



the Advisor

SUNY UPSTATE MEDICAL UNIVERSITY

Volume XVI, No. 1

November 2009

PRESIDENT UPDATE



Carol Braund, UUP Chapter President

This year, two of UUP's biggest challenges have come from the New York State government. First, the Commissioner of Health mandated the H1N1 immunization for all healthcare workers, and it took the combined efforts of NYSUT and the three unions represented at Upstate Medical University to secure a temporary injunction against the ruling. Then, Governor Patterson announced that he intends to make a mid-cycle cut to the SUNY budget of \$90 million dollars, impacting both healthcare and education - the two things that represent Upstate Medical University's mission and focus.

The advocacy efforts of UUP from January to March '09 focused on retaining and restoring healthcare and educational funding. Our successes included getting money returned to the hospitals and allowing individual campuses to retain 10% of their

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Should *The Advisor* Go Paperless?

By Colin Massulik

There is a common misconception among us that when we go "paperless" that we are being "green". With the popularization of mobile computing and the high availability of Internet access, we often find it convenient to receive and store our information in a digital format. We believe we are helping the environment when we reduce paper waste by using technology more, but just how "green" are we really being?

What Does it Mean to Be "Green"?

Let's clarify what the term "green" actually means. Green is the popular idiom for a concept known as sustainability. In short, when you use natural resources that can be reused, recycled or remanufactured in another way that is not destructive for the next generation, then it is considered sustainable. The most common uses of the term are found in the fields of energy, raw materials and manufactured goods.

Since the green revolution has become a mainstream concept, nearly all industries have made tremendous efforts to make their products more sustainable. Fuel stations have started adding ethanol to gasoline. Hybrid cars use electric batteries, not only to save gas, but to also reduce toxic emissions. Most everyone is trying to do his or her part to improve the environment.

Paperless or Green?

Advocates of a paperless society will argue that using paper kills trees and digital doesn't, so in their minds, computers must be greener. On the other hand, supporters of paper will often claim it is a renewable resource, arguing that computers are energy leeches, so print must be greener. The simple answer to this debate is that they are both right, but of course there's much more to it than that.

Quick tips to going green are often tossed about. Paying bills online, using e-statements and utilizing online fax services are a few of the most popular suggestions. It has even been recommended that *The Advisor* go exclusively online, in order to be more green. These are all effective ways to reduce the paper clutter and reduce consumption, however, we need to clear the air about the misunderstanding of the term "green".

The Internet is not Green...yet.

According to the Environmental Protection Agency, in 2008, the largest energy-consuming area was the Internet and data centers. The computers that run the Internet account for at least a third of most corporations' energy needs. There is a tremendous need for electricity to power the servers, network hardware and data storage equipment. In addition, an industrial strength air conditioning system is needed to keep these computers running at their optimal temperature, which accounts for nearly half of all electricity costs pertaining to data centers.

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Committee on Active Retired Membership



Daisy Allman, Upstate Oncology/Medicine Services Retiree; Nancy Shumway, Upstate Ambulatory Procedures and Pretesting Retiree; and Anne Bowdoin, Director of Vitality Fitness Program at University Hospital's Institute for Human Performance.

Central New York UUP retirees and their guests met for the spring COARM meeting Thursday, May 28, 2009 at the Twin Trees Restaurant in Syracuse. Retirees from Utica/Rome, Upstate, Morrisville, and ESF gathered to meet old friends. Newly elected COARM State Representative Pat Strempel discussed a variety of issues and thanked everyone for her election.

Pat spoke to the thirty-nine attendees about the needs of retirees and provided new information regarding statewide issues. She emphasized that Medicare reimbursement for Part B will remain during the upcoming year that the group should be even more vigilant in light of the governor initiating a Task Force on Retiree Benefits.

Upstate Medical University political action committee member David Peckham spoke on several "hot issues." He discussed how the bill A/S2020, if approved, would destroy some of the SUNY colleges struggling to survive in a declining college-age population. He also mentioned that scheduled SUNY tuition increases raised tuition this academic year by 20% and will culminate in a 50% tuition hike by 2013.

Federal issues, included the myths surrounding the Single Payer System Bill 676, were discussed. UUP and AFT endorse this bill, as do many physician groups. Each attendee received a handout on health care payer myths.

Upstate Chapter President Carol Braund spoke on the stability of the membership at

the SUNY Medical University. She addressed the question of Emeriti status for retirees of Upstate, and indicated she was working closely with Eric Frost, Vice President of Human Resources at Upstate, to obtain this for all retirees. Carol reminded everyone of the Upstate Chapter's Annual Meeting and picnic, which will take place on June 10, 2009 at Weiskotten Hall.

Keynote speaker Anne Bowdoin, Director of the Vitality Fitness Program at Upstate's Institute for Human Performance and exercise physiologist, spoke about the importance of exercise for senior citizens and the barriers they must overcome to accomplish it. Anne talked about the total amount of exercise needed and that it should be spaced out into 10-minute time intervals. She demonstrated warm-up and stretching exercises, and stressed the importance of these to prevent injury. Anne took questions and demonstrated several exercises. She passed out informational pamphlets on exercise and the Vitality Fitness Program at the IHP.

