



FAC'S SHEET



Newsletter of the University of Scranton Faculty Affairs Council
May 2014

May Meeting Set!

FAC Schedules Membership Meeting for May 13th in the McInhenny Ballroom on the 4th floor of the DeNaples Center

The last FAC meeting for the Spring 2014 semester is scheduled for Tuesday, May 13th in the McInhenny 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. The Executive Committee urges all members to attend. Check in the right hand column for the agenda.

FAC Meetings for 2014-2015

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.

<i>September 9, 2014</i>	<i>Brennan 509</i>
<i>October 7, 2014</i>	<i>DeNaples 407 *</i>
<i>November 11, 2014</i>	<i>DeNaples 407</i>
<i>December 9, 2014</i>	<i>DeNaples 407</i>
<i>February 10, 2015</i>	<i>DeNaples 407</i>
<i>March 10, 2015</i>	<i>DeNaples 407</i>
<i>April 14, 2015</i>	<i>Brennan 509</i>
<i>May 12, 2015</i>	<i>DeNaples 407</i>

*Note: This is the first Tuesday of October,

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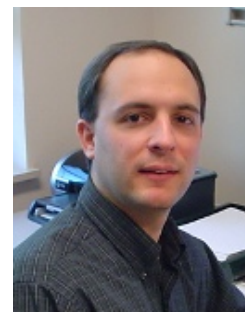
is published periodically by the Faculty Affairs Council at the University of Scranton. The editor is Betsey Moylan. Comments and suggestions from the membership are welcomed. Members may also check FAC's Web site at www.scranton.edu/fac for further information on the Faculty Affairs Council, an affiliate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

AGENDA

for May 13th Meeting

1. Chair's Report - Michael Friedman
 - A. Negotiations Survey
 - B. Shared Governance meeting with Fr. Quinn
 - C. Merit Adjustments
 - D. Scranton Prep Scholarships
2. Contract Administrator's Report - Kevin Nordberg
3. Treasurer's Report - Dan West
4. Grievance Officer's Report - Len Champney
5. Old Business
 - A. Service Criteria for R&T
6. New Business
 - A. Interdisciplinarity

Szydowski Awarded Rosenberg Grant



By Michael Friedman

The FAC Executive Committee is pleased to announce that the winner of the 2014 Sheldon I. Rosenberg Union Leadership Development Grant is Steve Szydowski, Associate Professor in the
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Minutes from the April 8th FAC Meeting

1. Chair's Report

A. Negotiations Survey – 194 faculty members completed the Negotiations Survey, which represents approximately 68% of the membership. Once the data from the survey is analyzed, a report will be presented to the Negotiations Steering Committee, which will use that information, along with the aggregate data from last semester's town meetings, to determine the union's high, medium, and low priority items for contract talks next year. The Chair thanked those who volunteered their services for the negotiations committees, and assured them that he will contact them in the coming months.

B. Shared Governance meetings with Fr. Quinn
On March 25, members of the Executive Committees of FAC and the Faculty Senate met for a second time with Fr. Quinn, Interim Provost Pat Harrington, and University Treasurer Ed Steinmetz to discuss the state of Shared Governance at the University. Faculty Senate President Rebecca Mikesell and Friedman agreed that they would identify four controversial issues related to Shared Governance and begin to try to tackle them. The two issues that they discussed on the 25th were the Department Chair Concept and Search Committees for President. Faculty representatives laid out the reasons why the University's actions during the last round of contract negotiations were threats to Shared Governance, and the administrators present responded with their reasons for supporting the University's position. This discussion proceeded in a civil fashion, and although no agreements were forthcoming, the talks proceeded in a calm and rational manner. The next meeting is scheduled for May 1.

C. Anti-Discrimination and Anti-Harassment Policy - The Interim Director of the Office of Equity and Diversity, Atty. Jennifer LaPorta, is working on a revision of the University's Anti-Discrimination and Anti-Harassment Policy that will bring our procedures for handling complaints in line with federal law. In the meantime, Atty. LaPorta, having discovered that our current procedures were out of line with federal regulations, recommended to the University Governance Committee (UGC) that it suspend the procedures section of the document entirely and replace it with interim procedures that she had devised. The UGC approved this change, which

caused two major problems. First, the procedures guaranteed certain rights to FAC, among them the right to be notified that a complaint had been lodged against a faculty member. The suspension of this part of the policy without ever consulting with FAC constituted, in our view, a serious breach of Shared Governance. This notification provision is extremely important because most faculty members do not realize that their union membership grants them certain rights in any sort of disciplinary procedure, and unless the FAC officers know that a complaint has been filed, they cannot make sure that the respondent knows his or her rights. So, in the absence of a guarantee of such notification, FAC published, in the April FAC's Sheet, a reprint of an old article about Weingarten Rights, which describes a union member's entitlement to union representation in any disciplinary situation. Second, the suspended procedures were replaced with a flow chart. Although this chart was a good first step, detailed explanation of the new procedures were missing. The Chair and the Contract Administrator met with Atty. LaPorta to explain their dissatisfaction with the chart, and she responded affirmatively to their request that she produce a brief explanation of her flow chart in language that anyone faced with a complaint might be able to understand. A draft of this new document now exists and can be consulted by FAC to ensure that, when a complaint has been filed against a faculty member, the procedures for handling such complaints are being properly followed.

D. Scranton Prep Scholarships – Joe Dreisbach reported that the one applicant for this year's scholarship will receive a \$2,000 scholarship for all four years of attendance at Prep.

