
FAC'S SHEET

**Newsletter of the University of Scranton Faculty Affairs Council
April 2016**

April Meeting Set!

FAC Schedules Membership Meeting for April 12th in the Rose Room of Brennan Hall

The April FAC meeting is scheduled for Tuesday, April 12th 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.

The last meeting for this semester is scheduled for May 10 in the McIlhenny Ballroom.

<i>FAC Meetings for 2016-2017</i>
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September 13, 2016	Tuesday	Brennan 509
October 18, 2016	Tuesday	DeNaples 407
November 8, 2016	Tuesday	DeNaples 407
December 15, 2016	Thursday	DeNaples 407
February 14, 2017	Tuesday	DeNaples 407
March 7, 2017	Tuesday	DeNaples 407
April 11, 2017	Tuesday	DeNaples 407
May 9, 2017	Tuesday	DeNaples 407

All meetings begin at 11:30 A.M.

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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.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 April 12th Meeting

1. Chair's Report - Michael Friedman
 - A. Rosenberg Award
 - B. Letter from Mount St. Mary's
 - C. Merit Adjustments Advisory Committee
 - D. PA-AAUP Meeting
2. Report from the Faculty Senate -D. Boyle
3. Contract Administrator's Report- P. Wright
4. Treasurer's Report - D. West
5. Grievance Officer's Report - L.Champney
6. Old Business
 - A. Teaching in Rank and Tenure
7. New Business
 - A. Role and Rights of Faculty on Leave



**Dani Arigo, Rosenberg Award
Winner for 2016**

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Minutes from the March 8, 2016 FAC Meeting

1. Chair's Report A. Associate Provost Search – The FAC officers have signed an MOU allowing Pat Harrington to stay on for an additional academic year as Associate Provost, with the provision that the University will begin a search for a permanent holder of the position in September of this year. The Provost has also clarified that any remarks he made about the quality of the pool of candidates in this year's searches were not intended to reflect negatively upon any internal candidates; in fact, the internal candidates were, in his opinion, the strongest ones in the pool. However, the searches were canceled and the two positions combined into one primarily for financial reasons.

B. Merit Adjustments Advisory Committee – At the FAC Forum on Feb. 25, many faculty members expressed concerns about the Merit Adjustment process and about the concept of Merit Pay in the abstract. Members of the administration who were present, particularly Dean Mensah, Dean Conniff, and the Provost, spoke in response to many of those comments, so a lively dialogue ensued. All five faculty members on the Merit Adjustment Advisory Committee were present to hear this discussion, and they will be able to raise those concerns again when the Advisory Committee meets with the deans.

C. Rosenberg Award – The deadline for applications for this year's Rosenberg Grant to attend the AAUP Summer Institute is March 15.

D. Window Retirement Program – The chair reminded faculty who are eligible to apply for the Window Retirement Program in the 2015-18 Contract that the open enrollment period for the program is September 1 – November 30, 2016. He recommended reading Article 40 of the contract carefully.

E. AAUP Governance Conference – The AAUP will be holding its triennial Shared Governance conference in Washington, D.C. Sept. 30—Oct. 2. Proposals for papers are currently being solicited, with a deadline of July 29. FAC will fund the participation of any FAC member whose paper proposal is accepted for presentation.

F. Marywood – The University of Scranton, through the PA-AAUP Alliance, has signed on to a letter sent to the administration at Marywood calling for a reconsideration of the decision not to reappoint 10 first-year faculty members. This action is disturbing because, among other things, it violates various aspects of AAUP policy and Marywood's own policies concerning retrenchment (the elimination of jobs in order to save money). The officers will keep the membership posted on developments on

that campus, as well as any opportunities that may arise for FAC members to express their solidarity with Marywood faculty.

2. Faculty Senate Report – On March 3, members of the Senate's Ad-Hoc Committee on Shared Governance and Leadership met with members of the Governance Committee of the Board of Trustees. Doug Boyle, Bob Spaletta, and Len Gougeon all commented on the productive meeting and dinner that followed. All three felt that the Board members listened carefully to the faculty's presentation and asked probing questions.

3. Contract Administrator's Report – Trish Wright is working with Beth McCartney in HR to resolve a number of issues which continue to arise due to changes in the BC/BS switchover to Highmark. Problems with vision providers, immunization, and generic versus brand-name drugs were highlighted.

4. Treasurer's Report – Dan West announced that he has completed the year-end review of our finances and submitted all reports to our external accounting firm for filing with the IRS. AAUP dues are up to date.

