

Subject: [ft-faculty] FAC Negotiations Update 2025-10-28
Date: Tuesday, October 28, 2025 at 4:39:42 PM Eastern Daylight Time
From: Dr. Stacey A. Muir Ph.D.
To: ft-faculty@scranton.edu

Dear colleagues,

Today marks **day 58 of working without a contract.**

At last week's session, Patti Tetreault filled in as FPC's lead, joined by the entire [President's Cabinet](#) observing for FPC.

A good portion of the “bargaining” session was spent **addressing data discrepancies and the validity and relevance of “peers”** in FPC's presentations from the prior week. As we questioned inconsistencies in the data, we soon realized that they were not using the most current information available. We pointed out that using more appropriate comparators—such as the IPEDS group the University itself selects for annual benchmarking—our salaries fall in the middle or below. And compared with *U.S. News's* Top 10 Regional Universities in the North (where Scranton has ranked for 32 consecutive years), our salaries rank near or at the bottom: full professors (10/10), associate professors (7/10), and assistant professors (8/10).

FAC also pressed FPC on other assertions in their slides, including what was counted as “supplemental compensation,” whether that compensation in fact reflected pay for additional work, and whether they had compared that compensation to other institutions. Their struggles to answer reinforced our view that these presentations are about optics, not substance.

Also in this session, FPC said there are fiscal metrics they use to define a “peer” but when asked whether any of their selected “peers” categories in their presentation actually met their own financial criteria, FPC admitted they had not checked.

Fact-checking and clarifying their materials took up a fair amount of the session — time that should have been spent bargaining. This is distraction, not negotiation.

We also discussed FPC's proposal on *Faculty Handbook* Sections 5.5 – 5.9. Despite prior discussions on these sections within the context of a FAC proposal, FPC proposed a credit-load limit we had already told them was not satisfactory to us. We countered at the table and hope this moves things forward.

Another discussion centered on faculty rights over course content and materials on the Learning Management System (LMS). FPC's counter had effectively struck most of our language, so we rewrote the section and made it clear why **academic freedom, copyright protection, and control over course access** matter to faculty and to the integrity of our teaching.

We are about to enter our ninth month of bargaining and have met every week but two since the end of July. FPC seems to think **meeting more often is the same as bargaining more — it isn't.** We continue to remind them that we remain ready to keep working toward a fair contract and have room to move if FPC makes real progress on our key financial priorities.

With the next **Open House** just under two weeks away, we've agreed to bargain:

- **Thursday, October 30, 1:30–2:30 p.m.** – Focused exclusively on financial offers.

- **Thursday, November 6, 1:30–4:30 p.m.** – Extended session, again expected to cover financials.

Please sign up to observe bargaining:

- [Thursday, October 30, 1:30 – 2:30 p.m.](#)
- [Thursday, November 6, 1:30 – 4:30 p.m.](#) (various time options available)

Even brief attendance matters! Your presence shows the administration that faculty are united and paying attention.

Finally, we're collecting short **faculty stories** that illustrate why the issues we're fighting for matter to you and to our students. These stories help make visible the real ways these negotiations affect the people who make the University what it is. You can share a story, and if we do use it, you can mark if you want it to be used without attribution [here](#).

In solidarity,
Stacey

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