
Subject: [ft-faculty] FAC Negotiations Update 2025-07-29
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From: Dr. Stacey A. Muir Ph.D.
To: ft-faculty@scranton.edu

Dear colleagues,

After three hours of bargaining over two sessions yesterday, we were not able to get through all the planned agenda items.

FAC and FPC have agreed to continue negotiations on the remaining items from yesterday and some undiscussed items from prior sessions, on **Monday, August 4, from 12:30 to 2:30 p.m.** We've also scheduled additional sessions for **Monday, August 11, from 10 a.m. to noon and 1 to 2:30 p.m.**

We also want to share that last week FPC notified us that Stephen Hietsch, the University's new Senior VP for Finance and Administration, has joined their bargaining team.

The more constructive tone we had hoped would carry forward from our last session was evident but notably limited to non-financial topics. In that direction, we made some progress, including a verbal agreement on our **first tentative agreement** (a three-year term of contract), and significant movement on another non-financial proposal.

In contrast to the more open and collaborative tone on other issues, **FPC's posture on financial matters continues to hinder progress** in areas central to securing a fair contract that respects and values faculty labor, contributions, and well-being. This includes not only the substance of FPC's latest financial proposal, which again proposed **low annual salary increases not tied to inflation and offset by cuts in other areas** and which we again rejected, but also multiple mischaracterizations of prior FAC offers that we had to correct at the table.

Let me be plain: **we remain far apart in many core areas.** In past negotiations, FPC has shown signs of movement as the contract expiration date approaches, which is now about one month away. That shift is not yet emerging. We are facing a deeper and more persistent divide this time.

We anticipate sharing more following the August 4 session but wanted to provide this update now, along with our upcoming bargaining schedule and the change to FPC's team.

As always, **our strength lies in our solidarity.** Your continued commitment to **Minimal Compliance** (see document [here](#)) signals clearly that faculty are standing together. Your support is making a difference and will be even more vital as we approach Minimal Compliance Stage 2 on September 1 and **look to other collective actions ahead.**

In solidarity,
Stacey

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