

A P S C U F

LOCK HAVEN UNIVERSITY FACULTY NEWS AND VIEWS

Vol. 01/02 No. 2

October 2001

2001/2002 IMPORTANT APSCUF DATES

2001/2002

- Nov 6** Membership Meeting
Hamblin Hall of Flags
- Dec 4** Membership Meeting
Hamblin Hall of Flags
- Feb 5** Membership Meeting
Hamblin Hall of Flags
- TBA** APSCUF Spring Social
- Mar 19** Membership Meeting
Hamblin Hall of Flags
- Apr 2** Membership Meeting
Hamblin Hall of Flags
- Apr 30** Membership Meeting
Hamblin Hall of Flags

- Apr 15** University-Wide Promotion Committee recommendations to the President or his designee
- Apr 30** Sabbatical Leave Committee forwards full list of applications to President
- May 31** President makes decisions on Tenure; notifies applicants
- Jul 15** President makes decisions on Promotions; notifies applicants

OTHER IMPORTANT DATES

- Nov 1** Promotion applications to departmental committee
- Dec 1** President makes selections on Alternate Workload Leave; notifies applicants
- Dec 31** Submit Tenure applications to department committee
- Feb 1** Departmental Promotion Committee recommendations to University-Wide Committee
- Feb 1** Submit Sabbatical applications to Sabbatical Leave Committee
- Feb 15** Departmental Tenure Committee recommendations to University-Wide Committee
- Apr 1** University-Wide Tenure Committee recommendations to the President or his designee

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Inserts

Meet and Discuss Minutes
April, May, June, July 2001

Membership Minutes
May, September, 2001

Treasurer's Reports
June, July, Aug, Sept 2001

APSCUF and Meet and Discuss
2001/2003 Committee Lists

Newsletter Committee

Charles Jenkins -- Editor
Philip Huber -- Graphic Design
Kunio Mitsuma -- TECH TALK
Gregory Lund

Rick Lilla -- Web Page Designer
Cheryl Orndorf -- Layout

All faculty are encouraged to submit Articles and Editorials to the APSCUF Office (Raub Hall) or e-mail to corndorf@lhup.edu by the 15th of each month. Articles on computer disk will be greatly appreciated.

You can find copies of the current and the past year's newsletters at www.apscuf.com. Click on Lock Haven.

**DR. GLENN HOSTERMAN
PARTICIPATES IN W.C.
HANDY MUSIC FESTIVAL**

Dr. Glenn Hosterman, Associate professor of Music, participated in the W. C. Handy Music Festival in Florence, Mussel Shoals, Tuscum-bia, and Sheffield, Alabama from July 27-August 4, 2001.

As trombonist with the Deacons of Dixieland, Glenn performed with the group at five concerts in the Northern Alabama area during the festival. W.C. Handy, a native of Florence, is known as the "Father of the Blues." He is best known for his composition "St. Louis Blues." The Deacons had the opportunity to visit and tour Handy's birthplace in Florence as well as Helen Keller's birthplace in nearby Tuscum-bia.

The W.C. Handy Music Festival was completing its 20th year; it features a variety of jazz, blues, and gospel groups performing at 200 venues in the quad-cities area. The Deacons played at a restored pre-Civil war manor house, an Episcopal Church, two restaurants (Applebees and Princetons), and a bank.

The group was overwhelmed with the gracious Southern hospitality and intends to make the festival a regular part of their performance agenda.

(This article was taken from the Clarion APSCUF Newsletter. Part of the article is credited to Clarion University Chapter President, C. McAleer.)

This November 2nd marks the 30-year anniversary of APSCUF and the first Collective Bargaining Agreement (CBA) between APSCUF and the Commonwealth of Pennsylvania, which took effect on November 2, 1971. The original contract contained 35 Articles and was 53 pages in length. The negotiated salary scale ranged from \$7250 to \$20,220. The original purpose of the Collective Bargaining Agreement was stated as follows:

"APSCUF . . . and the COMMONWEALTH, desiring to cooperate each with the other in mutual respect and harmony, have agreed to the provisions of this Agreement in consideration of the following:

1. The Colleges exist for the common good of the citizens of the COMMONWEALTH, particularly the students who attend such COLLEGES. In a world of rapid change and recurring crises, all will be served best by an intellectual environment which encourages the search for truth.
2. The parties recognize that collective bargaining in good faith will further their common aim of offering the best possible educational opportunities at the COLLEGES and assert their intention to abide by both the letter and spirit of the terms of this Agreement."

Things have changed over the last thirty years. Articles have been added to the CBA and the original Articles have been updated and refined. The CBA now contains 44 Articles and is 133 pages in length. Salaries have increased and fringe benefits have improved. The original purpose of the CBA has only been changed to reflect the changes from Colleges to Universities within the State System and to recognize the formation of the State System of Higher Education within the Commonwealth. The original purpose of the CBA has remained essentially unaltered over the last thirty years of collective bargaining.

