



FAC'S SHEET



**Newsletter of the University of Scranton Faculty Affairs Council
March 2015**

March Meeting Set!

FAC Schedules Membership Meeting for March 10th in the McIlhenny Ballroom of the DeNaples Center

The second FAC meeting for the Spring 2015 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 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.

March 10 Tues. Room 407 DeNaples Center
April 14 Tues. Room 407 DeNaples Center
May 12 Tues. Room 407 DeNaples Center

FAC'S SHEET

is published periodically by the Faculty Affairs Council at the University of Scranton. The editor is Betsy 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 10th Meeting

1. Chair's Report - Michael Friedman
 - A. Update on Negotiations
 - B. Current Searches for Academic Administrators
 - C. Status of Interdisciplinarity
 - D. Sexual Harassment and Misconduct Policy
2. Contract Administrator's Report - Kevin Nordberg
3. Treasurer's Report - Dan West
4. Grievance Officer's Report - Len Champney
5. Old Business
 - A. Student Learning Outcomes in Rank and Tenure
6. New Business
 - A. Department's Responsibility in Rank and Tenure (23.3.A)

Handbook Committee Proposes Thorough Revision of Section 23.3.A

by Michael Friedman

Before the March FAC meeting, the union officers plan to distribute for discussion a new revision of Section 23.3.A of the Faculty Handbook, which deals with the department's responsibility to meet and discuss the applications of rank and tenure candidates. The Handbook sub-committee charged with reviewing this section worked hard to produce

(Continued on Page 2)

Minutes from the February 10, 2015 FAC Meeting

1. Chair's Report: Before informing the membership on negotiations, Friedman announced that Hal Baillie has rejoined the union after serving as Provost.

A. Negotiations Update – Representatives from FAC and FPC began contract talks on Jan. 14. Participants made opening remarks, agreed to table rules, and set up an ambitious schedule of future sessions, with the goal of a contract for end of March. The first negotiating session was scheduled for Feb. 3, at which both sides would offer their opening positions, but a delay by administration has now moved this important meeting to Feb. 12. Friedman assured the membership that FAC's primary goal is to negotiate a contract that is fair and acceptable to both sides, and we are willing to take as much time as necessary to achieve that goal. He asked for patience and support in helping the table team bring home a contract that we can all accept. For now, it is best for all of us outside the negotiating room to step back and allow the members of the Table Team to do their work. A member questioned what happens if there is no new contract by the start of the academic year. Friedman explained that we continue to work under the conditions of the current contract.

B. Current Searches for Administrators: Associate Dean of KSOM – the Search Committee has selected its top three candidates and has scheduled 3on-campus interviews. **Associate Provosts** – The administration would like to postpone the search for two new permanent associate provosts until the 2015-16 academic year, which would require an MOU's to continue interim associate provost Pat Harrington. It is not yet clear whether there will be an interim hire or whether Joe Dreisbach will be asked to continue in his position. A faculty member expressed concern regarding the CGCE and its staff, which is due to transition to the other colleges by July of 2015. Another voiced concern over an open tenure line position in the nursing department because of Pat Harrington's move from the faculty to administration. Members also voiced concern over the advantage interim administrators have over applicants when the position is finally filled.

C. Rosenberg Award – Friedman urged members to apply for this year's Rosenberg Union Leadership Grant to attend the AAUP Summer Institute, which will be held at the University of Denver on July 25-29. Deadline for applications is March 13.

2. Contract Administrator's Report: Kevin Nordberg has been reviewing the variation in online course in 3 graduate program, looking at course incentives, amount of compensation, and intellectual property rights. He has asked Associate Provost Joe Dreisbach for clarification in several discrepancies he found in the programs. He also warned faculty to be aware of computer security issues in regard to a seemingly authentic-looking email that came from our HR department announcing a salary increase earlier in the month. Finally, Nordberg clarified a question regarding coverage by United Concordia, which offers dental insurance in our health plan. Individual dentists can voluntarily decide to drop participation and require patients to submit claims themselves and wait for reimbursement. No change has been made to the plan itself. Applications for the Prep scholarship are now being accepted.

3. Treasurer's Report: Dan West reported that all outstanding invoices have been paid, including ARAMark, PA AAUP, and the CBC. Our revenue exceeds our expenses. A member questioned West regarding the University's new partnership with the Hilderbrand Learning Center, which is scheduled to open near campus in the fall. Questions regarding afterschool care and day care will be investigated.

4. Grievance Officer: Len Champney reported that there are no current grievances or complaints.

5. Old Business : Interdisciplinarity Proposal: Friedman reported to the membership that a new wrinkle has occurred in the proposal. At that morning's meeting with the Provost, he informed us that he wants to start the process over again from a new perspective. He would like to begin with a new Joint Appointments document (Part 2 of the current proposal) that takes into consideration the University's new administrative structure (no CGCE). Then, he would like to incorporate into that document those important elements of Part 1 of the original document (such as operating agreements) that are currently referenced but not defined in the Joint Appointments section. Friedman believes that the Provost genuinely wants to advance the cause of Interdisciplinary at the University, but he wants to do it in his own way (starting with Joint Appointments and moving outward to Interdisciplinary programs). I believe that the faculty should cooperate in this effort, which will be spearheaded by the Handbook Sub-Committee that developed the original documents. So, the bottom

