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# FAC'S SHEET

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

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## ***September Meeting Set!***

### **FAC Schedules Membership Meeting for September 8<sup>th</sup> in the Rose Room in Brennan Hall**

The first FAC meeting for the Fall 2015 semester is scheduled for Tuesday, September 8<sup>th</sup> in the Rose Room on the 5<sup>th</sup> floor of Brennan Hall. 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 2015-2016***

The FAC Executive Committee has scheduled monthly membership meetings for the upcoming academic year. 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>September 8, 2015</b>	<b>Tues.</b>	<b>509</b>	<b>Brennan Hall</b>
<b>October 13, 2015</b>	<b>Tues.</b>	<b>509</b>	<b>Brennan Hall</b>
<b>November 10, 2015</b>	<b>Tues.</b>	<b>407</b>	<b>DeNaples Hall</b>
<b>December 8, 2015</b>	<b>Tues.</b>	<b>407</b>	<b>DeNaples Hall</b>
<b>February 9, 2016</b>	<b>Tues.</b>	<b>407</b>	<b>DeNaples Hall</b>
<b>March 8, 2016</b>	<b>Tues.</b>	<b>407</b>	<b>DeNaples Hall</b>
<b>April 12, 2016</b>	<b>Tues.</b>	<b>509</b>	<b>Brennan Hall</b>
<b>May 10, 2016</b>	<b>Tues.</b>	<b>407</b>	<b>DeNaples Hall</b>

## **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.scrantonfac.org](http://www.scrantonfac.org) 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 September 8<sup>th</sup> Meeting

1. Old Business
  - A. Department's Responsibility in Rank and Tenure 23.3A
2. Chair's Report – Michael Friedman
  - A. Rosenberg Award Presentation
  - B. Sexual Harassment and Misconduct Policy
  - C. Update on Negotiations
  - D. Academic Freedom Case
3. Contract Administrator's Report – Patricia Wright
4. Treasurer's Report - Dan West
5. Grievance Officer's Report – Len Champney
6. New Business
  - A. Attendance at Rank & Tenure and Reappointment Meetings
  - B. Dean's Recommendation Letters

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## **Working Under a Contract Extension**

By Michael Friedman

As you know, FAC and FPC have signed an agreement extending the 2012-2015 Faculty Contract until September 30, 2015. This situation means that all conditions specified in our current contract, including salaries and benefits, will remain unchanged during the first month of the fall semester. However, the University has a long

(Continued on Page 2)

### **Contract**

(Continued from Page 1)

history of recognizing promotions at the beginning of the fall term, so we fully expect that those of you who were promoted to a higher rank in the spring will see an increase in your paychecks commensurate with the conditions specified for the third year of the current contract. Our contract extension also guarantees that all salary increases in the new contract will be retroactive to September 1, 2015, so all of us will eventually receive every dollar that we have earned once the parameters of the new contract are settled. The FAC officers realize that such a situation constitutes a minor financial sacrifice for all of us, but we assure you that we will all benefit from this disadvantage in the long run.

The first month of the semester will also be challenging for us all because we will be faced with numerous requests to participate in activities that we would normally want to accept. As you know, the faculty of the University of Scranton are well known for their willingness to devote numerous hours of uncompensated time to their students, their colleagues, and their administrators, but not all of those recipients of our generosity fully appreciate the extra time and effort that we put into our jobs. We hope that you will take a moment to explain to your students that Minimal Compliance is a way of drawing attention to the extra level of devotion to our vocation that the overwhelming majority of the faculty at this school display on a daily basis.

Many of you have noticed that the faculty did not receive an invitation to this year's New Student Convocation, nor were we invited to participate in the Fall Convocation that was listed on the University Calendar for August 28 and eventually canceled. To give our administrators the benefit of the doubt, it is possible that they recognized that Minimal Compliance would forbid us from attending those events, so they elected not to trouble us with invitations. In fact, it has been their strategy all along to adopt a nonchalant stance toward Minimal Compliance, as if it simply does not bother them that the faculty are withdrawing from participation in various aspects of University life.

One of our biggest tasks during the first month of the semester will be to convince the administration that, if they want the University to remain the kind of institution that attracts and retains students looking for a faculty that goes beyond just carrying out their minimal duties, then they need to offer the faculty a fair contract.

### **Minutes from May 12th FAC Meeting**

Due to the nature of the continuing contract talks and the seriousness of the current issue regarding the proposed change in the faculty's healthcare coverage, the Chair suspended the usual monthly meeting agenda and proceeded directly into a question and answer session with the members to discuss the draft counterproposal of the faculty's response, which was forwarded to them during the previous week. A number of points of clarification arose from the faculty and were addressed by the chair and other members of the executive committee. Questions about the proposed "fund" for survivors of rape or incest were raised, including total amounts, potential usage of the fund for various services, anonymity and privacy of the survivor who requests funding, leaves of absence, sabbaticals, childcare costs, and more. In response to the question regarding the amount, the Chair said that it would need to be negotiated between FAC and FPC.

