



FAC'S SHEET



**Newsletter of the University of Scranton Faculty Affairs Council
December 2014**

December Meeting Set!

**FAC Schedules Membership Meeting
for December 9th in the McIlhenny
Ballroom, 4th floor of DeNaples**

The fourth FAC meeting for 2014-2015 academic year is scheduled for Tuesday, December 9th 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 2014-2015

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.

December 9, 2014	Tues.	407	DeNaples
February 11, 2015	Tues.	407	DeNaples
March 10, 2015	Tues.	407	DeNaples
April 14, 2015	Tues.	407	DeNaples
May 12, 2015	Tues.	407	DeNaples

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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 December 9th Meeting

1. Presentation from OED Director
2. Chair's Report – Friedman
 - A. Preparing for Negotiations
 - B. Current Searches for Administrators
 - C. Executive Committee Elections
3. Contract Administrator's Report – Nordberg
4. Treasurer's Report – West
5. Grievance Officer's Report – Champney
6. Old Business
 - A. Interdisciplinarity Proposal Part 2
7. New Business
 - A. Use of Assessment and Student Learning Outcomes

Director of OED to Address Membership

At the beginning of the 2014-15 academic year, the University of Scranton released a new Sexual Harassment and Sexual Misconduct Policy in an attempt to comply with new federal guidelines concerning Title IX. This new policy assigns to some University community members, including department chairpersons, the status of "Responsible Persons," who are obligated to take action when reports of sexual harassment or misconduct are made to them. Faculty members who are not chairpersons are also obligated to report that such incidents have occurred. To assist in disseminating information about these duties, the FAC officers have invited Jennifer LaPorta, Director of the Office of Equity and Diversity (OED), to attend the beginning of the December FAC meeting to explain this part of the new policy and to answer questions about it. Please make an effort to attend this meeting to familiarize yourself with your responsibilities in this area.

Minutes from November 11, 2014 FAC Meeting

1. Chair's Report

A. Preparing for Negotiations – Friedman reported that all three committees charged with carrying out the Negotiations process have accomplished their goals over the past month and are right on schedule in their preparations for contract talks. The Salary and Benefits Committee has provided research on various aspects of operations at our peer, aspirant, and competitor schools. The Steering Committee has now produced a final list of issues for Negotiations categorized as high, medium, and low priority items, which it delivered to the Table Team. Dan West will now call a meeting of that group to begin to develop our strategic approach to the deliberations. When I receive word from the Table Team that they are ready to begin the contract talks, I will officially inform the Provost of that fact and request that we begin negotiations at their earliest convenience. According to the current contract, both sides have agreed to meet for the first time by Jan. 31, 2015, but nothing prevents us from starting the process well before that date if both sides agree to do so. He thanked the entire faculty who has offered their service to the union as members of those committees.

B. Changes at the Handbook Committee – Friedman detailed for the membership issues relating to the Provost's decision to remove two items from the agenda of the Faculty Handbook Committee in anticipation of negotiations. The two items in question are the duties of faculty on search committees and academic freedom and intellectual property rights in electronic communications. At the November Handbook Committee meeting, the Provost opened the floor to a discussion of his unprecedented actions, and the faculty representatives voiced their objections. The Provost declined to engage with our arguments and simply announced that he believed that the proper forum for the discussion of the two issues is contract negotiations.

C. Merit Pay Survey and Appeals – The Chair urged faculty to complete the online survey on merit pay. The Table Team will carefully consider the results of the survey if this issue becomes a subject of collective bargaining this time around, and the validity of the survey will be enhanced by a higher level of participation. The Provost has now ruled on the three appeals of merit adjustments that were submitted. All three appeals were denied with nearly identical form letters that stated that the Committee "found no evidence of a violation of the Merit Award process and that it found no

compelling evidence that the Dean acted in an arbitrary or capricious manner in reviewing" the faculty member's case. Bonnie Oldham, the chair of FAC's ad-hoc committee on merit pay research, delivered her committee's report on the topic to the FAC officers that morning and they will discuss it later in the week. He also invited the Provost to submit any research that he or his administrative colleagues are aware of for the committee's consideration.

D. Current Searches for Academic Administrators –Friedman reported that although an election of search committee members for the Associate Dean of KSOM had been conducted, up until today, no meeting has been called to assemble the group. The Provost has been informed of the lack of progress in this area and promised to look into the matter. Friedman also inquired about the plans to form search committees for associate provosts that were announced by President Quinn in his June 25 email announcing his organizational restructuring of the administration. The Provost replied that he is still in the process of thinking about the announced Associate Provost positions and that he has not yet made a decision about when searches for these positions will be held. He added that, when these searches are conducted, they will be run according to the provisions of the *Faculty Handbook*

E. Shared Governance: the Routing Committee –As an outcome of last year's discussions on Shared Governance, the former President of the Faculty Senate, Rebecca Mikesell suggested that a routing committee, comprised of two members of FAC, two members of the Senate, and two members of the Administration be formed as a means to clear up confusion about what faculty bodies (the union, the Senate, or both) need to be involved in the Shared Governance discussion of any particular issue. The Provost has agreed to the formulation of the committee and Friedman believes that it will clear up confusion and do away with a significant amount of tension that has invaded the Shared Governance process at the University.

