

Phone: 814-227-2420

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

April 2018

**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 & Elections – **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...

Dear Colleagues,

I hope all is going well with you as we enter the final full month of spring semester classes. We are all pressing to finish courses, attend end-of-academic year events, and graduate the class of 2018. Thanks for all you do to make Clarion University a happy memory for our students.



There has been a lot going on. H. Fred Walker, Edinboro University president, has just resigned following the March 18<sup>th</sup> publication in the Chronical of Higher Education of an article entitled *A Tough Talking President Tried to Fix a College. Then He Came Undone*. In this article, intended to be self-serving, he managed to alienate faculty, students and EC Council of Trustees. Edinboro has named their provost as interim president and a presidential search is on.

Enclosed in this newsletter is a Derrick article, reprinted with permission, entitled *Good or bad Management determines success rate*. This was written by local columnist –and teacher- Peter Greene, published on March 1<sup>st</sup>. The article should be required reading for all managers. Bottom line: when an organization is in trouble, do not blame the workers, but look at management.

As you know, the presidential search for Clarion has been continued. SSHE hopes that we will still be able to identify and recommend excellent candidates for the position within the original timeline. That is ambitious but the search committee is doing their job with diligence. We will see what happens.

### Process Improvement Committees Launching

APSCUF and Management are setting up the special performance-improvement committees that members had a chance to volunteer for in the Survey Monkey questionnaire sent out in January. These committees are:

- Promotion Process
- Sabbatical Leave Process
- Adjunct Hiring Process
- Venango Campus Viability and Programs
- CCPS Process
- Academic Improvement Plans Process

These committees will have both faculty and management representatives participating. The charge is to look at the current process, evaluate its effectiveness, and make recommendations for improvement.

(Continued on page 2)

These committees are intended to have stakeholders look at these systems in good faith to determine if there are things we can do better to make them more effective and efficient and user-friendly. These committees are not intended to negotiate anything, just to make recommendation(s) -or not. Any recommendation(s) agreed to by the committee members will be provided to management and the APSCUF Executive Committee to endorse -or not. APSCUF and management will not make recommendations that violate the contract, but there may be things we can do together to improve these systems while honoring the CBA.

The one exception to the charge to these committees is the *Venango Campus Viability and Programs Committee* that will not only have faculty and management membership, but membership by a member of the Council of Trustees and members of the Venango Advisory Board. Their charge is more global – to identify a Vision, Mission/Purpose of Venango Campus keeping in mind how it interfaces with 1) Clarion University as a whole, 2) the local and regional community, and 3) other educational institutions e.g., Pitt-Titusville and the Northern Regional College. APSCUF recognizes that management has the right to manage the Venango ~~College~~ Campus and the recommendations from this committee will go to management for their decision(s). APSCUF will only be involved to the extent that any such decisions affect our members and the CBA.

The plan is that all of the committees will have one organizational meeting in April with a charge to have their recommendations completed by December 1, 2018. This is ambitious, but the time is always right to make improvements that will benefit everyone.

Jan is contacting faculty members to confirm their interest and Todd Pfannestiel is contacting management members. In the very near future we will publicize who has agreed to serve on these various process improvement committees. I have deep faith that we all want to see these systems work well for the benefit of everyone at Clarion University and if people of goodwill examine them together we can come up with improvements that will be worth trying. Let's aim high!

You will be sent the committee member lists once finalized. Thanks in advance to all who volunteered to serve!

In solidarity,  
Ray



**SPRING 2018 MEETINGS**  
(Please mark your calendars!)

**EXECUTIVE COMMITTEE (EC)**  
(Rhea Conf. Room @ 3:30 pm)  
Tuesday, April 17 (Spring Elections)  
Tuesday, May 1

**SPRING 2018 MEET & DISCUSS**  
Friday, April 6 – Pre-Meet & Discuss  
Friday, April 20 – Meet & Discuss

**LEGISLATIVE ASSEMBLY (LA)**  
April 12-14, 2018 (Toftrees, State College)



**FACULTY RETIREMENT RECEPTION:** The Faculty/Coaches Retirement Reception will be held on **Wednesday, May 2 at 4:00 pm** in Moore Hall. Please plan to attend and wish your retiring colleagues well as they begin this new phase of their lives. Funding for this event is generously provided by the Office of the President and Clarion APSCUF.

