



APSCUF/SU Union Newsletter

APSCUF: Your Union representing SU faculty and coaches.....
.....in solidarity!

APSCUF/SU FACULTY & COACHES

President –**Brendan Finucane**; Vice President- **Jennifer Clements**; Secretary- **Cheryl Slattery**; Treasurer & Technology Chair – **Azim Danesh**;
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Coaches President APSCUF -SU –**Rob Fulton**; Coaches Vice President APSCUF-SU - **Dave Osanitsch**

January 2016

Volume 43, No. 4

Brendan Finucane’s remarks made to the Council of Trustees on 1/29/2016:

Thank you Chairman Schaul, and Good Morning President Harpster and all Trustees

This morning I will cover some issues discussed at yesterday’s meeting of the Rep Council –which has a representative from each department as well as reps from non-teaching faculty and coaches. Rep Council provides me the opportunity to hear about pressing concerns and issues from across the campus, and more broadly, it’s a chance for me to gauge the current campus atmosphere. And it’s my responsibility as President of the faculty, in turn, to periodically inform this body, the Council of Trustees about the state of the university. Even if that requires me to be the bearer of bad news. Frankly, I cannot recall a time when the spirits on campus were so low. And so, I ask for your patience and attention while I give my report.

Starting with some potential positives: there were two items discussed for improving student recruitment. #1 Moving to implement now a payment plan for students which would allow them to make several partial payments starting in March as a lay-a-way plan. This would soften the shock of the July tuition bill, and may help reduce the “summer melt”. While the final payment may have to be adjusted to reflect BOG tuition decisions in the summer, people would at least have a head start in paying the tuition and fees for semester I. This has been discussed within university committees, and we urge adoption of this more flexible billing model.

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General Faculty/Coach Meeting

With Stuart Davidson (Head of Negotiations for APSCUF)

Thursday, Feb. 25, 2016

Grove Forum 3:30pm

**UNITED WE STAND
UNDERFUNDED
WE FAIL**

**RALLY
February 8th**

Reserve your seat on the bus **today** by emailing **Diana at apscuf@ship.edu**.

#2 Based on the comparisons of the recruiting tactics of some of our competitors, it appears that our already enhanced efforts, perhaps should be yet more robust. In particular, in trying to convert admitted students to confirmed students to students in their seats next fall, having greater participation by faculty at the department level should be urged, and I will be willing to help do that. These efforts should be coordinated and be more structured so that faculty interaction with perspective students will be more fruitful. For example, faculty should be provided with suggested scripts and examples of how to answer frequently asked questions and a list of names and numbers for referring students to the appropriate campus office e.g. housing, financial aid, athletics, etc.

As we all know, student recruitment is absolutely critical, and student retention is equally important. Which brings us to my list of issues which are counter-productive for student retention, success and graduation.

#1 Cuts in Graduate Assistant positions will reduce our capacity to recruit and retain the best grad student, who are the ones with the other options. Our brand name will suffer and so will our programs and our remaining students.

#2 Reductions in release time for additional duties will diminish the allocation of effort, and students will, again, suffer the consequences of resource cuts at the program level. Cutting release times in half equals to cutting compensation in half, and it's unrealistic to think that people will continue to provide the same degree of effort and attention for ½ the compensation.

#3 Class size continues to increase due to the non-replacement of most faculty lost to attrition. Department FTEF is declining due to fewer Tenure Track positions and fewer adjuncts. We've been here before – we know increasing class size will hurt students' chances for success – especially those 1st generation scholars in need of more structure and mentoring. Pedagogy will suffer with more Professors shifting from essay exams and papers to having students take multiple choice exams. This is most definitely not a best practice. And our brand will suffer yet more.

#4 Cuts among the secretaries of academic programs is impacting the students' ability to get guidance about procedural matters, and students are cascading from departments with diminished staff to other departments seeking help. Somehow a department with 450 majors having only a ½ time secretary deserves a re-think regarding efficiency and adequately helping students.

Rather than list more items I want to focus on what, in my opinion, is causing such disruption and loss of morale. Quite simply, we are suffering from on-going budget problems and we have been making efforts to avoid retrenchment, and we succeeded in that endeavor. Also, we have budgetary uncertainty due to the state budget impasse, performance funding shortfalls, and past student recruitment gaps.

