
Executive Committee: President – **Joyce Overly**; Vice President – **Mark Kilwein**; Secretary – **Laurie Pierce**; Treasurer – **Xiaofeng Li**; Delegates – **Joyce Overly, Jennifer May, Lorie Taylor, Jacqueline Knaust**; Alternate Delegates – **Ellen Foster, Cristin Ketley, Nripendra Singh, Barry Sweet, t/b/d**; Coaches President – **Heath Calhoun**; Coaches Vice President – **Doc Neiman**; Coaches Alternate – **Keith Ferraro**; Coaches' Grievance Chair – **Eric Laughlin**; Venango Campus Rep – **Renee Bloom**; CAP – **Joseph Croskey**; DRC – **Mary Buchanan**; Grievance – **Mark Kilwein**; Health & Welfare – **Amy Shannonhouse**; Legislative – **Jonathan Touster**; Membership – **Tonya Otto**; Negotiations – **Joyce Overly**; Nominations & Elections – **Rachel Newbury**; Social Justice – **Ron Radaker**; Public Affairs/Relations – **Lacey Futon**; Student Liaison – **Marc Sanko**; Rules & Bylaws – **Jamie Phillips**; Mobilization Co-Chairs – **Jackie Knaust & Andy Lingwall**; State Adjunct Faculty Committee – **Natasha Dias**

*Faculty Meet & Discuss Team: **Joyce Overly, Barry Sweet, Adam Roberts, Mark Kilwein, Jennifer May, Mary Buchanan, Laurie Pierce (rec. sec.)**

*Coaches Meet & Discus Team: **Heath Calhoun, Doc Neiman, Keith Ferraro, Eric Laughlin, Joyce Overly & Mark Kilwein**

The President's Message... WELCOME BACK TO A NEW SEMESTER!

Dear APSCUF Colleagues,

Happy New Year! I hope the beginning of the Spring 2022 semester finds you healthy and rested.

I feel like a broken record when I give updates on the issues that APSCUF is currently working on. COVID and consolidation. Consolidation and COVID. Remember when we had time and energy to imagine and discuss creative ways to help our students learn and grow? To immerse ourselves in scholarly work? To have a long chat with a student or colleague? I hope that when the pandemic eases and the work of consolidation is finished, we can again find the joy that drew us to this profession.

With respect to COVID-19, I encourage everyone to refer to the two emails with revised guidelines that came out on ALL-L this week. If you have questions that aren't answered in those documents, please share them with your DRC rep or me. I already have a few questions to bring up at the next Meet & Discuss.

Developments with consolidation slowed over the winter break but are still moving along. All Penn West departments have now elected a department chair and are at various stages of establishing departmental committees and making decisions about how the department will function. The Penn West Interim Curriculum Committee (ICC) has begun meeting. As required by the side letter to Article 31, the ICC will first "develop interim processes and procedures for recommending curricular action." These processes and procedures must then be approved at Local and State Meet and Discuss before any curricular decisions can take place. Clarion's representatives on the ICC are Barry Sweet (Social Sciences Department) and Dan Shifflet (Chemistry, Mathematics, and Physics) and I have confidence that they will represent Clarion well.

The three Penn West Chapter Presidents, Sam Cluster (Edinboro), Craig Smith (California) and I, met with President Pehrsson in late November and we have monthly meetings scheduled for this semester. At these meetings we share concerns and ask questions that we've been unable to get resolved through other routes.

As always, if you have questions or concerns that you think APSCUF can help with, please reach out to your rep on DRC, to our office manager, Jan Walters, or to me directly. Good luck next week!

In solidarity,



SPRING 2023 MEETINGS
(Please mark your calendars!)



EXECUTIVE COMMITTEE (EC) @ 3:30 pm

- Tuesday, January 24
- Tuesday, February 7
- Tuesday, February 21
- Tuesday, March 14
- Tuesday, April 4
- Tuesday, April 18
- *April 18 & 19 – General Spring Elections

DEPARTMENTAL REPRESENTATIVE COUNCIL (DRC)@3:30 pm

- Tuesday, January 31
- Tuesday, February 14
- Tuesday March 21
- Tuesday, April 11

LEGISLATIVE ASSEMBLIES (LA)

- Special LA Session – January 24 @ 10 am
- February 2-5, 2023 (Sheraton, Harrisburg)
- April 13-15, 2023 (Sheraton, Harrisburg)

GENERAL MEMBERSHIP MEETINGS

- Tuesday, March 28, 2023 (Includes Meet the Candidate Forum)
- APSCUF's End-of-Semester Gathering, Thursday, May 4, 2023 @ 4:00 pm at CRBC