The members rounded out the afternoon by suggesting topics and locations for the future COARM meetings. Pat told everyone that the next meeting will be in the early fall. Members were asked to look for more information on the Upstate Medical University Chapter website at <http://www.uupinfosyr.org/retirement.html>.

We wish to thank Upstate and Webmaster Colin Massulik.

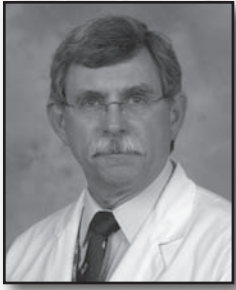
Welcome New Members!

Kathleen M. Abruzzese - Central Distribution Services
 Anne Marie Aden - Radiology
 Syed Ahmad - Emergency Medicine
 Michael Akiyemi - Surgery
 Daniella A. Akibo-Betts - Radiology
 Reem Akkawi - OB/GYN
 N. Alam - Neurology
 Ashley H. Anderson - Ortho
 Frieda P. Ansoanuur - Peds
 Muhammad O. Arif - Medicine
 Georges Aul - OB/GYN
 Darryl A. Auston - Orthopedics
 Lisa M. Baclawski - OB/GYN
 Colleen A. Baish, Pediatrics
 Catherine M. Barone, Pediatric - Developmental Eval Ctr
 Lyndsey A. Bauer - Rehabilitation Psychology
 Gregory A. Bedigian - Respiratory Care Svcs
 Saleh Bhar - Pediatrics
 Shripal K. Bhavsar - Radiation Oncology
 Upasna Bhuria - Surgery
 Michael J. Bilodeau - Health Care Teleservices
 Jennifer A. Bocchino - Respiratory Care Services
 Michelle L. Brand, Physical Med & Rehab Admin
 Shereene J. Brown - OB/GYN
 Valerie A. Bullock - Clin Path - Micro & Virology
 Jacqueline R. Busingye - Ophthalmology
 Virginia Castro - Continuum of Care
 Lucien D. Catania - Anesthesia
 Shannon M. Cavedine, Poison Center
 Nurudin Cemer - Medicine
 Britton M. Chan - Medicine
 Brian A. Changlai - Medicine
 Anncheat Chea - Internal Medicine
 Hoon Choi - Neurosurgery
 Varun Choudhy - Medicine
 Sheri L. Clark, Pediatric - Developmental Eval Ctr
 Christopher J. Connelly - Radiology - Diagnostic
 Ginger Cotter - Emergency
 John R. Craig - Otolaryngology
 Jason A. Creps - Dental
 Sabina S. Croft - Health Care Teleservices
 Dany A. Curi - Nursing - OR
 Christopher M. Curtiss - Pathology
 Tuan V. Dao - Medicine
 Subhraleena Das - Internal Medicine
 Laurie DePerno - Medicine - Cardiac Cath Lab
 Mandeep K. Dhaliwal - Emergency Medicine
 Anne Dow - Neurology
 Megan E. Dragonette - Respiratory Care Services
 Srinivas Duggineni, Pharmacology
 Benjamin W. Ecker - Environmental Health & Safety
 Jerry R. Emmons - Emergency
 Brenda M. Fillingham - Respiratory Care Svcs
 Melinda L. Filtch - Clin Path - Micro & Virology
 Kate W. Flewelling - Library
 Terri K. Fredericks, Hospital Purchasing
 Chris C. French - ENT
 Sarah T. Gannaway - PM&R - Rehab Therapies
 Ricardo J. Garcia - Rheumatology
 Nicole M. Gero - EM
 Angela D. Gitner - PM&R - Rehab Therapies
 Shraddha S. Goyal - Internal Medicine
 Christine M. Granato - Internal Medicine
 Purva Gumaste - Internal Medicine
 Mohammed R. Hamdani - Surgery
 Jeffrey A. Hamlin, IMT - Customer Support
 Tim L. Harris - Pediatrics
 Abdul Haseeb - Medicine
 Enisa Hodzic - Pediatrics
 Kristel B. Holmblad - Pediatrics
 Vincent Huang - Physical Medicine & Rehab
 Leina Ibrahim - Microbiology & Immunology
 Revathi Iyengae - Neurology

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VICE PRESIDENT FOR ACADEMICS REPORT

Michael Lyon, VP for Academics



So you just got this Annual Agreement of Academic Expectations (AAAE) document from your department chair, and you are wondering “What the heck is it?” Well, boys and girls, it is basically what its title says - an agreement, and I stress the word **agreement**, between you and your department chair as to your activities during the next year. An AAAE is meant to serve as a faculty development mentoring tool that guides you towards promotion and/or tenure.

The document will describe your particular appointment (basic science or clinical) and break down your activities (clinical, teaching, research and administrative), choosing one as your area of excellence. A percent of effort is assigned to each activity and should, naturally, equal 100%.

