



# the Advisor

SUNY UPSTATE MEDICAL UNIVERSITY

Volume XVI, No. 2

May 2010

## PRESIDENT UPDATE



*Carol Braund, UUP Chapter President*

### Fellow UUP members:

SUNY, and UUP, is facing a major threat to its very existence and each of us could be affected. Governor Paterson has proposed a "SUNY/CUNY Empowerment and Innovation Act" or the 'Endangerment and Injury Act' as statewide President Phil Smith calls it. This Act further reduces support to SUNY by \$90 million - and brings the total reductions over the past two years to \$562 million. We are seeing across the state: reductions in full time faculty, course cancellations, increased class sizes, closure of programs and retrenchments. Here at Upstate these issues have not been seen and our President David Smith has been verbally very proactive in his statements of support. Are some positions taking longer to fill - yes, and have we perhaps seen more people leaving Upstate (voluntarily and non-voluntarily) - yes, but compared to smaller campuses we have been very fortunate.

*Continued on page 6*



## UUP Member Awarded Lifetime Achievement Award

**National Association of Social Workers -  
New York State Chapter**

**2010 Lifetime Achievement Award**

**Marilyn V. Sharron, LCSW-R, Social Work, SUNY  
Upstate Medical University**

For the past 22 years I have been a Social Worker at SUNY Upstate Medical Center Hospital in Syracuse, NY. Currently I work in the Regional Perinatal Center with women with high risk pregnancies and the Neurology Clinic. I also provide Social Work coverage for

the Emergency Room and the entire hospital during the day, on alternating weekends. I have previously worked with AIDS, kidney transplant, rehab, and neurology patients at the hospital.

In addition to my work at Upstate Medical, I have coordinated a peer counseling program for senior adults thru the Syracuse OASIS Center. OASIS is a unique educational program sponsored by the Upstate Medical University for mature adults who want to continue to grow, learn and be productive. Since 1990 I have had a small private practice, Alliance for Personal Growth.

I received my BS in Business Administration from Bowling Green State University in Ohio in 1963 and my MSW from SUNY at Albany in 1968.

Prior to my work at the hospital, I worked in a variety of capacities including as a PA caseworker in Pennsylvania, a case aide for Albany Medical Center, an intake worker for St Anne's Institute in Albany, a counselor for Family Service of Philadelphia and a child therapist for Jewish Family Service in Pittsburgh. In 1975 I came to Syracuse and worked for Onondaga Pastoral Counseling Center and also the Spina Bifida Clinic at Crouse Irving Memorial Hospital.

An area of interest is addressing the needs of persons with disabilities and I have served on the boards of community agencies such as the Association for Retarded Citizens, the AIDS Task Force and Onondaga Community Living. I am an active member of the steering committee for the NASW-NYS Central Division and completed two elected terms as the Central Division Representative to the NASW-NYS Chapter's Committee on Nominations & Leadership Identification.

I am currently a licensed chalice bearer, Altar Guild member and Vestry person for St. Paul's Episcopal Cathedral in Syracuse. I am also a member of the Faculty Student Association for Diversity at University Hospital.

I support health care reform with universal coverage for all, the opportunity for creative aging and the right for women to exercise reproductive choice. I view my professional life as the way I channel my personal and ethical beliefs into lifelong ministry.

*Originally appeared in Update, January/February 2010, Vol.34, No.3, published by the National Association of Social Workers-New York State Chapter. It is reprinted with permission from NASW-NYS.*

## Kudos to Our Members!

### Mark Buttiglieri, Social Work

Mark Buttiglieri, LCSW-R, Pat Maxon, LMSW, and Dr. Kathryn Chernaack presented a workshop titled "The Ethical Dimensions of Culturally Competent Practice" at the NASW NYS Chapter Power of SW Conference in Albany, NY on March 12, 2010.

#### Kudos to Mark!

### Kimberlee Garver, Social Work

Kimberlee published a chapter (#22) in *Spinal Bifida and Physical Activity, in Social Work in Health Settings: Practice in Context*, 3<sup>rd</sup> edit.

She also published "Correlates of Depression and Anxiety Symptoms in Young Adults with Spinal Bifida" in the *Journal of Pediatric Psychology*, October 2009, pp. 1-12.

She also presented a paper entitled "Medical Group Visits: Lessons and Opportunities" at the NASW NYS Chapter Power of SW Conference in Albany NY on 3/12/10.

