold Friday, January 30, 2009 at 12 noon, several hundred UUP members rallied in front of the Capitol in Albany. Speakers included UUP President Philip Smith, NYSUT President Richard C. Iannuzzi, and NY State Assemblyman Jack McEneny, who all spoke on how Governor Patterson’s proposed budget cuts would wreak havoc on SUNY’s educational and health care missions. UUP President Philip Smith acknowledged that, although these are hard times, SUNY must receive the funding needed to serve the students and patients of New York State.

A You Tube video, photographs, and news accounts of the rally can be accessed through www.uupinfo.org.

Faculty Salary Myths Debunked

In these precarious financial times, we must debunk two related myths about costs and faculty in the academy:

Myth 1: Tuition increases are driven by increases in faculty costs.

Myth 2: Faculty are the labor cost in higher education.

In debunking these widely held myths we must clarify three basic points:

(1) **You can't blame faculty salaries for increases in tuition and costs.** Faculty salary increases have been well below increases in tuition and well below increases in senior administrators' salaries, which have increased disproportionately. Adjusted for inflation, tuition increases between 1989 and 2005 averaged about 6 percent a year; between 2002 and 2006, tuition at public universities increased by over 29 percent. From 1999–2000 to 2007–08, the yearly increase in overall average faculty salary ranged from 2.1 to 3.8 percent; adjusted for inflation, faculty salaries either decreased or increased less than 1 percent in six of those years. Between 1995–96 and 2005–06, presidential salaries increased by 35 percent, adjusted for inflation, compared to 5 percent for average faculty salaries 2005–06 to 2007–08, the two-year increase in senior administrators' salaries outpaced both inflation and the increase in average salary for full.

(2) **You can't blame increases in faculty numbers for increased tuition and costs.** Full-time tenure-track faculty numbers have increased at a far slower rate than have numbers of other professionals and administrators. Between 1976 and 2005, full-time tenure-track positions in the United States increased by only 17 percent, compared to a 281 percent increase in nonfaculty professionals and a 101 percent increase in administrators.

(3) **Spending on instruction has declined in all sectors of higher education, while spending on administrative costs has increased.** Between 1995 and 2006, overall spending increased, but the share of instruction was down in all sectors (for example, in public master's institutions it was down from 53.9 to 50.8 percent; in private master's institutions it was down from 45.0 to 43.0 percent). The share of student services increased (from 9.9 to 10.9 percent in public master's institutions and from 13.9 to 15.6 percent in private master's institutions), as did that of administration and other support (from 36.2 to 38.2 percent and from 41.1 to 41.4 percent, respectively).

Imagine a series of three simple graphs depicting similar changes over time at your institution. The first would chart tuition increases against faculty and presidential salaries, and you'd likely find that the flattest line is salary increases for faculty and the steepest line is the increase in presidential salary. A second bar chart of increases in the number of tenure-track faculty, other professionals, and administrators, might show the smallest bar being increases in full-time tenure-track faculty and the bars for administrators and other professionals being six (or sixteen) times larger. The third graph would display trend lines in expenditures, with instruction likely declining toward a 50 percent share and student services and administration growing to overtake instruction.

The message is, faculty are not the problem and are but one part of the labor force and cost.

Excerpts from Feb 10, 2009 AAUP online newsletter: aaupnewsletters@aaup.org

Welcome New Members!

Bonnie R. Chapman, Nursing - Transplant Clinic
 Amy L. Coulter, Radiology – Diagnostic
 Sarah M. DeWitt, Neurosurgery Services
 Stacey L. Humphrey, Respiratory Care Services
 Jeffery A. Kline, IMT - Operations & Networking
 Mark J. McNaney, Surgery - Kidney Transplant
 William P. MacDonald, Environmental Health & Safety
 Deborah A. Nanna, Ambulatory Services Admin.
 Joseph V. Pulizzi, Radiology - Administration
 Tina A. Rice, Medicine - EP Lab
 Monet Richardson, IMT - Clinical Data Services
 Michael A. Romandetti, PM&R - Rehab Therapies
 Nancy L. Ryder, Medical Staff Service