We have had a few problems with this particular document, which I believe have come from both sides of the table. The first thing is that the expectations need to be reasonable and achievable within the given timeframe. Also, it should be kept in mind that this should be treated as a living document that is not set in stone but open to ongoing revision by either side. For example, a faculty member should be able to approach the departmental chair for an extension when a grant submission date is delayed due to any number of reasons. Additionally, a departmental chair may need to revise a faculty member's AAAE in order to meet departmental needs, such as a teaching assignment change. However, if something is added to your expectations then something must be taken away, which has not always occurred. You can only work 100% of the time.

AAAE take home messages:

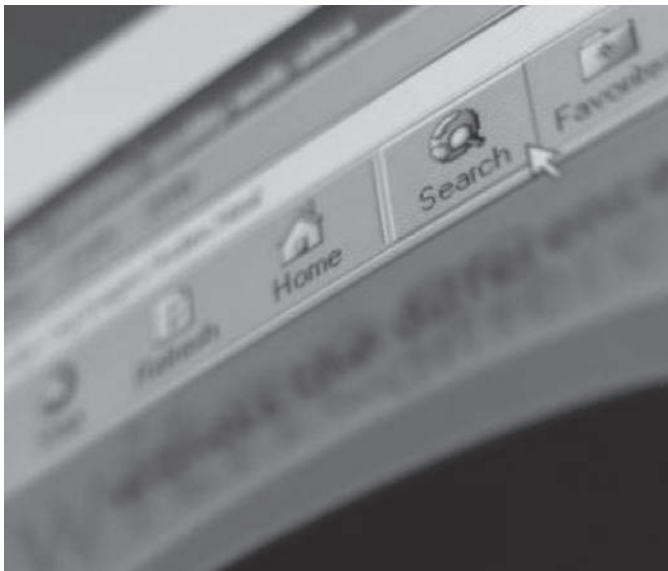
- 1) It is not a performance program or checklist such as that used with professional employees. The protections that are in place for professional employees do not exist for academics.
- 2) Either side can seek to change its content.
- 3) Most of all, the intention of this document is that it be used as a faculty development mentoring tool.

Below is an excerpt from the “Processes for Promotion and Tenure Considerations, College of Medicine, SUNY Upstate Medical University” dealing with this subject. The full document along with other related information can be found on the faculty development web page: <http://www.upstate.edu/facultydev/>

A. ANNUAL REVIEWS OF PROGRESS TOWARD PROMOTION

1. There shall be an Annual Meeting between the Department Chair and each faculty member in his/her department for faculty members assigned to the Syracuse Campus. *Faculty members assigned to the Binghamton Clinical Campus will meet with the Binghamton Program Directors or, in the case of a Program Director, with the Binghamton Campus Dean.* The focus of this meeting will be faculty development, specifically the progress toward the next promotion for faculty holding less than full professorship. Discussion will focus on progress in all areas of involvement, including teaching, research and service, as defined in the appendix to the Standards Document. At the time of this review, goals for the next year shall be established and agreed upon in the form of an Annual Agreement of Academic Expectations (AAAE), which will be prepared and signed by the Chair and the faculty member within a month of the annual meeting. This document shall specify percentage effort in teaching (required for all faculty), research and service, as well as attainable goals and measures of their accomplishment. A copy of the AAAE will be submitted to the Dean's Office with review on request, or as needed. Disagreements between Chairs and faculty will be resolved by the Dean or Dean's Designee.

Binghamton campus faculty who are less than full time but .25 FTE or greater will meet every two (2) years; faculty less than .25 FTE will meet every four (4) years. At the time of this review, goals for the next review period shall be established and agreed upon in the form of an Agreement of Academic Expectations (AAE), which will be prepared and signed by the Program Director and the faculty member within 2 weeks of the meeting. The AAE will be submitted to the Binghamton Dean's office for review and approval. Disagreements between Program Director and faculty will be resolved by the Binghamton Dean or Dean's Designee.



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E V E N T S & A N N O U N C E M E N T S

2009 SYRACUSE CHAPTER UUP CLAMBAKE

HINERWADEL'S GROVE • SEPTEMBER 13, 2009



Photos by Brian Tappen
Collage by Dawn Leadley

EVENTS & ANNOUNCEMENTS



Above: UUP members from Albany, Cortland, ESF and Upstate march in the Labor Day Parade at the State Fairgrounds on Monday, September 7, 2009. Below: UUP Members from Upstate participate in the Adopt-a-Highway Program along Route 481 in Syracuse.



Welcome New Members!

