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#72

ENTRY/Resolution '87-NYSUT

method of distribution so as to guarantee direct access to classroom teachers.

RESOLUTION 22

Maximum Student Assignment for Resource Room Teachers

Submitted by: Rocky Point Teachers Association
WHEREAS, the laws pertaining to Handicapped Education provide specific formulae for class size and class load; and

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Jacinta
Did you see this
in 3/2/87 New York Teacher?
It's for the Representative
Assembly of NYSUT
in Albany April 2-4.
I gave a copy to
Marty & have sent one
to Janet Manse.

I called Agnes Lannes
a tech. rep. in
West Seneca schools &
asked her to talk to
Karin Osinski that
not everyone agrees
to the resolution.
However, I think
since UPR is a
local of NYUT,
that we might want
to write to him too.

Charlene
too bad it came
from our District

RESOLUTION 26

Certified Teachers in Computer Centers

Submitted by: Farrelldale Federation of Teachers
WHEREAS, the position of NYSUT is that only certified personnel fill teaching positions; and
WHEREAS, some computer centers are presently being totally staffed by non-certified personnel; and
WHEREAS, said non-certified personnel are instructing computer literacy and related subject areas; and
WHEREAS, said instruction clearly constitutes teaching, therefore be it
RESOLVED, that NYSUT seek legislation requiring only certified teachers be employed to staff computer centers.

LEGISLATIVE/ POLITICAL ACTION

RESOLUTION 27

Entry Level of Practice into the Nursing Profession

Submitted by: Jamestown General Hospital Nurses Association
WHEREAS, the current educational requirements have served the needs of the nursing profession well for many years; and
WHEREAS, there are no studies establishing a link between advanced education and improved patient care; and
WHEREAS, the accessibility to a Baccalaureate degree program, may in many areas severely limit the number of nurses due to the high cost of tuition, a limited number of suitable programs available and economic circumstances which would not permit currently working nurses from leaving their present employment to seek an advanced education; and

WHEREAS, there is currently, throughout the nation, a nursing shortage in most health care facilities, which would be further worsened by the changing standards proposed in the New York State Assembly Bill #4610; and

WHEREAS, these changes of entry into practice must take into account the impact on existing LPNs and RNs currently practicing, therefore be it

RESOLVED, that the Jamestown General Hospital Nurses Association opposes any legislation which changes the mandatory entry level requirements for nurses, until these issues can be investigated and resolved, and be it further

RESOLVED, that the Federation of Nurses and Health Professionals/New York State United Teachers support this position taken by the Jamestown General Hospital Nurses Association.

RESOLUTION 28

Reevaluation of Student Suspense Procedures

Submitted by: United Federation of Teachers
WHEREAS, state law and court decisions have radically altered student suspense procedures; and

WHEREAS, these procedures have become highly legalistic and resemble a court proceeding rather than a guidance function; and

WHEREAS, schools and school districts are hesitant to implement suspense proceedings due to their complexity and legal expenses, therefore be it

RESOLVED, that NYSUT supports legislation which would assure that student suspense procedures would be returned to a guidance format and that the current legally-oriented adversarial system be eliminated

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ENTRY/Resolution '87-NYSUT

REMAINING DEADLINES

March 5
Hotel Reservations Cut-off
March 9
Committee Preference Cards
March 18
Per Capita Payment
April 2-4
Representative Assembly

REGISTRATION SCHEDULE

Thursday, April 2, 1987
3:00 p.m. — 10:00 p.m.
Friday, April 3, 1987
9:00 a.m. — 6:00 p.m.
Registration for Constitutional Amendments
and Resolution Committee Meetings
closes at 10 p.m. Thursday.