Dana R. Ruth-Setek, Surgery - Kidney Transplant
 Simone Seward, Public Health & Preventive Med.
 Christine M. Sobotka, Clinical Neurophysiology
 Sara J. Sturges, PM&R - Rehab Therapies
 Anne E. Swan, Orthopedic Services
 Luis A. Tirado, Radiology - Diagnostic
 Elise A. Vecchio, Pathology - Hospital
 Nancy Vieau, Financial Services - Patient
 Brittany M. Wall, Medical Staff Service
 Jeffrey K. Weed, EP Lab
 Kimberley A. Wray, Radiology - Diagnostic
 Severine P. Yagaza, Spiritual Care Program

Committee Highlights of the 2009 UUP Winter Delegate Assembly

Albany, New York • January 30-31, 2009

GRIEVANCE COMMITTEE MEETING AND HEARING

Brian R. Tappan, Statewide Grievance Committee Vice-Chair (P)

The Grievance Committee met on Thursday January 29th to review grievance cases and make recommendations to UUP President Phil Smith. All recommendations are confidential, and the meeting is closed to everyone except Committee members.

An open Grievance Committee Hearing was held on Saturday, January 31st. The 90-minute hearing covered the following topics:

1. How new employees can be better educated on the terms and conditions of their employment in order to avoid future problems.
2. What potential changes could be made to the next contract and how the current contract differs from that of other bargaining units (CSEA, PEF, etc.).
3. The disciplinary process and what resources are available to help resolve employee-management conflicts.

OUTREACH COMMITTEE MEETING

Brian R. Tappan, Committee Member

Approximately 50 members of the Outreach Committee met on Thursday, January 29th, including several UMU Chapter members.

UUP President Phil Smith and NYSUT Lobbyist Chris Black discussed Governor Patterson's 2009-10 Executive Budget and how it will effect SUNY campuses and teaching hospitals.

Special Guest, Patrick Lyons, from NYSUT, came to inform Committee members of changes introduced by the NYS Commission on Public Integrity, which restricts such things as providing food and beverages to Legislative leaders when discussing SUNY issues.

Co-Chairs Glenn McNitt and Tom Tucker discussed UUP's 2009 Political Action Plan, which has been compressed due to the March 1st state budget deadline. The importance of meeting with legislators in their local offices, in addition to traveling to Albany, was stressed.

HSC CONCERNS COMMITTEE

Brian R. Tappan, Committee Member

The HSC Concerns Committee met at the DA on Friday, January 30th and discussed the following two topics:

1. How much state money goes to private universities and colleges in New York State was discussed. In September 2009, the HSC Concerns Committee asked UUP to file a Freedom of Information request in order to review these figures. This information has been received and is being reviewed.
2. The University of Buffalo (UB) 2020 Program, which is being proposed by Western New York legislators, was discussed at length. UUP opposes the legislation on the following grounds:
 - a. UB wants unilateral authority to raise tuition.
 - b. UB wants to take possession of the campus, dispose of property and land at their own discretion, and keep all profits, despite it originally being funded by New York State taxpayers.
 - c. UB is supporting a bill that is anti-labor. Business ventures will be created outside of the current union contract and protection, making it easier to outsource public employee work. In short, UB wants to be funded by the taxpayers of New York State, but be exempted from any governmental oversight.

PRESIDENT UPDATE

Continued from page 1

to learn new skills and to update their old skills. Cutting SUNY will 'stall the engine' that drives our state economy. SUNY is the source of continuous economic activity that sustains our communities. If you would like a "SUNY is the \$olution" sign to put in your yard or a neighboring business, please call the chapter office at 422-5028.

We are facing a very difficult and challenging Budget process and a Governor that is demanding that the Budget be passed by March 1st. The 2009 Executive Budget proposes a \$25 million reduction to the hospitals in the state subsidy- this in addition to the \$148 million the SUNY campuses were asked to absorb in mid-2008. He has also proposed five plans in the Executive Budget that pertain to employee wage & benefits, including 1) establishing a sliding scale for retiree

health insurance premium contributions for future state retirees, 2) requiring state employees over 65 and retirees to contribute to Medicare Part B premiums, 3) implementing a Tier 5 pension benefit for new hires, 4) eliminating the 3% pay increase scheduled on or after April 1, 2009 and 5) implementing an additional 5-day pay deferral for all state employees. This is a call to action for all UUP members- as this represents our livelihood and our lives.

We urge our members to remain informed by attend the informational open forums held by Dr. David Smith, SUNY UMU President, consider participating with the Outreach Committee on advocacy bus trips to Albany and utilize the UUP website to keep up to date on local happenings.