**WELCOME New & Returning APSCUF Members!!**

- ❖ ***Helen Baker - Nursing***
- ❖ ***James Chambers - Finance***
- ❖ ***Ivory Copeland - Libraries***
- ❖ ***Adam Romanik - Library Science***



Important Notice

## SPRING 2018 GENERAL ELECTIONS

### IMPORTANT ANNOUNCEMENT – Please read



Dear Colleagues,

After much discussion, APSCUF's Nominations and Elections Committee and Faculty Senate have chosen to make some changes in the processes of the **Spring 2018 Faculty Senate Elections** and the **Spring 2018 General Elections for APSCUF Offices and Committees and University-wide Contractual Committees**.

All ballots will be processed through *Survey Monkey*. The appropriate ballot(s) will be sent to your campus e-mail address on Sunday, April 15 at 4:00pm. Note that the Faculty Senate ballot will be under a separate e-mail and will be sent to those who are eligible to vote.



You must complete and submit your ballot by 4 pm on Tuesday, April 17. At that time, polls for both elections will be closed.

If you have any questions regarding the process of these elections, please contact YooJin Ha, Chair of the Nominations & Elections Committee or Jim Lyle, Chair of CCR (Committee on Committees and Rules) of Faculty Senate / Vice-Chair of Faculty Senate.

In advance, thank you for your participation in these elections.

APSCUF Nominations & Elections Committee: YooJin Ha (Chair), Ellen Foster, Amanda Lockwood, Jane Walsh & Jesse Haight

And Jim Lyle, Chair, CCR, and Vice-Chair, Faculty Senate

---

### **Attention PASSHE Highmark PPO Blue Members:**

**DON'T WAIT TILL THE LAST MINUTE TO COMPLETE YOUR  
PARTICIPATION REQUIREMENTS FOR *HEALTHY U!***



BlueCross BlueShield  
Association

The participation deadline of the Healthy U wellness program is **May 31, 2018**. Both you and your covered spouse/same-sex domestic partner (if applicable) need to accumulate a minimum of **70 Healthy U points each** by the deadline of **May 31, 2018**. There are a wide variety of activities and programs that individuals can choose from to earn Healthy U points. Everyone is REQUIRED to complete the Wellness Profile (worth 30 points). If you attain 70 points without completing the Wellness Profile, you still must complete the Wellness Profile to qualify for the premium incentive. You can access Healthy U at [www.highmarkblueshield.com](http://www.highmarkblueshield.com). Log in with your Highmark user name and password, and select the "Rewards Program" link to get started. **Don't wait till the last minute to participate! Deadline is May 31, 2018.**

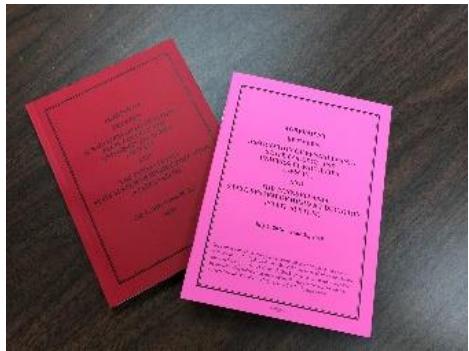
### **Need More Information or Assistance with Healthy U?**

- Call Highmark's Member Services 1-888-745-3212 for general assistance
- Call Highmark's Technical Support 1-877-298-3918 for website or login issues
- Contact our university's Human Resources office for Healthy U information and resources



PASSHE Health Care Management Program

**Don't wait until the last minute to complete your participation requirements! When completed, be sure to print up your "Hooray" page for your files. If a problem arises, this is proof of participation.**



The new faculty contract for 2018-2019 have arrived!! Please be looking for your copy in your campus mailbox.

- Online Faculty: Your copy has been sent to your home address.
- Sabbatical Leave Faculty: Your copy will be in your campus mailbox when you arrive back on campus.
- If MIA, please let Jan know in the APSCUF office.
- NOTE: This will be the only copy you will receive. So please keep this in a safe place.

## Special Services for Full Dues-Paying APSCUF Members

*All full dues-paying APSCUF members are eligible to use the Special Services program.*

*Information on these programs (including links and access codes) are available 24/7 to members who provide the necessary sign-up information for the [Members-Only benefits area](#) of the State APSCUF website at [www.apscuf.org](http://www.apscuf.org).*



*If you are a member and have any questions about any of these benefits or services, please contact State APSCUF's director of membership services, Nancy Koutris, at 800-932-0587, ext. 3021, or email her at [nkoutris@apscuf.org](mailto:nkoutris@apscuf.org).*

*For more details on APSCUF's Special Services program, please see the insert in this newsletter.*

## Members Only



Register for access to benefits information and other membership material throughout the site.

[register now](#) • [log in](#) • [change password](#)





## **APSCUF's MEMBERS SPECIAL SERVICES**

### **PREFERRED GROUP VEHICLE INSURANCE**

If you are a full dues-paying member of APSCUF/APSCURF and qualify for insurance under Nationwide's Affinity, you may be able to purchase vehicle insurance at a lower cost than your present carrier. If you have not received a Nationwide quote recently, you may want to check them out again to see if you can save money on your insurance.