#### Kudos to Kimberlee!

Send Kudos to Dawn E. Leadley, Editor, *The Advisor*, [leadleyd@upstate.edu](mailto:leadleyd@upstate.edu)



## Welcome New Syracuse Chapter UUP Members!

Elizabeth Austin, Financial Svcs – Patient  
 Kelly Brandt, Clin Path - Core Laboratory  
 Evelin Cisu, IMT - Hospital Info Systems  
 Deborah Collins, Nursing Administration  
 Mark Congel, IMT - Administrative Info Systems  
 Beth DeRousie, Financial Svcs – Patient  
 Amanda George, Radiology - Diag Ultrasound  
 Jessica Gurniak, Clinical Neurophysiology  
 Crystal A. Harrell, Financial Services – Patient  
 Edward M. Jasewicz, Financial Services - General  
 Andrew J. Kovacs, Clin Path - Blood Bank  
 Virginia K. Lawson, Spiritual Care  
 Janet L. Lottermoser, Medicine EP Lab  
 Guifen Luo, Pharmacology  
 Sara Marsh, Student Affairs  
 Hans Meyer, IMT - Customer Support  
 Katharine Milcarek-Burke, Social Work  
 Nicholas Minale, IMT - Administrative  
 Diane F. Pizzuti, IMT - Customer Support  
 Deborah A. Revere, Nursing - 8E - Coronary ICU  
 Philippe Roques, Family Medicine – CNYOHCC  
 Peter Rosher, Pharmacy  
 Virginia Russell, Clinical Practice Analysis & Support  
 Theresa Shapira, Surgery - Breast Clinic  
 Rachel Sheley, IMT Customer Support  
 Joseph M. Smythe, Spiritual Care  
 Sheila Soltani, Pharmacy  
 Debra Starosciak, Radiation Oncology  
 Renee M. Tembeckjian, Spiritual Care

## Save the Date: Retiree Spring Brunch

Pat Strempel, COARM Delegate

Save the date! The CNY UUP Retiree Spring Brunch will be held on June 10<sup>th</sup> at 11 AM. A wonderful brunch will be provided at Pier 57 restaurant in Liverpool. Updates regarding the state fiscal crisis and UUP issues will be provided. Our guest speaker will be Mr. Richard Urchioli from Summit Planning Group. He will be speaking on "Creating a Financial Plan to Provide Income for the Future". Invitations and further information will be sent to retirees. Plan to attend.

## DON'T BE FOOLED BY THE ACT. KEEP SUNY PUBLIC!

The so-called "Public Higher Education Empowerment and Innovation Act" is **not** good for SUNY and students. Don't let the name deceive you.

Here are the facts:

#### FACT:

The Act would not produce additional revenue for SUNY. The state would pay less; **students and parents would pay a lot more.**

#### FACT:

The legislation would eliminate state appropriations for tuition and other revenues, so **there is no guarantee that student tuition and fees would be used to benefit students or the academic mission of the campus. Quality would suffer.**

#### FACT:

SUNY **could place a surcharge on tuition (differential tuition)** that would vary by campus and program without limitation. Student access would be denied.

#### FACT:

**There is no evidence that public/private partnerships—especially those created without government oversight—raise revenue.** In fact, SUNY's previous joint ventures have cost taxpayers millions.



"If this Act is passed, my son and other students couldn't afford SUNY. Don't deny their opportunity."

Don't like the Act? Go to [SaveSUNY.org](http://SaveSUNY.org)  
 Tell NY lawmakers to keep SUNY public.



The union that makes SUNY work  
 Phillip H. Smith, President

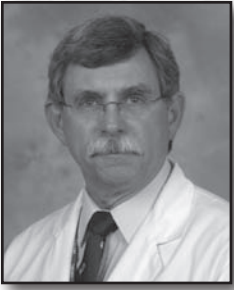


A Union of Professionals  
 Richard C. Iannuzzi, President



## VICE PRESIDENT FOR ACADEMICS REPORT

Michael Lyon, VP for Academics



## Bullies

During the last few months several incidences have made it clear to me that they are out there and most people know it. Perhaps it is due to the way the economy has affected us all and some are now more likely to act in this manner, but they are always there, waiting, so be aware. While I could write something on the subject of bullying, I thought the following article by Dr. Gary Namie of Workplace Bullying Institute ([www.workplacebullying.org](http://www.workplacebullying.org)) said it better. This is for *everyone* out there, not just UUP academics and professionals. We all deserve to be treated with respect even in those times when we mess up, however rare they may be.

### Bullying's Fundamental Question

"We are a blame-the-victim nation. Part of this is human nature. Cognitive psychology teaches us that when faced with two conflicting internal beliefs when bullying strikes a friend — "I like my co-worker friend" and "Bad things happen only to bad people" — there is a tendency to want to reduce the conflict, the dissonance, by changing one of those beliefs.

