

A Message From **Dr. Fay Cook, LHU Chapter President**



As your new Chapter President, I had hoped my first message in this newsletter would not include language such as, "when we vote on the tentative agreement." I think we all expected the negotiations would be well behind us by now and we'd be focusing on other things. However, as you all know that is not how it has worked out. We are faced this fall with uncertainty similar to that of the end of the spring semester.

With the APSCUF Legislative Assembly scheduled for this Friday and Saturday, September 28-29 and the ratification vote next Tuesday and Wednesday,

October 2-3, we find ourselves in an atmosphere of suspense. On the one hand, we are waiting to see what our union leaders recommend to us after they have had a chance to discuss the tentative agreement at length at assembly. On the other hand, we are all waiting to see what our colleagues do come next Tuesday and Wednesday when the polls open and our near future fate is finally revealed.

If the union votes to approve this tentative agreement, we can all move on with our lives for the next four years, but hopefully wiser and with some changes that will avoid such situations in the future. If the union votes to reject this tentative agreement, there is a lot of uncertainty about what will happen. One thing I'd like to assure you of is your local leaders will remain firm and stand together to lead you in whatever direction is necessary. We must keep solidarity at the forefront! There are certainly some problems with the process that need to be worked out. Your local leaders remain steadfast in their conviction to get to the bottom of those issues and to find solutions to the problems.

I want to encourage all of you to consider serving APSCUF, your union, and providing your assistance as we go forward! You may not be able to serve on a committee or serve in a leadership role, but simply coming out and voting next week for not only the ratification vote, but the APSCUF Special Election as well is helpful. Your comments and concerns have all been taken seriously by the local leadership and every effort will be made on our part to make things better for next time around.

When we vote on the contract next week, we need to be prepared for a vote either way and be ready to deal with a "Yes" or a "No" vote. Either way, we need to maintain solidarity!

In solidarity,

--Fay

**Don't
Forget
to Cast
Your
Ballot!**

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Contract Ratification Vote Scheduled

Language available at: <http://www.apscuf.com/print/07TABLEOFCONTENTS.htm> or you can review a hard copy of the document in the LH APSCUF Office (216A N. Vesper Street)

Tuesday & Wednesday, October 2-3, 2007

Polls open 8:00 a.m.—5:00 p.m.

**APSCUF Office—107 Raub Hall (rear of building)
(absentee ballots are available—Contact Cheryl Orndorf x2231)**

**Special Election for Promotion Committee and Member-at-Large Vacancies
will be held at the same time as Ratification Vote**

Clearfield faculty vote in Clearfield as in past elections/votes—Coordinated by Stephanie Kulas

Important APSCUF Dates to Remember—AY 2007/2008

Fall 2007

Sept

27-29: Legislative Assembly
Radisson, Monroeville, PA

Oct

2: Membership Meeting

Hall of Flags, 1:00-2:00 p.m.

2-3 Ratification Vote/Special Elect.

APSCUF Office (107 Raub Hall)
8:00 a.m. - 5:00 p.m.

10: Executive Council

APSCUF Office
5:00 p.m.

17: Coach/Management M&D

Sullivan Board Room
8:30-9:30 a.m.

18: Faculty/Management M&D

Tentatively at Bentley Private DR
12:15-1:45 p.m.

Nov

6: Membership Meeting

Hall of Flags, 1:00-2:00 p.m.

15-17: Legislative Assembly

Wyndham, Gettysburg, PA

14: Executive Council

APSCUF Office, 5:00 p.m.
Followed by Dinner at President's
Residence (6:30 p.m.)

14: Coach/Management M&D

Sullivan Board Room
8:30-9:30 a.m.

20: Faculty/Management M&D

Tentatively at Bentley Private DR
12:15-1:45 p.m.

Dec

4: Membership Meeting

Hall of Flags, 1:00-2:00 p.m.

12: Executive Council

APSCUF Office, 5:00 p.m.

14: Coach/Management M&D

Sullivan Board Room
8:30-9:30 a.m.

18: Faculty/Management M&D

Tentatively at Bentley Private DR
12:15-1:45 p.m.

