



Clarion APSCUF Newsletter



Phone: (814) 227-2420

www.apscuf.org

September 2018

Executive Committee: President – Ray Feroz; Vice President – Joyce Overly; Secretary – Christopher McCarrick; Treasurer – Linda Lillard; Delegates – Ray Feroz, Jennifer May, Annette Rosati, Barry Sweet, Lorie Taylor; Alternate Delegates – Ellen Foster, Cristin Ketley, Jacqueline Knaust, Karl Sprenger, Jonathan Touster; Coaches President - Sean Esterhuizen; Coaches Vice President - Al Modzejewski; Coaches' Grievance Chair – Eric Laughlin; Venango Campus – Renee Bloom; CAP – Joseph Croskey; DRC – Mary Buchanan; Grievance – 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 – Jackie Knaust & Andy Lingwall; State Temporary Faculty Committee – Michael Hissam; State APSCUF Executive Council – Joyce Overly

The President's Message...

Welcome to Academic Year 2018-19

Dear Colleagues,



Summer has evaporated and we have entered another academic year! New school years always arrive with great potential but this year we have a triple opportunity – a new Chancellor (Dan Greenstein), a new Clarion University President (Dr. Dale Pehrsson), and a new Interim Provost (Dr. Pam Gent).

I have heard good things from state APSCUF regarding Chancellor Dan’s approach to involving us in decisions at the Harrisburg level, and I have met with Dr. Dale and she is eager to listen and understand faculty at a level that only someone who has taught and been responsible for *academic* programs can do. It goes without saying that Pam Gent’s information sharing and responsiveness to faculty is refreshing and gratifying. We are certainly off to a fine start! No one can run this academic enterprise alone. Success depends on teamwork.

In June 2018, the US Supreme Court turned over a 40 year precedent and decided in *Janus v. AFSCME* that fair share dues cannot be collected from non-members anymore. This meant a 6% decline in chapter revenue. State APSCUF has redoubled its efforts to solidify membership and enhance membership services and responsiveness. APSCUF has instituted a *Recommitment Campaign*. Watch your US Mail for a recommitment card and CAP (Political Action) donation card. Please complete and return them, postage-paid.

On September 6th, Rick Bloomingdale, PA State AFL-CIO President, presented “State of the Unions: 2018” at 7:00 pm in Hart Chapel. Faculty, students, administrators, and the public were there. The event was co-sponsored by APSCUF, AFSCME and the Young Democrats. Special thanks to Kevan Yenerall for coordinating this event! See also Rick Bloomingdale’s Labor Day message, on page 13 of this Newsletter.

Other Important Upcoming Events This Semester:

- Sep 25 - General membership meeting with Ken Mash, APSCUF State President, 3:30 pm, 250-252 Gemmell.
- Sep 26 - PA Promise Rally on campus (See page 9)
- Sep 27-29 - Legislative Assembly, Harrisburg, PA.

(Continued on page 2)

- Oct 2 - Special Training session for members and students by Kathryn Morton, APSCUF's Director of Communications. 2:00 – 3:00 pm. Watch for location. Details: See page 2
- **Spread good words (and photos) with social media** — APSCUF's communications director will share how the state office uses social media to generate positive buzz around the association's members and activities. You'll be able to apply these tips into your own social-media engagement, whether it's spreading the word about a survey you're conducting, a book you've published, or an event your department is hosting. You'll also learn how to make the most efficient use of your time on social media. No internet-related presentation is complete without cat-related content, and you'll find plenty of it in this session. is (an)
- Oct 18 - Sara Miller, APSCUF Labor-relations specialist, will be at Rhea to discuss grievance-related matters and labor-related concerns with faculty. She will also be making a presentation to the EC that day. Contact Jan to sign up for private meetings.
- Nov 7 - Nancy Koutris, APSCUF Benefits Chief, will be at the Rhea Office for individual sessions and she will also provide an open presentation at 4 pm in Rhea Conference Room. Contact Jan for sign-up for private meetings.