The result is that we individuals are more likely to abandon the bond we feel for our friends in order to support the internalized twisted worldview that if tragedy visits someone then that person must have deserved it. Sounds bizarre, right? But this distortion, called the fundamental attribution error, is our tendency to overestimate the role individuals play in their fate.

Under the artificial cover of "toughness" or "responsibility," we humans rationalize remarkable cruelty perpetrated senselessly against others. Though domestic violence is now criminalized, it is still rampant because of the insipid belief that if a spouse gets battered, the batterer must have rationally acted on the basis of something the battered one made him do. Poppycock!

When we learn that Americans now torture others in violation of all international and moral laws and against our traditions, too many of us justify the torture because we believe that innocents would not be tortured if it was not necessary. This blame-the-victim trend is becoming all too American!

Similarly when we witness a peer being bullied in the workplace, it arouses such negative emotions in us, that too often we make ourselves feel better by ostracizing the victim and ending our historical relationship with him or her. We turn our backs on our fellow human beings out of the selfish desire to not feel empathy for them when we see their pain. Empathy causes us to feel the pain ourselves. The deliberate distancing from others probably explains a growing alienation that drives epidemic levels of depression and social dysfunction in our society.

As a society, we discount or diminish workplace bullying and psychological violence with hollow, dehumanized phrases like "managerial prerogative must be ensured" "don't interfere with the ability of businesses to be competitive" or "this country was built by mean, aggressive sons of bitches ... some people may need a little appropriate bullying in order to do a good job ... they are really just wimps."

For the first decade of the U.S. movement against workplace bullying, we have applied rationality to the irrational process of destructive interpersonal bullying. We appealed to businesses with bottom-line fiscal impact. Bullies are too expensive to keep. Employers did not care. If they are in business ostensibly to make a profit or to sustain quality government services, they should care. However, our experiences on-site with employers as consultants as well as the empirical data we gathered in a series of surveys expose employer indifference to workplace bullying. Without a specific law posing a litigation threat, employers blithely carry on as if bullying never happens, even denying it when it is reported to them.

As for "personal responsibility," there is a double standard. Victims are responsible, but the bullies-perpetrators never take responsibility. Their explanations are always some form of the target "made me do it." Weak employers allow the bullying to happen with impunity, without accountability, as if helpless to stop the abuser on their payroll.

According to the 2007 WBI-Zogby poll, in 44% of cases of reported bullying, employers did nothing. (In an additional 18% of cases, they worsened the situation by turning on the victim-complainant.) Rationally, employers can afford to do this because 80% of bullying is legal.

### Bullying is Morally Wrong

Doing nothing is not a neutral act when an individual pleads for relief from the emotional misery bullying inflicts. Doing nothing is denying the person credibility as an adult. Doing nothing is sustaining the status quo and defending the perpetrator; however implicitly or indirectly. How dare HR, the primary agent responsible for implementing or blocking the employer's response to reported bullying, side with the bully (most often in management, 73%) against the employee who naively came to HR for "help"!

So at the beginning of our second decade, we must not be reticent about calling perpetrators and those who support them immoral. It is not our subjective morality that is violated, but the deeper sense of human dignity that is undermined when victims of bullying are not supported. We need to rekindle our compassion for those less fortunate than us whose fate was not their own making. Bully apologists have an indefensible, unconscionable position of favoring abuse.

## EVENTS &amp; ANNOUNCEMENTS

**Friend of SUNY Award***Picture by Brian R. Tappan*

Nine-term New York State Assemblymember Deborah Glick (D-Manhattan) was this year's winner of the Friend of SUNY Award. She was appointed chair of the Assembly Higher Education Committee in February 2007. The Committee oversees all private and public higher education institutions, financial assistance for students and professional licensing. Her commitment to keeping SUNY a high-quality, affordable and accessible public university system is what prompted UUP to honor her with its 2010 Friend of SUNY Award. The standards for this award are very high; in some years, the Outreach Committee and the Executive Board don't approve any of the candidate submissions.

"Assembly member Glick bravely stood up for the best interests of the University when she stopped passage of the A/S 2020 (flexibility) bill by refusing to allow it to reach the Assembly floor for a vote," wrote her nominators from the Upstate Medical University Chapter. "Assemblywoman Glick clearly recognizes the hazards such legislation presents, and we salute her."

**News Release: Assembly Speaker Sheldon Silver****FOR IMMEDIATE RELEASE: April 19, 2010****Assembly Passes Pay Equity Legislation**

Assembly Speaker Sheldon Silver, Labor Committee Chair Susan John and Women's Issues Task Force Chair Ellen Jaffee announced the passage of a legislative package that aims to end pay discrimination in the workplace. Today's action, in recognition of National Equal Pay Day, marks the 13<sup>th</sup> consecutive year the Assembly has passed pay equity legislation.