TENTATIVE PROGRAM

Thursday, April 2, 1987

1:00 p.m. - 2:30 p.m. Credentials Committee Luncheon Meeting
3:00 p.m. - 10:00 p.m. Registration
4:00 p.m. - 5:00 p.m. Resolution Committee Chairpersons Meeting
4:00 p.m. - 5:00 p.m. Sergeants & Tellers Meetings
4:00 p.m. - 5:30 p.m. "First Timer" Delegate Orientation
6:30 p.m. - 10:00 p.m. General Session
10:15 p.m. - 11:30 p.m. Caucus Meetings

Friday, April 3, 1987

9:00 a.m. - 6:00 p.m. Registration
9:45 a.m. - 11:30 a.m. Constitutional Amendments & Resolutions Committee Meetings
11:45 a.m. - 1:15 p.m. Optional Session
Education Reform — Initiatives in New York State
1:30 p.m. - 5:30 p.m. General Session
7:00 p.m. Testimonial Dinner Honoring Dan Sanders

Saturday, April 4, 1987

9:00 a.m. - 12:00 Noon General Session
12:15 p.m. - 2:00 p.m. Journalism Awards Luncheon
2:00 p.m. - Completion General Session

Sunday, April 5, 1987

TRAVEL DAY

PROPOSED ORDER OF BUSINESS

1. Report of the Credentials Committee
2. Adopt the Order of Business
3. Adopt the Rules of Order

RA COMMITTEE PROCEDURES

Resolutions properly submitted by locals have been categorized by topic and are assigned to one of the resolution committees. Constitutional amendments properly proposed by petition of delegates and those proposed by the Board of Directors will be considered by the Constitutional Amendments Committee.

Each delegate should register for one of these committees by using a committee preference card previously sent to each local or by reporting to the Resolution Committee Counter in the registration area at the Representative Assembly before 10 p.m., Thursday, April 2.

A delegate may request to testify on resolutions, especially those which his local submitted, which have been assigned to other committees. However, in order to assure completion of work, only assigned members of the committee may debate and vote upon resolutions before the committee. During deliberations, committees are free to amend, defeat and/or carry resolutions.

Each committee shall select the three (3) resolutions it deems most important. These resolutions shall be presented by the committee chairperson to the RA for deliberation. Delegates on the floor of the RA are free to offer amendments to any and all resolutions as they are presented. After 15 minutes of discussion, an automatic motion to close debate shall be offered. Delegates may of course, choose to continue to debate.

If time allows after all committees have presented their three most important resolutions, additional resolutions may be debated.

Rules of Procedure at Committee Meetings:

1. Delegates vote on Order of Deliberations.
2. Robert's Rules of Order and Rules of Procedure adopted by the RA shall be in effect.
3. Committee delegates shall determine the order of resolutions to be presented to the RA.
4. Committee Chairpersons shall appoint a secretary and sergeant-at arms.

RESOLUTION COMMITTEE CHAIRPERSONS

Constitutional Amendments
Mary Anne Cariello — Port Washington TA
Thomas Matthews — United University Professions
Civil and Human Rights
Shelvy Abrams Young — United Federation of Teachers
Colleges and Universities
Irwin Yellowitz — Professional Staff Congress
Educational Issues I
William H. Hall — United Teachers of Northport
Educational Issues II
Sharon Langevin — Fonda-Fultonville TA
Legislative and Political Action
Kevin Osinski — West Seneca TA, Inc.
Membership Services
Abe Ruda — United Federation of Teachers
Organization
Mary Mai — Webster TA
Pension and Retirement

RU

With the following Newly Revised:

1. **NECESSITY** speakers at one meeting room. Each will be recognized to make a motion either first and

2. **DEBATE** no more than twice three minutes at vote of the delegates except the sponsor same question used. Debate cannot be has been given

3. **MOTIONS** writing and signed

4. **VOTING** standing. A one required to call for The roll call procedure the Constitution

A two-thirds vote amend the Constitution represent at least Assembly

5. **CREDENTIALS** be by badge only easily by the Secretary Honorary Retired voting in the general be provided with delegates

Only delegates on floor Alternates seating area. A sign wish to bring the Any persons disturb Sergeants

6. **RESOLUTION** shall be passed recommended to committee need Resolutions adopted legislative implement unless reaffirmed

