



# Clarion APSCUF Newsletter



Phone: (814) 227-2420

[www.apscuf.org](http://www.apscuf.org)

November, 2011

---

**Executive Committee:** President – **Jamie Phillips**; Vice President – **Barry Sweet**; Secretary – **Sally Sentner**; Treasurer – **Sue Courson**; Delegates – **Jamie Phillips, Barry Sweet, Karen Bolinger, Elizabeth MacDaniel, Deborah Ellermeyer, Annette Rosati**; Alternate Delegates – **Karen Cook, Greg Goodman, Mark Kilwein, Paul Klenowski, Lynn Smith**; Coaches Delegate – **Ron Righter**; Coaches Alternate – **Chris Weibel**; Coaches State Rep – **Al Modrzejewski**; Coaches State Rep Alternate – **Gie Parsons**; Venango Campus – **Bill Hallock**; CAP – **Joseph Croskey**; DRC – **Stephen Johnson**; Grievance – **Elizabeth MacDaniel**; Health & Welfare – **Janice Krueger**; Legislative – **Barry Sweet**; Membership – **Suzanne Boyden**; Negotiations – **Jamie Phillips**; Nominations & Elections – **Ellen Foster**; Gender Issues & Social Justice – **Deborah Ellermeyer**; Public Affairs/Relations – **Mark Franchino**; Retirement SERS & TIAA-CREF – **Lynn Smith**; Student Liaison – **Naomi Bell O’Neil**; Human Relations – **Sonja Heeter**; Rules & Bylaws – **Colleen McAleer**; Mobilization Chair – **Andy Lingwall**; Temporary Faculty Committee Chair – **Jessica Modrzejewski**

---

## *The President’s Message...*

### Three Updates

#### Winter Session

We have successfully negotiated a Winter Session agreement. The latest proposal from Management on our pay schedule and process was given a positive vote this week by the membership. Management and APSCUF will sign the agreement on Wednesday, November 16, at Meet & Discuss. The agreement reads as follows:

Management and APSCUF agree that courses offered between the end of the fall semester and the beginning of the spring semester, commonly referred to as “Winter Session”, are offered under the provisions of Article 27 (Continuing Education) of the APSCUF/PASSHE collective bargaining agreement.

It is agreed that a faculty member teaching a Winter Session 2011 courses will be paid 70% of the tuition revenue generated up to the amount the faculty member would normally earn as overload pay. This amount is exclusive of any payment to the faculty member for distance related incentives. Management agrees to consult with the faculty member prior to making a determination to cancel a scheduled winter session 2011 but it is recognized that the decision to cancel a class rests exclusively with management.

It is recognized this understanding applies exclusively to courses offered between the end of the fall semester and the beginning of the spring semester and is not applicable to any other period of instruction.

If you have any questions about this agreement, please feel free to email me at [jphillips@clarion.edu](mailto:jphillips@clarion.edu). As a side note, Management and APSCUF have also agreed that contracts for this upcoming session will be issued no later than November 21, 2011, and faculty will have up to December 5, 2011, to decide whether to accept their contracts.

#### Contract Negotiations

I am sorry to say I have nothing substantive to report. APSCUF’s Negotiations Committee, which consists of the 14 chapter presidents, will be meeting in Altoona on Friday, November 18. We will be discussing strategy with one another and with our Negotiations Team. I will let you know if anything noteworthy takes place at this meeting and I will continue to update you on negotiations throughout the remainder of this semester. There are not very many negotiations sessions scheduled, though, at this time.

#### Retrenchment

We have (barely) avoided the retrenchment of tenured faculty at Clarion University for this academic year. Edinboro also avoided the potential retrenchment of many tenured faculty members, though Cheney was not so lucky—two tenured faculty have received retrenchment letters. Remember, that tenured or tenure-track faculty members who are (Continue on Page 2)

to be retrenched must be notified during the academic year by a certain date. For tenured faculty members, the date is October 30<sup>th</sup>. For first-year probationary faculty, the date is March 1<sup>st</sup>. For second-year probationary faculty, the date is December 15<sup>th</sup>. For probationary faculty beyond the second year, the date is December 1<sup>st</sup>.

I look forward to the time, when I don't feel compelled to talk about faculty retrenchment, but we are not there yet.

I hope you all have a fantastic Thanksgiving Break!

Jamie Phillips  
President, Clarion APSCUF

**FALL 2011 MEETING DATES**  
(Please mark your calendars!)



**EXECUTIVE COMMITTEE (EC)**  
(Rhea Conference Rm @ 3:30 pm)  
Tuesday, November 29

**DEPARTMENTAL REP COUNCIL (DRC)**  
(Rhea Conference Rm @ 3:30 pm)  
Tuesday, December 6

**MEET & DISCUSS (M&D)**  
(All meetings are held at 2:30 pm)  
Friday, December 2 – Pre-Meet  
Friday, December 9 - M & D

**LEGISLATIVE ASSEMBLY 2011-2012 (LA)**  
\***CANCELLED** - November 17 - 18, 2011  
\*February 9 – 11, 2012, HI East, Harrisburg  
\*April 26 - 28, 2012, Ramada, Altoona



**The APSCUF office will be closed on November 23, 24 & 25 in observance of the Thanksgiving holiday. The office will reopen on Monday, November 28 @ 8 am. Have a Happy Thanksgiving!**

**Welcome Aboard to our Newest APSCUF Members!!**  
**Patricia Baird – Nursing**  
**Albert DeSalvo – Coaches**

**\*\*Congratulations to the HPE Department – 100% APSCUF Membership!**

**HEALTHY U” UPDATE:** The future of “Healthy U” (as designed within both the faculty and coaches’ contracts) is unknown at this time since the PASSHE and APSCUF are still in negotiations. The message at the September Legislative Assembly was for those who want to go in and just be done with it (pledge, wellness, input exams) by all means, please do and are encouraged to so. For those who love to procrastinate, it is okay if you want to hold off and see what happens in negotiations because under normal circumstances a good number waits anyway. But with the future of the plan unknown – you still need to be prepared for whatever scenario comes out of negotiations.



