



Staying Connected

A Publication of YSU APAS

SPRING 2010



YSU — APAS EXECUTIVE COMMITTEE

# The Fair Dealer

## Updates from the APAS President

Greetings:

We started this academic year with a new contract, new union leadership and new HR leadership. As with anything new, there is a period of time for things to settle in place, and contracts are no different: some discussions between HR and the Union have taken place to resolve contract language for clarity.

Members have taken advantage of a number of articles that have new or

expanded provisions such as Article 7, Leaves, that involved converting sick time to personal days, and expanded maternity time.

Evaluations, Article 30, were done in RECORD time this year. All but one was completed before or on the due date of February 28, and the lone evaluation was completed within a few days. I publicly want to thank Ann Fiest for her assistance in accomplishing this in record time.

Along with this was the awarding of Continuity of Employment, Article 10, under the new contract.

For more information on this year's activity, join us for the **Spring Membership Meeting, Thursday, May 13, 11am to 1pm in the Ohio Room. P.S. A hot lunch is being provided by the OEA.**

Sincerely,

*Michael Glonek*

YSU APAS President

## Staying Connected: About our Logo

Branding helps us to define who we are and part of our overall mission. It makes our presence readily identifiable in a positive way.

APAS members contribute a great deal of their time and talents to union, campus, and community activities either individually or collectively. When we are present at activities or sponsor events, for example, or even within the ways that we communicate with our membership, we need a visible and easily recognizable symbol that emphasizes the positive and collaborative contribution that we are making. The APAS – Staying Connected logo can help raise this positive visibility.

**Kathy Leeper**, Coordinator for Graphic Services and APAS member, did a great job creating four design variations by building on her previous design for the APAS membership pins while adding the “Staying Connected” theme. Thanks also go to **Mary Jane Quaranta**, APAS member, for working on this project. The designs were shown at the Executive Committee meeting, and a design was selected based on input from that group. We can use this final concept to develop unifying themes within our union's activities.

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## New APAS Faces

APAS welcomes two new members. **Jeff Butts** came on board on March 1 as a research associate in the Islamic Studies program. He earned a BA and an MA in English from YSU and is currently working on another master's in CIS, also at YSU.

**Tammy Blake** came on board in mid-March as coordinator in the Office of Equal Opportunity and Diversity. She arrives at YSU with 30 years' experience in human resources management, first in southern Ohio and most recently at RTI in Niles. In spite of the HR background, however, she comes from a long line of union members--and she knows how to read a labor agreement!

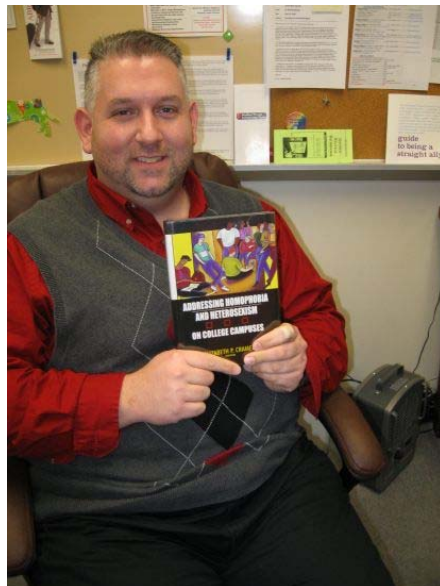
## YSU-APAS Awarded Two NEOEA Grants

YSU-APAS was recently awarded two grants from NEOEA. The grants totaled \$350.

The first grant, for the amount of \$100, was awarded from NEOEA's Social and Human Concerns Committee/Unity Programs. YSU-APAS received one of the five grants available, with funds specified to be used to promote and strengthen "unity" within the institution. NEOEA additionally specified that the money be used to purchase instructional materials. APAS was able to purchase the book *Addressing Homophobia and Heterosexism on College Campuses*, which was donated to YSUnity. Brian Wells, APAS member and YSUnity Advisor, said, "YSUnity expresses sincere appreciation to APAS for writing this grant proposal. The book will provide our organization with new and innovative ways to make YSU a campus which is welcoming to ALL individuals, regardless of

their sexual orientation or gender identity."