Despite the uncertainty, I would maintain that we are making budget adjustments that are too abrupt and excessive as we try to eliminate the structural deficit too quickly. While it's true that some of our negative "profit margins" were unsustainable, efforts to rigidly attack the deficit and to insist upon its rapid elimination will, in my opinion, be counterproductive due to the adverse impacts on student recruitment, retention, the quality of academic programs, and yes, our brand name.

We are confronting reputational risks and our narrowly focused efficiency measures will diminish our efficacy as an institution of higher education. Efficacy should be our goal.

My request would be that the Council of Trustees as the policy making body for the university exercise its good judgement and its authority to consider the full costs of budget cuts and to weigh those costs (and their impacts on students and our reputation) in determining how quickly to eliminate the structural deficit. Giving ourselves one more year to achieve this significant budget re-alignment will still be a major undertaking, but it will be less harmful to students while preserving our fine reputation. And so, I ask for the Chair of the Council of Trustees to investigate the feasibility of a more prudent pace of adjustment to our budgetary issue.

We're doing so many of the right things, e.g.

- upgrade of social media usage
- enhanced student recruitment efforts
- innovative new programs in Engineering and the new Ed.D. program

Let's not cancel all of our good efforts.

Negotiations Update

Faculty Negotiations

Contract negotiations move forward – Jan. 8, 2016

Faculty contract negotiations continued today at the Association of Pennsylvania State College and University Faculties office in Harrisburg.

Negotiators for APSCUF and the Pennsylvania State System of Higher Education engaged in a productive discussion about the retrenchment article, during which the two parties shared perspectives about the financial implications and transparency concerns contained in APSCUF's last [Article 29](#) counterproposal.

Negotiations, which have been ongoing since late 2014, will continue Feb. 12 at the State System office in Harrisburg. The collective bargaining agreement between the parties expired June 30, 2015.

Coaches Negotiations

Contract negotiations –Jan. 11, 2016

Cancelled

Negotiation Updates

**All faculty and coach members can receive updates.
Sign up with the link below.**

<http://apscuf.org/issues-and-advocacy/negotiations-update-sign-up>

To learn more about Faculty and Coach Contract Negotiations and have questions answered please attend the:

General Faculty/Coach Meeting

With Stuart Davidson (Head of Negotiations for APSCUF)

Thursday, February 25, 2016

Grove Forum 101

3:30pm

Around Campus



2016 Best Online MBA Programs

U.S. News & World Report named SU's online MBA program as one of the top 100 distance education MBA programs in the country. In the "2016 Best Online MBA Programs" listing, the program in the John L. Grove College of Business ranks 99th in the nation.

"Shippensburg University has a long history of being recognized for its academic programming, and we're again proud that our online MBA program has received this recognition," said Dr. John Kooti, dean of Grove College.

For more, visit ship.edu/news.



Season 2 of #InfiniteOpportunities premiered Sunday, January 17, 2016 at 9:30 on the [Pennsylvania Cable Network \(PCN\)](http://www.pashe.edu). The first episode focused on **honors programs** offered by Cheyney, Edinboro, Lock Haven and **Shippensburg**. SU Honors student Sarah Latch was featured. Go to www.pashe.edu and click on Infinite Opportunities on PCN to watch archived episodes.

Shippensburg University BSBA degree in entrepreneurship receives OK

The Board of Governors of Pennsylvania's State System of Higher Education today (Jan. 21) approved a proposal to start an undergraduate degree in entrepreneurship at Shippensburg University. It is the first bachelor of science in business administration entrepreneurship degree in the State System and is part of the John L. Grove College of Business, which is nationally accredited and nationally ranked for its quality.

For more information go to <http://www.ship.edu/news>.

Congratulations to the following faculty members who were granted Sabbatical Leaves for 2016-17

Lance Bryant – Mathematics
Jerry Carbo – Mgmt/Mktg
Laurie Cella – English
Viet Dao – Acctg/MIS
James Hamblin – Mathematics
Karen Johnson – Acad.Services
Daniel Lee - Economics

Gregory Paulson – Biology
Gretchen Pierce – History/Philosophy
Kimberly Presser – Mathematics
Cheryl Slattery – Teacher Education
Janet Smith - Geography/Earth Science
Rich Zumkhawala-Cook - English



SU Chess club headed to Hungary for international tournament

When some members of the Shippensburg University Chess Club return to campus in mid-January for the start of the spring semester, they may be a little jet-lagged.