Behnam Jafanpour – Neurology
 Kunal Jain – ENT
 Helen M. Jenne, Clin. Path. - Blood Bank
 Charles L. Johnson - Facility Design Services
 Elizabeth A. Jones, Pediatric - Developmental Eval Ctr
 Robert P. Kallinicos - Psychiatry
 Hatim Karachiwala - Medicine
 Rohini Kasturi - Medicine - Endocrine
 Priyanka Kaul - Pediatrics
 Joshua H. Kaye - PM&R
 Daniel Kolakowski - Peri-Operative Services
 Fatoumata Kromah - Anesthesia
 Sujith Kuruvilla - Medicine - Cardiology
 Sundus Latif - Neurology
 Anthony P. Lebario - PM&R
 Juan R. Lebron Sanchez - Physical Med. & Rehab.
 Robert T. Lee, Clin Path - Blood Bank
 Michael J. Lenish, IMT - Hospital Info Systems
 Evelyn E. Lester, Pediatric - Developmental Eval Ctr
 Martha A. Lewis, Nursing - Utilization Mgmt
 Regina J. Lozito-Yorton - Child Life 7H Peds
 Daniel P. Malay, PM&R - Rehab Therapies
 Elizabeth M. Malcolm - Health Care Teleservices
 Constance J. Masten - Respiratory Care Services
 Tracy J. Maurer - Dental Clinic
 Lynn M. McConnell, Radiology – Diagnostic
 Sharon J. McNeil - Medical Staff Service
 Barbara G. McSally - Nursing - Utilization Mgmt
 Marissa L. Mincolla - Radiology
 Shahryar Mousavi - Surgery
 Robert M. Nastasi – Anesthesiology
 Cordell E. Navarat - Clinical Neurophysiology
 Margaret A. Nessel - Clin Path - Cytogenetics
 Jueri Nguyen - Surgery
 Long V. Nguyen – Emergency
 Tammy Nunez - Continuum of Care
 Rachel L. O'Brien - Financial Svcs - Patient
 Kevin D. O'Keefe – Orthopedics
 Yki Orr - Anesthesiology (Hospital)
 Cindy M. Paikin - Public Health & Preventive Med.
 Erin M. Parsons – Dental
 Julie Pettengill - Pediatric & Adolesc Ctr (UHCC)
 Sowmya Pinnamaneni - Internal Medicine
 Patricia Pisarek - Pharmacology
 Andrew R. Poreda - Emergency Medicine
 Rhonda D. Preston - Respiratory Care
 Michael B. Quigley - Dental
 Amit Rahman – Emergency Medicine
 Mohammad R. Rajebi - Radiology
 Krithika Ramachandran - Pulm. & Crit. Care
 Seethalakshmi Ramanathan - Psychiatry
 Merima Ramovic-Zobic - Internal Medicine
 Archana C. Rao - Internal Medicine
 Simon R. Rawlins - Medicine
 Ahmad Rayes – Peds
 Justin J. Reed, Clin. Path. - Blood Bank
 Leanne G. Rofo, Pediatric - Developmental Eval Ctr
 Elizabeth A. Ruckdeschel - Pathology
 Matthew W. Ryzewski - Pediatrics
 Jennifer Sacks – Pediatrics
 Sarah Salameh - Cell & Developmental Biology
 Shaifali Sandal - Internal Medicine
 Jennifer R. Satterlee - PM&R - Rehab Therapies
 Shyama Satyan – Neurology
 Vicki M. Savodnik - PM&R - Rehab Therapies
 Carl Schillhammer – Orthopedic Surgery
 Elena Schmidt – Medicine
 Kirstie A. Schneider - Dept. of Surgery
 Kristi G. Scully - Nursing - 5C - Amb Peds Hem/Onc
 Shelly A. Shaffer - IMT - Customer Support
 Namita Sharma - Medicine
 Tulsi Sharma - Internal Medicine
 Kirstin J. Shoemaker, IMT - Operations & Networking
 Edward J. Sinay, Jr. - Financial Services - Patient
 Gary S. Smith - Emergency Preparedness
 Jaclyn S. Siskind - Pediatrics
 Amanda B. Sosulski – Surgery

The Johns Hopkins H1N1 Glossary for Students

(September 14, 2009 - <http://web.jhu.edu/administration/flu/updates/091309.html>)

A new disease demands a new dictionary. The Johns Hopkins University Office of Communications and Public Affairs offers these lighthearted suggestions (and prevention reminders) for campus conversations about the H1N1 pandemic.

Pig: A student ill with suspected or presumed H1N1 flu. (Variation: Piglet: a sick freshman.)

Pig in a blanket: A sick student complying with doctor's advice to stay home, drink fluids and get plenty of rest.

Pig in a Snuggie: A student complying with doctor's advice in a blanket with sleeves.

Glazed ham: A pig with fever sweats.

Pig Latin: A sick student's Classics homework.

Pig pen: A sick student's room, where he or she stays until 24 hours without fever, off of fever medication.

Pig sty: A sick student's room before he or she properly disposes of used tissues and cleans doorknobs, desktops, keyboards and other surfaces with virus-killing wipes.

The Farm: Mom and Dad's house, where pigs who live near campus go to recover rather than sit in the pig pen day after day.

Sleeze: to sneeze properly (into one's sleeve) when a tissue isn't handy. (Variation: sneeve.)

Sloff: to cough properly (into one's sleeve) when a tissue isn't handy.

Boar War: An all-out on-campus effort to prevent the spread of H1N1.

Bacon: What a pig experiencing an H1N1 fever feels like, i.e., fried. (Doctor: "Pig, how are you feeling today?" Pig: "Like bacon, doc.")

Oink: A pig's cry to his/her friends for help with deliveries of food ("slop"), class notes, over-the-counter medicine or other necessities to the pig pen.

Pork barrel: Derogatory term for an entire residence hall afflicted with H1N1 (knock on wood that never happens!).

Hog blog: the university's flu information Web site at <http://flu.jhu.edu/>

Hog tide: Alcohol-based hand sanitizer.

