
FAC'S SHEET

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

November Meeting Set!

**FAC Schedules Membership
Meeting for November 10th in the
McIlhenny Ballroom in the DeNaples
Center**

The next FAC meeting is scheduled for Tuesday, November 10th 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.

<i>FAC Meetings for 2015-2016</i>
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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.

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 November 10th Meeting

1. Chair's Report - Michael Friedman
 - A. Associate Provost Searches
 - B. Sign Posting Policy
 - C. Faculty Absence Policy
 - D. The Collective Bargaining Agreement
 - E. Elections
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. Teaching in the Rank and Tenure Process

The Future of the Union

It's the morning of Halloween, and the FAC officers have just announced to the membership that the Tentative Agreement for the 2015-2018 contract has been ratified by a faculty vote. Out of 290 union members, 235 of them participated in the ballot, which testifies to the intense interest that the issues arising in this round of negotiations produced

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FAC OFFICERS 2015-2016

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Future of the Union

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among the faculty. There was a distinct danger that the proposals introduced by the administration at the bargaining table would fracture us along religious, gender, or generational lines, but no such schism occurred, and the union held strong. We attribute this resilience to our members' faith in their leadership, their readiness to demonstrate publically their support for the union's positions, and their willingness to compromise fairly for the sake of the faculty as a whole. We believe that FAC has emerged from this very difficult set of contract talks more unified and stronger than ever, and we have the patience and spirit of the membership to thank for it.

We believe that, when we look back, years from now, today will appear as a watershed moment in the union's

history, not only because of the contract vote, but also because of changes that will soon occur within the FAC Executive Committee. Two long-standing members, Len Champney and Betsey Moylan, have announced that they will be stepping down when their terms end on June 1, 2016. Len and Betsey have provided exemplary service to the union (more on that later), and their presence will be sorely missed, but the FAC officers have anticipated these inevitable vacancies and have prepared for them.

Approximately two years ago, the FAC officers began an Internship Program to train volunteers for potential service on the Executive Committee. Five interns were originally chosen to shadow the five officers and to learn the basics of their jobs. Four of them have continued in the program, talking with the current officers about their duties, attending meetings of the Executive Committee, and being copied on email correspondence back and forth with the administration. One intern, Trish Wright, who was shadowing Contract Administration Officer Kevin Nordberg, has already been elected as his successor.

Although we will never truly be able to replace either Betsey or Len, we do have two interns who have agreed to run for their vacant positions on the FAC Executive Committee. Kristen Yarmey has been working with Betsey to learn the ins and outs of the Secretary's job, which includes taking minutes at meetings, conducting electronic ballots, and editing the FAC's Sheet. Kristen's substantial computer skills make her a natural for this position. Also, Dave Dzurec, who recently returned from the AAUP Summer Institute as the co-recipient of the Rosenberg Grant, has been shadowing Len to observe the work of the Grievance Officer. The current FAC officers recommend Kristen and Dave to you very highly for election to the Executive Committee on the basis of their personal qualities and their experience as interns.

Finally, we hope that this year's contract negotiations have demonstrated to all of you how important service to our union is. It is clear that the administration is intent on reducing not only the faculty's wages and benefits, but also our role in the Shared Governance of the institution. Unless we continue to fight to retain such rights, they will surely be taken away from us. Therefore, if aspects of our new contract distress you, then we urge you to get more involved in the business of FAC. Come to meetings; participate in discussions; volunteer for service on committees; let your officers know that you are ready to step forward to take on leadership roles. A changing of the guard is about to occur, and now is the time for all good faculty members to come to the aid of their union.

Minutes from October 13th FAC Meeting

Michael Friedman, Chair of FAC, called the meeting to order at 11:30 A.M. Gretchen Van Dyke asked the Chair if she could address the membership before the start of the meeting. With the Chair's approval, she thanked the table team for their diligence and perseverance in bringing the faculty a fair contract. The membership amplified her comment with resounding applause. In light of the recent announcement of a tentative contract agreement for academic years 2015-2018, the Chair then moved to suspend the usual order of business. He outlined the procedures for the upcoming weeks, noting that once a vote of the membership is conducted, and if that ballot has a positive outcome, the table team and the administration will clean up the language in the collective bargaining agreement, and final copies of the documents will be posted on the FAC website. Friedman then mentioned several issues which still need clarification, most importantly the establishment of an advisory panel for assisting the deans with procedures for merit awards. He also announced that there will be two additional sessions for discussion of the contract on Tuesday, Oct. 22 and Thursday, Oct. 27 during the 11:30-1 P.M. time slots.

