

**SRU APSCUF Executive Committee Meeting**  
**June 23, 2010 –3:00 p.m.**  
**38 Rosewood Lane**

**MINUTES**

President Jace Condravy called the meeting to order at 3:20p.m.

Members Present: Patrick Burkhart; Wilma Cavill; Joan Condravy; Deborah Cohen; Thomas Daddesio; Jennifer Keller; Itzi Meztli; Jennifer Sanftner; Judith Silva; Sharon Sykora; Bradley Wilson.

1. Approval of Minutes of April 27 Meeting: Cohen/Daddesio motion to approve; passed unanimously.
2. Review of Probationary and Tenured Faculty Policy Discrepancies

There are a number of discrepancies between local policies for probationary and fifth year tenure review processes regarding opportunities for rebuttal and the sharing of committee and chair reports. The pros and cons of correcting these discrepancies were discussed.

Motion (Cavill/Meztli) to recommend to the membership the following change: Include in the local narrative that probationary faculty have the opportunity to provide a rebuttal to the chairperson's review. Motion unanimously approved.

Motion (Silva/Wilson) to recommend to the membership the following change: Include in the local narrative that tenured faculty up for a fifth year review may attach a rebuttal to the department committee's review. Motion unanimously approved.

Motion (Sykora/Keller) to recommend to the membership the following change: Include in the local narrative that tenured faculty up for fifth year review may attach a rebuttal to the chairperson's review. Motion unanimously approved.

Motion (Sykora/Burkhart) to recommend to the membership the following change: For probationary faculty, the chairperson will share his/her report with the department committee. This will necessarily occur after the department committee has written their report, but it will be good for transparency purposes. Motion unanimously approved.

Motion (Cohen/Wilson) to recommend to the membership the following change: For tenured faculty, eliminate the dates for when the department committee and chairperson reports are shared. Motion unanimously approved.

3. Faculty and Coach Survey Results: Survey respondents generally think local APSCUF is responsive to faculty needs. Several items were discussed that revolved around students' lack of awareness of APSCUF's goals and activities.

Several suggestions were discussed, including: Putting APSCUF cards up on office doors and in classrooms; continuing to ask the membership to put the APSCUF logo and statement on their syllabi; staffing an APSCUF table at orientation and Saturday Showcase; asking the membership to put permanent announcements on D2L that the faculty is an APSCUF member; putting the APSCUF statement and/or logo on performing arts programs; reaching out to students by hosting an event in the Quad during the semester involving free food (hot dogs or pizza) and information about APSCUF. Another suggestion was to communicate with students via Facebook – we have a state APSCUF group – Deb Cohen agreed to create a local group and encourage APSCUF members, who will then encourage students, to join – she will put brief announcements in the news feeds about APSCUF activities (e.g., meetings with SGA, Week of Welcome, updates on negotiations) – it was suggested to have Helen compile a list of APSCUF members who are on Facebook as a way of getting started.

4. Legislative Representative Appointment: Jace is asking Colleen Cooke to be the Legislative Representative – she is waiting to hear back from Colleen.

5. Committee Reports

- a. Grievance – Sharon Sykora: There are 6 or 7 grievances in progress and one or two more coming. The committee met with state APSCUF and a representative from PASSHE on the grievance dealing with Dean's meetings.

There was a general discussion and description of the purpose and use of the grievance process. In general, grievances involve faculty upset with an action or inaction. There was discussion of patterns in past grievances and the time line. It has to be a violation of the CBA. Many faculty bring questions to Jace and Sharon about whether issues constitute grievances and faculty are supported when they have a grievance that is based on a violation of the contract. There was also discussion of how to communicate to faculty about the purpose of grievances and when and how they can be used. It is the administration's responsibility to enforce the contract.

- b. CAP – Brad Wilson: We are doing well with donations. The primary election was held on May 18. We did not endorse any candidates for that election. We discussed endorsements for the Governor's race, including the pros and cons of recommending an endorsement to the Executive Committee, how to endorse, and which candidate to endorse. It was also discussed whether to endorse a candidate in the state Senate race.

- c. Membership – Deb Cohen: There are so few new faculty members this year that they will not be doing a university-wide orientation. APSCUF will hold the Welcome Back/Open House for new and existing faculty. Kate Brennan, former chair of the Music Department and former SRU APSCUF president, will be speaking. The Open House will be on September 8 from 4:00 – 6:00 pm at the University Club. The end of semester party has had unpredictable attendance. We will not be doing sandwiches again – we may go back to Mediterranean or Mexican. The date for the fall party will be December 10 from 4:00 to 6:00 pm in the Ski Lodge.
- d. Negotiations Committee – Patrick Burkhart: Reviewed the role of the committee both in negotiation and non-negotiation years. They have ordered 1250 whistles with APSCUF logos. He will send some out to other campuses to see if they would want to do the same. The committee will attach a card with each whistle that describes what APSCUF does and what the whistle is for. The goal to get the whistles to student leadership first – Jace will go to one of their meetings to distribute them.

Some negotiation tactics were discussed. One strategy would be to communicate the specific ways that “APSCUF Cares.” This would be based on data showing that students do better in smaller classes and that this is something APSCUF is fighting for. Another tactic is to highlight the disparity between how faculty performance is measured (e.g., FTEs) vs. what students need (e.g., smaller classes). Another suggestion is to release information about a typical day for a faculty member and/or how much time faculty spend doing our work. We could invite students to follow a faculty member for the day to see what we do. There is a task force on class size that has found research supporting the idea that class size does lead to better student performance.

September 14 is the President’s Faculty Assembly – Jace’s speech will include a reminder that this year is a negotiation year and a description of the whistles.

Another potential negotiation point would be eliminating the classification of sick days and personal days, and allowing faculty to have an allotment of days that they could use however they wanted.

Jered Kolbert and June Edwards are chairing a Faculty Mobilization Subcommittee. They will be finding ways to organize faculty.

## 6. Announcements

- a. Wilma Cavill brought up 2 issues. 1) Past practice was that when a Dean was leaving the university, the position for Interim or Acting Dean was posted so faculty could come forward if they were interested. The administration still made the decision, but faculty had the opportunity to be considered if they wanted. Jace will talk to the Provost and encourage him to resume this practice. 2) Clarification of the Fair Share designation is needed. Fair Share contributors are often referred to as members and they should not be.
- b. The Chapter President's Meeting is in Harrisburg on June 24/25. The presidents will decide on some of the members of the state negotiations team. They will also review resumes of the person who will be hired to be the chief negotiator for the team.

Meeting adjourned at 5:55 pm

Respectfully Submitted by Jennifer Sanftner, SRU APSCUF Secretary  
June 23, 2010