Hogwash: Washing hands frequently and thoroughly, with either hog tide or plain old soap and water.

The Arnold zniffle: The sound a pig makes just before properly using and disposing of a tissue.

Trough: A dining hall, where unsanitary pigs could easily transmit the H1N1 virus if they share drinks, utensils, etc.

Pig tale: The story of the aches and pains a pig experienced while sick with H1N1.

Piggy cold: The name Dean Susan Boswell's daughter uses for H1N1 flu.

Pig puns: H1N1 jokes.

PRESIDENT UPDATE

Continued from page 1

tuition revenue. We greatly appreciated the efforts of both academics and professionals who made the Tuesday trips to Albany to speak with our lawmakers during that time. When the Legislators returned for the fall session, the decision making process in the Senate became a 'casualty' of the efforts of political powerbrokers to control the Senate and Assembly. The pending bills (Unemployment Insurance for Part-Time Employees, Pay Equity Legislation and Gender Expression Non-Discrimination) that we advocated and supported remained on the agenda and did not move forward.

The next few months are going to be critical to the SUNY system. The latest information we have is that New York State is facing a multi-billion dollar mid-year deficit. The speculation for an additional \$100-170 million cut in funding for the FY 2010-2011 makes our advocacy vitally important. It is important that our members attend rallies, whether locally or throughout the state, in order to deliver the "loud and clear" message to Albany that Upstate Medical University, Syracuse's largest employer and a significant economic engine, believes cutting healthcare and educational funding is a bad decision. Dr Phil Smith, UUP Statewide President, has stated "it's a matter of getting on the bus or being under the bus".

As a chapter, we offer opportunities here at Upstate for individual development. We co-sponsored, with HR, a noon-time presentation of "Asking for a DSI"; we are inviting John Marino, VP for Professionals from Albany, to join us for "Coffee and Conversation" and a chance to learn about the Department Rep system for all members; and we are offering a Defensive Driving Course that could save you money on your insurance. If you have ideas for future chapter sponsored meetings please send an e-mail with your idea to the UUP office.

The Upstate Chapter of United University Professions currently has 2,556 members and is the largest of the three unions at Upstate. We are very fortunate to have elected officers that are committed to supporting the members and working together as a team. 2009-2010 is going to be a challenging year for Upstate Medical University. A tightened economy will cause departments to look more closely at their budgets and salaries, which represents the major expense of every department. Despite these challenges, Upstate President Dr. David Smith has stated that his goal is to continue to provide quality patient care and minimize layoffs and retrenchments. We know that, during times of economic downturn, people return to school to retrain and healthcare is one of the few rapidly growing areas of employment. We also know that public hospitals become the safety network for the unemployed and uninsured. Working together with the community, we can help Syracuse remain a strong, resilient area.

We have very committed and giving employees at Upstate, and UUP is here to support you. I look forward to the opportunities ahead in my second year as UUP President. The office number is 422-5028 - please call if you have a concern/issue or just want to say 'hi'!

Stay informed with NYSUT Member Benefits free online services

Are you aware of the various ways you could save money through NYSUT Member Benefits? With more than 30 endorsed insurance, financial, legal and discount plans, it's hard to keep track of what is available to you.

If you have access to e-mail, consider joining **MAP**, Member Benefits' Member Assistance Program. Once every three weeks, you'll receive a brief e-mail message. It may be an advance notice of a change in an existing plan, an announcement of a new endorsement or a reminder about an endorsed program. These e-mail messages are immediately recognizable by the subject line: MAP Alert.

You have the option of reading each brief text message in an e-mail format or in a Web page format that includes eye-pleasing colors and graphics.

Occasionally, MAPers are asked for their opinions. Sometimes "MAP Alerts" include the opportunity to win valuable prizes offered by Member Benefits or providers of its endorsed programs.

Since MAP Alerts are sent from Member Benefits, your e-mail address is not shared with any outside parties.

If you haven't yet joined, simply complete a brief sign-up form on the Member Benefits Web site, www.memberbenefits.nysut.org, and within three weeks, you'll start to receive MAP Alerts.

If you participate in any Member Benefits-endorsed voluntary insurance and legal programs, you have a new online capability available.

For information about these programs or about contractual expense reimbursement/endorsement arrangements with providers of endorsed programs, please call NYSUT Member Benefits at 800-626-8101, visit www.memberbenefits.nysut.org or refer to your NYSUT Member Benefits Trust Summary Plan Description.

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

This service, called **My Program Participation**, allows you to look up information about the endorsed programs you participate in at any time, day or night. Information includes the payment methods you are eligible for as well as the method used (payroll/pension deduction or direct bill); deduction amounts; premium amounts and coverage information if provided by the vendor to Member Benefits; and phone numbers for the vendors.



In addition, if you are covered by a Member Benefits-endorsed Group Legal Service Plan provided to you by your local association, benefit fund or employer, this information will also be displayed.

My Program Participation offers convenience and is especially beneficial if you participate in multiple programs through payroll or pension deduction. Your check stub shows one total deduction amount. With MPP, you can immediately see the individual amounts that comprise the total deduction.