2. Contract Administrator's Report - Kevin Nordberg was not available to attend the meeting, but he informed the Chair that there was no new business to report.

3. Treasurer's Report: Dan West distributed a financial report to the membership. He announced that LM3 and IRS reports have been filled. The independent auditors are currently reviewing our records. AAUP and ARAMark invoices will be paid this quarter.

4. Grievance Officer's Report: Len Champney reported that there are no active grievances, but a complaint is in the pipeline, which may result in a grievance.

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Rosenberg Award (Continued from Page 1)

Department of Health Administration and Human Resources. The Rosenberg Grant, named in honor of FAC's longtime attorney, pays for all expenses related to a union member's participation in the AAUP Summer Institute, to be held this year at Hofstra University. The Summer Institute features seminars on subjects like academic freedom, shared governance, and legislative issues that impact higher education, along with training workshops that deal with contract administration, grievance procedures, and collective bargaining negotiations. The intent of the grant is to offer the recipient preparation for possible future union service.

After attending the University of Scranton as an undergraduate, Steve received both a Master's in Business Administration and a Masters of Health Administration from the University in 2000-2001, and he went on to earn a Doctorate in Health Administration and Leadership from the Medical University of South Carolina. He returned to begin teaching full time at the University in 2004, and he was promoted to Associate Professor in 2012. He currently serves his department as the MHA Program Director, and he does a great deal of work in the local medical community. For the past year, Steve has been participating in FAC's Internship Program, shadowing Treasurer Dan West and attending meetings of the Executive Committee.

In his application for the Rosenberg Grant, Steve speaks about how he wants to help FAC to play a positive and effective role in improving the working conditions for faculty while simultaneously improving the union's relationship with the University's administration. He believes that the keys to creating a sound, working relationship are "effective communication, common vision, and collegial appreciation for respective viewpoints." He writes that he wants to attend the AAUP Summer Institute because he believes that it will better prepare him to "engage in a more active role in drilling down to the core financial challenges," those areas where the University "can be more cost efficient." He hopes to return to union service so that he can help FAC and the administration to "mutually agree upon ways the University can support student and academic

excellence through effective approaches to resource allocation."

The FAC officers applaud Steve Szydowski for his dedication to his students, his departmental colleagues, and the Faculty Affairs Council. Please join us in congratulating him for receiving this prestigious award.

Past Winners of the Rosenberg Grant

Christie Karpiak – 2008

Cathy Lovecchio – 2009

Kristen Yarmey – 2010

Matt Reavy – 2011

Bryan Burnham and Patricia Wright – 2012

Stacey Muir – 2013

Luncheon Menu for May 13th Meeting

- Mixed green salad with two dressings
- Stracciatella Vegetarian Italian Spinach & Egg Drop Soup
- Sole Florentine
- Baked Ham
- Asparagus Pesto Gnocchi
- Rolls and Butter
- Assorted Pies
- Coffee, Tea, Soda, and Water

Serving will begin at 11:15 a.m. in the McIlhenny Ballroom on the 4th floor of the DeNaples Center.

Announcement of Special Adjustment

According to Article 7 of the Faculty Contract, the Executive Committee of FAC is required to "report the names of the individuals receiving special adjustments to the general membership of FAC." Your officers therefore report that Michael Jenkins of Sociology/Criminal Justice, Teresa Conte of Nursing, and Michelle McHugh from the Library received special adjustments for AY 2014-2015.

FAC OFFICERS 2013-2014

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Minutes

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5. Old Business

A. Service Criteria for Rank and Tenure – At the March meeting of the Faculty Handbook Committee, further revisions to the proposal were enacted, based on input from the faculty. At the April meeting additional changes were discussed and proposed, which are in the new language distributed today. The changes include revisions to the last section of the qualifications for Assistant, Associate, and Full Professor as well as tenure, which make it clear that candidates must demonstrate two kinds of service: that which supports the mission of the University and that which contributes to the welfare of the external community, but that these two forms of service are not required to be mutually dependent. Also,

the Handbook Committee has agreed to restore the word “may” instead of “should” in the passage where the proposal reads, “Service to the external community “may” involve one’s professional competence, but need not be restricted to it.” A number of faculty members commented on the newly revised language and argued for the clarification it provided. A number of members who served on the Board of Rank and Tenure in the past reiterated that it is up to the candidate to make a case for their own service agenda, but they felt that the new language helped to provide a clearer path for un-tenured faculty to follow as they approach their tenure deadline. Since there was no quorum at this point of the meeting, the Chair instructed Secretary Moylan to send out an electronic ballot after the Easter break.

B. Interdisciplinarity – At the April Faculty Handbook Committee meeting, a new document was approved, with some minor mechanical issues to be resolved, which will be distributed in time for discussion at May FAC meeting. Friedman asked Sharon Meagher to speak regarding the new language in anticipation of the May meeting. Sharon explained the need to codify the procedures by which interdisciplinary programs can and should operate both existing ones and ones that will be introduced in the future. She urged members to carefully examine the new language and be ready for the discussion on May 13th.

6. New Business:

A. New Handbook Sub-committee – As a result of the continuing problems raised in the discussion of the Department’s role in the Rank and Tenure process at the March meeting, the FAC officers have agreed to ask the Provost to create a new Handbook sub-committee charged with a re-examination of Section 23.3.A to determine if further revisions to that section would be desirable. Any faculty member who is interested in serving on this Handbook sub-committee should contact the chair via email.

The meeting adjourned at 12:45 P.M.

Respectfully submitted,
Betsey Moylan
FAC Secretary

