

Phone: (814) 227-2420

www.apscuf.org

October 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 Modrzejewski**; Coaches' Grievance Chair – **Eric Laughlin**; Venango Campus Rep – **Renee Bloom**; CAP – **Joseph Croskey**; DRC – **Mary Buchanan**; Grievance – **Mark Kilwein**; Health & Welfare – **Amy Shannonhouse**; Legislative – **Jonathan Touster**; Membership – **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**; Meet & Discuss Team: **Ray Feroz; Barry Sweet; Joyce Overly; Adam Roberts; Mark Kilwein; Jennifer May; Mary Buchanan**

The President's Message...

Dear Colleagues,

I hope your ALF Week went well. We now enter week 7 of the semester and as Judy Collins said, "Who knows where the time goes?"



As you are aware, recently we have lost a dear colleague in Mel Michel. Mel served on the APSCUF Departmental Representative Council and the Faculty Professional Development Committee. Her energy and dynamic personality will not be forgotten. At the General Membership Meeting held on September 25th Jeanne Slattery, Herb Luthin, and Amy Shannonhouse provided personal remembrances. I have included in this Newsletter Rod Raehsler's remarks (he was out of town and submitted a written piece) with permission. I have often said that the best part of working at Clarion is our colleagues. This was evidenced by how we came together with the loss of Mel and the heartfelt words of Rod, Jeanne, Herb and Amy, as well as the memorial gathering at Hart Chapel on September 28th. Thanks to everyone involved.

Special thanks to Marilyn Howe for chairing our Health & Welfare Committee since 2014. Marilyn has decided to step down and Amy Shannonhouse will now serve in that role. Thanks to Marilyn for her conscientious service and welcome to Amy!

New SSHE Chancellor Dan Greenstein will be at Clarion on Tuesday October 16th. We were fortunate at the recent Legislative Assembly meeting in Harrisburg to hear Dan's remarks and answers to questions. Chancellor Dan is not like any other Chancellor we have known. I highly encourage you to hear him speak on October 16th at 1:30 pm in the Suites on Main North Theatre. The most common description used by legislative delegates to describe their experience with Dan's presentation was that they "were blown away."

APSCUF State President Ken Mash attended our General Membership Meeting on September 25th. He provided general remarks pertaining to a variety of topics. The new contract negotiations are underway. A brief survey will soon be sent to all members to provide input as to priority issues beyond pay and benefits.

Kathryn Morton, APSCUF Communications Director, presented on October 2nd a seminar at the APSCUF conference Rhea conference room on the use of social media. It was well received.

Let's close with some **GOOD NEWS!**

(Continued on Page 2)

1. Head Softball Coach Cheryl Peterson and Head Baseball Coach Anthony Williams' received full-time contracts effective October 1st. Heretofore those positions were always part-time. Sean Esterhuizen, Clarion APSCUF Coach's President, made a very compelling written case for making these coaches full-time, as their jobs/hours were truly full-time. Sara Miller from state APSCUF provided guidance along the way. Wendy Snodgrass, the CU Athletic Director, lent her support to the cause, as did Susanne Fenske and Len Cullo. Thanks to everyone for making this happen for our truly deserving coaches.
2. We have just received word that, like the first promotion grievance, the second promotion grievance was settled favorably for all faculty involved. Two colleagues, **Uraina Pack** and **Doug Knepp** were promoted in subsequent years, but will still receive back pay from the original grievance submission date. Three other colleagues were promoted retroactively. Congratulations to **Cahndice Matthews**, **Paul Woodbourne**, and **Mary Terwilliger**! Special thanks to Sara Miller at state APSCUF and to our local Grievance Chair, Mark Kilwein, for their persistence and focus. Thanks to the AY 2014-15 promotion committee for reuniting to review and revisit promotion binders. This involved co-chairs Jim Lyle & John Heard, and members Janice Kruger, Young-Gyoung Kim, Jocelynn Smrekar, Rod Raehsler, and Lana Smith for revisiting their review of the promotion binders. Finally, thanks to Pam Gent, acting for President Pehrsson, for her decision to promote these very worthy colleagues.

If anyone should wonder whether a faculty union like APSCUF makes a difference, just re-read the good news above!

In solidarity,
Ray



FALL 2018 MEETINGS
(Please mark your calendars!)

EXECUTIVE COMMITTEE (EC)
(Rhea Conf. Room @ 3:30 pm)
Tuesday, October 16
Tuesday, October 30
Tuesday, November 27
Tuesday, December 11

Fall 2018 MEET & DISCUSS @ 2:30 pm
Friday, October 19 (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, November 13
Tuesday, December 4

LEGISLATIVE ASSEMBLIES
February 7-9, 2019 (Wyndham, Gettysburg)
April 25-27, 2019 (Williamsport)
May 17, 2019 – Leadership Day (Slippery Rock)

CAMPUS VISITS FROM APSCUF STAFFERS: 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.