The Chair then opened the floor to discussion. Issues related to minimal compliance, how long we will work under the old contract if no agreement is reached, Open House attendance, equity, health care premiums, merit for first-year faculty, the length of the phased retirement option, and assessment were all vetted. Dan West, lead negotiator for FAC's team, and Terry Sweeney, also a member of the team, addressed the membership on each of these important issues.

Friedman promised to keep the faculty informed of the merit panel issue via email and urged the membership to attend either or both of the next scheduled sessions on the contract.

The meeting adjourned at 12:55 P.M.

Respectfully submitted,
Betsey Moylan, FAC Secretary

The following are the brief summaries of the two subsequent meetings to discuss the tentative contract. Thanks to Kristen Yarmey and Patricia Wright for their note taking at these sessions.

October 22, 2015 –The Chair opened this session with a statement regarding the issue of equity. He began by distinguishing equity pay from the concept of gender

equity, which deals with disparities in pay between male and female faculty members. The administration has conducted several studies of gender equity at the University, and although a discrepancy in pay between men and women has always been found (and not always in the same direction), the discrepancy has never been statistically significant and therefore large enough to require a financial remedy.

When we use the term "equity pay," we refer to disparities in pay within ranks. Of course, it is to be expected that those who have recently entered a rank will probably be paid less than those who have been in that rank for many years, but there are still some significant disparities within the various ranks that FAC has attempted to address through equity pay.

How equity pay works is that a benchmark is established, and the distance between that benchmark and a faculty member's salary is multiplied by .2. This system helps out those who are at the lowest end of a rank the most because they are the furthest from the benchmark. However, faculty members also need to understand that they are not legally entitled to equity pay unless the contract includes such a provision. Just because there was equity in our previous contract does not entitle anyone to equity payments in the future. Equity pay has been a feature of many of our past contracts, but it has not occurred in every year of the contract, and it has not necessarily occurred within all of the ranks.

So, although one may understandably believe that, because one got equity in the past, one deserves to get equity in the future, that assumption has no basis in law. Everything that exists in our current contract could be removed from our future contracts if the University is determined enough to remove the provision and the faculty is not motivated enough to fight for it.

In the recently concluded contract talks, our Table Team negotiated for equity pay from the beginning of the process. There was no point, until the very last session, at which they began to consider trading it for other very important items, so there was no opportunity to come back to the faculty to discuss this trade with the membership. We put our faith in the members of the Table Team to make the best deal that they possibly can for us, and the combination of features that appear in the Tentative Agreement is their best effort to gain for us a fair contract. This agreement does not contain equity pay, but if faculty members believe equity pay to be a high priority, then we recommend mentioning it at the town meetings and on the survey for the next round of contract talks, and we will to our best to incorporate it into the 2018-2021 contract. (Continued on Page 4)

Minutes

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Also discussed at this meeting were issues related to health care costs, the ATB pay increases, the abortion coverage proposal, merit pay, and the long-term view for administration/faculty relations.

October 27 – Several questions related to health care coverage were discussed at this session. The chair and members of the table team explained the timeline for changes (January 1, 2016) and the caps for medical spending accounts (mandated by federal law). Equity was again discussed and explained, especially in light of the junior faculty. Comments about the Union's importance to the faculty, as well as the support shown during the demonstrations and agreement to minimal compliance were voiced. Members of the table team spoke about the Administration's choice to employ an outside negotiator for the second time, as well as the introduction of a mediator for the first time in negotiation history.

Questions about shared governance, administrative salaries, and the impact of the protracted negotiations on morale among the staff were discussed.

FAC to Hold Annual Executive Committee Election

On **December 3-4, 2015**, FAC will conduct its annual election for three positions on the FAC Executive Committee. Dan West has expressed his intention to run for re-election, but Len Champney and Betsey Moylan will be stepping down at the end of their current two-year terms. Therefore, a total of three positions on the Executive Committee will be up for election, all with a term of office to begin on June 1, 2016.

FAC members Dave Dzurec and Kristen Yarmey have announced their intention to run for office. The Executive Committee also welcomes the written nominations of any other members in good standing. Such nominations should be submitted in writing to FAC Secretary Betsey Moylan by **November 24, 2015**.

***Luncheon Menu for
November 10th Meeting***

- Green Salad w Two Dressings
- Sliced Turkey Breast
- Sliced Oven Baked Ham
- Onion & Sage Bread Dressing
- Mashed Potatoes & Gravy
- Fresh Seasonal Vegetable
- Cranberry Sauce
- Rolls and Butter
- Apple Pie/ Pumpkin Pie
- Coffee, Tea, Soda, and Water

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