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# FAC'S SHEET

Newsletter of the University of Scranton Faculty Affairs Council  
October 2014

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## **October Meeting Set!**

FAC Schedules Membership Meeting  
for October 7<sup>th</sup> in the McInhenny  
Ballroom, TDC

The second FAC meeting for 2014-2015  
academic year is scheduled for **Tuesday, October  
7<sup>th</sup>** in the McInhenny Ballroom on the 4<sup>th</sup> 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.

<b><i>FAC Meetings for 2014-2015</i></b>
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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.

<b>October 7, 2014</b>	<b>Tues. 407</b>	<b>DeNaples</b>
<b>November 11, 2014</b>	<b>Tues. 407</b>	<b>DeNaples</b>
<b>December 9, 2014</b>	<b>Tues. 407</b>	<b>DeNaples</b>
<b>February 10, 2015</b>	<b>Tues. 407</b>	<b>DeNaples</b>
<b>March 10, 2015</b>	<b>Tues. 407</b>	<b>DeNaples</b>
<b>April 14, 2015</b>	<b>Tues. 407</b>	<b>DeNaples</b>
<b>May 12, 2015</b>	<b>Tues. 407</b>	<b>DeNaples</b>

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## **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](http://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 October 7<sup>th</sup> Meeting

1. Chair's Report - Michael Friedman
  - A. Preparing for Negotiations
  - B. FAC Forum on Search Committees
  - C. Sub-committee on 23.3.A
2. Contract Administrator's Report - Kevin Nordberg
3. Treasurer's Report - Dan West
4. Grievance Officer's Report - Len Champney
5. Old Business
  - A. Interdisciplinarity proposal
  - B. Merit Adjustments
6. New Business
  - A. Consumer Price Index (CPI-U)

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## **Points of Clarification**

By Michael Friedman

Every three years, the FAC Executive  
Committee uses town meetings and a survey to  
gather information from faculty members about  
their priorities for the upcoming contract negotia-  
tions. Some of the comments collected through this  
process suggest that the FAC officers could do a  
better job of educating the faculty about legal limits  
on the union's powers, along with some of the  
issues facing us as we prepare to head back to the  
negotiating table. Moreover, the FAC officers use  
specialized union terms so frequently that we tend  
to forget that many faculty members may not  
understand unfamiliar phrases in the questions that

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## Minutes from September 9, 2014 FAC Meeting

1. **Chair's Report** - Michael Friedman welcomed the new faculty and introduced the Executive Committee members. He also thanked Bryan Burnham, who compiled the data on the faculty survey which was conducted in the spring.

**A. Preparation for Negotiations** – Members of the three committees charged with carrying out aspects of the negotiations process have been appointed. There are three separate committees: the Salary and Benefits Committee, chaired by Rich Plishka, Computing Sciences; with Bryan Burnham, Psychology; Michael Knies, Library; Abhijit Roy, Management/Marketing; Margarete Zalon, Nursing; the Negotiations Steering Committee, which is made up of the FAC officers, any members of the Table Team who choose to serve, and two people appointed from each of the three colleges. Those faculty members are: Rebecca Dalgin, Counseling and Human Services; Roy Domenico, History; Kathleen Iacocca, OIM; Christie Karpiak, Psychology; Cathy Lovecchio, Nursing; and Nabil Tamimi, OIM. The Chair announced that he would introduce the Table Team later in the meeting under new business, as that committee needs ratification by the membership. He thanked all faculty members who have agreed to take on this important service commitment. He also announced that the administration has engaged a Harrisburg attorney to serve as their lead negotiator in the upcoming contract talks. Brian F. Jackson is a labor and employment attorney with the firm McNees, Wallace, and Nurick.

**B. Shared Governance Report** – Following the last and final conversation of the spring semester on the future of Shared Governance at the University, Friedman and former Faculty Senate Chair Rebecca Mikesell co-authored a joint report on the series of meetings that took place with President Quinn, Ed Steinmetz, and interim Provost Pat Harrington. After several revisions, the President approved the second draft, which Friedman sent out to faculty just that morning. He explained that the report by no means settles all of the differences of opinion about Shared Governance that separate the faculty and the administration, but it makes significant headway toward establishing what Shared Governance is and how it might best be practiced.

