



FAC'S SHEET



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

October Meeting Set!

**FAC Schedules Membership
Meeting for October 13th in the Rose
Room in Brennan Hall**

The second FAC meeting for the Fall 2015 semester is scheduled for Tuesday, October 13th in the Rose Room on the 5th 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.

October 13, 2015	Tues. 509	Brennan Hall
November 10, 2015	Tues. 407	DeNaples Hall
December 8, 2015	Tues. 407	DeNaples Hall
February 9, 2016	Tues. 407	DeNaples Hall
March 8, 2016	Tues. 407	DeNaples Hall
April 12, 2016	Tues. 509	Brennan Hall
May 10, 2016	Tues. 407	DeNaples Hall

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 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 13th Meeting

1. Chair's Report - Michael Friedman
 - A. Academic Freedom Case
 - B. Associate Provost Searches
 - C. Sign Posting Policy
2. Contract Administrator's Report – Patricia Wright
3. Treasurer's Report - Dan West
4. Grievance Officer's Report – Len Champney
5. Old Business
 - A. Attendance at Rank and Tenure and Reappointment Meetings
 - B. Deans' Recommendation Letters
6. New Business
 - A. Tentative Contract Agreement

Health Care Benefits Clarification

by Patricia Wright

Several members have requested information about Blue Cross's contract with Delta Medix. At this time, Delta Medix is still not currently participating with the networks serving First Priority Health and First Priority Life health insurance plans. This change affects everyone who has Blue Cross health insurance and the university has no control over the situation. I have

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Minutes from the September 8th Meeting

I. Old Business – The Chair announced that all 18 new faculty members have become members of the union, and he welcomed them to our ranks. He also asked those new members who had not been introduced at Just the FAC's on the previous Friday to stand and be recognized. He then asked that the items in Old Business be moved to the top of the agenda in order to secure a vote on changes in handbook language. It was established that there was a quorum for a vote and the membership agreed to discuss and vote on the Department's Responsibility in Rank and Tenure (23.3.A). The chair explained that, at its April meeting, the Handbook Committee had approved a few minor revisions to the document that the faculty had requested during the discussion at the March FAC meeting. These changes included the following:

1. The same person can't be chair of the meeting and the note-taker
2. The addition of "librarianship"
3. The "summary" report is not a transcript.

The elimination of the chair as a required direct participant in the revision of the report was discussed by Handbook Committee but no change was endorsed. Friedman opened the floor to comments, and one member did emphasize that the chair still retains significant power in the revised process. Several other members refuted the claim and discussed the need for integrity within the department. No other issues arose. The chair called for a vote with a show of hands. There were three votes in opposition, but all others supported the revised language. Therefore, the new language will be returned to the Provost who will forward it to the FPC and the Board of Trustees. The chair noted that since this language will not be voted on by the Trustees until their December meeting, the current language for 23.3.A remains for this semester's Rank & Tenure meetings.

II. Chair's Report:

A. Rosenberg Presentation: Friedman presented certificates to Dave Dzurec and Sheli McHugh, who attended the AAUP Summer Institute.

B. Sexual Harassment and Misconduct Policy - In August of 2014, the University put into place a new policy on sexual harassment and misconduct without going through the usual governance channels (the President can do this in emergency situations). Since the policy had several shortcomings, many people, including the FAC officers and Jean Harris and Marian Farrell, have been working on ways to improve the policy. The goal was to have the revisions to the policy in place for

the beginning of this academic year, but we have been informed by Jen LaPorta (OED) that the work on the policy is still ongoing. We continue to monitor that process and insist that the policy be in line with the collective bargaining agreement.

This year, in response to further instructions from the regional office charged with enforcing Title IX, the University has elected to designate all faculty members as "responsible employees." Formerly, it was the case that only some faculty members (department chairs) were designated as "responsible employees," who must inform the University of the details of any sexual assault reported to them. Currently, no matter what a faculty member's department chair status is, if a report of a sexual assault is made to him or her, that faculty member must report it fully to the Title IX coordinator (Jen LaPorta) or the Dean of Students (Lauren Rivera). Therefore, if a faculty member suspects that a student is about to report a sexual assault, the faculty member needs to inform the student up front that he or she is required to pass along the details of that account to the University so that the student can decide whether or not to continue telling the story. The advantage of this change is that we no longer have to struggle to understand the distinction between those who are "responsible employees" and those who are not, for we are all now unable to serve as confidential recipients of accounts of sexual assault. Jennifer urged the department chairs at the Chairs Retreat in August to invite her to their department meetings to give further details of the changes. Friedman encouraged chairs to do this, as well as to urge the Administration to provide additional resources to the Counseling Center, which is open only from 8:30-4:30 Monday through Friday.

C. Update on Negotiations – In a recent email from the Provost, the FPC announced to FAC that a federal mediator would be joining us at the table or else the administration would not agree to meet with us again. FAC objected to the unilateral imposition of mediation upon the process, since mediation is supposed to be voluntary for both sides. After several discussions with the officers and the table team, it was agreed that, in the best interests of resolving certain areas of disagreement over tentative agreements, the chair would respond affirmatively to the invitation for mediation. Plans for the upcoming alternative picnic at Lackawanna State Park and the second public demonstration at the opening of the new Leahy Rehabilitation Sciences building on Friday, September 18 were discussed.

