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# FAC'S SHEET

Newsletter of the University of Scranton Faculty Affairs Council  
April 2015

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## ***April Meeting Set!***

FAC Schedules Membership Meeting for April 14<sup>th</sup> in the McIlhenny Ballroom in the De Naples Center

The third FAC meeting for the Spring 2015 semester is scheduled for Tuesday, April 14<sup>th</sup> in the McIlhenny Ballroom on the 4<sup>th</sup> floor of the DeNaples Center.

Lunch will be served beginning at 11:15 a.m. with the business meeting starting at 11:30 a.m.

The Executive Committee urges all members to attend. Check in the right hand column for the agenda.

<h3><b><i>FAC Meetings for 2015</i></b></h3>
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The FAC Executive Committee has scheduled monthly membership meetings for the upcoming academic year on the following dates and at the places indicated. Additional meetings may be called to address special issues or concerns.

**April 14** Tues. Room 407 DeNaples Center

**May 13** Tues. Room 407 DeNaples Center

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## **FAC'S SHEET**

is published periodically by the Faculty Affairs Council at the University of Scranton. The editor is Betsey Moylan. Comments and suggestions from the membership are welcomed. Members may also check FAC's Web site at [www.scranton.edu/fac](http://www.scranton.edu/fac) for further information on the Faculty Affairs Council, an affiliate of the American Association of University Professors (AAUP). Copies of the Faculty Contract and Handbook are found on the site.

## **AGENDA**

for April 14<sup>th</sup> Meeting

1. Chair's Report - Michael Friedman
  - A. Update on Negotiations
  - B. Sexual Harassment and Misconduct Policy
  - C. Faculty Attendance Policy
2. Contract Administrator's Report - Kevin Nordberg
3. Treasurer's Report - Dan West
4. Grievance Officer's Report - Len Champney
5. Old Business
  - A. Department's Responsibility in Rank and Tenure (23.3.A)
6. New Business
  - A. Attendance at Rank and Tenure and Reappointment Meetings
  - B. Deans' Recommendation Letters

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### **Rosenberg Awards to McHugh and Dzurec**

The FAC Executive Committee is pleased to announce that the ninth annual Sheldon I. Rosenberg Union Leadership Development Grant has been awarded to two outstanding applicants this year, Michelle McHugh, Faculty Librarian and David Dzurec, Associate Professor of History. The Rosenberg award pays for all expenses related to a union member's participation in the AAUP Summer Institute, to be held this year at the University of Denver from July 25-29.

(Continued on Page 3)

## *Minutes from the March 10, 2015 FAC Meeting*

### **1. Chair's Report**

**A. Update on Negotiations** – Michael Friedman updated the membership on negotiations, including the meeting schedule, each side's style of proposal roll-out, and the President's plan to change the University's health care coverage. He summarized key points from the recent FAC Forum on the topic of health care coverage, highlighting the two major concerns voiced that day. First, it was generally agreed that there are many questions about the proposal that remain unanswered, particularly those having to do with what procedures would or would not be covered under the proposed changes. Therefore, the FAC officers have agreed to postpone any polling of the faculty until we receive and distribute information from our Human Resources department that clarifies these questions. Second, the sentiment was expressed many times during the forum that this issue involves moral, ethical, spiritual, and potentially life-or-death medical questions that seem inappropriate to discuss in the context of contract negotiations. A number of members asked the officers to petition Father Quinn to consider negotiating an agreement whereby the matter of the health care coverage could be contractually set aside until the rest of the contract had been settled, at which point the health care issue could be discussed and negotiated in a more open and deliberative manner, with both sides seeking a resolution they can live with. Therefore, Friedman, in accordance with the wishes of the faculty at the forum, contacted Brian Jackson, lead negotiator for the Administration, to ask if he would contact Father Quinn to ask him to remove the healthcare proposal from the negotiating table temporarily and instead, continue to work on the remaining issues that are part of contact. Friedman is still waiting to hear back from Mr. Jackson in response to this request.

### **B. Current Searches for Academic Administrators**

- Three candidates for the KSOM Associate Dean's position were invited for on-campus interviews and met with various groups including the Deans and the Provost. All had breakfast or dinner with members of the search committee. Students, staff, faculty, and the committee had formal meetings with the candidates and completed rating forms on each one. The committee then met a final time after the last candidate's visit. They eliminated one candidate and sent the names of the other two up to the Dean and Provost along with the rating

forms. No further information has been provided to the committee members since that time.

