



## President Pat Heilman's remarks to the Board Of Governors: 10/14/04

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I am happy to report to you that the System-wide Voter Registration Drive among our students has been a resounding success. Some campuses are close to 100% in students registered to vote. APSCUF assisted the League of Women Voters, Student Government Associations and other campus groups, beginning with move-in day in August, to conduct non-partisan voter registration drives. Many APSCUF chapters staffed tables in Student Union Buildings and other venues, volunteering their time to instill in our students their civic responsibility to vote. Our new initiatives include being visible, involved and proactive.

And, we are not done. As the Chancellor and I discussed at a recent meeting, registering the students to vote is only a job half done. We need to remind students to vote. To accomplish that goal, Dr. Hample and I issued a joint letter to students, reminding them of their responsibility to vote and alerting them to the mechanics of absentee ballots. We are both, perhaps, still feeling the shockwaves from this joint initiative. In addition, APSCUF is planning a number of reminders to students between now and Oct. 26 (deadline for absentee ballots) and Nov. 2 (election day), including encouraging student newspapers to print polling place maps and organizing car pools to take students to and from the polls.

I am also halfway through my 14-campus tour, meeting with University Presidents, faculty, coaches, retired faculty, and students, listening to their concerns, learning about their problems, seeking input on the directions this organization should pursue and just putting a face and voice to APSCUF. (Of course, those billboards have put more of my face around Harrisburg than many would ever want to see!) In addition, I will be meeting with legislators in the months to come to illustrate how investing in the public higher education institutions of our Commonwealth is an investment in this state's economic future and prosperity. And, I will be meeting with the Chambers of Commerce where our institutions are located to suggest ways in which we can all work together to improve our mutual communities.

All is not rosy, however. APSCUF is disappointed to see faculty productivity listed again as one of the performance indicators for additional funding for our universities. APSCUF does consider faculty productivity to be a legitimate measure; we disagree on the PASSHE definition of faculty productivity. It cannot be defined as the number of credit hours an individual faculty member can generate in a semester. Our students are individuals, not widgets. When our universities begin to construct buildings\* with large lecture halls (a 200-seat lecture hall, three 175-seat lecture halls and three 85-seat lecture halls), we are moving farther and farther away from our mission. Our universities are not factories. What if a surgeon's productivity was measured by the number of operations he/she could perform in a day – and not how well the operation was performed nor how many patients survived and recovered? We owe our students the benefit of individual attention in ALL of our classes; general education classes are not throw-away classes. I sincerely hope this board reconsiders rewarding universities on the basis of this factory model and does not construct large classroom facilities that make large classes inevitable on our campuses.

On a bright note, the Chancellor and I have had two successful meetings so far where we have shared ideas, concerns and strategies for solving some of the problems we both face – now, and in the future. We have established a dialogue which, I hope, will help move our agendas forward. Recently, we were, through this dialogue, able to solve a potential problem by agreeing to a short-term solution while we look toward long-term resolution. This kind of interaction will, I believe, be most productive.

\*The BOG approved the change in "scope" today of this High Tech Classroom Building at Kutztown University due to increased enrollments. The project was originally approved in July 2001.

## 2004/2005 CALENDAR OF EVENTS

### IMPORTANT DATES

#### APSCUF Meetings, 1:00 - 2:00 p.m.

**Mar 1** Hall of Flags  
**Apr 5** Hall of Flags

**May 3** **APSCUF Picnic/Meeting/ Retirement Recognition**  
Sieg Conference Center  
5:00 p.m. Social Hour  
6:00 p.m. Dinner  
7:00 p.m. Retiree Rec.  
8:00 p.m. Meeting

#### Feb 25

**APSCUF Spring Social**  
U.S. Army Reserve Center  
McElhattan

#### Mar 31

**Fourteenth Annual Alfred E. Hoberman Legislators' Day**  
11:30 a.m. Luncheon  
PUB Multipurpose Room  
12:30 p.m. Forum  
PUB Meeting Room # 2

#### Apr 19-20

**APSCUF General Elections**  
APSCUF Office  
Clearfield Faculty vote in Clearfield

### OTHER IMPORTANT DATES

**Mar 18** President Miller's Inauguration  
**Apr 1** Fall Univ. Tenure Committee recommendations due to President  
**Apr 15** Univ. Promotion Committee recommendations to President  
**Apr 30** Sabbatical Committee submits full list of applicants to President  
**May 31** President notifies Fall anniversary Tenure applicants of decision  
**Jul 15** President notifies Promotion applicants of decision



## Kudos...

**Doug Campbell** (Department of Communications and Philosophy) recently won the James H. Ottaway Fellowship to attend American Press Institute seminar titled *Reaching Latino Audiences*, which was held in Miami, Florida, in January.