The current Collective Bargaining Agreement ends June 30, 2002. Negotiations for a new CBA began this past summer. The newly elected faculty negotiations team includes:

- | | |
|-------------------------------|--------------------------------|
| Roy Pointer (Bloomsburg) | Alternates: |
| Burrel Brown (California) | Helen Clinton (Kutztown) |
| Marie Papesch (Edinboro) | Howie Congdon (Lock Haven) |
| Neil Asting (Indiana) | Frank Kollar (Mansfield) |
| Bruce Young (Lock Haven) | Linda Myrsiades (West Chester) |
| Bill Chabala (Mansfield) | |
| Jace Condravy (Slippery Rock) | |

REMINDERS

☞ If you have questions regarding your Health & Welfare benefits, contact the APSCUF Office or Jeff Burnham, Health & Welfare Specialist.

☞ The State APSCUF website (www.apscuf.com) features a direct link to the PA Faculty Health and Welfare Fund Office. The link is listed under the "Health and Welfare Forms Online" spot on the right side of the page. If you click on the H&W Form you need (Dental, for example), you will go directly to the H&W Fund's Dental Claim form. This allows the APSCUF site to always have the most up-to-date forms available.

☞ Whether it is the birth of a child or grandchild, a marriage, an achievement, or informational article you would like to share in the monthly newsletter, please forward the information to Cheryl, APSCUF Office X2231 or by e-mail at corndorf@lhup.edu.

☞ The next **APSCUF membership** meeting is scheduled for **Tuesday, November 6, 2001, at 1:00 PM** in the Hamblin Hall of Flags. We hope to see you there!

FACULTY NOTES

PAYMENT FOR INDEPENDENT STUDY AND INDIVIDUALIZED INSTRUCTION

State APSCUF has been informed that the paperwork to

authorize payment for independent study and individualized instruction is supposed to be at the Payroll Office by October 25, 2001. Local review and preparation for input will occur between October 12, 2001, through October 25, 2001, with payments to be made on November 2, 2001.

If a faculty member has not received payment for independent study and individualized instruction by November 2, 2001, either the paperwork to authorize the payment was not sent to the Payroll Office, or the Payroll Office has questions about the paperwork.

INFLUENZA VACCINATIONS

The Fund has been advised by the System that its influenza vaccination program for the Faculty has been delayed. The Fund will reimburse the cost of influenza vaccinations for those Faculty members who are in need of influenza vaccinations as a result of a documented medical necessity and obtain the vaccinations from their doctors or medical facilities. This policy is applicable to the current academic year and only so long as influenza vaccinations are not available on your campus.

In order to qualify for reimbursement, members must file "Immunizations for the Faculty" forms to the Fund, along with detailed receipts AND letters from attending physicians documenting the medical necessity.

Please communicate with your Health and Welfare Specialist,

Jeff Burnham if you have any questions regarding this announcement. "Immunizations for the Faculty" forms may also be obtained from your Specialist or your local APSCUF Chapter Office.

BENEFITS WHILE ON ACTIVE MILITARY DUTY

Faculty members who are called to active military duty or have their orders extended, as a result of September 11, 2001, national emergency will have the benefits provided by the Fund continued without interruption. The benefits of eligible dependents of Faculty members on active military duty will also be extended.

COMPUTER INFORMATION

Apple – Toll-free telephone number, 1-800-780-5009. Web address www.apple.com.

Dell – Toll-free telephone number, 1-800-926-9586. Web address www.dell4me.com. Contact Erin McFarlin, 888-973-3355 x. 44910. When ordering by phone, you will need to fax a copy of your faculty ID as proof of status for special pricing.

IBM – Toll-free telephone number, 1-800-426-7129. Web address www.ibm.com.

Gateway – Toll free telephone number, 1-800-846-4208. Web address www.gateway.com. This site offers a discount of 2-3%, depending on the unit. This site already factors in the discounts, so prices shown are valid. You can order on-line or

you can call directly to Devon to order. (Contact information is listed under the "account team" link on the Home Page.)

If you are interested in a company not referenced above and have access to the Internet, just type www."Company Name." This should lead you to that particular company's home page.

Most computer companies who offer a higher education sales department will require a university access code to order online. SOME of the computer companies MAY require you to fax a copy of your faculty ID. If you have questions, please contact Nancy Koutris Director of Membership Services at State APSCUF at 1-800-932-0587, x. 1.

FUTURE RETIREES

Upon retirement from the University, all Health and Welfare benefits (dental, vision, etc.) cease one month following the date of retirement. Faculty belonging to APSCUF three years prior to retirement are eligible to join APSCURF. APSCURF members have the option of selecting a voluntary member-paid group program for dental, vision, and long-term care. Only APSCURF members can participate in this program.

