

Candidates for IUP-APSCUF President and Vice-President

Nadene L'Amoreaux & Erika Frenzel: No statement.

Candidates for IUP-APSCUF Treasurer

Candidates for IUP-APSCUF Secretary

Candidates for Faculty Delegate/Alternate to Legislative Assembly

Laurie Miller: As an alternate delegate for the 2017-2018 year, I recently returned from the Legislative Assembly in Gettysburg with a renewed sense of need to preserve the quality of public higher education and access to the system. Challenges – in the form of legislative actions, decreasing enrollments, and other economic issues – face higher education in the state, and I believe APSCUF's collective voice plays a critical role in addressing these issues.

This is my second, one-year term as an alternate delegate for Legislative Assembly at IUP. I was hired for a tenure track position in spring 2016 and am the newest addition to the Department of Journalism and Public Relations. I spent six and one-half years as an assistant professor in the Department of Communication at Clarion University. During that time, APSCUF supported me in an evaluation letter dispute with interim management. Later, I was called as a witness to a grievance hearing at APSCUF in Harrisburg regarding evaluation letters for other faculty members. During my last year and a half at Clarion, I served as the Mobilization chair on the Executive Board for APSCUF, so I am familiar with the faculty union's mission and policies.

Earning a doctorate and teaching was a midlife career change for me. In my former life, I was a newspaper reporter and editor, working for more than two decades for the Tribune-Review in Greensburg, Pa. I also taught three years previously at IUP as a full-time temporary instructor.



Heide Witthöft: My name is Heide Witthöft, and I am from the Department of Foreign Languages. I came to IUP in 2005 and have been actively involved in institutional service at all levels, including being Senator for the Department of French and German 2005-2011 and the Department of Foreign Languages 2011-2013. I have also been a Senator-at-large from 2013-2017. With regard to APSCUF, I was elected as an alternate for Legislative Assembly in 2013 and

have been an official representative since 2014. I attended all Legislative Assembly meetings and have tried to diligently represent the interests of all APSCUF members, but especially those of our temporary faculty colleagues. I have served as chair of the Temporary Faculty Committee (TFC) since 2014 and was also a member of that committee from 2005-2009. In my capacity as chair of the TFC, I was invited to share with my colleagues at the other PASSHE schools via conference call at the September 2015 Legislative Assembly in Harrisburg what we have been doing for our temporary faculty at IUP, since we are the most active group in the system. Since Fall 2017, the state-wide Adjunct Faculty Committee is now made up of colleagues from each of the 14 PASSHE schools, and I am currently the representative for IUP. I am also proud to have been a member of the University-Wide Promotions Committee (2010-2013), serving as one of the sub-committee chairs in 2013-2014. In addition, I have been a member of the New and Newer Faculty Committee (2006-2007), and the Student/Faculty Liaison Committee (2006-2007). Having served on these committees and having witnessed the long and exhausting process of negotiating our contracts, I became—and continue to be—interested in learning how our union works. Because of this interest and feeling that I have served the union well in the above mentioned positions, I am again running for Delegate to Legislative Assembly. I promise to conscientiously serve in this position and to diligently represent IUP faculty interests.



Joachim Noob: My name is Joachim Noob. I teach German in the Department of Foreign Languages and have been a temporary faculty member in that department since 2013. I became a member of APSCUF as soon as I started teaching at IUP. I am originally from Germany where unions play a key role when negotiating salaries, work place conditions, and health care benefits. I have attended many events organized by the IUP APSCUF Temporary Faculty Committee, and have been a member of that committee since Fall 2017. In order to represent temporary faculty interests, I would like to run for delegate to Legislative Assembly again. I have served before as an alternate delegate during the 2016-2017 and 2017-2018 academic year, attending two Legislative Assemblies. I would like to find out more about how APSCUF is organized at the state-level and what the PASSHE sister schools are doing for temporary faculty while sharing my experience and giving local temporary faculty a voice. I will strongly advocate for temporary faculty interests.