**Contractual Committee Chairs**

**Tenure Chair** - William Buchanan  
**Sabbatical Leave Chair** – Mary Buchanan

**CCPS Chair** – Barry Sweet  
**Promotion Co-Chairs** – Lorie Taylor/Melissa Kuntz



For a complete listing of all the members of the contractual committees, go to [www.apscuf.org](http://www.apscuf.org). Click “Universities”, under APSCUF Offices, click “Clarion”, then click onto “Officers and Contact Information”.

**ATTENTION PART-TIME TEMPS: ARE YOU ELIGIBLE FOR PA FACULTY HEALTH & WELFARE FUND BENEFITS??**

**Part-Time Faculty** who work 25% to 49% of full-time are eligible for member only benefits.\*

**Part-Time Faculty** who work 50% to 99% of full-time are eligible for member benefits and their lawful spouses or same-sex domestic partner are eligible for benefits.\*

**\*NOTE Part-Time Faculty:** In order to qualify for benefit reimbursement, you must have worked at least 25% of full-time in any one (1) of the preceding three (3) semesters. The benefit package shall be provided after the initial waiting period of one (1) semester served, and thereafter, so long as benefit claims are incurred while part-time Faculty are employed.

For more details and information on eligibility, go to [www.pafac.com](http://www.pafac.com) or contact our Health and Welfare Fund Officer, Janice Krueger.

If you do qualify and have not yet completed a Health & Welfare Fund Enrollment Card, please contact Jan Walters in the APSCUF Office at [jwalters@clarion.edu](mailto:jwalters@clarion.edu) .



**Mmmmmmm.....Dreaming of retiring? Check out APSCUF's "Pre-Retirement Checklist" inserted in this newsletter!**

**Please Note:** This checklist should only be used as a guideline. All faculty contemplating retirement should consult with their retiree handbook from either SERS or PSERS. Those enrolled in TIAA-CREF should have their portfolios in order. In addition, faculty should have a copy of the current Collective Bargaining Agreement between APSCUF and the State System of Higher Education and the current State System Employees Benefit Booklet to consult as a reference in making this decision.

**EMERITUS STATUS PROCEDURES:** Nominations for Emeritus Status should be initiated by member(s) of the appropriate department/unit and announced at a department/unit meeting, normally within one year following retirement. The nominated member(s) of the department/unit shall forward a one-page summary of the significant accomplishments made by the nominee to the Dean and appropriate Vice President.

The Office of the Provost and Academic Vice President will be responsible for the implementation of this policy and its procedures. The above procedures for departments to follow to request emeritus status for retiring faculty in departments are taken from the Clarion University of Pennsylvania Policy on Emeritus Status. A copy of the entire policy is available from the APSCUF office.

If you have faculty who are retiring at the end of the fall or spring semester in your department, please follow the procedures in this policy to request emeritus status for the nominee.

### **Clarion APSCUF Sick Leave Bank Policy**

Any faculty member may request days from the Sick Leave Bank using the "APSCUF Sick Leave Bank application form". Such days will be awarded with appropriate medical documentation showing the needs for days. All faculty must use all of their own accumulated leave before days are provided from the Bank. There will be a limit to each single request according to the following:

If the request for days to be provided by the Sick Leave Bank occurs in the fall semester, the maximum number of days given from the Bank will be limited to 12 weeks of leave in that academic year, including fall and spring semester.

If the request for days to be provided by the Sick Leave Bank occurs in the spring semester, the maximum number of days given from the Bank will be limited to 12 weeks of leave in that calendar year.

Adopted by Clarion APSCUF, November 14, 2006

### **2011 STATE APSCUF SCHOLARSHIP: For Family Members of APSCUF/APSCURF Members Only**

State APSCUF is now accepting application for their annual scholarship program. The scholarship award of \$3,000 will only be presented to one (1) eligible applicant in his/her higher education career in August 2012. An eligible applicant must be a "family member" of an APSCUF/APSCURF member in good standing or an APSCUF staff member and must be enrolled at one of the fourteen (14) state-owned universities. Deadline is March 2, 2012.



To download the complete application packet, go to [www.apscuf.org](http://www.apscuf.org). Click on "Members" then select "Forms & Benefits" then "Special Services Available to APSCUF Members" then finally select "2012 State APSCUF Scholarship Information". Or for a printed hard copy, contact Jan in the Clarion APSCUF office at 227-2420.



**Check out our APSCUF billboard located on Greenville Pike, heading toward Clarion on Rt. 66 beside Zacherl Motors.**



How can members stay in touch with APSCUF?



Subscribe to our blog!  
[apscuf.wordpress.com](http://apscuf.wordpress.com)



Like us on Facebook!  
[facebook.com/APSCUF](http://facebook.com/APSCUF)



Follow us on Twitter!  
[twitter.com/APSCUF](http://twitter.com/APSCUF)

**HAVE AN SAFE AND ENJOYABLE THANKSGIVING BREAK!**