Spring 2007

Jan

9: Executive Council

APSCUF Office, 5:00 p.m.

22: Faculty/Management M&D

Tentatively at Bentley Private DR
12:15-1:45 p.m.

23: Coach/Management M&D

Sullivan Board Room
8:30-9:30 a.m.

Feb

5: Membership Meeting

Hall of Flags, 1:00-2:00 p.m.

13: Executive Council

APSCUF Office, 5:00 p.m.

19: Faculty/Management M&D

Tentatively at Bentley Private DR
12:15-1:45 p.m.

20: Coach/Management M&D

Sullivan Board Room
8:30-9:30 a.m.

Mar

4: Membership Meeting

Hall of Flags, 1:00-2:00 p.m.

TBA: Executive Council

APSCUF Office, 5:00 p.m.

18: Faculty/Management M&D

Tentatively at Bentley Private DR
12:15-1:45 p.m.

19: Coach/Management M&D

Sullivan Board Room
8:30-9:30 a.m.

April

1: Membership Meeting

Hall of Flags, 1:00-2:00 p.m.

9: Executive Council

APSCUF Office, 5:00 p.m.

15: Faculty/Management M&D

Tentatively at Bentley Private DR
12:15-1:45 p.m.

16: Coach/Management M&D

Sullivan Board Room
8:30-9:30 a.m.

10-12: Legislative Assembly

Holiday Inn, Grantville, PA

May

**6: Membership Picnic/Meeting/
Retiree Recognition**

Place TBA, begins at 4:00 p.m.

14: Executive Council

APSCUF Office, 5:00 p.m.

20: Faculty/Management M&D

Tentatively at Bentley Private DR
12:15-1:45 p.m.

21: Coach/Management M&D

Sullivan Board Room
8:30-9:30 a.m.

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



Pat Heilman's Remarks to BOG 7-19-07

While we await the ratification vote on the Coaches and Faculty Tentative Agreements, we should analyze what went right – and wrong – with these negotiations so we can do better next time.

1. Students should be left out of the fray. APSCUF tried to get these negotiations started and concluded last summer – summer 2006 – before the expiration of our contract became a Sword of Damocles over the heads of our students. APSCUF also wanted to follow both the letter and spirit of Act 195, which would have required that this contract be negotiated by early September 2006, so personnel costs could have been included in PASSHE's appropriations request in October 2006, which would have been included in the Governor's budget request in February 2007.

While we did not succeed in accomplishing this, we did (almost) get the new contract negotiated before the current one expired. I believe it's been about 25 years since that has been done. If this tentative agreement is ratified by APSCUF and this

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Getting to Know You

Name: Tammy A. Russell, Ph.D.

Department: Academic Development & Counseling

Discipline: Director, Student Support Services

Start Date: Fall 2006

Favorite Quote: Mahatma Gandhi, "You must be the change you wish to see in the world."

Favorite Movie: Life-time favorite is "Charlie and the Chocolate Factory."
Why...chocolate is my favorite thing to eat!

Interests: Academic organizational structures and their relation to student persistence, first-generation/low-income students, student retention, academic advising (are you helping students design a schedule that fits their academic strengths/learning styles-too many courses with multiple choice exams e.g. a schedule loaded with social behavioral sciences can be as academically detrimental to student success as allowing students to schedule math/science classes without prerequisites)

Facts:

Member of Delta Sigma Theta, Sorority, Inc.

I was a first-generation college student.

I have been riding motorcycles since the age of 6. I ride a Ninja 250.

I love department discussions related to academic persistence of first-generation college students. If you are interested in having a department discussion related to the first-generation college students enrolled in your majors, let me know! My program website <http://www.lhup.edu/student-support-services/>



Tammy in China in 2007

Two Grants Available to University Wellness Initiatives

The Pennsylvania Faculty Health and Welfare Fund has announced two (2) Wellness Promotion Grants in the amount of \$1,000 per grant are available to each PASSHE University for 2007-2008 academic year.