If APSCURF dues are not paid, membership in dental, vision, and long-term care program is dropped. To join APSCURF, contact Cheryl Orndorf in the APSCUF Office at x2231, to complete a membership form. Lock Haven APSCUF pays the first year of APSCURF membership for new retirees.

NEW BENEFIT OFFERINGS FROM THE STATE SYSTEM

*From Nancy Koutris, State APSCUF
Director of Membership Services*

The State System of Higher Education will be holding an open enrollment for two (2) new voluntary benefit programs. These programs are the Flexible Spending Accounts (FSAs) and the Premium Conversion Plan. Payroll staffers should be placed in the October 19, 2001, paychecks. The open enrollment is scheduled for October 29, 2001, through November 9, 2001. The effective start date of the programs will be January 1, 2002.

The **Premium Conversion Plan** offers employees who are contributing to the cost of their employee health care plan (part-time employees who are employed at 50% or more for an academic year and those enrolled in a Health Maintenance Program) the opportunity to participate. At this time, those eligible are having premiums deducted from their paychecks after taxes. By enrolling in this program, the premiums will be deducted prior to Federal, State, and Social Security taxes are assessed from your income. Those faculty who are currently contributing toward their health insurance through payroll deduction should be receiving a separate mailing from the university human resource office.

The **Flexible Spending Accounts (FSAs)** cover two separate and different spending accounts. Those two accounts are the **Medical Reimbursement Account** and the **Dependent**

Care Reimbursement Account.

The **Medical Reimbursement Account** is an account set-up for the employee by the employer to which pre-taxed (Federal, State and Social Security) deductions can be placed to cover annual out-of-pocket medical expenses for the employee and dependents. The employee would have to estimate the amount of out-pocket medical expenses they spend annually, decide the amount of bi-weekly deductions (not to exceed the \$3000 annual maximum), and then once medical expenditures occur, submit a claim to the State System and receive reimbursement from your account.

Any individual who considers this program is advised to calculate on the low side of the out-of-pocket expenses. Once enrolled, and the bi-weekly deductions are made, any balance left in that account at the end of the year (eligible medical services incurred from January 1 to December 31 must be claimed by March 31 of the next year) will become the property of the employer.

The following is a brief listing of medical expenditures that **may be eligible** for reimbursement under the Medical Reimbursement Account (certain restrictions may apply): Major Medical deductibles (up to \$90), balances from incurred medical services or supplies not fully paid by insurance (includes, but is not limited to, mental health care; some nursing home care and well child care/adult preventative ser-

vices); prescription drug co-pays; point of service and HMO doctor office visit co-pays; balances from dental (including orthodontics) and vision services (including replacement of lost or damaged contacts); lasik eye surgery; lodging (away from home) and transportation costs primarily for and essential to medical care; acupuncture; alcoholism/drug abuse; childbirth classes; balances from hearing aids (including batteries); fertility enhancement; some learning disability expenses; qualified weight-loss program; and smoking cessation programs (excluding any over-the-counter aids). The State System of Higher Education in Harrisburg will be reviewing and reimbursing these claims in the most secure and confidential manner available to them according to government guidelines. Any denials may be appealed in a timely fashion.

More detailed information, enrollment and claim forms will be provided by the State System of Higher Education.

The Dependent Care Reimbursement Account, is an account set-up by the employer for the employee to place **pre-taxed (Federal and Social Security only)** deductions to coverage eligible annual dependent care expenses. The annual maximum of deductions allowed is \$5000. The types of eligible expenses permitted for reimbursement are dependent care of individuals who are under age 13 and qualify as a dependent for Federal income tax purposes and/or a spouse or other individual unable to care for self who qualifies as a de-

pendent for Federal income tax purposes. Eligible expenses include the following: child care centers with six or more children that meet the IRS' definition of a day care center; caregivers for disabled spouse or dependent who lives with you; babysitters (not for social events); nursery schools (excludes kindergarten and beyond); and certain household expenses (restrictions apply).

If you and your spouse are employed and both have this employer option, each can enroll separately, but the annual maximum under each plan becomes \$2,500 instead of \$5,000.

Any individual who considers this program is advised to calculate on the low side of the expenses. Once enrolled, and the bi-weekly deductions are made, any balance left in that account at the end of the year (eligible dependent care expenses from January 1 to December 31 must be claimed by March 31 of the next year) will become the property of the employer.

More detailed information, enrollment and claim forms will be provided by the State System of Higher Education.

Remember, if you enroll under these pre-taxed programs, you cannot file the funds you receive from these accounts on your Federal and State (except the Dependent Care Account) income tax return. If you incur, and pay directly, any of the expenses or have additional expenses over the account maximums, these amounts may be filed with your Federal and

State income tax return. You may want to consult with your tax representative prior to enrolling in any of these programs.