Mary Beth Leidman: I continue to appreciate and remember the role that APSCUF plays in all of our lives, and mine in particular. As a young faculty member here at IUP there were a few very bumpy moments, one in particular which was a real career breaker. Who was there for me? Who stood by me? Who was really responsive and responsible for helping to save my career? **APSCUF!** I can honestly say that our Union saved my career as a professor. Now, I know that some faculty are skeptical about what the Union actually does for them but I will continue to tell the story of my early days knowing that our Union and its strength is as necessary now as it was when I joined IUP, perhaps now even more. It is often times difficult to enumerate and articulate the number of factors which play into keeping the Union unified, whole and strong. However, I can and do attest to the fact that a strong Union, a strong APSCUF acts as our representative with Administration both here locally at IUP and throughout the Commonwealth. APSCUF functions to create a united front to insure the health of PASSHE and with it the quality of the education which we help deliver to our students.

I have had the privilege of being a State Delegate for well over a decade. During these years I have served in various capacities for our Strike Committees including simply driving colleagues to different zones during last year's job action and being on other year's Communications Committees. In addition, I have featured IUP APSCUF on the local origination program, "IUP Talks." Currently I am in my seventh term on the APSCUF State-wide Nominations and Elections Committee which I Chair. In another role as a member of the IUP faculty, I am also running for University-wide Tenure Committee re-election. In previous years I served two terms as a member of the University-wide Sabbatical Committee and served briefly, but conscientiously, as a member of the University-wide Promotions Committee. I also earlier served for approximately 16 years on the University-wide Tenure Committee and acted as Chair for one of those years. I like to say that I hold the Guinness Book of World Records for IUP UWTC service. I look at my record as the complete University-wide Committee trifecta and I am proud to continue serving.

There is no question that APSCUF will continue to face many challenges in the next few years. Our cause is and will remain to insure QUALITY EDUCATION. This is the hub of our wheel and the one which drives APSCUF. Over the years we have finally been able to guarantee domestic partners benefits and we must work very hard to make sure that the Commonwealth does not whittle away at any more of our benefits. This includes the idea that there must be a formula developed and passed by the Pennsylvania State Legislature to correct the inequities between the State Retirement System and TIAA System and to resist the PASSHE system from "assigning" specific curricular roles to different campuses. Curriculum must remain in the hands of the Faculty. In addition, we who are members of larger campuses must help to protect the rights of our colleagues and their institutions at smaller campuses. If we do not do this, it could all turn into the slippery slope toward affecting us in the not to far distant future. We must maintain the strength and positive force of our fourteen Universities in the State system as a whole unit.

If I am re-elected as a delegate to Legislative Assembly, I will continue to use my abilities to support the goals of our Union. It is my intention to uphold the rights of my colleagues and continue to work towards building Universities which will be prepared for the changing needs of the coming decades. I hope that I can count on your vote. Thank you.

Robert Mutchnick: I have been a faculty member at IUP for the past 36 years and have been actively involved in APSCUF for the past 30 years. I have served as your IUP-APSCUF chapter president for four years, chair of the local Meet and Discuss Team, Grievance Chair and have been an elected delegate for the past twenty-eight years. At the state level, I currently Co-Chair the Health Care Cost Containment Committee (H4C), and serve on the Distance Education Evaluation Committee. I was recently appointed by our state president to serve on the Phased Retirement Committee that will soon be negotiating with PASSHE on the issue. I have previously been a member of the Executive Council of State APSCUF and about twelve years ago, I served on the State-Wide Team representing all 5,000+ faculty in our Collective Bargaining Agreement negotiations for our contract. At the campus level, I currently serve as a member of the Meet and Discuss Team, Executive Committee, and Representative Council. I

also assist, on a fairly regular basis, the Grievance Chair representing faculty who are potentially subject to discipline by members of management.

As you can see from my years of service, I have dedicated much of my time to representing the faculty. I ask for your vote so I can continue to be a strong advocate for the faculty as a delegate to Legislative Assembly.

Thank You.

Ramesh Soni: No statement.

Candidates for Promotion Committee



Helmut Paschold: This is my sixth year at IUP with the Department of Safety Sciences, College of Health and Human Services, teaching classes in safety, health, and environmental subjects for undergraduate, master and doctoral students. After achieving tenure and promotion last summer (2017), I am excited to currently serve this year as a UWPC member, filling a vacated one-year term. The promotion process is still very fresh in my mind, giving me the ability to not lose sight of how important and daunting the process may be to a candidate.