- **Sara Miller, State APSCUF's Labor Relations Department** - Thursday, October 18, 2018, from noon – 2:00 pm in the Rhea Conference Room. If you wish to have a 10-15 minute one-on-one with Sara, please let me know. I can arrange a time for you while she is here for those two hours. Otherwise, please feel free to stop by the Rhea Conference Room in the Rhea Building between Noon till 2:00 pm to meet Sara. She will be available to answer any general contract questions.
- **Nancy Koutris, Director of Membership Services** - Wednesday, November 7, 2018. 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.



The Clarion APSCUF office will be closed on the following days: Friday, October 19 thru Friday, October 26. Jan will be on vacation!

PROMOTIONS ANNOUNCED

CONGRATULATIONS!! to the following that received Promotions from a recent arbitration settlement:

Uraina Pack (English & Modern Languages)
Doug Knepp (HSRH&SP)
Cahndice Matthews (Education)
Paul Woodbourne (Economics)
Mary Terwilliger (Nursing)

Clarion APSCUF Sick Leave Bank Policy



Any faculty or coach member may request days from the Sick Leave Bank using the "APSCUF 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



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

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 or contact our Health and Welfare Fund Officer, Amy Shannonhouse. 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.



DON'T FORGET TO VOTE ON ELECTION DAY, TUESDAY, NOVEMBER 6th.



WELCOME New & Returning APSCUF Members!!

- ❖ *Jacob Detelich - Communication*
- ❖ *Randilyn Lewis - Nursing*
- ❖ *Drew Williams - Visual & Performing Arts*

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.

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 **Jan Walters in our local chapter APSCUF office** to obtain a new card as soon as you're able. Thank you!



Are you registered for the **MEMBERS ONLY** site? To get yourself registered, go to www.apscuf.org. 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.

GO GOLDEN EAGLES!! Again this year Clarion APSCUF is proud to be a sponsor in the Golden Eagle Athletic Partnership, a corporate sponsorship supporting Clarion University athletic teams. As part of the package, 6 sets of tickets for Clarion University home football games were donated to the kids of The Arc of Clarion County. The Arc provides a variety of services and programs designed to support people who experience disabilities and their families.



ARE YOU TRYING TO FIND ALL THE PROMOTION, TENURE, SABBATICAL AND/OR EVALUATIONS INFORMATION AND MATERIALS? Go to the Clarion APSCUF webpage at www.apscuf.org/universities/clarion and click onto "Documentation Center". Please note that all materials are updated on the web when received from each university-wide committee chair.

Visit our local webpage at www.apscuf.org/universities/clarion

This page is dedicated to our beloved union sister, Marilouise “Mel” Michel, who suddenly passed away from a brain aneurysm on September 24, 2018. May she rest in peace. A donation is being made to the Marilouise Michel Theater Scholarship Fund c/o the Clarion University Foundation, Inc. in her memory from the faculty and coaches of Clarion APSCUF.

**IN MEMORY OF
MARILOUISE “MEL” MICHEL (THEATER)
October 15, 1961 - September 24, 2018**

Written by Rod Raehsler (Economics)



It is not an easy task to put down in words how Mel Michel touched my life and so many people around her. Her passing has come so unexpectedly among all of us that I'm sure the true extent of her absence won't fully be realized for some time to come.

My wife and I became friends over time with Mel; primarily as a result of our children going to school and growing up together. We would always see each other and have a chance to visit at school concerts, plays, sporting events, and academic events. We always discussed how our children were doing and Mel was clear about how proud she was of Emily and Marshall but just as willing to listen to how our son was doing.

Mel is one of the kindest individuals I have ever encountered in every way imaginable. The university community, I know, is well aware that she gave part of her liver for a virtual stranger (Tammy Pawluk) who would have not survived without her assistance. While that incredible act of genuine kindness is certainly unique, it is not surprising if you got to know Mel. Simply put, she would always be the first to help anyone in need whether that need was great or small.

Yesterday, in the ultimate act of giving, Mel's daughter Emily signed the papers for her mother to donate the remaining part of her liver and both of her kidneys. While we are all certainly grieving the loss of a dear friend and colleague, three other families received greatly anticipated news that an organ had been found for one of their loved ones. Mel would have been so pleased at the chance to help three more people as she had helped Tammy Pawlak before.