7. **BUDGETARY** or acceptance of items does not expenditure or of budget, modified expenditures, the such fiduciary re accordance with

8. **DISTRIBUTION** other materials at responsible for its be distributed or requested to pay campaign activity

*Form for motions the speaker's plate

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Entry/Resolution '87-NYSUT



UNIVERSITY AT BUFFALO
STATE UNIVERSITY OF NEW YORK

Department of Graduate Education
School of Nursing
Faculty of Health Sciences
616 Stockton Kimball Tower
Buffalo, New York 14214
(716) 821-2210

March 18, 1987

Kevin Osinski, Chairperson
Legislative and Political Action
Resolution Committee
West Seneca Teachers Association
West Seneca Central Schools
West Seneca, NY 14224

Dear Mr. Osinski:

I read with interest Resolution 27 in the March 2, 1987 "New York Teacher." The resolution "Entry Level Into the Nursing Profession" does not reflect the belief of all nurses represented by NYSUT. As a member of UUP, Health Sciences Chapter, SUNY at Buffalo, I strongly disagree with the position taken by the Jamestown General Hospital Nurses Association and I urge that the resolution not be accepted by the Representative Assembly.

The teaching profession should well understand another profession's need to standardize its educational preparations. Of the 31 professions regulated under Title VIII of the Education Law of New York State 28 are licensed, two are certified and one is registered. Seven professions require a doctoral degree, three a masters degree and eight a bachelors degree. One requires two years of college study. The eleven remaining professions, of which nursing is one, require only a special program of study. Two of these (physical therapy assistants and animal health technology) require that programs to be at the college level. The educational requirements for nursing are clearly inconsistent with those of the other major health professions.

The transition of nursing education in New York State is into institutions of higher learning. From 1974-1985 Diploma programs in nursing decreased by 65%, AD programs increased by 34% and BS programs by 52%. These changes parallel national changes in nursing education.

Entry into practice will provide for two careers in nursing each with its own distinct and standardized educational requirement at the AD and BS degree. Present barriers to career mobility will be minimized. All current holders of nursing licensure will be equitably grandfathered into the system just as the teaching profession did with its practitioners years ago.

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ENTRY/Resolution '87-NYSUT

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Many studies have found that problems with the recruitment and retention of nurses are a result of dissatisfaction of nurses with working conditions, lack of nursing input in health care decision-making, lack of respect for nursing on the part of professional colleagues and poor salaries. Standardizing and elevating education is seen by the profession as the way to reverse these trends. Again, I point to the history and parallel to the teaching profession which has accomplished a great deal toward these ends for its members starting at the same point and using similar methods.

The movement is not without controversy. The Jamestown General Hospital Nurses Association has much support from other nurses and others who would rather not see the traditional system be changed. Change is not easy but it is necessary for the profession of nursing to progress. If we are to keep up with the complexity and sophistication of nursing practice needed today we cannot rely on what has served us well in past years.

I will be asking the UUP Health Sciences delegates from UB to speak against the second resolve of Resolution 27 should it come to the floor of the Representative Assembly for debate. If I can answer any questions or be of help in any way in relation to this matter, I will be in my office (831-3034) after this week which is the U.B. spring break.

Sincerely,

Charlene McKaig

Charlene McKaig, RN, MS
Clinical Assistant Professor

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ENTRY Resolution '87-NYSUT

RESOLUTION 22

Maximum Student Assignment for Resource Room Teachers

Submitted by: Rocky Point Teachers Association

WHEREAS, the laws pertaining to Handicapped Education provide specific formula for class size and class load; and

WHEREAS, the educational and clerical demands on the Resource Room Teacher require I.E.P.'s frequent reporting to administration, mainstream teachers, parents et al; and

WHEREAS, it is the direct responsibility of the Resource Room Teacher to administer, score and interpret the multitude of tests required by the law, therefore be it

RESOLVED, that a caseload of no more than twenty students be assigned per Resource Room Teacher in order to reasonably facilitate the execution of the educational and clerical responsibilities of these teachers