Thanks for all that you do to make Clarion University a great place for colleagues and students! The future is bright!

In solidarity,
Ray

FALL 2018 MEETINGS
(Please mark your calendars!)



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

Tuesday, September 18

Tuesday, October 2

Tuesday, October 16

Tuesday, October 30

Tuesday, November 27

Tuesday, December 11

Fall 2016 MEET & DISCUSS @ 2:30 pm

Friday, September 21 (Meet & Discuss)

Friday, October 9 (Pre-Meet)

Friday, October 119 (Meet & Discuss)

Friday, November 2 (Pre-Meet)

Friday, November 9 (Meet & Discuss)

Friday, November 30 (Pre-Meet)

Friday, December 7 (Meet & Discuss)

DEPARTMENTAL REP COUNCIL

(Rhea Conf. Room @ 3:30 PM)

Tuesday, October 9

Tuesday, November 13

Tuesday, December 4

GENERAL MEMBERSHIP & BU MEETINGS

Tuesday, September 25 @ 3:30 pm – 250/252 Gemmell
(Campus visit – State APSCUF President Ken Mash)

LEGISLATIVE ASSEMBLIES

September, 27-29, 2018 (Red Lion Inn, Harrisburg)

February 7-9, 2019 (Wyndham, Gettysburg)

April 25-27, 2019 (Williamsport)

May 17, 2019 – Leadership Day (Slippery Rock)



The Clarion APSCUF office will be closed on the following days: **Thursday, September 27 and Friday September 28; Friday, October 5**

ATTENTION ALL APSCUF MEMBERS (Faculty & Coaches): The *Clarion APSCUF General Membership Meeting* will be held on **Tuesday, September 25th @ 3:30 pm** in Room 250/252 Gemmell Student Center. There will be a campus visit by State APSCUF President Ken Mash. Light refreshments will be served. Please mark your meeting calendars and make an effort to attend this important meeting.



Fall 2018 Supplemental Payments (see pages 14-16)
Overload & Related Payments – October 26, 2018 paycheck
Distance Education – November 21, 2018 paycheck

This semester, the following State APSCUF staff will be making campus visits to Clarion University. If you are interested in meeting any of these APSCUF staffers, please mark it on your meeting calendar accordingly.

Kathryn Morton, Director of Communications (and Social Media Guru!) - Tuesday, October 2, 2018, from 2:00 pm till 3:00 pm in the Rhea Conference Room. *Spread good words (and photos) with social media* — APSCUF's communications director will share how the state office uses social media to generate positive buzz around the association's members and activities. You'll be able to apply these tips into your own social-media engagement, whether it's spreading the word about a survey you're conducting, a book you've published, or an event your department is hosting. You'll also learn how to make the most efficient use of your time on social media. No internet-related presentation is complete without cat-related content, and you'll find plenty of it in this session.

Sara Miller, State APSCUF's Labor Relations Department - Thursday, October 18, 2018, from noon – 2:00 pm in the Rhea Conference Room. Please feel free to stop by the APSCUF office in the Rhea Building between noon till 2:00 pm to meet Sara. She will be available to answer any general contract questions. Note that we will not be taking appointments. Just stop in!

Nancy Koutris, Director of Membership Services - Wednesday, November 7, 2018. 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 Conference Room. Please contact Jan Walters to schedule an appointment with Nancy. Times are filling up fast.

Also, from 4:00 till 5:00 pm in the Rhea Conference Room, Nancy will then have a Healthcare Presentation with an emphasis on retirement-related issues, *PA Faculty Health & Welfare Fund* updates and a Question & Answer Session.

Enhancements coming soon to the *Healthy U* member experience.



Highmark Blue Shield recently announced a new partnership with Sharecare, who will be replacing WebMD as their wellness rewards partner.

As a result of this upcoming transition, *Healthy U* will have a delayed start date of January 1, 2019.

