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**Subject:** [ft-faculty] FAC Negotiations Update 2025-07-22  
**Date:** Tuesday, July 22, 2025 at 11:31:46 AM Eastern Daylight Time  
**From:** Dr. Stacey A. Muir Ph.D.  
**To:** ft-faculty@scranton.edu

Dear colleagues,

I hope you're finding space for some rest and renewal this summer, whether that means staying dry, staying cool, or both depending on the day!

I know it's been a while since the last negotiations update. That's largely because scheduling bargaining sessions during June and July has proven difficult. As many of you know (and FPC should too!), summer availability for faculty can vary widely. FPC also blocked off several dates due to their own scheduling conflicts, and multiple days of Associate Provost interviews involving members from both teams further reduced our shared availability.

Our next mutually available **bargaining date is Monday, July 28**. FAC offered to meet between 10 a.m. and 4 p.m. for two sessions with a lunch break. FPC proposed 10:30 a.m. to 12 p.m. and 1 to 2:30 p.m., which we accepted. These will mark our 13th and 14th bargaining sessions since negotiations began in late February.

We're looking forward to returning to the table, hopeful that we can build on the more constructive tone that emerged for the first time in our last session, while remaining clear-eyed about actions that raise questions about FPC's seriousness in pursuing a fair contract and their commitment to good-faith bargaining.

That shift in tone opened the door for both teams to begin exploring areas of potential middle ground. We're eager to see that tone continue and remain ready to do the work necessary to keep that momentum going. Outside of the formal sessions, our team has continued developing proposals and counterproposals, and a couple of members from each team have also met to review pertinent data tied to proposal areas. We've also shared our consolidated internal tracking of proposal status with FPC to help reduce the confusion they've expressed at the table.

Unfortunately, based on several documents FPC sent last week, we're concerned that some of this confusion may persist. FPC appears to have **altered one of their standing proposals** that we were prepared to counter and **lifted elements from a FAC package proposal** (which is to be considered as all-or-nothing), presenting them as if they reflect FAC's current and standalone offers that can be negotiated separately. These moves undermine basic bargaining norms, and slow progress by muddying the negotiation process, making it harder to do the work of negotiation in good faith. **Still, we remain committed to making progress.**

As a reminder, observers serve as a visible sign that the faculty is paying attention and are invested in the outcome. **Your presence reinforces that we are united in seeking a contract that respects our work, fairly compensates our labor, and sustains the conditions we need to keep advancing our students' success — the foundation of the University's future.** I'll be reaching out soon to those who've expressed interest in observing. If you haven't yet and would like to, you can still sign up using this [form](#).

Thank you, as always, for your support and your continued unity through [Minimal Compliance](#).

In solidarity,  
Stacey

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