

# Clarion APSCUF Newsletter

Phone: 814-227-2420

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

September 2017

**Executive Committee:** President – **Ray Feroz**; Vice President – **Joyce Overly**; Secretary – **Christopher McCarrick**; Treasurer – **Linda Lillard**; Delegates – **Ray Feroz, Barry Sweet, Jonathan Touster, Annette Rosati, Lorie Taylor**; Alternate Delegates – **Ellen Foster, Jennifer May, Cristin Ketley, Karl Sprenger, Jacqueline Knaust**; Coaches President – **Sean Esterhuizen**; Coaches Vice President – **Al Modrzejewski**; Coaches' Grievance Chair – **Eric Laughlin**; Venango Campus – **Renee Bloom**; CAP – **Joseph Croskey**; DRC – **Amy Love-Conner/Mary Buchanan**; Grievance – **Mary Buchanan/Mark Kilwein**; Health & Welfare – **Marilyn Howe**; Legislative – **Jonathan Touster**; Membership – **Paul Klenowski**; Negotiations – **Ray Feroz**; Nominations & Elections – **YooJin Ha**; Social Justice – **Amy Conner-Love**; Public Affairs/Relations – **Christopher McCarrick**; Student Liaison – **Naomi Bell O'Neil**; Rules & Bylaws – **Carey Childers**; Mobilization Co-Chairs – **Lorie Taylor & t/b/d**; State Temporary Faculty Committee – **Michael Hissam**; State APSCUF Executive Council – **Joyce Overly**

## The President's Message...

Dear Colleagues,

Welcome to another Academic Year! It's great to be reunited with both old friends and new colleagues as well. Hopefully you saw my e-mail message sent by Jan last week. The **Clarion APSCUF Newsletter** will be coming to members monthly, but as important news occurs we will keep you apprised instantly via e-mail.



We begin the semester under the threat of retrenchment. Cal U and Edinboro have both pulled their letters, but not Clarion. At the most recent Meet and Discuss meeting held last Friday afternoon, we reiterated our belief that any retrenchment would be harmful to the university (look at what happened in 2014!) and we certainly want this new academic year to be a positive experience in which APSCUF and the university administration work jointly to build enrollment and strengthen the reputation and attractiveness of Clarion University.

APSCUF deeply believes in the value of the liberal arts in a university education. A college-educated individual needs more than just professional preparation. They also need to be persons who can communicate effectively, understand the world and cultures, develop historical perspective and know themselves and humanity, and be able to think and problem-solve. In sum, university graduates become good citizens and future leaders.

We congratulate Dr. Whitney on her new position as Interim Chancellor of the State System of Higher Education. We look forward to working together with Dr. Todd Pfannestiel as our Acting President. Not long ago Todd was a member of APSCUF's Meet and Discuss Team and he has good perspective having been a faculty member for many years. We look forward in working together to make Clarion University a great place for students to learn and for faculty and staff to work!

In solidarity,  
Ray

**FALL 2017 MEETINGS**  
(Please mark your calendars!)



**EXECUTIVE COMMITTEE (EC)**  
(Rhea Conf. Room @ 3:30 pm)

Tuesday, September 19  
Tuesday, October 3  
Tuesday, October 17  
Tuesday, November 7  
Tuesday, November 28

**Fall 2016 MEET & DISCUSS @ 2:30 pm**

Friday, October 14 (Pre-Meet)  
Friday, October 11 (Meet & Discuss)  
Friday, November 10 (Pre-Meet)  
Friday, November 17 (Meet & Discuss)  
Friday, December 1 (Pre-Meet)  
Friday, December 8 (Meet & Discuss)

**DEPARTMENTAL REP COUNCIL**  
(Rhea Conf. Room @ 3:30 PM)

Tuesday, October 10  
Tuesday, November 14  
Tuesday, December 5

**GENERAL MEMBERSHIP & BU MEETINGS**

Tuesday, September 26 @ 3:30 pm – 250/252 Gemmell  
(Phil LaRue – State APSCUF Government Relations  
Department campus visit)

**LEGISLATIVE ASSEMBLIES**

September, 14-16, 2017 (Red Lion Inn, Harrisburg)  
February 8-10, 2018 (Wyndham, Gettysburg)  
April 12-14, 2018 (Toftrees, State College)



**ATTENTION ALL APSCUF MEMBERS (Faculty & Coaches):** The *Clarion APSCUF General Membership Meeting* will be held on Tuesday, September 26th @ 3:30 pm in Room 250/252 Gemmell Student Center. There will be a campus visit by Phil LaRue, State APSCUF's Government Relations Director. Light refreshments will be served. Please mark your meeting calendars and make an effort to attend this important meeting.