"When you consider the overwhelming number of women in the workplace that have comparable education, skills and experience to their male counterparts, it is startling and unjustifiable that there continues to be a wage disparity between men and women in New York State," said Silver (D-Manhattan). "The legislation passed today, in commemoration of National Equal Pay Day, can correct the injustices associated with pay inequality, to ensure that these discriminatory wage practices end now."

The National Committee on Pay Equity found that the median salary of women working full-time was 77 percent of men's median income in 2008, a 0.7 percent drop from 2007. This shows a narrowing of the wage gap by less than half a percent per year since the Federal Pay Equity Act was signed in 1963. Over a working lifetime, this wage disparity costs the average woman an estimated \$700,000 to \$2 million, not including the negative impact the difference also has on both Social Security and pension benefits for women.

"Despite so many efforts, pay equity has yet to be universally achieved in New York," said John (D-Rochester). "Time and time again, at

our legislative hearings, we have consistently received testimony from women making less than their male counterparts, for comparable work. This legislation can help bring an end to this disparity."

"It's hard to believe that in 2010, jobs that are traditionally held by women still pay less than those typically held by men," said Jaffee (D-Suffern). "For example, administrative assistant positions pay less than custodial jobs, and emergency services operators get paid less than fire dispatchers."

The legislative package includes the New York State Fair Pay Act, which would ensure pay differentiation is not based on a person's sex, national origin or race (A.3911/John). The other measures would:

- Implement a state policy of equal compensation for comparable work for state employees regardless of sex (A.1119/Destito);
- Make discriminatory salary practices unlawful, with particular attention to pay differences between traditionally female-dominated occupations and traditionally male-dominated occupations (A.2351/Lifton);
- Prohibit public employers from compensating employees of opposite sexes differently for work of comparable worth (A.6712/Rosenthal); and
- Establish Women's Equality Day, to be commemorated on August 26 (A.2231-B/Lifton).



## EVENTS &amp; ANNOUNCEMENTS



Picture by Brian R. Tappen

## Rally to Save SUNY

On Friday February 5<sup>th</sup>, under cold gray skies, about 350 UUP members and SUNY students held a Rally to Save SUNY at the Capitol in Albany. There has been over \$500 million dollars cut from the SUNY budget over the past two years, and the cuts just keep coming. UUP President Phil Smith outlined the magnitude and damage of these cuts and how they impact SUNY and its students. Assemblyman Jack McEneny, an Albany Democrat, spoke about his and the Legislatures' support for SUNY. NYSUT Executive Vice President Andy Pallotta told that NYSUT stands behind UUP and the students, and that they should contin-

ue to fight against healthcare and education cuts. Recently retired NYSUT Executive Vice President Alan Lubin, a crowd favorite, came to the microphone to the chant of "Alan! Alan! Alan!" Lubin told the people at the Rally that UUP and NYSUT have been fighting to save public education for years and that they will continue to fight for public education. Alex Naidoo, from SUNY Albany, put the budget cuts in perspective from a student's point of view: larger class sizes, bigger student loans, closed class sections and graduation delays.

## Higher Education Day • March 2, 2010

*Brian R. Tappen*

On Tuesday, March 2, 2010, about 160 Higher Education advocates from SUNY, CUNY and the community colleges descended on the Legislative Office Building to meet legislators to discuss three main topics - restoration of some of the \$500 million in SUNY budget cuts over the past two years (including \$74.5 million to the Health Science Centers), UUP's opposition to the Higher Education Innovation and Empowerment Act, and the restoration of funding for the New York State Theater Institute (NYSTI).

Responses from the legislators we spoke with indicate there is no interest in the Higher Education Innovation and Empowerment Act, with most viewing it as the first step in the privatization on the University. The solution to the budget problems of SUNY remains elusive at the time of print, but all parties agree that there needs to be more attention paid to higher education.

UMU was represented by Dave Peckham and Brian R Tappen.



## Veterans, Did You Know?

David Scholl, UUP Statewide Veteran's Affairs Committee Member

Are you a veteran, the spouse or child of a veteran or simply know someone who is a veteran that has honorably served in the United States Military? If so, then there may be benefits available through the New York State Division of Veterans Affairs as well as the United States Department of Veterans Affairs.

