



FAC'S SHEET



Newsletter of the University of Scranton Faculty Affairs Council
March 2014

March Meeting Set!

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

The second FAC meeting for the Spring 2014 semester is scheduled for Tuesday, March 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.

March 11 Tues. Room 407 DeNaples Center

April 8 Tues. Room 509 Brennan Hall

May 13 Tues. Room 407 DeNaples Center

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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 March 11th Meeting

1. Chair's Report - Michael Friedman
 - A. Negotiations Survey
 - B. Shared Governance meeting with Fr. Quinn
 - C. Merit Adjustments
 - D. Scranton Prep Scholarships
 - E. Rosenberg Grant
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
 - A. Librarians' Norms and Reappointment

Parking: a Royal Pain

By Michael Friedman

After a relatively calm fall semester, the spring term has begun with a series of issues related to parking. According to both the faculty and the Parking Office, the Ridge Row Lot experiment last semester was successful. Allowing open parking in that lot for faculty whose buildings are nearby and for those who cannot find open faculty-reserved spaces has helped many people find parking closer to their offices and has eased some congestion in the other faculty-reserved lots. However, even the Ridge Row Lot did not prove adequate a few weeks

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*Minutes from the February 11, 2014
FAC Meeting*

I. Chair's Report:

A. Preparing for negotiations – During intersession, the FAC officers compiled the results of the town meetings that were conducted during the fall semester and constructed a negotiations survey, which has been transmitted to FAC's webmaster, Bryan Burham. This year, *Survey Monkey* will be used, which should make the survey both easier for the membership to complete and for the officers to analyze. A link will direct faculty to the survey sometime in early March. Friedman encouraged everyone to participate as a way of letting the officers know members' priorities for the upcoming round of contract talks.

B. FAC/Senate Department Chair Committee – The committee jointly appointed by the Faculty Senate and FAC to study the role of the department chair submitted its report at the end of last semester. Friedman thanked all the members of this committee for their dedicated service, particularly Jean Harris and Trish Wright, who co-chaired the committee. He also thanked Barry Kuhle of the Psychology Department, who sent a series of questions to the PSYC department chairs at our peer, aspirant, and competitor institutions. Of the 56 chairs who were contacted, 36 responded (response rate of 64%). Kuhle surveyed the chairs as to their status. Of the 36 respondents, 35 replied that their department chairs were faculty members, and one said that their chairs were both faculty members and administrators. None of the respondents reported that, on their campus, department chairs were solely administrators. This survey seems to indicate that the University is firmly in line with the practices at our peer, aspirant, and competitor institutions.

C. Shared Governance – As President Quinn mentioned in his spring convocation address, representatives of the Faculty Senate and FAC will be meeting with Fr. Quinn and two other administrators to discuss the definition and scope of Shared Governance. The officers are anxious to find out the specific nature of the University's position on this topic and to express to Fr. Quinn our willingness to partner with him in dealing with the

challenges, both academic and financial, that face the University in the coming years. We are mindful of Fr. Quinn's recognition of the union's part in dealing with the student learning outcomes piece of the Middle States warning. We sincerely hope that this acknowledgment is merely the first step in his growing appreciation for the ways in which cooperation with the faculty can lead to positive results.

D. Merit Adjustments – Friedman reminded the faculty about the approaching deadline for applications for Merit Adjustments to Base Salary. He also explained that a question regarding the eligibility of merit pay for first-year faculty had been raised. Because merit pay is based on meritorious actions during AY 2012-2013 at the University of Scranton, it is unlikely to be successful unless the first-year faculty members can demonstrate meritorious contributions to the University of Scranton in 2012-2013 (perhaps as a part-timer). He did remind the membership that if merit pay continues as an element of our next contract, a first-year faculty member's achievements during the current year will be considered relevant for future merit increases.

E. Student Learning Outcomes – In December, the faculty voted 126-4 to change the Handbook to require faculty members to include student learning outcomes on their syllabi. The FAC officers strongly encourage the membership to comply with this request, but we are also sensitive to the concerns of faculty members who have expressed misgivings about how the data related to student learning outcomes might be used, particularly in the reappointment or Rank and Tenure procedures. Therefore, the FAC officers will be presenting language for discussion to the Handbook Committee regarding the use of such information in the evaluation or disciplinary treatment of faculty. The language will seek to make it clear that numerical data regarding student learning outcomes are to be used for developmental purposes only and cannot be introduced into an evaluative or disciplinary procedure by anyone other than the faculty member him- or herself. A number of faculty reiterated the importance of this language,

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Parking

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ago when we were hit with a snow storm and an admissions event on the same day. The bad weather resulted in snow piled high in faculty spaces, and many visitors to campus also occupied faculty-reserved slots, causing the Ridge Row Lot to fill to capacity and the tempers of faculty members to flare. Please be assured that FAC has reported all of your complaints to the Parking Office, and we are working with the parking staff to alleviate some of these difficulties.