PRE-MEET & DISCUSS & MEET & DISCUSS

- Friday January 27 @ 2 pm (Meet & Discuss)
- Friday, February 24 @ 2 pm (Meet & Discuss)
- Friday, March 31 @ 2 pm (Meet & Discuss)
- Friday, April 28 @ 2 pm (Meet & Discuss)
- Thursday, May 26 @ 1 pm (Meet & Discuss)
- Thursday, June 29 @ 1 pm (Meet & Discuss)

GENERAL APSCUF & BARGAINING UNIT MEETING will be held on Tuesday, March 28, 2023, @ 3:30 pm. Location will be announced. This will also include "Meet the Candidates" Forum for the 2023 Spring General Elections. Please "pencil in" this meeting on your meeting calendar.

NOTE: General Spring Elections will be held on Tuesday & Wednesday, April 18 & 19 thru *Survey Monkey*. More information is forthcoming of open APSCUF & Committee positions. Stay tuned!



SAVE THE DATE: *In solidarity, join us for an End-of-the-Semester Gathering at the Clarion River Brewing Company, Thursday, May 4th, from 4-6 pm.*

WELCOME Returning & New Clarion APSCUF Members!!

- ✚ **Michael Boston – Communication Sciences & Disorders**
- ✚ **Kristina Brzoza-Lewis - Biology**
- ✚ **Meghan Ferraro – Education (Inter-university transfer)**
- ✚ **Cynthia McCrea – Sociology, Political Science & Law**
- ✚ **Michael Neiswonger - Nursing**
- ✚ **Ashley Nichols - Sociology, Political Science & Law**
- ✚ **Adam Romanik – Library & Information Sciences**
- ✚ **Debra Shreve - Nursing**
- ✚ **Christina Steffy – Library & Information**



CONGRATULATIONS & BEST WISHES TO OUR RECENT RETIREE!!

Karl Sprenger - Education

APSCUF Membership is open to ALL active faculty and coaches - Tenured, Tenure-Track, Full-time Temporary, and Part-time Temporary. APSCUF is the sole voice for protecting the rights of faculty and coaches giving you the best working environment possible. Be an active and contributing member. Get involved today!



SPRING 2023 SUPPLEMENTAL PAYMENTS SCHEDULE

(See additional information on pages 6 & 7)

Overload and Related Payments – March 23, 2023, pay

Distance Education Payments – April 21, 2023, pay

NOTE: Winter-Interession payment will be paid Friday, January 27, 2023



SPRING PAY ANNUAL INCREMENTS FOR FULL-TIME REGULAR FACULTY:

Under Article 22, Section A.3.c: *Effective with the 11th pay (February 10th) of the 2022-2023 academic year for faculty members on a 20-pay schedule and with the 14th pay (March 24th) of the 2022-2023 academic year for faculty members on a 26 pay schedule, all full-regular faculty members shall move one (1) increment.*

For those faculty who are at **Step 13**, under **Article 22, Section A.4.c**, it states: *Faculty members who are at Step 13 of their present rank as of the fall 2022 semester shall receive a one-time cash payment of two and one-half percent (2.5%), which shall be paid effective with the 11th pay (February 10th) of the 2022-2023 academic year for Faculty members on a 20-pay schedule and with the 14th pay (March 24th) of the 2022-2023 academic year for faculty members on a 26-pay schedule. These payments are cash payments paid in lieu of longevity increased to employees who are at or above the maximum step of their pay range.*

Grant Related Faculty: Under **Article 11. Section L**, it states: *All temporary full-time FACULTY MEMBERS whose positions are primarily funded by Act 101, TRIO, Upward Bound, and other grants which have existed for fifteen (15) or more years at the University, shall receive an annual service increment when such increments are provided to full-time regular FACULTY in accordance with Article 22, Section B of this Agreement. Such employees shall also be eligible for promotion provided they meet the minimum qualifications for rank in accordance with Article 16 of this Agreement.*



A REMINDER to the new Fall 2022 Part-time Temporary Faculty: If you were a new part-time temporary faculty member for the fall 2022 semester and are returning to Penn West Clarion University for the spring 2023 semester, please contact Jan Walters in the APSCUF office for a **PA Faculty Health & Welfare Fund** enrollment card. **YES**, you do qualify for partial vision

and **FULL** dental coverage for you have fulfilled the obligation of serving one semester of the previous three semesters.



NOTE: THIS IS NO COST TO YOU WHATSOEVER! Just one of the benefits negotiated in APSCUF's faculty collective bargaining agreement. For detailed coverage for part-time temporary faculty, go into the APSCUF website under forms-benefit at <https://www.apscuf.org/members/forms-benefits/> .