Performance Program is Key to Success

John Marino, Statewide VP for Professionals

Do you have an up-to-date performance program? Have you participated in the development of your performance program? Did you know that your performance program can help you get promoted and/or a salary increase and keep the work you do for SUNY at a reasonable level?

Working for SUNY can be daunting at times. And when many of us start out, we have a long road ahead of us, with the dreams of attaining all the good things in life. One of the things that can help you realize these dream is a well done performance program — and you play a major role in its development. Space will not permit me to go into all of the contractual details or the guidelines outlined in the Policies of the Board of Trustees and contract. My goal here is to get you to hopefully understand the importance of these documents. As far as the details, you have resources at your fingertips; your campus-based UUP chapter conducts workshops and has leaders and labor relations specialists available to help. And, of course, I am at your service by e-mail and phone. You might have seen me at one of your chapter workshops as well.

This is what I hear the most from our members: How do I get a raise and how can I get promoted? My first reaction is always: Do you have an up-to-date performance program? During the last few years, UUP has made significant progress in making people aware of the impor-

tance of having one. In fact, many more of you now have a performance program. But we're still not where we want to be.

One of the biggest misconceptions is that the performance program is a job description. It is not! The performance program is part of the system of evaluation set forth in the Policies of the Board of Trustees. These policies state that you need to be evaluated annually based on the duties and responsibilities you were assigned to perform. That is why it is so important that you discuss your duties and responsibilities with your supervisor before you sign off on your performance program. So when you review your performance program and there are things in it you know you cannot do, then speak up. Ask for clarification or training, and make sure your supervisor is aware and that your request is documented. The bottom line: You will be evaluated on the specific duties in the program. Remember, "any and all duties as assigned" is not specific, and therefore cannot be evaluated and cannot be included.

Once you have a performance program that can measure success and show growth in your performance, you can start working toward promotions and salary increases.

It can also help you keep things in check. As duties are added, it is possible to get salary increases or have some duties removed. It is also possible to get promoted.



BECOME A UUP DEPARTMENT REP!



- ☒ Are you considered the "go to" person in your department?
- ☒ Do you like keeping informed about important issues in the workplace?
- ☒ Do you want to have a voice in UUP issues on campus and learn what more can be done?
- ☒ Have you always wanted to become more involved with UUP, but did not want to have to run for an official elected position?

If so, please consider joining our Department Representative Committee. We're looking for members like you to help us get the word out, as well as getting memberships concerns to us.

Please contact the UUP Chapter office at 422-5028 for more information.

EVENTS & ANNOUNCEMENTS

Legislative Information Day, Albany, NY, February 24, 2009**UUP Urges Lawmakers to Boost SUNY Funding, Adopt Progressive Income Tax**

More than 100 United University Professions members from SUNY campuses across the state today appealed to lawmakers to restore budget cuts to the State University of New York and to increase SUNY's operating budget. They made the pitch during the union's Legislative Information Day in the Well of the Legislative Office building, meeting face-to-face with lawmakers from their districts to explain how budget cuts are affecting their campuses and threatening SUNY's quality. The union arranged the Well into seven geographic regions representing all of SUNY's 29 state-operated campuses to make it easy for legislators to connect with members in their districts.

UUP President Phillip H. Smith detailed the union's 2009 legislative priorities, and urged lawmakers to protect the state's future by reversing Gov. David Paterson's proposed state budget cuts to SUNY. More than a dozen state legislators also addressed the attendees.

"New York cannot afford to abandon today's students who are the workforce of tomorrow," Smith said. "SUNY students are already feeling the sting of budget cuts, from increased class sizes to canceled courses to delayed graduations. Given this economic climate, we can't allow SUNY to deteriorate, especially for the tens of thousands of students looking for an affordable, quality college education, and for workers who have lost their jobs and need retraining."

Smith called on lawmakers to adopt a progressive income tax to raise state revenue instead of relying on spending reductions to balance the state budget. He recommended some of that revenue—and funds from the federal stimulus package—be used to relieve the financial pressure at SUNY's teaching hospitals in Brooklyn, Stony Brook and Syracuse that are facing a \$25 million cut in their state subsidy.

"SUNY hospitals are already near the breaking point," Smith said. "Uninsured and underinsured New Yorkers who count on these public hospitals for vital health care services could be turned away if the state fails to provide adequate funding." UUP is seeking a restoration of the \$25 million cut plus an additional \$40 million increase in the state hospital subsidy.

