

MANAGEMENT/APSCUF MEET AND DISCUSS

Tuesday, April 15, 2008, 12:15 pm

Bentley S06—Session #373

MINUTES

Management representatives: Roger Johnson, Tara Fulton, Linda Koch, Bill Hanelly, David White, Tom Ormond, Deana Hill, Denise Shoemaker

APSCUF representatives: Fay Cook, Mark Cloud, Steve Hicks, Cathy Traister, Matt Girton, Rey Junco, John H. Wilson, Shelley Schenck

A. Approval of minutes for February 19 & March 20, 2008 (Exhibits I & II)

The minutes were approved.

B. Grievance Update

S. Hicks reported extensions on Grievances 07-010LH—Missing Job Description (Individual) and 07-011LH—Article 43 Investigation (Individual) and noted that both are procedural. Grievance 08-002LH—Articles 6 & 31 (APSCUF) stems from approval of a course by UCC but not the department. The course is on the summer schedule. APSCUF contends that the course should not go to UCC without the department's approval. R. Johnson said that Curriculum Committee is a subcommittee of UCC and operates under its own bylaws. Grievance 08-001LH—Article 12 (APSCUF) arises from a faculty member who asked for an alternate department chair and was refused by the dean. APSCUF contends that the dean can reject a person chosen for an evaluation committee but cannot reject the process of composing the committee. R. Johnson referred to squabbles elevated to grievances. M. Cloud suggested training for new department chairs. D. Hill noted such a session at University Days in August, but M. Cloud would prefer a PASSHE group. R. Johnson is to look into what is possible. S. Hicks asked if grievances should not be filed, and R. Johnson replied "Not exactly." R. Johnson added that the grievance process is being trivialized, and that the grievance as expressed is frequently not the nub of the problem. R. Johnson wants to get the wisdom and creativity of department chairs into the conversation through mentoring, workshops, and department meetings. APSCUF called a caucus and proposed withdrawing Grievance 08-002LH if management would issue a statement about facilitating course approval. R. Johnson preferred to see what the UCC says. M. Cloud asked if the item would be placed on the UCC agenda, and R. Johnson said yes. APSCUF proposed settling the grievance if it is placed on the UCC agenda and R. Johnson said that would be satisfactory.

C. Enrollment Management Committee

R. Johnson reported that the committee consists of the Director of Admissions (S. Lee), the Chair of Academic Development & Counseling (M. H. Long), one academic dean (D.

White), one representative of Student Affairs (C. Latronica), two faculty members (L. Widmann & L. Reitz), one coach (H. Davis), one AFSCME member (B. White), one SCUPA member (not yet named), and the Director of Planning & Assessment (J. Meek). A meeting has been scheduled.

D. Dual Enrollment—update

S. Hicks reported that the deal is done. High-school teachers are to be paid on APSCUF's scale and perhaps charged dues. Departments can vet teachers, who are to have master's degrees plus 15 hours in the discipline. R. Johnson noted that the program would change the finances of LHU, and that management has no intention of jumping into anything that would drain resources.

E. Calendar Committee recommendations for Spring 2009 & Spring 2010

The committee recommended no changes in the PASSHE calendar. R. Johnson agreed and has notified the registrar. F. Cook reported a problem with students scheduling summer classes, and R. Johnson noted that the policy manual doesn't resemble what LHU is doing. S. Hicks agreed that people make up schedules. M. Cloud suggested working with science faculty, but R. Johnson referred to compelling arguments for the use of lab space and the problems it causes for students. S. Hicks suggested no large science lectures, but R. Johnson replied that LHU would have to change the curriculum. S. Hicks suggested hiring a few scientists.

F. Administrative Searches—updates

R. Johnson preferred a provost search committee consisting of nine people, but the proposal of eleven by APSCUF is not a deal-breaker. The proposed committee would consist of six APSCUF members including one coach. R. Johnson said he needed to consult with colleagues. If the committee is that large, he has two requests: one is that the committee abides strictly by Robert's Rules of Order; the other is that in any decision, voting be restricted to members who have participated in discussion. S. Hicks said that such rules are illegal, but R. Johnson said they legal if agreed and useful. R. Johnson also reported that K. Richards will replace J. McGinn as Honors Director while the latter is on sabbatical. Management is preparing a press release on the Associate Dean and the Director of International Studies. R. Johnson reported that management now has signed contracts for these positions, and that the releases will appear soon.

G. Background Check Policy

No report

H. SLRC for Clearfield Campus—request for full-time TT position

APSCUF supports this proposal wholeheartedly. R. Johnson has received the request: he appreciates APSCUF's support and is going to try to bring it about. A meeting is scheduled so that pros and cons can be aired. R. Johnson suggested that the position may be filled by a student under faculty supervision. R. Junco mentioned legal issues, and R. Johnson said that the position may be split between two people. M. Cloud asked if it would be bargaining-unit work, and R. Johnson replied that that would be part of the discussion. R. Junco raised the issue of graduate assistants, but that item was tabled.