HAVE YOU MOVED OVER WINTER BREAK? If so, please be sure to inform Jan in the APSCUF office of your new address. Reporting your new address to Human Resources (HR Connect) **DOES NOT** guarantee that we have received this information.

Faculty: You will also need to change this with the **PA Faculty Health & Welfare Fund**, your dental and vision provider. For a new enrollment/change form, please contact Jan the APSCUF office today at jwalters@pennwest.edu .



TAX DEDUCTION for 2022: TAX SEASON IS HERE! IF YOU ITEMIZE, NOTE THE BELOW 2022 FEDERAL TAX DEDUCTION FOR UNION DUES: CURRENT TAX FEDERAL TAX LAW DOES NOT ALLOW A DEDUCTION FOR UNION DUES FOR THE YEARS FROM 2018 THROUGH 2025. BUT FOR PENNSYLVANIA TAXPAYER PURPOSES, THE FULL AMOUNT OF UNON DUES PAID ARE 100% DEDUCTIBLE.



BLOOMSBURG CALIFORNIA CHEYNEY CLARION EAST STROUDSBURG
EDINBORO INDIANA KUTZTOWN LOCK HAVEN MANSFIELD
MILLERSVILLE SHIPPENSBURG SLIPPERY ROCK WEST CHESTER

January 11, 2023

Dear Colleague:

This letter is important tax information in regards to deductibility of union dues. Current tax federal tax law does not allow a deduction for union dues for the years 2018 through 2025.

For Pennsylvania tax payer purposes, the full amount of union dues paid are deductible. Mack Gerberich and Associates has advised us that for 2022 the deductible percentage of union dues was one-hundred (100%) percent. Therefore, one-hundred (100%) percent of union dues are deductible.

If you use a professional tax preparer, please remember to provide this information.

Sincerely,

Kenneth M. Mash, Ph.D.
President

KMM:klj



319 N. Front Street, Harrisburg, PA 17101
P (717) 236-7486 TF (800) 932-0587 F (717) 236-1883
www.apscuf.org



SCHOLARSHIP OPPORTUNITIES



CLARION APSCUF 2023 FALL SCHOLARSHIPS: Applications are now being accepted for the **Fall 2023 Clarion APSCUF Scholarship** to be awarded to **SIX (6)** Clarion University students. Any student wishing to apply must be currently enrolled at Clarion University with a minimum of 3.2 QPA following completion of the Fall 2022 semester. Eligibility, instructions, and “fillable” application can now be downloaded at www.apscuf.org/universities/clarion. Deadline for submission is **Friday, March 24, 2023 @ 12:00 pm**.

Please feel free to share the direct link to the application: [Application for APSCUF Scholarship](#)

We are asking once again for you to announce this scholarship to your students in your classes along with posting the above link in each of your D2L course sites. Also, we are asking to please display the announcement flyer in your department where students can view it on page 4 of this newsletter.

In advance, thank you for your assistance: The Clarion APSCUF Scholarship Committee: Jeffrey Diamond (Chair), Todd Lavin & Helen Hampikian



STATE APSCUF SCHOLARSHIP:

APSCUF offers a \$3,000 scholarship to relatives of APSCUF or APSCURF members in good standing. **The 2023 application** deadline is June 1, 2023. Award recipient(s) will be notified by August 1, 2023. Direct questions to APSCUF’s director of membership services at 717-236-7486, Ext. 3021.

FACULTY: Please feel free to share the below information to any of your students that may be interested in applying for Government/Public Relations internship at State APSCUF in Harrisburg. Application deadline is February 13, 2023.

GOVERNMENT/PUBLIC RELATIONS INTERNSHIP

State APSCUF offers a paid internship in government and public relations for undergraduates attending a Pennsylvania State System of Higher Education university. The APSCUF internship is a great opportunity for a student interested in government, politics, public affairs, journalism, or communication. APSCUF interns must be professional, self-motivated, and skilled communicators. Our interns have gone on to jobs in the legislature, lobbying, and the news media (see [Where are the APSCUF interns now?](#)).

APSCUF are seeking a junior or senior majoring in political science, communication, journalism, or a related field to serve as a government relations/communication intern for the state APSCUF office, which is based at 319 N. Front St. in Harrisburg. The student internship must be for academic credit under the supervision of a State System university faculty member. The successful applicant should have strong knowledge of government workings, as well as excellent oral and written communication skills. APSCUF will pay \$11 per hour, and interns are expected to work 35 hours each week, Monday through Friday.



