



# Clarion APSCUF Newsletter



Phone: 814-227-2420

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

October 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 & Jacqueline Knaust; State Temporary Faculty Committee – Michael Hissam; State APSCUF Executive Council – Joyce Overly

## The President's Message...

Hi Colleagues,

Much has happened since the last monthly Clarion APSCUF Newsletter was published in early September. Foremost was the withdrawal of the retrenchment letter by the administration. I want to personally thank Acting President Todd Pfannestiel for breaking the deadlock to signal a fresh start in our working relationship. Special kudos to the Clarion APSCUF Meet and Discuss Team and the Executive Committee. Finally, thanks to Sara Miller from APSCUF Labor Relations and Ken Mash, our APSCUF State President, for making Clarion a high priority, and not just talking the talk, but walking the walk with us.



Maybe I am just sentimental, but remember that it was just one year ago that we also walked the walk on picket lines here and at Venango, standing up for the cause of fair and equitable treatment for all faculty, and in particular our adjunct faculty. I cannot thank you enough for the solidarity shown over those three days in October 2016. *Colleagues* is a term that has enhanced meaning for all of us.

I have nothing new to report on the current state of negotiations for our next contract. The current contract expires on June 30, 2018.

Five (5) different potential interim presidents, who will serve for around 9 months until a permanent president is hired, have been interviewed in September and October. The elected leaders from Clarion's unions and governance have participated, and provided strengths and weaknesses feedback to the president's office. The first three candidates were described by Dr. Whitney as "not a good fit" for Clarion. We await word on the status of the next two candidates. Interestingly, 4 interim candidates have had extensive academic experience and one candidate's expertise was in finance.

In terms of the presidential search, you elected two primary and two alternate candidates for the search committee, the primary members are myself and Barry Sweet, and the alternates are Leah Chambers and Rod Raehsler. There has been one organizational meeting of the committee and we were all required to sign confidentiality agreements pertaining to the search committee process. The search Chair is Milissa Bauer the Council of Trustees Vice President. She is the main contact in terms information sharing. As per past practice, the top candidates will be brought to campus for open interviews by the entire campus community.

That's the latest news. Hope you are having a great ALF Week and enjoying our gorgeous fall weather!

In solidarity,

Ray



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

**EXECUTIVE COMMITTEE (EC)**

(Rhea Conf. Room @ 3:30 pm)

Tuesday, October 17

Tuesday, November 7

Tuesday, November 28

**Fall 2017 MEET & DISCUSS @ 2:30 pm**

Wednesday, October 18 (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

**LEGISLATIVE ASSEMBLIES**

February 8-10, 2018 (Wyndham, Gettysburg)

April 12-14, 2018 (Toftrees, State College)

*NOTE: The Clarion APSCUF office will be closed from October 19 – 27.*

**Reminder!**  
Nancy Koutris, Director of Membership Services from State APSCUF, will be visiting the Clarion campus on **Wednesday, October 18, 2017**. 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.

Proudly representing Clarion APSCUF at September's APSCUF Legislative Assembly in Harrisburg are Clarion Delegates (L to R) CP Ray Feroz, Jonathan Touster, Barry Sweet, Jackie Knaust, Ellen Foster and Lorie Taylor.



**Clarion APSCUF Sick Leave Bank Policy**

Any faculty or coach member may request days from the Sick Leave Bank using the "ASPCUF Sick Leave Bank application form". Such days will be awarded with appropriate medical documentation showing the needs for days. All faculty or coaches must use all of their own accumulated leave before days are provided from the Bank. There will be a limit to each single request according to the following:

If the request for days to be provided by the Sick Leave Bank occurs in the fall semester, the maximum number of days given from the Bank will be limited to 12 weeks of leave in that academic year, including fall and spring semester.

If the request for days to be provided by the Sick Leave Bank occurs in the spring semester, the maximum number of days given from the Bank will be limited to 12 weeks of leave in that calendar year.

Adopted by Clarion APSCUF, November 14, 2006

**A HEALTHY U REMINDER:** The activity period for *Healthy U* 2017-18 began July 1<sup>st</sup>. Program requirements remain the same. To participate, both the employee and covered spouse/same-sex domestic partner enrolled in the State System's Highmark PPO plan must complete the wellness profile (worth 30 *Healthy U* points) and earn 40 additional points by participating in wellness programs and activities. The deadline to complete requirements is **May 31, 2018.**



## WELCOME New APSCUF Members!!

- ❖ *Lisa Briggs - Human Services, Rehab, Health & Sport Sciences*
- ❖ *Nathaniel Custer - Human Services, Rehab, Health & Sport Sciences*
- ❖ *Joseph Fiedor - Biology & Geosciences*
- ❖ *Colby Hunsberger - Nursing*
- ❖ *Robert Lawrence - Human Services, Rehab, Health & Sport Sciences*
- ❖ *Kathleen Leahy - Special Education/Human Services, Rehab, Health & Sport Sciences*
- ❖ *Ronald Lucas - Computer Information Science*
- ❖ *James Weaver - Human Services, Rehab, Health & Sport Sciences*



## APSCUF MEMBERSHIP AT CLARION

APSCUF Membership is open to ALL active faculty and coaches: tenured, tenure track, full-time temporary and part-time temporary. We ALL benefit from the work environment created by the Collective Bargaining Agreement (CBA) and by APSCUF.

