

Executive Committee: President – **Ray Feroz**; Vice President – **Joyce Overly**; Secretary – **Christopher McCarrick**; Treasurer – **Linda Lillard**; Delegates – **Ray Feroz, Jennifer May, Barry Sweet, Jaqueline Knaust, Mark Lepore**; Alternate Delegates – **Ellen Foster, Jonathan Touster, Cristin Ketley, Jamie Phillips, Lorie Taylor**; Coaches President – **Chris Weibel**, Coaches Vice President – **Matt Hanhold**; 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 – **Jane Walsh**; Social Justice – **Amy Conner-Love**; Public Affairs/Relations – **Christopher McCarrick**; Student Liaison – **Naomi Bell O'Neil**; Rules & Bylaws – **Jamie Phillips**; Mobilization Co-Chairs – **Jackie Knaust & Andy Lingwall**; State Temporary Faculty Committee – **Natasha Dias**; 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 Brothers and Sisters,

Well, we made it through the one-of-a-kind spring 2020 semester.

May marks the end of Ken Mash's final term state APSCUF President. He was able to visit Clarion before the pandemic, on February 25th, and we recognized and thanked him. He worked with 3 different Chancellors and led us during the momentous strike of October 2016. He will be remembered as a tough, no nonsense president who was supportive of faculty. He now returns to teach political science at East Stroudsburg University. We also welcome Jamie Martin from Criminal Justice at IUP, as our new state APSCUF president! She served under Ken as his VP and comes into the job ready to hit the ground running!



The decision on F2F or Online or Hybrid fall class delivery will likely be put off until the last minute, and it is not just a University President and/or Chancellor decision – the federal guidelines, Governor and PA Department of Education will be involved. Don't look for a decision until mid-July or later.

You may have seen that Mansfield University has received a \$6 M loan from the SSHE, and wonder what about Clarion? I spoke to Dr. Dale and she is looking forward to the Sustainability Task Force recommendations for cost savings and revenue enhancement ideas before even contemplating the loan route. With SSHE loans come less autonomy and greater external oversight – something to avoid if we value local self-determination.

I usually reserve steely-eyed looks for the first calendar year message, but now is time for another one as we move toward a new academic year in an uncharted environment. SSHE and Clarion have more serious financial pressures than ever. Recent directives by the Chancellor coupled with shortened timelines to achieve financial sustainability, were concerning even before the pandemic. With the economic effects of COVID-19, state tax revenues will be down and pressure to fund the human services safety net will be up – spelling flat funding or even reduced state subsidies to higher education. And we serve many students who are financially disadvantaged and may not be able to send their daughters and sons to college this fall. With reduced enrollment the Chancellor will be under pressure by certain myopic state legislators to radically cut costs - that happens even in good times.

The APSCUF negotiations committee and the Legislative Assembly have approved an extension of the Enhanced Sick Leave Payout Program through the end of May. Given the challenges noted above, I urge fellow

faculty who may be contemplating retirement in the next year or two, to consider taking advantage of this incentive program. Reducing payroll costs will be helpful to Clarion University. Dr. Dale has said she will not use retrenchment. I imagine the pressure will be strong. If we can help her out by a few more early retirements, that could make a positive difference.

Thank you for all that you do for our students, and our colleagues. You are the heart and soul of the university.

In solidarity,
Ray



SUMMER 2020 MEETINGS



Summer 2020 MEET & DISCUSS @ 1:30 pm

- Monday, May 18 (Pre-Meet & Discuss)
- Friday, May 22 (Meet & Discuss)
- Monday, June 8 (Pre-Meet & Discuss)
- Friday, June 12 (Meet & Discuss)
- Monday, July 13 (Pre-Meet & Discuss)
- Thursday, July 16 (Meet & Discuss)
- Monday, August 17 (Pre-Meet & Discuss)
- Thursday, August 20 (Meet & Discuss)

New Faculty Orientation

Monday & Tuesday, August 17 & 18

APSCUF Special Legislative Assembly – May 6
APSCUF Leadership Institute – May 13 - CANCELLED

Again know that Clarion APSCUF’s Office Manager Jan Walters’ office continues to be open for APSCUF business...remotely from her home! You can contact Jan by emailing her at jwalters@clarion.edu or jwalters@apscuf.org.