Go to www.memberbenefits.nysut.org for the My Program Participation navigation bar on the left-hand side of the home page. Because MPP is housed in a password-protected area of the site, you will need to do an initial login to establish your account. Due to privacy issues, you will be asked to create your own enhanced security code to access the look-up service. Instructions are on the Web site.



Statewide Committee Report

UUP Fall Delegate Assembly Meeting

Rochester, New York • October 2-3, 2009

GRIEVANCE COMMITTEE

Brian R Tappen, Delegate

About 25 delegates at the DA came to the UUP Grievance Committee Hearing, including Bob Fluck, Steve Grassel, Alan Silverstone, and Brian R Tappen from UMU. The Hearing is open to all delegates to discuss issues and problems on their respective campuses and hear from Grievance Committee members and others on how best to solve those problems.

A member from Geneseo who had been off the Grievance Committee for several years raised the "Sisyphus Problem" where UUP seems to solve a problem our members have and then it returns several months or years later. She lamented that UUP has not done better on putting reoccurring issues to bed. Here at UMU examples would be split salaries and academic post tenure review. Another issue is middle managers who are UUP members who violate the UUP contractual rights of subordinate UUP members. Chapters should be vigilant to see members contractual rights are not curtailed, and members should report their concerns and problems to the Chapter office (422-5028).

The Grievance Committee held a closed meeting the day before to review cases and make recommendations to the President of UUP.

HSC CONCERNS COMMITTEE

Brian R. Tappen, Delegate

The HSC Concerns Committee is charged to identify and analyze problems particular to the health science centers and to recommend an action plan. The main topic, which filled most of the 90-minute meeting at the Fall DA, was the influenza vaccination. The NY Department of Health has mandated effective September 1st 2009 that all personnel in certain health care settings, including University Hospital, receive an annual influenza vaccination as a condition of employment. The DOH has directed facilities to take appropriate action against people who fail to meet this mandatory requirement. Unvaccinated personnel will not be allowed to work at the facility and may be subject to disciplinary action unless proper documentation of a medical contraindication is provided. Members at Downstate have been informed that they will be given three opportunities to get the vaccination before they will be disciplined. UUP will represent any member of the bargaining group who is subject to discipline.

UUP and several other unions sent a letter to Dr Daines, NYS Commissioner of Health, requesting that the emergency regulation which he put in place be replaced with a voluntary one. UUP is also exploring its legal options, which at the moment appear very limited, and is interviewing members who are against taking the vaccination and/or feel they would be harmed.

UUP President Phil Smith also talked about the areas where UUP feels that the campuses should have the flexibility to buy equipment without oversight from Albany, citing UMU's attempts to buy a new MRI machine. The difficulty is that there are people in SUNY who want more than just purchasing flexibility and would like to sell off SUNY land parcels, alter tuition on their campus and want to remove oversight from the Legislature.

UMU was represented by Carol Braund, Mike Lyon, Keith Munz, Dave Scholl, Marty Toper, and Brian R Tappen.

LABOR & HIGHER EDUCATION COMMITTEE

Colin Massulik, Delegate

Professor Michael Zweig of Stony Brook University was the guest speaker at this committee meeting. He gave a talk entitled "Why are we in Afghanistan?" He stated that, as the war goes on, Americans are unsure if we should still be in the war. He wonders whether the U.S. is using war as a reason to promote our economic agenda. He believes that declaring war as a way to direct the economy "doesn't work" and he backs up his claim using data collected from statistics over the past 60 years of U.S. wars since WWII. Some of the points he covered included the following:

1. American's wages are falling; the average salary is now down 10% over the past 10 years.
2. To support the war, American's give up benefits including: health care, public safety officers, housing, Head Start programs, etc.
3. During this war, US military spending has accounted to 40% of worldwide military spending.
4. Zweig, among other political experts is convinced that eliminating Saddam was the president's primary focus.
5. "The War in Iraq is largely about oil". (Greenspan, 2002)

Mr. Zweig believes the war in Afghanistan is against Al Qaeda not against Afghanistan. Our original plan was to allocate 80% of funds we send to go to civilian cause and 20% should to the military. However, on the contrary, according to the latest reports, only 6% has gone to civilians to build schools and promote democracy and the 94% has been used for military operations.

During his administration, G.W. Bush spent a significant portion of time promoting the "War on Terror" and at the same time decreased regulation of major corporations. Mr. Zweig is convinced that the conflicts in which we are currently engaged were started primarily for economic gain, rather than diplomatic issues. Using good data, Mr. Zweig was able to share compelling statistics that show our (U.S.) methods for declaring war are not effective. The American people are getting fed up with the war and the wasteful spending, and they want it to end.

OUTREACH COMMITTEE

Brian R. Tappen, Delegate

The meeting opened with a welcome from Glenn McNitt (New Paltz) and Tom Tucker (Buffalo State). Phil Smith (UMU) made remarks on current legislative issues, including the pending mid-year cuts to SUNY proposed by the Gov. Patterson. He emphasized the need to get our members out to do local visits with Legislators to outline the plight of the University.

The Committee met in executive session to consider the 2010 Friend of SUNY Award and make a recommendation to the UUP Executive Board.