The second grant, in the amount of \$250, was awarded for public



Brian Wells, APAS member and YSUnity Advisor, with book purchased from NEOEA grant.

relations projects that will increase APAS's profile in the community. In previous years, the PR Mini-grant was used for Reading Across America projects; and last year, the grant funded the Munch and Read Program held at the Youngstown Boys and Girls Club. YSU-APAS provided a pizza party and purchased one hundred children's books. This year, money from the award will be used to purchase personalized teddy bears (with YSU-APAS logo) and will be donated to the Youngstown Police Department's Family Services/Domestic Violence division. The teddy bears will be given to children of domestic violence victims. APAS hopes to receive the bears later this spring and will award the bears to the YPD in a special ceremony.

Check out all of the Public Relations Mini-grants at the NEOEA website: [www.neoea.org/awardsandgrants\\_PRMini.aspx](http://www.neoea.org/awardsandgrants_PRMini.aspx)

## Green Initiatives Blossom at YSU

YSU's Committee on Sustainability is seeking volunteers to serve as Sustainability Advocates to communicate with colleagues about ways we can reduce YSU's institutional carbon footprint. The following APAS members have volunteered to become Sustainability Advocates: Mandi Campana, Jean Engle, John Popadak, Bob Tupaj, and Mary Lou Weingart.

Sustainability Advocates will act as resource people for those who want to know what the University is doing to conserve natural resources. They will learn and create ways that office units can reduce, reuse, and recycle, and communicate those suggestions to colleagues through emails and signs. These would in-

clude activities coordinated with the YSU Recycling program and Facilities Maintenance. Their main functions will be education of other staff and faculty and support of office environmental initiatives.

If you would like to join the Sustainability Advocates initiative, please contact Dan Kuzma at [djkuzma@ysu.edu](mailto:djkuzma@ysu.edu) or at x2294. An introductory meeting of SAs was

held at 3 p.m. on Friday, March 19 in the Ohio Room.

A group of APAS members has begun meeting to find ways we can create some "buzz" for greener practices at the University. Our first project, initiated by Jackie LeViseur, involves collecting 8.5 x 11" office paper that has been printed on one side and bags to be reused. We staffed a table in the Kilcawley Arcade during the week of April 12-16. The paper that's collected will be converted to pads or notebooks for distribution on Earth Day, April 21 on campus (April 22 in the rest of the world). If you are interested in joining us in these effort--and organizing others--please contact Jean Engle, [jsengle@ysu.edu](mailto:jsengle@ysu.edu), x 3291.



# APAS Distinguished Service Award Recipients

Each APAS 2010 Distinguished Service Award Recipient will receive a \$1,000 check and \$1,000 will be added to his or her base salary, as per the APAS 2009-2012 Contract Agreement. Congratulations to all of our colleagues.

**Amy Cossentino** ~ University Scholars & Honors Program

**Jeanette Engle** ~ Marketing & Communications

**Lori Factor** ~ Fine & Performing Arts

**Julie Felix** ~ Dean's Office, CLASS

**Gregory Gulas** ~ Student Activities

**Susanne Miller** ~ Dean's Office, CHHS

**Todd Pilipovich** ~ Admissions

## 10 Years of Service

**Gwenn Clark** ~ Business Administration

**Rosemary Kent** ~ Financial Aid & Scholarships

**Richard Mahan** ~ Criminal Justice & Forensic Sciences

**Christine Shelton** ~ Business Administration

**Jeffrey Trimble** ~ Maag Library

## 30 Years of Service

**Gregory Gulas** ~ Student Activities

**Lynn Haug** ~ Kilcawley Center

**Donna Wainio** ~ Human Resources



## APAS Cell Phone Initiative to Aid Battered Women

Members of the university community will soon be able to donate used cell phones at collection sites throughout campus to Somewhere Safe, an organization based in Warren, Ohio, that supports battered women and children. According to Darlene McCue, community educator for the agency, the nonprofit will refurbish the cell phones and distribute them locally and nationwide to be used as 911 phones.

Watch for a YSU campus-wide announcement for more details about the APAS Cell Phone Connection initiative. Contact Mary Jane Quaranta (mequaranta@ysu.edu) or Maureen Reardon (mereardon@ysu.edu) for further information or if you would agree to have your office/location serve as a collection site.