Five club representatives and their adviser, Dr. David Kennedy, will travel to Budapest, Hungary, in early January to compete in the Perenyi Memorial Open chess tournament. It is the club's first international competition.

"We're very excited to have the opportunity to experience an international chess tournament," said club President Anthony Ciarlante. "I think it's going to be a fantastic trip."

"We have traveled to places like Philadelphia and New York for tournaments, but this will take it to a whole new level," said Kennedy, associate professor of mathematics. "Hungary has a very rich chess tradition. This tournament will have a lot of highly rated players, so it will challenge us."

Kennedy received the invitation to the Perenyi tournament last summer from Laszlo Nagy, an international chess organizer in Hungary. Shippensburg won the Pennsylvania State Collegiate Chess Championship in 2012, which may have caught Nagy's eye.

The possibility of accepting the invitation became a reality when the SU Student Association agreed to provide funding to help with airfare for four students. Making the trip in addition to Kennedy and Ciarlante are Vice President Lula Eichenlaub, Treasurer Jacob Painter and Nick McGarrell, along with Clay Henninger, who graduated in May.

The tournament will feature one round a day for nine days, with a rest day midway through the event. About 60 players will compete in each round.

While several SU club members are rated by the U.S. Chess Federation, participation in the Perenyi tournament will give them their first opportunity to become rated by the Federation Internationale des Echecs (FIDE), also known as the World Chess Federation. They also will have the chance to work with Nagy, who is rated by FIDE as an international chess master.

The group hopes to have a little time to sightsee as well, including a planned trip to Vienna, Austria, on its rest day.

Kennedy is not too concerned with the likely language barrier that club members may encounter with their tournament opponents. "Chess is kind of its own international language. You can enjoy a good game together without speaking." **From SU News 12-28-15**

2016 Jane Goss Memorial Golf Tournament to be held June 13



[2016 Jane Goss Memorial Golf Tournament Info](#)

SHIPPENSBURG, Pa. -- The 2016 edition of the Jane Goss Memorial Golf Tournament, formerly the Lady Raider Golf Tournament, will be held June 13 at the Chambersburg Country Club.

Registration is underway, with the early-bird deadline being May 6 (must include payment).

The Jane Goss Memorial Golf Tournament is named in honor of former Shippensburg University athletics administrator/coach/educator, Jane Goss.

This event is historically the largest fund-raiser for women's athletics at Shippensburg University. Proceeds from the tournament are used by Raiders athletic teams to provide scholarship opportunities and financial support for young women to participate in and gain valuable experience through athletics.

Shippensburg Named One of 25 Finalists for 2016 Division II Award of Excellence

[NCAA Press Release](#)

<http://www.shipraiders.com/dontsay>

For the second consecutive year, Shippensburg University has been selected as one of 25 finalists for the Division II Award of Excellence. The announcement was made December 22 by the NCAA Division II Student-Athlete Advisory Committee (SAAC).

The work of Shippensburg University's Student-Athlete Advisory Committee (SAAC) is again to be credited for the recognition. The 2016 NCAA Division II Award of Excellence recognizes events and activities that exemplify the type of campus and community engagement emphasized by Division II.

Shippensburg is being recognized for its "[Don't Say](#)" initiative, which launched in late March as a coordinated effort with Shippensburg University's annual Day of Human Understanding. "[Don't Say](#)" was created for the purpose of educating the campus community and the public regarding inappropriate language directed toward various constituent groups both in and out of the realm of sport. Select student-athletes were featured on posters and social-media graphics distributed to the campus community. Each poster contains a student-athlete standing next to a word or phrase that is offensive and demeaning to a various identity and provides an explanation why such language is unacceptable.

As a finalist, SU has been awarded \$500 for the conducting the "Don't Say" campaign. All of the national honorees were selected for their emphasis of any of the six Division II attributes: learning, balance, resourcefulness, sportsmanship, passion and service.