First, please be aware that our contract does forbid the obstruction of faculty-reserved parking spaces as a result of snow removal. Therefore, if you notice piles of plowed snow in faculty spaces, rendering them inaccessible, please contact a FAC officer as soon as possible. The Parking Office has been very responsive in the past to such information and has contacted the office in charge of snow removal to have such piles cleared away.

The problem of visiting parents and students parking in faculty-reserved spaces is a more difficult issue. Without question, such guests are not supposed to occupy spaces designated for the faculty; however, these visitors are not fully familiar with our campus rules, and especially when the weather is bad, they are desperate to find a place to park their vehicles. The University is understandably reluctant to tarnish the campus experience of these prospective students and their parents by giving them parking tickets, and therefore you may observe non-faculty vehicles in faculty slots that have not been ticketed. It is simply a fact that admissions are a huge concern to the University at present, and, looking at the big picture, it is better for faculty to be understanding about this matter at present. One suggestion that the Parking Office has accepted from FAC has been to send out an announcement to faculty a few days in advance when such events are scheduled. If you know that there will be a large number of visitors on campus on a particular day, it would be in your best interests to arrive on campus a little earlier to allow some additional time to find a parking space, just in case faculty-reserved spaces are scarce that day.

Finally, the Parking Office has also responded to FAC's suggestions about the content and placement of signage outside the Parking Pavilion in the middle of the day. FAC received complaints about signs at the entrance to the Pavilion blocking access to the facility at times when the general lots were full but a limited number of faculty spaces were available but inaccessible because of the signs. The FAC officers have gratefully observed that the signs have been moved back away from the entrances to the Pavilion, and the content of the signs has been changed to indicate that, although the general parking areas of the lot are fully occupied, full-time faculty may still enter the Pavilion to seek spaces.

This winter has been a difficult season for all of us, both faculty and parking staff, and the FAC officers appreciate both the diligence of the faculty in reporting issues and their patience in dealing with the challenges that will inevitably arise as a result of inclement weather.

Luncheon Menu for March 11th Meeting

- Three green salad with two dressings
- Irish Soda Bread
- Corned Beef & Cabbage
- Roasted Potatoes
- Seasoned Roasted Winter Vegetables
- Pasta Primavera
- Assorted Spunks
- Coffee, Tea, Soda, and Water

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

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Minutes

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paralleling the situation to how teaching evaluations are currently used. They were originally intended to be only developmental, but are now used more formally to judge the candidate's teaching performance.

2. Contract Administrator's Report:

Kevin Nordberg spoke with several faculty members who had issues with an increase in the amount for out-of-pocket deductibles listed on their 2014 health insurance information. He is currently in the process of investigating this with HR, but asked members to examine their paperwork and report to him if anything looks irregular.

3. Treasurer's Report: Dan West reported that all invoices for 2013 had been paid. He is currently in the process of preparing the tax filings for this quarter.

4. Grievance Officer's Report: Len Champney stated that there are no active grievances. He is investigating a complaint, but expects that it will be resolved without a grievance.

V. Old Business – Service Criteria for Rank and Tenure.

Friedman spoke to the document on service criteria that he distributed to the faculty last week. The most recent version of this document was discussed by the membership at the March 2013 FAC meeting. That series of revisions to the language governing the area of Service in the Rank and Tenure process raised several concerns, so the language went back to the Handbook sub-committee for further work. The sub-committee has now produced a new version of the language that attempts to address those concerns. The chair called on Gretchen Van Dyke, a member of the Handbook's sub-committee on revising the service language. Gretchen explained the history of the document. She stated that she had heard from several colleagues since the document was circulated and asked for feedback from the membership. A number of comments warranted additional changes and both Friedman and Van Dyke agreed that the issues were substantive enough to bring back to the sub-committee for additional discussion.

The meeting adjourned at 12:55 P.M.

Respectfully submitted,

Betsey Moylan

FAC Secretary