SUMMER HOURS and SUMMER CLOSINGS: Clarion APSCUF Office Summer Hours are from 8 am till 4:00 pm Monday thru Friday. The office is scheduled to be closed on the following days:

- Friday & Monday, May 22 & May 25
- Monday, June 15
- Friday, June 19 through Thursday, July 2
- Friday & Monday, July 3 & 6
- Friday, July 24



SUMMER SCHOOL PAYMENTS FOR 2020

- SUMMER SESSION 1: MAY 22, 2020
- SUMMER SESSION 2: JUNE 19, 2020
- SUMMER SESSION 3: JULY 31, 2020
- SEVEN WEEK 1: JUNE 5, 2020
- SEVEN WEEK 2: JULY 31, 2020



IMPORTANT ANNOUNCEMENT:

Academic Pay Year Adjustment for 2020-2021 AY: Be sure to plan ahead for the “Payless payday”. Effective for the 2020-2021 AY, a pay period adjustment will occur to realign the academic year pay dates with the calendar year. To accomplish this adjustment, the initial pay period for the AY will be moved forward by one pay period. If you are on a 26-pay cycle, your last pay for this year will be August 28, 2020. All faculty members, both 20 and 26 pay options, will receive their first pay check for the 2020-2021 AY on September 25, 2020. Please note that you will receive all compensation to which you are entitled for the academic year.

PA FACULTY HEALTH & WELFARE FUND INFORMATION

For questions on eligibility and coverage, you can directly contact *The Fund* at:



PA Faculty Health & Welfare Fund
60 Boulevard of the Allies, 5th Floor
Pittsburgh, PA 15222
Phone: (844) 865-1137
Fax: (412) 224-4465



REMINDER: Please be sure to take your dental or vision ID card with you when you go on your appointment. They will need your ID number to process your claim(s) through United Concordia Dental (UCCI) and National Vision Administrators (NVA).

Also, if you have not yet done so, be sure to “Create an Account” for yourself in both UCCI & NVA websites. There you will have access to see all who is currently covered under your benefit, claims that are pending or paid, current coverage, ID cards, etc.

Also, please note that if you need to update your mailing address or change dependents, you will need to complete a new enrollment/change form.



TEMPORARY FACULTY: If your contract ends May 22, 2020 and you do not have a fall 2020 contract, your vision and dental coverage ends June 30, 2020. So take advantage of this coverage before this end date!

A Healthy U Reminder



Due to the COVID-19 pandemic, the *Healthy U* requirement for the current wellness year has been changed to completion of the RealAge Test only (worth 30 points). All faculty and coaches and their enrolled spouse **MUST** complete the RealAge Test by **May 31, 2020**. If you do not complete the *Healthy U* requirement, a penalty of 10% will be added to your healthcare premiums beginning July 1, 2020. For those with family coverage, that's an additional \$2,000+ in annual healthcare premiums.

Sharecare does not send confirmation emails upon completion. To determine if you have completed the requirement, log into your *Sharecare* account, click on the ACHIEVE icon, and then REWARDS.

- If you *and your enrolled spouse* completed the RealAge Test and other wellness activities and can see 70 points in the Rewards section, you are complete.
- If you *and your enrolled spouse* completed the RealAge Test and can see 30 points in the Rewards section, you are complete.
- If you **AND/OR your enrolled spouse** have not completed the RealAge Test during the current program year - which began on September 1, 2019 - you must do so before the May 31, 2020, deadline.

Please contact our local Human Resources office in Carrier or [Bim Arthun](#) in APSCUF Membership Services if you have questions about the *Healthy U* program.

NOTE: There were programming changes made that go into effect May 1. Anyone who has completed the RealAge Test and previously saw 30 points in their *Sharecare* account will supposedly see 70 points for the same activity beginning May 1.



APPLY ONLINE FOR MAIL-IN AND ABSENTEE BALLOTS

The PA Primary will now be held on **June 2, 2020**. To stay up-to-date with the latest and most accurate election information in Pennsylvania, visit www.VotesPA.com.

Important Primary New Dates:

May 18: Last day to update your voter registration information

May 26: Last day to request a mail ballot

June 2 till 8pm – PA Primary Election: Deadline to return your voted mail-in ballot

ENHANCED SICK LEAVE PAYOUT PROGRAM

APSCUF Faculty

The "Enhanced Sick Leave Payout Program" was been approved to be extended by the Delegates of the Legislative Assembly on April 7th, and will provide eligible active faculty members, regular full-time faculty and tenured, regular part-time and tenured faculty members who have met the [eligibility criteria](#) for majority paid retiree healthcare, the opportunity to receive an increased sick leave payout if they submit a letter of intent to retire on or before June 1, 2020, with an effective date of retirement on or before August 14, 2020.