Upcoming and current internships:

[Click here](#) for the 2023 application information and form. The internship will run Tuesday, May 30, 2023, through Friday, Aug. 4, 2023. The application deadline will be Feb 13, 2023.

For more information, please contact [Kathryn Morton, communications director](#).



BLOOMSBURG CALIFORNIA CHEYNEY CLARION EAST STROUDSBURG
EDINBORO INDIANA KUTZTOWN LOCK HAVEN MANSFIELD
MILLERSVILLE SHIPPENSBURG SLIPPERY ROCK WEST CHESTER

January 4, 2023

Dear APSCUF Local Chapter Offices:

Attached for your review are the instructions from the Chancellor's Office to the University Human Resource Directors regarding authorization for the **2023 Spring Overload/Related Payments and Distance Education payments**.

Please make your faculty aware of the attached/following dates and deadlines:

OVERLOAD AND RELATED PAYMENTS

According to the attached instructions, overload and related payments must be submitted locally between now and **by no later than March 3, 2023**.

Overload and related payments will be included in the March 23, 2023 paychecks.

If a faculty member has not received an overload payment in his or her **March 23, 2023** paycheck, there are three likely possibilities: either (1) the faculty member has not yet earned credit overload (see explanation below); or (2) the paperwork to authorize the payment was not sent to your Payroll Office; or (3) your Payroll Office has questions about the paperwork.

In any case, please keep in mind that the affected faculty member will have forty (40) days from **March 23, 2023** to file a grievance if he or she has not received an overload payment or disputes the amount paid. This means that such grievances must be filed at Step Two of the Grievance Procedure by no later than **September 30, 2023** (summer extension) in order to be timely.

Please remember that most faculty members who teach 15 credits in the fall do not earn overload credit in the fall even if they are scheduled to teach 12 credits this spring, as their workload could be modified to 9 credits in the spring, making them ineligible for overload compensation. If the faculty member actually does teach 12 credits this spring, he or she will have then earned the credit overload this spring.

DISTANCE EDUCATION PAYMENTS

According to the attached instructions, distance education payments must be submitted locally between now and **by no later than March 31, 2023**.

Distance Education payments will be included in the April 21, 2023 paychecks.

If a faculty member has not received a distance education payment in his or her **April 21, 2023** paycheck, either the paperwork to authorize the payment was not sent to your Payroll



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Page 2 of 2
January 4, 2022

Office or your Payroll Office has questions about the paperwork. In any case, the affected faculty member will have forty (40) days from **April 21, 2023** to file a grievance if he or she has not received a distance education payment or disputes the amount paid. This means that such grievances must be filed at Step Two of the Grievance Procedure by no later than **September 30, 2023 (summer extension)** in order to be considered timely.

I recommend that you contact the administrators on your campus who are responsible for entering this information to make sure that the input of both forms of compensation are done in a timely manner.

If you have any questions regarding this matter, please do not hesitate to contact or mail me. Have a great semester.

Sincerely,



Mary Rita DuVall, MILR
Head of Labor Relations
State APSCUF

-NOW ACCEPTING-
Applications for
Clarion APSCUF Fall Scholarships
To be awarded for Fall Semester 2023

**Instructions & Applications are available online at:*
www.apscuf.org/universities/clarion

DEADLINE FOR APPLICATIONS: Friday, March 24, 2023 @ 12:00 pm
Return completed application to Clarion APSCUF, PennWest University – Clarion,
Rhea Building, 840 Wood Street, Clarion, PA 16214 or
e-mail your completed application to Clarion APSCUF Office Manager,
Jan Walters at jwalters@pennwest.edu .

Scholarships will be announced by Friday, April 14, 2023

Six (6) \$500 scholarships will be awarded to PennWest University - Clarion students currently enrolled for the Spring 2023 semester, one in each of the following categories:

1. Child or spouse or parent or domestic partner or their child of a Clarion APSCUF member
2. Graduate student in Fall 2023
3. Senior in Fall 2023
4. Junior in Fall 2023
5. Freshman or Sophomore in Fall 2023
6. One (1) At Large in Fall 2023

Students will be considered for all categories in which they fit. Order of selection will be as per the above. Only one (1) scholarship will be awarded to any one (1) student. If there is not a qualified applicant in a category, the scholarship committee reserves the right to roll that scholarship into the at-large category.

The following criteria will be considered in the selection of the recipients:

- Minimum of 3.2 QPA of PennWest University - Clarion coursework
- Participation and leadership in campus and community service organizations
- A one-page narrative outlining goals and objectives for the future

The scholarship award will be made directly to the university in the name of the student to be applied toward fees and/or room and board.