Kristy Trn
Head Women's Basketball Coach
Shippensburg '93/'94M
17th year at SU

Kristy Trn enters her 17th season as the head women's basketball coach at her alma mater in 2015-16. Trn is the winningest coach in SU Women's Basketball history and ranks 41st among active Division II coaches for career coaching victories.

The three-time PSAC Divisional Coach of the Year has a career record of 277-178 and a mark of 137-95 in PSAC "conference" games.

With the inclusion of five years as the team's primary assistant coach, one year as a volunteer assistant coach and four years as a student-athlete, Trn is set to embark upon her 27th season at SU in 2015-16.

Shippensburg has had 11 winning seasons under Trn. The team has also posted four seasons of 20 or more wins and has advanced to the PSAC Tournament 11 times, winning two championships (2000, 2001). She was named PSAC Western Division Coach of the Year in 2001 and 2002 and the PSAC Eastern Division Coach of the Year in 2013.

For more information on Kristy Trn, please visit www.shipraiders.com/coaches

Announcements

2016 State APSCUF Scholarship

A Family member of an APSCUF/APSCURF member is eligible to apply for the 2016 State APSCUF Scholarship.

Please go to www.apscuf.org members/forms and benefits for all Scholarship Information.

Deadline to apply is March 4th, 2016.

All materials must be sent to State APSCUF.

UPDATE YOUR INFORMATION!!!!!!

Change of Address

Have you moved?
Please contact the APSCUF office at ext. 1791 or at apscuf@ship.edu with any changes.

Health & Welfare Update

Just a reminder that any changes in marital status, address, dependents, etc. need to be updated on a Health & Welfare Enrollment card. Cards are available in the APSCUF Office in Wright Hall 103.

Negotiation Updates

All faculty and coach members can receive updates.
Sign up with the link below.

<http://apscuf.org/issues-and-advocacy/negotiations-update-sign-up>

MAKE SURE YOU'RE A FULL UNION MEMBER

APSCUF full members pay union dues equal to 1.15% of their salary. Fair share faculty/coaches are required to pay only 90% of this 1.15%.

However, on paycheck stubs, the fee is simply listed as "UNION DED" for APSCUF and Fair Share faculty alike.

The bottom line: Just because it says "UNION DED" on your paycheck does not mean that you are a full member of the union.

****Please call ext 1791 and ask Diana to send you a member card to join.**



APSCUF/SU Office – Wright Hall 103

Chapter President: Brendan Finucane
APSCUF Hours: M & W 10-11:45am
Phone: 717-477-1299 or 477-3229
Email: bpfinu@ship.edu

Office Manager: Diana Worden
Hours: 8:00 am to 4:00 pm M – F
Lunch 12pm-1pm
Phone: 717-477-1791
Email: apscuf@ship.edu or DLWorden@ship.edu
Fax: 717-477-1278

 How can members stay in touch with APSCUF?

 Subscribe to our blog!
apscuf.wordpress.com

 Like us on Facebook!
facebook.com/APSCUF

 Follow us on Twitter!
twitter.com/APSCUF

PLEASE ANNOUNCE

2015-16 APSCUF STUDENT AWARDS

Application Deadline is Friday, February 19, 2016

APSCUF, the faculty and coaches union at Shippensburg, wants to recognize students who have excelled while attending the University. Toward this end, APSCUF has dedicated funds for **four annual student awards, one** for each College of the University and **one** to be given as a Coaches Award.

The awards are named for four former APSCUF-SU Executive Committee officers who made major contributions to the leadership of the faculty union during their time at Shippensburg:

- **The Dr. Robert Winter APSCUF-SU College of Arts and Sciences Student Award (\$500)**
- **The Dr. William Knerr APSCUF-SU John L. Grove College of Business Student Award (\$500)**
- **The Dr. Sally McGrath APSCUF-SU College of Education and Human Services Student Award (\$500)**
- **The Jane Goss APSCUF-SU Coaches Award (\$500)**

Applications will be reviewed based on the following criteria:

- Grade point average of 3.3 or above
- Junior or senior status - 60 credits or more
- Quality of brief essay
- Letter of recommendation from a current tenured or tenure track faculty member
- Other contributions to the University or community, such as:
 - Leadership positions in campus or community organizations
 - Volunteerism on campus and in the community

Any junior or senior interested can go on line at www.apscuf.org, then click on chapters and SU or pick up an application outside the APSCUF Office in Wright Hall 103.

