



January 2007
Bloomsburg University Chapter

Newsletter

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Office Manager – Jill Bond



Preparing for a Strike

In case you have not heard, the contract proposals from PASSHE are appalling. In short, we are facing lower salaries, triple the health care contributions, removing grievance rights, and removing all local agreements. Now more than ever we need to stick together. We could go on strike in six months, because negotiations in this poisoned atmosphere are likely to fail. All faculty members should plan accordingly.

- ◆ APSCUF encourages all faculty members to obtain an email address separate from their university's account.
- ◆ We must prepare to vacate our offices; faculty members should start moving materials out of their offices so that they may work from home.
- ◆ During the spring semester, APSCUF will be staging events and holding meetings. Your participation is crucial.
- ◆ All members of the union should consider making a pledge to the Solidarity Fund. Please contact the local APSCUF office manager, Jill Bond, to find out how to gain access to the secured APSCUF website.
- ◆ You will be hearing from strike coordinators and union representatives regarding further preparations.

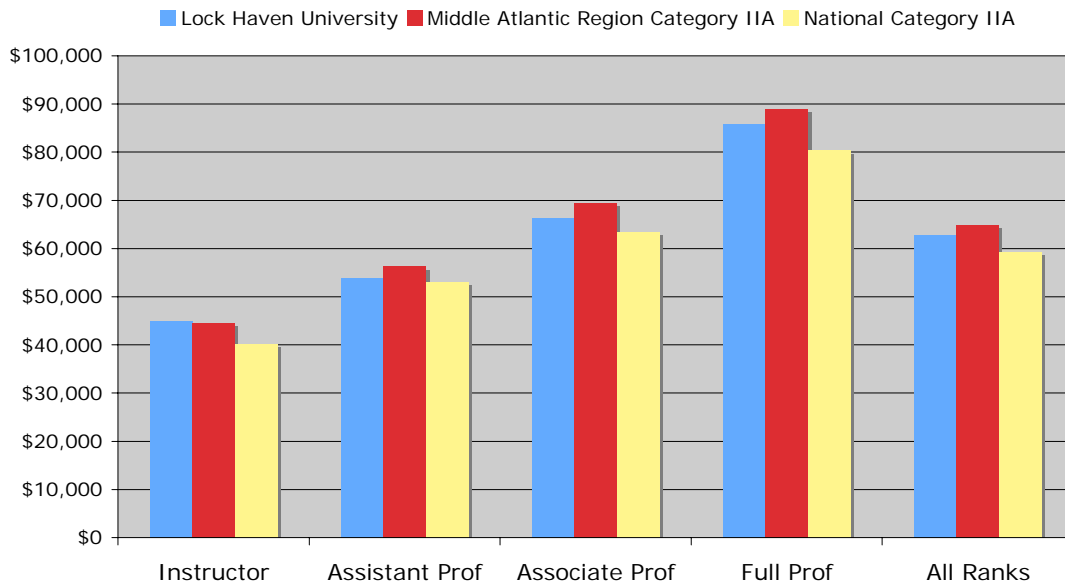
Solidarity is the key.



Faculty Salaries

Data from the *Chronicle of Higher Education* and from the AAUP indicate that faculty salaries in the PASSHE are average in the nation and below average regionally. PASSHE has not discussed salaries and compensation in contract negotiations yet. The information below comes from our colleague at Lock Haven U.

AY2005-06 Average Annual Salary



Notes: Category IIA are Master's institutions; Middle Atlantic Region is New Jersey, New York, and Pennsylvania; Sources are AAUP 2005-06 Annual Report and Spring 2006 LHU faculty workload report.

Also from Mark at Lock Haven:

