



# APSCUF INDIANA UNIVERSITY OF PENNSYLVANIA FACULTY & COACHES NEWS AND VIEWS

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<http://www.iupapscuf.org>

## **“Revenue Generators,” I think not!**

Dear Colleagues,

I would like to use the first section of my monthly newsletter article to share with you some things that are happening locally. At the most recent Council of Chairs meeting, I encouraged chairs to resist pressure from the Deans to increase enrollments in classes. If chairs willingly raise enrollments at the request of the Deans, the new number will become the minimum standard for the class from which there will be no going back. Willingly increasing enrollment numbers also prevents our ability to grieve. The provost responded by stating there is a \$2,000,000 deficit in the IUP budget which necessitates the need for us to assist in making up the lost revenue. The provost enlightened the Council of Chairs to the fact that the way to make up the deficit was to raise the enrollment in classes as faculty members are the “*revenue generators*.” You read that correctly, folks, the provost referred to faculty members as “*revenue generators*” and the only ones who were capable of reducing the deficit. The provost did not discuss shared governance nor how we could, together, take steps to try to solve the deficit. Our role, as she identifies it, is to make up the revenue.

How is management contributing to reducing the shortfall, you may ask? Why, they are creating another new management position. IUP is now searching for a University Energy Manager. That’s right, another new management position. This person will have an office, a secretary and most likely some staff. My guess is the University Energy Manager will direct her/his staff to go around and turn off lights as well as close windows and doors in an attempt to reduce our energy usage. By the way, the person filling this position needs to possess only a bachelor’s degree and if we follow recent past practice, we will pay this person somewhere around \$120,000 per year. It seems to me that managing energy usage is a part of everyone’s job, but then what do I know, I am only a “*revenue generator*.”

Now on to a negotiations update:

Hopefully by the time you read this: the snow is all gone, the temperatures are warmer, spring is on the way, and we have a fair contract offer. I guess at this point in time, we will have to settle for 3 out of 4.

Legislative Assembly took place this past week in Harrisburg where the delegates voted overwhelmingly to authorize the Executive Committee to call for a strike authorization vote. More information will be provided regarding a strike authorization vote as it is released.

The negotiations teams met on the 16<sup>th</sup> of February for about three hours during which time we gave a PowerPoint presentation that outlined the differences in increases using actual numbers

for managers, students, and faculty over the past six years. We also delineated the differences in pay increases for managers and faculty across the system and compared our system faculty to the state related as well as AAUP institutions. It was a powerful statement about the situation and the reason that this negotiation is about money and promises.

Our negotiations team was originally supposed to have a meeting with the PASSHE team on Friday, February 23<sup>rd</sup>, but it was cancelled by PASSHE. This was not unexpected, since at the previous meeting we learned that the chief negotiator was leaving the PASSHE team for personal reasons. A new chief negotiator is taking the reins for PASSHE and most likely needs to get up to speed on the situation. The amount of time it will take the new chief negotiator for PASSHE to be ready and the approach she will take at the table is the unknown part of the equation.

I will keep you informed as things develop.

In Solidarity,

Rob Mutchnick

**Getting to know the CBA: A word from the Grievance Committee**  
**By Nadene L'Amoreaux, Grievance Committee Chairperson**

I frequently hear faculty comment that they have not acquainted themselves with the CBA cover to cover. One CBA article that I believe faculty should know and know well, however, is Article 43: Investigation of Complaints against Faculty Members.

Few situations can be as unsettling as being told that an investigation is being conducted of faculty misconduct. Some of these investigations do not have findings nor do they lead to discipline; however, some of these investigations do. At any rate, it is important for faculty to know their rights under Article 43, as history has shown that some managers do not correctly apply these procedures.

According to Article 43, when conducting an investigation of complaints against faculty, faculty members have a right to:

- 1) Have the investigation conducted and concluded in a reasonable period of time. With the exception of unusual circumstances, management needs to notify faculty that an investigation is going to take place within 20 days of receiving a complaint;
- 2) Receive a copy of the written complaint, or a summary of the complaint (depending on the circumstances), prior to the investigatory meeting;
- 3) Receive notification of his/her right to have APSCUF representation at the investigatory meeting or during any meeting in which allegations are made which could lead to discipline;
- 4) Be informed if an investigation is expanded beyond its original scope.

In addition, faculty members need to be advised that if the nature of the complaint pertains to students currently in his/her class, the investigation may be deferred and the complainant's

identity may not be disclosed until after submission of the grade. Faculty who are under investigation are also advised that they are not permitted to take retaliatory action against the complainant or other persons involved in the investigation, as doing so could result in a separate disciplinary action.