Already, the preparation for a round of promotion reviews has greatly expanded my understanding of the process. In this capacity I now offer experience in addition to dedication to perform the functions of the committee with diligence, fairness, and a good broad understanding of the diversity of faculty positions with the inherent differences in practices and responsibilities. I look forward to the opportunity to serve IUP faculty on this critical committee for a full three-year term as an experienced open-minded member. Thanks for your vote and support!!!

P. Michael Kosicek: I'm a tenured Associate Professor in the Business Management Department and have been teaching full-time at IUP for over 10 years. I have served for several years as a member of Rep Council, Legislative Assembly alternate, University-Wide Part-Time Faculty committee and several college and department committees. For more than 2 decades I worked in the power generation industry, holding positions of increasing responsibility in accounting, strategic planning, business development, contracts management, engineering services management and plant management. While working in these positions in Florida, Virginia, Indiana, and Pennsylvania, I also taught as an adjunct at several colleges and universities. I welcome the opportunity to serve on the University-Wide Promotion Committee.



Mary Beth Leidman: Throughout my career as a member of the IUP faculty, I have always endeavored to serve my colleagues by always volunteering for a University-wide Committee. The present is no exception. Upon learning that a Departmental colleague wanted to serve on the UWTC, I withdrew from consideration for re-election since I sincerely believe that we all should do everything possible to get as many people as possible involved in our self-governance process. Therefore, given my objectives, I am hereby respectfully

requesting to be added to the slate of candidates for election to the University-wide Promotion Committee. I ask for your support and vote.

My qualifications include the fact that I previously served on the UWPC for a partial term. However, most importantly it is my strong understanding of the Promotion process having been through it a total of five times in order to receive my promotions to Associate and then Full Professor that will make me an asset to the Committee. It was not easy path, but I believe in the integrity of the process and the fairness of the UWPC members. We make the system work and we must all be willing to serve. It is up to the UWPC to insure that the integrity of the process continues unimpeded. I have and will continue to be active in APSCUF. There is an umbilical connection between our Union and our various IUP University -wide Committees. I carry this attitude on both the local and State level. Conscientious dedicated, individuals are necessary to make the system work and follow-through to find solutions when discrepancies occur. I am one such individual. If I am elected to the UWPC, I will continue to use my experience and knowledge of our Shared Governance CBA-based system to protect the rights of our faculty and promote its continued growth and integrity for all us but most importantly to the benefit of continuing to maintain an excellent faculty to educate our IUP students. Thank you.



Catherine Dugan: I am running for the University-Wide Promotion Committee as a means to serve my fellow faculty who, each day, support the work that I do.

I served on the UWPC a year ago. It was a rewarding experience – seeing the many accomplishments of our faculty. I know that the UWPC needs committee members, and I would be happy to dedicate the time to the careful review and fair evaluation needed to serve both our candidates for promotion and IUP.

During my time at IUP, I have had the opportunity to be on many committees. The three that speak best to my ability to review, analyze, and evaluate are my tenure as chair of the Sabbatical Committee, work with several Middle States subcommittees over the years, and my long-standing co-chair role with the Senate Academic Committee. In each of those, I have had the opportunity to review evidence in relation to guidelines and evaluate that evidence. I am aware that various disciplines have different means of “research” and “service,” and am open to those. My goal is to support the hard work of those applying.

Thank you for your consideration.

Candidates for Sabbatical Committee



Sanda Maicaneanu: Being a teacher and a researcher for more than 20 years, I really understand the struggle between the desire to conduct good research that is going to be published in high-level journals and that of offering the best scientific knowledge and technical skills to the students that I work with.

In case of my area of expertise, which is chemistry, these two important activities are more difficult to balance due to the experimental nature of the field. Therefore, a sabbatical leave would be highly beneficial for academic research endeavors.

As such, I would be pleased to bring my colleagues' perspective to the Sabbatical Committee and to be able to contribute to the University governance by serving in this committee.