Faculty Handbook Changes

(Continued from Page 1)

several drafts of this new language, which was revised at various stages by the Handbook Committee itself. The faculty owes a debt of gratitude to the co-chairs of the sub-committee, Gretchen Van Dyke and Charles Kratz, as well as to the members: Marzia Caporale, Rick Klonoski, Jordan Petsas, and Kim Subasic. Since the document represents a thorough revision of the existing Section 23.3.A, it may be useful to summarize the primary changes that this new language would bring to the department's role in the rank and tenure process. In the current language, the department elects a member to chair the meeting and the chair designates a colleague to take minutes, from which the chair of the meeting draws material to write the departmental letter. In the new language, the department chair will chair the meeting (unless the department chair is the candidate), and the department elects the member who will both take minutes and author the department's letter. So, the author of the letter will be working from his or her own notes rather than someone else's.

The initial draft of this letter must then be circulated simultaneously to all department members who participated in the meeting for their perusal and suggestions for revisions. Any suggestions for revisions must be communicated to all participants (e.g. by using the reply-all function in an email system). Failure to respond to the draft will be assumed to mean that the participant concurs wholly with the draft report. After receiving all suggestions for revisions, the author of the letter will work with the chairperson to revise the report into a final draft. One major new element has been introduced into the language at this stage. Although some departments have been signing rank and tenure recommendations on an informal basis for many years, the new proposal includes, for the first time, a contractual expectation that faculty members will sign the revised letter. Such a signature means that the department member concurs that "the report adequately represents the frank and confidential discussion of the candidates' credentials and that the record of the votes that occurred at the meeting is accurate."

This change is important in at least two ways. First, the existing language suggests that the department's letter must include "the results of the department's vote, together with a summary of the rationale for it drawn from the minutes of the meeting." The sub-committee has suggested that the department letter should not attempt to characterize such a rationale, but should instead focus on the discussion of the candidate's credentials and qualifications for rank and tenure. Second, one of the primary objections to signatures in the past was that such a requirement would stall the process if a faculty member simply refused to sign the letter. In the new language, the letter may proceed forward without any individual signature, but the lack of a signature will mean to subsequent readers that the faculty member who does not sign claims that the letter does not accurately represent the discussion and/or vote. This provision puts the onus on the department as a whole to compose a letter that every participant agrees is an accurate summary of the discussion at the meeting.

Finally, the new language clarifies a few other minor issues that have arisen with regard to the departmental review process and removes one unpopular aspect of the . It acknowledges for the first time that tenured associates will participate in the discussion if there are not enough eligible tenured members in the department. It also memorializes the current (but non-contractual) provision whereby the department chair's separate recommendation is waived when the department chair is the candidate. Most importantly, the new revision eliminates the possible addition of separate sections of the document noting objections to the letter's accuracy, which proved to be problematic in practice. This proposal will be agendaized under New Business for the March meeting and will be discussed as time permits.



FAC OFFICERS 2014-2015

Chairperson

Michael Friedman, English
CLP 210 941-4229
michael.friedman@scranton.edu

Contract Administration Officer

Kevin Nordberg Philosophy
LSC355 941-7448
kevin.nordberg@scranton.edu

Grievance Officer

Len Champney Political Science
O'Hara Hall 408 941-7438
len.champney@scranton.edu

Secretary

Betsey Moylan Library
WML 207 941-4504
betsey.moylan@scranton.edu

Treasurer

Daniel West HA. & HR
McGurrin 417 941-4126
daniel.west@scranton.edu

Minutes

(Continued from Page 3)

line is, although the faculty voted in favor of Part 1 of the document, that language will not go forward. However, we do expect that, at some point in the coming months, some other document that accomplishes the same ends will come to us from the Handbook Committee for our discussion.

6. New Business: Friedman interrupted the order of business to announce that the President of the University had sent an email regarding an important contract issue. Fr. Quinn stated in this email that in light of the Catholic and Jesuit mission of the University, he is seeking to remove the current of abortions in the three exceptions (rape, incest, and life of the mother) from our healthcare benefits in the contract that is under negotiation. He stated that

since the University is self-insured, the administration has the right to withhold such coverage under law. Friedman explained that Father Quinn had reached out to him yesterday, along with Doug Boyle, President of the Faculty Senate and Joe Wetherell, President of the Staff Senate to inform them of his intentions. A number of faculty spoke against this decision, recounting how it has been a part of our healthcare plan since 1995. Questions regarding procedures for ectopic pregnancy arose, and several members were forthcoming with medical and ethical explanations. After a heated discussion, Friedman agreed to contact our legal counsel, Pat Shaw, to ask for clarification about the self-insurance exemption. He asked the salary and benefits committee of the steering committee to research similar benefits at our sister Jesuit institutions. Finally, he offered to host a Faculty Forum on the topic in the very near future and to ultimately poll the faculty regarding their opinion on the issue.

Time prevented the introduction of the discussion of student learning outcomes in rank and tenure. The meeting adjourned at 12:55 P.M.

Respectfully submitted,

Betsey Moylan, FAC Secretary

Luncheon Menu for

March 10th 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