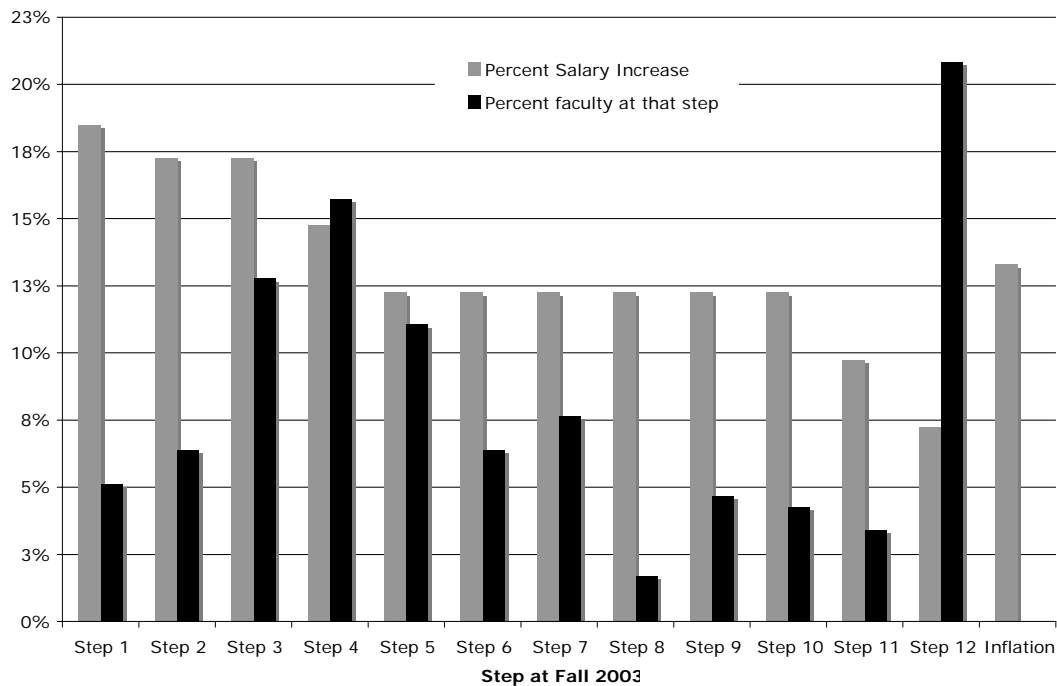
STEPS VERSUS COST OF LIVING INCREASES

Our current contract, over four years, had two 3% cost of living increases. That 6% total is obviously well below the inflation rate of **13.3% for the same period**. The majority of our faculty also earn step increases. These step increases, in my view, reflect enhancements in your value and worth to the institution as you gain years of experience. Do not confuse those step increases with inflation adjustments. I see them as increments towards achieving the level of experience and excellence needed for promotion. We don't see movements in rank as adjustments in cost of living, similarly we should not think of step increments in that way.

In an earlier column, I shared the average Assistant Professor salary (and other ranks) across the state system over the past few years. Below is another way of viewing our salary increase over the life of the current contract. I tracked the situation for any regular faculty member who was part of the system in the fall of

2003 when our contract began. Of course your salary increase over the years depends on your step as of fall 2003. Some steps have 5% increments, some 2.5%, and Step 12 receives no increments until this coming spring. For example, the faculty member's salary this academic year who was at Step 6 in fall 2003 will 12.25% higher. The 13.3% inflation rate over that same period is the right most column. The black columns indicate the percentage of faculty at each of the steps. In this last instance I used faculty complement data from spring of 2006 assuming the blend would have been similar in 2003.

Regular faculty salary increase over life of current contra



Including steps that are supposed to be for gains in experience and independent of cost of living, approximately 60% of our faculty have had their salaries fail to keep up with inflation. For the 21% of the faculty at Step 12, their buying power is 6% less today than it was four years ago. These figures do not take into account our contributions to health care costs initiated in the current contract which also cut into our buying power. We need to make sure we obtain an equitable contract that respects steps for what they represent and are not seen as substitutes for cost of living increases. As faculty gain experience and value for the institution we should not be in situation where those same faculty lose ground in their buying power.



Have you moved?
 Has your address changed?
 Be sure to inform the APSCUF office if you have moved!
 Be sure to update your Health & Welfare Benefit Enrollment!
 Contact Jill Bond at Extension 4329 or stop by the APSCUF Office, Waller, Room 14.

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



DRACONIAN PROPOSALS

JANUARY 19, 2007

APSCUF/PASSHE EXCHANGE CONTRACT PROPOSALS

APSCUF and the PASSHE met on Friday, January 19, 2007, and exchanged contract proposals at that meeting. There were limited discussions between the parties regarding the proposals.

The PASSHE presented a salary package that would drastically erode faculty purchasing power and makes it virtually impossible to retain and recruit faculty. A significant attempt was made on the PASSHE's part to erode shared governance and challenge faculty intellectual property rights. Their proposal also removes all controls on hiring temporary faculty and seeks academic rank and tenure for upper-level administrators. The APSCUF Team, as a whole, considered the System's proposal as draconian.

APSCUF presented a package that included moderate pay increases over the next several years, designed to make up some of the ground that faculty salaries have lost in recent years when compared with border states, state-related schools, and private universities.

The parties' next scheduled joint meeting is on February 16, 2007. APSCUF indicated to PASSHE that we are willing to meet in advance of the next scheduled meeting and we await their response.