**Kimberly Golden** (Department of Performing Arts) will be chairing the music and culture panel at the American Culture Association's annual conference in San Diego, California in March. She will also present a paper entitled *The Cultural Engraving of Sound: Scots-Irish Music in America* at the conference.

**Ed Strauser** (Graduate Studies) has had a paper accepted for presentation at the 16th Annual International Conference on College Teaching and Learning to be held at the end of March in Jacksonville, Florida. The title of his presentation is *Learning Communities and On-Line Participation*.

**Marjorie Maddox Hafer** (Department of English) has won the Yellowglenn Poetry Prize for her book *Transplant, Transport, Transubstantiation* (available in area bookstores and through Amazon.com.) In November, her story *Crowned* also appeared in the Pitt anthology DIRT. Marjorie is currently co-editing *Common Wealth: Contemporary Poets on Pennsylvania* (PSU Press, Fall 2005).

**Kevin A. Morrin** (Psychology Department) is currently serving as a co-investigator with Anacapa Sciences, Inc. of Santa Barbara, on a \$750,000 federally-funded research grant investigating multitasking abilities. As part of the 2-year research project, Kevin will be responsible for conducting four studies at LHU involving roughly 500 participants. The ultimate goal of the project is to develop a valid and reliable measure of multitasking that can be used in business and industry, both in the public and private sectors.

**Beth McMahon** (Department of Health Sciences), the advisor for the Health Science Club, is the coordinator for the Adopt-a-School project which identifies, plans and assesses health and safety programs in the top two poverty-stricken elementary schools within the Keystone Central School District. The overarching goals for this project are to address the health and safety education needs of the children identified by the teachers and faculty, and to provide supervised service-learning opportunities for LHU students.

**Peter Podol** (Department of Foreign Languages) has been invited to serve as outside evaluator of the Spanish program at Lycoming College. In addition, he will be chairing a session titled *The Recent Films of Pedro Almodóvar* at the Northeast Modern Language Association Convention and presenting a paper there entitled *Theater About Theater in Contemporary Spanish Drama*.

**Curt Dixon** (Department of Health Sciences) published an article titled *Evaluation of the BOD POD and Leg-to-Leg BIA for Estimating Percent Body Fat in Division III Collegiate Wrestlers* in [The Journal of Strength and Conditioning Research](#) in February.

## 142nd Legislative Assembly Report

The 142nd Legislative Assembly was held in State College January 27-29, 2005. Those in attendance were: Steve Hicks, Chapter President/Delegate; Delegates Jeff Burnham, Rick Lilla, Fay Cook, and Howie Congdon; Alternate Delegate Carol Rehn; Coach Delegate Aaron Russell, Coach Alternate Delegate Kristen Geissler; and Cheryl Orndorf, Office Manager. Below is a lengthy summary of the issues discussed at the assembly, which was one of the most productive in recent history.

State APSCUF Budget— We are in the red. No one is surprised about that; just surprised about how much we are in the red.

Failed Search Survey— This was sent out a few months ago to department chairs to complete as an ongoing process. The chap-

ters should urge department chairs to continue completing the surveys if they have failed searches.

### President's Report

?? Deans and Provosts in the Process— February 4 arbitration date. The union position is the administrators write a recommendation that is to be included with the rest of the candidate's packet submitted to the UPC. The SSHE wants the evaluations of the department promotion committee and the chair to be forwarded to the dean before he/she writes the recommendation. Both sides have agreed to arbitrate to decide how the language will be interpreted. The SSHE has agreed to use APSCUF's interpretation for 2004/2005 academic year only.

?? In her meetings with the chancellor, Dr.

Heilman has floated the idea of limited negotiations next time (August-November of 2006). The Chancellor seemed willing to consider the idea.

?? Coach negotiations are still stalled.

?? Chancellor Hample has agreed to support legislation that would allow employees to change from TIAA-CREF to the state retirement plan. New legislation should be introduced this spring. People really need to contact their legislators to ask for their support for this bill. When Dr. Heilman talked to legislators, many had not heard about this bill.

?? Rule of 12—SSHE kept insisting to APSCUF there is no "Rule of 12" for majors graduating in programs. It was finally acknowledged by the SSHE there is a "Rule of

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The ideas expressed in this newsletter are those of the contributors, and not necessarily the views of APSCUF.