RESOLUTION 23

Special Education Should Have Five 40-Minute Periods or Equivalent Time

Submitted by: Farmingdale Federation of Teachers

WHEREAS, Special Education teachers are required to meet with parents more frequently than regular classroom teachers; and

WHEREAS, said meetings are necessary for the educational growth and advancement of special education students; and

WHEREAS, time for said meetings are not provided for in all teacher schedules; and

WHEREAS, clerical reports required of special education teachers far exceeds those of regular classroom teachers; and

WHEREAS, time for these reports is also not provided for in all teacher schedules, therefore be it

RESOLVED, that NYSUT seek legislation to provide that the special education teacher be required to teach no more than five 40 minute periods per day or the equivalent time.

RESOLUTION 24

Certification of Teacher Aides and Teacher Assistants

Submitted by: Half Hollow Hills Paraprofessional Association

WHEREAS, teacher aides and teacher assistants are an integral and necessary part of the educational system; and

WHEREAS, teacher aides and teacher assistants must be recognized as integral and permanent partners in the quest for educational excellence, therefore be it

RESOLVED, that New York State United Teachers take efforts to gain state certification for all teacher aides and teacher assistants.

Centers

Submitted by: Farmingdale Federation of Teachers

WHEREAS, the position of NYSUT is that only certified personnel fill teaching positions; and

WHEREAS, some computer centers are presently being totally staffed by non-certified personnel; and

WHEREAS, said non-certified personnel are instructing computer literacy and related subject areas; and

WHEREAS, said instruction clearly constitutes teaching, therefore be it

RESOLVED, that NYSUT seek legislation requiring only certified teachers be employed to staff computer centers

LEGISLATIVE/ POLITICAL ACTION

RESOLUTION 27

Entry Level of Practice Into the Nursing Profession

Submitted by: Jamestown General Hospital Nurses Association

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WHEREAS, there are no studies establishing a link between advanced education and improved patient care; and

WHEREAS, the accessibility to a Baccalaureate degree program, may in many areas severely limit the number of nurses due to the high cost of tuition, a limited number of suitable programs available and economic circumstances which would not permit currently working nurses from leaving their present employment to seek an advanced education; and

WHEREAS, there is currently, throughout the nation, a nursing shortage in most health care facilities, which would be further worsened by the changing standards proposed in the New York State Assembly Bill #4670; and

WHEREAS, these changes of entry into practice must take into account the impact on existing LPNs and RNs currently practicing, therefore be it

RESOLVED, that the Jamestown General Hospital Nurses Association opposes any legislation which changes the mandatory entry level requirements for nurses, until these issues can be investigated and resolved, and be it further

RESOLVED, that the Federation of Nurses and Health Professionals/New York State United Teachers support this position taken by the Jamestown General Hospital Nurses Association.

RESOLUTION 28

Reevaluation of Student Suspense Procedures

Submitted by: United Federation of Teachers

WHEREAS, state law and court decisions have radically altered student suspense procedures; and

WHEREAS, these procedures have become highly legalistic and resemble a court proceeding rather than a guidance function; and

WHEREAS, schools and school districts are hesitant to implement suspense proceedings due to their complexity and legal expenses, therefore be it

RESOLVED, that NYSUT supports legislation which would assure that student suspense procedures would be returned to a guidance format and that the current legally-oriented adversarial system be eliminated.

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ENTRY/Resolution '87-NYSUT



UNIVERSITY AT BUFFALO
STATE UNIVERSITY OF NEW YORK

*Joaneta - FYI
I sent a copy to Janet Blank*

School of Nursing
Buffalo, New York 14264
Phone 831-3045

May 18, 1987

Dr. Nuala M. Drescher
United University Professions
159 Wolf Road
Albany, New York 12205

Dear Nuala:

A belated follow-up to our phone conversation in late April. Again, thank you for your support and that of the State-wide UUP delegation at the NYSUT Representative Assembly in April, 1987. Resolution 27 "Entry Level into the Nursing Profession" encompasses an issue that is important to me and to all nurses practicing in the SUNY system and represented by UUP.