During the coming months, watch your university email for exciting details on the transformation of the *Healthy U* member experience. For general information about Sharecare, visit their website below:



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 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
CCPS Chair – Barry Sweet

Promotion Co-Chairs – Todd Lavin
Sabbatical Leave Chair – Jacqueline Knaust
Vice Chair – Leah Chambers

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



PROMOTION WORKSHOPS ANNOUNCED: PROMOTION WORKSHOPS will be held on Thursday, September 20 at 3:30 pm in the Rhea Conference Room and on Thursday, September 27 in Room 208, Frame Hall on the Venango Campus at 3:30 pm. (See pages 9-10)

WELCOME New & Returning APSCUF Members!!

- ❖ *Shelly Boughner - Psychology*
- ❖ *Joel Christine - Biology & Geosciences*
- ❖ *Coach Jason Falvo - Women's Track & Field*
- ❖ *Christine Haranacher - Human Services, Rehab, Health and Sport Sciences*
- ❖ *Jason Heavilin - Finance*
- ❖ *Pamela Karg - Nursing*
- ❖ *Emilie Kennedy - Nursing*
- ❖ *Timothy Lavan - Chemistry, Mathematics & Physics*
- ❖ *Beth McGuire- Library Science*
- ❖ *Melissa Opst - Biology & Geosciences*
- ❖ *Tonya Otto - Libraries*
- ❖ *Brandon Packard - Computer Information Science*
- ❖ *Stephanie Pergantis - Human Services, Rehab, Health and Sport Sciences*
- ❖ *Jin Qu - Psychology*
- ❖ *Marc Sanko - Social Sciences*
- ❖ *Sheri Saurer - Communication Sciences & Disorders*
- ❖ *Nripendra Singh - Marketing & Management*
- ❖ *Joshua Thorpe - Human Services, Rehab, Health and Sport Sciences*
- ❖ *Amanda Willard - Biology & Geosciences*



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 giving you the best working environment possible. 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.

ANNOUNCEMENT: FALL 2018 SPECIAL ELECTIONS RESULTS

The Clarion APSCUF Nominations and Elections Committee is pleased to announce the results of the Fall 2018 Special Elections for vacancy positions on the University-wide Sabbatical Leave Committee and the CCPS Committee.



Congratulations to Marc Sanko (Social Sciences) who was elected to serve on the Sabbatical Leave Committee, term ending 2020.

Congratulations to Rich Lane (English & Modern Languages) who was elected to serve on the CCPS Committee, term ending 2020.

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

Best wishes,
YooJin Ha, N & E Chair, Jesse Haight, Doug Knepp, Chunfei Li and Jane Walsh



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.

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.

ANNOUNCEMENTS



NEW TENURE-TRACK FACULTY

Welcome new tenure-track faculty for the Fall Semester 2018!

- ❖ Jennifer Boyer – Human Services, Rehab, Health & Sport Sciences
- ❖ Sergio Chaparro – Libraries
- ❖ Robin Fenstermaker – Nursing
- ❖ Debra Flaherty – Nursing
- ❖ Jason Heavilin – Finance
- ❖ Marcella McConnell – Chemistry, Mathematics & Physics
- ❖ Brandon Packard – Computer Information Sciences
- ❖ Stephanie Pergantis - Human Services, Rehab, Health & Sport Sciences
- ❖ Jin Qu – Psychology
- ❖ Marc Sanko – Social Sciences
- ❖ Nripendra Singh – Management & Marketing
- ❖ Christina Weidle - Nursing

TENURE GRANTED

Congratulations to the following faculty who have been granted Tenured effective the Fall Semester 2018!

- ❖ Natalie Armstrong – Communication Sciences & Disorders
- ❖ Gwyneth Price – Education (Director)

PROMOTIONS ANNOUNCED

Congratulations to the following faculty who have been granted Promotions effective Fall Semester 2018!

