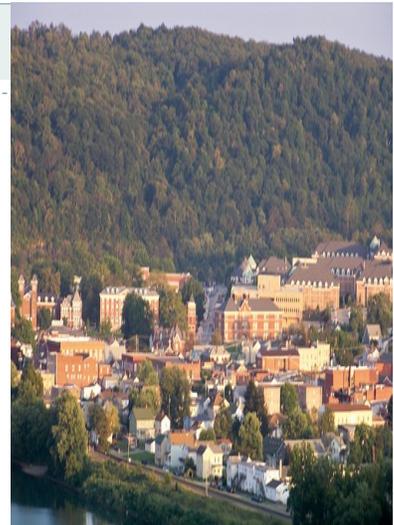




March 2016
Cal U Chapter



The Voice of the Faculty and Coaches

BACKGROUND CHECKS

It does not seem possible that we are half way through the semester. It seems like I had to start the semester off running because of all the issues coming up on campus and across the State System. This is my feeble attempt to keep you apprised of these issues.

State APSCUF is still fighting the State System over which faculty have to get background checks. The last court ruling was that any faculty member who is teaching a 100 level class must have a background check. However, what has been confusing are the forms for those checks. So here is the explanation. If you already took care of your background check, then you don't need to be worried about the forms that came through from state. Of the forms that came through from State APSCUF was a form authorizing a credit check. However about a week later State APSCUF stated that the form for credit check had been removed. So bottom line, if HR had you fill out a form where you were to authorize a credit check then fill out the revocation form. APSCUF at both the local and state levels is asking hard hitting questions with regard to the background checks such as, "Who is reviewing the information? What kind of training does this person have? What happens to this information? Where is it stored? What happens if during the background check something comes up unrelated to abuse of minors – say during your impetuous undergraduate days your were arrested during a protest rally – is this grounds for dismissal from your faculty position?" I will keep you apprised as information comes in and will report locally what the answers are to these questions.

FUNDING FOR HIGHER EDUCATION

Since the PA budget has still not been passed, we are still flat funded meaning that State System institutions will not receive any increase in funding. We have felt this crunch at Cal U through personnel cuts and now outsourcing of the grants program and printing. I will talk more about funding later on under retrenchment. I would like to take the time and thank the 34 faculty and students who attended the Underfunded We Fail rally in Harrisburg on February 8, 2016. In particular I would like to thank Bill Meloy who organized us here at Cal U and Sherri Boyle who recruited 17 students in the social work program to attend the rally. A special thank you to Danielle Bryan who spoke on behalf of Cal U students at the rally. Well done all!

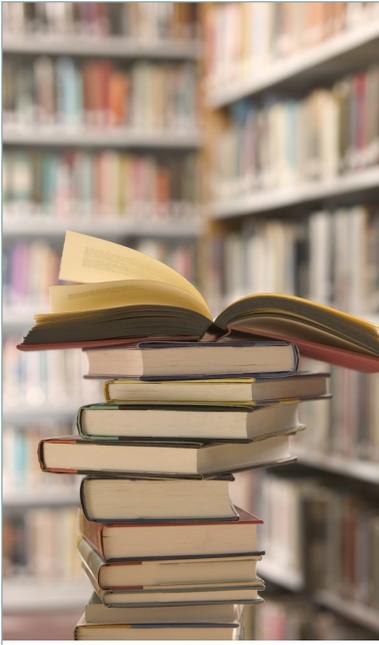


Barbara Hess
Chapter President

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PROVOST OFFICE

HR or Payroll will be informing the department chairs of the following (we just received notice from the Office of the Chancellor) but I always like to pass the following dates to you:

- Overload due for Spring 2016 will be paid in the March 18, 2016 paycheck
- Faculty should see that their overload paperwork is submitted to their Dean by February 26, 2016. Paperwork received after the 2/26/16 date will be paid to the faculty member on the next or subsequent pay day.
- Distance education payments are scheduled for the April 15, 2016 paycheck. Those forms need to be submitted by March 28, 2016 to make the April 15 pay day.

It is my understanding that this information was shared with state level APSCUF as well.

Thank you,

Bruce

Bruce D. Barnhart, EdD
Acting Provost and Vice President
for Academic Affairs

COURSE CAPS

There are two issues with regard to course caps. The first is proposing course caps through course syllabi and the second issue is overriding course caps. I want to give a big KUDOS to Christina Toras who had the courage to

stand up and say, 35 for an online grad class is too much in Professional Studies and proposed course cap changes of 25. These have passed through up to the UCC level but unfortunately the caps were refused at the administrative level.

