

**MANAGEMENT/APSCUF MEET AND DISCUSS**

**Tuesday, April 21, 2009  
Bentley S05—Session #384**

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

**APSCUF representatives:** Fay Cook, Mark Cloud, Howie Congdon, Matt Girton, Patrizia Hoffman, Cathy Traister, Tara Mitchell, John H. Wilson, Shelley Schenck

**A. Approval of minutes for March 17, 2009 (Exhibit I)**

The minutes have not yet been approved.

**B. Committee Reports—Admissions**

Elizabeth Gruber reported two goals of the committee: defining at-risk students and developing strategies to aid and retain them. Two types of risk are academic and cultural. Academic risks include SAT's below 800, class rank in the lowest four deciles, and IQ one standard deviation below norm. Cultural risks are trickier but include gender, race, and ethnicity. There is no coherent definition of first-generation college students. Students at academic risk need to be directed to resources in place; cultural risks need to be analyzed more deeply. Recommendations include using existing programs as effectively as possible and collaborating more extensively between offices. LHU should institute workshops for new faculty and faculty mentoring of freshman students. Cultural Diversity addresses race and ethnicity but not other risks. Risks are predictors, not causes of failure. R. Johnson remarked that new faculty get too much information at orientation, so it would be better to arrange a series of sessions and a reduced teaching load. Fewer preparations could be arranged by departments. Workshops would not be required.

**C. Grievance Update**

H. Congdon reported that two grievances from LHU are on the APSCUF State Grievance Committee agenda. Contrary to earlier reports, LHU is not involved in the PASSHE pilot program to resolve grievances.

**D. Management Searches**

**1. Director Clearfield Campus—update**

Dr. Teresa Williams has been appointed Dean and will start in June 2009.

**E. Foundations of Excellence—update**

R. Johnson reported that a ceremony would be held at noon on April 23, 2009 to celebrate completion of the first year. M. Cloud observed that FoE reports should help to clarify changes in committee structure. APSCUF does not want to duplicate work, nor does the union wish to lose sight of important considerations.

**F. Promotions Document—terminal degrees**

The document has been referred back to the APSCUF task force for further review.

**G. Academic Regulations Committee policies—update**

**1. Credit by Exam policy**

The recommendation is to raise the fee from \$25 (total) to \$50 per credit hour. R. Johnson and B. Hanelly will confer about whether to return part of the fee to the department or to the person administering the exam. R. Johnson remarked that the number of exams could be large, and that

Credit by Exam is one way to relieve the burden of full sections and student overloads. LHU seldom gives CLEP.

**2. Draft of Dismissal/Suspension Policy for Specific Programs**

R. Johnson reported that this item is urgent because programs need some way to remove students for other than academic reasons. Academic Regulations should review it as quickly as possible.

**H. Behavior Policy**

R. Johnson reported that he will address this item when the Promotions Document is finished.

**I. Release/Reassigned Time—update**

A meeting was scheduled for April 21, 2009.

**J. PASSHE in the High School**

R. Johnson reported that LHU is eligible for the pilot phase of the program. Individual campuses are to develop policies that are consistent across departments, and these will be reviewed at State and local M&D. High-school teachers will be working under LHU supervision, and high-school students will earn credits at LHU and toward graduation. LHU might look at alumni who are teaching and use them for recruitment. Management has not yet figured out the costs. Usually teachers make more than entry-level instructors, so there is little chance that LHU will have to pay them. One teacher counts for ¼ release time. Pedagogy and learning outcomes have yet to be worked out, and the program will require travel and evaluation by LHU faculty. California University's program will be terminated in Spring 2010; they are in 96 high schools. Courses will be freshman and sophomore level in math, history, and English, possibly speech.

**K. Study Abroad Policy**

This item has been referred to Academic Regulations.

**L. Committee Structure changes**

M. Cloud reported that APSCUF looks favorably on most of management's recommendations and requested a meeting with R. Johnson to reach consensus. R. Johnson remarked that committees are not exchanging information and more unified structure is desirable.

**M. Unilateral management changes**

F. Cook mentioned the caps on enrollment in classes, and M. Cloud referred to timing of student evaluations and compliance with the Higher Education Act in book ordering. APSCUF and management had agreed on timing of student evaluations at M&D, and management could make greater use of M&D and faculty before making decisions. R. Johnson noted these remarks and added that the registrar is trying to meet the letter of the law. Early Childhood & Special Education will split into two departments, PreK-4/Early Childhood Education and Special Education. Educational Foundations will be dissolved, with faculty reassigned to Early Childhood or Special Education. Elementary Education will be renamed Elementary & Middle Level Education. R. Johnson regrets having placed Foreign-Language Education in moratorium by memorandum, but the move followed three years of conversation with faculty. The department was unable to accommodate students who wanted foreign languages, and the moratorium will make more seats available. R. Johnson will ask UCC to bring curricular matters forward for discussion: the change is procedural. M. Cloud agreed that the solution is in procedure, and that more faculty involvement is better. M. Girton asked about the rationale for eliminating low-enrolled programs. R. Johnson replied that PASSHE expects 12-13 graduates annually in each major, but LHU's low-enrolled programs do not affect funding. PASSHE priorities are job needs in Pennsylvania: health sciences, business, lab sciences, math, and engineering. PASSHE concedes that non-professional majors should not be targeted. LHU has the

largest percentage of low-enrolled majors in PASSHE except for Cheyney. Each university makes its own decisions, but the President is graded on productivity.

**N. Ten-year agreements**

F. Cook reported that APSCUF agrees to APSCUF majorities on M&D committees and notification of department chairs regarding sabbaticals by October 1<sup>st</sup>. Second student evaluations have also been dropped. Continuing Education has been scratched in the absence of an office. M. Cloud remarked that the Continuing Education policy is archaic, and R. Johnson reported that Carlos Morales has convened a task force. R. Johnson will read APSCUF's recommendations.

**O. Jenzabar/CARS (management)**

R. Johnson reported that LHU will retain CARS with a new name: Jenzabar. He distributed an executive summary explaining that the decision had been made by the Administrative Computing Advisory Committee. Jenzabar is the cheapest, most advantageous way forward, and it may enable LHU to administer electronic student evaluations.

**P. Annual Reports/Budget Hearings (management)**

R. Johnson reported that department chairs wanted more time for narrative assessments and incoming Provost Deborah Erickson wanted to delay budget hearings until she has started at LHU. There are no exact dates, but hearings will take place in late July or early August.

**Q. Transition**

R. Johnson noted that F. Cook had presided over M&D with grace and wisdom, and that H. Congdon had also been present with similar qualities.

**R. Next Meeting—May 21, 2009 at 12:30 pm in Bentley S06**

Respectfully submitted,  
John H. Wilson, APSCUF Secretary

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Roger Johnson  
Interim Provost & VP

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Fay Cook  
APSCUF Chapter President