SICK LEAVE

When the Chancellor's Office contracted with Millersville University to do the payroll for all fourteen State System universities several years ago (approximately 1994-1995), the payroll vouchers changed. One of the changes was the recording of sick days on the payroll vouchers. Article 17, SICK LEAVE of the Collective Bargaining Agreement (CBA) clearly states that faculty accumulate fifteen days of sick leave for each academic year of service. In the past, faculty would receive a statement from their administration in the fall that showed all fifteen days. When the payroll system changed, faculty began to receive credit on their payroll voucher for 7.5 days of sick leave in the fall and credit for another 7.5 days in the spring.

This matter was fully discussed by both parties at State Meet and Discuss. It was agreed to orally (and later placed in writing and signed on 12/29/96) that faculty members appointed for an academic year may anticipate all fifteen of their sick leave days in the Fall, but, if the faculty member does not return to work in the Spring, any days that were used but not earned would be withheld from the faculty member's last paycheck.

FROM THE FACULTY

APSCUF 128TH LEGISLATIVE ASSEMBLY

*Political Issues Update—
by Lawrence B. Lebin,
APSCUF Delegate*

Everyone is probably aware of the big news from the Altoona 128th Assembly, which is that our Governor has resigned to take on a new Cabinet position and will be replaced by Lt. Governor Mark Schweiker on October 5. Schweiker is a graduate of Bloomsburg University, as is his chief of staff, and we expect him to be more favorable to SSHE. It's difficult to imagine that he would be less favorable than the ex-Governor.

President Fulmer and Terry Madonna discussed in detail the many possibilities in the current political scene. The redistricting that is going on will be important for the next ten years. In fact, it was announced just yesterday that Clinton County will probably no longer be in Jake Corman's. Senator Corman has been a friend to SSHE and especially to Lock Haven University.

Both Fulmer and Madonna urged all the delegates to urge members to get involved in local and state elections. APSCUF is endorsing Robert Casey, Jr. for the Democratic nomination. Casey was scheduled to speak to the Assembly on Friday, September 21, but had to cancel due to travel difficulties. All labor unions are squarely behind Casey, but APSCUF will take a close look at the generally election should

Governor Schweiker decide to run, and that is a possibility, and would change the general election considerably. If Schweiker does not change his mind, then the general election will likely pit Casey against Attorney General Mike Fisher. Of course, it's far to early to discount either the Democrat Ed Rendell or Republican Treasurer Barbara Haffer. State APSCUF urges all members to get involved in this upcoming very important election and also to make generous contributions to CAP.

There was much discussion at the Assembly also on perceived inequities among the three retirement options, especially between SERS and TIAA CREFF. Many TIAA CREFF members see the beginning of a two tiered retirement system. Leadership believes that this argument has some merit and is poised to work on the problem both at State wide Meet and Discuss as well as during upcoming negotiations.

All in all, with the change in political leadership in the State, there is a great deal more optimism concerning the next round of negotiations.

Ted Forbes Report from Legislative Assembly

Student/Faculty Liaison Committee:

This is a state-wide committee with representatives from each campus, designed to build and maintain mutually supportive relationships with our students. Zak Hossain is our faculty representative, and the stu-

dents have included Jim Manser, former SCC President, Tammy Smith, present SCC President, and Melissa Davis, student Co-director of the Honors Program. At the past meeting in Altoona on the Thursday of the Legislative Assembly meetings, the key issues were concerns over the availability of courses needed to graduate, and the unending raises in tuition and fees. It would be especially valuable if key legislators could meet with this group once or twice a year.

Rules and By-Laws Changes:

The State Rules and By-Laws Committee has asked each campus to form a committee to examine its local Rules and By-laws for two purposes: first, to evaluate the need to make changes in them, and second, to incorporate changes made at the state level regarding coaches' representation at the Legislative Assembly, at local Executive Council, and at local Meet and Discuss. Our committee consists of Howie Congdon, Steve Hicks, and Paul Ballat. However, I am concerned about making these incorporations before the coaches' contract has been successfully negotiated, and several other chapter Presidents have voiced the same concern. We will proceed with caution.

State System Collaborative Courses:

All such courses, as we have with Clarion for nursing and for our Northern Tier consortium, must be approved by state APSCUF before faculty members teach them. I believe we have the needed approvals. In the future, if you are asked to

teach System collaborative courses, usually by an enthusiastic Dean who thinks you would be the right person for that course, please inform the local APSCUF President or Office Manager before you do. If the course has not received state APSCUF approval, often because there has not been local curricular approval to begin with and often without local APSCUF knowing such collaborative agreements even existed, then there could be a problem of working conditions under the current contract (CBA).

SYTEC "Wireless" Courses:

This program of possible courses appears to be a version of State System Collaborative courses in conjunction with a private business. Since so little is known about them, it is crucial that you inform local APSCUF (Cheryl or me) if you have been contacted about teaching for them, and if you have received training from them. Our concerns state wide are related to whether such courses will be for credit or not, whether we need local curriculum approvals, and whether this will involve faculty work under or outside of the contract. For more information on wireless technology, see Jason Bronner at x2141 jbronner@lhup.edu.