UUP members pressed legislators to support the proposal to create a \$75 million supplemental operating aid fund which would come from the University's reserves and uncommitted fund balances, and to use those dollars to prevent any deeper erosion of academic quality.

UUP is also urging lawmakers to reject legislation that would give individual SUNY campuses the power to sell or lease their property without legislative oversight. UUP members told lawmakers they also oppose the governor's proposals to: withhold their 3 percent raise this year; create a new Tier V pension plan; add a five-day lag payroll; and merge the New York State Theatre Institute with The Egg.

UUP represents 35,000 academic and professional faculty on 29 New York state-operated campuses, including SUNY's public teaching hospitals and health science centers. It is an affiliate of NYSUT, the American Federation of Teachers, the National Education Association, and the AFL-CIO.



Two Smiths working closely together to protect SUNY UMU (2/24).



Smith, Students and Employees from Upstate traveled to Albany to talk to legislatures about the campus (2/24).

Who doesn't love a discount?

Especially these days, if you can save a little here, a little there, doesn't that make the purchase even more special?

NYSUT Member Benefits Trust endorses a variety of discount programs ranging from office supplies and movies to appliances and heating oil.

Read on for a brief description of all of the endorsed discount programs available to you from Member Benefits. **To ensure you'll get the NYSUT member discounts**, visit www.memberbenefits.nysut.org or call 800-626-8101 for details.

Bose® - Special pricing on Bose consumer products, including music systems, computer speakers and home theater systems.

Dell - Receive a 7 percent discount on most items such as laptops, desktops, printers, plasma screens and more. Or choose a pre-configured system at a discounted price.

Barnes & Noble.com - Discounted items up to 40 percent. Members receive an additional 5 percent discount only through the Member Benefits Web site.

OfficeMax Retail ConnectSM - Discounts from 10 percent to 40 percent off certain office supplies and services at OfficeMax retail locations when providing the OfficeMax discount card at time of purchase. If OfficeMax is not in your vicinity, you can order online (you'll need username,

password and Internet address to receive the discount online).

Working Advantage - Order discounted tickets for movie theaters, movie rentals, theme parks, Broadway shows, sporting events, online shopping and more.

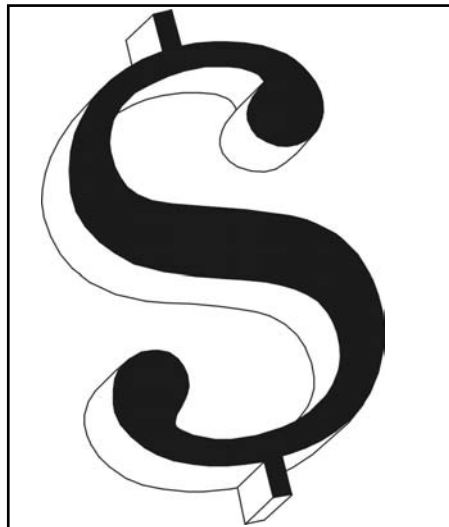
Six Flags - Purchase discounted admissions to participating parks using the Member Benefits Web site link.

Philips Lifeline - A simple push of a button gets appropriate help in a timely manner to relatives who live alone. Receive a discount off the initial installation fee and monthly monitoring costs.

Car & Truck Rentals - Discounted car rentals from Alamo, Avis, Budget and Hertz. Discounted local and one-way truck rentals from Budget Truck Rental.

The Buyer's Edge - Use this buying service to comparison shop for your best deal on major appliances, furniture, luggage, automobiles and more.

HEAT USA - Substantial discounts on heating oil. Free lifetime 24-hour service contract, annual cleaning and more. Available in limited areas in New York, New Jersey and Connecticut. First-year membership is \$25; receive second year membership free.



For information about contractual expense reimbursement/endorsement arrangements with providers of endorsed programs, please call NYSUT Member Benefits Trust or refer to your NYSUT Member Benefits Trust Summary Plan Description.

Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits Trust-endorsed programs.



DELL DISCOUNT PROGRAM

UUP members can receive a 7% discount on most products through the Dell Discount Program offered through NYSUT. This discount applies to products such as laptops, printers, plasma screens and digital cameras. Dell also offers pre-configured systems at a discounted price (7% discount does not apply to these already reduced prices).

Members can purchase these items by either calling 866-535-3580 or using the Dell link at www.memberbenefits.nysut.org and providing the NYSUT Member Benefits Trust ID#US72614970.