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Less than 13." Directives given from management on this issue should be passed on to APSCUF. The rule does not say firmly that these programs have to be terminated, just to be reviewed. Discussion of these reviews should happen at local meet & discuss.

?? At Dr. Heilman's suggestion, the Chancellor held a meeting with her and Tom Krapsho. Relations with the state office seem to have improved.

?? The Athletic Trainer Side Letter was moving slowly, but it has now been moving along and will be completed soon.

?? Dr. Heilman has expressed concern about SSHE not allowing the faculty representatives on the Presidential Search Committees to go to the campus of the candidates to follow up on their history.

?? Dr. Heilman expressed concern with how difficult it is to deal with Michael Becker. The Chancellor seemed surprised... there was laughter in the room.

?? There are some discussions about the SSHE moving back under the auspices of PDE. APSCUF and SSHE are in agreement on this issue that adding more government involvement would not be a good situation. There is no definite plan for this to happen.

?? The rumor that there's a plan to centralize all email out of the Dixon Center is not true. They are going to issue directives to all students that the university email account is to be used as their standard email, not yahoo or AOL accounts. They're calling this "standardization of email," which could be where the confusion came in.

?? Dr. Heilman gave the chancellor a list of complaints about the SAP system and the reports we are getting from it, which included multiple faculty entries, missing salary information, missing tenure status, missing retirements, no uniformity in coding, missing management information, and Judy Hample is missing from the reports. I guess the chancellor was interested in that one! And, their final faculty count differs from ours.

?? Nanotechnology—We are being portrayed as obstructionist on this issue. Dr. Heilman pointed out to the Chancellor we were not included in the early stages, which has ultimately created the problems. She pointed out some violations in the CBA such as overload not being paid, stipends, and alternate workload equivalency. The Chancellor understands the concerns.

?? Dr. Heilman complained to the Chancellor about the common calendar and expressed a lot of faculty concerns with it. The Chancellor said she hadn't heard any complaints, which is obviously surprising.

?? Last year's promotees—Dr. Heilman assured the body this issue has not been dropped. She expressed concerns to the Chancellor that the CBA language disenfranchised promotees last year. The Chancellor says we would have to do a side letter or reopen negotiations. It is under discussion on how to proceed. There are other committees working on this issue; thus, Dr. Heilman was not at liberty to say more on this subject at this time.

?? There was a discussion about Dr. Heilman's text from her address to the BOG. It was shared with the chapter office managers and can be forwarded as the chapters wish. It is included in this newsletter.

?? Dr. Heilman reported the University Presidents are being evaluated based on their success with Performance Indicators.

?? Dr. Heilman shared a fact brief in a PowerPoint Presentation that she is using when visiting legislators. There is some very interesting information in the presentation, which has been shared with the chapter offices and can be used as desired. Rick Lilla has posted it on the LH APSCUF web site.

?? The negotiations team met and decided on the next negotiations team of seven people. There are alternates and the faculty will be solicited for consulting in certain areas of expertise. There were 10 nominees for the team.

#### Grievance Report

?? Common Calendar – hearing March 30

?? Part-time Faculty Premium Issue – No dates set and no arbitrator picked yet

?? Deans and Provosts in Promotion Process – Arbitration February 4 (no report has been received on this issue to date).

?? Athletic Trainers side letter should be signed off on in April with an effective date of October 29, 2003. Most will be on 12-month contract with a few remaining on 10-month contracts. The agreement will cover the holidays and there will be a workshop for the trainers set up at some point.

?? Regular Part-time faculty – three campuses have agreements, but those agreements violate the CBA.

?? April 24 is the next grievance meeting. A grievance workshop for new grievance

committee members is being planned for spring.

#### Personnel Committee

Three member-at-large positions will be exiting at the same time. Although Trish Pacifico has resigned, they are not making any decisions on reorganization in the contract implementation department at this time. They want the new committee to have the opportunity to work on this issue. Julie Melnichak is covering what Trish was doing for coaches.

#### Health and Welfare

?? Benefit improvement for dental/vision coverage has been announced to all faculty.

?? Part-time benefits are now available on [www.pafac.com](http://www.pafac.com) (finally!).

?? Supplemental and HMO Drug Option reimbursement MUST be submitted by the **March 31, 2005**, deadline.

?? Healthcare cost containment – The committee reviews and recommends. Its recommendations go to State M & D, then to State APSCUF Executive Council for vote. If there are substantive changes, it will go to the delegation for a vote.

