

APSCUF MEMBERSHIP MEETING

Tuesday, November 7, 2006

1:00-2:00 p.m.

MINUTES

OPENING: President Mark Cloud called the regular monthly meeting of APSCUF to order on November 7, 2006, at 1:00 p.m. in the Hall of Flags. Twenty-eight members on the Lock Haven campus and Office Manager, Cheryl Orndorf, were in attendance. One member participated from the Clearfield campus.

1. Approval of Minutes of October 3, 2006 (Exhibit I)

S. Berard made a motion, seconded by P. Hoffman, to approve the minutes from October 3, 2006. The motion passed.

2. Treasurer's Report (Exhibits IIa and IIb)

Z. Hossain made a motion, seconded by R. Myers, to accept the treasurer's report. The motion passed.

3. Grievance Report (Exhibit III)

One grievance was added since the last meeting. This makes a total of sixteen grievances on the list.

4. Legislative Committee Report

In preparation for Legislators' Lobby Day, APSCUF is hosting an open house for legislators and APSCUF members in the Harrisburg office on the evening of November 20. APSCUF members will travel to the capital to meet with legislators in their offices on November 21.

5. President's Report

a. Negotiations update

- i. **Solidarity Fund** – Z. Hossain is planning for a Solidarity Fund whereby senior faculty members pledge to lend money to the Fund in the event of a job action. Junior faculty members experiencing financial difficulties could borrow money from the fund. After the job action the loans would be repaid with no interest.
- ii. **Negotiations Session** – On November 3 both sides met and continued to share non-economic issues begun at the previous meeting.

PASSHE finished their list stating that retrenchment is too restrictive, that the distance education article is cumbersome, and interuniversity transfers should be discussed.

APSCUF is interested in having an economic penalty charged to management when managers continue to violate non-economic contractual issues resulting in grievances and in having the procedure for evaluation of faculty presented more explicitly. APSCUF would also like to add paid leave for childbirth and adoption, domestic partner language, a higher limit on sick day usage in one year, and a buyout for unused sick leave similar to that available to managers. Article 23 should address large class size, internship and student teacher supervisors, library faculty workloads, regular part-time faculty, and release time for M&D Chair and Grievance Chair.

Management would be open to phased retirements provided that there was no increased cost.

b. Did you know?

President M. Cloud submitted another “Did You Know” report to faculty showing the change in managers’ salaries compared to the change in faculty salaries at the various ranks during the last several years. Assistant professors have taken the biggest hit, followed closely by instructors. Both of those ranks had less buying power at the end of the period than they did at the beginning of the period.

He also reported the average SAT score for entering freshmen was 973 in 2003, 982 in 2004, 944 in 2005, and 948 in 2006.

c. Ad hoc committee to review sabbatical policy

President Cloud is appointing an ad hoc committee to review the sabbatical leave policy. The policy has not been reviewed for about ten years.

d. Staffing levels for 2007-2008

President Cloud is attempting to get accurate staffing levels from chairs for 2007-2008 and would like to add this issue to the Meet and Discuss agenda.

e. Student-athlete conflict avoidance scheduling

APSCUF has suggested a solution for the scheduling of student-athletes to avoid conflicts but the suggestion was rejected by management.

f. Steps for temporary faculty

APSCUF has suggested more frequent steps for temporary faculty, but this also was rejected by management.

g. Campus closed for a week

The main campus will be closed to faculty and staff for one week after finals while the electrical system is upgraded. APSCUF had appealed for a change in time while faculty members are preparing final grades. That appeal has been denied. Space with computers will be made available at the east campus for faculty as needed.

6. Old Business - Faculty attendance at graduation

APSCUF is seeking input to increase faculty attendance at graduation. One recommendation was to have separate ceremonies for each of the colleges.

7. New Business - APSCUF position on arming campus police

T. Mitchell made a motion, seconded by B. Overture, stating that APSCUF recommends campus police carry guns but also alternative non-lethal weapons like tasers and stun guns. The motion passed with seventeen in favor, three opposed, and six abstentions.

Respectfully submitted,

Carol Rehn, APSCUF Secretary