SAY WHAT??

Indiana University of Pennsylvania recently advertised to fill two middle-management positions. Each position includes a starting salary range far above that of a full professor, even though the qualifications require only a bachelor's degree. Both positions also include an excellent benefits package:

Chief Information Officer: \$82,108.00 - \$125,694.40. Qualifications: A Bachelor's degree in Computer Science, Management Information Systems, or a related field is required. A minimum of ten years higher education data processing experience, including experience as either a director of a large-scale information technology organization or as a Chief Information Officer is also required. Candidates must be work eligible, communicate effectively and perform well in the interview(s).

Associate Vice President for Human Resources: \$78,816 - \$126,106. The successful candidate will have a Bachelor's degree (Master's preferred) in Human Resources Management or a related field with six years experience.



CHANCELLOR CAN ADD TO WALLET PILE

Way to go, Judy.

Judy Hample, chancellor of the State System of Higher Education, just scarfed up a raise roughly equal to what a person making minimum wage would earn in a year.

That's right, a \$12,605 raise. And just to sweeten the pot, it's retroactive to July 1.

If Hample's job is a mystery to you -- as I bet it is to many of the Pennsylvanians who pay her generous salary -- let the state system's Web site enlighten you: "The chancellor is the chief executive officer of the Pennsylvania State System of Higher Education. Appointed by the Board of Governors, the chancellor is responsible to the board for overall administration of PASSHE."

What that means is the 20-member board hired her as head honcho, CEO if you will, for the 14 state-owned universities, which educate 109,000 students.

To do this big job, we've jacked up Hample's pay to \$327,718 a year, giving her the highest base salary of any state employee. We also provide her with a house on North Front Street and pay up to \$650 a month so she can lease a car. Oh, and her benefits and stuff -- you know, insurance, pension -- cost a lofty \$53,000.

If the spiraling cost of tuition at Millersville or Shippensburg intrigues you, log onto the system's Web site, www.passhe.edu, and check out the chancellor's executive staff. You could run a small country with that many people.

Just for starters, Hample's got four vice chancellors who earn between \$164,739 and \$181,921 apiece.

Hample's mission is not to be confused with the role of Gerald L. Zahorchak, state secretary of education (and a member of the SSHE board), who, according to the Department of Education's Web site, oversees the education of students in 3,253 public schools and 2,428 private and nonpublic schools.

He's riding herd on the education of 2.1 million students – plus every student in every college in the state – and carrying home the measly annual salary of \$130,534 while driving a state car (but paying his own mortgage).

Without such pedestrian obligations, Hample can earmark her latest raise for a few more accessories.

You might recall a bunch of her stuff was stolen last year, allegedly by an employee who plucked the items from the house where we let her live.

Hample discovered the theft when she couldn't find her \$2,500 gold Invicta watch with a pave diamond face – one of her favorites, she testified.

Hample valued her missing goodies at – are you ready for this? – \$550,000.

Her list included a Mulberry brief bag, 11 Dooney and Burke handbags, 10 Charlie Lapson handbags, one The Find handbag, one Charlie Lapson evening bag, 11 Mulberry wallets, 79 rings, one black box with 26 rings and three sets of earrings, one 14-karat multistone flex ring, one 24-karat ribbon bracelet, seven watches, seven pearl necklaces and 21 necklaces.

If my math is correct – remember, I'm a state system graduate, so blame SSHE if it's not – that's 23 purses, 11 wallets and 106 rings missing from her home.

I know the woman earns a lot of money, but 11 wallets? What's she do, transfer her change and her driver's license every time she visits one of the 14 universities?

If, like me, you wouldn't know a Mulberry wallet from a mulberry bush, the manufacturer describes its products as fine English leather goods, available in stores and online.

Right now its medium paddock wallet goes for a mere \$291.64 on the maker's Web site, while the Emmy wallet with buckle closure can be snagged for just \$486.06.

In celebration of her nice big raise, I think Judy deserves one of each – in every color.

NANCY ESHELMAN

The Patriot-News (Harrisburg, PA)

January 7, 2007

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Pat's Heilman's Remarks to the PASSHE Board of Governors 1/11/07

R - E - S - P - E - C - T

Respect. That's what our faculty and coaches are looking for at the negotiations table. So far, we have not been getting any.

It's been 11 months since APSCUF submitted proposed negotiations dates for both faculty and coaches contracts. Our intent was to have early settlements so that students, student-athletes, faculty and coaches would not again be immersed in the turmoil caused by prolonged, contentious and nonproductive negotiations.

