

Newsletter

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BU APSCUF OFFICERS

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BY THE NUMBERS

SHOW THEM THE MONEY

- ☑ In 2002, the average **management** salary was \$64,566.95 *
- ☑ By 2006, that figure had jumped to \$73,396.90, an increase of 13.7%
- ☑ By contrast, in 2002 the average **faculty** salary was \$66,087.68
- ☑ By 2006, that figure had increased to just \$68,263.49, an increase of only 3.3%.
- ☑ Management's average salary from 2002-2006 jumped \$8,829.95
- ☑ Over the same time frame, the Faculty's average salary increased just \$2,175.81.

FACULTY PAY FAILS TO MEET INFLATION

- ◆ In 2002-03, faculty members received a 2.25% net GPI.
- ◆ In 2003-04, faculty members received no salary increase of any kind.
- ◆ In 2004-05, faculty members received no GPI. Faculty also started to pay 10% of their health insurance premium costs during this academic year.
- ◆ The national inflation rate increased 7.4% over this time span.

WHO'S WORKING?

- ➔ Number of Students in the PASSHE - Up 15.6%
- ➔ Number of Managers in the PASSHE - Up 16.77%
- ➔ Number of Faculty in the PASSHE - Up just 4.45%
- ➔ FTE Temporary Faculty Growth = 57.5%
- ➔ Temporary Faculty Headcount Growth = 58.3%

So keep this in mind:

- Class sizes and counseling loads have spiked with the increase of students.
- The much higher percentage of temporary faculty members has exacerbated the problem, as fewer tenure track faculty are left to shoulder more of the burden.
- In 1995, the average tenure track faculty member advised 21.3 students. By fall, 2006, that number had increased to 24.9 students, a 16.9% hike.
- Management workloads are not tied so closely to student growth, yet have kept pace.
- The overall effect is that management workloads are level or diminishing, while faculty workloads grow yearly.
- In 1999, faculty payroll represented 41.91% of the PASSHE's budget.
- By 2004, that figure had dropped to 34.23%

THE RESULT:

PASSHE is Losing Quality Faculty

- Since 2002, 903 Tenure Track Faculty members have departed the PASSHE.
- Over the same time period, only 555 new Tenure Track faculty have been hired.

Resignations a big factor in exodus

- 140 of the 903 Tenure Track faculty members that left the PASSHE since 2002 had less than 5 years of service and DID NOT leave because of retirement, being denied tenure, or for being non-renewed.
- The net effect is a **25.23% loss ratio** due to faculty resignations – a sure signal that economic reasons played a factor in their decision to leave.

AT BLOOMSBURG:

| | 2001 | 2002 | 2003 | 2004 | 2005 |
|------------------------------|-------------|-------------|-------------|-------------|-------------|
| Full-Time Faculty | 386 | 377 | 378 | 379 | 383 |
| Full-Time Students | 6,852 | 6,996 | 7,287 | 7,368 | 7,601 |
| Student/Faculty Ratio | 17.751 | 18.557 | 19.278 | 19.441 | 19.846 |

BY THE WAY:

Faculty at branch campuses of the Penn State System enjoy much better compensation than faculty in the PASHEE. When comparing the two systems, the category IIA (master's granting) institutions, faculty at regional branch campuses of Penn State make a lot more annually than we do.

PASSHE Universities, category IIA, Average Salaries, 2005-2006, Compared with Penn State System

Source: Chronicle of Higher Education

| | Professor | Associate Professor | Assistant Professor | Instructor |
|--|--------------------|----------------------------|----------------------------|--------------------|
| Bloomsburg U of Pennsylvania | \$87,600 | \$69,300 | \$54,900 | \$43,700 |
| California U of Pennsylvania | \$89,400 | \$71,100 | \$58,300 | \$42,000 |
| Clarion U of Pennsylvania | \$88,100 | \$69,400 | \$55,600 | \$42,200 |
| East Stroudsburg U of Pennsylvania | \$88,900 | \$70,600 | \$53,700 | \$42,100 |
| Edinboro U of Pennsylvania | \$86,300 | \$69,500 | \$55,700 | \$44,100 |
| Kutztown U of Pennsylvania | \$87,900 | \$69,900 | \$50,800 | \$39,700 |
| Shippensburg U of Pennsylvania | \$88,100 | \$69,900 | \$55,300 | |
| Slippery Rock U of Pennsylvania | \$89,000 | \$71,400 | \$59,200 | |
| West Chester U of Pennsylvania | \$89,000 | \$72,100 | \$59,100 | |
| Average | \$88,255.56 | \$70,355.56 | \$55,844.44 | \$42,300.00 |
| Pennsylvania State U IIA Campuses | \$103,400 | \$80,900 | \$65,100 | |



APRIL 1: NO FOOLING, IT IS WORK TO CONTRACT TIME!

