



# APSCUF/SU Union Newsletter

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

**APSCUF/SU FACULTY & COACHES AY 18-19**

President –**Kara Laskowski**; Vice President- **Aaron Dobbs**; Secretary- **Robert Shaffer**; Treasurer & Technology Chair – **Matthew Fetzter**;  
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 Enrollment Mgmt. Co-Chairs–**Sabrina Marschall & Brian Ulrich**; Membership Co-Chairs –**Ashley Grimm & Michael Moltz**; Mobilization Chair – **Cheryl Slattery**; Social Justice Chair – **Jayleen Galarza**; Health & Welfare Specialist – **Linda Chalk**; Public Relations Chair – **James Lohrey**;  
 Student Affairs Co –Chair – **Christy Fic & Luis Melara**; NCAA Faculty Representative- **Rich Zumkhawala-Cook**;  
 Coaches President APSCUF -SU –**Rob Fulton**; Coaches Vice President APSCUF-SU - **Nicole Miller**

End of Semester 2019

Volume 46, No. 11

Dear Colleagues,

As we end the semester, I am reminded of a former colleague at a prior institution – one where faculty were able to work part time at the end of their careers. As he began partial retirement, he chose to only work in the fall semesters, explaining that students come back halfheartedly after winter break and are completely gone after spring break – and that faculty were just as bad, if not worse. His words, not mine, but I sure have felt “done” for some time, despite the work that remains.

Earlier today you received an email from State APSCUF, with a link to vote on the phased retirement side letter. The details of the agreement were previously made available on the members-only page of the APSCUF website, where they remain for you to review before voting.

On Monday, April 29<sup>th</sup> President Ken Mash conducted an open faculty meeting here to discuss phased retirement. Many of those in attendance had important questions about the implementation and consequences of the phased retirement plan. you There was widespread recognition that phased retirement is individually and institutionally good – that the program will allow faculty to step down, rather than experience an abrupt departure from academic life (unless they want that! – as a career secondary teacher, my father took a 30-and-out retirement option and declared that he didn’t care if he was in the middle of a sentence – when he hit 30 years, he was O-U-T!), and that the universities will ultimately save money. What took more time to discuss was the ramification of phased retirement on our departments, and consequently on our students.

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Phased retirement provides the opportunity to leverage the end of one's academic career in multiple ways. I believe that, managed correctly, this proposal could provide departments with faculty stability at greater levels than we currently have. As those of you who were here in the great faculty exodus of 2004, and the smaller faculty decampment of 2010 know, significant numbers of retirements can be devastating to department's abilities to deliver programs and offer the courses that our students need. Rather than an immediate departure which can create an exigent need for a new faculty member without sufficient time for a search (even if one was approved), phased retirement should allow departments to plan, over a three year period, for a strong argument to fill the position and even ample time for a search.

The cynic that dwells inside of my general optimism is groaning "yeah right. Like we'll ever be allowed to do that" along with you. Yet, hope springs eternal – not because I have unfettered trust in the administration, not because I blindly believe that a new occupant in the provost's office, and not because I think a new chancellor will make everything different. I'm hopeful that we can accomplish this potential because I trust fully, and believe wholeheartedly, in all of you. In us, together. As we saw repeatedly throughout the middle states review, it isn't management that keeps this place running with quality and strength – it is our faculty union. It's us.

And heavens, we are tired, and goodness knows we all deserve the chance to retire (someday). Whether all at once, or over three years.

I'd urge you to carefully review the details of the plan, including the (legally required) differences in retirement fund availability, if you haven't already – and, of course, talk to a retirement planner and/or financial advisor if the proposal is passed by membership. Whether you see pitfalls or potential in the proposal, I hope that you will voice your opinion by casting your vote.

In solidarity,

Kara

# announcements

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## Publications wanted at State APSCUF

State APSCUF is requesting faculty/coach publications for the shelves of the large conference room at the State Office. Publications or recordings, by the APSCUF member or group conducted/directed by an APSCUF member, are welcomed.

Please forward items to the local APSCUF Chapter office or send to State APSCUF, 319 N Front Street, Harrisburg, PA 17101.

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## ARE YOU A UNION MEMBER??

APSCUF members pay union dues equal to 1.15% of their salary. Remember only members can vote on campus elections, to ratify a tentative agreement for the next round of contract talks. Contact the local APSCUF Office (103 Wright Hall) to sign a card.

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## Change of Address/Alternate Email Address

### Have you moved?

### New alternate email address?

### New phone numbers?

Please contact the APSCUF office at ext. 1791 or at [apscuf@ship.edu](mailto:apscuf@ship.edu) with any changes.