The Clarion APSCUF office will be closed on the following days: Thursday, September 14 and Friday September 15; Friday, October 6



**Fall 2017 Supplemental Payments (see insert)**  
**Overload & Related Payments – October 27, 2017 paycheck**  
**Distance Education – November 22, 2017 paycheck**

---

**ARE YOU THINKING ABOUT RETIRING?**

**DO YOU HAVE QUESTIONS ABOUT YOUR HEALTHCARE, MEDICARE OR RETIREMENT?**

Dear Colleagues,

Nancy Koutris, Director of Membership Services from State APSCUF, will be visiting the Clarion campus on Wednesday, October 18, 2017. Nancy is scheduling 30-minute (1/2 hour) appointments to discuss your retirement and healthcare questions. The schedule runs from 10:00 – 12:00 (noon) and 1:00 – 3:30 in the Rhea Lumber Building. Please contact Jan Walters to schedule an appointment.



Nancy will then have a Healthcare Presentation with an emphasis on retirement-related issues and a Question & Answer Session from 4:00 – 5:00 p.m. in 250-252 Gemmell Student Center. Light refreshments will be served.

Please mark your calendar accordingly and welcome Nancy to our campus.

Best regards,  
Marilyn Howe  
Clarion APSCUF Health & Welfare Specialist



**ARE YOU TRYING TO FIND ALL THE PROMOTION, TENURE, SABBATICAL LEAVE AND/OR EVALUATIONS INFORMATION AND MATERIALS?** Go to the Clarion APSCUF webpage at [www.apscuf.org/universities/clarion](http://www.apscuf.org/universities/clarion) and click onto "Documentation Center" (right-hand side). For a quick reference, please place this in your "favorites". Note that all materials are updated on the web when received from each university-wide committee chair.

### University-wide Contractual Committee Chairs

**Tenure Chair** – Adam Roberts  
**Sabbatical Leave Chair** – Kathleen McIntyre

**CCPS Chair** – Barry Sweet  
**Promotion Co-Chairs** – Todd Lavin  
Stephen Gendler



For a complete listing of all the members of the contractual committees, go to [www.apscuf.org/universities/clarion](http://www.apscuf.org/universities/clarion). Scroll down toward the bottom and then click onto **Clarion University-wide Contractual Committees**.



**ANNOUNCEMENT:** PROMOTION WORKSHOPS will be held on Wednesday, September 27 at 3:30 pm in the Rhea Conference Room and on Thursday, September 28 in Room 208, Frame Hall on the Venango Campus at 3:30 pm. (See insert)

### WELCOME New & Returning APSCUF Members!!

- ❖ *George Ackerman - Human Services, Rehab, Health & Sport Sciences*
- ❖ *Stephanie Adams - Human Services, Rehab, Health & Sport Sciences*
- ❖ *Jesse Alden - Chemistry, Mathematics & Physics*
- ❖ *Melanie Best - Nursing*
- ❖ *Jennifer Boyer - Human Services, Rehab, Health & Sport Sciences*
- ❖ *Melissa Brydon - Communication Sciences & Disorders*
- ❖ *Jennifer Cain - Nursing*
- ❖ *Kevin Harriett - Chemistry, Mathematics & Physics*
- ❖ *Onder Kaymaz - Accountancy*
- ❖ *Timothy Lavan - Chemistry, Mathematics & Physics*
- ❖ *Cynthia McCrea - Human Services, Rehab, Health & Sport Sciences*
- ❖ *Cynthia Nellis - Small Business Center*
- ❖ *Rachel Newbury - Libraries*
- ❖ *Melissa Opst - Biology & Geosciences - West Penn*
- ❖ *Meri Orinko - Nursing*
- ❖ *Coach Cheryl Peterson - Women's Softball*
- ❖ *Gwyneth Price - Education (Director)*
- ❖ *Jill Raubenstrauch - Human Services, Rehab, Health & Sport Sciences*
- ❖ *Matthew Rhode - Social Sciences*
- ❖ *Deborah Scharf - Special Education*
- ❖ *Lori Snyder - Human Services, Rehab, Health & Sport Sciences*
- ❖ *Tonya Stewart - Chemistry, Mathematics & Physics*
- ❖ *Tracy Veri - Human Services, Rehab, Health & Sport Sciences*
- ❖ *Coach Anthony Williams - Men's Baseball*
- ❖ *Paula Williams - Chemistry, Mathematics & Physics*

*Welcome*



**APSCUF MEMBERSHIP** – APSCUF Membership is open to ALL active faculty and coaches - Tenured, Tenure-Track, Full-time Temporary, and Part-time Temporary. If you are not yet a member, please join us in our efforts. APSCUF is the sole voice for protecting the rights of faculty and coaches. Be a member — and be an active and contributing member. Signup and get involved today! To request a membership application, please contact Jan Walters in the APSCUF office at (813) 227-2420 or e-mail her at [jwalters@clarion.edu](mailto:jwalters@clarion.edu).



