

# SRU APSCUF Newsletter

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**EXECUTIVE COMMITTEE:** President – **Jace Condrary**, Vice President – **Tom Daddesio**, Secretary – **Jennifer Sanftner**, Treasurer – **James Hathaway**, At-Large – **Judy Silva**, At-Large – **Wilma Cavill**, Coach – **Shawn Lutz**, CAP – **Brad Wilson**, Grievance – **Neil Cosgrove**, Legislative – **George Brown**, Membership – **Deb Cohen**, Negotiations – **Patrick Burkhart**, Gender Issues & Social Justice – **Warren Davidson**, Professional Development – **Jennifer Keller**

## APSCUF Chief Negotiator Stuart Davidson To Address Membership November 22



The SRU APSCUF Membership meeting, originally scheduled for December 1, Common Hour, SWC Auditorium, has been rescheduled for November 22, Common Hour, SWC Auditorium, so that the membership may meet and speak with APSCUF chief negotiator Stuart Davidson. Davidson will be accompanied by state president Steve Hicks.

Davidson has represented labor unions and employee benefit plans since graduating from Harvard Law school in 1982. He began his legal career by successfully defending the pension rights of state employees in a case that was ultimately decided by the Pennsylvania Supreme Court.

During Stuart's legal career, he has been involved in representing a wide range of union workers, including musicians, longshoremens, machinists, steelworkers, firefighters, teamsters, police officers, food and commercial workers and NFL players. His work for both public and private-sector unions includes leading contract negotiations, presenting interest and grievance arbitrations, representing employee benefit funds and advising clients on internal union matters. Stuart has also played key roles in the development of new and progressive benefit structures with the pension and health and welfare plans he represents.

In addition to his work as chief counsel to large regional and local unions along the East and Gulf coasts, Stuart is a frequent lecturer and author on issues such as fiduciary responsibilities, labor law, employment discrimination, OSHA matters, drug and alcohol testing. He often speaks at programs sponsored by the International Foundation of Employee Benefit Plans and has taught at the Pennsylvania State University Union Leadership Academy, the Pennsylvania State Occupational Safety and Health Institute, the Harvard Trade Union Program and Harvard Business School.



**SRU APSCUF  
Holiday Gathering  
To Celebrate**

**The Winner  
of the Wilma J. Cavill  
Service Award**

**Carolyn Steglich  
(BIOL)**

**and the end  
of another semester!**

**December 9, 2011  
4-6 p.m.  
Ski Lodge**

**Please Join Us!**

## ***SRU APSCUF Welcomes More New Members!***

<b>Yukako Ishimaru</b>	<b>Modern Languages</b>
<b>Heather Rice</b>	<b>Political Science</b>
<b>Patricia Brown</b>	<b>Special Education</b>
<b>Maribeth Brozena</b>	<b>Coach</b>
<b>Jeffrey Crouse</b>	<b>Coach</b>
<b>Julie Zoolkoski</b>	<b>Coach</b>

Working with you...



Working for you...



## **SRU APSCUF Announces Revised Policies**

A variety of faculty members have been working with management over the last two years to update and revise university policies. Here are the fruits of that labor.

- **UCC Rules and Procedures and Forms** (Patty Campbell, Debbie Wells, Rebecca Morrice, Jace Condravy, Cindi Dillon, Connie Bell, Connie Laughner): The UCC Rules and Procedures have been revised in order to bring the document into alignment with the current four colleges. Information has been reformatted and streamlined; redundancies have been removed; unnecessary information (e.g., detailed guidelines for Practical Application courses) has been removed. Revisions were approved at the September 29 and October 27 APSCUF Membership meetings. Policy and forms will be listed on the UCC site and I-drive shortly. New policy and forms are in effect for 2012.

More specific changes follow:

- a. Approval for the instructor of a distributed ed. course no longer resides with the UCC. It is under the purview of the department and dean.
- b. The time frame for submitting materials to the UCC is changing from 7 calendar days to 10 calendar days prior to the meeting date.
- c. The examples of Course Outlines and Syllabi are updated. The Course Outline was revised to include only the following categories: Catalog Description and Prerequisites, Outline of General Content, and one-page representative bibliography.

- **Grade Appeal Policy** (Tom Como, Wendy Stuhldreher, Jace Condravy, Hayley Hunter, Kathleen Strickland): Changes were made mainly to clarify the process, including a revision of the Grade Appeal Form. The major change made was to provide specific language on the procedures to follow when a Grade Appeal Board is formed. Passed by membership at the September 29 membership meeting and approved at Meet & Discuss, October 5.