**C. FAC Forum on Search Committees** – Friedman highlighted one area of disagreement about Shared Governance that still remains, that of Search

Committees. The issue is also before the Handbook Committee, where there have been enough disagreements within that body to suggest to the FAC officers that it might be wise to hear how the faculty as a whole feels about the rights, duties, and responsibilities of search committees for academic administrators. He announced that this would take place at a **FAC Forum** on Sept. 30 and that the Provost, the Associate Provosts, and the deans have been invited to attend and participate.

**D. Meeting Schedule 2014-15** – Friedman asked chairs to note that fall break required an adjustment to the monthly FAC meeting schedule and petitioned them to reschedule their department meetings for October to the other reserved day.

**2. Contract Administrator's Report** – Kevin Nordberg emphasized the need for faculty to read the new sexual harassment policy that was sent via email by Atty. Jen LaPorta. He explained that the U.S. Government is updating regulations on a continual basis, so the document is still in transition. Nonetheless, he urged careful reading as to the role that faculty members and department chairs play in assisting students and colleagues in the process.

**3. Treasurer's Report** – Dan West reported on balances in all accounts, including recent payments to AAUP and ARAMark for meals.

**4. Grievance Officer's Report:** Len Champney reported that there are no active grievances.

**5. Old Business: A. Interdisciplinarity** – The Chair reminded members that the main business of the May FAC meeting was devoted to new Handbook language on Interdisciplinarity that had emerged from the Handbook Committee. Changes were made prior to and at that meeting, and the document went back to its Handbook sub-committee for revisions. The revised version was endorsed by the full Handbook Committee late the previous day. Since there was no time to distribute the document and allow members to examine it before today's meeting, the Chair will send it out shortly so that we may continue the discussion of the new Interdisciplinarity Appendix at the October FAC meeting.

**6. New Business: A. Ratification of the Table Team** Friedman announced that the FAC Constitution requires a vote to ratify the proposed members of the Negotiating Team (Table Team). A quorum was determined by the

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### ***Point of Clarification***

(Continued from Page 1)

we ask. In an attempt to clarify such matters, we are going to devote space in consecutive issues of the FAC's Sheet to an explanatory response to certain comments that arose in the town meetings or on the faculty survey. We would like to stress that remarks made on the faculty survey remain anonymous.

#### **What is "salary compression?"**

Salary compression refers to a situation in which the pay of one or more new employees is very close to the pay of more experienced employees doing the same job. The salary range becomes compressed, leading to an impression among more experienced employees that their length of service is not valued by their employer. Such a situation exists in certain departments on our campus where potential faculty members can earn high wages in the private sector, and therefore the University must offer attractive starting salaries in order to recruit potential candidates (who may end up taking a pay cut by entering academia). In some disciplines, therefore, the starting salaries of our Assistant Professors nearly match the wages of full Professors in the same department with decades of experience.

#### **What are "special separation agreements?"**

Section 26.7 of the *Faculty Handbook* grants faculty members the right to petition the Provost for a special separation agreement, which refers to a retirement package negotiated between the administration and that particular individual. The Provost is under no obligation to grant such a petition, but in cases where the faculty member's retirement serves the interests of the University, the administration may be willing to offer certain incentives in return for the faculty member's agreement to separate from the University on a certain date. FAC does not negotiate such agreements, but the officers frequently advise faculty members seeking a separation package about what they might ask for in return for their consent to retire.