The 2010 Political Action Calendar was reviewed and Tuesday, January 26th will be the UUP Advocacy Day in the Well of the LOB. Vote/Cope contributions have been strong and will be needed to maintain our advocacy efforts this year. It should be noted that no member dues money is used for advocacy efforts.

New Business for the Committee included a vote to upgrade Advocate Talking Points, scheduling Regional Outreach Training at different chapters, and a new Chapter Recognition Political Action Awards.

UMU was represented by Violeta Cuenca, Dave Peckham, and Brian R Tappen.

Welcome New Members!

Jennifer I. L. Spieker - PM&R - Rehab Therapies
 Corey A. Spillett - IMT - Customer Support
 Marie E. Sprague - Health Care Teleservices
 Kelsey M. Stack - Emergency Medicine
 Julie A. Storino - Clin. Path. - Core Laboratory
 Adam Sugihara - IMT
 Manika D. Suryadevara - Pediatric ID
 Michael Vincent F. Tablang - Geriatrics Medicine
 Asolim Thabet - Pediatrics
 Rajoo Thapa - Pediatrics
 Amanda M. Tobin, IMT - Clinical Data Svcs
 Michael A. Trembley - Ophthalmology
 Daniel J. Udentz - Psychiatry
 Ehtesham Ul Haq - Internal Medicine
 John Ulahannan - Medicine
 Christine D. Uy - Dept. of Internal Medicine - Endocrinology
 Michelle R. Verone - Pharmacy
 Katherine T. Walia - Psychiatry
 Sarah L. Weber - Health Care Teleservices
 Allison L. Werner - Psychiatry
 Catherine R. Wenthel - IMT - Educational Communications
 Suzanne M. Wheeler - Nursing - Case Management
 Charles C. Willey, Nursing - 8E - Coronary ICU
 Jennifer L. Williams, Clin Path - Core Laboratory
 Elena M. Yackel - Radiology - Diagnostic
 Xi Yang - Dept. of Surgery
 Juneyoung L. Yi - Neurosurgery
 Remone T. Yousif - Anesthesia
 Luke Simon O. Yuhico - Internal Medicine

Are You a Member of UUP?

CHECK YOUR PAY STUB TO MAKE SURE YOU ARE

Thomas R. DiNapoli New York State Comptroller		JOHN DOE		Total Gross Pay Taxable Gross	
Address # 1234567		Pay Start Date 01/15/2007		Current YTD	3456.78 1234.56
Advice Date 01/15/2007		Pay End Date 01/27/2007		Net Pay	45,678.90 34,567.89
Department ID 1234		Negotiating Unit QB TIAACREP		Pay Rate 78,910.11	
EARNINGS		Current	YTD	TAX DATA	
Regular Pay Salary Employees	3456.78	45,678.90	1234.56	Marital Status	M
Location Pay	56.78	678.90	1234.56	State	NY
TAXES		Current	YTD	Social Security	
Pay Withholding	1234.56	1234.56	1234.56	Medicare	1234.56
State Withholding	567.89	567.89	567.89	FICA	1234.56
NY Withholding	1234.56	1234.56	1234.56	Other	1234.56
BEFORE TAX DEDUCTIONS		Current	YTD	AFTER TAX DEDUCTIONS	
Regular Before Tax Health	1234.56	1234.56	1234.56	UUP Member DED	1234.56
Supplemental Health Plan	567.89	567.89	567.89		
TIAA Retirement Before Tax	1234.56	1234.56	1234.56		

In order to be a member of the union, this **must** say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are **not** a member of the union.

Your membership in the union entitles you to:

- vote on the collective bargaining agreement;
- attend union meetings;
- hold union office;
- elect union leaders on your campus and choose your representatives at the state and national levels;
- maintain UUP membership after retirement and be eligible for benefit programs; and,
- upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs.

Please contact your chapter officers for a membership card.



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.



General Membership Meeting

JUNE 10, 2009

Rosemarie Bundy, Chapter Treasurer

Our annual General Meeting in June was deemed a huge success. An Executive Board member originally proposed the idea of a summer picnic. The first venue suggested, the parking garage rooftop, was not feasible, but the idea quickly transformed into a business meeting held in the Weiskotten auditorium with a picnic afterward in the Weiskotten Hall courtyard. It turned out to be a fabulous arrangement.

There was reasonable attendance from the general membership. The business portion of the meeting was efficiently handled within the allotted timeframe. The picnic under the tent came as a welcome close to the business meeting. The weather cooperated and so did Administration, who heartily endorsed the event. Several campus administrators attended and had a pleasant picnic lunch on UUP.

Judging from the comments of the attendees, the picnic was a very popular event that should be repeated in the future. It is a great way to keep the general membership informed about union and chapter business. Hopefully, it becomes a mechanism by which we can activate new members and thank our long-time allies. As the Chapter Treasurer, I initially blanched at the cost of this event but, considering the outcome, now believe it was worth every penny spent. Kudos to all who worked on the project!



Pictures by Brian R. Tappen

Discretionary Awards: Administrative Guidelines

The consideration of UUP represented employees for Discretionary Award recommendations shall be based on the following criteria. This consideration shall be made by the Supervisor/Department Chairman/Department Administrator; and may, as appropriate, involve consultation with secondary sources familiar with the employee's performance and achievement. Recommendations, in accordance with procedural instructions, will be forwarded to the Dean/ Senior Vice President for review.