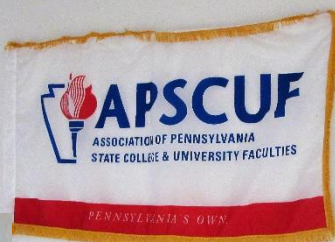
Mel lived a large life and insisted that those around her do the same. She made you feel that you were capable of reaching for your dreams and achieving them. She encouraged, taught, demonstrated and believed that we could all be better. We could do more for those around us.

We were blessed to have her in our presence for so many years at Clarion University. She was truly one of a kind and her absence will leave a very large hole in the lives of her friends, family and colleagues at Clarion University.

**OUR UNION BROTHERS AND SISTERS IN ACTION!
BE AN ACTIVE AND CONTRIBUTING MEMBER!
GET INVOLVED TODAY!!**



**KEEP
CALM
AND
UNION
STRONG**



Be confident with an open mind, APSCUF intern advises after summer in Harrisburg

Aug 10, 2018 | [News](#)



Deciding whether or not to apply for an internship can be a difficult decision. During the application process, one has many factors to consider: What will I learn, will the experience be worth it, is the internship paid or unpaid, and how much will it cost to live where I'll be working? In this post, I'll try to answer some of the frequently asked questions prospective interns have, while also giving a brief overview of my experience at APSCUF in Harrisburg this summer.

APSCUF intern John Danvers, center, with Clarion University's APSCUF Chapter President Ray Feroz, left, and Clarion Professor Kevan Yenerall at APSCUF's legislative reception in June. Danvers is an economics and political-science major at Clarion.

The acknowledgements

Before I begin, however, I want to recognize those who made this experience possible. Dr. Kevan Yenerall, my internship adviser, has played an indispensable role in my development and growth as I study Pennsylvania politics. His commitment to students is unparalleled, and I am grateful to have him as my professor and adviser at Clarion University.

Here in Harrisburg, I'd also like to express my gratitude to a few individuals. Kathryn Morton and Sean Crampsie, my internship supervisors, are incredibly talented professionals and have served as tremendous mentors during my time with APSCUF. Kathryn is the consummate communications director, and Sean knows our state legislature inside and out. Finally, I'd like to thank Dr. Mash and the APSCUF staff for their kindness and willingness to help me whenever I had a question or need.

The details

Here's what you need to know about the internship. First, if financing a summer in our state's capital is a concern, don't let this stop you from applying. APSCUF provided an apartment while also paying \$11 an hour to work 35 hours each week. My only notable expenses were for groceries and parking.

Over the course of my 10 weeks in Harrisburg, I shadowed lobbyists, interviewed legislative assistants, and met state representatives and senators. Also, I gained valuable public-relations skills, such as learning how to write a column for a [newsletter](#) and [interviewing an APSCUF member](#).

A normal day for me would entail waking up around 6 a.m., going for a run (I'm training for a marathon.), then heading to work around 7:45 (I parked about a mile away from the office.). The work day runs from 8:30 a.m. to 4:30 p.m. with an hour for lunch. After work ended, I'd usually go to the gym for an hour, come home and eat dinner, then go to bed and recharge for the following day. It sounds boring at first, but it's a process I came to love and embrace.

My advice to anyone interested in this program is to have confidence in yourself but go into every situation with an open mind. Be ready to learn. Ask questions. That's what this entire thing is about. Also, don't be afraid to put yourself out there. Harrisburg is a microcosm of any major political environment — and in a way is one in and of itself. Talk to people, get their cards, and follow up. Lastly, have fun. South central Pennsylvania is in proximity to the major metropolitan areas of Philadelphia, Baltimore, Washington D.C., and New York City. I even went up for a weekend to visit some family in Connecticut. Take advantage of this great opportunity to do some exploring and make your friends jealous while they sit by the pool all summer. Good luck!

—John Danvers, APSCUF intern

FLU SHOT OPPORTUNITIES – FALL/WINTER 2018



STATE SYSTEM Health Plan Members – Highmark PPO Plan

- All Highmark members (who are age 9 and older) can obtain a no-cost flu shot at any CVS, Giant, Giant Eagle, or Rite Aid pharmacy in Pennsylvania, and at many other pharmacy locations (see attached list). No appointment is needed – the member must present their Highmark member ID card. The State System health plan will be billed directly for this service.
- Rite Aid, Giant Eagle, select CVS pharmacy locations and many other pharmacies will conduct an on-site campus flu shot administration, if the campus would like to pursue this option. There will be no additional fees specific to this event – the State System health plan will be billed for the number of vaccines administered to its State System Highmark members. Many campuses have already been approached by a pharmacy. If you have not, and you would like to pursue this option, please notify me, and I will put you in touch with the appropriate individual. If an on-site clinic is offered, all State System Highmark members (and Highmark members covered under an unrelated employer plan) can receive a no-cost flu shot at the event (they must present their Highmark member ID card). For individuals who are not covered by a participating health plan, there is the opportunity for them to receive a flu shot at the campus event on a self-pay basis (cash or personal check, the logistics of this will need to be addressed with the pharmacy vendor in advance of the event). They may have the ability to submit the receipt for this flu shot with a claim form to their health plan and receive reimbursement.
- Highmark members of all ages can obtain a flu shot from their physician (an office visit co-pay may be charged).