Taylor Edwards: My name is Taylor Edwards and I am a faculty member from the Nursing and Allied Health Professions Department. I have been teaching for IUP since 2008. I actively serve on departmental committees, and volunteer for University-wide events. I also have reviewed grant proposals and abstracts for an international organization. Overall, I feel that I am a dedicated individual who would be an ideal candidate for the sabbatical committee.



Dana Driscoll: As a faculty member at IUP for the last three years, and as a faculty member previously at Oakland University for six years, I have had firsthand knowledge of the importance of sabbaticals for both faculty and classroom development. I am very committed to supporting my colleagues in their development as teacher-scholars. In the IUP English Department, I have served on numerous committees that involve evaluation of applications including tenure-line hiring and temporary faculty hiring committees. I have also served in the English Department for three years as Composition and TESOL's Mentoring Coordinator, a position that has allowed me to work closely with a range of full time and part time faculty in their development as teacher-scholars. At my former institution, I served on a variety of committees and capacities, including developing and running a year-long faculty development seminar surrounding the Scholarship of Teaching and Learning; many of faculty research projects from this seminar were sabbatical projects. Nationally, I have recently completed a term with the Conference on College Composition and Communication's (CCCC) Executive Committee, which regularly evaluates applications for a number of scholarships, grants, and initiatives. These experiences and others have prepared me, if elected, to serve on the sabbatical committee with integrity and commitment. Thank you for your consideration

Candidates for Tenure Committee



Avijita Jain: My name is Avijita Jain. I am an Associate Professor in the Department of Chemistry. I came to IUP in 2012 and have been an active researcher in the field of bioinorganic chemistry and photochemistry. I have been involved on various committees on campus including Student Faculty Liaison's Committee (Chair, 2016-current), Science Inspires Series (Chair, 2014-2017) Chemistry department representative to APSCUF Rep Council (2012- current). I am very excited to run for a position on the University Wide Tenure Committee. Thank you for your consideration, and I am looking

forward to the opportunity to serve on the University Wide Tenure Committee.

Zachary Stiegler: The 2017-2018 academic year (my eighth at IUP) was my first opportunity to serve on our Departmental Tenure Committee, which I chaired for the term. During this process, I discovered quite a few “loose ends,” instances where information guiding candidates and DTCs through the process was either unclear, or conflicting across various sources provided at the University level. My interest in serving on the UWTC is thus twofold: to facilitate the evaluation of candidates during the assigned term, and to reduce these inconsistencies in the interest of continuing to refine a transparent and efficient process for candidates and committees across the university.



Shannon Phaneuf: I am an associate professor in the Department of Criminology and Criminal Justice and I would appreciate your vote for University-Wide Tenure Committee. Over the last twelve years, I have contributed to the IUP community through various forms of university, college and department service activities. Early on in my career at IUP, I served two years on the University Senate as well as two years on the Senate Rules Subcommittee, serving as the secretary for the subcommittee in my final year of service. Following my time on the Senate, I was a department representative for APSCUF’s Representative Council for five years. I also served as a member of APSCUF’s Nominations and Elections Committee for six consecutive years and have been an APSCUF representative on the Academic Calendar Committee since 2012. More recently, I have joined the Faculty Education for Action Committee (FEAR). As a member of the College of Health and Human Services, I have served on the HHS Awards Committee since the fall of 2013. I served as chair of this committee for two years and co-chair for one year. I have also been active within my department in a variety of service activities, including many that are time intensive and critical to departmental functioning. Most notably, I was a member the faculty search committee for six different searches; I served as chair for three of those searches. I also served as chair of the Part-Time Faculty Search Committee for one year. I was a member of our Departmental Evaluation Committee (DEC) for four years, serving one year as the committee chair. I served on the Departmental Tenure Committee for two years and chaired the committee for one of those years. I believe that these experiences have prepared me well to serve on university-wide committees. Additionally, I work well with a team and I am responsible, fair, conscientious and organized. I look forward to the opportunity to represent our faculty through shared governance and I would greatly appreciate your vote for UWTC. Thank you!

Linwu Gu: No statement.

Susan Drummond: No statement.