### Some of the New York State benefits available are:

1. FINANCIAL
  - a. Blind Annuity Program
  - b. Gold Star Parent Annuity Program
  - c. Merchant Marine Bonus
  - d. Property Tax Exemption
  - e. Homes for Veterans Program
  - f. Supplemental Burial Allowance
2. EDUCATION
  - a. High School Diplomas
  - b. Veterans Tuition Awards
  - c. Military Recognition Scholarships
  - d. Regents Awards for Children of Veterans
3. QUALITY of LIFE
  - a. Hunting and Fishing Licenses
  - b. Employment
  - c. Veterans Homes

### Some of the United States Department of Veterans Affairs benefits available:

1. FINANCIAL
  - a. VA Pension
  - b. Disability Compensation
  - c. Special Monthly Compensation (SMC)
  - d. Parents' Dependency & Indemnity Compensation (DIC)
  - e. Automobile & Special Adaptive Equipment
  - f. Home Modification Programs
  - g. Home Loan Guaranty
  - h. Veterans' Mortgage Life Insurance (VMLI)
  - i. Veterans' Group Life Insurance (VGLI)

- j. Service-Disabled Veterans Insurance (S-DVI)
- k. Veteran's Dependent Parent Benefit
- l. Former Prisoners of War (POW's)
- m. Filipino Veterans
- n. Homeless Veterans
- o. Incarcerated Veterans
- p. Death Pension
- q. Burial and Plot Interment Allowances
- r. Burial Flags
2. EDUCATION
  - a. Montgomery GI Bill
  - b. Vocational Rehabilitation
  - c. Reserve Educational Assistance Program
  - d. Post Vietnam Veterans Education Assistance Program (VEAP)
  - e. Survivors' & Dependents' Educational Assistance
3. HEALTH CARE
  - a. Enrollment Priority Groups
  - b. Financial Income Thresholds
  - c. Enrollment Restrictions
  - d. Copay Requirements
  - e. Beneficiary Requirements
  - f. Outpatient Dental Treatment

Find out more about these exciting benefits by visiting the NYS Division of Veterans Affairs web site at [www.veterans.ny.gov](http://www.veterans.ny.gov)

Did you know that UUP has a Statewide Veterans Affairs Committee that meets at every Delegate Assembly? Visit the UUP web site at [www.uupinfo.org](http://www.uupinfo.org) for more information on this and other very important committees. In your local chapter at SUNY Upstate Medical, David Scholl, a Physical Plant Employee, is a member of the Veterans Affairs Committee. If you are interested in serving on this or any other committee, contact your Chapter Vice President (Michael Lyons for Academics or Carl Pettengill for Professionals).

## PRESIDENT UPDATE

*Continued from page 1*

'Flex Legislation' is one of the issues from this Act that is being heavily discussed and debated. The chancellor sees this as the answer to all the economic woes of New York State. It is also seen by some campus presidents as a way to give them more leeway in purchasing equipment, ability to form public/private partnerships to develop economic resources, and allow for differential tuition - all of which they state would potentially raise revenue that could create jobs. Some of this does sound very positive, but what needs to be considered is whether this is movement down the slippery slope from being a public institution to a private institution!

SUNY was created in 1948 to provide access to all of the citizens of New York State. It was an affordable way for first generation families to help their children receive a college education. The progressive rise of college tuition and the decrease in available education monies could see that hope for these families disappear. Particularly during this period of economic challenge when a job loss may be the motivation to go to college, whether for updated skills or a career change to a better opportunity, affordability is key. UUP is committed to keeping SUNY affordable for all New Yorkers.

The financial impact on the SUNY hospitals and health science centers is great and has the potential to spread into the communities where they are located. During these difficult financial times when people lose their jobs, they also lose their health insurance. 'Well visits' to the doctor are eliminated and only crisis visits occur. The emergency rooms in our public hospitals are becoming the 'primary physician' for the uninsured and the underinsured. The governor's proposal to reduce state Medicaid funding for the SUNY teaching hospitals further erodes the support for the neediest of our citizens.

UUP is making a strong statement to the governor and to our elected officials. This is your time to help. Go to the websites - [uupinfo.org](http://uupinfo.org) or [savesuny.org](http://savesuny.org) - and send a fax to your elected official(s). Share your concerns and ask them to support SUNY.

***It is our future!***

## Special savings for NYSUT members

If you like to shop and if you like finding money-saving deals, then NYSUT Member Benefits might just be able to make you happy! Through the NYSUT Member Benefits Corporation-endorsed discount shopping programs, you have many choices available to you.

The recently endorsed **Motivano SmartSavings Online Discount Marketplace** offers a slew of shopping opportunities. You'll have access to hundreds of brand-name retailers and thousands of discounts, all from one Web site. Motivano negotiates the best deals and regularly updates its offers to help you stretch your hard-earned dollars.

From clothing to vacations, event tickets and computers, you'll find it all on Motivano. And you can even recommend your favorite merchants to be added to the site.