STATE SYSTEM Health Plan – UPMC HMO Members

- UPMC HMO members of the State System plan can obtain a no-cost flu shot at the following retail pharmacies:
 - Rite Aid
 - Giant Eagle
- If the campus does an on-site flu shot program with Rite Aid, the UPMC HMO member can obtain a no-cost flu shot at that event. This needs to be coordinated in advance with Rite Aid and UPMC.
- UPMC HMO members can obtain a flu shot at their doctor's office (an office visit co-pay may apply).
- UPMC HMO members can also obtain a flu shot at any pharmacy or clinic. They may then submit a claim form with a receipt to UPMC and they will receive reimbursement. The claim form is attached.

Local Understanding

Evaluation of Temporary Faculty Hired Under Separate Appointments
for Fall and Spring of the Same Academic Year

Under the terms of the collective bargaining agreement temporary faculty hired for the Fall Semester only are required to have one classroom observation completed by either a department member or the department chairperson.

A report of the department evaluation committee is due by November 1 and a report of the department chairperson is due November 8.

Faculty hired for the Spring Semester only are required to have one classroom observation completed by either a department member or the department chairperson.

A report of the department evaluation committee is due by April 1 and a report of the department chairperson is due April 8.

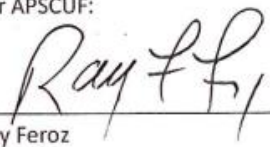
Temporary Faculty hired for the full academic year are required to have two classroom observations completed by a department member and one classroom observation completed by the department chairperson.

A report of the department evaluation committee is due by April 1 and a report of the department chairperson is due by April 8.

The parties agree that if a temporary faculty member is hired for the Fall Semester only and then hired by the same academic department for the Spring Semester only the second peer observation must be completed during the Spring Semester. A department committee report and a department chairperson report will not be required for the Spring Semester.

This understanding does not remove the requirement that student evaluations be completed in all courses taught by the temporary faculty member. Student evaluations for Spring Semester courses may be used for evaluation purposes in the following Fall Semester. Student evaluations for a specific semester may only be used on one evaluation cycle.

For APSCUF:


Ray Feroz
Local President

10/4/18
Date

For Management:


Pamela Gent
Interim Provost

10/4/18
Date

CLARION APSCUF LEADERSHIP APPOINTMENTS FOR 2018-2019

Departmental Representative Council

Chairperson:

Mary Buchanan

Grievance Committee:

Mark Kilwein – Chair

Mary Buchanan

Jonathan Touster

Health & Welfare Officer:

Amy Shannonhouse

Legislative Officer:

Jonathan Touster

Membership Officer:

Paul Klenowski

Negotiations Officers:

Ray Feroz

Nominations and Elections Committee

Chairperson:

YooJin Ha

Social Justice Committee Chair:

Amy Conner-Love

Public Relations Officer:

Christopher McCarrick

Mobilization Co-Chairs:

Jaqueline Knaust

Andy Lingwall

Student Affairs Liaison:

Naomi “Bell” O’Neil

Safety Committee:

Christine Hearst

Faculty Professional Development

Committee:

State Representative – Amy

Shannonhouse

1 year re-appointment - term expires 2019

Faculty Professional Development

Committee Members:

-three year appointment-

Amy Shannonhouse – term expires 2020

t/b/d – term expires 2021

Robin Bilan – term expires 2021

CCPS Chairs:

Barry Sweet

Parking Committee:

Mary Pat McCarthy - term expires 2019

Mark Kilwein - term expires 2019

Campus Coordinator for Harrisburg

Internship Semester:

Barry Sweet – term expires 12/31/2019

Scholarship Committee:

3 one-year terms

Simon Aristeguieta-Trillos - chair

Todd Lavin

Jeffrey Diamond

Social Committee Chair:

Linda Lillard

State Temporary Faculty Committee Rep

Michael Hissam

The above appointments are recommended by Chapter President Ray Feroz to the Clarion APSCUF Executive Committee on September 4, 2018 and was recommended to the general membership for approval on September 25, 2018.