
Subject: [ft-faculty] FAC Negotiations Update 2025-09-08
Date: Monday, September 8, 2025 at 3:46:45 PM Eastern Daylight Time
From: Dr. Stacey A. Muir Ph.D.
To: ft-faculty@scranton.edu

Dear colleagues,

We have been working without a contract for 8 days.

At our two-hour September 4 bargaining session, we were unable to get to the scheduled new proposals because several unresolved topics from the two-and-a-half-hour August 28 session still needed discussion. As a result, we did not present FAC's updated financial package or discuss FPC's counters on workload/overloads and disciplinary procedures.

What was discussed

FPC

- **New Management Rights Package Proposal (shared Sept. 3 as email attachment):**

FPC insisted a new contract article on management rights is needed so that they can "move the institution forward," even suggesting they could provide a longer list. They offered to withdraw their proposal if FAC stopped "taking away their rights." In other words, FPC will withdraw if faculty accept less protections!

In discussion, FPC argued management rights help them avoid grievances and give them "comfort" to be protected to be able to do their jobs, then shifted topics to accuse FAC of not cooperating in negotiations. Faculty questioning administrative decisions, in their view, is the real problem. We stood firm and rejected this proposal.

- **Travel Courses:**

FPC rejected our proposal for fair compensation for the extra labor of organizing and running travel courses, stating faculty will keep doing this work without commensurate pay.

- **Other Proposals:**

FPC also presented a new parking proposal and a counter to our paid leave proposal.

FAC

- **Faculty Handbook Sections 12.0–12.4 (Sabbaticals):**

Our counter rejected both FPC's quota on the number of sabbaticals each year and their vague penalty for late reports. We also countered on timelines for sabbatical change requests.

Once again, FPC falsely claimed we were eliminating the Provost's managerial authority/right to grant sabbaticals. We pointed them directly to language showing otherwise. These repeated mischaracterizations slow progress and challenge the administration's stated desire to reach a fair contract quickly.

- **Faculty Handbook Section 5.4 (General Responsibilities):**

In this counter proposal, we clarified language, added office hour provisions that previously had consensus at the table, and included some of FPC's earlier proposal items in clearer form.

Despite their inability to articulate a consistent reason for needing such information, FPC added a concerning new requirement that would mandate *annual* reports on scholarship and service from all faculty, regardless of tenure or rank status. In our counter, FAC rejected this increase in workload and new monitoring, and we'll have more to say about this at tomorrow's FAC meeting.

During discussion, FPC also introduced additional new components they want in this section that had not appeared in their prior counter.

Looking ahead

Progress remains slow. FPC regularly mischaracterizes our proposals and positions at the table. FAC has made meaningful concessions. But FPC frames us as "uncooperative" when we do not agree to proposals that undermine faculty value, labor, and protections. It is especially discouraging to be accused of "not cooperating" when the record shows otherwise. The administration's tactics make clear why our solidarity and active participation matter more than ever.

Our next bargaining session is **Thursday, September 18, 1:30–3:30 p.m.** If you're interested in observing, please let us know using this [form](#).

Please also join us for the first **FAC membership meeting of the year on Tuesday, September 9, (tomorrow!) in the Rose Room (Brennan 509)** for a fuller update and discussion. Lunch service begins at 11:15 a.m. and the meeting begins at 11:30 a.m.

In solidarity,
Stacey

P.S. You can find all prior negotiation email updates archived [here](#) if you need a little refresher before tomorrow's FAC membership meeting.

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