
Subject: [ft-faculty] FAC Negotiations Update 2025-03-31

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From: Dr. Stacey A. Muir Ph.D.

To: ft-faculty@scranton.edu

Dear colleagues,

Since my last update on March 7, 2025, we have had two bargaining sessions with FPC: one on Thursday, March 13 (1:30 – 3 p.m.) and one Thursday, March 27 (1:30 – 4 p.m.). Our next bargaining session is scheduled for Thursday, April 3, 1 – 4 p.m.

On Thursday, March 13, we concluded initial presentations and discussions on the first set of proposals exchanged on February 24. These covered disciplinary procedures (FPC) and sabbaticals (FAC).

In the March 27 session, we started by addressing several things that are making it challenging to advance in negotiations:

- FPC denying or not filling FAC information requests
- FPC changing FAC's words in FPC counterproposals
- FPC submitting new versions their own proposals, absent any counterproposal(s) from FAC, with the new FPC versions going beyond clarifying unclear or contradictory positions (see the March 7 email update) and including some regression on previous positions
- FPC using an outdated version of the Faculty Handbook in their proposals

Afterward, we presented and discussed several, but not all, of the new proposals exchanged earlier in the week (Monday, March 24). The proposals discussed covered topics such as normal teaching load and reduction in normal teaching load (both in separate proposals from FAC and FPC), full-time faculty librarians (FAC), a new committee with faculty representation that engages with the Board of Trustees (FAC), and overload, intersession, and summer teaching and related compensation (FPC).

In previous negotiations updates and at the March 4 FAC meeting, we have touched on some of the proposals that had been discussed until then. In this update, we'll provide some more details on what we are receiving from FPC.

First, for some context, it has been difficult at times to ascertain what FPC means to propose and through discussions at the table is how we have started to understand what they meant to ask and their intentions behind these asks. So, there is still much to dissect and address across the gamut of proposals (original and new) and counterproposals. Thus, it is important to note that the list below is not exhaustive.

FPC Proposals (original and new versions) and Counterproposals have included:

1. Cutting all retirement contributions paid to faculty members on long-term disability
2. Cutting stipends, incentive pay, and royalties for online courses (FPC has expanded some of these cuts independent of any counterproposal on the matter by FAC)
3. Attempting to take copyright for online courses if compensated for development (For now, FPC appears to have pulled back on this.)
4. Making online teaching no longer voluntary for all faculty (For now, FPC appears to have limited those faculty for which online teaching will be mandatory.)
5. Increasing course caps for any online courses, translating to a roughly 60% increase in the course

- caps for courses in online programs
6. Extending the time a faculty member can be at risk of further discipline for a repeated, or closely related, violation
 7. Reducing pay for teaching overloads and in intersession and summer
 8. Reducing pay for readers, tutorials, independent studies, and thesis experiences, with the latter category now including dissertation “experiences”
 9. Pushing some of a faculty member’s teaching load into the subsequent academic year, apparently to address when administration’s decision to cancel spring course(s) causes a faculty member to fall below their normal teaching load
 10. Rejecting a definition of what a faculty representative is (as part of an FPC counterproposal to a FAC proposal that defined this)
 11. Imposing limitations on who can be a faculty representative and how they are selected in some cases (as part of an FPC counterproposal to a FAC proposal calling for more representation)
 12. Rejecting faculty’s right to ask administrators for reasons for their actions (as part of an FPC counterproposal to part of a FAC proposal for a new section of the handbook)
 13. Adding restrictions to the complaint and grievance processes (as part of an FPC counterproposal to part of a FAC proposal affirming the right to file complaints about arbitrary, capricious, unreasonable, and/or unfair administrative decisions)

We also want to announce that the FAC Officers, in reflection with the FAC Table Team, have decided to bring another member onto our table team. Christo Pargianas will be joining us starting next week. As per of our constitution, any FAC Officers may be on the team, and we are grateful to Christos for the extra set of hands going forward!

In solidarity,
Stacey

To show your support for FAC’s bargaining platform, [visit this page](#).

To insert a photo into the "Union Strong" frame, [visit this page](#) and to update your Microsoft 365 profile picture, [visit this page](#).

To share a non-university email with FAC, [visit this page](#).

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