#### **We should allow tenure for senior academic administrators.**

For many years, the *Faculty Handbook* did not allow the hiring of senior academic administrators (Provosts, Associate Provosts, and Deans) with immediate tenure. Instead, such administrators were hired with a "tenure guarantee," which meant that, as long as they served five consecutive years in their position, they would receive tenure at the end of that period. This provision was designed to ensure that candidates for administrative

positions would understand that they were expected to make a commitment of at least five years to the University. However, during the last round of contract negotiations, the administration bargained for a change to the Handbook whereby senior academic administrators receive tenure immediately upon hiring, provided that they meet three conditions: they currently hold a tenured position at another academic institution; they meet the criteria for full professor specified in the *Faculty Handbook*; and they receive a recommendation from the appropriate academic department and the Board on Rank and Tenure. It was argued that this change would make senior administrative positions at the University more attractive to potential candidates, which benefits the faculty. So, the short response is, we do already allow tenure for senior academic administrators.

#### **The stipend for overload teaching should be increased from \$3,150 to \$3,500.**

During academic year 2013-14, when the town meetings and faculty survey were conducted, the stipend for teaching an overload was \$1,250 per credit. So, faculty members teaching a three-credit overload course actually received \$3,750. The stipend for a three-credit overload or special session course during AY 2014-15 will go up to \$3,900, or \$1,300 per credit.

#### **We need a different instrument for evaluating faculty who teach online courses.**

#### **FAC should revise the academic calendar; the end of May is too late for graduation.**

While FAC is the sole bargaining agent for the full-time faculty in matters touching upon wages, hours, and working conditions, not every issue affecting faculty falls within the union's scope. Issues regarding pedagogy, curriculum, and policies that affect the entire University community are the business of the Faculty Senate (unless they also touch upon wages, hours, and working conditions; in which case, the Senate and FAC share responsibility for them). Matters such as the form and content of teaching evaluations and the details of the academic calendar are currently handled by the Faculty Senate. FAC's only involvement in these issues is limited to making sure that all provisions in the Collective Bargaining Agreement are upheld. For example, Article 4 of the contract guarantees faculty members 72 hours between the end of final exams and the deadline for submitting grades, so FAC examines every proposed academic calendar to ensure compliance with this provision.

*Stay tuned for more Q&A in next month's issue!*

## FAC OFFICERS 2014-2015

### *Chairperson*

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### *Minutes from September 9th meeting*

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Parliamentarian, so Friedman announced the members of the Table Team and asked for ratification. The team is led by Dan West, HAHR; and includes Dan Mahoney, Accounting; Bob Spinelli, HAHR; Terry Sweeney, Biology; Joan Wasilewski, Chemistry; Len Champney, Political Science; and Trish Wright from Nursing, who will be serving as an observer this year. A motion was made and seconded and passed with no audible dissent.

**B. Merit Pay discussion** – the FAC officers will distribute a survey regarding merit pay during the fall semester. In anticipation of the survey, the officers asked for comments on the process as it was conducted this year or might be handled better in the future. A number of faculty expressed concern on the following issues: tension and competition among colleagues, rubric

disparity across the colleges, the diminishing impact of cost-of-living increases, the lack of credit for service in consideration of our Jesuit mission, ineligibility of first year faculty, etc. Friedman reminded the members that there will be no process in place for merit adjustments for the next academic year, since the new contract will not be effective until after the application deadline. Several other members had comments, but were promised a voice at the October meeting.

The meeting was adjourned at 12:55 P.M.

Respectfully submitted,  
Betsey Moylan

## *Luncheon Menu for October 7th Meeting*

- Vegan Butternut Squash Soup with Caramelized Pears
- Three- green salad with two dressings
- Baked Salmon with Dill
- Herb Roasted Chicken Breast with Sauce
- Rice Pilaf
- Grilled Fall Vegetable
- Apple and Cranberry Squares
- Rolls & Butter
- Coffee, Tea, Soda, and Water

**Serving will begin at 11:15 a.m. in the McIlhenny Ballroom, 4<sup>th</sup> floor of TDC.**

### **Health Fair for Faculty Info**

Blood pressure screenings for Faculty will be held on **Wed. Oct. 22** and **Mon. Nov. 3** from 9am to 12 noon the Reading Room of McGurrin Hall. Earn 10 Wellness points & enter to win an IPAD mini. Screenings are sponsored by the Nursing Department and Employee Wellness.