As we discussed on the telephone, UUP may want to take a proactive position on this issue with NYSUT to fully represent the views of UUP nursing members. Your idea of developing a task force of appropriate nursing representatives statewide, similar to the model used with the issue of teacher education in response to national studies, makes a lot of sense. A position paper which clearly delineates all aspects of the issue and presents a consensus of UUP nurses certainly would give us a united voice in a proactive stance.

The BS nursing schools I have identified are: SUNY at: Binghamton, Buffalo, Brockport, Brooklyn, Plattsburgh and Stony Brook. In addition there is an RN to MS program at SUNY Upstate in Syracuse and an upper division program (RN to BS) at Utica College. Also UUP represents supervisory nurses at Stony Brook Hospital and at least that group (if not all nurses) at Upstate Medical Center. City University of New York has nursing programs at Lehman College, Hunter College and City College of New York. The large majority of these nurses are educated at the BS and above and would support standardization of nursing education with two career (BS and AD) entries. I have personally talked with representatives of several of these programs at two state-wide meetings since you and I spoke in April.

As you mentioned there are four Agriculture and Technical College nursing programs represented by UUP and it is true that the administration of these colleges (and other community colleges) have taken a stand against the idea of "entry." The motivation is a survival position and understandable in these times but the nursing profession needs to move beyond this limited viewpoint.

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UUP is in a prime position to take an assertive stance for a constituent group of its members. As I mentioned I did have a chance to talk with Tim Reilly about this matter when he was in Buffalo April 14. I will be glad to assist with this endeavor in any way that I can. I will be in Buffalo all summer and can be reached at (716) 831-3045- office or (716) 838-1480- home.

Sincerely,

Charlene McKaig
Charlene McKaig
Clinical Assistant Professor

CMCK:dmj

Encl.

CC: J. Reilly, UUP President
J. Sulewski, President
Buffalo HSC

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ENTRY/Resolution '87-NYSUT

BUFFALO

HEALTH SCIENCE CENTER

NEWSLETTER

April, 1987

GRASS
 Roy

ROOTS
 Slaunwhite

STANDARDIZATION
OF
NURSING EDUCATION
 Charlene McKaig

The future of SUNY and UUP depends on political action. Without it, we will surely sink into mediocrity; with it, we will excel PROVIDED that there are enough hands to do the work. Very little is required of most---only 2-3 hours annually---but that contribution is critical.

The three local UUP chapters share fifteen NYS legislators in Erie and Niagara Counties. To be more effective, we have joined forces for political action. To support our issues and our legislators we are forming UUPAC's in the five most populated districts.

So far, these UUPAC's are largely "paper" organizations having only a few active members. To be effective, we need roots, grassroots, participation by many members. To this end, we are giving a party for our legislators and their aides on May 7th from 4-6 P.M. on the 10th floor of Goodyear Hall. Why don't you and your friends drop in and meet your

legislator? Refreshments will be served.

Admittedly, there are no burning issues at the moment although we do have an extensive legislative agenda. Grass does not grow an extensive root system rapidly, and neither do political action committees. The best defense against an unexpected bombshell is, like scouts, to be prepared. We're starting NOW! Please come!

REMEMBER!

MAY 7th

10 GOODYEAR

4-6 P.M.

"The opinions expressed in this newsletter are those of the author or of The Health Sciences Chapter of UUP and are not necessarily the opinions of United University Professions."

President: Joan Sulewski
 Editor: Penny Tronolone
 Layout: Helen Venn

Virginia Troy, Peter Nickerson and Rita Piccolo, the delegates from the UUP Buffalo HSC, represented the position of standardization of nursing education for the School of Nursing Faculty at the recent NYSUT Representative Assembly.

With support from the HSC Executive Committee and the UUP Statewide delegation, they were successful in having Resolution 27 deferred to the NYSUT Board of Directors for further consideration. It was a job well done by our reps for an HSC constituent group.