Another online shopping opportunity is through **Working Advantage**. From this site, you can get discount tickets for movie theaters, movie rentals, theme parks, online shopping, Broadway Theatre, museums and attractions, special family events and more. You can save up to 43 percent on movie tickets, up to 45 percent on theme parks and up to 50 percent on museums and attractions.

Yet another shopping opportunity is available with **The Buyer's Edge**. You can use this helpful buying service when shopping for your best deal on major appliances; TV, video and audio

equipment; cars (new and used); furniture; carpeting; exercise equipment; pianos; luggage; moving services and more. This is a helpful buying service for consumer products.

Be sure to check out the other discount programs endorsed by Member Benefits. A new plan, the **EPIC Hearing Service Plan**, provides savings from 20 percent to 50 percent off Manufacturer's Suggested Retail Prices on all

name-brand manufacturer hearing aid technology and referrals to a network of credentialed audiologists and ear physicians.

Another new plan is online **Defensive Driving** courses through the National Safety Council, which offers convenience and savings. NYSUT members and their family members who are licensed in New York state can take this course at the Member Benefits-reduced

price of \$25.25 per person, a savings of almost \$20 per course fee.

Be sure to access these and other money-saving programs through the Member Benefits Web site, [www.memberbenefits.nysut.org](http://www.memberbenefits.nysut.org) and click on Discounts - Members on the left-hand navigation bar. Using links provided from the site will ensure you receive any necessary discount ID codes and ensure you receive the Member Benefits discounted prices.

Questions? Call NYSUT Member Benefits during normal business hours at **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits 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.

May/June '10



# UUP Winter Delegate Assembly

February 5-6, 2010 • Albany, NY

Brian R. Tappen

## GRIEVANCE COMMITTEE & HEARING

The Grievance Committee met in closed session before the Winter DA to review specific grievances and make recommendations to the UUP President. An open-session Grievance Hearing was held on Friday morning at the DA to discuss general grievances and problems on the different campuses. Some of the issues that came up during the shortened Grievance Hearing were campus violence and bullying (including Labor/Management Grants to address these two issues), supervisor training, and when public safety needs to intervene in personnel issues.

UMU was represented by Brian R Tappen, Grievance Committee Vice-Chair (P), at both the Grievance Meeting and Grievance Hearing.

Any member of UUP who feels that their contractual rights have been violated or has workplace issues with management should contact the Chapter office (422-3643).

## HSC CONCERNS COMMITTEE

The HSC Concerns Committee is charged to identify and analyze problems particular to the health science centers and to recommend an action plan.

The meeting opened with a review of the budget cuts and their impact on the four Health Science Center campuses by UUP President Phil Smith. Upstate Medical University has had about \$60 million dollars plus cut in the past two years.

The committee is presently working to obtain financial data on public money that is shunted to private colleges and universities. The committee has received some estimated data related to Bundy Aid for the year 2008-09. The Aid to Certain Independent Colleges and Universities, popularly referred to as Bundy Aid, is a program that

provides direct unrestricted financial support to certain independent postsecondary institutions located in New York State. The program is funded from an annual appropriation of the New York State Legislature. The Committee is investigating how much public education money goes to private colleges and universities for both Bundy Aid and Capitol projects.

UMU was represented by Mike Lyon, Dawn Leadley, Dave Scholl, Marty Toper and Brian R Tappen.

## OUTREACH COMMITTEE

The meeting opened with a welcome from Glenn McNitt (New Paltz) and Tom Tucker (Buffalo State) Co-Chairs of the Outreach Committee. UUP President Phil Smith and NYSUT Legislative Representative Chris Black reviewed the current state of the SUNY budget cuts and SUNY Flex legislation.

SUNY has absorbed 25% of the total cuts that Gov. Patterson has put forward in the past two years. The SUNY Flex legislation would essentially privatize the University, allowing each campus to set its own tuition while still receiving State money. While most of the campus Presidents have embraced this in order to bring in extra money, they fail to recognize that historically every time SUNY gets more money in tuition the state cuts its support by that same amount or more. The ability to give a campus the power to set tuition at whatever level they choose flies in the face of the mission of SUNY to "provide to the people of New York educational services of the highest quality, with the broadest possible access." The higher the tuition goes the more access is denied to the citizens of New York State.

The SUNY mission statement goes on to say "services and activities shall be of-

fered through a geographically distributed comprehensive system of diverse campuses which shall have differentiated and designated missions designed to provide a comprehensive program of higher education." The present Flex plan would have the effect of pitting the campuses against each other and dissolving the "comprehensive program of higher education" envisioned by lawmakers when the mission of SUNY was inscribed in law.

The UUP/NYSUT Political Action Calendar was distributed and legislative talking points discussed. Chapters were encouraged to send members to Albany as well as perform local advocacy.