Previously, the original system-wide goal of 200 faculty member retirements was met, and as a result any additional faculty members meeting the [eligibility criteria for majority paid annuitant healthcare](#) who provide notice of retirement on or before June 1, 2020 and retire on or before August 14, 2020 will receive the increased sick leave as follows:

Sick Days Accumulated	Current Days Paid per Article 17.E.2 of the CBA	Total Days paid under the ESLP Program	
		Less than 25 years of service (2.25 multiplier)	25 or more years of service (2.5 multiplier)
10 to 74	10	Up to 22*	Up to 25*
75 to 149	20	45	50
150 to 224	30	67	75
225 to 299	40	90	100
300 and over	50	112	125

*A faculty member may not get paid out for more sick days than they have accumulated.

All submitted retirements will be irrevocable.

APSCUF Coaches

This "Enhanced Sick Leave Payout Program" has been approved by the Coaches Membership and will provide eligible coaches the opportunity to receive an increased sick leave payout if they submit a letter of intent to retire on or before June 26, 2020, with an effective date of retirement on or before September 25, 2020.

Under this Enhanced Sick Leave Payout Program the sick leave payouts will be calculated as follows:

Sick Days Accumulated	Current Days Paid per Article 9.1.D.1 of the CBA	Total Days paid under the ESLP Program	
		Less than 25 years of service (2.25 multiplier)	25 or more years of service (2.5 multiplier)
10 to 74	10	Up to 22*	Up to 25*
75 to 149	20	45	50
150 to 224	30	67	75
225 to 299	40	90	100
300 and over	50	112	125

*A coach may not get paid out for more sick days than they have accumulated.

All submitted retirements are irrevocable.

HAPPY RETIREMENT!! BEST WISHES TO OUR 2019-2020 RETIREES

- ❖ Dr. Stephen Agyei-Mensah, Computer Information Science
- ❖ Dr. Jerry Belloit, Finance (January 2020)
- ❖ Dr. Nancyann Falvo, Nursing
- ❖ Dr. John Heard, Chemistry, Mathematics & Physics (August 2019)
- ❖ Dr. Christina Hearst, Student Support Faculty
- ❖ Dr. Ralph Leary, English & Modern Languages (January 2020)
- ❖ Dr. John McCullough, Education
- ❖ Dr. Mark Mitchell, Psychology
- ❖ Ms. Michele Pedlow, Trio Student Support Services
- ❖ Mr. James Rose, Visual & Performing Arts
- ❖ Dr. Thomas Rourke, Social Sciences
- ❖ Dr. Richard Sabousky, Special Education
- ❖ Dr. Jocelynn Smrekar, Education
- ❖ Dr. Lisa Turner, Special Education



Farewell
and
Good Luck



Unfortunately due to the Coronavirus, the Retirement Reception has been postponed. Once the social distancing has been lifted, new plans for a celebration will follow.

ATTENTION NEW FACULTY RETIREES: PA Faculty Health and Welfare Fund Benefits will end on the last day of the following month after your retirement date. Retirees have the option of signing up for COBRA for their Health and Welfare benefits for an 18-month period or paying for dental/vision benefits thru APSCURF, the retirement association.

All Clarion APSCUF Retirees receive a one-year membership paid by Clarion APSCUF to the Association of State College and University of Retired Faculties (APSCURF). As an APSCURF member, retirees are entitled to the special services they enjoyed as an APSCUF member plus the voluntary member-paid dental/vision benefit option plan.

Best wishes

EMERITUS STATUS PROCEDURES



Nominations for Emeritus Status should be initiated by member(s) of the appropriate department/unit and announced at a department/unit meeting, normally within one year following retirement. The nominated member(s) of the department/unit shall forward a one-page summary of the significant accomplishments made by the nominee to the Dean and appropriate Vice President.

The Office of the Provost and Academic Vice President will be responsible for the implementation of this policy and its procedures. The above procedures for departments to follow to request emeritus status for retiring faculty in departments are taken from the Clarion University of Pennsylvania Policy on Emeritus Status. A copy of the entire policy is available from the APSCUF office.

If you have faculty who are retiring at the end of the fall or spring semester in your department, please follow the procedures in this policy to request emeritus status for the nominee.

Clarion APSCUF Fall 2020 Scholarships Awarded

CONGRATULATIONS to the following APSCUF Scholarship winners who were awarded \$500 each for the Fall 2020 semester. This year there were 49 outstanding applications submitted by currently enrolled students throughout Clarion and Venango campuses. The scholarship winners were recommended by the APSCUF Scholarship Committee (Committee Chair Dr. Jeffrey Diamond, Dr. Todd Lavin and Dr. Helen Hampikian) and were approved at the Executive Committee meeting on April 28, 2020. (Note: photos of winners will be in next September's newsletter.)

