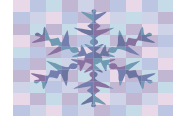


FAC'S SHEET



Newsletter of the University of Scranton Faculty Affairs Council
February 2014

February Meeting Set!

FAC Schedules Membership Meeting for February 11th in the McIlhenny Ballroom of the DeNaples Center

The first FAC meeting for the Spring 2014 semester is scheduled for Tuesday, February 11th in the McIlhenny Ballroom on the 4th floor of the DeNaples Center. 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. Check in the right hand column for the agenda.

FAC Meetings for 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.

February 11 Tues. Room 407 DeNaples Center
March 11 Tues. Room 407 DeNaples Center
April 8 Tues. Room 509 Brennan Hall
May 13 Tues. Room 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 February 11th Meeting

1. Chair's Report - Michael Friedman
 - A. Preparing for Negotiations
 - B. FAC/Senate Department Chair Committee
 - C. Shared Governance
 - D. Merit Adjustments (1st-year faculty)
 - E. Student Learning Outcomes
2. Contract Administrator's Report - Kevin Nordberg
3. Treasurer's Report - Dan West
4. Grievance Officer's Report - Len Champney
5. Old Business – Service Criteria for R&T
6. New Business

Update on Shared Governance

By Michael Friedman

The past few months have witnessed an unprecedented level of co-operation and joint effort between the Executive Committees of the Faculty Senate and FAC. In response to the Provost's question—"Who speaks for the faculty on issues of shared governance or even the definition of shared governance?"—the two Executive Committees met and drafted a response that was distributed to the faculty in an email message on December 8, 2013. Briefly, this reply noted that the University's own governance documents acknowledge that the

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Minutes from the December 10, 2013 FAC Meeting

I. Chair's Report: Michael Friedman thanked the membership for attending this important meeting during finals week. Normally, the December meeting is canceled, but certain extraordinary issues facing the faculty needed attention and thus he felt the need to hold the session. The first issue concerns the warning recently received by the University of Scranton for its failure to meet Middle States Standards with regard to Assessment. At last month's meeting, we began deliberating a proposal from the Handbook Committee to revise Section 5.4 to include a requirement that faculty members include on their syllabi student learning outcomes and relate those outcomes to relevant programmatic goals. Last month's discussion was cut off due to a lack of time, and he promised those faculty members who were on the list a chance to speak at the beginning of our next meeting. Before Friedman called on the speakers, he asked permission to present some new information he received since the November FAC meeting. The membership agreed to his request.

1. The consensus at the Faculty Handbook Committee was that there is a difference between learning objectives and learning outcomes. Learning objectives refer to the professor's intentions with regard to the course, while learning outcomes refer to what students will be capable of doing after taking the course. Generally, it is possible to express the same idea both as an objective and as an outcome, but what Middle States is requiring is outcomes, not objectives.

2. Middle States does have a specific requirement that outcomes should be listed on the syllabus, so putting the outcomes elsewhere is not likely to satisfy them.

3. Since the announcement of the Middle States warning, departments at the University that are monitored by external disciplinary accrediting agencies have been receiving warnings that they are in danger of losing their program accreditations if the University does not respond appropriately to the

Middle States warning. Pat Harrington, for example, reported that that the Nursing Department had been contacted by their accrediting agency, and they now have to submit a report regarding the University's efforts to comply with Middle States.

4. The Chair has given the issue of Academic Freedom much consideration, and has concluded that the proposed change to Section 5.4 is not an infringement of Academic Freedom. If the University were to attempt to dictate to us what our student learning outcomes should be, then that would constitute a violation of Academic Freedom. However, the language merely requires the outcomes to be listed on the syllabus; it does not try to determine what the outcomes are.

5. At the November meeting, we were warned by several people that Middle States was not going to be happy with our current state of compliance with regard to assessment. We now have indisputable evidence that Middle States is serious about our compliance in this area, and we can no longer ignore their warnings. The Provost has assured the Chair that passing this Handbook language will assist greatly in the University's efforts to demonstrate its compliance, and Friedman is ready to endorse the proposal, but he wanted to give faculty members the opportunity to weigh in once again before calling the question.

Working from the list of speakers from the November meeting, the Chair called on a number of faculty who expressed concerns that the outcomes could somehow be tied to merit pay, annual reappointments, and rank and tenure decisions. Others questioned how individual course syllabi were related to programmatic and learning outcomes in the major. Others questioned the timeline for the upcoming Middle States visit, and it was noted that the school has until September 1, to come into compliance. It was noted that a Middle States liaison would be visiting campus later in the month and the membership asked that a wide cross-section of faculty representatives be present for this meeting and that questions regarding the course relationship to programs and majors be clarified at

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Shared Governance

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Faculty Senate and the union both speak for the faculty, depending upon the topic at hand, and that some issues, because of their breadth, touch upon areas that involve both FAC and the Faculty Senate. Therefore, it has long been acknowledged that the faculty is not limited to one voice in the Shared Governance process, nor would it be in the best interests of the University to do so.