****Please note** that if you are eligible to apply as a student-athlete and within your college, please do so, but understand that you can only win **ONE** award.

Deadline for application submission is 3:00 PM, Friday, February 19, 2016. Previous winners are not eligible to reapply.

One copy of both the application and materials must be turned in to the APSCUF office, Wright Hall 103. Any student wishing to apply who has questions may contact the APSCUF office at 477-1791.

SPRING ELECTIONS

**Spring always brings election time to campus.
Please mark your calendars and be sure to VOTE on
March 22 and 23, 2016 from 9:00am-4:00pm
In the Lehman Library.**

All faculty elections are run by APSCUF, but there are really two different processes that are part of the same election period. There is the election of **APSCUF Executive Committee** members which is described in greater detail below. There is also the election of faculty to **Shared Governance positions** as authorized by our university Governance Document and detailed in local policies.

The APSCUF/SU Representative Council met on Thursday, January 28, 2016 and elected the following faculty to serve on the Nominations & Elections Committee for APSCUF positions:

Matt Fetzer (Education & Human Services)
Blake Hargrove, (Business)
Steven Lichtman (Arts & Sciences)
TBD (Coach)

The committee seeks nominees for the following 2016-17 APSCUF/SU offices to be decided during the spring elections on March 22 & 23, 2016. **The slate of nominees for APSCUF offices closes on March 3, 2016 at 3:30pm during the Rep Council Meeting.**

All positions are **two-year terms** and are voting members of the local **APSCUF Executive Committee**. Newly elected members take their seats on May 15th. You must be available for meetings the third Thursday of each month (including summer except July except under unusual circumstances) at 3:30pm. Depending on the issues to be addressed, these meetings may run 2-3 hours.

- **President APSCUF-SU**
- **Vice President APSCUF-SU**
- **Secretary APSCUF-SU**
- **Treasurer APSCUF-SU**
- **three Legislative Assembly delegates**
- **two Meet & Discuss representatives**
- **Planning & Budget Chair**
- **President** - To be a candidate for the office of APSCUF/SU President, an individual must have been a member in good standing of APSCUF for a minimum of five years and have been a member of the Executive Committee for at least two years in the previous six-year period.
- Presides at and sets agenda for all meetings of the Executive Committee, Representative Council, all-campus faculty and coaches meetings
- Appoints members to 45 campus-wide committees (approx. 150 appointments/year)
- Appoints non-elected members to the Executive Committee (e.g., Student Affairs, Membership, Health & Welfare Specialist, Public Relations)
- Sits as ex-officio member of all APSCUF/SU committees
- Administers the APSCUF/SU budget
- Represents APSCUF/SU faculty and coaches before the public
- Serves as member of University Forum and its Executive Committee
- Convenes and advises university-wide Professional Affairs Committee (tenure, sabbatical & promotion)

- Serves as a voting delegate at all state APSCUF Legislative Assembly meetings and chairs APSCUF/SU delegation
- Serves as APSCUF/SU Negotiations Chair
- Serves as member of the state APSCUF Negotiations Committee
- Appoints APSCUF representative to SU Foundation Board
- Supervises APSCUF/SU office personnel, including conduct of annual evaluations
- Sits as ex-officio member of APSCUF/SU Nominations & Elections Committee if there is no Immediate Past President
- Responds to state APSCUF requests for data & information
- Appoints ad-hoc committees as needed
- Maintains relationships with other campus bargaining units (e.g. AFSCME & SCUPA) and student government association leaders through regular meetings
- Prepares and disseminates faculty newsletter monthly
- “Other Duties As Assigned”
- Responds to requests for information and data from S.U. Administrators
- Approximate workload = 30 hours/week (15-20 during summer)

Vice President

- Prepares agenda for and co-chairs Meet & Discuss meetings
- Represents APSCUF/SU at meetings of SU Council of Trustees if there is no Immediate Past President
- Serves as a voting delegate at all state APSCUF Legislative Assembly meetings
- Assumes duties of the President in case of absence; serves as President’s designee at the request of the President
- Approximate workload = 10-20 hours/week

Secretary

Responsibilities including keeping a record of the minutes of all Executive Committee (monthly), Representative Council (quarterly), membership and all-campus Faculty meetings (bi-annual). During the absence of the Secretary, another member of the Executive Committee is appointed by the Chapter President to keep the record.