ASSOCIATE TO FULL PROFESSOR:

- ❖ Chunfei Li – Chemistry, Mathematics & Physics

ASSISTANT TO ASSOCIATE PROFESSOR

- ❖ Paul Klenowski - Human Services, Rehab, Health & Sport Sciences
- ❖ Leah Chambers – English & Modern Languages
- ❖ Joyce Overly - Chemistry, Mathematics & Physics
- ❖ Doug Knepp - Human Services, Rehab, Health & Sport Sciences
- ❖ Renee Bloom - Human Services, Rehab, Health & Sport Sciences



Congratulations

SABBATICAL LEAVES GRANTED for 2019-2020 AY

Congratulations to the following faculty who were granted Sabbatical Leave for the 2019-2020 Academic Year!

- ❖ Mark Franchino – Visual & Performing Arts
- ❖ Scott Kuehn - Communications
- ❖ Myrna Kuehn - Communications
- ❖ Melissa Kuntz – Visual & Performing Arts
- ❖ Jon O'Donnell – Computer Information Science
- ❖ Kathleen O'Donnell – Computer Information Science
- ❖ Naomi “Bell” O’Neil - Communications
- ❖ Uraina Pack – English & Modern Languages
- ❖ Annette Rosati –English & Modern Languages
- ❖ Kathleen Welsch – English & Modern Languages

Best wishes to the following faculty who are on Sabbatical Leave during the 2018-2019 Academic Year!

- ❖ Peggy Apple – Education (Summer 2019)
- ❖ Donna Ashcraft – Psychology (2018-19AY)
- ❖ Yasser Ayad – Biology & Geosciences (2018-19AY))
- ❖ Marilyn Harhai – Library Science (2018-19AY)
- ❖ Beth Jackson – Chemistry, Mathematics & Physics (2018-19AY)
- ❖ Rich Lane – English & Modern Languages (Spring 2019)
- ❖ Herb Luthin – English & Modern Languages (Spring 2019)
- ❖ Mark Mitchell – Psychology (Fall 2018)
- ❖ Randy Potter – Psychology (Summer 2019)
- ❖ Lorie Taylor – Special Education (2018-19AY)

Best
Wishes

CLARION APSCUF OFFICERS AND COMMITTEES 2018-2019

		Office	Office #	Term Expires
President/Assembly Delegate	Ray Feroz	108 Spec Ed	#2052	May, 2019
Vice President	Joyce Overly	385 STC	#2567	May, 2019
Secretary	Chris McCarrick	107A Davis	#2739	May, 2019
Treasurer	Linda Lillard	209 Carlson	#2383	May, 2019
 Assembly Delegates	 Ray Feroz	 108 Spec Ed	 #2052	 May, 2020
	Annette Rosati	112C Davis	#2171	May, 2019
	Lorie Taylor	109 Spec Ed	#2480	May, 2019
	Jennifer May	115 Sped Ed	#1779	May, 2020
	Barry Sweet	306 Founders	#2205	May, 2020
 Alternate Delegates	 Cristin Ketley	 4A Spec Ed	 #2325	 May, 2019
	Jaqueline Knaust	379 STC	#1733	May, 2019
	Karl Sprenger	128 Stevens	#2086	May, 2019
	Ellen Foster	107B Davis	#2158	May, 2020
	Jonathan Touster	387 STC	#2580	May, 2020
 Coaches President	 Sean Esterhulzen	 G17 Ralston	 #2376	 May, 2019
Coaches Vice President	Al Modrzejewski	G32 Ralston	#2510	May, 2019
Coaches Grievance Chair	Eric Laughlin	G3 Ralston	#2081	May, 2019
 Venango College Rep.	 Renee Bloom	 Venango	 #1255	 May, 2019
CAP Chair	Joseph Croskey	417 Becht	#2091	Dec, 2018
Dept. Rep. Chair	Mary Buchanan	111 Carlson	#1811	
Grievance Comm. Chair	Mark Killwein	110A Stevens	#2486	
Health and Welfare Officer	Amy Shannonhouse	110 Stevens	#2390	
Legislative Officer	Jonathan Touster	387 STC	#2580	
Membership Officer	Paul Klenowski	110B Stevens	#1239	
Negotiations Officer	Ray Feroz	108 Spec Ed	#2052	
Nominations and Elections Chair	Yoojin Ha	205 Carlson	#2014	
Social Justice Chair	Amy Conner-Love	4B Special Ed	#2536	
Public Affairs/Public Relations	Christopher McCarrick	107A Davis	#2739	
Rules & By-Laws Officer	Carey Chidders	175 STC	#2599	
Student Liaison Officer	Naomi "Bell" O'Neill	137 Becker	#2526	
Mobilization Co-Chairs	Jaqueline Knaust	379 STC	#1733	
	Andy Lingwall	132 Becker	#1882	
State Executive Committee	Joyce Overly	385 STC	#2567	
State Temporary Committee	Michael Hisam	G10 Becker	#2478	