In the current counterproposal, no documentation (meaning police or medical report) is necessary. Each case would be handled individually by Human Resources.

One faculty member urged FAC to put "more teeth" into the proposal – asking for more financial resources for the survivor who chooses to keep a child. Counseling, extended leaves, financial assistance with the child, adoption support, etc., were suggested.

President Quinn has asked the Committee on the Status of Women to meet with the Provost to discuss ways in which the University can respond to rape/incest survivors. The meeting will take place

(Continued on Page 4)



***Report from the AAUP Summer Institute  
By Sheli McHugh***

As one of the recipients of FAC's Sheldon I. Rosenberg Union Leadership Development Grant, I was able to attend the 2015 AAUP Summer Institute held at the University of Denver this July. When I saw the schedule of sessions, I became even more eager to take advantage of this opportunity. I was able to attend sessions and engage in discussions with faculty from around the country on issues such as improving diversity amongst faculty and university leadership; uniting faculty of all ranks, including adjuncts, part-time, junior, and tenured faculty; and understanding university financial data for negotiations. Perhaps the most relevant session I attended, considering our current negotiation proceedings, was titled "Creating Positive Public Messages about the Professoriate."

Speakers from the University of Cincinnati and Eastern Connecticut State University shared their

experiences working with the media and enhancing the public perception of university faculty to garner support during their contract negotiations. Some recommendations included preparing statements highlighting contract concerns should faculty be interviewed by reporters, including one-liners that are easy to remember. They also recommended building a relationship with the local media and reaching out to them early in the negotiations process.

Additionally, the speakers recommended continuing to promote positive images of faculty even after negotiations are completed. They suggested using a blog and social media to highlight the research and service that faculty participate in so that the public is aware of what professors do when they are not in the classroom. Their particular blog focused on faculty publications, research, and travels, highlighting contributions faculty make to current issues and events. They stressed the importance of staying positive in all of our news stories.

Overall, the AAUP Summer Institute was interesting and eye-opening. It was helpful to hear from other faculty who have struggled through the same issues we face and to learn from one another in a supportive environment. I also learned a lot of practical tips that we could implement at the University of Scranton in order to share the important work of our dedicated faculty.

**Note:** Next month's FAC Sheet will feature a report by Dave Dzurec, who also attended the AAUP Summer Institute.

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**NOTICE TO ALL NON-UNION MEMBERS**

All non-union members who are NOT conscientious objectors have until September 30, 2015 to file, if they so desire, an agency fee objection. If you are NOT a union member, and wish to file, please contact the FAC Secretary, Betsey Moylan.

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## FAC OFFICERS 2015-2016

### **Chairperson**

Michael Friedman      English  
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### **Contract Administration Officer**

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### **Grievance Officer**

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### **Secretary**

Betsey Moylan      Library  
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### **Treasurer**

Daniel West      HA. & HR  
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### **Minutes from May 12th meeting**

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on Friday, May 15, and Jean Harris, who will be attending the meeting, urged members to contact her with suggestions.

After a lengthy discussion, the chair asked for an advisory vote on the counterproposal. The parliamentarian confirmed that a show of hands was appropriate for such a vote. The chair called the question and an overwhelming number of members signified their approval of the counterproposal, thus authorizing the officers to bring the document, along with any additional suggestions for enhanced support for the rape/incest survivors, to the table team for discussion in negotiations.

A faculty member also asked if an additional meeting could be scheduled after exams to allow faculty to discuss issues that are being negotiated other than the healthcare proposal. Friedman agreed to set up a

meeting in early June to do just that. He will keep the faculty informed of the date, time, and place.

The chair thanked the membership for taking time out of their busy exam week to attend this most important meeting.

The meeting adjourned at 12:55 P.M.

Respectfully submitted,

Betsey Moylan      Secretary

### ***Luncheon Menu for September 8<sup>th</sup> Meeting***

- Vegan summer squash chili with toppings (cheddar cheese, sour cream, jalapenos, scallions, black olives)
- Hummus, feta, & cucumber wraps
- Salmon with arugula & jalapeno slaw
- Turkey, bacon, & cheddar wraps
- Quinoa, corn, & black bean salad
- Chocolate crinkle whoopee pie
- Fresh cut fruit
- Coffee, Tea, Soda, and Water

**Serving will begin at 11:15 a.m. in the  
Rose Room, 5<sup>th</sup> floor of Brennan Hall.**

### **HEALTH SCREENING FOR FACULTY & STAFF**

Health Screening for Faculty & Staff on Friday, **September 25, 2015**. Drop in between 12 noon – 3 P.M. in the McIlhenny Ballroom on the 4<sup>th</sup> floor of the De Naples Center. Earn a chance to win an iPad Mini when you fill out your 2015 Health Assessment.