PASSHE faculty will working to the contract APRIL 1st. The state APSCUF office is preparing detailed instructions that we'll be sharing soon on the "Members Only" website. Essentially, "working to contract" means that if you do not have a specific contract from the Administration to conduct work that is considered "voluntary" (e.g., Open Houses, attendance at meetings, speakers, banquets), you SHOULD NOT ATTEND effective April 1. Work ahead of time if you

have activities planned. **Remember: Breaking a Work to Contract action is the same as crossing a picket line.**

For updates and further information, consult the Members Only page at the APSCUF website: www.apscuf.org. If you haven't done so already, you will need to contact APSCUF secretary Jill Bond to register for this site with a username and password. There is a blog on the site where you can share your views with other faculty throughout the system AND with our negotiations team.



The ALF - No, Not the Cartoon Character From the '80s:

The Northeast Pennsylvania Area Labor Federation (NE PA ALF) is a new organization formed out of the unanimous agreement of the various heads of labor that compose the AFL-CIO as well as affiliates that now fall under Change to Win. Six (6) Area Labor Federations exist in Pennsylvania, all designed with the goal of strengthening labor regionally. For background, this structure was first implemented in the state of New York and has expanded to the key battleground states of Florida, Ohio and Pennsylvania. Our Area Labor Federation encompasses a twenty-one (21) county area; Lehigh, Northampton, Schuylkill, Carbon, Monroe, Pike, Wayne, Lackawanna, Luzerne, Columbia, Northumberland, Snyder, Union, Montour, Clinton, Lycoming, Wyoming, Susquehanna, Bradford, Sullivan & Tioga Counties. We serve six (6) Central Labor Councils within this region; Lehigh Valley, Schuylkill, Greater Scranton, Greater Wilkes-Barre, Five-Counties & Northern Tier.

Our purpose is to help Central Labor Councils build affiliations and increase involvement with activities, such as community service, Council functions/meetings, etc. In addition, our organization serves as a voice for a region, helping locals, such as yours, through offering various activities and resources. For example, our sisters and brothers in the healthcare arena are struggling with mandatory overtime, which hospitals are abusing to retain nurses after the 12 hour shift they work to fill vacancies. Currently, we are considering various courses of action to (1) make our affiliates aware of this issue and (2) how we can assist these members and their unions in their struggle to enact Pennsylvania House Bill (HB) 957, the Ban-Mandatory Overtime Act.

Alternatively, our Area Labor Federation assisted a GMP local (LU 90) that was on strike in the Hazleton area. Locals in the Lehigh Valley, Scranton/Wilkes-Barre and Monroe County provided donations to this local in its time of need. Based on past structures, this may not have occurred as communication was very limited between the various counties and locals we serve.

The NE PA ALF, like all Area Labor Federations in Pennsylvania, is in its infancy. As a result, some of our major objectives in these early months are growth through affiliation and the formation of an effective governing structure. We have 3,000 new members with the affiliation of five (5) new local unions; some were established, others are newly organized. We are continually identifying new locals with the goals of affiliation, strengthening communication, and mobilizing in support of one another, region-wide. We are excited to work with your union, and are always available to serve you; an injury to one is an injury to all.

