



*A Message From*  
**Dr. Mark Cloud, LHU Chapter President**

**VOTE YES for STRIKE AUTHORIZATION on April 24- 26!**

***What is a Strike Authorization Vote?***

A Strike Authorization vote is NOT a vote to immediately go on strike. Nor does a “yes” vote mean that we will definitely go on strike. An affirmative vote gives our state APSCUF Executive Committee our consent to call a strike if negotiations break down and reach an impasse. Our contract expires June 30<sup>th</sup>. Your state and local leadership have consistently articulated over the past 18 months—“No contract, no work.” A strike date has not been set---we have a contract and we are still negotiating and making some progress. If our contract expires and we are very close to resolving our differences, we will not call for a strike. However, if we are at an impasse on June 30<sup>th</sup>, you can expect a call to strike to follow swiftly.

***Why should I vote “YES” to authorize a strike?***

A strong “YES” vote (in terms of both participation and percent affirmative) sends a message to the Chancellor and PaSSHE negotiators that APSCUF members stand firm for quality education. It sends a message that we are willing to go on strike if PaSSHE refuses to negotiate in good faith and/or seeks to force us to accept a bad contract. A strong “YES” vote also strengthens the position of our negotiations team. If PaSSHE knows that the membership stands strong behind their negotiations team, they will be more likely to take our team seriously and deal with them in good faith and with respect.

As of this date, management has on the table for us to accept:

- No cost of living increases for four years. At the current rate of inflation, this would lead to 14% decrease in our purchasing power.
- Decreases in the size of salary steps. This would continue a trend in decreasing step sizes.
- Triple payroll deductions for medical coverage. This increased burden is not justified. Costs have been well contained because of the Medical Cost Control Containment set up in the previous contract.
- Unlimited temporaries. All of our current checks in temporary faculty growth would be eliminated.
- Distance education and teaching at branch campuses could be assigned to any faculty member.
- Streamlined process for faculty layoffs.
- Management can give administrators tenure and rank in academic departments.
- Elimination of grievance rights for denial of tenure.
- No remedy for faculty promoted in 2003.

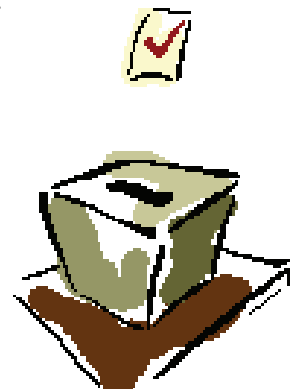
No progress on benefits for domestic partners.

Help us ensure a fair and timely contract. I encourage your strong support of the authorization on April 24-26.

Staying united for quality education.

--Mark

\*Many thanks to Kutztown APSCUF for allowing me to share some of their newsletter materials in my piece.



## Important APSCUF Dates AY 2006/07

### Strike Authorization Vote

Tuesday, Wednesday, Thursday  
April 24, 25, 26, 2007  
April 24 & 26, 9:00 a.m.—3:00 p.m.  
April 25, 9:00 a.m.—5:00 p.m.  
APSCUF Office

### Faculty and Coach Unity Rally

Thursday, April 26, 2007  
12:30-1:30 p.m.  
In Front of Price Auditorium  
July 1 Explained!

#### May

- 04: **University Family Picnic**  
3:00-7:00 p.m.  
President's Residence
- 08: **APSCUF Picnic/Membership Meeting/Retiree Rec.**  
Please note Time Changes  
4:00 p.m. Social Hour begins  
5:00 p.m. Dinner  
6:00 p.m. Retiree Recognition  
7:00 p.m. General Meeting  
(Bill Chabala Speaker)  
Sieg Conference Center
- 09: **Executive Council Meeting**  
4:30 PM, APSCUF Office

The newsletter committee welcomes your contributions and comments. Submissions are needed by the 15th of each month.

Editor & Chairperson  
John H. Wilson

Co-Chairperson 2006/2007  
Nicole Burkholder-Mosco

Web Page Deposits and Library News  
Rick Lilla

Kudos  
Matthew Girton

Photos by  
Tara Mitchell

Content/Layout  
Cheryl Orndorf

## Pat Heilman's Remarks to BOG – April 12, 2007

Good afternoon!

