

7 December 2009

To: APSCUF-KU

Subject: APSCUF-KU Membership Committee
Fall 2009 Activity Report

Introduction

It was a busy and active semester. The committee met monthly from September to December and addressed the issues included below.

A primary activity involved building captains and working conditions problems around campus. Initial efforts resulted in some progress. The committee was moderately successful in pursuing work orders through established channels.

The committee is also working on improving the local's contacts with the membership. During the fall semester, we sponsored a "Know Your Contract" lunch and began work on a campus mentoring program. Both of these will be expanded next year.

Two major objectives for 2010 beyond those already addressed below are (1) better coordination of the membership committee with local leadership and other APSCUF-KU committees and (2) greater attention toward the last three cohorts of faculty hires.

Updated Committee Organization

The committee reorganized during the course of the semester. Its composition (and building captains) is as follows:

Mike Gambone, chair (DeFran, Boehm)
Cara Cotellesse (Learning Center)
Dina Hayduk (Beekey)
Will Jefferson (Rohrbach)
Mahfuzul Khondaker (Old Main "D" Wing, Grad Center)
John Raffin (Old Main "A" Wing, Keystone)
Lou Rodriguez (Lytle)
Tom Stewart
Heather Walke (Sharadin)

"Know Your Contract" Lunch

On 30 September 2009, the committee sponsored a lunch in which faculty came to discuss tenure and promotion policy and good practices for current and future applicants. Members of both UTC and UPC attended along with approximately two-dozen faculty.

Building Work Orders

A great deal of effort went into improving faculty working conditions. The committee actively filed work orders for individuals and departments in seven buildings. Committee members also followed up on existing problems with local management in order to expedite their resolution. Specific efforts included:

1. Boehm Hall
 - Installation of classroom lighting
 - Classroom noise abatement
 - Overheated classroom
2. DeFrancesco Hall
 - Water leaks and mold
3. Keystone Hall
 - Faculty office renovation
 - Renovation of women's locker room
4. Lytle Hall
 - Power outages and water leaks
 - Ceiling tile replacement
 - Bee infestation
5. Old Main "A" Wing
 - ADA compliance
 - Noise abatement
 - Keycard access to Old Main (Public safety expanded hours in September)
6. Rohrbach Library
 - Rodent infestation
 - Repairs to bathrooms
7. Sharadin Arts Center
 - Leaks in fourth floor faculty office
 - Installation of a phone in the Sharadin lecture hall for IT support and public safety access

Building work orders that management did not address were referred to local Meet & Discuss. Meeting minutes indicate management response to these items.

Unresolved Building Problems

Primary stumbling blocks remain in Sharadin and Lytle. Management has denied work order requests, citing outside contractor responsibility for repairs. To date, the committee has not received concrete timelines for any repair schedules.

“Sick Buildings” Policy Grievance

On 26 October 2009, local leadership decided to file a sick buildings grievance in an attempt to resolve outstanding problems affecting faculty working conditions. The membership committee submitted data to Nancy Butler and Ruth Perkins for the “yellow sheet” of this grievance on 11 November with recommended remedies. This information addresses six buildings and is available upon request.

Pending Action Items for Local Leadership

The items listed below have been previously submitted and are awaiting feedback:

1. Parking. There are significant parking shortages in the Sharadin and Old Main lots. These are normally filled as early as 7:00 a.m., making it difficult for art faculty to move materials from building to building. Faculty are being forced to compete for spots with building contractors as well as students displaced by new Kutztown parking ordinances. [Primary points of contact are Heather Walke and John Raffin]
2. In October, the committee forwarded recommendations for local fundraising to begin in 2010. The committee would like to meet with Paul Quinn and other members of Exec. at one of our upcoming meetings to discuss the issue. [Primary point of contact is Will Jefferson]
3. Requests for panic buttons from departments in both the “A” and “D” wings of Old Main. One department reported installation of panic buttons. However, the status of the remaining departments is unknown.
3. Football offices in Keystone. Conditions in these offices, particularly the “shower stall” remains unchanged since January 2008. Cosmetic

renovations are scheduled for December 2009, but no additional office space has been provided.

4. Secretaries in Sharadin are being asked to report faculty absences.
5. Policy to address ill students who refuse to leave class or buildings.
6. Nighttime IT support for the Academic Forum. [Primary point of contact is Will Jefferson]

Committee Projects for 2010

1. Mentoring. Heather Walke has taken lead on this project with the help of John Riley and Liz Emmert. The goal is produce a campus-wide written guideline that will incorporate best practices from the departments for use by the whole membership. Additionally, the committee has also solicited and received commitments from senior faculty to act as “on call” mentors for the campus. Presently, approximately a dozen individuals have agreed to serve.
2. APSCUF Affiliation. A number of committee members raised the issue of APSCUF affiliation with an outside union (e.g., AFT, PSEA) and would like to pursue it. The committee has begun basic research on the benefits and costs of such an action. The committee would like to meet with Kevin Mahoney to discuss current activity of an ad hoc committee created at the state level. [Primary point of contact is Will Jefferson]
3. “Know Your Contract” Lunches. We are looking for new topics for the spring semester. Currently under consideration are: mentoring, the budget, tenure/promotion. The committee requested faculty ideas at the 12 November 2009 Rep. Council meeting. Additionally, we discussed ideas for the fall 2010 semester such as milestones in the last year of a contract, an open student forum, and strike preparations.
4. End of year barbecue/potluck. The committee would like to hold an end-of-year gathering to celebrate the end of the year. The time and date will be determined. We may also include a very informal fundraiser (e.g., a “strike jar”) to prepare for our final contract year.