## **SPECIAL ELECTIONS FALL 2017 for the vacancy on the PROMOTION Committee -**

The Nominations and Election Committee announces the vacancy on the University-wide Promotion Committee. The Special Election to fill this vacancy will soon be conducted and will take place via Survey Monkey. More information will be coming your way via e-mail.

If you do have any questions about this special nominations and election process, please contact N&E Chair YooJin Ha at [yha@clarion.edu](mailto:yha@clarion.edu) via email or x 2014. Thank you in advanced for your consideration and participation.

**Clarion APSCUF Nominations & Elections Committee,  
Chair YooJin Ha, Jesse Haight, Amanda Lockwood,  
Ellen Foster, Jane Walsh**

## **FRESHMAN FRIDAY LUNCHEON – NEW STUDENT ORIENTATION WEEK!!**

*Clarion APSCUF Faculty & Coaches are proud to have sponsored the New Student Orientation Week Freshman Friday Luncheon. THANK YOU to the following APSCUF volunteers who helped greet our new students!*

Mel Michel (Visual & Performing Arts)  
Jess Haight (Education)  
Cristin Ketley (Special Education)  
Young-Gyoung Kim (Special Education)  
Paul Klenowski (Human Services)  
Rod Raehsler (Economics)  
Bell O'Neil (Communication)  
Paul Woodburne (Economics)  
Joseph Croskey (Student Support)  
Kevan Yenerall (Social Sciences)  
Ellen Foster (English & Modern Languages)



**Michael Hissam (Communication), Clarion APSCUF's Temporary Faculty Rep, joined APSCUF's Director of Government Relations, Phil LaRue, for a morning of golf at State Representative Donna Oberlander's 3<sup>rd</sup> Annual Hickory Stick Tournament at Foxburg Country Club on Friday, September 8. APSCUF members who support CAP are welcome to join us for golf events throughout the year.**

**L to R: Michael Hissam, Rep. Donna Oberlander, Rep. Lee James and Phil LaRue, Director of Government Relations at State APSCUF**



**Have you moved over the summer?** If so, please be sure to inform Jan in the APSCUF office of your new address. Reporting your new address to Human Resources 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 card, please contact the APSCUF office today at 227-2420 or e-mail Jan at [jwalters@clarion.edu](mailto:jwalters@clarion.edu).

**If you are not receiving your APSCUF campus mail in a timely manner, please contact Jan Walters in the APSCUF office at [jwalters@clarion.edu](mailto:jwalters@clarion.edu) .**



## **ANNOUNCEMENTS**

### **NEW TENURE-TRACK FACULTY**

*Welcome new tenure-track faculty for the Fall Semester 2017!*



- ❖ Robin Bilan – Nursing
- ❖ Melissa Brydon – Communication Sciences & Disorders
- ❖ Nicole Carroll – Nursing
- ❖ Onder Kaymaz – Accountancy
- ❖ Rachel Newbury – Libraries
- ❖ Gwyneth Price – Education (Director)
- ❖ Kim Schwabenbauer – Human Services, Rehab, Health & Sport Sciences

### **TENURE GRANTED**

*Congratulations to the following faculty who have been granted Tenured effective the Fall Semester 2017!*

- ❖ Ambreena Buckley – Chemistry, Mathematics & Physics
- ❖ Michael Chesterfield – Student Support Faculty (Athletics)
- ❖ Jesse Haight – Education
- ❖ Helen Hampikian – Biology & Geosciences
- ❖ Kathleen McIntyre – Social Sciences
- ❖ Renae Shawgo – English & Modern Languages
- ❖ Karl Sprenger – Education



### **PROMOTIONS ANNOUNCED**

*Congratulations to the following faculty who have been granted Promotions effective Fall Semester 2017!*

#### **ASSOCIATE TO FULL PROFESSOR:**

- ❖ Linda Lillard – Library Science
- ❖ Suzie Boyden – Biology & Geosciences

#### **ASSISTANT TO ASSOCIATE PROFESSOR**

- ❖ Kurt Register – Biology & Geosciences
- ❖ Helen Hampikian – Biology & Geosciences
- ❖ Kathleen McIntyre – Social Sciences
- ❖ Jesse Haight - Education
- ❖ Uraina Pack – English & Modern Languages



# Congratulations

## SABBATICAL LEAVES GRANTED for 2018-2019 AY

*Congratulations to the following faculty who were granted Sabbatical Leave for the 2018-2019 Academic Year!*

- ❖ Peggy Apple - Education
- ❖ Donna Ashcraft - Psychology
- ❖ Yasser Ayad – Biology & Geosciences
- ❖ Leah Chambers – English & Modern Languages
- ❖ Marilyn Harhai – Library Science
- ❖ Beth Jackson – Chemistry, Mathematics & Physics
- ❖ Rich Lane – English & Modern Languages
- ❖ Herb Luthin – English & Modern Languages
- ❖ Mark Mitchell – Psychology
- ❖ James Rose – Visual & Performing Arts
- ❖ Lorie Taylor – Special Education