I was pleased to learn that, at your March 29<sup>th</sup> meeting of the Finance, Administration and Facilities Committee, you acknowledged that the BOG's October 2006 appropriations request (the one that included NO increases in salaries for anyone) would not be a workable one. PASSHE must request what it needs to maintain a quality system of higher education.

And, sounding sour budgetary notes is nothing new for PASSHE. It appears that whatever year APSCUF has contract negotiations, the state and/or PASSHE are in dire financial straits. Forgive us if we don't buy the poor mouth story this time. We've bought it and bought it and bought it. But, not this time. And, students should know that faculty and coaches salary increases have no direct correlation to tuition increases. Let me give you a few recent facts to back up my assertion. In 2002-2003, faculty received a 2.25% net salary increase; tuition rose that year by 9%. In 2003-2004, faculty received 0. Yet, tuition rose by 5%. In 2004-2005, faculty salaries increased roughly 2.5%, but tuition went up 4.6%. When faculty received a 3% GPI in 2005-2006, tuition rose only 2%. And, in 2006-2007, when faculty received a minimum of 6.25%, tuition rose 2.7%. The real culprit is state appropriations, which have declined from covering 62.95% of total costs in 1983-1984 (the first year of the State System) to 37.79% in 2005-2006. The past 24 years have seen a consistent decline in state

appropriations and we dipped below the 50% mark in 1992, leading some of us proponents of "truth in advertising," to recommend that we replace "state-owned" with "state-located."

But, why does APSCUF need a good contract now. Here are some good reasons:

1. Inability to recruit and retain faculty – Look at the data I provided last time (actually, it comes from your data). Ask the University Presidents to give you figures on the number and frequency of failed searches for faculty. And the number of resignations and "early" retirements.
2. Projections for faculty openings nationwide from 2004 through 2014 – According to the Federal Bureau of Labor Statistics, the number one most sought after employee is the university professor with the most job openings of all professions. Nationally, by 2014, the percent change in job openings for university professors will be +32%. CEOs, by the way, rank 15<sup>th</sup> while computer specialists rank 9<sup>th</sup>, 12<sup>th</sup> and 17<sup>th</sup>. How does PASSHE plan to compete for faculty when we are not competing now?
3. High student advising loads, committee work – directly related to numbers 1 and 2. Tenure-line faculty are shouldering more and more of the university's committee work while advising larger and larger numbers of students while teaching a heavier workload than some two-

year colleges. Do you expect that highly-sought-after university faculty will stay in a System where the salary and benefits are non-competitive, the workload is atrocious, and there is enormous pressure for research and publication with little or no commitment of professional development funds?

4. The students – and alumni – will pay the price for the erosion of quality faculty. Students are already paying more and receiving less than their predecessors. In the effort for fiscal accountability above all else, class sizes have increased dramatically, course and program offerings have declined, and lines for advising have grown. The Performance Indicator Funding formula has contributed to a growing inequity in these areas among the universities with students and faculty at the low-performing institutions bearing the brunt of the resulting budget shortfalls. It was Albert Einstein who said that "Everything that can be counted doesn't necessarily count; everything that counts cannot necessarily be counted."

APSCUF is dedicated to the academic quality of our 14 institutions. And, we have worked with PASSHE to help secure increased appropriations to assure that academic quality. But, that academic quality is tied tightly to the quality of our faculty – and our coaches. For the students, let's do the truly right thing: Preserve the academic quality of our universities.