Treasurer

Responsibilities include all financial matters of APSCUF/SU, subject to policy established by the Executive Committee or State APSCUF. These duties shall include: paying bills promptly and depositing income to the APSCUF/SU account; keeping accurate records of financial matters and presenting regular reports to the Executive Committee; cooperating with the annual Audit Committee; assisting the President in preparing an annual projected budget.

Planning & Budget Chair

Responsible for monitoring the annual University budget, represents the Faculty on certain joint committees involving University planning, enrollment, and budget concerns. Serves on the University Planning & Budget Council [Meeting dates determined by the Provost].

What is Legislative Assembly?

The Legislative Assembly meets three or four times per year (September, November, February & April) at various sites in Pa. Elected delegates from all 14 PASSHE local APSCUF chapters meet to conduct business and share information. Assemblies begin on Thursday night and adjourn Saturday mornings. **It is important that you are able to be present for that entire time!**

All delegate hotel, meal, and mileage expenses are paid by APSCUF. **Meetings for AY 2016-17 will be in Harrisburg (Sept. 2016) Gettysburg (Feb. 2017), and State College (April 2017).**

What is Meet & Discuss?

Perhaps the most important committee in shared governance is the “Faculty-Management Committee,” also called “Meet & Discuss.” This committee is mandated by our contract in Article 9.A & B. This committee must meet monthly for the purpose of discussing matters related to implementing the Contract. While the Contract sets out rules for many working conditions, many of those rules need to be interpreted, and most need to be turned into practical policies that may be unique to each university in the state system. That’s why sometimes there are differences among campuses on things like rules for turning in promotion packets or maximum number of hours adjunct faculty can teach.

Shared Governance

The Shared Governance positions include such committees as the University wide Promotions committee, the University Forum, and the University Curriculum Committee. Each department chair has been sent a memo from APSCUF specifying the positions available for faculty members of their particular department. This info is usually presented at departmental meetings in February and each department selects candidates to run for the positions and notifies the APSCUF office. Diana prepares the ballots based on information provided by the departments.

All full-time faculty are eligible to run for Shared Governance positions, regardless of APSCUF membership. **If you are interested in running for a position, please be sure you will not have a teaching assignment or be on sabbatical during the known scheduled meeting times of any of the committees.**

► University Curriculum Committee:

[All 2-year terms; Meets @ 3:30pm 1st Tues. of each month of the academic year]

Div. of Arts & Humanities.....	1 position (2-yr. term)
Div. of Behavioral & Social Sciences.....	1 position (2-yr. term)
Div. of Math & Natural Sciences.....	1 position (2-yr. term)
College of Business.....	1 position (2-yr. term)
College of Education & Human Services.....	1 position (2-yr. term)
Faculty not in a College.....	1 position (2-yr. term)

► University-Wide Promotion Committee:

[All 2-year terms; Must be **tenured** to run.]

Div. of Arts & Humanities.....	1 positions (2-yr. terms)
Div. of Behavioral & Social Sciences.....	2 position (2-yr. term)
Div. of Math & Natural Sciences.....	1 positions (2-yr. terms)
College of Business.....	1 position (2-yr. term)
College of Education & Human Services.....	2 position (2-yr. term)

*******[Those departmental nominees to the UWPC who are not elected will go into a pool that will make up the Sabbatical Leave Committee and the Tenure Committee. These selections will be held at the Professional Affairs Committee (PAC) organizational meeting following the April election.]*******

► University Forum:

[All are 2-year terms; Meets @ 3:30pm 3rd Tuesday of each month of the academic year]

At Large Positions are elected this year. All positions are 2-year terms.

Members at Work

Wes Mallicone, Director of SU Sports Medicine, accompanied by his girlfriend Annie, work on the Donate Life float for the Tournament of Roses parade! #donatelifelife #donatelifeamerica #giftoflife



Dave Kennedy and the SU Chess Team taking a break from tournament play in Vienna.



Math profs Dave Kennedy & Ben Galluzzo in the news @CPBJ!.....
Profes from @shippensburgU take fantasy football to next mathematical level,
@MikeCPBJ says: <http://bit.ly/1Rlv5cs>

Steve Dolbin, Professor of Art & Design, accompanied by his wife Robin, displayed his contemporary work @Royal College of Art Kensington.