1. The Health Awareness Grant is a \$1,000 yearly matching grant for campus-wide wellness and prevention activities such as wellness fairs and single topic wellness sessions. This grant requires documentation of dollar-for-dollar matches from campus or community organizations.
2. The Health Lifestyle Grant is a \$1,000 yearly grant to fund risk reduction activities that include at least five (5) Faculty members who attend a minimum of four (4) sessions.

\$2,000 in Grants Available for Each PASSHE Campus—Wellness Activities to Benefit Faculty

The fund trustees encourage each PASSHE campus to apply for one or both grant initiatives for the 2007-2008 academic year.

Grant applications are available through the LH APSCUF Office. Directions for completion of grant applications are printed on the back of the forms. Completed grant applications should be submitted to the Fund Office in Harrisburg for consideration by the Fund's Wellness Committee. Grant applications must be signed by an APSCUF Health and Welfare Specialist. Patrick Ivory is the Lock Haven APSCUF Health and Welfare Specialist. Questions regarding the grant program should be directed to Timothy Buchanan at the Fund Office, telephone 717-233-4776.

Congratulations 2007 Promotees

Full Professor

Paul Ballat
Denine Burkett
Walter Eisenhower
Robert Myers
Jane Penman
Lynette Reitz
Cathy Rush
Catherine Traister

Associate Professor

Peter Campbell
Michael Cullin
David Curtin
Curt Dixon
Patricia Fagan
Mahlon Grass
Yvette Ingram
Richard Lally
Marianne Lovik-Powers
Martin Maresch
Charles Morgan
Christine Remley
Robert Sandow
Frederick Schulze
Greg Walker
Steven Williams

Assistant Professor

Richard Burkett

Welcome New Faculty and Coaches 2006/2007 Academic Year

Academic Development & Counseling

*Lisa Weaver

Art

Dan Rule

Athletics

Jocelyn Duke, Women's Basketball
Terry Fike, Wrestling
John Wilson, Sr., Men's Basketball
Jennifer Smith, Women's Basketball

Business Administration, Computer Science & Information Technology

*Krish Pillai
*Michael Ruth
*Marlene Jensen
*Randall Hartman

Communication & Philosophy

*Barbara Toth

Criminal Justice

Jose Texidor

Elementary Education

Virginia Bonomo

English

*Alyce Baker-Putt

Foreign Languages

Beletou Kebede

*Became a Full Member of APSCUF

Health & Physical Education

*Jeannette Brelsford
*David Seamans

History, Political Sci., & Economics

*Donald Leech

Library

*Carl DiNardo

Mathematics

*Richard Mikula
*Muhammad Aslam
*John Rosson
*Seunghoon Bang

Nursing

*Bonnie Noll

Psychology

*Catherine Vecellio
Cynthia Campbell

Physician Assistant Studies

Jason Corbeill
Kerri Mateer
Steven Harris

Sociology, Anthropology, Social Work, & Geography

*S. Jean Camberg
Bobbi McLean
Eran Fisher

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Board, we will begin a fall semester with labor peace.

2. **Let's not poison the well.** An advantage to negotiating early is that the arguments do not have to be played out in the media. APSCUF certainly did not want to air the faculty recruitment and retention problems; however, we did feel the necessity to correct the myth of the 90th percentile for faculty salaries. That 90th percentile may have been true in the 1980s, but our salaries are a far cry from that now. Cherry-picking colleges and universities with which to compare our salaries gives our public misleading information. The most interesting piece of information we uncovered in providing the media with correct data on salary comparisons is that our salaries lag by at least 10 percentage points behind the **branch** campuses of Penn State, which are also Masters IIA institutions.

3. **Let's correct the problems.** APSCUF pointed out the problems with failed searches and the retention of new tenure-line hires. PASSHE should undertake a comprehensive study of why searches are failing, where our candidates choose to go, why new hires leave within the first few years, what we can do to reverse these trends. If PASSHE is no longer a desirable system for quality faculty, what do we need to do to make it so? Our universities at one time were the first choice of stellar faculty, and, by working together, we can make them so once again. Our students deserve a stable faculty; let's make that happen.