## **2007/2009 Election Results**

### **Executive Council/APSCUF Member Only**

#### **Alternate Delegates**

Patrizia Hoffman & Cathy Traister

#### **Grievance Committee**

Cindy Allen, Steve Hicks, & Karen Kline

#### **Legislative Delegate**

Jeff Burnham

#### **Local Negotiations Committee Chair**

Tara Mitchell

#### **Member at Large**

Matt Girton, Brent May, & Lou Widmann

#### **Nominations and Elections Committee**

Erin Kennedy, Tara Mitchell, & Marian Tzolov

#### **Secretary**

John Wilson

#### **Treasurer**

Jonathan Lindzey

### **Contractual Committees**

#### **Alternate Workload Leave Committee**

Cindy Allen, Steve Hicks, & Chris Offutt

#### **Gender Discrimination Board of Advisors**

Cindy Allen

#### **Honors Committee**

Tim Baylor, Jeff Walsh, & Jackie Whitling

#### **Presidential (Faculty) Award Committee**

Jane Penman & Cathy Rush

#### **Professional Development Committee**

Curt Dixon, Julie Lammel, Tara Mitchell, & Ramona Broomer

#### **Promotion Committee**

Paul Ballot, Denine Burkett, Amy Kutay, & Michael Porter

#### **Sabbatical Leave Committee**

Melinda Hodge & Drew Talbot *(There was a tie for third place between M. Khalequzzaman & Ramona Broomer – the run-off election will be held during the Strike Authorization Vote hours, on April 24, 25, & 26)*

#### **Tenure Committee**

Cheryl Newburg, Chris Offutt, & Kathy Richards

## **Volunteer Committee Openings (2007-2009)**

APSCUF is soliciting volunteers to serve on the committees listed below:

### **APSCUF COMMITTEES**

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

### **MEET AND DISCUSS COMMITTEES (2007-2009)**

- ✓ Academic Awards
- ✓ Academic Computing
- ✓ Academic Regulations
- ✓ Admissions
- ✓ Calendar
- ✓ Distance Education
- ✓ Fall Founder's Day Convocation
- ✓ Freshman Year Experience
- ✓ Honorary Degrees and Commencement Speaker
- ✓ International Education
- ✓ Student Evaluation Instrument
- ✓ Student Minority Retention
- ✓ Summer School
- ✓ Writing

Please consider volunteering for the committee opportunities at this link: <http://www.lhup.edu/apscuf/forms/> (click on the link named "Volunteer for faculty/coach governance committees"). **You'll find many good opportunities to serve the University on this committee volunteer list.** Please do not confuse these committees with the committees just filled by election, which is an entirely different list of committees.

Each committee on the volunteer form (link above) is hyperlinked to the committee page on the Lock Haven APSCUF web site <http://www.lhup.edu/apscuf/>, so if you are in the form and wondering what a committee's charge is, just click on the committee name and it will take you to that information.

Appointments to these committees will be in June. The Chapter President, which will be Fay Cook, will make committee recommendations to the APSCUF Executive Council based on the volunteer responses. The Executive Council will make the decisions at its June meeting. The term for these committees is for 2 years and starts, technically, July 1, 2007, and runs through June 30, 2009, although we recognize that most committees will not convene until the fall semester. Management also has positions on the Meet and Discuss Committees and will make those appointments and then appoint a convener early in the fall semester. Please consider serving on these valuable committees!

### **PASSHE Group Health Plan Open Enrollment**

Open Enrollment will take place from April 23, 2007, through May 4, 2007. Open Enrollment is a chance for you to change health plans and/or add dependents to your coverage. PASSHE Group Health Plan Open Enrollment information and enrollment forms are available on the Human Resources web site at <http://www.lhup.edu/HR/Benefits/2007/open%20enrollment%20revised%201-25-07.htm>

If you do not wish to change health plans you do not need to complete any paperwork. Open Enrollment only happens once a year. Your next chance to change health care plans will be the Spring of 2008!

If you have any questions please contact Kim Powell at extension 2486 or email her at [kpowell@lhup.edu](mailto:kpowell@lhup.edu).

Source: April 18, 2007 email from Kim Powell

## KUDOS

**Pamela Czapla** (Academic Development and Counseling) had a poster session entitled 'Tutorial Services at Lock Haven University' accepted at the PA Association of Developmental Educators (PADE) conference April 18-20, 2007, Harrisburg, PA.

