

MINUTES
Management / APSCUF **Faculty** Meet and Discuss
Session 356
Thursday, September 21, 2006
12:30 p.m. – Sullivan Board Room

APSCUF representatives were: Mark Cloud, Fay Cook, Howie Congdon, Steve Hicks, Rey Junco, and Cheryl Orndorf as recording secretary

Management representatives were: Karen Harvey, Alan Anderson, Deana Hill, and Denise Shoemaker

Additional item added: Sabbatical Announcements

I. Approval of Meeting Minutes for August 31, 2006

The approval of the August 31, 2006, meeting was postponed.

II. Grievance Update

APSCUF reported five new grievances have been filed from the Athletics department. There are concerns with the way promotion is handled for some non-teaching faculty. APSCUF expressed a desire to work out these grievances at the local level. An additional grievance is in the works.

III. Enrollment and staffing issues

Management provided APSCUF with official enrollment numbers. APSCUF asked if management will still compensate faculty for teaching large classes. Management reported for spring there will be no large class size compensation partly due to budgetary concerns. There was a discussion about whether management will be able to get faculty to teach large sections without additional compensation.

IV. Search Committee compositions

APSCUF agreed to the suggested compositions for Director of Clearfield and Director of Distance Education as outlined in the August 31, 2006, meeting minutes.

APSCUF recommended the following for the Dean of Education & Human Services Search: five faculty, two management, one AFSCME, and one student. The faculty contingency would be broken down to three from Education & Human Services, one Arts & Sciences, and one at large. APSCUF recommends that this become the model we can use for future reference as a supplement for dean searches. The faculty from each college would be different, but the total numbers can remain the same.

V. Composition of Fiscal Accountability and Accessibility/Disabilities committees

APSCUF agrees to management's proposed Accessibility/Disability committee representation noted in the August 31, 2006, meeting minutes.

Management and APSCUF agree the Fiscal Accountability Committee representation should include: three managers (not VPs--they can attend and contribute, but not vote), three APSCUF, one each AFSCME, SCUPA, SPFPA, and SCC, and a community representative. The committee itself could seek the "community" representation perhaps as a consultant, but not as a mandated member of the committee. M. Cloud recommended B. Lloyd be appointed to convene the committee. Management accepted this recommendation. APSCUF will notify the convener. Management will let us know who the representatives are for the other constituent groups.

VI. Draft format for Dean's evaluation of faculty

APSCUF noted the language dealing with addition of documents could be softened. Management agreed. Another suggestion by APSCUF would be to parallel the organization of the effective teaching section with the other sections that only make reference to the CBA article. Management would like to leave in the language with the exception of the change of "course outlines." According to management, everyone has an idea of what the other things mean, but in teaching affectiveness that can be confused. With the exception of the change of adding "course outlines," the language is taken exactly from the CBA. APSCUF does not concur that management can determine that syllabus means course outlines. More discussion followed, but no consensus was achieved. Management reported it could be disseminated quickly once there is an agreement on this. APSCUF expressed appreciation that management is asking for its feedback.

VII. Draft Student teaching supervision guidelines

APSCUF reported the draft for student teaching supervision guidelines seems like a reasonable request, but would like to have the points from the email part of the minutes. Management will send it back to APSCUF in memo form and it will be attached to the minutes and disseminated appropriately.

On a related issue, APSCUF asked if C. Allen's appointment is permanent or temporary. Management responded it is temporary until we "elect" directors. APSCUF believes the directorships should have some limits (terms) so that other individuals can have opportunities. Directorship elections will be added to the next agenda. It should be opened up to all faculty to give everyone a chance.

VIII. Article 27.C.1. Update on Continuing Education and compliance with CBA and local agreements

The chairs have received a new email about continuing education opportunities. It is more detailed where faculty can look at more about the courses. The one thing that is missing is how faculty would be compensated. Management requested an extension to further review this issue with Gatlin and some of the sister institutions that are using it. The Provost has set up a UCC "watchdog" committee.

IX. East Campus concerns/Academic time schedule

APSCUF expressed appreciation for being included in the process with this issue this time. There is not unanimous support for it. Concerns include, but are not limited to:

- a) Is 15 minutes enough?
- b) Does this make it an open field for using EC anytime?
- c) Students could have back to back courses and be back and forth all day, and what does that do to the character of this campus?
- d) Whose responsibility is transportation?
- e) It is just as difficult for the faculty to get back and forth as it is for students.

Management noted 16-passenger vans are being purchased. Management has found only 12 students that are currently affected and believes the shuttle is now running. All faculty were offered alternative solutions and none took it. J. Reitz is looking at ways to remind students where these classes are so they can keep that in mind when they are scheduling. If a student schedules without looking carefully there's not much to do to keep that from happening. Management will check to see if it is possible to pull these courses out as a category.

X. Proposed revision to policy on steps for temporary faculty

APSCUF proposed a policy on steps for faculty with 2 semesters of continuous service be given a step and crafted the language to cover those who have spring or fall only contracts. Management will do a cost estimate and look at other scenarios and get back on this issue.

XI. Review/Reaffirmation of Local Meet and Discuss Agreements

Supporting documents were distributed by APSCUF for agreements up for review/reaffirmation. This item will be on the agenda for the next meeting and APSCUF will send a summary with the agenda.

XII. Individualized Instruction Approvals

Approval was given for the following Individualized Instructions: ACCT215 – K. Elbin, J. Emig – HLTH402, S. Liddic – HLTH200.

XIII. Next Meeting

Tuesday, October 17, 2006, 12:30-2:00 pm, Sullivan Board Room

XIV. Sabbaticals

APSCUF distributed a document with records for sabbaticals and expressed concern over the drop in the number of sabbaticals awarded. When you combine this with the “no more compensation for large sections” it is not a good situation. APSCUF asked if LHU has its performance funding results. APSCUF would like to know how LHU does on the individual measures. APSCUF asked if we know what we budgeted for the performance funding and did we get our whole amount back? Management will have to get back to APSCUF on these issue.

Meeting adjourned 1:30 p.m.

Karen Harvey
Management Designee

Mark Cloud
APSCUF Chapter President