Tom Tucker reviewed the status of Vote/Cope contributions and thanked everyone who gave. It is important to remember that UUP does not use dues money for political activities.

UMU was represented by Dawn Leadley, Violeta Cuenca, Dave Peckham, Debra Benware and Brian R. Tappen.

## PROFESSIONALS MEETING

John Marino, UUP Vice-President for Professionals, held a question and answer session reviewing the new Guide for Professional Employees. This booklet covers topics such as appointments, performance programs, evaluations and promotions and salary increases. If you have not received a copy of this important Guide, please contact the UMU Chapter office at 422-5028 or [syracuse@uupmail.org](mailto:syracuse@uupmail.org) or download a copy from the UUP website at [www.uupinfo.org](http://www.uupinfo.org)

UMU was represented by Carol Braund, Marty Toper, Dawn Leadley, Violeta Cuenca, Joe Ciravolo, Paul Stasior, Barb Alteri, Linda Steer, Dave Scholl, Ben Africa and Brian R Tappen.



# SUNY's public hospitals need a transfusion

State hospitals in Brooklyn, Long Island and Syracuse provide quality health care to thousands, many with nowhere else to turn. They've done it despite a lack of funds to keep pace with rising health care costs and a state subsidy that's been flat for 10 years.

SUNY hospitals can't continue to cure while doing more with less. The quality of care will suffer without transfusions of state funds to cover mandatory health care expenses, expected at more than \$54 million this year.

Most patients are aged or have little or no insurance coverage. Very sick patients are transferred there for the urgent—and often expensive—treatment that's offered.

Yet, if the governor's proposed budget is approved, our public hospitals would pay an additional \$20.4 million for state Employees' Retirement System investment losses.

Proposed Medicaid aid reforms could cost another \$6 million. Plus, Medicare recipients would shell out for part of their Part B Premiums, which isn't fair.

Public hospitals need more than just a shot in the arm. The state must provide at least \$74.5 million to cover mandatory health and other unfunded costs.

It's time to take care of SUNY's hospitals.  
Give them the transfusion they need to survive.

Go to [UUPinfo.org](http://UUPinfo.org) to contact your state legislators.



**United University Professions**

The union that makes SUNY work

Phillip H. Smith, President

Life does not come with clear directions...



- Relationship Issues
- Care for aging parents
- Substance abuse
- Medicare/Medicaid questions
- Chronic illness and Disabilities
- Reassurance through difficult times

Contact NYSUT Social Services

1-800-342-9810, ext. 6206 or [socsvcs@nysutmail.org](mailto:socsvcs@nysutmail.org)



## UMU Outreach Committee/Local District Advocacy

Brian R. Tappen

Between October 2009 and January 2010, UMU Outreach Committee members made eight local visits with Legislators concentrating on the SUNY budget cuts and SUNY Flex legislation. Meetings were held with the following Legislators in their home offices:

2009-10-16	Will Barclay	(A-124)	
2009-10-16	Al Stirpe	(A-121)	Higher Ed Comm.
2009-10-20	Bill Magnarelli	(A-120)	
2009-11-09	John Defrancisco	(S-49)	
2009-12-04	Dave Valesky	(S-50)	
2009-12-12	Joan Christensen	(A-119)	
2009-12-14	Bill Magee	(A-111)	
2010-01-29	Brian Kolb	(A-129)	Minority Leader



The following people should be recognized for their extra effort in this project: Brian Betz (Oswego), Carol Braund, Richard Kendrick (Cortland), Violeta Cuenca, David Hollenbeck (Cortland), Bob Fluck, Dawn Leadley, Dave Peckham and Brian R Tappen.

Any member who wants to join us to meet with their legislators should contact the UUP office at 422-5028 or [syracuse@uupmail.org](mailto:syracuse@uupmail.org)



*Top to Bottom, page 10 (All photos by Brian R. Tappen):*

*10-16-09: David Peckham, Carol Braund and William Barclay (A-124)*

*12-12-09: Carol Braund, Joan Christensen (A-119), David Peckham, Robert Fluck and Violeta Cuenca*