- **Inclement Weather Policy** (Itzi Meztli, Paula Rieder, Wilma Cavill): The revised policy now includes the possibility of a two-hour delay. A two-hour delay will give the grounds crew time to clear the walkways and parking areas and provide additional time for decision-making. No one will miss classes; the class periods will be truncated. Passed by membership a long time ago and recently approved at Meet and Discuss, the policy will be in effect this winter.
- **Promotion Policy:** The time period during which student evaluations and peer observations must be collected to apply for promotion has been changed from “the last two years” to the “most recent four semesters that the professor has taught.” This alleviates the problem of faculty who were on sabbatical not being eligible to apply for promotion. Membership approved this language at the September 29 membership meeting and it was approved at the November 2 Meet and Discuss
- **And Still to Come – Student Evaluation Committee** (Deb Cohen, Manuel Valera, Kurt Schimmel): This committee, just convened, will examine alternatives to the current procedure for processing student evaluations.

## Retrenchment Across the State

According to the October state Meet and Discuss minutes, the following reflects the status of retrenchment at our sister institutions **as of October 18**.

Bloomsburg	No tenured faculty to be retrenched
California	No tenured faculty retrenchment plans; specific communication is forthcoming.
Cheyney	Plans to retrench continue; data provided to local and State APSCUF.
Clarion	Two potential Act 101 retrenchments.
East Stroudsburg	No tenured faculty retrenchment plans, specific communication is forthcoming.
Edinboro	Expected to issue two to seven letters of notice of retrenchment; local APSCUF persuaded administration to rescind this plan.
Indiana	No tenured faculty to be retrenched; letter sent to APSCUF chapter noting this adjustment.
Kutztown	No tenured faculty to be retrenched; letter sent to APSCUF Chapter noting this adjustment.
Lock Haven	No letters have been issued to tenured faculty and none will be issued by October 30; a letter was sent to APSCUF Chapter noting this.
Mansfield	No tenured faculty to be retrenched; letter of explanation is expected.
Millersville	No tenured faculty to be retrenched; letter sent to APSCUF Chapter noting this adjustment
Shippensburg	No letters have been issued to tenured faculty. University President sent letter to APSCUF Chapter that no notices of retrenchment would be issued to tenured faculty by October 30.
Slippery Rock	No tenured faculty retrenchment plans.
West Chester	Still following up for communications concerning tenured faculty. University President stated there will be no “furloughs” for financial reasons.

## SRU Negotiations and Mobilization Committee Develop PR Poster

Led by chair of the Nominations and Elections Committee Patrick Burkhart, with input from the Mobilization Committee and Executive Committee, the following information will soon be printed in the *Rocket* and distributed in poster form throughout campus.



### ***Ten Reasons Why SRU Students Benefit from APSCUF***

– the Association of Pennsylvania State College and University Faculty  
(Faculty Union)

1. **Instruction by Faculty** – no graduate students instruct courses – students learn from **faculty** with the highest level of credentials in their field
2. **Reasonable Class Size** – APSCUF consistently resists increasing class size
3. **Mentoring from Scholars** – APSCUF seeks professional development for students, and faculty alike, to keep our institution’s programs on the cutting edge
4. **Quality Faculty** – a fair contract attracts fine individuals, scholars, teachers, coaches, and authorities in their fields, to the classroom, playing field, and profession
5. **Dedicated Faculty** – full-time, tenure-track faculty provide dedicated advice and mentoring to student organizations consistently from year to year
6. **Shared Governance** – collective bargaining seeks to maintain the influence of educators in planning curriculum, policies, advisement, and hiring, by working with Administration
7. **Engaging Campus Atmosphere** – faculty bolster SRU’s welcoming and enriching environment, in part because their contract promotes equity and optimism
8. **Incentive to Succeed** – faculty must navigate rigorous peer and administrator’s reviews for tenure and five-year evaluations, including a primary emphasis upon teaching excellence
9. **Academic Freedom** – through research and professional development, faculty embrace a commitment to openly share the best available disciplinary knowledge, which averts censorship and political pressure
10. **APSCUF Cares!** – Faculty care about student success and quality education.

***Please support your faculty*** in preserving quality education in the Pennsylvania State System of Higher Education!

# MOVED! TO SWC 204!



Yes, the APSCUF Office has successfully moved out of Patterson Hall and into SWC 204. We will hold an Open House in the near future, but until then, please stop by, check out our new home, and say hello to our Office Manager Helen Staiger.



# SRU APSCUF's New Home – SWC 204