VOTE! VOTE! VOTE!

It's time for chapter elections! You should have received a ballot by now. Please take the time to read the information and vote. A prepaid envelope is enclosed for your convenience.

If you have questions, contact the chapter office (831-2505).

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GENERAL MEMBERSHIP
MEETING

Joan Sulewski, President.

The General Membership meeting was held on April 14th at 10 Goodyear Tower. Our achievements of the past year, our current actions and our future goals were discussed. Guests included Geraldine Bard, President of the Buffalo State College Chapter of UUP, John M. Reilly, who is a nominee for State President, President-elect of the Core Chapter, Harvey Axlerod and Vice President for Professionals of the Core Chapter, Albert Ermanovics.

Ballots for our chapter election were mailed and are due back by May 29th. State elections will take place at the Spring Delegate Assembly on May 1st and 2nd. Local members running for state office include; Geraldine Bard and Nuala Drescher from Buffalo State College and Joan Sulewski from HSC.

John Reilly spoke about his projected goals as state president and answered questions from our membership.

John Cray, the other presidential candidate, was unable to attend the meeting.

There have been some major achievements in our chapter this past year. Negotiations were held for an alternate to the Albany Plan which provides for internal promotion of professionals. The negotiations, headed by Steve Insana, were conducted jointly with the

Core Chapter and Administration. We did not get all that we requested but the modifications of the plan are a beginning. Labor/Management meetings have been conducted regularly and have met with resolution of a number of issues such as: Space in The School of HRP, number of faculty and teaching loads in The School of Nursing and parking.

The Shadow Committees have been active and have taken direction from Central UUP. Roy Blaunwhite is in charge of the Disparity Committee, which is gathering data and the PDQWL Committee, which has already granted some awards. Peggy Acara has attended Affirmative Action sessions and Penny Tronolone has been involved with Health and Safety issues. Other committees are in various stages of progress and some must await direction from Central UUP. Our Shadow Committees have provided an opportunity to involve more of our members in addressing common concerns and realizing the effectiveness of unionism.

Our newsletter, with Penny Tronolone as Editor and Helen Venn in charge of layouts has been put out monthly to bring more information to our members. Our membership has increased to approximately 80% with Coletta Klug as Membership Chair but, there always is room for more members. We have worked closely with the other Buffalo chapters sharing information and common concerns.

For the future we have set several new goals. We expect to at least triple our office space when we move from Annex B to first floor Kinnell tower. Our system of computerization, initiated by Roy Blaunwhite is a model for all UUP chapters. Helen Venn is resource person for all chapter secretaries. Our Department Representative system has been strong but needs to become stronger because we are a geographically fragmented campus. Our Malpractice Insurance needs to be resolved and the Statewide committee continues to work on this concern.

WHAT ARE ALL THESE
DIFFERENT HEALTH CARE
PLANS?

Michael Tronolone

Health insurance is a major employee benefit. Unlike many employment situations, we are offered a choice of plans. The local plans, Independent Health Association (IHA), Health Care Plan (HCP) and Community Blue (CB) are all patterned after the Health Maintenance Organization (HMO) model. The statewide plan, Empire, is a hybrid of an HMO and traditional major medical coverage.

The HCP is a traditional HMO. It has its own outpatient facilities and employs most of it's own health care professionals. IHA and CB are essentially HMO in concept but provide their services to members by contracting to independent practitioners and institutions. This

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is an "HMO without walls", in that already existing sources, in their own locations are recruited to provide services. Included in the HMO model is the concept of a primary provider who manages and directs the care of the member. That is, the member must obtain access to the different areas of health care through this provider rather than seek them on his own. Thus both enhancing care and limiting access to "unneeded" care. This function is called the "gatekeeper" and is seen as essential to the financial integrity of any prepaid plan. A member receives all covered services for the cost of his prepaid premium. In some instances a small co-payment at the time of service may also be required. If the member obtains services outside the plan or services that are unauthorized by the plan he must bear the entire cost. Obviously members who purchase these plans must be well informed and operate within the rules of the plan.