F. Executive Committee Elections – FAC Elections will be held on December 1 and 2. Friedman formally declared his intentions to seek re-elections, but announced that Kevin Nordberg has decided to step down when his term concludes on June 1, 2015. Patricia Wright of the Nursing Department has submitted her name as a candidate for the election. Anyone who might be interested in a seat on the Executive Committee should send their name to by Tuesday, November 25.

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Points of Clarification

Note: This article is a continuation of Michael Friedman's October 2014 FAC's Sheet piece addressing questions faculty have regarding issues related to the contract and/or negotiations.

Faculty who do not utilize travel funds should be able to roll their funds over.

Section 9.0 of the *Faculty Handbook* guarantees that the administration will provide travel funds to the faculty, but it does not currently specify amounts. As we understand the administration's procedures, a certain amount is budgeted every year for faculty travel funds, and a maximum amount is established based on the size of that fund. This maximum amount is predicated on the assumption that many people will not take advantage of the full amount. There is no fund containing \$2,000 with each faculty member's name on it, so there are no personalized leftover funds that might be rolled over to the next year. FAC could conceivably bargain for a system whereby every faculty member has a guaranteed amount that could be rolled over, but in such a case, the maximum amount per year would be much lower than the current level (unless the University is willing to enact a significant increase in funds devoted to faculty research).

It would be nice if adjuncts were represented by the union. Their pay is too low.

FAC does not dispute the contention that the wages and working conditions of our part-time faculty could be improved. However, it is not possible for FAC to advocate for such changes. Our scope of representation was determined in 1974, when FAC was certified as a union by the National Labor Relations Board (NLRB). Our certification specifies that FAC is the sole bargaining agent for "all full-time faculty, including . . . department chairpersons" and it explicitly excludes "all part-time faculty" from the bargaining unit. For FAC to attempt to represent the part-time faculty would therefore be a violation of federal law. On occasion, FAC has been approached by adjunct faculty who were considering the formation of their own union, and we have offered appropriate advice to them.

Other schools have chairs who are both faculty and part-time administrators. Why isn't that an option?

At schools where the faculty is not unionized, chairs can be both faculty and administrators at the same time. However, on a unionized campus like ours, the NLRB sets up strict rules governing the membership of the bargaining unit. According to our certification, "all full-time faculty members" are represented by the union, and "supervisors" (administrators) are not. Therefore, it is not possible here for a person to be a member of both the faculty and the administration simultaneously. It is legal, however, for a faculty member to assume what we call "quasi-administrative duties," such as those of a department chair or program director. Such positions involve duties that are similar to what administrators do, but they do not include any supervisory functions, which allows them to be held by full-time faculty members.

Friedman should resign.

Friedman wholeheartedly agrees. Anyone wishing to assume his responsibilities should call x4229 ASAP.



FAC Election Results

Since no nominations were received as of the announced deadline of November 26, there was no need for a formal election. Michael Friedman, current chair of FAC, and Patricia Wright, a member of the Nursing faculty and a Faculty Affairs Council Intern for the past two years, were elected. Kevin Nordberg, who has served as the Contract Administrator for the past ten years, will be stepping down at the end of this academic year.

FAC OFFICERS 2014-2015

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Daniel West HA. & HR
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Minutes from November 11th meeting

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2. Contract Administrator's Report- Kevin Nordberg is currently reviewing contracts and examining issues related to staffing in several programs that are currently coping with a high percentage of overloads, faculty specialists, and adjuncts. He enthusiastically endorsed Tricia Wright's candidacy for FAC Officer. She is currently serving as a FAC intern, shadowing him in his role as contract administrator

3. Treasurer's Report – Steve Szydowski reported for Dan West, who was traveling, that FAC's balance is healthy, having recently paid ARAMark, AAUP, and PA AAAUP invoices.

4. Grievance Officer's Report- Len Champney reported that there are no active complaints or grievances.

5. Old Business – Interdisciplinarity –Part 2

The Chair asked faculty for input on revisions to the language that had been made at the last FAC meeting and at the Faculty Handbook Committee during November. He sent those changes in a document last week and asked faculty for additional feedback. He also asked that Linda Ledford Miller and Lee Penyak comment on the changes and answer specific questions. Issues regarding joint appointments, the annual review and reappointment process, division of faculty lines, programs and concentrations, and involvement of the home dean in hiring decisions arose. Friedman assured faculty that these concerns would be communicated to members of the sub-committee on Interdisciplinarity for clarification.

The meeting adjourned at 12:55 P.M.

Respectfully submitted,
Betsey Moylan

Luncheon Menu for December 9th Meeting

- French Onion Soup with grilled cheese croutons
- Kielbasa
- Lentil and mushroom Shepard's Pie (Vegetarian)
- Mixed greens with two dressings
- Fresh Winter Veggie
- Assorted Cakes and Pies
- Rolls & Butter
- Warm bread pudding with Carmel Sauce
- Coffee, Tea, Soda, and Water

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