Lawsuit Against State Violation of 5% Increments:

At present, all oral arguments have been made on both sides, and we are waiting for a decision. No date has been set. At this time, no faculty should be placed on steps 6 or 8, nor on step 0 for Professors. However, System management has

claimed that it can use those steps for new faculty, but will not use them for current faculty. State APSCUF contends that those on steps 6 or 8 must be moved to steps 7 and 9, respectively, and Professors at step 0 must be placed on step 5. To date I have been informed that locally we have one faculty member on 6 and one on 8, but no Professor on 0. State APSCUF is pursuing the legality of these placements.

BC/BS Changes in Requirements for Continuing Chiropractic Care:

Blue Cross/Blue Shield has reduced the number of visits to a chiropractor allowed before one must return to one's physician for re-appraisal, down from 18 (I don't know the number). The concern stated at the Assembly is that this begins to view chiropractic re-adjustment treatment as if it were the same as physical therapy treatment for rebuilding an injured system. Whether this is a good or bad decision is not the issue. But changing services offered under our agreement with BC/BS without informing us until after the fact may be a breach of contract.

Out-of-State Medical Care Costs:

It was reported that the State System has reduced the amount it will pay in compensation to physicians we have been served by when we are in other states. They used to provide up to three times the amount paid in Pennsylvania, but no longer. Since I do not know what it has been reduced to, you may wish to contact Jeff Burnham, our Health and Welfare Specialist,

or call Nancy Koutris at the State office (1-800-932-0587).

Car Rental Card Still Good:

Your Alamo Car Rental card is good until December of 2002. There had been some confusion on the termination date.

Concerns About Nationwide General Car Insurance Cancellations:

Members with this company have reported that they have been cancelled after two accidents – even when they have been the victims and not the causes. You may wish to search for better, and possibly cheaper, auto insurance coverage. Again, you might call Nancy Koutris as a first step.

CAP Can Use More of Our Help:

CAP is asking us for even a small increase in support for its political activities and financial contributions to legislators on both sides of the aisle who will work for us and for public higher education. Often our contributions to them pale in comparison to our needs, and we wish we could do more. Please consider giving a little more each year, say \$100 more to help fight for our careers. Think of it in terms of the negotiated annual increases we all get, in terms of the negotiated step increases many of us get on top of that, and in terms of the promotion several of us got on top of that. Yes, our annual dues to a number of our professional organizations have risen to \$200 and \$300 per year, but your CAP contribution is also a career investment. In addition, payment can be less painful if

you divide it up over the year through payroll deductions.

COLAs in the SERS and PSERS Retirement Plans:

Cost of Living Adjustments (COLA) to one's retirement plan would seem to be routinely necessary as the cost of living continues to increase. 40 states give one each year to their state employees' retirement plans. Nine other states give one every other year. But our beloved state gives none. Well, not exactly. Act 9 raises the pension values for the new and future retirees, but does nothing for those prior to the passage of this Act. A new bill is in the works that proposes to provide a 3% increase in the first \$12,000 of the pensions of those who retired from 1979 on, but not before then. Yet, if you had a \$36,000 pension, that means you would get a 1% COLA. I have no idea when or how often or whether any of this benefit will ever happen.

As a side note, Dick McCarty, our Director of Fiscal Affairs (and the reputed wizard behind Dean Phelps' financial management successes), told me last May of an LHU pensioner from the late 60's or early 70's whose pension allotment per month has become, over the years, a smaller check than his monthly Social Security check. Something is seriously wrong in our legislature. We do need to support those who will work for us and for public higher education.

Other topics from APSCUF President Ted Forbes

Two Important Open Meetings:

First - Chancellor Judy Hample was on campus on October 24 and 25. The open meeting with faculty was on the 25th from 9 to 9:45 a.m. in Sloan Theatre. Lock Haven was just one stop in the Chancellor's mission to visit each university and meet with faculty, staff, and students. She explained that one of the reasons for the visit was to find out what is on the minds of faculty and staff. She was looking for ideas on how to improve the system.

Chancellor Hample was asked questions from how she sees her role in the upcoming contract negotiations, to what brought her to this System. Her responses indicated that she has worked in collective bargaining situations, but has never been involved in the negotiation process. Although she is ready, willing, and able to do it, she wishes she did not have to do it this early in her position. She would like negotiations to be as collegial as possible. Faculty are the key to everything she wants to see happen in education. She was drawn here by the passionate commitment of the System to undergraduate education and strong commitment to teacher education at this System. She is working toward creating a stronger System image, which she feels is necessary to compete in Harrisburg for funding.