- ✚ **APSCUF: Greyson Knepp (Integrative Studies-Art & Entertainment)**
- ✚ **Graduate: Emily Baker (Speech Language Pathology)**
- ✚ **Senior: Samantha Rodgers (Accountancy)**
- ✚ **Junior: Rhiannon Mack (Management-HR Management)**
- ✚ **Freshman/Sophomore: Jenna Joseph (Biology)**
- ✚ **At Large: Kimberly Westover (Molecular Biology)**
- ✚ **At Large: McKenzie Rodriguez (Secondary Education - English)**

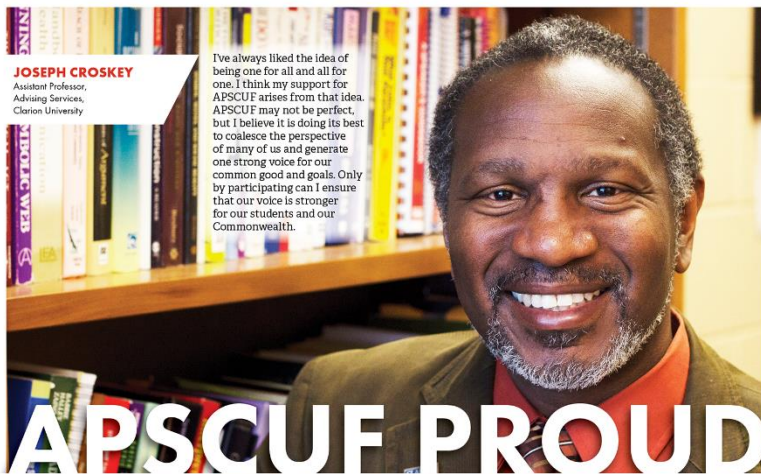


THANK YOU! to the members of this year's Clarion APSCUF Scholarship Committee: Dr. Jeffrey Diamond (Chair), Dr. Todd Lavin and Dr. Helen Hampikian. These scholarships has been made possible by the faculty and coaches members of APSCUF.

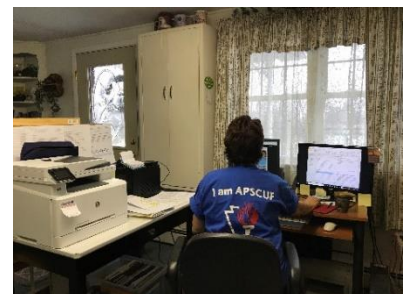
**PROUD
TO BE A
UNION
MEMBER**

WE ARE APSCUF PROUD

These certainly have been strange times, but know that your APSCUF Leadership is constantly and “virtually” working for you. So be APSCUF Proud and say “thank you” to our dedicated leadership!



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DR. LACEY FULTON

Assistant Professor,
Communication Department Chair,
Clarion University

I first joined APSCUF as a temporary faculty member at IUP. I appreciated the protections the union affords to its members — temporary, tenure track or tenured. When I was fortunate enough to be offered a tenure-track job at Clarion, I went for it. I knew PASSHE was where I wanted to be. While on the tenure track, we went on strike. I went on strike to help protect my temporary colleagues, as I had spent so many years in their shoes. That's the power of collective bargaining. Everyone in APSCUF is behind you. You're never alone. Learning more about the union and what it offers has made me even more proud to join a group of dedicated professionals.

APSCUF PROUD

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We are **APSCUF PROUD** of our very own “celebrities” in the **APSCUF PROUD** campaign. They were featured in APSCUF’s TV commercials and posters.

Thank you to Jackie Knaust (Chemistry, Mathematics & Physics), Nripendra Singh (Management & Marketing), Lacey Fulton (Communication), Andy Lingwall (Communication) and Joseph Croskey (Student Success) for representing APSCUF so well! We are CLARION PROUD!

If you didn’t get a chance to see the commercials, just click on the following link:

<https://www.youtube.com/playlist...>



DR. JACQUELINE KNAUST

Assistant Professor,
Chemistry,
Clarion University

I am thankful that I grew up in a union household. Looking back now, I think that my dad, a lifelong family farmer in his 50s, took on a second job as a union carpenter during the farm crisis of the 1980s because he understood that it would provide income, retirement, and healthcare security for our family. Because I experienced firsthand the benefits of his union membership, I knew that joining APSCUF was the right decision for me and for my family. APSCUF is a voice for high-quality, affordable public higher education in Pennsylvania, and as a first-generation college graduate, I am proud to be part of an organization working to ensure that our students receive the educational benefits and opportunities necessary to prepare them to be future leaders.