The statewide plan, The Empire Plan, is a combination of an "HMO without walls" and a traditional major medical insurance. A panel of health care providers provide services to members on a prepaid basis just as in the HMO. If a member goes "outside of the plan", that is, he chooses a provider that is not a participant in the plan, the member is reimbursed a portion (generally 80%) of the cost of the service once a deductible has been satisfied. There is also a limit (\$2,000) on a

member's "out of pocket" expenses in any given year. There is a \$1,000,000 lifetime limit of reimbursement for services provided by non-participating physicians.

Factors affecting a member's choice of health care plans vary. The cost of the premium, service offered by a plan, location of service, participating physicians and special needs of a member or his family are just a few of the considerations.

A statewide labor management Health Benefits Committee exists and a local "Shadow Committee" exists on each campus. The purpose of the local committee is to bring to the attention of the statewide committee any problems that our members are having with their health insurance benefits.

If you have problems or questions contact The University's Personnel Office (636-2735). If they are unable to resolve the problem contact M. Ironstone (831-3316).



THE DARK SIDE

St. Corah, Grievance Chair

A colleague who was recently put up for promotion and tenure asked a well-known professor in his department why he had not supported him for promotion. The response was: "Well, you are good but not great. What we need are great people." (Yes, brothers and sisters, this is a true story.) This incident led me to ponder the nature of greatness. Once upon a time, I thought an academician was "great" if he/she were well-known in their field of expertise because of "important" contributions. Often, others in their fields did not really understand this importance for a long time -- sort of like getting a Nobel Prize 20-30 years after the original work was published. I even recall a great psychologist who suggested that in his own case greatness involved outliving one's contemporaries.

This long term perspective for greatness is of little value in the academic market where the "up or out" decision must be made during the sixth year. While it would be rare indeed for someone to have achieved greatness by the sixth year of their employment, there are those traditional indicators that may be predictive of achievement if not greatness. A major indicator has been the number of publications (in refereed journals, of course). The citation index is another indicator. I like the

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citation index. Guess why. Quantitative indices are always appealing. However, it is important to consider qualitative factors such as what other people in the individual's field think of him/her. When soliciting letters, it is important to consider who is likely to write nice letters and who isn't. I leave it to your imagination why this consideration is important.

Finally, as good Americans, we have now obtained the most appropriate index of greatness -- dollars. You simply add up all of the outside money that a faculty member brings in and you know how good

he/she is. How much is enough to be great these days? Twenty years ago, one hundred thousand dollars a year was considered reasonably great. Now, it must be at least one million dollars a year. Just think of the economy of using a one-page CV which includes name, address, social security number and amount of money obtained in grant funds. Who could ask for anything more? Is this approach to greatness any more crass than other quantitative approaches?

Personally, I think counting the dollars is a pretty bad way of defining greatness. I am glad that I got my promotions in the

days when they mainly counted publications. Yes, I did have some money in the record and still do. But nobody was adding it up then. Ah well, when all is said and done, I know that I have aspired to greatness but will probably never be more than merely good.



UNITED UNIVERSITY
PROFESSIONS BUFFALO HEALTH
SCIENCE CHAPTER
23 BUTLER ANNEX B
BUFFALO, NY 14214

JUANITA HUNTER
UNDERGRADUATE NURSE EDUCATION
916 KIMBALL TOWER

CAMPUS MAIL

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ENTRY/Resolution '87-NYSUT



UNIVERSITY AT BUFFALO
STATE UNIVERSITY OF NEW YORK

March 18,

Kevin Osinski, Chairperson
Legislative and Political Action
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West Seneca Teachers Association
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Entry into practice will provide for two careers in nursing each with its own distinct and standardized educational requirement at the AD and BS degree. Present barriers to career mobility will be minimized. All current holders of nursing licensure will be equitably grandfathered into the system just as the teaching profession did with its practitioners years ago.