So much for the plan to do things differently this time.

APSCUF has been given all sorts of excuses for why negotiations have not progressed.

PASSHE's not ready.

With 11 months notice, PASSHE should be ready. Faculty and coaches do negotiations work OUTSIDE their normal position duties. PASSHE has people on payroll whose job it is to prepare for negotiations.

PASSHE hasn't been told what they can offer faculty and coaches in the economics area.

Who tells PASSHE what they can offer economically? PASSHE plans its own appropriations request. Act 182 removed PASSHE from political influences so that it could operate a system of public higher education based on the goals of academic quality, increased access for lower and middle economic class students, and serving the needs of the Commonwealth. PASSHE should, then, act independently from political pressures and do the right thing. Negotiate. In addition, during this time we could have been discussing non-economic proposals. Instead, the PASSHE team has come to the table armed with newspaper articles it reads to our team or PowerPoint presentations (sans the computer version) about demographic concerns that will affect not this contract but the next one. A waste of time (ours and yours).

PASSHE must wait until AFSCME settles their contract.

Why? That's my question. The AFSCME and APSCUF contracts are so different that to hinge one on the other is ludicrous. And destructive. What happened in 2004 caused the loss of 700+ faculty. In addition, tenure-line faculty hires since 2002 have experienced a 25% loss rate, excluding non-renewals. One out of four new faculty hires since 2002 has left the PASSHE universities. Survey results indicate workload, salary and benefits as the major reasons for the exodus. The latter two – salary and benefits – were seriously diminished by the last contract. Retention of quality faculty and coaches has become a major issue for our universities. What does this body plan to do to rectify the situation?

We have a joint negotiations session for faculty scheduled for January 19th. One for coaches is scheduled for January 31. Let's get down to business. Our students, as well as our faculty and coaches, deserve a swift end to these negotiations.



UNION DUES DEDUCTION FOR TAXES

91% of union dues can be deducted for full APSCUF Members
90% of union dues can be deducted for Fair Share Union Members.



APSCUF FACULTY & COACHES INTERNSHIP PROGRAM

This orientation internship is intended to APSCUF members who have some local APSCUF responsibility and are interested in expanding a working knowledge of the union. It provides opportunities to observe the entire spectrum of union administration and interact with staff who serve in various capacities.

The program is designed to provide an impetus for APSCUF members to prepare for increased local and/or state responsibilities. Internships shall be for a one-week period.

If interested, contact Jill Bond in the APSCUF Office, Waller 14, Extension 4329.



STATE APSCUF LOOKING FOR PUBLICATIONS

State APSCUF has a large conference room with generous shelving for materials. It is APSCUF's desire to fill the shelves with the publications of APSCUF members. Complimentary copies of books and articles written by APSCUF members, recordings performed or directed by APSCUF members, preferably autographed are being accepted. Contact person: Jill Bond, APSCUF Office, Waller 14, Extension 4329.



APSCUF/BU SCHOLARSHIP APPLICATION

Bloomsburg University of Pennsylvania
Spring 2007

Bloomsburg University's chapter of the Association of Pennsylvania State College and University Faculties Scholarship is awarded to a number of adults continuing their education (defined as 25 years or older) each year. Successful applicants must:

1. Be continuing their adult education, either full-time or part-time, completed two semesters (prior to application), and a minimum of nine credits.
2. Indicate financial need as demonstrated by evaluation of the Federal Student Aid application, filed by December 31, 2006.
3. Have earned at least a 2.0 grade point average as of the end of the Fall 2006 semester.
4. Demonstrate academic improvement or academic ability.
5. Submit a brief description of 200 words or less of your educational and professional goals and why they are important to you.
6. Attach two sealed recommendations, one from your academic advisor, the second from a faculty member who can speak about your academic progress.
7. Attach an unofficial transcript of your work at Bloomsburg University, including Fall 2006 semester.

Complete this application and submit it by Friday, February 2, 2007 to:

**APSCUF/BU Scholarship Committee
Waller Administration Building (Room 14)
Bloomsburg University
Bloomsburg, PA 17815**

Scholarship recipients for Spring 2007 will be notified by Friday, March 2, 2007.

Continued on next page.

APSCUF/BU SCHOLARSHIP APPLICATION
Bloomsburg University of Pennsylvania
Spring 2007

Name: _____ Age: _____

Social Security Number: _____ Graduation Date: _____

Major: _____

Home Address: _____

Local Address: _____

Home and Local Phone Numbers: _____

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