
FAC'S SHEET

Newsletter of the University of Scranton Faculty Affairs Council
September 2013

September Meeting Set!

FAC Schedules Membership Meeting for September 10th in Rose Room of Brennan Hall

The first FAC meeting for 2013-2014 academic year is scheduled for Tuesday, September 10th in the Rose Room on the 5th floor of Brennan Hall.

Lunch will be served beginning at 11:15 a.m. with the business meeting starting at 11:30 a.m.

The Executive Committee urges all members to attend.

FAC Meetings for 2013-2014

The FAC Executive Committee has scheduled monthly membership meetings for the upcoming academic year on the following dates and at the places indicated. All regular meetings are set for Tuesdays and begin at 11:30 a.m. Additional meetings may be called to address special issues or concerns.

September 10, 2013	Tues.	509 Brennan Hall
October 8, 2013	Tues.	407 DeNaples Center
November 12, 2013	Tues.	509 Brennan Hall
December 10, 2013	Tues.	407 DeNaples Center
February 1, 2014	Tues.	407 DeNaples Center
March 11, 2014	Tues.	407 DeNaples Center
April 8, 2014	Tues.	509 Brennan Hall
May 13, 2014	Tues.	407 DeNaples Center

FAC'S SHEET

is published periodically by the Faculty Affairs Council at the University of Scranton. The editor is Betsey Moylan. Comments and suggestions from the membership are welcomed. Members may also check FAC's Web site at www.scranton.edu/fac for further information on the Faculty Affairs Council, an affiliate of the American Association of University Professors (AAUP). Copies of the Faculty Contract and Handbook are found on the site.

AGENDA

for September 10th Meeting

1. Chair's Report - Michael Friedman
 - A. Preparing for Negotiations
 - B. FAC/Senate Department Chair Committee
 - C. Ridge Row Lot Parking
 - D. FAC Forum September 24
 - E. Merit Adjustments
 - F. Program Director Compensation
2. Contract Administrator's Report - Kevin Nordberg
3. Treasurer's Report - Dan West
4. Grievance Officer's Report - Len Champney
5. Old Business - Michael Friedman
 - A. Service Criteria for Promotion and Tenure
6. New Business
 - A. Released Time Notification to Chairs
 - B. Personal Appeals to the President

Fall FAC Forum Scheduled for September 24

By Michael Friedman

At Spring Convocation 2013 (and again at Fall Convocation), Fr. Quinn shared with the University community his priorities for the coming semester. At the top of the list was his call to administrators, faculty, and staff to "convene to discuss how to advance the notion of 'shared governance' on campus." The FAC officers were quite pleased

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Minutes from April 9, 2013 FAC Meeting

1. Chair's Report

A. The FAC Executive Committee presented the Sheldon Rosenberg Union Leadership Development Grant to Stacey Muir, Associate Professor in the Department of Mathematics. The grant will pay for Stacey's travel expenses to the AAUP Summer Institute at the University of Washington at Seattle in July.

B. FAC and the Faculty Senate agreed to form a joint committee to study the issue of the role of the department chair at the University. Volunteers were solicited from the faculty at large, and both the Faculty Senate Executive Committee and the FAC officers nominated participants. The two bodies will reconcile the two lists of nominees. Rebecca Mikesell, President of the Faculty Senate, and Friedman will announce the names of the members of the committee. The chair thanked everyone who volunteered to take on this important work.

C. Friedman updated the membership on the March 21 meeting of the faculty delegation who met with Ed Steinmetz and his staff to fulfill an agreement, reached during contract negotiations, to discuss the possibility of some sort of reciprocal tuition agreement with Scranton Prep. It was not a negotiating session, but a brainstorming session about how some sort of cost-neutral plan might be adapted that would benefit the faculty and/or staff at both institutions. Nothing concrete was brought forward, but our faculty and the administration's group agreed to keep talking about a possible solution.

D. Friedman told the membership to look for an email regarding the cancellation of the May FAC meeting, which is scheduled during exam week. If no pressing business arises, the officers will cancel this meeting.

2. Contract Administrator's Report: Kevin Nordberg reported that, due to the protracted contract negotiations in the fall, he has finally examined all of the individual faculty contracts. Because of the switch of Long Term Care providers from John Hancock to Genworth, one member had been billed by both providers. He himself has had problems with Davis Optical and asked members if they too had experienced issues. Several members expressed dissatisfaction and Nordberg will ask HR to explore other providers during the upcoming year. He has also had complaints about payment for generic drugs and their assignment to tier I or tier II classification.

3. Treasurer's Report: Dan West has filed the Department of Labor reports. An independent auditor has examined our recent financial statements and given approval. Aramark and AAUP invoices have been received and are in the process of being paid. Dates for next year's meetings will be distributed shortly.

4. Grievance Officer: Len Champney reported that two complaints have been settled. There are no current grievances.

5. Old Business:

A. Scholarly norms – The officers distributed the latest version of the proposed language on scholarly norms. Friedman noted that the new language reflects discussions at the Handbook Committee. The Scholarly Norms document now refers to “grant proposals” rather than “grants.” It also removes the former reference to “peer-reviewed scholarly presentations” in favor of scholarly presentations reviewed “according to the standards of the discipline.” Finally, it adds a reminder that the quality of a faculty member's scholarly work is to be evaluated by the department. Although there was no further discussion or questions on the language, a lack of a quorum prevented a vote. Friedman asked Moylan to send out an electronic vote to the membership.