Second - President Craig Willis will hold his fall open meeting on November 1st at 1p.m. in Sloan Theatre. Again, please attend and ask questions. We

will need clear answers to our difficult and most frustrating issues, as well as those of general information. We are very fortunate among the 14 universities that he has been, and will continue to be supportive of us, and we need to continue the strong, open, and productive working relationship we have with him. Ask the tough questions, but remember, as Red Green says, "We're all in this together."

WORKING CONDITIONS ISSUES at LHU

At the September 12th meeting of the APSCUF Executive Council a motion was passed, unanimously, I believe, that we take to the September APSCUF/MANAGEMENT Meet and Discuss session the following resolution: That each faculty member be given full access to his and her photocopying machine and its paper, necessary materials (paper, pens, forms, etc.), fax machine, computer, labs, etc., twenty four hours a day and seven days a week. It was believed that no faculty member, including Chairs and Directors, had the right to prevent any other from gaining that professional access, an access commonly given to professional employees in most universities, industries, and businesses. Management has agreed, and is working to develop, the best ways to grant that universal policy at LHU. We need your ideas and concerns, and evidence of problems. *Ted.*

COMMITTEE PARTICIPATION

The following are several issues concerning committee participation:

- 1. Committee Reports** - In an effort to help keep the faculty up-to-date on committee work, APSCUF may begin requesting that committees submit reports on to be published in the local APSCUF newsletter.
- 2. More Faculty Participation** – Participation on Committees is our form of faculty governance – in lieu of a faculty senate on this campus. While a great number of faculty work tirelessly on committee after committee, more faculty participation is needed to retain our voice in shared governance.
- 3. Inactivity** – Some committees have not been meeting for various reasons. APSCUF may be looking at the charges of those committees to see whether or they should be continued or possibly restructured to be more effective.
- 4. Not Attending Meetings** - Committee participation is important. There have been instances where individuals volunteer to serve on committees and then, for whatever reason, do not attend meetings or participate in the work of the committee. This results in the faculty as a whole having a less powerful voice in matters concerning our careers. Sometimes there are perfectly good explanations for these situations. If you find yourself unable to attend meetings of a committee on which you wish to participate, please talk to the committee chair to try to change the

meeting times or work out another solution.

- 5. Keeping APSCUF Informed** – Please forward minutes from committee meetings to Cheryl Orndorf, APSCUF Office Manager, 107 Raub Hall, or by e-mail at corndorf@lhup.edu. In addition, please inform Cheryl when the committee chairperson has been elected, or any changes in the committee membership such as - member resigns, the chair resigns and a new chair is elected, etc. If a person resigns, a call to faculty for a new volunteer will be made to fill the position so that we retain our voice.
 - 6. Process for Approving Recommendations** – When APSCUF committees are ready to make recommendations for changes, new ideas, etc., those recommendations are to be presented in writing to the APSCUF Executive Council via Ted Forbes, APSCUF Chapter President, 107 Raub Hall (or Cheryl). Representatives from the committee may be asked to attend an Executive Council meeting to “make the case” for the recommendations. Executive Council, for most recommendations, will need to vote for approval. Implementation of the changes will depend on the nature of the changes.
- APSCUF/Management Meet and Discuss Committees** are to be forwarded, in writing, recommendations to APSCUF Chapter President Ted Forbes (or Cheryl) and to the Provost’s Office for review. Such recommendations must be approved at local Meet and Discuss before being implemented. Simply

sending APSCUF a copy of the minutes from meetings is not enough to insure that the above procedures are followed.

- 7. Committees Changes** – The following committees have been discontinued or have undergone some changes as agreed upon by Executive Council and at local APSCUF/Management Meet and Discuss:

~~Human Relations and Social Equity Committee~~

– This committee is being discontinued, but a possible resurrection in a different format is being researched.

~~Clearfield Campus Committee~~

– Has been discontinued. This committee will be “recharged.”

~~Parking Committee~~

– Has been converted to a University-Wide committee. Management is working on the new structure of the committee.

COMMITTEE VOLUNTEERS NEEDED

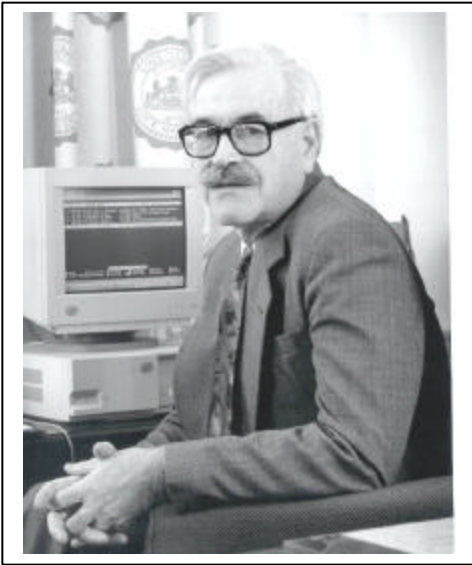
Volunteers are still needed for the following committees:

- ~~Local Negotiations~~
- ~~Presidential Evaluation~~
- ~~Social~~
- ~~Writing~~

If you are interested in serving on any of these committees please contact the APSCUF Office at x2231, or e-mail Cheryl Orndorf at corndorf@lhup.edu.