Follow APSCUF on



#### APSCUF/SU Office – Wright Hall 103

**Chapter President: Kara Laskowski**  
APSCUF Hours: by appointment  
Phone: 717-477-1299 or 477-1564  
Email: [klaskowski@apscuf.org](mailto:klaskowski@apscuf.org)

**Office Manager: Diana Worden**  
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[DLWorden@ship.edu](mailto:DLWorden@ship.edu) or  
[dworden@apscuf.org](mailto:dworden@apscuf.org)  
Fax: 717-477-1278

**KEEP UP TO DATE:**



Register for FAQs, benefits information, and other membership material.

If you haven't done so, please go to [www.apscuf.org](http://www.apscuf.org) to [register now](#).

## Faculty/Coach Kudos

Please remember to submit  
Kudos to the APSCUF  
office to appear in  
SU NEWS

### 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.

\*Fulltime **and Part-time faculty** receive dental and vision benefits through the plan. Contact the APSCUF office!!!

Have you received your new dental (UCCI) and vision (NVA) insurance cards?  
It is not needed but once you receive your cards if you have time, please go to each website and create a log in. You will be able to review benefits, see dependents listed, review EOB's, print additional cards, etc.

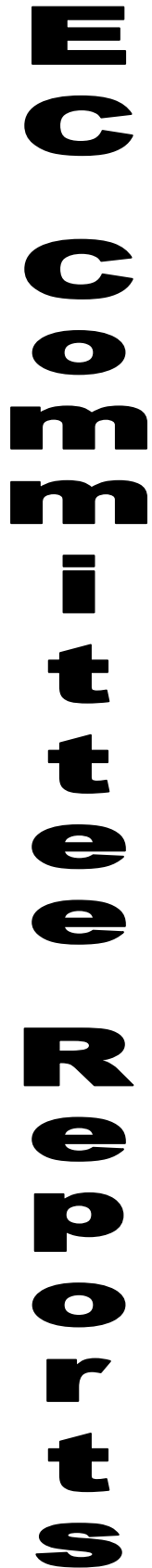
Dental: UCCI – [www.unitedconcordia.com](http://www.unitedconcordia.com)

Vision: NVA – [www.e-nva.com](http://www.e-nva.com)

\*Please contact the local office with any questions or email Bim Arthun, membership services specialist, [barthun@apscuf.org](mailto:barthun@apscuf.org).

Have  
a  
great  
SUMMER!!!





The committee reports below are from the March 21, 2019 EC meeting:

**Committee Reports:**

**Adjunct:** Delis stated that he and Liz Orseno are analyzing the first union survey of SU adjuncts about their conditions and concerns. 37 out of 80 or so adjuncts responded; the biggest concern already identified is the often last-minute assignment of courses to teach. Delis noted the conference call scheduled for the following day by State APSCUF on adjunct concerns regarding the next contract.

**Membership** (Grimm & Moltz): Faculty – members: 355 (89%); non-members: 42 (11%)

Jonathan Dubow, adjunct in English, has been working for state APSCUF as part-time organizer under Chabria Thomas. He has collected 6 cards from adjuncts: Collison, Reely, Galibrath, Henry, Rector, Trumbore. Faculty member recommit cards received: 279 (79%). Recommit cards needed: 76 (21%).

Coaches – members: 30 (79%); non-members: 8 (21%)

Coach member recommit cards received: 24 (80%). Recommit cards needed: 6 (20%)

Two new coach members added: Rob Fulton collected a card from head Wrestling Coach Seth Bloomquist. Dubow collected a card from Assistant Men’s Basketball Coach Charles Davis.

**University Forum:** Jantz said that she would send out the minutes of the last meeting, but that “nothing groundbreaking” had occurred. The Campus Master Plan, with a focus on facilities, is being circulated; the Middle States site visit is coming up; positive enrollment numbers were reported to Forum; and the group will be voting on a gender-neutral housing

**Enrollment Management:** Ulrich reported on a reorganization meeting of the committee on Mar. 18, with specific individuals (“change agents”) assigned to take the lead in implementing designated initiatives.

**Planning & Budget:** Laskowski prefaced the discussion by recounting the “unpleasant” interactions which led to a successful “Right-to-Know” request to get the numbers on management hires over the past 10 years (35% increase). Managers will now receive a 3+% across-the-board annual raise, she reported. While SU’s top administrators, who have not been here that long, did not create the problem, they now “own it,” Laskowski said.