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Minutes from September 8th

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D. Academic Freedom Case – FAC has been pursuing action in a case involving a faculty member who has announced an intention to use religion as a criterion in curricular and personnel decisions. The University has stated that it will not tolerate religious discrimination, but it has been unwilling to act against this faculty member through the disciplinary procedure in the *Faculty Handbook*. Consequently, FAC has been trying to get the Provost to issue a statement to this faculty member's department reaffirming the University's position that a faculty member's religion cannot be used as a criterion for making such decisions. The Provost is moving toward making such a statement, but he seems unwilling to memorialize the University's position in writing. We will continue pursuing this matter.

E. Marywood letter – A faculty member from Marywood has been in contact with the Chair of FAC regarding issues his university is facing with finances and leadership. The Chair proposed that the membership direct him to write a letter on behalf of FAC to the Faculty Senate at Marywood assuring them of our support in their efforts to urge their administrators to make better and more equitable financial decisions. The motion passed without audible dissent.

3. Contract Administrator's Report: Patricia Wright was approached by a member who questioned payment for certain brands of contraceptives. Under the AHCA, co-pays were eliminated, yet the member was billed. Trish has met with Beth McCarthy in HR, who promised to help resolve the issue. Trish will inform the membership in the October FAC's sheet about the issue.

4. Treasurer's Report: Dan West reported that all new faculty have completed the necessary forms to withhold dues from their paychecks, and the five conscientious objectors have also been duly processed. AAUP and ARAMark invoices have been processed. A question regarding the union's legal fees was also addressed in light of recent discussion about how much administration is paying outside negotiator's fees. We do not pay Pat Shaw a retainer, but consult with him on an as-needed basis. His fee is \$150 per hour, paid from dues.

5. Grievance Officer's Report: Len Champney stated that there have been no grievances filed.

V. New Business

A. Attendance at Rank and Tenure and Reappointment Meetings – The need for this revision was explained in an article in the April FAC's Sheet.

The proposal clarifies that, if a rank and tenure or reappointment meeting lasts for more than one session, a faculty member must be present for the entirety of all meetings for that candidate in order to vote. Stepping outside momentarily does not disqualify a person from voting. A number of concerns were expressed by faculty regarding the amount of time a person would leave. Asking the chair to suspend the meeting temporarily was suggested as well as a number of other solutions. Since we no longer had a quorum and there was no clear cut answer to the question, Friedman agreed to bring the comments back to the Faculty Handbook Committee for further discussion.

B. Deans' Recommendation Letters – Some deans, in the rank and tenure process, are copying department chairs on their recommendation letters and some are not (the Handbook doesn't require it). To bring the process into alignment with reappointment procedures, which do require that the chair be copied, the proposal requires the dean to send a copy of the letter to the chair, who will grant access to it to department members who participated in the vote. Friedman asked for comments. Several members argued for the transparency this process would ensure, while others felt that the Dean's letter might prejudice the members of the department into voting a particular way. Once again, Friedman agreed to bring these comments back to the Handbook Committee for further discussion.

Respectfully submitted,
Betsey Moylan, Secretary

Healthcare Benefits Clarified

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been assured that our HR department has expressed our members' concern to Blue Cross.

I have also been asked to address concerns about prescription contraceptive and hormonal coverage. An email was sent last week by Michael Friedman with in-depth information about our coverage and a link to the BCNEPA contraceptive coverage outline. Questions may be referred to me or to HR.

Important dates:

Retirement sessions:

October 13: TIAA-CREF representative on campus.

November 12: Transamerica representative on campus.

Benefits sessions:

October 22: Estate and personal planning session (2:30-4:30, TDC 405)

November 19: PACT for parents (2:30-4:30, TDC 405)



Report from AAUP Summer Institute

By Davis Dzurec

As the other recipient of the Sheldon I. Rosenberg Grant (along with Sheli McHugh), I attended the AAUP Summer Institute in Denver this past summer. I am grateful to FAC for this opportunity. While my time as a FAC intern has provided me with a great deal of insight into the role that the Faculty Affairs Council plays at the University of Scranton, my time in Denver gave me new insights into the place of the AAUP at the national level. I was particularly struck by the similarities of the challenges faced by faculty across the country in both public and private institutions. The sessions I attended focused on university finances, negotiation strategies, and messaging during contract negotiations—all of which seem to have particular relevance at the moment. The first of these sessions, “A Crash Course in Institutional Financial Analysis,” was a three-part workshop led by Howard Bunsis and Rudy Fichtenbaum. Bunsis and Fichtenbaum provided us with five years’ worth of our home institutions’ audited financial statements along with Excel templates that could be used to analyze the data. Not surprisingly, the end result of my analysis looked strikingly like the presentation that Howard gave here last spring, but it was instructional to see the raw numbers and the process that he had used to arrive at the numbers in his PowerPoint presentation. If anyone is interested, I am willing to share the raw data and my excel workbooks; just send me an e-mail. I also attended workshops on the challenges of

negotiations, one on dealing with recalcitrance at the bargaining table (it was actually entitled “Did You Just Say No to Me?”) and another on how to get the union’s message out during negotiations. Both sessions provided me with insight into the challenges that our table team and the FAC officers have been facing during the past few months and some ideas about how to deal with similar issues in the future.

Finally, I found that having another Scranton faculty member at the institute allowed me to get the most out of my Summer Institute experience. Sheli and I attended different sessions throughout the conference and would discuss what we had learned in our respective workshops.

Thank you again to FAC for this great opportunity.



Luncheon Menu for October 13th Meeting

- Vegan butternut Squash soup with caramelized pears
- Three Green Salad w 2 dressings
- Bakes Salmon w lemon dill sauce
- Herb roasted chicken breast
- Rice Pilaf (Vegan)
- Sautéed fall vegetables (Vegan)
- Apple and Cranberry Squares
- Rolls and Butter
- Coffee, Tea, Soda, and Water

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