

Subject: [ft-faculty] FAC Negotiations Update 2025-12-12

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From: Dr. Stacey A. Muir Ph.D.

To: ft-faculty@scranton.edu

Dear colleagues,

This week, we crossed into triple-digit days of working without a contract.

Because the December FAC meeting falls during finals and can be difficult to attend, here is an overview on where negotiations stand.

Since our FAC meeting on November 11, we've bargained on **November 11, 18, 25, and December 4**, each a three-hour session.

In the last two November meetings, both teams spent most of the sessions in separate caucus rooms exchanging financial proposals by email. While that process is slow and avoids the real dialogue we need, it did produce some movement, which continued into the December 4 session.

However, all movement on financial areas remains embedded within larger packages that still contain unresolved issues — including FPC proposals that would cut retirement contributions for a majority of faculty and include a structural shift in the long-term composition and stability of full-time faculty away from tenure/tenure-track positions. While FAC has made compromises, both on things FPC wants and on reducing some of our own asks, we continue to focus on our top financial priorities:

- keeping compensation ahead of inflation,
- protecting retirement contributions, and
- improving compensation for overloads, tutorials, readers, and related work.

To help make progress, we have also offered smaller packages for give-and-take on several other remaining issues. Unfortunately, several of these have been selectively pulled apart by FPC.

Member Action & Impact

On Friday, December 5, we had a tremendously successful coordinated email action to Fr. Marina and Provost Stewart, with participation from the majority of faculty. The volume and unity of this action sent a message that cannot be ignored. Thank you to our CAT, our Liaisons, and every one of you who participated.

This morning, FAC members — joined by supportive students — greeted Board of Trustees members and several administrators as they entered Brennan Hall. Students distributed copies of their open letter in support of FAC. Some Board members and administrators accepted copies; others were noticeably less receptive!

That range of reactions underscores something important: **our actions are being seen**, and they're prompting responses. Your efforts are making an impact.

Our presence, participation, and solidarity are what have driven the movement we've seen so far. To accelerate progress, we must keep our efforts **steady, visible, and collective**. We *are* making an impact, but we are not at the finish line yet.

Scheduling & Next Session

Since July 28, we've had only three weeks without bargaining — one due to early-semester scheduling, one due to finals this week, and one due to the NYC gala on FPC's end. This is on top of numerous sessions since bargaining began in late February.

At our December 4 session, FAC offered to bargain for four hours on Tuesday, December 16. The morning time we suggested for Tuesday, December 16 happened to overlap with a President's Cabinet meeting. After we noted that we were not available for additional dates before the holidays, the lead negotiator exited the session abruptly rather than at least discussing alternative times on December 16.

As a result, FAC and FPC will return to the bargaining table on **Tuesday, December 16, 1- 3 p.m.** FAC looks forward to more time in direct dialogue at the table, which is essential for moving us closer to agreement.

FAC encourages members to [sign up to observe](#) on December 16. Our collective presence continues to demonstrate that faculty are paying attention, united, and serious about securing a fair agreement.

I hope any remaining finals and grading go smoothly!

In solidarity,
Stacey

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