These requirements pertain to any investigation conducted by any manager, including deans, the Associate Vice Provost for Human Resources, and the Director for Social Equity and Civic Engagement. If a faculty member is invited to attend an investigatory meeting, even if it is under the auspices of an “informal meeting,” and the concern exists that discipline could result as a consequence for participating in such a meeting, it is recommended that APSCUF be contacted so that representation can be arranged. APSCUF’s role is ensure that a faculty member’s contractual and due process rights are maintained throughout the process. When in doubt, contact the APSCUF office to determine if representation is needed in a particular situation.

### ***Greetings from your IUP APSCUF Legislative Chair (and State Delegate)***

The following is a brief and sometimes sketchy report from our State Assembly which occurred this past weekend.

One important thing we were reminded of is that as bad publicity about “greedy PASHEE college professors” heats up during this negotiations period, we need to remember that we are often the only APSCUF reps our students will ever know, and it is a very good thing to be reasonable voices.

We were also told that there may be a committee forming somewhere, somehow, to set guidelines for email use on campus, including retired faculty use, “inappropriate” use, and possible FERPA violations in terms of sending email grades to our students. More will be revealed on this later; as I understand it, right now it is simply in a very preliminary stage somewhere, so don’t get paranoid YET. (And yes, we wondered if they had to hire a new team of managers to take up this very important issue.)

And here is something that I am surprised, and actually quite happy, about; there is guarded optimism about our negotiations! We have an excellent team, and Pat has done a huge amount of prep work. We have the numbers to support our requests, and these numbers are actually being considered—well, at least looked at, I should say. Judy Hample has actually said we will have a contract by April. . . . Do we believe her? Hmmmmmm. This may be going a little too far, but it is hopeful, and, for her, a heck of a lot better than a strike in July when the schools are running summer programs, full bore.

Below are some high (and low) points from Pat’s report (she does amazingly extensive and documented research). Most of this information will soon be on the Members Only website, along with various negotiations summaries, and we are asked to read it all but not to release any of the information to the press. This is so that negotiations, which are actually proceeding somewhat smoothly at this point, will not be compromised.

\* Managers with BA degrees are being hired for \$100,00+ while the highest paid full professors do not make that much. In fact, there is a job posting right now at IUP for an Energy Manager (hey, don’t ask me what this is—maybe someone who will channel our parents and remind us to

turn out the lights?) S/he needs to have a BA in Engineering and will make approx. \$100,000 per year. Of course these costs do not include the office, furniture from Douds and Henry Hall, new computer, staff, etc.

\* Since the last contract in 2002, 903 tenure line faculty members have retired or resigned and only 555 positions have been filled. Of those, 140 have already left. The SHEE attributes the leaving to no jobs for spouses (they had no data to support this, surprise, surprise). APSCUF attributes it to “greener pastures:” our salaries, when compared to national salaries, are not especially competitive anymore, and we have not come close to keeping up with inflation. In addition, our workloads are heavy and our benefits are not what they once were.

\* Temps across the system are being hired at higher rates because our salaries are not particularly competitive.

\* Naturally, management salaries are keeping up: a Fall ‘06 study showed that the average mgmt salary (and often admin assistants are considered management when numbers are crunched) was \$ 5,000+ more than the average faculty salary, and this does not even include the 6% raise managers recently received. In 2004, faculty was 44% of the budget; now we are 34% of the budget. No, it does NOT take a rocket scientist or even a math major to see what is happening and to whom! Soon each student may have her very own personal MANAGER!!

\* Another scary happening is that at Edinboro, a Dean intends to increase 11 English classes to 80 students, and blame it on the performance indicators.

\* Good news: 2006 hires will be receiving the second increment raise (in March). Originally Judy Hample had said this was not the case, but it is, because many Deans used it as a hiring “lure,” and Judy Hample did not like Pat’s idea of a lawsuit that would include the payment of interest. And, speaking of payment and interest: the 2002 promotees, who have never received a stinkin’ dime of their hard earned money due to our last contract, may yet see their money. Right now it is part of the negotiations package that APSCUF has very solidly put on the table—including the interest, which is substantial! Another hopeful thing is that there is not such rabid hysteria on the part of the PASHEE about possible partner benefits, be it same sex or hetero.

\* Across the PASHEE many professors are turning down summer school due to the poor pay.