Thanks to all those new volunteers. A revised list of *faculty* volunteers for both APSCUF and Meet and Discuss committees is attached.

APSCUF FONDLY REMEMBERS TWO ICONS



Memories of Dr. Dean G. Phelps

Dean Phelps joined the Lock Haven faculty in 1971. I was there when he was hired. We all expected him to take a leadership role in the department, although management later denied that this was their intention. We expected Dean to become chairperson and have a long distinguished career at Lock Haven.

This is exactly what happened, but not without a fight – a fight which APSCUF was instrumental in winning. It was a fight in which Dean, in his indomitable way, taught APSCUF, management, and all of us individually, a thing or two about the protective power of collective bargaining. I remember going down to Harrisburg with Dean and Bernie Dornisch to Dean's arbitration hearing and watching him destroy the Commonwealth lawyer's case. You see, Dean had read the contract backward and forward – he knew better than anyone what it said and what it did to protect us from termination of employment without due process. For that we all owe Dean Phelps an enormous debt of gratitude.

On a personal note, I found Dean to be an extremely clever and competent person – both as an adversary and a fellow faculty member. He was also a compassionate and caring friend. Dean was honest and straight-forward and believed in dedication to the profession. He appreciated most of all the collegiality of our University community. He was like an older brother to me, and I admired him greatly. Oh yes, he was also a heck of a pool player and racquetball player!

We can all celebrate our experiences with Dean Phelps at a local memorial service to be held at 4:00 PM on Friday, November 2.

By Mark Seeber



Al Hoberman

The Lock Haven community and LHU suffered a great loss with the passing of Al Hoberman. Al was born right here in Lock Haven, and his life and that of the community and the university have been continuously intertwined for the past 61 years. It is difficult, if not impossible, to think of any significant positive occurrence in which he was not actively involved. Over the past several weeks I am constantly being asked, "Al used to take care of who is going to do it now?" Some of these questions involved duties that will be assigned to others, but the vast majority of them are things that Al did just because "they needed to be done." I suspect that others will take on some, but some will just cease to be done at all. It is all part of the loss.

Al was proud of having been a lifetime resident of Lock Haven, having begun his education in kindergarten at the Akeley School on this campus, and having invested almost all of his academic career at LHU. He often told of he and Jo Anne chaperoning a dance on campus before he actually taught a class here. He was always ready to do whatever needed to be done.

Al was the most loyal and honest friend one could want. I never had a doubt but that I could count on him to always do the right thing and the thing that was in my best interest. If it appeared that these two were in opposition, I could count on a good discussion of the options and plenty of wise counsel. My back was always covered, but we all know he was not a yes man. I learned early on to be thankful for that.

There was no finer colleague. He was always ready to do his share and more and to do it in a way that inspired me to do the best I was capable of and strive for better. He had a way of assuming that you would do a great job while letting you know nothing less was acceptable. On the flip side, when I did mess up, he was extremely supportive and anxious to help me move on. He didn't waste a second crying over spilled milk but was always ready to pick up the pieces and move on.

One of Al's sayings was that free advice was worth what you pay for it. If it was Al giving the advice, he generally disproved his own proverb. He gave the impression that he knew everything and how to do everything. This often challenged others to try to prove otherwise. That was usually a mistake and a waste of time and energy. He was a voracious reader with a great memory and was knowledgeable in almost every area you could imagine. Anyone who challenged his knowledge and experience did so at their own peril.

It is hard to imagine life without Al, and I still have a vague feeling that any day now he will return from Vegas or wherever with lots of great stories and ideas. Perhaps it is best to think that way.

By Art Gray

GETTING TO KNOW YOU

NAME: John Wilson

DEPT: English

DISCIPLINE: English

BEGINNING AT LHU: August 2001

FAVORITE SAYING: “There will be a prize of half a crown for the longest essay, irrespective of any possible merit.”

FAVORITE MOVIE: *MISHIMA* (1985) – Little known biopic of the Japanese writer, best cinematic writer of life and art.

UNIQUE INTERESTS: One of about a dozen academics in the world fanatically devoted to the writing of Evelyn Waugh.

INTERESTING FACTS: Taught 12 years in South Dakota, at Dakota Wesleyan University, before coming to Lock Haven. Sabbatical in Oxford in 1999; teaching exchange in Kyoto in 1993.



NAME: Eduardo Valerio

DEPT: Foreign Language

DISCIPLINE: Foreign Language Education

BEGINNING AT LHU: August 2001

FAVORITE SAYING: “Do unto others as you would Have them do to you.”

UNIQUE INTERESTS: I love to swim. I enjoy nature. I love to cook. I often take my family to local parks for cookouts.