### **HOMEOWNERS/RENTERS INSURANCE**

If you are a full dues-paying member of APSCUF/APSCURF and qualify for insurance under Nationwide Homeowners, you may be able to purchase insurance at a lower cost than your present carrier.

### **SCHOLARSHIP AWARDS (LOCAL AND STATE)**

Each local APSCUF chapter has a scholarship fund and its own regulations governing the disbursement of scholarship money. State APSCUF will match each local's funds up to a maximum of \$1,000. For more information, [contact your local APSCUF office](#).

State APSCUF has an annual scholarship program. Information about the scholarship normally is announced in October with the deadline for application/essay materials being the first Friday in March. The recipient typically announced in August. Visit the Forms and Benefits page to download a complete packet containing eligibility rules and guidelines or pick up one from [your local APSCUF office](#).

### **VEHICLE PRICING PROGRAM (NEW AND USED)**

Any full dues-paying member of APSCUF/APSCURF may contact the director for membership services to obtain pricing information for new and used vehicles. State APSCUF maintains current software from N.A.D.A. The new vehicles software provides MSRP and invoice prices on almost all new models and factory-installed options. The used vehicle pricing system provides different levels of pricing such as trade-in, loan, and retail for vehicles based on the year, model, and some options and mileage.

### **DISCOUNT MAGAZINE PROGRAM**

The Quality School Program (QSP) has been taken over by Great American Opportunities. Pricing and subscription information is updated on APSCUF's website in the [members-only benefits section](#). Members can order subscriptions via mail or online. Each [local APSCUF office](#) as well as the state APSCUF office had a supply of the brochures, order forms, and the instruction sheets.

### **THEME PARK DISCOUNTS**

Seasonal discount tickets for various amusement parks are available in the [members-only benefits section](#). Some of those amusement parks are: Tickets at Work (Formerly Adventure Club. One Club – nine parks: Adventure Island, Aquatica, Busch Gardens Williamsburg and Tampa Bay, SeaWorld San Diego, Orlando, San Antonio, Sesame Place, and Water Country USA), Universal Fan Club, Dorney Park, and the Six Flags/Adventure Parks.

### **ALAMO AND NATIONAL RENTALS**

Alamo and National provide discounts on rates as well as special promotions and coupons. Members that are interested in this service can check it out in the [members-only benefits section](#). A hard copy of the coupon discount must be printed out and presented when picking up your vehicle.

### **WIRELESS PHONE DISCOUNT PROGRAM**

APSCUF members can enjoy an 18 percent discount off their current or new Verizon Wireless account. Discount applies to accounts costing more than \$34.99 a month. Members interested in this service can visit the online APSCUF retail store in the [members-only benefits section](#) or contact the director of membership services at State APSCUF.

AT&T offers members a discount. Members must apply online though AT&T. Members who are interested in this service can check it out in the [members-only benefits section](#).

T-Mobile offers discounts and special promotions. Members who are interested in this service can check it out in the [members-only benefits section](#).

### **WORKING ADVANTAGE PROGRAM**

For more details, see backside – page 6.

## **EMBROIDERED APSCUF GARMENTS**

Want to expand your APSCUF wardrobe? Choose from dozens of men's, women's, and unisex styles that can be embroidered with the APSCUF logo at [TheUnionShop.org](http://TheUnionShop.org), a union-member-owned site. To order the APSCUF logo embroidered on the left or right chest area of a garment:



- Select the “Choose an Optional … Logo.”
- Select “Left/Right Chest or Sleeve Logos.”
- Select “Unions,” then APSCUF.
- You’ll have the option to select black or white thread, with or without “Faculty & Coaches” text.

Embroidery is not available on all items. Some items that can be embroidered are U.S.- but not union-made. We encourage you to be mindful of this when shopping (by reading product descriptions) and to purchase only union-made items. Direct questions about garments to The Union Shop. APSCUF does not receive proceeds or profits from these items, nor does it play any role in the manufacturing, production, shipping, or customer-support process. We made our logo available so members would have more options for colors, sizes, and styles of APSCUF-branded clothing. The site offers a discount for active-duty and disabled U.S. veterans.



### **ATTENTION: APSCUF AND APSCUF MEMBERS**

APSCUF's Special Services Committee is pleased to announce the launching of a **new special services program**. All full dues-paying members of APSCUF and APSCUF now have exclusive access to the **Working Advantage discount network**, which allows you to save up to 60% on ticketed events and online shopping.