Pitingolo stated that the committee is now under Vice President for Administration and Finance Barton, rather than under the Provost. Pitingolo reported that the committee was told that the budget for next year would be flat, despite encouraging numbers of 1<sup>st</sup>-year students, due to the legacy of lower numbers among juniors and seniors, and that Ship continues to face a \$5 million structural deficit. Any increased state funding, Barton told the committee, would go to PASSHE initiatives, not directly to campuses. A wide-ranging discussion ensued on possible ways to pare expenses (e.g.: cut down on rent paid to LPAC; reduce travel, esp. by administrators) and on dissatisfaction with Ship’s accounting (e.g., PCDE opaqueness; discrepancies between predicted budgets and actual budgets, due to savings from retirements and health insurance rebates). Placing and keeping many courses on PCDE has led to varying calculations of our student-faculty ratio being submitted to different groups, Laskowski noted, with 16-1 reported to PASSHE but 18-1 to Middle States. EC members expressed dissatisfaction with the SU Foundation’s contributions to the University, a sentiment, Laskowski said, that some top administrators share. Pitingolo observed that, in Barton’s projections for next year’s budget, he did not figure in that 3+% raise for administrators but did include a not-yet-negotiated raise for faculty. Pitingolo concluded, nonetheless, that our budget situation puts us in a “tough pickle.”

Jantz asked whether there is a way to measure whether the initiatives in Pres. Carter’s 10-year plan are paying off; Pitingolo responded that enrollment metrics can be quantified.

Laskowski stated (with reference to the “Planning” function of this committee) that the Union is pushing now for an early date for the authorization of faculty search committees, so they can begin their work on a timely basis in Fall 2019.

**Student Affairs:** List of awardees for this year's APSCUF Scholarships:

CAS: Rachael Rudis; COB: Patrick Luebben; CEHS: Marisa Swope; Coach: Kameron Holt.

Total applications per award: CAS, 15; COB, 3, CEHS, 8; Coach, 11.

Award ceremony is May 4. Total awards given by APSCUF this year: \$7,800.00

**Social Justice:** Committee met on 2/27/19 & the following was discussed:

Climate Study Update: The Climate Study closed November 30<sup>th</sup>. There will be a presentation to campus community on April 25. The report will include results as well as recommendations for results. Ship owns the data. After 6 months, then, data can be used by faculty for use in personal research. There was some concern in the group about the data being mined by faculty after it is released. The question emerged about whether the data would be identifiable if it was mined by others. Some data was collapsed because the size of the response groups.

Bystander Training: Misty Knight and Rose Merrell-James were trained as trainers in September. There was discussion around how SJ could bring the training here, as in offering “train the trainer” sessions to other faculty/staff on campus. Becky Ward shared there was a \$30,000 grant for the Green Dot Program training, with discussion as to how that aligns with or differs from the bystander training – a good problem. We can connect the trainings together and collaborate for ways to support. Misty will follow up with Marcus Foster about this.

Personal Care Items – in bathrooms: Ward followed up with maintenance (Bob Koch) to be sure the machines are filled. According to Koch, they are to be filled soon. There was discussion on adding machines in Men’s Rooms as well; Galarza will bring that to EC.

Pride Center Director: LGBTQ+ Concerns Committee is asking for help. The position for Students First Coordinator was advertised Fall 2018, which included half time Pride Center Director responsibilities. However, following two failed searches (second due to “funding issues”), position was rewritten & Pride Center Director criteria was removed. Administration posted new position and hired without informing LGBTQ+ Concerns Committee about the removal of the Pride Center Director responsibilities. Comments from administration were that original intent was not to hire a Pride Center Director. Meeting on 3/1/19 to continue discussions with Danny Velez, Sue Mukherjee, and Maria Lumpkin. Jayleen & Nicole (LGBTQ+ Co-chairs) are also scheduled to meet with President. Call to members to send concerns about a lack of resources (no position, no resources, no materials allocated for the Pride Center) to the President or use other ways to communicate out the concern.

Social Equity Director: Questions discussed: When will a new director be hired? What are the plans for a search? Can we pose the question to the President? Committee requests this be an item for M&D.

**Mobilization Committee:** State Mobilization: State APSCUF Staff Member, Josh Grubbs, and Seth Kahn, West Chester, State Mobilization Chair, held a State committee meeting via conference call on Friday, March 8; and will meet again on Friday, March 22.

PA PROMISE: The Pennsylvania Promise: Making College Affordable and Securing Pennsylvania’s Economic Future bill (SB 111 and HB 244) was reintroduced (1/30/2019) in both the House and Senate. A statewide PA Promise Rally at the Capitol in Harrisburg (Rotunda) is scheduled for *Wednesday, March 27, 2019 @ 11:00 am* when legislators will be headed into session. State APSCUF is providing \$10 lunch vouchers. The rally attendance focus is on: Shippensburg, West Chester, Kutztown, Bloomsburg, Millersville, HACC, and Penn State Harrisburg. PA Promise rally is about building and strengthening support for the bill on our campus among students *and* among our members. Rally attendance goal: 500 students, Faculty, Staff will appropriately pack the Rotunda.

