

Subject: RE: [ft-faculty] FAC Negotiations Update 2025-10-01
Date: Thursday, October 2, 2025 at 10:18:11 AM Eastern Daylight Time
From: Dr. Stacey A. Muir Ph.D.
To: ft-faculty@scranton.edu

All,

Sorry for the duplication typo in my email last night. For clarity and ease, below is the message without the duplicated list (and the links to sign up to observe work in both the original and the clarified message).

In solidarity,
Stacey

All,

We've now been working without a contract for 31 days.

First, a note on upcoming admissions events: For most faculty (including chairs), participation in Open Houses is not required. Recognizing that some program directors are contractually obligated, the Contract Action Team (CAT) is coordinating our collective approach. We expect to have more to share soon so our actions remain coordinated and united. Stay tuned for updates from our liaisons.

Negotiations Update

Financials

FPC's new package changed little:

- Retirement contributions cut 15% instead of 20%.
- Tuition remission for master's cut 30% instead of 50%.

Everything else stayed the same. For example:

- Annual raises of 2%, 2.25%, and 2.5%.
- Frozen overload pay and tutorial/independent study rates.
- Cuts to online teaching pay and course development stipends.

Before getting to bargaining, FPC had the CFO give us a 20-minute lecture. They stress "fiscal realities" while avoiding responsibility for the choices that created them. Weiss Hall may be the current avatar for those choices, but FAC's points are about decisions that got us to where we are today, decisions that were not made by faculty but by administration!

Even so, buildings don't teach — faculty do! With the Board of Trustees meeting this week, we hope there are serious discussions about investing in faculty who are a cornerstone to Scranton's high-quality education.

Non-Financials Discussed

- Parking: verbal tentative agreement.
- Faculty hiring (Appendix VI): verbal tentative agreement.
- Teaching loads/overloads (FHB 5.5–5.9)
- Time expired before we could finish discussion on our package on full-time faculty responsibilities

(FHB 5.4) and faculty specialists (FHB 6.0), or address FPC’s counter proposal on sabbaticals (FHB 12.0–12.4).

What’s Next

Member presence has been powerful — let’s keep it going. Observing bargaining makes a real difference.

Sign up to observe (various options are available each day relative to block teaching schedules):

- [Thursday, October 9](#), 1:30 – 4:30 p.m.
- [Thursday, October 16](#) (after our FAC meeting), 1:30 – 4:30 p.m.

Please try to sign up by 5 p.m. the day before so we can send some preparatory details. Even an hour at the table shows administration that faculty are united.

Setting the Record Straight

FPC’s September 24 “update” warrants a few clarifications:

- On August 28, with only minutes left in the session and one business day to go before contract expiration, FPC asked if we wanted to *discuss* an extension but made no actual offer. In fact, we directly asked if they were offering an extension and told no, only a discussion.
- FAC never suggested cuts to staff.
- FAC has made clear we have no interest in changing health care deductibles or co-pays. Our Flexible Spending Account proposal has been part of package proposals for quite some time, and we offered to retract it if FPC moved meaningfully elsewhere financially.

In solidarity,
Stacey

Dr. Stacey Muir
[Working without a Contract](#)
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From: Dr. Stacey A. Muir Ph.D. <stacey.muir@scranton.edu>

Sent: Wednesday, October 1, 2025 7:26 PM

To: ft-faculty@scranton.edu

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Non-Financials Discussed

- Parking: verbal tentative agreement.
- Faculty hiring (Appendix VI): verbal tentative agreement with FAC changes.
- Teaching loads/overloads (FHB 5.5–5.9)
- Time expired before we could finish discussion on our package on full-time faculty responsibilities (FHB 5.4) and faculty specialists (FHB 6.0), or address FPC's counter proposal on sabbaticals (FHB 12.0–12.4).

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