B. Revised language on the Pre-Tenure Research Sabbatical document was distributed and the chair noted that a change was made in response to questions regarding the idea that the faculty member must “produce” a peer-reviewed publication during the sabbatical period. The new language has been changed to reflect the expectation that the faculty member must make “substantial progress toward” such a publication during the sabbatical. Also, the Provost has clarified that, in the letter that is sent to a faculty member initiating the acceptance of such a sabbatical, there will be a disclaimer that states that, if the faculty member is not reappointed, then the offer of a sabbatical will be withdrawn. This situation resembles the current process of applying for a sabbatical immediately before tenure: if the faculty member does not receive tenure, then the offer of a sabbatical after tenure is withdrawn, even if the faculty member has been approved for a sabbatical leave. Questions arose regarding two faculty members applying at the same time (a fall and spring cycle would be followed) and the need of the faculty member to be aware that the next sabbatical would have to wait the

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FAC Forum

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were quite pleased by this announcement because it seemed to indicate the President's willingness to address certain differences in understanding of the notion of Shared Governance that had arisen during our recent contract negotiations. We eagerly awaited word from the administration that these discussions were about to begin. However, despite numerous inquiries by FAC and the Faculty Senate, no such announcement was forthcoming. At the May FAC/FPC Chairs meeting, the Provost expressed his opinion that a discussion of Shared Governance was no longer necessary because the "mood" on campus had lightened since end of contract negotiations.

The FAC officers gratefully agree with the Provost that the campus climate has improved since last October, but such tensions threaten to flare up again as long as the union and the administration continue to differ in their understanding of what Shared Governance involves. According to the AAUP's "Statement on Government of Colleges and Universities," on a campus where Shared Governance prevails, certain principles of operation are observed. When the University must make a decision in an area where faculty members have an acknowledged interest (such as curriculum, pedagogy, research, or faculty status), administrators must consult with faculty representatives before arriving at a final conclusion. Such administrators are under no obligation to be ruled by the faculty's advice, but they must, at least, consider carefully the faculty's input and should only reject it rarely and for good reasons, which should be communicated to the faculty. If administrators make decisions in such areas without consulting with the faculty, they are not adhering to the principles of Shared Governance.

Another area of disagreement on this topic relates to the issue of what constitutes faculty representation. According to the AAUP's Governance document, "Faculty representatives should be selected by the faculty according to procedures determined by the faculty." In other words, where Shared Governance applies, administrators cannot selectively approach sympathetic faculty members to solicit "the faculty's" advice, nor may they appoint like-minded faculty members to official committees and claim that there is "faculty representation" on such bodies. Faculty

representatives must be chosen by the faculty, either by election or (on our campus) by appointment by an elected faculty body, such as the Faculty Senate.

In order to "represent" the faculty, individuals must be in a position to convey fairly and argue strongly for the positions of their constituents. If such a person is beholden to the administration rather than to the faculty, because that person's salary and continued employment depend solely upon earning the favor of his or her administrative superiors, then that person cannot truly be said to represent the faculty. Such would have been the case last year if the University had implemented the Department Chair Concept, which would have made department chairs into administrators appointed by the Provost.

If, after the end of negotiations in 2012, the University had acknowledged the threat to Shared Governance inherent in the Department Chair Concept, it might have been possible for us to believe that our problems with Shared Governance were behind us. However, just before the FAC Forum on February 26, 2013, the Provost released a new document entitled "Department Chair Responsibilities" intended to explain to the faculty the administration's vision of the role of the department chair. This document makes clear that the University continues to imagine department chairs as administrators, but it also lists as one responsibility of such office holders the duty to "Represent the department in meetings called by appropriate administrators." This position differs widely from FAC's contention that administrators cannot "represent" the faculty if their primary allegiance is to the administration.

FAC has responded to the President's original call for a discussion of the advancement of Shared Governance by scheduling this year's FAC Forum on that topic. The event will be held on Tuesday, September 24 at 11:30 in the McInhenny Ballroom on the 4th floor of the DeNaples Center, and lunch will be served starting at 11:15. The FAC officers have invited the Provost, the Associate Provost, the academic deans, the chairperson of the University Governance Committee, and any other interested administrators to attend and to participate in the conversation. Please join us in what we hope will be a meeting of the minds that will genuinely advance the notion of Shared Governance on our campus.

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Minutes from April 9th meeting

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regular seven years. An electronic vote will be conducted for this question as well.

C. Service Criteria for Promotion and Tenure – Due to the high volume of feedback that the FAC officers received from the faculty about this document at the March meeting, the Handbook Committee has elected to re-convene the sub-committee that was working on this document to discuss revisions. The revised document will appear on the agenda for further discussion in the fall of our next academic year.

6. New Business:

The membership had several questions regarding the new merit pay document, currently being vetted in each

of the colleges. Friedman urged faculty who have a chance to give feedback to ask the deans to follow the language in the Handbook that applies to scholarship as closely as possible when designing the criteria for the merit application. All colleges must have their criteria in place by September 1, 2013 according to the new contract.

The meeting was adjourned at 12:30 P.M.

Respectfully submitted,
Betsey Moylan
FAC Secretary

Luncheon Menu for September 10 Meeting

- Vegetarian Italian White Bean Soup
- Make-your-own Salad - Field Greens, Pear, Walnut, & Goat Cheese toppings
- Grilled Cider-Marinated Chicken
- Potobello & Butternut Squash Barley Pilaf
- Fresh Fall Vegetable
- Assorted Cakes and Pies
- Rolls & Butter
- Coffee, Tea, Soda, and Water

Serving will begin at 11:15 a.m. in the Rose Room, 5th floor of Brennan Hall.

Health Screening for Faculty & Staff on
Wednesday, September 18, 2013

Drop in between 10 am - 1:30pm 407 in TDC. Get a pixi-scan to check bone density, blood pressure, cholesterol and glucose screening (non-fasting). Earn a chance to win a Kindle Fire.