Meet and Discuss Team

**Barry Sweet- Spokesperson
Joyce Overly – Chairperson/Chapter Vice President
Ray Feroz – Chapter President
Mark Kilwein -Grievance Chair
Jennifer May
Adam Roberts
Mary Buchanan**

Nominations and Elections Committee

Doug Knepp	May, 2020
Chunfei Li	May, 2020
Jane Walsh	May, 2020
YooJin Ha, Chair	May, 2019
Jesse Halght	May, 2019

Coaches' Meet and Discuss Team

Sean Esterhuisen - Coaches' President
Al Modrzewski - Coaches' Vice President
Ray Feroz - Chapter President
Joyce Overly - Chapter Vice President
Eric Laughlin - Grievance Chair

Grievance Committee

Mark Kilwein - Chairperson
Mary Buchanan
Jonathan Touster

CLARION UNIVERSITY OF PA
UNIVERSITY-WIDE CONTRACTUAL COMMITTEES
ACADEMIC YEAR 2018-2019

<u>COMMITTEE</u>	<u>Office #</u>	<u>DEPARTMENT</u>	<u>TERM EXPIRES</u>
<u>TENURE COMMITTEE</u>			
Amanda Lockwood	#2564	Chemistry, Mathematics & Physics	2019 (Chemistry)
David Lott	#1219	Biology & Geosciences	2019 (Biology)
Amy Shannonhouse	#2390	Education	2019 (Education)
Adam Roberts - Chair	#2327	Chemistry, Mathematics & Physics	2020 (Mathematics)
Jennifer May	#1779/#1278	Human Services, Rehab, H&S Sciences	2020 (Human Service)
Paul Klenowski	#1239	Human Services, Rehab, H&S Sciences	2021 (Criminal Justice)
Naomi "Bell" O'Neill	#2526	Communication	2021 (Communication)
<u>SABBATICAL LEAVE COMMITTEE</u>			
Jesse Haight	#2385	Education	2019 (Education)
Jacqueline Knaust - Chair	#1733	Chemistry, Mathematics & Physics	2019 (Chemistry)
Vasudeva Rao Aravind	#2713	Chemistry, Mathematics & Physics	2020 (Physics)
Jennifer May	#1779/#1278	Human Services, Rehab, H&S Sciences	2020 (Human Services)
Marc Sanko	#2412	Social Sciences	2020 (History)
Leah Chambers – Vice Chair	#2587	English & Modern Languages	2021 (English)
David Lott	#1219	Biology & Geosciences	2021 (Biology)
<u>PROMOTION</u>			
Todd Lavin - Chair	#2555	Social Sciences	2019
Cahndice Matthews	#2072	Education	2019
Rod Raehsler	#2627	Economics	2020
Christopher McCarrick	#2739	English & Modern Languages	2020
Stephen Gandler	#2319	Chemistry, Mathematics & Physics	2021
Helen Hampikian	#2116	Biology & Geosciences	2021
Linda Lillard	#2383	Library Science	2021
<u>CCPS</u>			
Barry Sweet – Chair	#2205	Social Sciences	appointed
Joyce Overly	#2567	Chemistry, Mathematics & Physics	2019 (Chemistry)
David Lott	#1219	Biology & Geosciences	2019 (Biology)
Linda Lillard	#2383	Library Science	2020 (Library Science)
Rich Lane	#2740	English & Modern Languages	2020 (English)
Daniel Shifflet	#1930	Chemistry, Mathematics & Physics	2021 (Mathematics)
Karl Sprenger	#2086	Education	2021 (Education)

