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**Subject:** [ft-faculty] FAC Negotiations Update 2025-08-21  
**Date:** Thursday, August 21, 2025 at 12:41:36 PM Eastern Daylight Time  
**From:** Dr. Stacey A. Muir Ph.D.  
**To:** ft-faculty@scranton.edu

Dear colleagues,

On Monday, August 18, we held two bargaining sessions (10:45–11:45 a.m. and 1:45–3:15 p.m.).

**Morning session:**

Most of our time was spent on FPC’s counterproposal on the Faculty Handbook (FHB) appendix related to faculty hiring. We went in thinking we were close to a second tentative agreement. But as FPC explained what they meant by some of their new changes, it became clear the gap between us was widening on some points, not closing.

With not much time left, we suggested waiting to start a new discussion topic until the afternoon session. Instead, FPC used the time to abruptly reject our counterproposal on FHB 26.3 and 26.4 (protections for faculty in cases of termination due to financial exigency or program discontinuance) without even letting us present or explain our counter.

**Afternoon session:**

Discussion shifted to FPC’s proposals on:

- **Sabbaticals (FHB 12.0–12.4):** FAC rejected an April FPC package proposal that included sabbaticals and cuts to phased retirement benefits. Both have now been reintroduced with slight variations as “standalone” proposals.

This FPC proposal still includes harmful provisions, such as a two-year sabbatical penalty for a late one- to two-page sabbatical report and quotas limiting the number of sabbaticals.

- **Full-time faculty responsibilities (FHB 5.4):** Some shared ground is emerging, but several concerns remain. Monday’s exchange clarified a few points but left important issues unresolved.

We again ran out of time to complete discussions from the August 11 agenda, leaving FAC’s counterproposal on disciplinary procedures (FHB Appendix XII) still to be discussed.

**Information request:**

FPC displayed and referenced financial materials at the table on August 11 to justify their bargaining positions. As such, we have a right to this information. On August 15, FAC formally requested spreadsheets that were displayed, but so far, FPC provided material different from what we requested and is refusing to provide the spreadsheets.

**Next bargaining sessions:**

- Thursday, August 28, 1–3:30 p.m.
- Thursday, September 4, 1:30–3:30 p.m.

If you are interested in observing bargaining, please complete this [form](#). If you have completed an observer interest form in the past, you do not need to complete this form again – you’re already on our list!

**Reminder – FAC Chat & Social today:**

We'll gather at **4 p.m. in the Kane Forum (ELH 235)** for a negotiations check-in, updates on Minimal Compliance Stage 2, and discussion of the contract expiration. Then we'll head to **Backyard Ale House (5:00–6:30 p.m.) for a FAC social**. Come for either or both — your presence matters.

In solidarity,  
Stacey

P.S. Our first FAC meeting of the year is September 9, 11:30 a.m. – 12:50 p.m., Brennan 509. All the meeting dates and locations are in the May FAC Sheet and also available [here](#).

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