PRESIDENTIAL SEARCH

There are ongoing conversations and exchange of information regarding re-trenchment. Unfortunately, that is about all that we have done is discuss. What is hard to discern is why re-trenchment is necessary and to what extent. So let me tell you what we have done. There have been two private meetings Interim President Jones, Acting Provost Bruce Barnhart and Vice President Robert Thorn. Administration for the most part has given us the information we requested which included a list of financial information, student enrollment information, faculty counts and seniority lists along with salaries of campus personnel and various other pieces of information. Both local and state APSCUF has been analyzing the information. We have not seen any what you would call “smoking

gun” smacking of huge misappropriations that were present in previous administration. However, what is puzzling that next to faculty re-trenchment on the Financial Plan is no dollar amount. The reasons given during conversations for re-trenchment are both finance and program curtailment related. We are still undergoing talks and our next scheduled meeting is the April 14 Meet and Discuss. Please keep in mind that we meet in Dixon Room 327 and these meetings are open to interested faculty. Ken Mash will also be discussing re-trenchment during his remarks at the General Meeting. Our goal of course is to have the letter of re-trenchment pulled from the table before this fall.

Meet and Discuss is open to all faculty and coaches who would like to attend.

“So, This has been an interesting semester and seems as if it will continue to be an interesting one as it progresses”.

ARTICLE 12 EVALUATIONS

APSCUF has voiced its concern repeatedly and will continue to do so over online student evaluations. The fact of the matter is, what started out as a pilot has now become the norm WITHOUT official agreement at Meet and Discuss. Now what is worse is that we seem now to have set a precedence that other presidents from other State System schools are looking at. While administration has said they would not base an evaluation solely on student evaluations, I contend that this has been violated. So here is what I recommend for ANY faculty member undergoing an Article 12 evaluation. Submit ample evidence for evaluation, include samples of course outlines/syllabi, class activities or projects, assessments, unsolicited emails or notes from students praising your efforts as an instructor. Submit evidence of scholarship such as a copied page from a conference schedule showing your name as a presenter, email or letter of thank you for serving on an editorial board or consultation, certificates of attendance to on campus and off campus faculty the professional development etc. and for service be sure to submit samplings of committee work though a set of minutes or letter from a committee chair or even other off campus work with a program showing your name.



FAST FACTS VOTE OF CONFIDENCE

APSCUF is conducting a vote of confidence to send a message to the State System of Higher Education. We believe that we have been in limbo so to speak for nearly 4 years and feel that current interim leadership is simply reacting to situations rather than being forward thinking and leading California University in a clear direction. Here are some facts and questions to guide you in your decision making.

*\$4.1 million spent last year on recruitment and marketing. This budget was cut drastically when the press got wind of the spending and student enrollment still dropped despite the spending. This spending had to be approved by higher administration before marketing and recruitment spent it.

*Most non-represented managers received a raise the past two years, some as high as double digit percentages yet personnel were cut in 2014-15 assistant coaches in 2015-16 and there are plans to cut even more personnel in 2016-17. If finances are so tight why is it that managers are not flattening their salaries?

*At the first Meet and Discuss Meeting to discuss retrenchment, managers were not all on the same page as to why retrenchment was being considered. They were divided among finances and program curtailment. While retrenchment is listed in the financial plan, it does not state how many nor how much money will be saved. How can this be part of the financial plan when there is no savings attached?

*The Financial Plan does not list cost savings or any strong rationale for the Liberal Arts reorganization. Some faculty wanted to work together, there are provisions in the CBA that could have permitted this without a total reorganization. The only rationale we have been given in discussions concerning the realignment is “efficiencies”. Some of the department alliances make no programmatic sense. According to the Financial Plan there are plans to do more realignments in the other colleges.

* Capital spending projects have been higher at Cal U than at any other State System institution.

* The Financial Plan states that faculty that retire will not be replaced. This is not true in all cases but most cases.

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*Coaches began asking at their Meet and Discuss meetings last year when assistant coaches were being cut, “What is the goal of athletics at Cal U?” They were not given an answer. They were told, “That’s a very good question.” They are still asking these questions.

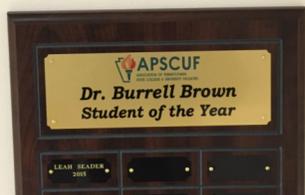
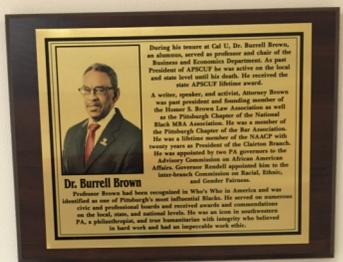
*Upon the appointment of acting president the question and answer period at faculty convocations was stopped. There is still no question and answer period for faculty and staff like there is at the student convocation.