APSCUF PROUD

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SPRING 2020 GENERAL ELECTIONS RESULTS

The Clarion APSCUF Nominations and Elections Committee is pleased to announce the results of the Spring 2020 General Election. See below.



Thank you, all, for your interest in serving our union and our university community. And thanks to all who participated in the election, candidates and voters; your contributions are appreciated.

Best wishes,

APSCUF Nominations & Elections Committee:

Jane Walsh (Chair), Paul Klenowski, Doug Knepp, Chunfei Li & Amanda Lockwood

APSCUF OFFICES

Secretary: (1 one-year term)

Christopher McCarrick

Treasurer: (1 one-year term)

Linda Lillard

Delegate to Legislative Assembly: (3 two-year term)

Jennifer May

Annette Rosati

Barry Sweet

Alternate Delegate to Legislative Assembly:

(2 two-year term)

Ellen Foster

Jonathan Touster

Nominations & Elections Committee: (3 two-year term)

Natasha Dias

Xiaofeng Li

Rachel Newbury

Venango Campus Representative: (1 one-year term)

Renee Bloom

COACHES APSCUF OFFICES

Coaches Alternate: (1 one-year term)

Keith Ferraro

CONTRACTUAL COMMITTEES

Promotion Committee: (2 three-year term)

Christopher McCarrick (English & Modern Languages)

Rod Raehsler (Economics)

Sabbatical Leave Committee: (3 three-year term)

Jennifer May (Rehab)

Tonya Otto (Library Services)

Jane Walsh (Sociology)

Tenure Committee: (2 three-year term)

Jennifer May (Rehab)

Adam Roberts (Mathematics)

CCPS: (2 three-year term)

YooJin Ha (Library Science)

David Lott (Biology)



State APSCUF Officers:

 **President: Jamie Martin (IUP)**

Vice President: Chris Hallen (BL)

Secretary: Michele Papakie (IUP)

Treasurer: Clifford Johnston (WC)



Clarion APSCUF continues to be well represented on the State level!

CONGRATULATIONS to Ellen Foster and Mark Lepore who were recently elected to serve a 2-year term on the State Audit Committee. Joyce Overly will continue to serve on the State Executive Committee and Mark Kilwein will continue to serve as the Chair of the Statewide Grievance Committee along with serving on the State Meet & Discuss Team.

ANNOUNCING THE RESULTS FROM THE DEPARTMENT CHAIR ELECTIONS
Congratulations to the following individuals!

Department Name	Faculty Name
Accountancy	Tony Greci
Biology and Geosciences	Andrew Keth
Chemistry, Mathematics, Physics	Adam Roberts
Computer Information Sciences	Jeffrey Childs
Communication	Lacey Fulton
Counseling, Human Services, Rehabilitation, Allied Health and Criminal Justice	Ray Feroz
Communication Sciences and Disorders	Kristina Dworek
Economics	Paul Woodburne
Education	Jesse Haight
English and Modern Languages	Leah Chambers
Finance	Jeffrey Eicher
Information and Library Science	Linda Lillard
Library Services	Mary Buchanan
Management and Marketing	Tony Johns
Nursing	Deb Kelly
Nutrition, Health & Sport Sciences	Doug Knepp
Psychology	Jeanne Slattery
Social Sciences	Barry Sweet
Special Education	Lorie Taylor
Student Affairs Faculty	Wendy Snodgrass
Student Support Services	Joseph Croskey
Visual and Performing Arts	Casey Teske

The following is a list of faculty identified as Department Chairperson for Summer 2020:

<u>Department</u>	<u>Chairperson</u>	<u>Department</u>	<u>Chairperson</u>
Biology/Geoscience	Andrew Keth	Accountancy	Anthony Greci
Chem/Math/Physics	Adam Roberts	CIS	Jeffrey Childs
Communication	Lacey Fulton	Finance	Jeffrey Eicher
Economics	Paul Woodburne	Library Science	Linda Lillard
English/Modern Languages	Leah Chambers	Management/Marketing	Tony Johns
Social Science	Barry Sweet	Counseling/Human Service	Ray Feroz
Visual/Performing Arts	Casey Teske	CSD	Kristina Dworek
Education	John McCullough	Nursing	Deb Kelly
Special Education	Rick Sabousky	Nutrition/Health/Sport	Doug Knepp
		Psychology	Jeanne Slattery



Have a safe and enjoyable summer!