Our current membership includes 266 of 313 faculty members and 18 of 25 coaches. Below are the numbers of Fair Share (non-members) by department. If you have not joined APSCUF and wish to do so, please contact the APSCUF office at (814) 227-2420 for a membership application. Come join your union brothers and sisters in solidarity today!

- ACCOUNTANCY: 1 Fair Share
- BIOLOGY & GEOSCIENCES: 3 Fair Shares
- CHEMISTRY, MATHEMATICS & PHYSICS: 2 Fair Shares
- **COMMUNICATION: 100% Membership**
- COMMUNICATION SCIENCES & DISORDERS: 2 Fair Shares
- COMPUTER INFORMATION SCIENCE: **100% Membership**
- ECONOMICS: **100% Membership**
- EDUCATION: 1 Fair Share
- ENGLISH & MODERN LANGUAGES: 1 Fair Share
- FINANCE: 3 Fair Share
- HUMAN SERVICES, REHABILITATION, HEALTH, & SPORT SCIENCES: 3 Fair Shares
- LIBRARIES: **100% Membership**
- LIBRARY SCIENCE: **100% Membership on campus**/4 Fair Share off-campus
- MANAGEMENT & MARKETING: 9 Fair Shares
- NURSING: 6 Fair Shares
- PSYCHOLOGY: 2 Fair Share
- SOCIAL SCIENCES: 3 Fair Shares
- STUDENT SUPPORT FACULTY: 3 Fair Shares
- VISUAL & PERFORMING ARTS: 3 Fair Shares

**Proud  
to be  
UNION!**  
ALL VOICES



Are you registered for the MEMBERS ONLYsite? To get yourself registered, go to [www.apscuf.org](http://www.apscuf.org). (Note that this takes the place of the old "Members Forum" site.) Here is the direct link to the registration page: <http://www.apscuf.org/membersonly/membership-registration/>. There you will find all the information on APSCUF's Special Services such as discounts on magazines, rental vehicles, amusement parks, Verizon Wireless, etc. etc.

## ANNOUNCEMENT: FALL 2017 SPECIAL ELECTION RESULTS

The Clarion APSCUF Nominations and Elections Committee is pleased to announce the results of the Special Election for the vacancy on the University-wide Promotion Committee. Congratulations to **Mary Pat McCarthy** (Communication Sciences & Disorders)!

Thank you to all who participated in the election, candidates and voters; your contributions are appreciated.

Best wishes,  
YooJin Ha, N & E Chair  
N & E Committee: Ellen Foster, Jesse Haight,  
Amanda Lockwood & Jane Walsh

### **ATTENTION PART-TIME TEMPS: ARE YOU ELIGIBLE FOR PA FACULTY HEALTH & WELFARE FUND BENEFITS - vision & dental coverage??**

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**Part-Time Faculty:** In order to qualify for benefit reimbursement, you must have worked at least 25% of full-time in any one (1) of the preceding three (3) semesters. The benefit package shall be provided after the initial waiting period of one (1) semester served, and thereafter, so long as benefit claims are incurred while part-time Faculty is employed.

**Part-Time Faculty** who works 25% to 49% of full-time is eligible for member only benefits.

**Part-Time Faculty** who works 50% to 99% of full-time is eligible for member benefits and their lawful spouses or same-sex domestic partner is eligible for benefits.

For more details and information on eligibility, go to [www.pafac.com](http://www.pafac.com) or contact our Health and Welfare Fund Officer, Marilyn Howe. Note that this is NO COST to you for PASSHE pays your premium to *The Fund*. If you do qualify and have not yet completed a Health & Welfare Fund enrollment card, please contact Jan Walters in the APSCUF Office at [jwalters@clarion.edu](mailto:jwalters@clarion.edu) .

### **FLEXIBLE SPENDING ACCOUNTS (FSA)**

#### **Open Enrollment**

**October 16 – November 3, 2017**



If you have an FSA today, you need to enroll during Open Enrollment to have a FSA in 2018. (Note: Up to \$500 may roll over from your health care FSA account in 2017 to be used for 2018 eligible expenses. No rollover provision for dependent care FSAs.)

There are two types of FSA plans: **Health Care** and **Dependent Care**:

**Health Care** - used to pay for you and/or your family's out of pocket medical, dental, vision, or prescription expenses **not paid by insurance including copays, coinsurance, and deductibles**. Allows that up to \$500 in unused funds may roll over from your 2017 account to be used for 2018 eligible expenses. Unused funds in excess of \$500 will be forfeited per IRS regulations.

