



Senate Education Committee

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Select PASSHE Contract Provisions Relating to Flexibility

- ❖ Page 14- Article B7 – in order for a faculty member to teach in another department it takes approval of the President and a secret majority ballot of the current department faculty. Work in other department cannot exceed 50% of the member's workload
- ❖ B8 --no permanent movement of faculty between universities -visiting professors limited to 4 academic terms maximum and must be approved by secret ballot of the sending and receiving department's faculty as well as approval of both Presidents. Must also remain an employee of the sending university.
- ❖ Page 19- non bargaining unit employees need secret ballot approval of department faculty and APSCUF to teach
- ❖ Page 22 – no faculty can be hired without approval of department members
- ❖ Page 23- temporary and part-time faculty may not exceed 25% of the full time equivalent (FTE)
- ❖ Page 83- credit for 25% of workload if a local APSCUF president
- ❖ Page 85-overload compensation
- ❖ Page 90- must maintain membership in APSCUF as condition of employment
- ❖ Page 91- Article 29 – retrenchment
 - Notice must be sent by university to the union before August 1 for the following academic year if there are “changes in finances” and the possibility of retrenchment, however if it's for program curtailment or elimination of course, April 1 is the date the notice must be sent
 - Must try to use Attrition first, then by length of service in this order temp PT, temp FT, regular PT, and regular FT—by seniority in each category. Before retrenching must make reasonable effort to place in another bargaining unit, with the right to “bump” others
- ❖ Page 102- inter-university transfers-
 - University president must run through chancellor
 - Department faculty may reject, in which case, the president can only provisionally transfer for a maximum 2 years
- ❖ Page 108, universities have no claim to intellectual property, unless substantial PASSHE resources used
- ❖ Page 111 – branch campuses
 - A faculty member may only be used , if their initial letter of employment provides for that or if they volunteer, they cannot be reassigned...must be paid bonuses
 - Must notify department if a course will be taught at a branch campus
- ❖ Page 114 – distance education
 - Cannot downsize in any department using distance education
 - Cannot require participation of faculty unless in letter of appointment
 - Faculty get special payment to develop a course