



July 18, 2013

Dr. Paul Quinn
APSCUF-KU President

Dr. Steve Hicks
APSCUF President


Dear Dr. Quinn and Dr. Hicks:

At the May 7, 2013 and the June 10, 2013 meet and discuss meetings, management made presentations on the financial outlook of Kutztown University. As a result of budgetary shortfalls, consideration is being given to the elimination of programs and courses, as well as the elimination of duties or services performed by faculty outside the classroom. As the impact of such actions may lead to the retrenchment of faculty, this letter serves as notice to APSCUF of the possibility for faculty retrenchments to be effective at the end of the 2013-2014 academic year.

Dr. Vargas and his staff are in the initial stage of analyzing the impact of the budgetary shortfalls on the Division of Academic and Student Affairs. We will contact you in the near future to schedule meet and discuss meetings to begin discussions on those programs, courses, and/or the duties or services performed by faculty outside the classroom that may be affected.

It is my expectation that the provisions of Article 29 of the Faculty Agreement will be followed and that APSCUF and management work together to get through this difficult situation.

Sincerely,


F. Javier Cevallos, Ph.D.
President

Cc: Peter Garland, Acting Chancellor
Gary Dent, Vice Chancellor
Lisa Sanno, Labor Relations Manager
Gerald Silberman, KU Vice President for Administration & Finance
Carlos Vargas, KU Provost
Sharon Picus, KU Executive Director of Human Resources