\* Many PASHEE searches are failing. For example, East Stroudsburg had 100 applicants for an American Literature position. Of the 5 finalists, no one took the job. And a high school science teacher turned down a position at a PASHEE school because it would mean a cut in pay (\$5,000) and fewer benefits.

\* Some more heartening news: Bloomsburg’s next residence hall will be state built and owned rather than privately owned because of community opposition to privatization and zoning regulations.

\*Pat has been presenting her research on state funding allocations. On Monday, at the FIAA hearings, she explained that there were 42 MILLION dollars that went to private schools and were not accounted for. The State System receives less state money than the privates! APSCUF is strongly suggesting that this is wrong in so many ways.

\* Judy Hample has publicly stated that faculty salaries are less than 34% of University personnel costs. She THEN said that the raise in tuition will be kept at 1% only if the new contract does not allow for faculty raises (don't forget: managers just got a 6% raise). So, she is asking the Legislature for less money than she really needs so she can blame the 6% (possible) tuition hike on us GREEDY PROFESSORS.

\* A bit more good news (I like to spread it around so we don't all have double up on our antidepressants!):

Pat has been asked to attend (on them!) The National Education Association Conference in San Diego this spring to speak on Academic Freedom. She has also been invited to the American Federation of Teachers in Portland, OR (again, on them) this spring to speak on capping temporary faculty hires. There seems to be interest in possibly advocating passing some kind of legislation to cap temp hires, and PA may be a target state.

And, last but not least, there is an "insider" report called The Pennsylvania Report, and in it, Pat (which she says really means APSCUF) made the top 100. She reminded us that APSCUF is indeed a strong force in PA, that we do have influence, and that we work hard to use it fairly.

I'll end on that cheerful note, and wish you all an excellent rest-of-the-semester.

Sincerely,

Judith Villa

**\*\*Very Important Announcement-Online Health & Welfare Benefits Survey\*\***

**Beginning on March 1, 2007 and ending on March 31, 2007**, the Pennsylvania Faculty Health & Welfare Fund Board of Trustees will be conducting a *Faculty Online Health and Welfare Benefits Survey* on the Fund's website which is [www.pafac.com](http://www.pafac.com). This survey will take no longer than 5 minutes to complete. Faculty members are requested to complete the survey only once to ensure the validity of the responses.

**Flexible Spending Account "Public Notice & Reminder"**

The deadline for submitting expenses for the 2006 eligible time period is March 31, 2007 for those faculty members who are enrolled in the Flexible Spending Account under the Medical and Dependent Care Accounts. If claims are not received by March 31, 2007, the funds in the account will be forfeited under IRS regulations. For questions, reimbursement forms, and more details, please contact the Human Resources Department or visit [www.passhe.edu](http://www.passhe.edu) (Faculty/Staff—Human Resource/Labor Relations—System Resources—Benefits—Flexible Spending Accounts).

**Announcement-State APSCUF Scholarships**

**Qualifications:**

Applicants must be a family member of an APSCUF/APSCURF member in good standing or APSCUF staff member.

Undergraduate applicants must have completed and passed 30 credits with at least a 2.75 GPA.

Graduate applicants must have completed and passed 9 credits with at least a 3.0 GPA.

Applicants must be enrolled at one of the 14 state-owned universities.

Interested students should contact the IUP-APSCUF Office at 724-357-3021 or via email [bjmarlin@iup.edu](mailto:bjmarlin@iup.edu).

**Deduct APSCUF dues or fair share fees on your Federal Tax Return?**  
**Read this!**

This article is important to you only if you deduct union dues or fair share payments as an ordinary and necessary business expense on your Federal Income Tax Return. If you do not deduct union dues or fair share payments, you do not need to read any further. If you do deduct union dues or fair share payments, the following is very important.

Since January 1, 1994, an amendment to the Internal Revenue Code prohibits the deduction of that portion of your union dues or fair share payments which is used for lobbying purposes. Joseph Mack and Associates has advised us that for 2006 the non-deductible percentage of union dues which was used for lobbying was nine (9%) percent. Therefore, ninety-one (91%) percent of union dues are deductible. Non-member fair share payments equate to ninety (90%) percent of union dues and all of these payments are deductible.

**We are still seeking nominations for the upcoming April 2007 elections**

It's not too late for you to decide to run for a delegate to Legislative Assembly or to run for the Promotion, Sabbatical, or Tenure Committees. If you are interested, please contact Bonnie Jo Young at either X7-3021 or via email at [bjmarlin@iup.edu](mailto:bjmarlin@iup.edu) in order to obtain a nomination form.

Thank you for your willingness to serve.