

**Subject:** [ft-faculty] FAC Negotiations Update 2025-10-13  
**Date:** Monday, October 13, 2025 at 6:17:26 PM Eastern Daylight Time  
**From:** Dr. Stacey A. Muir Ph.D.  
**To:** ft-faculty@scranton.edu

Dear colleagues,

We have now been working without a contract for 43 days.

Here's a brief update over the break, with more details and discussion to come at the FAC meeting next Thursday, October 16, 11:30 a.m.–12:45 p.m. in TDC 407. All members are strongly encouraged to attend.

At Thursday's bargaining session, FAC came ready to move negotiations forward with constructive steps — and to see whether the administration would do the same. We presented a new financial package that made meaningful movement, lowering several of our positions and including some concessions FPC had previously requested. We also made clear that we remain ready to keep working towards a fair contract, noting we still have room to move, both on some of our positions (specifically reminding them of our willingness to retract our Flexible Spending Account proposal) and on some FPC takebacks, *if* we see FPC make real advancements towards our key financial priorities and levels. We hoped this continuing good-faith effort would prompt genuine discussion.

Instead, after we presented our financial package, FPC immediately caucused. When they returned, they offered no direct response to the substance of our proposal. In place of bargaining and dialogue, we got repeated talking points on various financial topics and explanations of “different negotiation philosophies” and the “subjectivity of fairness,” before they announced yet another planned CFO presentation.

Despite last week's Board of Trustees meeting, the University's unwillingness to engage on the actual content of our financial package suggests that its position on faculty compensation and other financial issues remains unchanged.

During the session, we also discussed two items held over from the last session:

- FAC's package on full-time faculty responsibilities (FHB 5.4) and faculty specialists (FHB 6.0).
- FPC's counterproposal on sabbaticals (FHB 12.0–12.4).

We return to the table next Thursday after the FAC meeting. Please consider observing (various options are available each day relative to block teaching schedules). Your presence is noticed and does matter!

**Sign up:** [Thursday, October 16](#), 1:30 – 4:30 p.m.

As we continue pressing for a fair contract, faculty visibility and participation—at the table and across campus—will be vital. Until administration settles a fair contract with us, we will continue building our collective messaging and actions in the weeks ahead, and your involvement will continue to demonstrate our shared strength and resolve. Please stay in touch with your liaisons for ongoing updates.

We'll share more details on this latest bargaining session and next steps for our collective fight for a fair contract at Thursday's FAC meeting: October 16, 11:30 a.m.–12:45 p.m. in TDC 407.

In solidarity,  
Stacey

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Dr. Stacey Muir

*[Working without a Contract](#)*

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