
Subject: [ft-faculty] FAC Negotiations Update 2025-09-03
Date: Wednesday, September 3, 2025 at 8:48:15 AM Eastern Daylight Time
From: Dr. Stacey A. Muir Ph.D.
To: ft-faculty@scranton.edu
Attachments: Annotated Aug 28 FPC pkg with Managerial Rights.pdf

Dear colleagues,

Much of the messaging from administration frames negotiations as a financial dispute. While we remain far apart on salary and retirement, their narrative misses that many *non-financial* issues remain unresolved with FPC pushing proposals that add control and penalties rather than strengthening faculty well-being and our community.

Community & Protections

FAC has advanced proposals to ensure fairness, due process, and respect for faculty work. Some of FPC's proposals, however, move in the opposite direction:

- A sweeping new “Management Rights” article (annotated version attached) that claims sole authority over areas that are *mandatory subjects of bargaining* (e.g., workload, discipline).
- Extension of the discipline window from two to three years — a 50% increase in the time faculty remain at risk for repeated or related violations.
- A two-year sabbatical penalty for a late one- to two-page report, that “may” be applied with no reasons given for why one would be subject to the penalty.
- Rejection of FAC's proposal for a University Budget and Finance Committee “to support communication and consultation with the key constituencies of faculty, staff, and students regarding the University's budgetary and financial planning and decisions.”
- Rejection of a mechanism for formal faculty communication with the Board of Trustees.
- Rejection of protections for faculty intellectual property on the LMS.
- Rejection of our counter on faculty protections in cases of financial exigency or program cuts without hearing our rationale.

Last Week's Session (Aug 29)

- **Workload & Co-Teaching:** Last week's FPC's abrupt rejection without discussion was FAC's proposal on Faculty Handbook (FHB) sections related to our normal teaching workload, overloads, and such (see FHB 5.5 – 5.9) with scaled-back new sections to protect faculty teaching roles and prevent forced co-teaching. This rejection without discussion came despite us removing FPC's cost concerns of co-teaching. They claimed we hadn't addressed their concerns, even though we had.
- **Faculty Hiring:** After progress seemed close a few weeks ago and with FAC offering a compromise on a particular request of FPC, FPC had no interest in the compromise.
- **Bright Spot:** We reached a second tentative agreement — defining what it means to be a representative of the faculty and updating some committee structures including shifting the Faculty Research Committee to elected faculty representatives rather than administrative appointees.

What's Next (Sept 4, 1:30–3:30 p.m.)

- FAC counters rolling over from the last session (faculty general responsibilities, sabbatical) and a new financial package.
- FPC counter proposals or packages rolling over from the last session (management rights, paid leave, parking) and new counters on normal workload and overloads and on disciplinary procedures.

The Bigger Picture

The administration says it wants a fair contract “as soon as possible,” yet their approach at the table and their proposals undercut faculty well-being, respect for our labor and autonomy, and due process while their financial offers continue to trail inflation and include significant cuts elsewhere. We remain committed to securing a fair contract that advances our economic security. But it’s not only about dollars; it’s about respect for the faculty who are surely a part of the “good work [that] clearly advances the high-quality Catholic and Jesuit education for which Scranton is so well-regarded.” [Board of Trustees Chair July 23 email]

Our solidarity remains the strongest counter to these tactics. Fulfilling our contractual obligations is not “withholding services.” It seems the University is finally recognizing that the willingness of faculty to go above and beyond reflects our generosity. Thank you for your continued commitment to Minimal Compliance and the collective actions ahead.

In solidarity,
Stacey

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