1. Employees shall be allowed to recommend themselves to their Supervisor/Department Chairman/Department Administrator for Discretionary Award consideration. Self-recommendations must include reference to the CRITERIA for consideration but will not specify a dollar amount.
2. If an employee is not recommended for a Discretionary Award, he/she shall be able to request feedback including constructive guidance for professional development and performance improvement from his/her supervisor.

Discretionary Considerations Criteria

Professional	Academic
Performance	
A. Effectiveness of Performance As demonstrated, for example, by success in carrying out assigned duties and responsibilities, efficiency, productivity, and relationship with colleagues.	A. Mastery of Subject Matter As demonstrated by such things as advanced degrees, licenses, honors, awards, and reputation in the subject matter field.
B. Mastery of Specialization As demonstrated, for example, by degrees, licenses, honors, awards, and reputation in professional field.	B. Effectiveness in Teaching As demonstrated by such things as judgment of colleagues, development of teaching materials or new courses, and student reaction, as determined from surveys, interviews, and classroom observations.
C. Professional Activity As demonstrated, for example, by invention or innovation in professional, scientific, administrative, or technical areas: i.e., development or refinement of programs, methods, procedures, or apparatus.	C. Scholarly Activity As demonstrated by such things as success in developing, acquiring funding for, and carrying out significant research work in the subject matter field, contribution to the arts, publications and reputation among colleagues.
D. Continuing Growth As demonstrated, for example, by continuing education, participation in professional organizations, enrollment in training programs, research, improved job performance and increased duties and responsibilities.	D. Continuing Growth As demonstrated by such things as reading, research or other activities to keep abreast of current developments in their fields and being able to handle successfully increased responsibility.
E. Overall Effectiveness As demonstrated, for example, by relationships with colleagues, patients, clients, etc., and by activities within the department which reflect cooperation, sensitivity and leadership.	E. Overall Effectiveness As demonstrated by relationships with colleagues, patients, clients, etc., and by activities within the department/unit which reflect cooperation, sensitivity and leadership.
Disparity/Affirmative Action	
As demonstrated, for example, by such things as salary inequities for comparable duties and responsibilities within as well as among the awarding units and comparable institutions, and discrimination of any kind based on sex or sexual preference, race, color, creed, or national origin.	As demonstrated by such things as salary inequities for comparable duties and responsibilities within as well as among the awarding units and comparable institutions, and discrimination of any kind based on sex or sexual preference, race, color, creed, or national origin.
Effectiveness of University Services	
As demonstrated, for example, by such things such as college and university public service, committee work and involvement in college or university related student or community activities.	As demonstrated, for example, by such things such as college and university public service, committee work, administrative work, and work with students or community in addition to formal teacher-student relationships.

Should The Advisor Go Paperless?

Personal computers are also a significant source of environmental impact. One study showed that browsing the Internet for one second will produce 20 milligrams of CO₂. To put that in perspective, there are over 300 million people just in the U.S., and every second we spend on the computer, collectively we produce about one ton of CO₂ (enough to fill a full-size Chevy van). Last year, the U.S. produced approximately 150 million tons of CO₂ and this number increases every year. It is expected to be over 230 million tons per year by 2012 at our current rate of consumption.

Print is not Dead

According to Dan Dippel of Upstate's Printing and Duplicating Services department, (the printer of this newsletter), they have done their part to protect the environment. Surprisingly, this newsletter has fulfilled all of the requirements to be "green". It is printed using soy-based inks, as opposed to petroleum-based inks. Plus the paper is 100% post-consumer recycled content. In addition, the digital processes used to print the newsletter uses less electricity and there is less waste than

conventional printing processes. Lastly, The Advisor has been reduced from a monthly to a quarterly publication, which is another attempt to further promote its environmental awareness.

While IT Managers are doing their best to reduce the amount of electricity they use by making data centers greener, we can all do our part to help the environment by recycling items that can be reused, reducing our waste, and most importantly finding ways to use less electricity. Let's not forget that paper is very earth friendly, as long as it is recycled and treated properly. Food for thought: the CO₂ you exhaled while reading this printed article is about a thousand times less CO₂ than would have been released into the atmosphere if you had read it online. Now go ahead and thank yourself for helping save the environment.

About the Author

Colin Massulik is a Delegate and Webmaster for the Upstate Medical University chapter. He works in the Information Management & Technology department specializing in Macintosh Support. He is also attending Syracuse University, working on his Masters Degree in Information Systems and Telecommunications Management.

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The Advisor • Syracuse Chapter Newsletter
Volume XV, No.1

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An official publication of the Syracuse Chapter of the United University Professions, Local 2190 of the American Federation of Teachers, AFL-CIO, and affiliated with the New York State United Teachers.

The opinions expressed in this newsletter are those of the authors or of the Syracuse Chapter and are not necessarily the opinions of United University Professions. The editor welcomes member submission of letters, articles, pictures and comments of interest to the Syracuse Chapter.

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