**Dependent Care** – used to pay for **eligible child or elder care expenses**, including **day care**, before / after school care and summer day camps to allow the employee / spouse to work. Has no rollover provision. Funds not used in 2107 will be forfeited.

All Open Enrollment elections or changes should be made through [Employee Self Service ESS](#)).

**Maximum** that can be elected for **health care FSA** is **\$2,500** and **dependent care** is **\$5,000**.

Visit <http://www.passhe.edu/inside/hr/syshr/Pages/fsa.aspx> for more information.

# Clarion University withdraws letter of intent for retrenchment

Sep 22, 2017 | Press Releases

Sept. 22, 2017

FOR IMMEDIATE RELEASE

For more information, contact:

Kathryn Morton, [kmorton@apscuf.org](mailto:kmorton@apscuf.org) or 717-236-7486

Clarion University withdrew its letter of intent for retrenchment last night, removing the concern of faculty cuts at the end of the 2017–18 year.

“We are happy that the administration removed the letter, ending the threat to faculty,” said Dr. Ray Feroz, president of the Clarion chapter of the Association of Pennsylvania State College and University Faculties. “We can now devote our energy in a positive direction, working to improve academics, recover enrollment, and improve systems here.

“I am absolutely convinced that collaboration and cooperation is the way to make Clarion University a great place for students to learn and faculty to work.”

April 1 was the deadline for Pennsylvania’s State System of Higher Education to inform the association about possible layoffs due to program curtailment, elimination of courses, or the elimination of the duties and responsibilities performed by non-classroom faculty, according to Article 29 of APSCUF’s collective bargaining agreement. After Clarion issued its warning, APSCUF members and administrators held meet-and-discuss sessions at state and local levels to find solutions that were best for students and the faculty members retrenchment would affect directly, APSCUF President Dr. Kenneth M. Mash said.

“Although we believe there should never have been a letter on the table, we are glad the Clarion University administration took this step,” he said. “We now turn our full attention to Cheyney University.”

Of the five State System universities that in the spring issued letters of intent to retrench, one letter remains, perpetuating an atmosphere of uncertainty at Cheyney University, Mash said.

APSCUF represents about 5,500 faculty and coaches at the State System universities: Bloomsburg, California, Cheyney, Clarion, East Stroudsburg, Edinboro, Indiana, Kutztown, Lock Haven, Mansfield, Millersville, Shippensburg, Slippery Rock, and West Chester Universities of Pennsylvania.

***The following is a resolution on Information Literacy that was approved on September 16 at APSCUF's September Legislative Assembly in Harrisburg.***

## **Resolution on information literacy**

Whereas, recent events have thrown a spotlight on the importance of informational literacy and the ease with which false information can be embraced and propagated. From media reports that describe a basketball star who believes that the world is flat, to follow up stories that argue over the difference between what he *said* and what he *meant*, everything appears to be “debatable.”

Whereas, everything should be debatable but, at some point, consensus becomes necessary and, when it is, it should be evidence-based. Unfortunately, the evidence that informs one’s consensus might be limited by the environments one encounters; star athletes can spend lucrative careers in the highly restricted world of arenas and press conferences, and — as long as they never have to actually program the orbiting satellite that guides their plane from city to city — they can afford to hold deeply mistaken beliefs. We must challenge ourselves, our students, and the public to explore and understand the information available to us.

Whereas, the sciences provided a foundation for the most impressive discoveries of the 20th century, and the accomplishments have been so great that they are easily taken for granted. The fruits of evidence-based decisions have become victims of their own success, and time and distance have separated most of us from the consequences of denying evidence, but that could change. At a time when we need to hold rallies in support of reality, we can only hope that the bulk of public opinion will flow back in favor of informed decisions.

Whereas, it is difficult to imagine that discoveries are dismissed as opinion in a state where *biochemistry* has diminished the impact of viral epidemics, *chemistry* and *engineering* have delivered potable water, and *physics* delivered reliable electricity to so many households. Comfort compromises concern, until a discovery, like Pennsylvania’s recent Marcellus Shale boom, reminds us of how a scientific field such as *geology*, can have an immediate impact on *geography*, *meteorology*, *economics*, *sociology*, and *politics*. Navigating the challenges presented within each one of these disciplines demands not only a basic understanding of the respective fields but an understanding of how to process the information and integrate it across fields. Never before have the benefits of a broad-based college curriculum been so apparent, and never before has the access to affordable education been so imperiled.

Whereas, traditionally we, as APSCUF, have represented ourselves as facilitators of personal growth and economic development. Today, the case is more urgent, and we must recognize that this responsibility includes giving our students an education that will be a bulwark against those who would knowingly and intentionally use misinformation to exploit their biases and fears.

Whereas, our mission has not changed but — when reality itself is in question — the stakes have.

Be it therefore resolved that APSCUF encourages its members to incorporate and emphasize information literacy in their courses and interactions with students and urges Pennsylvania’s State System of Higher Education and our universities to emphasize the importance of our universities for the promotion of information literacy.