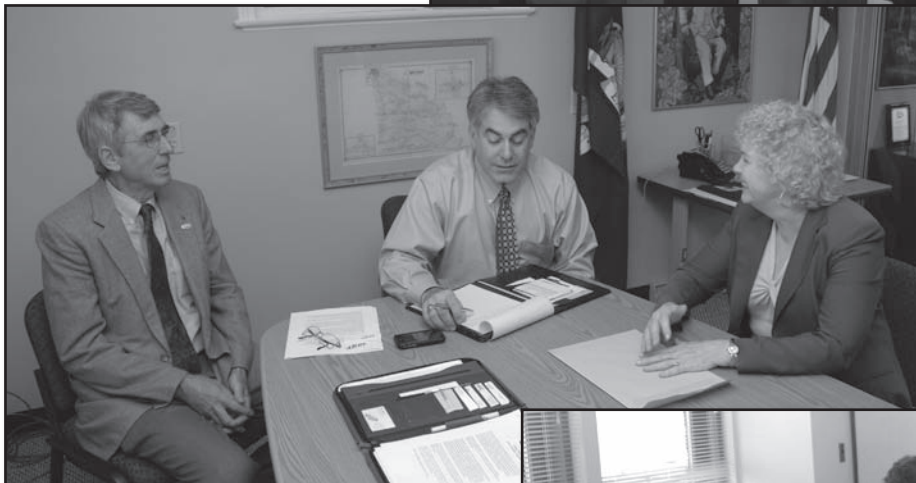
*Top to bottom, page 11 (All photos by Brian R. Tappen):*

*11-09-09: Brian Betz (SUNY Oswego), David Peckham, Dawn Leadley, John Defrancisco (S-49), Carol Braund and Robert Fluck*

*12-14-09: David Peckham, Dawn Leadley, Robert Fluck, Bill Magee (A-111), Carol Braund and Violeta Cuenca*

*10-16-09: David Peckham, Al Stirpe (A-121) and Carol Braund*

*12-4-09: David Hollenback (SUNY Cortland), Robert Fluck, Dawn Leadley, David Peckham, David Valesky (S-50), Carol Braund and Richard Kendrick (SUNY Cortland)*



## VICE PRESIDENT FOR ACADEMICS REPORT

Michael Lyon, VP for Academics

Continued from page 3

Once we are bullied and feel the full force of a laser-focused campaign of interpersonal abuse, we drop the smug justifications for the bully. If we work long enough in enough different places and encounter enough incompetent bosses, we are likely to be bullied ourselves in our work life (37% of U.S. workers are). The only people who still doubt that bullying happens are the ones who have never suffered an unexpected, uninvited disaster or catastrophe. Events humble arrogant superiority known only to those lacking experience in bullying, direct or witnessed. But we should not have to wait for everyone to be personally bullied so that they understand how destructive bullying can be to personal health, careers, families, and employers.

Paraphrasing comments from a recent U.S. president: you are either with us or with the perpetrators. The fundamental question is to which side are you willing to commit?

There are not two equally compelling morally equivalent sides to the violence at work dilemma. No one targeted by bullying invited or wanted the intolerable misery. There is no “win-win” amicable mediated settlement possible in bullying situations. To tolerate a little bit of abuse, to appease perpetrators, is unacceptable. It is a moral compromise that leads to societal decline. It triggers retrospective questions such as, what have we allowed ourselves to become?

The choice is simple, actually. Do not squirm to make it complex. The ethical human choice transcends corporate or institutional needs.

Either side with the perpetrators of violence and rationalize and excuse the escalating trend toward hostility and abuse in the workplace or side with the targeted individuals who asked for nothing more than to be left alone to do the jobs they once loved.”

Ok, so now you have some information. What do you do if you are faced with this situation? We have the “Upstate Pledge: A code of conduct and Mutual Respect” that everyone has agreed to follow and there are several points directed at bullying. It is the responsibility of our employer to provide a safe work place, which includes psychological safety. While it may be difficult for you to do, these bullies need to be reported to your supervisor or if it is your supervisor that is the bully (power corrupts, can't remember who said that) go to their supervisor. Do it in writing and don't forget to copy labor relations in our HR department. By their not doing anything about it they are condoning this behavior and perhaps even encouraging it. However, this behavior threatens your well being. A happy employee is a productive employee, and as Confucius (maybe) said “be happy in your work.”

**United University Professions**  
SUNY Upstate Medical University Chapter  
750 East Adams Street, Syracuse, NY 13210

**The Advisor • Syracuse Chapter Newsletter**  
Volume XV, No.2  
Editor: Dawn E. Leadley  
leadleyd@upstate.edu • 464-7433

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.

**UPP Chapter Officers**  
Carol Braund, President  
braundc@upstate.edu  
Michael Lyon, Vice President for Academics  
lyomm@upstate.edu  
Carl Pettegill, Secretary  
Vice President for Professions  
Robin Nichols, Secretary  
315-422-5028  
Rosemarie Bundy, Treasurer  
bundy3@verizon.net  
Syracuse UPP Chapter Office  
Madison Towers, 2nd Floor  
60 Presidential Plaza • Syracuse, NY 13202  
syrcuse@unpmail.org • 422-3028