## Updated APAS Building Reps (changes in bold)

Name	Buildings	Campus Phone Ext	E-mail Address
<b>Frank Akpadock</b>	Metro College <b>Phelps Building</b> <b>Stambaugh Stadium</b>	1406	fakpadock@ysu.edu
<b>Heather Belgin</b>	Part-Time Members In: Alumni House Bliss Hall Cushwa Hall E. J. Salata Complex <b>Jones Hall</b>	1591	habelgin@ysu.edu
<b>Jean Engle</b>	Bliss Hall <b>Lyden House</b> Meshel Hall <b>Moser Hall</b> Tod Hall Ward Beecher	3291	jsengle@ysu.edu
<b>Michael Glonek</b> (Jacque Daniel currently on leave)	<b>Alumni House</b> <b>Andrews Wellness Center</b> Cushwa Hall E. J. Salata Complex	2467	mjglonek@ysu.edu
<b>Angela DeLucia</b>	Jones Hall Maag Library McDonough Museum Williamson Hall	2954	adelucia@ysu.edu
<b>Greg Gulas</b>	Chief Grievance Officer	3580	gmgulas@ysu.edu
<b>Bob Tupaj</b>	Beeghly College of Education <b>Cafaro House</b> DeBartolo Hall Kilcawley Center Kilcawley Center West Kilcawley House Sweeney Hall	3220	rtupaj@ysu.edu

## REVIEW YOUR

### Personal Leave

**Article 7.20** of the YSU-APAS Agreement states, "each full time bargaining unit member may also convert two (2) sick leave days per year to Personal Leave Days."

APAS members should use the current sick leave form, and indicate on the sick leave form that you are using this as personal time. HR is reviewing this matter and when policy is in place, they will do a target announcement. HR is looking to place a form on the web for APAS members in the future.

**Vacation Accrual** is on pages 33,34 Article 8.

**To view the YSU-APAS 2009-2012 Agreement refer to the APAS website**  
<http://ysuapas.ohea.us>.

**Ann Fiest, HR Analyst** and liaison for APAS membership, has been a YSU employee for four years. She can assist you with any questions or concerns that you may have regarding HR issues. We would like to thank Ann for her professional assistance and her continued support to the membership. Her contact information: 330 941-7133 [amfiest@ysu.edu](mailto:amfiest@ysu.edu)

## Spotlight is on...

### Joanne Gallagher

#### Receives AAEE Research and Publications Award 2009



Joanne Gallagher began her employment at YSU in 1985 as an academic advisor in the College of Education. She served in that capacity for fourteen years prior to her current position as Coordinator in the Office of Career & Counseling Services, a position she has held since 1999. Joanne works extensively with students and alumni from the Beeghly College of Education and the STEM College. She also oversees the on-going development of the office's Career Information Center and is actively involved in planning and staffing several career events and job fairs for the office. This year, Joanne served as Co-Chair for the annual NOTED (Northeast Ohio Teacher Education Day) Job Fair held at the John Knight Center in Akron, Ohio in March. NOTED is a consortium of twelve Northeast Ohio colleges and universities who sponsor this annual teacher job fair for students and alumni of the consortium schools.

In addition to her responsibilities in the Office of Career & Counseling Services, Joanne also teaches on a limited service basis in the Psychology Department. She also has served for the past four years as Co-Chair of the American Association for Employment in Education's *Job Search Handbook for Educators* and has had several articles published in this magazine. This past November, Joanne received the AAEE Research and Publications Award for 2009, which was announced at the national conference.

Joanne currently serves on the university Health Care Advisory Taskforce, the university e-portfolio committee, and an ad hoc committee for undecided majors recently established by the academic advisors. She also served as Secretary for APAS for the 2006-2009 term.

Her academic credentials include a Bachelor of Arts degree in Psychology and a Master of Science in Education degree in Counseling, both earned at YSU. Joanne is licensed as a Professional Counselor (PC) by the State of Ohio Counselor, Social Worker, and Marriage & Family Therapist Board and also holds national counselor certification (NCC) through the National Board for Certified Counselors. Joanne's greatest satisfaction and sense of accomplishment comes from serving the students on the YSU campus and having the opportunity to play a part in helping students meet their career and educational goals.

**We are looking for Spotlight articles from APAS members for upcoming newsletters.** Also if you would like to share any good news such as professional, career or academic achievements, please send your submissions as MS Word documents and photos as jpg to: Brenda Crouse, VP, [bmccrouse@ysu.edu](mailto:bmccrouse@ysu.edu). Please also direct questions or comments regarding *The Fair Dealer* to Brenda x 2292.

A special thank you is extended to **Angela Messenger** for her editing skills. She has assisted Brenda this year to professionally format *The Fair Dealer*. Also congratulations and best wishes to Angela and her new baby boy Logan who was born February 16, 2010, weighing 7lbs. 11oz. And measuring 20.5" long! Congratulations and best wishes to **Jacquelyn Daniel** and family. Baby boy Harry Liam Daniel entered the world on March 6, 2010, weighing in at 7lbs.3 oz., 20" long!