**NOTE: PAST RECIPIENTS OF THE APSCUF SCHOLARSHIP
ARE INELIGIBLE FOR THIS YEAR'S AWARD.**

Association of Pennsylvania State College and University Faculties

**PENNSYLVANIA WESTERN UNIVERSITY
UNIVERSITY-WIDE PROMOTION COMMITTEE
2022-2023 ACADEMIC YEAR**

Michelle Early Torregano (Chair)	California	Early Childhood & Elementary Education	2025
Robin Weaver	California	Nursing	2024
Grafton Eliason	California	Counseling	2024
Nikolas Roberts	California	Criminal Justice	2023
Renaë Shawgo	Clarion	English	2025
Ambreena Siddiq (Co-Chair)	Clarion	Chemistry	2024
Paul Woodburne	Clarion	Finance, Accounting & Economics	2024
Helen Hampikian	Clarion	Biology	2023
Jeremy Galante	Edinboro	Art	2025
Christine Rine	Edinboro	Social Work	2024
Steve Sullivan	Edinboro	History, Philosophy & Modern Languages	2024
Peter Kuvshinikov (Co-Chair)	Edinboro	Applied Engineering, Technology & Physics	2023
Mary Buchanan (Non-teaching)	Clarion	Library Services	2025

**PENNSYLVANIA WESTERN UNIVERSITY
UNIVERSITY-WIDE TENURE COMMITTEE MEMBERS
2022-2023 ACADEMIC YEAR**

Louise Nicholson	California	Natural Science & Engineering Technology	2025
Scott Hargraves	California	Health Sciences	2024
Keat Murray	California	Arts & Humanities	2023
Amy Shannonhouse	Clarion	Education	2025
David Lott	Clarion	Natural Science & Engineering Technology	2024
Rachel Newbury	Clarion	Library Services	2023
Mary Jo Melvin	Edinboro	Education	2025
Dan Bennett	Edinboro	Business, Communication & Inform Sciences	2024
Wayne Hawley	Edinboro	Social Sciences & Human Sciences	2023

Updated: 10/05/2022

**PENNSYLVANIA WESTERN UNIVERSITY - CLARION (only)
SABBATICAL LEAVE COMMITTEE MEMBERS
2022-2023 AY**

Jennifer May	Sociology, Political Science & Law (Human Services)	2023
Tonya Otto – Chair	Libraries	2023
Marc Sanko	History	2023
Amanda Lockwood	Chemistry	2023
Nripendra Singh	Marketing & Management (Marketing)	2023
Natasha Dias	Biology	2023
Ronald Radaker	Student Services	2023

Updated 11/7/2022

January 2023

www.apscuf.org/clarion

PENNSYLVANIA WESTERN UNIVERSITY
UNIVERSITY-WIDE CURRICULUM COMMITTEE MEMBERS
FEBRUARY 2023 – MAY 2024

COLLEGE	NAME/DEPARTMENT	TERM ENDING
➤ College of Arts & Humanities	<ul style="list-style-type: none"> • Jamie Phillips (History, Philosophy & Modern Languages) 	May 31, 2024
➤ College of Business, Communication & Information Sciences	<ul style="list-style-type: none"> • Paul Hettler (Finance, Accounting & Economics) 	May 31, 2024
➤ College of Education	<ul style="list-style-type: none"> • Mike Perrotti (Middle & Secondary Education) 	May 31, 2024
➤ College of Health Sciences	<ul style="list-style-type: none"> • Robin Weaver (Nursing) 	May 31, 2025
➤ College of Natural Science & Engineering Technology	<ul style="list-style-type: none"> • Jennifer Wilburn (Applied Engineering, Technology & Physics) 	May 31, 2025
➤ College of Social Science & Human Services	<ul style="list-style-type: none"> • Emily Sweitzer (Sociology, Policy Science & Law) 	May 31, 2025
➤ Non-Teaching Faculty Representative	<ul style="list-style-type: none"> • Ryan Sittler (University Libraries) 	May 31, 2025
➤ CALIFORNIA Representatives (2)	<ul style="list-style-type: none"> • Jodi Dusi (Allied Health) • Kyle Fredrick (Geosciences) 	May 31, 2025 May 31, 2024
➤ CLARION Representatives (2)	<ul style="list-style-type: none"> • David Lott (Biology) • Douglas Knepp (Exercise & Sports Science) 	May 31, 2025 May 31, 2024
➤ EDINBORO Representatives (2)	<ul style="list-style-type: none"> • Douglas Puharic (Mathematics) • David Tucker (Computer Science & Information Systems) 	May 31, 2025 May 31, 2024

Updated: 12/08/2022