?? APSCUF has hired a consultant (three-year contract of \$60,000 per year) to look at the healthcare issue to try to come up with ways of reducing healthcare costs.

#### Public Relations

?? The PR committee would like to see more local PR initiatives and active PR representatives.

?? State APSCUF has had billboards all fall throughout Harrisburg and routes known to be used by legislators.

?? Radio spots – Lewistown Basketball Assn has had great feedback.

?? Major PBS Purchase – 13-part series, *Explore PA Program*. APSCUF has exclusive underwriting. Broadcast dates will be published to locals.

?? It was requested that State APSCUF draft a common advertisement for student newspapers.

?? Coach Negotiations (PR)

? One flyer has gone out.

? Planning to get information out to students in newspapers to remind them their coaches are working without a contract.

? Other initiatives depend on negotiation strategies.

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### Special Services

?? The Special Services Packets are coming soon (you should have received them).

?? The State APSCUF Scholarship paperwork is out.

?? Nancy is working on a cable television service discount. Locals are asked to provide her with the names of local cable companies.

?? Verizon DSL – hasn't gotten discount to where it should be.

### CAP

?? Student/Faculty Liaison meeting will take place at April assembly.

?? Students are still trying to get the Student Association up and running. Some campuses have been successful. Those campuses will have representatives at the workshop in April to talk to the students about it.

### APSCURF

?? 2137 members.

?? Raised over their goal for CAP.

?? Working on new packets

?? Working on getting a web link for APSCURF member information.

?? Revision to by-laws should be done soon.

### Membership Report

The committee was unable to meet in the fall, because there weren't enough members planning to come to make a quorum. The chair of this committee found this disturbing and proceeded to report significant problems with membership throughout the union. The first problem is that there are many universities whose membership is in the 80<sup>th</sup> percentile or below. This was a lengthy discussion. It was good to see the delegation get excited about something as important as membership.

There was a motion made to support Shippensburg's no confidence vote for the Presidential Search that is flawed at that University. The motion passed unanimously.

There was a very lengthy and impassioned discussion about a motion made at the last assembly concerning the tuition increases and Hample taking some accountability for the increases. There were some amendments to the motion before it eventually passed. A copy of the actual motion that was passed can be made available to those who wish to see it.

## Nominations Being Solicited

The Nominations and Elections Committee invites you to submit nominations for positions to be filled by the election to be held in April. You will be receiving a nominations packet in campus mail very soon. The packet contains spaces for you to fill in your nomination and submit to Cheryl Orndorf in the APSCUF Office.

A list of leadership positions and committee vacancies is below:

**APSCUF Executive Council positions** (only APSCUF Members can run or vote for these positions):

Number of positions in parenthesis.

- ?? Secretary (1)
- ?? Treasurer (1)
- ?? Legislative Delegate (2)
- ?? Alternate Delegate (2)
- ?? Member-at-Large (3)
- ?? Grievance (3)
- ?? Nominations and Elections (3)

### All-University Contractual and APSCUF Elected Committees:

(Please see descriptions and eligibility requirements for these positions, which will be included in your packets.)

- ?? Alternate Workload Leave (3)
- ?? Faculty Award (2)
- ?? Gender Discrimination Board of Advisors (1)
- ?? Honors (3)
- ?? Professional Development (4)
- ?? Promotion (4)
- ?? Sabbatical Leave (3)
- ?? Tenure (3)

## Appointed Committee Vacancies

You will be receiving a packet of information about committee vacancies in March. APSCUF will be looking for volunteers for the following list of committees. The terms will be June 2005-June 2007. Mark Cloud, President Elect, will make the appointments with the approval of the Executive Council in late May or early June 2005.

### APSCUF Committees:

- ?? Audit
- ?? Budget
- ?? CAP Steering
- ?? Gender Issues
- ?? Health & Welfare/Special Services
- ?? Legislative
- ?? Local Negotiations
- ?? Membership Chairperson
- ?? Newsletter
- ?? Presidential Evaluation
- ?? Scholarship
- ?? Social

### Meet and Discuss Committees:

- ?? Academic Awards - Gerald R. Robinson Distinguished
- ?? Academic Computing
- ?? Academic Regulations
- ?? Accessibility/Disabilities
- ?? Admissions
- ?? Calendar
- ?? Distance Education
- ?? Fall Founder's Day Convocation
- ?? Finance
- ?? Freshman Year Experience
- ?? Honorary Degrees and Commencement Speaker
- ?? International Education
- ?? Student Evaluation Instrument
- ?? Student Minority Retention
- ?? Summer School
- ?? Writing