Not a full dues-paying member? Contact your local APSCUF office to join as a full member and begin saving on entertainment and other items you use.

Through Working Advantage, you can save on:

#### Movie Tickets:

Participating AMC, Regal, Cinemark and Showcase Cinemas with additional regional brands listed

#### Theme Parks:

Disney World, Disneyland, Universal, Six Flags, Sea World, Busch Gardens, Legoland, Hershey, Dorney Park, Sesame Place, Dutch Wonderland and many more

#### Ski Tickets:

Camelback, Jack Frost Big Boulder, Shawnee, Sugarloaf, Jay Peak and many more

#### Sporting Events:

Includes some MLB, NFL, NBA, NHL Teams and US Open Tennis

#### Also save on items such as:

Broadway Shows  
Hotels and Travel  
Health and Fitness  
Museums and City Passes  
Merchant Gift Certificates  
Online Shopping  
...and much more!

To view and/or subscribe, you may access the Working Advantage website by visiting the Special Services section in the Members Forum ([www.apscuf.org](http://www.apscuf.org)), or by clicking here: [www.workingadvantage.com](http://www.workingadvantage.com).

When opening an individual account you will need the **APSCUF ID# which can be obtained from the local APSCUF office, Nancy Kouris at State APSCUF, or by visiting the Members' Forum section at [www.apscuf.org](http://www.apscuf.org) (log-in access required).**

*Working Advantage offers 24-hour online shopping and customer support Monday through Friday from 8:30 AM to 6:30 PM Eastern time. If you have specific questions regarding the site, please contact Working Advantage at 800-565-3712.*

(Used with permission) RF

# Good or bad management determines success rate

We are living in a golden age of bad management. The signs are all around us, from the shuttering of viable retail chains to the dysfunctions of government. Each new disaster is a sign the folks in charge have violated one of these basic principles of good management.

**Focus on the real point:** If you are not out there in the private sector, you might be under the confused notion that the point of a widget company is to make and sell excellent widgets. And there are still companies out there that follow this antiquated philosophy.

But many companies are owned by investment funds and hedge fund managers. In that world, a widget company doesn't exist to make and sell excellent widgets, but to make money for the investors.

In this management theory, it's unnecessary for managers of widget companies to know anything about widgets. They just have to know how to squeeze money out of businesses.

You can get even more money out of a company if you don't care whether the company remains. You can wrack up so much debt that it causes the company to collapse, but at least you've managed to extract a bunch of money from the company.

This approach also leads to managers who view their employees as liabilities rather than the backbone of the company. Instead of seeing workers as the people who help make the widgets excellent, extraction managers see those workers as people who are demanding to be paid money that management would rather deposit in the bank.

When management sees workers as a problem rather than the backbone of the

**PETER**



**GREENE**

company, a business can turn toxic (and management will move the jobs elsewhere).

Losing sight of the real point can also happen because of bad metrics. It makes sense for management to find ways to measure success. But if your measurement is not really measuring success, your business will lose focus. For instance, if a hospital started measuring success by how comfy its beds were and not by how well it helped heal patients, it would end up being a good hotel, but a lousy hospital.

**Take care of your people:** Good managers take care of their people. They make sure their people have every opportunity to do the best work they can. A bad manager assumes people will do a lousy job unless hounded and monitored. Both approaches provide accountability, but only the first provides motivation.

A bad manager asks himself, "What do I have to do to these people to get them to work?" A good manager asks his people, "What can I do to help you get your work done well?"

A bad manager suspects workers want good tools as a means of shirking. A good manager knows the best workers will get the best use out of the best resources.

**The deadwood:** Are there organizations hurt by bad workers? Sure.

But statistician W. Edwards Deming used a quote from his own mentor, Peter Scholtes, in talking about deadwood in an organization.

The observation came out in many phrasings over the years, but the basic point was this:

"So you're firing the deadwood in your organization. Was it dead when you hired it? Or did you hire a live tree and then kill it?"

In other words, pointing at terrible workers does not absolve a bad manager of the blame. If deadwood is choking the organization, that's the fault of management, not the workers.

**Vision:** In a well-run organization, everyone knows which values and vision guide management, and knowing that, they can make decisions confident in the knowledge management will approve.

In a poorly run organization, no values or vision are communicated, and if workers make decisions at all, they do so tentatively, uncertain whether they've just earned praise or condemnation.

A good manager can correct that problem by communicating a vision. A bad manager just tries to take control of every action, micromanaging his people and making it impossible for them to use the skills and talents that should be helping to make better widgets and a more successful company.

*Peter Greene resides in Franklin and is an English teacher at Franklin High School. He can be reached by email at pagreene@outlook.com.*