Assistant AD Ashley Grimm and SAAC members at the NCAA Convention in January 2016.



Ed Pitingolo, Associate Professor in Accounting/MIS, participated in Grove CoB Welcomes the FBLA.

SU Softball Assistant coach Ben DeShong selected to South Central Chapter of PA Sports Hall of Fame this past November.



Coach Dave Osanitsch with MVP's Dru and Sarah at the 2016 Gulden Invitational on January 23, 2016.



MBB Coach, Chris Fite, on the sidelines during a game vs. West Chester. Picture by Bill Smith, SU Photographer

APSCUF Faculty and Coaches Internship Program Summer 2016

FACULTY AND COACHES ORIENTATION INTERNSHIP PROGRAM

The orientation internship is intended for APSCUF members who have some local APSCUF responsibility and are interested in expanding a working knowledge of the union. It provides opportunities to observe the entire spectrum of union administration and interact with staff who serve in various capacities. The program is designed to provide an impetus for APSCUF members to prepare for increased local and/or state responsibilities. Internships shall be for a one-week period.

Applications for an APSCUF internship should be sent to the State APSCUF President. The APSCUF President will review applications for the internships and award them to applicants on the basis of the staff's capacity to accommodate an intern at the requested time. All applications should be submitted at least six weeks prior to the date the internship could begin.

The charge for the hotel room and meals at the hotel will be paid directly by APSCUF. An expense voucher will be used for other expenses and travel within the limits of the APSCUF per diem and travel policy up to \$500.00 per week.

Complete the application form in duplicate, sending the original along with application materials to the address shown on the front on this form. Maintain the duplicate for your files.

Approved by Legislative Assembly 9/81
Amended by Executive Council 1/04

Please contact the local chapter or refer to the website at www.apscuf.org for more information and the application for the internship. All information should be returned to Kenneth M. Mash, State APSCUF President, at 319 North Front Street, Harrisburg, PA 17101.

Attention SU Faculty and Coaches:

State APSCUF is seeking copies of publications and recordings by faculty and coach members for the shelves in the large conference room at the State APSCUF building in Harrisburg, PA.

Anyone wanting to donate copies please contact Diana at ext. 1791 for more information.

2016 Spring Overload/Related Payments and Distance Education Payments

OVERLOAD AND RELATED PAYMENTS

According to the attached instructions, overload and related payments must be submitted locally between now and **by no later than February 26, 2016**.

Overload and related payments will be included in the March 18, 2016 paychecks.

If a faculty member has not received an overload payment in his or her March 18, 2016 paycheck, there are three likely possibilities: either (1) the faculty member has not yet earned credit overload (see explanation below); or (2) the paperwork to authorize the payment was not sent to your Payroll Office; or (3) your Payroll Office has questions about the paperwork.

In any case, please keep in mind that the affected faculty member will have forty (40) days from **March 18, 2016** to file a grievance if he or she has not received an overload payment or disputes the amount paid. This means that such grievances must be filed at Step Two of the Grievance Procedure by no later than **April 27, 2016**, in order to be timely.

Please remember that most faculty members who teach 15 credits in the fall do not earn credit in the fall even if they are scheduled to teach 12 credits this spring, as their workload could be modified to 9 credits in the spring, making them ineligible for overload compensation. If the faculty member actually does teach 12 credits this spring, he or she will have then earned the credit overload this spring.

DISTANCE EDUCATION PAYMENTS

According to the attached instructions, distance education payments must be submitted locally between now and **by no later than March 25, 2016**.

Distance Education payments will be included in the April 15, 2016 paychecks.

If a faculty member has not received a distance education payment in his or her **April 15, 2016** paycheck, either the paperwork to authorize the payment was not sent to your Payroll Office or your Payroll Office has questions about the paperwork. In any case, the affected faculty member will have forty (40) days from **April 15, 2016** to file a grievance if he or she has not received a distance education payment or disputes the amount paid. This means that such grievances must be filed at Step Two of the Grievance Procedure by no later than **September 30, 2016 (the 40th day falls in the summer extension)** in order to be considered timely.