Updated 08/05/2018

CLARION UNIVERSITY'S
APSCUF CHAPTER
SUPPORTS THE



PA PROMISE HIGHER ED

AFFORDABLE COLLEGE NOW!

RALLY FOR AFFORDABLE HIGHER EDUCATION

11:30 a.m.-12:30 p.m.
Wednesday, Sept. 26, 2018,
in front of Carlson Library
at Clarion University

Pennsylvania students are leaving college with tens of thousands of dollars of debt, and who knows how many students are simply not going to college because they cannot afford it? Pennsylvania, which U.S. News this year ranked 50th in higher education, is failing a generation by not providing affordable public higher education. It's time for Pennsylvania Promise – a plan to make higher education affordable in the Commonwealth.



[www.APSCUF.org/universities/clarion](http://APSCUF.org/universities/clarion)

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



facebook.com/ClarionAPSCUF



[@clarionapscuf](https://twitter.com/clarionapscuf)



FACULTY AND COACHES:

DON'T DISCARD YOUR CARD!

SIGN AND RETURN TO RECOMMIT TO APSCUF OR TO JOIN OUR UNION



**ATTACHED TO YOUR LETTER:
A SOLIDARITY STICKER**

In late August, you should have received a recommitment letter and application from OUR faculty and coaches union, the **Association of Pennsylvania State College and University Faculties**. If you are already a member, your status hasn't changed, but our goal is for all members — existing and new — to complete and mail back the postage-paid cards as a show of solidarity. If you've already returned your card, thank you! If you accidentally disposed of the mailing (to your home address), please contact **your chapter APSCUF office** to obtain a new card as soon as you're able. Thank you!



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Clarion, Pennsylvania 162214-1232
Phone: 814-393-2000
Text Telephone (TTY/TDD): 814-393-1601
WWW.CLARION.EDU

TO: Clarion University Faculty

FROM: University-Wide Promotion Committee: Chair Todd Lavin, Stephen Gandler, Cahndice Matthews, Rod Raehsler, Christopher McCarrick, Helen Hampikian and Linda Lillard

DATE: September 5, 2018

RE: **Promotion Workshop and Promotion Procedures and Deadlines**

The promotion procedures and dates are spelled out in the APSCUF-SSHE Collective Bargaining Agreement (CBA) and the Promotion Policies and Procedures at Clarion University.

Following are some deadlines of importance to chairpersons, department committees, and applicants as stated in the Promotion Policies and Procedures and the CBA (Article 16). **NOTE: ALL REQUIRED CONTRACTUAL DOCUMENTS SUBMISSION DEADLINE IS BY 5:00 PM ON THE DATE PROVIDED IN THE COLLECTIVE BARGAINING AGREEMENT OR LOCAL POLICY.**