INTERIM PRESIDENT GERALDINE M. JONES



Interim President is not visible to faculty and students across the campus on a day to day basis. We do not see the Interim President walk across campus to a meeting or stop by the Bistro for lunch. We never see the Interim President outside the office during the week except at special events.

**BURRELL BROWN
SCHOLARDHIP
PLAQUE**



During his tenure at Cal U, Dr. Burrell Brown, an alumnus, served as professor and chair of the Business and Economics Department. As past President of APSCUF he was active on the local and state level until his death. He received the state APSCUF lifetime award. A writer, speaker, and activist, Attorney Brown was past president and founding member of the Homer S. Brown Law Association as well as the Pittsburgh Chapter of the National Black MBA Association. He was a member of the Pittsburgh Chapter of the Bar Association, lifetime member of the NAACP with 20 years as Clairton Branch President. Professor Brown was recognized in Who's Who in America and one of Pittsburgh's most influential Blacks. He was an icon in southwest Pa., philanthropist, humanitarian, with an impeccable work ethic.



**General Meeting*
Lunch with Ken at the Kara**



State President Kenneth Mash



* Open to APSCUF Members

**Discussion and Update of
Pertinent Issues Affecting
Faculty and Coaches**

Tuesday, March 22, 2016

Kara Alumni House, Booker Great Room

11:00 a.m. – 2:00 p.m.

Member Faculty/Coaches are encouraged to attend.

Presentation sessions at 11:15 and 1:15

Sponsored by the Cal U Chapter Executive Committee:
Barbara Hess-President, Craig Smith-Vice President,
Elizabeth Mason-Secretary, Richard LaRosa-Treasurer



\$\$ Scholarship Opportunity 2016–2017 \$\$

**Local APSCUF Student
Scholarships**

All California University students (undergraduate and graduate) are eligible to apply for one of TWO **\$1,000** scholarships awarded by the local chapter of the Association of Pennsylvania State College and University Faculties (APSCUF).

TWO scholarships of **\$1,000** are available. One of the scholarships is named in honor of **Dr. Burrell Brown**, distinguished faculty in Business Administration.

Application packets must include:

- A cover sheet with applicant's name, address, phone, email address, major(s) and minor(s), and academic rank (only sophomore or higher)
- An autobiographical statement demonstrating financial need, university and local public service, and academic or athletic honors
- Completed application form
- A copy of a current *official* transcript
- Two professional letters of recommendation
- An essay answering one of two questions related to unionism or public service

Completed application packets (no faxes or e-mail attachments) are submitted to:

**APSCUF Scholarship Committee
c/o APSCUF Office
California University of PA
250 University Avenue
125 Keystone Hall, Box 22
California, PA 15419**

DEADLINE is Friday, March 25, 2016, by 4:00 p.m.

For application materials or questions, contact **Dr. Craig A. Smith**
(smith_c@calu.edu), local chapter vice president
Manderino Library 440F (x 6055)

OUR MISSION

APSCUF works on behalf of student and faculty interests to provide the highest quality education at the most reasonable cost by ensuring a diversity of programs are available, taught by first class professors who strive for the pursuit of educational excellence.



**Association of
Pennsylvania
State College
& University
Retired
Faculties**

Contact us:

APSCUF
California University of
Pennsylvania
250 University Drive
135 Keystone Hall, Box 22
California, PA 15419

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APSCUF CAL U LEADERSHIP

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APSCURF Cal U

Retiring from teaching doesn't mean you retire from APSCUF and the important activities of our association. **APSCURF** offers a wealth of activities and benefits, while keeping you connected to the people and the profession that are so important to you.

Anthony Lazzaro, President

For meeting dates contact Tony at 724-785-4778 or toene0901@yahoo.com.

Important Meeting Dates

Executive Council:

April 12, 2016, 11:00 AM,
Keystone Hall, Conference
Room 211

May 3, 2016 12:00 PM,
Keystone Hall, Conference
Room 212

Meet and Discuss:

April 14, 2016 , 11:00 AM,
Dixon Hall, Conference
Room 327

May 5, 2016, 11:00 AM,
Dixon Hall, Conference
Room 327

Legislative Assembly:

April 7-9, 2016
Toftrees
State College, PA

Committees

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Bill Meloy, Chair, CAP
Craig Smith, Chair, Membership; Chair, Student Scholarship
Margo Wilson & Martha McClintock, Chairs, Social Justice/Gender Equity
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Ed Denny, Chair, Coach Grievance