*Best wishes to the following faculty who are on Sabbatical Leave for the 2017-2018 Academic Year!*

- ❖ Julia Aaron – Social Sciences (Spring 2018)
- ❖ Stephen Agyei-Mensah – (Computer Information Science)
- ❖ Gustavo Barboza – Marketing & Management (Fall 2017)
- ❖ Dip Bhattacharya – Chemistry, Mathematics & Physics (Spring 2018)
- ❖ Joseph Bodziok – English & Modern Languages
- ❖ Mark Kilwein – Human Services, Rehab, Health & Sport Sciences (Fall 2017)
- ❖ Robert Levy – Visual & Performing Arts
- ❖ Andrew Lingwall – Communications (Fall 2017)
- ❖ Dana Madison – Chemistry, Mathematics & Physics
- ❖ Christopher McCarrick – English & Modern Languages (Spring 2018)
- ❖ Kathleen O'Donnell – English & Modern Languages (Spring 2018)
- ❖ Miguel Olivas-Lujan – Marketing & Management
- ❖ Randall Potter – Psychology (Summers 2017-2020)
- ❖ Sandra Trejos – Economics (Fall 2017)

## RECENT RETIREMENTS

*Best Wishes to the following faculty who recently retired over the summer!!*

- ❖ Greg Clary – Special Education (June)
- ❖ Nancy Clemente – Libraries (June)
- ❖ Robert Frakes – Social Sciences (June)
- ❖ Mary Jo Reef – Social Sciences (August)
- ❖ Bruce Smith – Education (June)



## **OVERLOAD AND RELATED PAYMENTS**

Dear APSCUF Local Chapter Offices:

Welcome back to all. Attached for your review are the instructions from the Chancellor's Office to the University Human Resource Directors regarding authorization for fall 2017 Overload and Distance Education payments. Remember, Independent Study is not paid until after the faculty member submits the students' final grade.

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 October 6, 2017.

Overload payments will be included in the October 27, 2017 paychecks.

If a faculty member has not received an overload payment in his or her October 27, 2017 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 October 27, 2017, 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 December 6, 2017 in order to be considered timely.

Please remember that most faculty members who teach 15 credits in the fall do not earn credit overload 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 November 3, 2017

Distance Education payments will be included in the November 22, 2017 paychecks.

If a faculty member has not received a distance education payment in his or her November 22, 2017 paycheck, either the paperwork to authorize the payment was not sent to your Payroll Office or your Payroll Office has questions about the paperwork. In any case, the affected faculty member will have forty (40) days from November 22, 2017 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 January 2, 2018 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 call or email me.

Mary Rita DuVall, MILR  
Head of Labor Relations Department  
Association of Pennsylvania State College & University Faculties  
717.236.7486  
[mrduvall@apscuf.org](mailto:mrduvall@apscuf.org)



Dixon University Center | Office of the Chancellor | 2986 North Second Street | Harrisburg, PA 17110-1201 717-720-4000 | [www.passhe.edu](http://www.passhe.edu)

## Memorandum

VIA ELECTRONIC EMAIL

**TO:** University Human Resource Directors  
**FROM:** Frank Lentz  
Director, Human Capital Management  
**DATE:** September 8, 2017  
**RE:** 2017 Fall Supplemental Payments

---

This is to provide the schedule for fall, 2017 supplemental payment submission and processing, except for independent study, which is not paid until after the faculty member submits students' final grades.

Overload payments will be included in the October 27, 2017 pay, if the schedule is followed.

1. Overload and related payments should be submitted locally between now and October 6, 2017.
2. Local review and preparation for input is October 6, 2017 through October 18, 2017. The period of October 6, 2017 through October 18, 2017 allows these payments to be prepared, checked for completeness, and checked again for accuracy before input into the human resource system.
3. The input window is October 11, 2017 through October 18, 2017.

The System Human Resources office will conduct a random post-audit of overload payments. You will be notified of records selected for audit, at which time all supporting documentation should be forwarded for review.

Distance Education payments will be included in the November 22, 2017 pay, if the schedule is followed:

1. Distance Education payments should be submitted locally between now and November 3, 2017.
2. Local review and preparation for input is November 3, 2017 through November 15, 2017. The period of November 3, 2017 through November 15, 2017 allows these payments to be prepared, checked for completeness, and checked again for accuracy before input into the human resource system.
3. The input window is November 6, 2017 through November 15, 2017.

Please direct overload and distance education processing questions to Mr. David Kleman at (717) 720-4188, and Labor Relations' questions to (717) 720-4150.

FEL

c: Payroll Directors  
M.R. DuVall-Quinn, APSCUF