Since the delivery of that reply, there has been no response by the administration to the reasoning offered by your faculty representatives. We remain eager to find out what the administration believes Shared Governance is and how it might be conducted most effectively on our campus. Therefore, we have proposed to the President a small-scale meeting between representatives of the administration, the Senate, and the union. Recently, Senate President Rebecca Mikesell met with Fr. Quinn to discuss how such a gathering might be arranged and conducted. Currently, we have a tentative agreement that each party will send three members to a series of one-hour meetings, each with a specific topic under the broader heading of Shared Governance. These conversations will be relaxed, but frank, and they will attempt to lead toward some sort of conclusion that all three bodies can endorse. The first of these meetings will concern the definition and scope of Shared Governance.

In a joint session to discuss this arrangement, the Executive Committees of the Senate and FAC agreed that, for the good of the University in these difficult times, it is best for the faculty and administration to work together as partners rather than as adversaries. We hope to find common ground with the President on the subject of Shared Governance so that the faculty may assist the University in meeting the challenges that lie ahead. At the same time, we also believe that the University is best served by an arrangement wherein the faculty maintain an influential role in the decision-making process that guides the institution.

FAC and the Senate have recently received from the President's office a schedule of meeting dates and times that extends throughout the spring semester. We pledge to keep the faculty informed about the substance of these discussions, and we look forward to an eventual consensus with the administration about the future of Shared Governance at the University of Scranton.

Minutes

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that time. Several other concerns were mentioned, including the relationship between other accrediting bodies and the Middle States warning. Faculty from PCPS were helpful in clarifying this issue for members in the other colleges.

After all concerns were voiced, the Chair explained that since there was no longer a quorum at the meeting, an electronic vote would be conducted by Betsey Moylan. He also explained that the Provost, in consultation with the Board of Trustees, had arranged to pre-approve the handbook language revision if it passes. This would ensure that faculty would be required to put student learning outcomes in their syllabi for the Spring 2014 semester, thus specifically addressing the Middle States warning. He also assured the faculty that he would communicate any further clarification that would come out of the meeting with the Middle States liaison, scheduled for later in the month.

Friedman also addressed the subject of shared governance with the remaining members, updating them on the ongoing collaboration between the Executive Committee of the Faculty Senate and the FAC officers. Rebecca Mikesell, President of the Senate, has reached out to President Quinn with an invitation to discuss the topic of Shared Governance. Friedman promised to update the membership on any progress in this area.

The meeting adjourned at 1:05 P.M.

Respectfully submitted,

Betsey Moylan

FAC Secretary

FAC OFFICERS 2013-2014

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Rosenberg Grant Applications

The FAC Executive Committee invites applications for the Sheldon I. Rosenberg Union Leadership Development Grant, given annually to a member of FAC to pay for all expenses related to that faculty member's participation in the AAUP Summer Institute, tentatively scheduled for **July 17-20** at a university campus on the East coast. The Summer Institute features seminars on subjects like academic freedom and legislative issues that impact higher education, along with training workshops that deal with contract administration, grievance procedures, and collective bargaining negotiations. The Institute also incorporates social events and

many opportunities to network with colleagues from around the country.

To be considered for a Rosenberg Grant, applicants must submit an essay of approximately 500 words (two typed pages) describing the contributions that they believe they can make to the welfare of the University through their connection with the union. This essay should touch upon the following reasons for the applicant's interest in working with FAC: any background or previous experiences that would help prepare the applicant for such work, the skills that the applicant hopes to sharpen by participation in the Summer Institute, and any future plans for involvement in union activities.

Applications should include the standard contact information, including the faculty member's name, rank, department and email address. Please submit applications to Betsey Moylan, FAC Secretary by hard copy or email attachment by **March 14, 2014**. The members of the Executive Committee will assess the applications and announce the winner of the Rosenberg Grant during the spring semester.

Luncheon Menu for February 11th Meeting

- Salad with two dressings
- Chili and Baked Potato Bar
- Vegan and Meat Chili
- Toppings - Sour Cream, Cheddar Cheese, Chives, Bacon, Jalapenos
- Corn Bread and Butter
- Assorted and Pies
- Coffee, Tea, Soda, and Water

Serving will begin at 11:15 a.m. in the McIlhenny Ballroom.