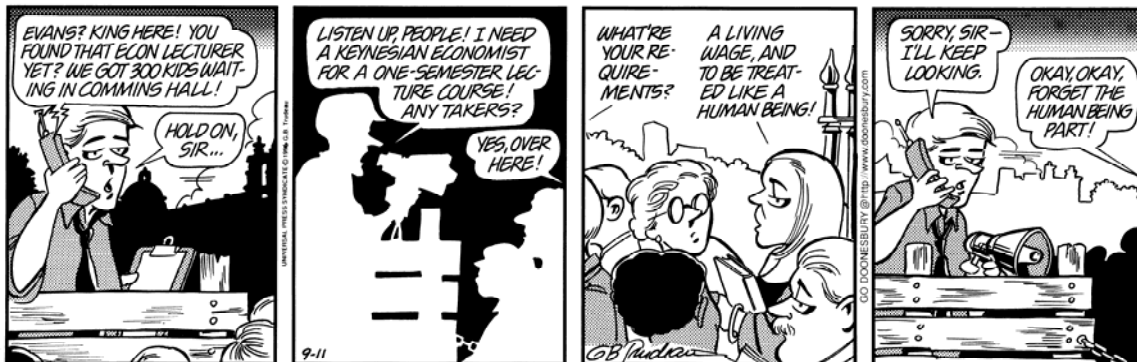
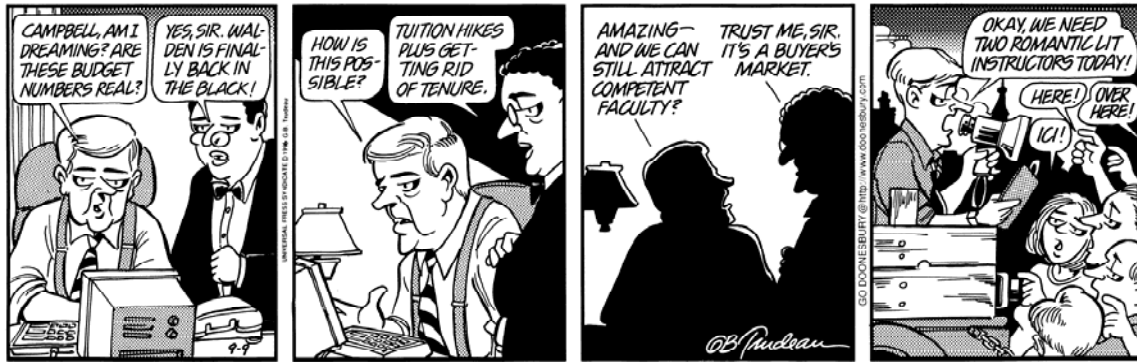


APSCUF SPRING 2007 MEETINGS

| DAY | DATE | MEETING | TIME | LOCATION |
|-----------|-------------------|----------------------------|------|-----------|
| Wednesday | January 17, 2007 | Executive Board Meeting | 3:00 | WAB 38A |
| Thursday | January 25, 2007 | General Membership Meeting | 3:30 | Schweiker |
| Tuesday | February 20, 2007 | Executive Board Meeting | 3:30 | WAB 38A |
| Wednesday | March 7, 2007 | General Membership Meeting | 3:00 | Schweiker |
| Thursday | March 29, 2007 | Executive Board Meeting | 3:30 | WAB 38A |
| Tuesday | April 10, 2007 | General Membership Meeting | 3:30 | Schweiker |

Please send communications regarding this newsletter to Luke Springman, chair, BU-APSCUF Public Relations Committee by email: lspringm@bloomu.edu.

OUR FATE without APSCUF: Doonesbury, September 9-11, 1996. It still rings true. (The last issue of this newsletter featured poor-quality scans of the original. The following are the files that King Features sent for us to use.) The next issue will have the next three in this series.



Negotiations Update: APSCUF and the PASSHE met on Friday from 11:40 am to 2:40 pm at State APSCUF Headquarters. APSCUF presented material detailing the real erosion in faculty salaries relative to managers, faculty in other Pennsylvania universities, faculty in border-state universities, and faculty across the nation.

The PASSHE Team offered language on three articles: Article 18 Leaves of Absence, Article 42 Distance Education, and a typographical update of the PASSHE's proposal on Article 21 Fringe Benefits, focusing on medical benefits.

The discussion regarding distance education was enlightening and the overall tone of the session was positive. However, it was announced that the chief negotiator for the PASSHE, Mr. Robert Durrant, will be replaced by another attorney. It is unclear how this will affect the timing and scope of the negotiations.

The next joint session is scheduled for Friday, February 23, 2007.