Quainta
"There's another
thing" going on in
practice that I've heard
of. Marty Kinsley &
sent copies to Karen
Ballard. If you want
to know too, let me know.
Charlene

-2-

Many studies have found that problems with the recruitment and retention of nurses are a result of dissatisfaction of nurses with working conditions, lack of nursing input in health care decision-making, lack of respect for nursing on the part of professional colleagues and poor salaries. Standardizing and elevating education is seen by the profession as the way to reverse these trends. Again, I point to the history and parallel to the teaching profession which has accomplished a great deal toward these ends for its members starting at the same point and using similar methods.

The movement is not without controversy. The Jamestown General Hospital Nurses Association has much support from other nurses and others who would rather not see the traditional system be changed. Change is not easy but it is necessary for the profession of nursing to progress. If we are to keep up with the complexity and sophistication of nursing practice needed today we can't rely on what has served us well in past years.

I will be asking the UUP Health Sciences delegates from UB to speak against the second resolve of Resolution 27 should it come to the floor of the Representative Assembly for debate. If I can answer any questions or be of help in any way in relation to this matter, I will be in my office (831-3034) after this week which is the U.B. spring break.

Sincerely,

Charlene
Charlene McKaig, RN, MS
Clinical Assistant Professor

CMck:dmj

#72
Entry/Resolution '87-NYSUT

March 1987

RESOLUTION RE : Entry Level into the Nursing Profession

Submitted by Members of Local #3110, West Seneca
Teachers Assoc., Inc., NYSUT

WHEREAS, the proposed change for entry into the nursing profession to be on the baccalaureate level is an educational and philosophical concept endorsed by the American Nurses Association and the National League for Nursing, and not a matter for other professions to challenge, and

WHEREAS, the above named nursing associations provide leadership to the profession and co-operate with state and national regulatory agencies to develop implementation strategies that protect licensed nurses from future requirements, and

WHEREAS, 10 % of the United States have already enacted such changes in licensing laws and regulations, New York State nurses in the future stand to lose reciprocity privileges with lower standards in place, and

WHEREAS, health science and technology has dramatically changed, so the nursing profession must evolve to meet future responsibility and challenge, therefore be it

NOTED, that the following persons, as members of Local #3110, and NYSUT, nurses and educators, are OPPOSED to the RESOLUTION 27, submitted by Jamestown General Hospital Nurses Association, to the LEGISLATIVE/POLITICAL ACTION COMMITTEE.



UNIVERSITY AT BUFFALO
STATE UNIVERSITY OF NEW YORK

School of Nursing
#26 Brockton Kimball Tower
Buffalo, New York 14214
(716) 431-2724

MEMORANDUM

TO: ALL FACULTY
FROM: C. McKaig
DATE: April 13, 1987
RE: Disposition of Resolution 27 "Entry Level Into The Nursing Profession" at the NYSUT Representative Assembly April, 1987.

I thought you might want to know that Virginia Troy, Peter Nickerson and Rita Piccolo, the delegates from the HS Chapter of UUP represented the position of standardization of nursing education for us very well. It apparently necessitated convincing UUP Statewide delegates and UUP officers that they were speaking for a group of the membership who had strong feelings about the issue. (thank you for the vote in all-faculty meeting).

One UUP delegate from the North country commented that he had negative feedback also about the resolution from some of his nurse constituents and supported our stand.

The resolution did go to floor of the Assembly and Virginia Troy spoke twice (very eloquently according to Peter Nickerson) about the issue and how important it is to the profession of nursing. Eventually the vote was to defer the resolution to the NYSUT Board of Directors for further consideration and study of feelings of all groups. (Virginia said there were a handful of dissenting votes from the entire delegation for this action).

I'm sure we haven't heard the end of this from NYSUT but it was a wonderful opportunity for nursing to be able to forward this philosophical position of our profession to a large group of non-nursing teaching professionals.

I am indebted to our HSC, UUP Delegates for their support and want to especially recognize Virginia Troy who continues to be a great spokesperson for nursing even when retired. She tells me she is going to stay active in UUP and she has my support.

CMck:dmj