Local Chapter PA Promise Tabling Event was held on March 4 in the CUB. A list of students interested in attending the rally was compiled; however, when contacted with details about departure from campus, only one student from the list confirmed. That student has been invited to travel by car with one of the Faculty members driving to the rally.

**Stay informed:** [www.papromise.org](http://www.papromise.org) Facebook – Pennsylvania Promise – Higher Education  
Twitter – @PAPromiseHE Instagram – @PAPromiseHE

Strike Manual: All changes were made. The manual has been securely presented to the statewide committee for review and will then be presented to statewide Executive Council for approval. Mobilization committee members were reminded to not open the document on campus if it requires a download, as this document needs to be kept very secure.

**Public Relations:** Thank you to those who volunteered and signed up students for the PA Promise Rally in Harrisburg on March 27. If anyone still wants to attend the rally, please let Diana know as soon as possible. The bus leaves campus at 9 am and will return by 3 pm.

The State PR committee would like us to distribute APSCUF door hangers for our offices. The plan is to distribute them throughout campus by April. State PR committee would then like departments to snap a picture of the hangers on faculty offices down a hallway to share on State APSCUF social media sites. Photos should be forwarded to Lohrey who will then forward them to Kathryn Morton.

# **APSCUF SU College and Coach Award Winners**

The students listed below are recipients of the annual APSCUF/SU student awards as indicated for 2018-19. Each recipient received a check for \$500 along with a certificate at the Student Awards Program on May 4, 2019.

**Name:** Rachael Rudis  
**Major:** History  
**Award:** The APSCUF/SU Robert Winter College of Arts & Science Student Award for Outstanding Scholarship and Service

**Name:** Patrick Luebben  
**Major:** Management/Marketing –International Management  
**Award:** The APSCUF/SU Dr. William Knerr John L. Grove College of Business Student Award for Outstanding Scholarship and Service

**Name:** Marisa Swope  
**Major:** Social Work  
**Award:** The APSCUF/SU Sally McGrath College of Education & Human Services Student Award for Outstanding Scholarship and Service

**Name:** Kameron Holt  
**Major:** Exercise Science  
**Award:** The APSCUF/SU Jane Goss Coaches' Student Award for Outstanding Scholarship and Service



# APSCUF Departmental Award Winners

The students listed below are recipients of the annual Departmental APSCUF/SU student awards for AY 2018-19.

Each recipient received a check along with a certificate at the Student Awards Program on May 4, 2019.

## Accounting/MIS Dept.

Arlee Simendinger  
Josiah Read

## Art Department

Dessy Cashell  
Savannah Manetta

## Biology Dept.

Brianna J. Kling  
Brooke L. Coder

## Chemistry and Biochemistry Dept.

Collin M. Foley  
D. Merle Bernhard  
Stephanie N. Barnett

## Communication/Journalism Dept.

Patrick Ramsdale

## Counseling & College Student

### Personnel Dept.

Lolo Oyakhire  
Olivia Coyle

## Criminal Justice Dept.

Ms. Reilly A. Kline  
Mr. Jackson E. Loring  
Alfonso Lopez Martinez

## Department of Academic

### Engagement and Exploratory

#### Studies

La'Ryn Butts  
Regan Craig

## Economics Dept.

Colin Browning  
Noah Eastman  
Dalton Schultz

## Ed. Leadership & Special

### Education

Alexandra Jones  
Taylore Kerns

## English Dept.

Casey Leming

## Exercise Science

Nathan Gardner  
Christa Sebeck  
Kimberly Williams  
Zachary Rollar

## Geography/Earth Science

Dylan Baumbach  
Cameron Weiser

## Global Languages & Culture

Tristan Ambrose

## History/Philosophy Dept.

Annika Dowd

## Human Communication

### Studies Dept.

Andrea Matovich  
Victoria (Tori) Campbell

## International Studies

Sarah Kistner  
Emilyn LaBonte  
Sophia Severson

## Management/Marketing &

### Entrepreneurship Dept.

Management major  
Arlee Simendinger

### Marketing majors

David Reagan  
Valerie Hertz

### Entrepreneurship major

Jason Driver

## Mathematics Dept.

Bami-Daye Adjibaba  
Autumn Garibay  
Toby Hodges  
Levi Nicklas

## Music & Theatre Arts

### Dept.

Zachary Miller,  
Hannah R. Famulare

## Physics

Justin M. Brittain  
Jacob R. Ryan

## Political Science Dept.

Brenda Aristy

## Psychology Dept.

Liam Cash  
Alexandra Johnson

## School of Engineering

Nahesha Paulection

## Social Work & Gerontology

### Dept.

Cheyenne Port  
Brice Williams

## Sociology/Anthropology

### Dept.

Sean McLaughlin  
Cristian Rodriguez

## Teacher Education Dept.

Paige Shirk