I. Identifying Directorships for election and term considerations—how received by faculty?

F. Cook reported that faculty are upset because some positions are eligible but others are not. It would be better if each position had a job description. S. Hicks noted that there has to be a job description according to the CBA article on promotion. R. Johnson described it as non-contractual release time, and D. Shoemaker said she would provide descriptions for APSCUF. R. Johnson has combined letters with release-time memoranda, since these were previously separated. Job descriptions are skimpy and need to be expanded. R. Johnson noted that elections have been coordinated for the first time and that some ties have caused delays. Departments and programs have been asked to reconsider and vote again. Management believes that no matter what they do regarding tie votes, APSCUF will consider it wrong. Steve Hicks concurred. The President designated R. Johnson to approve the slate of candidates for directors. R. Johnson described elections as a huge step toward self-governance.

J. Voluntary System Accountability—update

No report

K. Foundations of Excellence—update

No report

L. Decision about athletic fields—without consulting stakeholders; what was decision based on?

M. Cloud asked where \$5.7 million were coming from and why the fields were not in the facilities document. R. Johnson conceded that the proposal should have been vetted but described APSCUF information as not entirely accurate. HPED and Recreation Management had requested improved fields, and LHU had converted one field to parking. Stakeholders are not limited to intercollegiate athletics: academic departments and intramural athletics will benefit. SCC has protested regularly about the lack of fields. The initiative came from intercollegiate athletics, and it was consistent with the Facilities Master Plan. Improved education programs need appropriate facilities. S. Hicks asked for the percentage of use by

academics versus intercollegiate athletics. B. Hanelly said 2000 students per year will use the fields and explained that the money came from a capital fund with a value of \$13 million. C. Traister noted that academics have traditionally taken priority over athletics during the day, and R. Johnson confirmed that priorities are (1) academic, (2) intercollegiate, (3) intramural, and (4) free play. M. Cloud asked how to make the process inclusive, how to inform the campus community, and whether the fields are more important than the roof of Ulmer. B. Hanelly said there is a plan to renovate Ulmer and replace the roof, but the building will have to be repaired until then. B. Hanelly was not sure how to make the process more inclusive: two APSCUF members are on the Facilities Master Plan Committee, and annual briefings might be introduced. S. Hicks said nothing is really on paper, and decisions do not reflect the plans. B. Hanelly said 15 to 20 projects are in planning. S. Hicks said they should be made public. R. Johnson noted that committee minutes are not available and suggested a forum or senate. R. Johnson asked APSCUF to decide what to do. M. Cloud suggested that the chairs' meeting could be used to seek input from departments. Since chairs must justify budgets, management should as well.

M. Using Alumni Center for functions—requirement to pay to rent space after 4:30 pm

APSCUF requested a reconsideration of policy, since using the facility may absorb the entire annual budget of a student organization. L. Koch noted that Bentley is available for free. B. Hanelly agreed to reconsider the mechanism. The Foundation paid for \$6-7 million in construction and controls how space is used. Operating expenses are paid by the University, but the Foundation decides what to charge. The rationale is to recover incremental expenses.

N. Local Negotiations Committee

No report

O. Individualized Instruction Approvals for Spring 2008

The following have been approved:

- K. Wood HLTH 300 sponsored by M. Rose-Colley
- T. Woods CRJS 240 sponsored by M. McSkimminy
- E. Halterman MANG 305 sponsored by P. Huegler
- E. Halterman ACCT 215 sponsored by W. Lloyd

P. Policies regarding research misconduct

T. Fulton reported that no committee seems to have jurisdiction over this issue. R. Junco saw no need for a policy, since research is regulated by professional organizations. R. Johnson reported that there are several issues at LHU. The policy will be referred to the Institutional Review Board for a recommendation.

Q. Promotions Document—terminal degrees

R. Johnson reported that PASSHE is changing the definition of terminal degrees and liberalizing it in some areas. The LHU promotion document needs to specify acceptance of PASSHE's definition or list terminal degrees. S. Hicks noted that APSCUF is only two years into using the document and that revising it is an arduous process. R. Johnson described it as a slight change, and APSCUF will add the item to the EC agenda.

R. Next Meeting: Tuesday, May 27, Bentley S06, 12:15-1:45 pm

Respectfully submitted,

John H. Wilson, APSCUF Secretary

Roger Johnson
Interim Provost and VP Academic Affairs

Fay Cook
APSCUF President