**Wendy Walsh** (Student Life Coordinator) and **Jeff Walsh** (Recreation Management) presented "Avoiding 10 Common First-Semester Detours: Helping New Students Stay On Course" on March 2 at the 2007 On Course National Conference in Dallas, TX. The original workshop, developed by Wendy, **Carol Latronica** (Dean of Student Development), and Jeff, focused primarily on findings of a survey of second semester freshmen and their perception of their success.

**Kevin Range** (Chemistry) has been awarded a Development Grant of 10,000 service units at the Pittsburgh Supercomputing Center in support of his studies of photosystem II and 1,3-sigmatropic rearrangements in triazines.

**Dongdong Jia** (Geology and Physics) had an invited review paper accepted in the Chemical Engineering Communication Journal entitled "Nanophosphors for LEDs". It is a paper that discusses the current new phenomenon on nanophosphors.

**Zak Hossain** (Sociology/Anthropology/Social Work/Geography) presented a paper titled "Information Literacy as Liberal Arts" at the International Conference on e-Learning: Learning Theories vs Technologies, Bangkok, Thailand, December 14-16, 2006.

**John Leffert** (Graduate Studies) was selected as the faculty student choice award for 2007.

**Larry Gaffney** (English) had "Ill-Advised Resume Objectives" published in the current (April) issue of FLYMF ([www.flymf.com](http://www.flymf.com)), and has "A Correspondence" forthcoming in the May issue of FLYMF. He also has "Kittens," a short story, being published in the fall issue of ORACLE.

**Joan Whitman Hoff** (Communication and Philosophy) gave a keynote presentation in April on "Resolving Conflict and Inspiring Motivation" at the Alpha Kappa Psi Chapters Meeting, which was held at LHU. She also presented a paper at the American Philosophical Association for the American Association of Philosophy Teachers. The title of her presentation was, "Engagement: Exploring the Self and Other via the Teaching and Writing of a Text" in April 2007. She also attended the Pennsylvania Canadian Studies Association at IUP on March 23-4.

**Marjorie Maddox Hafer** (English) has her work in Broken Land: Poems of Brooklyn (NYU Press), Whitman to the present. In addition, two of her poems are illustrated in the new children's book Hey, You! Poems to Skyscrapers, Mosquitoes, and Other Fun Things (Harper Collins).

**Brian Ardan** and **Joby Topper** (Library) were recently invited to give a presentation at the PASSHE Library Conference held in Grantville, Pennsylvania, March 22-23. In their presentation, they described the library's ongoing transition from print to electronic journal access.

**Marianne Hazel** (Elementary Education) was recognized in the Centre County Town and Gown publication featuring Women Leaders in the Community. This annual edition thanks women in the community who are shining examples in the region.

**Laurie Cannady** (English) presented "Learning Ourselves, Learning Others: Cultural Diversity for Early Childhood Educators" at the 2007 Early Years and Learning Years Conference. She also proposed and organized a special session on reading children in adult literature that will be presented at the 49th Annual Midwest Modern Language Association Conference in Cleveland, Ohio. Laurie is currently working on a chapter entitled, "Virginia is for Lovers and Rappers: The Impact of 'New Jack Swing' on Hampton Roads' Hip Hop Scene," to be published in Represent Where I'm From: The Greenwood Guide to American Regional Hip Hop.

**Karen Winters** (Educational Foundations) presented a paper entitled "Acceptance of All, Rejection of None: Growing Global Citizens" at the Oxford Round Table Forum on Religious v. Public Schooling in March 2007.

### Management Salary with Bachelor's Degree Only!

The same management that typically offers a new faculty member with a PhD less than \$50,000 is willing to pay some managers with bachelor's degrees double that starting salary. Indiana University of Pennsylvania is hiring an executive director of information technology services. Qualifications include just a bachelor's degree in computer science or management information systems. The salary is between \$89,000 and \$110,000. The upper half of that range is more than the salary of a full professor at the top of the scale. The same professor might well have taught the candidates with bachelor's degrees. Technology skills are in demand, but wouldn't it be nice if management used higher salaries to attract and retain highly qualified faculty members?