1. Departmental Promotion Committee chairperson should be elected by **October 1, 2018**. Please notify APSCUF office and the University-Wide Promotion chairperson of election results—this includes committee membership.
2. **October 15, 2018**, the Departmental Promotion Committee should meet and review their procedures.
3. Candidates must submit their complete application and justification to the departmental chairperson by **November 1, 2018**. (CBA Article 16, paragraph B3). Candidates must also submit a copy of the one page application form to the appropriate Dean/Vice President, and Provost by **November 1, 2018**.
4. Department Chairs and Department Promotion Committees must forward all evidence submitted by the applicant in support of the promotion application to the Office of the President of the University by **January 7, 2019**. Please note that Department Chairs and Department Promotion Committees will still have access to these applications until the CBA deadline of **February 1, 2019**. The central location of applications on January 7 is to enable Deans/Vice Presidents to have access to these applications along with Department Chairs and Department Promotion Committees.
5. Departmental Promotion Committees and Department Chairs must forward their completed recommendations to the Contract University-Wide Promotion Committee by **February 1, 2019**. (CBA Article 16, Paragraph B6) It is recommended that completed recommendations be forwarded directly to the chair of the University-Wide Promotion Committee and not be included in the applicant's folders. A copy of the list of applicants must be forwarded to the appropriate dean.
6. Deans / Vice Presidents must forward their completed recommendations to the University-Wide Promotion Committee by **February 1, 2019**. (CBA, Article 16, Paragraph B7a)
7. The Provost must forward his/her completed recommendations to the University-Wide Promotion Committee by **February 21, 2019**. (CBA, Article 16, Paragraph B7b)
8. The University-Wide Promotion Committee must forward its recommendations to the University President by **April 15, 2019**. (CBA Article 16, Paragraph B8)
9. The President must announce the promotions for the academic year, 2015-2017, by **July 15, 2019**. (CBA Article 16, Paragraph B11)

A Pennsylvania State System of Higher Education Institution

TWO WORKSHOPS FOR PROMOTION APPLICANTS, DEPARTMENT CHAIRPERSONS, AND MEMBERS OF DEPARTMENTAL PROMOTION COMMITTEES WILL BE HELD THIS FALL SEMESTER.

THE FIRST WORKSHOP WILL BE HELD ON THE CLARION CAMPUS, THURSDAY, SEPTEMBER 20, 2018, FROM 3:30 PM TILL 4:30 PM IN THE RHEA CONFERENCE ROOM.

THE SECOND WORKSHOP WILL BE HELD AT THE VENANGO COLLEGE, THURSDAY, SEPTEMBER 27, 2018, FROM 3:30 PM TILL 4:30 PM IN ROOM 208 FRAME HALL.

ALL INTERESTED FACULTY SHOULD ATTEND ONE OF THESE WORKSHOPS.

We strongly urge faculty applicants, department chairpersons and faculty participating on departmental promotion committees to attend one of these workshops.

Applicants wishing to meet with the University-Wide Promotion Committee must notify the chairperson of the University-wide Promotion Committee in writing by **February 7, 2019**.

Copies of the Promotion Policies and Procedures and all related materials are available online www.apscuf.org/universities/clarion/clarion-documents/ or at www.apscuf.org/universities/clarion ; Promotion Committee Members, the APSCUF office, and will be handed out at the Promotion Workshop.

By Rick Bloomingdale / President, state AFL-CIO

Posted Sep 2, 2018 at 12:15 AM



Labor Day has marked the victories of unions and America's working people for the last 136 years. It's a day of remembrance for the fight for workers' rights, the very concept of the 8-hour work day, the weekend, the elimination of child labor in favor of universal education, and the injustice of unsafe, lethal working conditions.

It is time for us to return to the same principles of economic justice and working-class solidarity that delivered those victories. Our history shows that when workers come together in a union and exercise their collective voice on the job, we transform the economy and the daily lives of all our brothers and sisters who work.

America's working people and their unions have faced many challenges over the last few years, but with adversity comes opportunity. Today, corporations and monied special interests try to pit us against each other as they rig the economy to work for the wealthy few at the expense of the working class. In the last year, we have seen incredible grassroots action in response to threats to our freedoms and our rights. Hundreds of thousands of newly organized union members are reclaiming their power in the workplace, and three quarters of them are younger than 35.

This summer, the Supreme Court ruled in the case of *Janus v. AFSCME Council 31* delivering a politically motivated verdict that affects millions of workers across America and hundreds of thousands of Pennsylvanians. Their decision overturned more than 40 years of established labor law. Many were ready to spell the end for the labor movement, for fair workplaces and for workers' rights.