INTERESTING FACTS: My wife and I have three small children and an 18 year old son in the Air Force. Our dog is living in Florida for the time being.



EXECUTIVE COUNCIL

President	Prof. Ted Forbes	Robinson 303	2433	5/15/03	
Vice-President	Dr. Zakir Hossain	TFH Annex 103	2133	5/15/02	
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	Dr. Robert Myers	Raub 412	2236	9/1/02	
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	Prof. Caryn Carr	Stevenson Lib.	2489	9/1/03	
	Dr. Bruce Young	Himes 107	2381	9/1/03	
	Dr. Fay Cook	Zimmerli 107	2633	9/1/02	
	Prof. Rick Lilla	Library	2463	9/1/02	
	Dr. Stephen Hicks	Raub 402	2211	9/1/03	
	Prof. Mark Seeber	Robinson 420	2275	9/1/03	
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Clearfield Representative	Dr. Daniel Shaw	Raub 412	2052	5/15/03	
	Dr. Lou Widmann	Himes 116	2779	5/15/03	
	<u>Election underway (1 year term)</u>	Clearfield	814-765-0615	<u>5/15/02</u>	
	Grievance Chair	Dr. Howard Congdon		5/15/03	
Negotiations Chair	Prof. Ted Forbes		5/15/03		
Past President	Dr. Jeffrey Burnham		5/15/03		
Legislative Chair	Prof. Caryn Carr		5/15/03		
CAP Chair	Prof. Caryn Carr		12/31/02		
Faculty Athletic Rep. (FAR)	Dr. Paul Ballat (3 year term)		5/15/03		
Membership Chair	Prof. Lawrence Lebin (1 yr. Term)		5/15/02		

Meet and Discuss Team (as provided for in the APSCUF Constitution)

President	Prof. Ted Forbes
Vice President	Dr. Zakir Hossain
President Elect	Dr. Arthur Gray
Grievance Chair	Dr. Howard Congdon
Negotiations Chair	Prof. Ted Forbes
Legislative Chair	Prof. Caryn Carr

ALL-UNIVERSITY CONTRACTUAL AND APSCUF ELECTED COMMITTEES

Grievance Committee

* Dr. Howard Congdon	5/15/02
Dr. Robert Myers	5/15/02
Prof. Caryn Carr	5/15/03
Dr. Douglas Campbell	5/15/03
Prof. Larry Lebin	5/15/03

Nominations and Elections

Dr. Judy Brink	5/15/02
Prof. Rick Lilla	5/15/02
Dr. Paula Packer	5/15/03
*Dr. Stephen Hicks	5/15/03
Dr. Ronald Fennell	5/15/03

Honors Committee

Prof. Annik Kerszberg	5/15/02
*Prof. Kathy Richards	5/15/02
Dr. Jane Penman	5/15/03
Dr. Susan Strayer	5/15/03
Dr. Laird Jones	5/15/03

Promotion Committee

+Prof. John (Jack) Schmidt	5/15/02
Dr. C.W. Pollard	5/15/02
*Dr. James Miller	5/15/02
Dr. Cindy Clark	5/15/03
Dr. Laura Lee	5/15/03
Dr. W. P. Abeyasinghe	5/15/03
Dr. Joseph McGinn	5/15/03

Sabbatical Leave Committee

**Prof. Gregory Lund	5/15/02
Dr. Cindy Clark	5/15/02
**Dr. Beth McMahon	5/15/03
Dr. Edward Jensen	5/15/03
Prof. Catherine Traister	5/15/03

Tenure Committee

Dr. Wade Seibert	5/15/02
Dr. Cheryl Newburg	5/15/02
Dr. Alan Golden	5/15/03
Dr. Lou Widmann	5/15/03
Dr. David Bower, II	5/15/03

Faculty Award Committee

Prof. Jim Dolan	5/15/02
Prof. Lynette Reitz	5/15/02
Dr. Christine Offutt	5/15/02
Dr. Cathy Rush	5/15/03
*Prof. Philip Huber	5/15/03

Professional Development

*Dr. Judy Brink	5/15/02
Dr. Paul Ballat	5/15/02
Dr. Daniel Gales	5/15/02
Dr. Charles Jenkins	5/15/02
Dr. Edward Jensen	5/15/03
Dr. David Bower, II	5/15/03
Dr. Sue Boland	5/15/03
Dr. Karen Kline	5/15/03

Alternate Workload Leave

*Dr. James Miller	5/15/02
Dr. Doug Campbell	5/15/02
Prof. Annik Kerszberg	5/15/03
Prof. Gregory Lund	5/15/03
Dr. Beth McMahon	5/15/03

Gender Discrimination

(Board of Advisors)	
#Prof. Lynette Reitz	9/1/02
Dr. Karen Kline	9/1/02
Dr. Alan Golden	9/1/03

Gender Discrimination

(Panel Members)	
Dr. Ted Nuttall	9/1/02