5. Grievance Officer – Len Champney stated that there are no active grievances or complaints.

6. Old Business A. Teaching in Rank and Tenure – The Chair referred members to the document he sent electronically on 3/1. He explained that the Faculty Handbook Committee has streamlined and revised several important sections in the teaching language in order to clarify the process for Rank and Tenure, in the same manner in which changes in scholarship and service have been addressed. Several sections were removed, including parts of Appendix II, which reflects a change in the EXSC department that involved the coaching and physical education staff. Although the list of teaching materials is not exhaustive, it opens the door to include additional forms of technology in the future. Friedman opened the floor to comments. An issue over the words "should" and "must" in the second paragraph of 23.1 was posed. If the evaluation of peers requires first-hand knowledge of the candidate's teaching ability, does this require that peers in the department visit the classroom in order to observe the faculty member? How does one observe an online class then? Would a faculty member be required to submit 16 hours of video from their online class? Faculty members on the Board of Rank and Tenure this year noted that the amount of documentation is growing each year and increases the time commitment of board members in reviewing each dossier. Another faculty member felt that the list was too long and might

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Rosenberg Grant Awarded to Danielle Arigo

The FAC Executive Committee is pleased to announce that the winner of the 2016 Sheldon I. Rosenberg Union Leadership Development Grant is Danielle Arigo, Assistant Professor in the Department of Psychology. The Rosenberg Grant, named in honor of FAC's longtime attorney, pays for all expenses related to a union member's participation in the AAUP Summer Institute, to be held this year at Portland State University in Oregon, July 21-24. The Summer Institute features seminars on subjects like academic freedom, shared governance, and legislative issues that impact higher education, along with training workshops that deal with contract administration, grievance procedures, and collective bargaining negotiations. The intent of the grant is to offer the recipient preparation for possible future union service.

After attending Drexel University as an undergraduate, Dani received her M.S. and Ph.D. in Clinical Psychology from Syracuse University. She completed a health-focused clinical internship at the Syracuse VA Medical Center and a Postdoctoral Research Fellowship at Drexel. In 2014, she assumed her position at the University of Scranton, where she teaches Fundamentals of Psychology, Health Psychology, Abnormal Psychology, and Personality and Individual Differences. She is also the director of the Clinical Health Psychology Research Team and an Associate Faculty Member in the Women's Studies program.

Despite being in only her second year at the University, Dani has already compiled an impressive record of service to the union. Last spring, she volunteered to serve on FAC's ad-hoc committee to investigate research into the efficacy of merit pay in higher education. In this capacity, she collected and reviewed existing evidence, then she composed the initial outline of the committee's report to the FAC officers. During the last round of negotiations, Dani also volunteered to serve as an untenured faculty liaison, which involved soliciting feedback from her junior faculty colleagues and

confidentially passing along to the FAC Executive Committee any comments or questions from that group. In that role, she attended FAC's 2015 New Faculty Luncheon and spoke to the incoming set of first-year faculty about the advantages of union membership.

In her application for the Rosenberg Grant, Dani speaks eloquently about her desire to understand more fully the contributions that faculty members can make, in many different capacities, to the success of the union: "Our recent experience with contract negotiations, and the skill and compassion of our table team, have inspired me to learn more about contract administration and our handbook procedures. I'm especially interested in learning about the grievance process; as a licensed psychologist, I believe that I have the aptitude for a future position that allows me both to support and to advocate for my colleagues."

The FAC officers applaud Danielle Arigo for her dedication to her students, her departmental colleagues, and the Faculty Affairs Council. Please join us in congratulating her for receiving this prestigious award.

Past Winners of the Rosenberg Grant

Clara Hudson – 2007
 Christie Karpiak – 2008
 Cathy Lovecchio – 2009
 Kristen Yarmey – 2010
 Matt Reavy – 2011
 Bryan Burnham and Patricia Wright – 2012
 Stacey Muir – 2013
 Steve Szydlowski – 2014
 Dave Dzurec and Sheli McHugh – 2015



FAC OFFICERS 2015-2016

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Minutes

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confuse applicants into thinking that they must include all of the items on the list. This faculty member argued that this might be the start of a "slippery slope" in the teaching evaluation process. A member of the FHC subcommittee who worked on the document stated that the heading of the list notes "might include" rather than "must include all." Another member suggested that the wording in 5th line be changed from "Sample Prezi/Power-Point" lecture aids to "presentation software." It was also noted that fewer peer evaluations (green sheets) are being submitted. More recommendations for tenure and promotion are being made without direct classroom observation. Friedman will bring these comments to the next meeting of the Faculty Handbook Committee.

B. President's Right to Use Sexual Harassment History in Rank and Tenure Decisions –

After consultation with Jennifer LaPorta in OED, the phrase "sexual harassment culpability" has been changed to "sexual harassment and/or sexual misconduct responsibility" at several points in the document to accord with the language in the University's current Sexual Harassment and Sexual Misconduct Policy. These changes do not alter the substance of the document as it was originally distributed. The revision provides a mechanism whereby the President will become aware that a candidate for Rank and Tenure has such a history so that the President can consider it. No questions or comments were offered, but since there was no quorum, the chair authorized the secretary to conduct an electronic vote on the changes.

Respectfully submitted,

Betsey Moylan, FAC Secretary



Luncheon Menu for April 12th Meeting

- Egg drop soup (vegetarian)
- Crispy snacks with duck sauce
- Asian slaw
- Szechuan Green Beans (vegan)
- Egg Rolls with Dipping Sauce
- Vegetable Fried Rice (vegan)
- Cashew Chicken with Broccoli
- Tofu and Broccoli (vegan)
- Fortune Cookies
- Coffee, Tea, Soda, and Water

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