From the teachers striking and winning in West Virginia, to the brothers and sisters in Missouri who repealed "right to work" legislation at the ballot box for the first time in history, to right here in Pennsylvania when we proved this spring that our economic values are more unifying and energizing than the divisive rhetoric of politicians, we are proving them wrong. We are still fighting; we are marching, striking and organizing.

We fight for equality and the economic dignity for all workers, regardless of their gender, race, ethnicity, religion or who they love. Everyone has the right to respectful treatment and the opportunity to make a living for themselves and their families. Right now, our country is divided along many lines, emotions are raw and many of us feel like we are not being heard. This is a pivotal moment, not just for the labor movement and the civil and equal rights movements; it is a moment to refocus on the issues that bring us together in solidarity.

And this moment could not be more significant in its magnitude. We are at a point in history where we are seeing yet another opportunity to create change in the workplace through organizing in a union, by standing up against sexual harassment and gender discrimination, or ending the prejudice that exists based on race and sexual orientation or protesting the consistent failure to care for workers' safety and rights.

Labor unions and members have been fighting for legislation to protect workers for years with bills like public-sector worker safety, the protection of workers compensation and unemployment insurance, and addressing discrimination in the workplace. Yet our state Legislature is often unable to act on behalf of the working men and women of this commonwealth. These are not partisan issues; this is about your right to security and safety on the job, and to come home at the end of the day.

We need courageous Pennsylvanians to stand up and pass the Jake Schwab Worker Safety Bill, the Pennsylvania Workplace Freedom Act and the seven sexual harassment bills sitting in Harrisburg waiting to protect our sisters and brothers from abuse. These aren't partisan pieces of legislation. It's not about Democrats and Republicans; it's about the working people of Pennsylvania. It is all too easy to point fingers and accuse, judge and sow the seeds of division, but shame does not lead to changed minds or a community of dignity. Only when we come together and demand that each of us is treated with respect on the job, in our communities and in our government will we become the change we seek.

What we need now to mark 2018's Labor Day is a profound and rigorous rededication to the fight for economic justice.

Rick Bloomingdale is president of the Pennsylvania AFL-CIO.

September 2018

www.apscuf.org/universities/clarion

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Memorandum

VIA ELECTRONIC EMAIL

TO: University Human Resource Directors
FROM: Frank Lentz
Director, Human Capital Management
DATE: September 10, 2018
RE: 2018 Fall Supplemental Payments

This is to provide the schedule for fall, 2018 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 26, 2018 pay, if the schedule is followed.

1. Overload and related payments should be submitted locally between now and October 5, 2018.
2. Local review and preparation for input is October 5, 2018 through October 17, 2018. This period 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 10, 2018 through October 17, 2018.

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 21, 2018 pay, if the schedule is followed:

1. Distance Education payments should be submitted locally between now and November 2, 2018.
2. Local review and preparation for input is November 2, 2017 through November 14, 2017. This period 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 5, 2018 through November 14, 2018.

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



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September 15, 2018

REVISED LETTER

Dear APSCUF Local Chapter Offices:

Greetings everyone!

Attached for your review are the instructions from the Chancellor's Office to the University Human Resource Directors regarding authorization for **Fall 2018 Overload/Related Payments and Distance Education Payments**. Independent Studies are not paid until after the faculty member submits students' final grades.

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 5, 2018**.

Overload and related payments will be included in the October 26, 2018 paychecks.

If a faculty member has not received an overload payment in his or her October 26, 2018, 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 26, 2018, 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 5, 2018**, 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 2, 2018**.

Distance Education payments will be included in the November 21, 2018 paychecks.



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If a faculty member has not received a distance education payment in his or her November 21, 2018, 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 21, 2018 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 **December 31, 2018** in order to be considered timely. If your local has a winter extension agreement, the deadline will differ.

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.

Sincerely,



Mary Rita DuVall
Head of Labor Relations
STATE APSCUF