**C. Status of Interdisciplinarity** – The FPC has elected to go back to the drawing board on Interdisciplinarity, starting with the topic of Joint Appointments. The Provost will serve on a sub-committee devoted to this topic, along with Deans Charles Kratz and Deb Pellegrino. The FAC representatives on this committee will be Lee Penyak (History), Jamie Trnka (World Languages and Cultures), and Margarete Zalon (Nursing).

**D. Sexual Harassment and Misconduct Policy** – Although this policy is under continuous review in the AY 2014-2105, and was not fully vetted under the Shared Governance process, it is nonetheless in force for this year. Therefore, faculty should be aware of the provisions that pertain to the section devoted to consensual relationships between members of the University community. Given the vagueness of this language, faculty members would be well advised to consult the language of the policy and, if at all possible, abstain from any such relationships involving asymmetrical positions of power. The FAC officers recommend that, if faculty members find themselves in such a position, they should report the relationship to their dean as soon as possible, so as to avoid potential charges of sexual misconduct. Friedman emphasized that this is a real problem and not just a hypothetical risk, and he urged faculty to read the policy carefully if they had any doubts about specific behaviors. The chair asked for questions and comments and attempted to clarify several passages to make the language more specific. Jean Harris is currently working with Jennifer LaPorta on a committee to further clarify the document, and she welcomed any comments or questions that she could take back to her committee. Friedman also reissued LaPorta's offer to attend departmental meetings to discuss the policy. He mentioned that his own department held a special meeting just to hear about their roles in Title IX issues and the members found it very instructive.

**E. Parking** – Friedman announced that, during Royal Nights events, faculty may park in non-reserved spaces when all faculty-reserved spaces are full. This does not apply to spaces reserved for individuals or offices.

**2. Contract Administrator's Report:** Kevin Nordberg noted that the Faculty Handbook Committee has been

(Continued on Page 4)

## **Handbook Committee Endorses Two New Proposals**

by Michael Friedman

In March, the Handbook Committee endorsed two new proposals for revisions to the *Faculty Handbook* in response to problems or questions that had arisen in particular departments. The first issue came up as a result of a rank and tenure meeting that took place over more than one session. The Handbook currently states that faculty members must “attend” such a meeting in order to vote, but the current language does not provide any guidance in the case of a faculty member who attends one session of a multiple-session meeting but not the other. In order to clarify the rules in such a circumstance, the new proposal states that only those faculty members who attend the meeting “in its entirety” will take part in the vote, even if the meeting lasts for more than one session. The new language also notes that leaving a meeting momentarily (say, to answer a phone call) does not disqualify a faculty member from participation in a vote. This provision will apply both to reappointment meetings and to rank and tenure meetings.

Second, it has come to the attention of the FAC officers that some deans have been, as a matter of course, copying their rank and tenure recommendation letters to the candidate’s department chair. Although the Handbook currently instructs the deans to copy the chair for reappointment letters, the current language regarding rank and tenure does not specify a copy to the department chair. However, the Handbook Committee is now recommending that the Handbook be amended to make the process for rank and tenure consistent with that for reappointment. Under the new language, the dean would send a copy of his or her letter to the department chair, who would be required to grant access to this recommendation to any tenured faculty members who had participated in the review, upon request.

Please join us at the upcoming FAC Meeting on April 14 for a potential discussion of these proposals.

## **Rosenberg Award to McHugh and Dzurec** (Continued from Page 1)

The Summer Institute features seminars on subjects like academic freedom and legislative issues that impact higher education, along with training workshops that deal with contract administration, grievance procedures, and collective bargaining negotiations. The intent of the grant is to offer the recipient preparation for possible future union service.

Although it is customary for the union to award just one grant each year, this year both McHugh and Dzurec submitted proposals that offered strong rationale for their attendance, so the officers agreed to fund simultaneous grants.

Please congratulate our colleagues on their successful applications, and wish them well as they embark on this exciting opportunity to acquire valuable skills at the Summer Institute.

## ***Luncheon Menu for April 14th Meeting***

- Mixed green salad with two dressings
- Flank Steak with Mushroom Sauce
- Broiled Fillet of Sole with lemon butter
- Pasta Primavera
- Bourbon Carrots
- Rolls and Butter
- Rice Pudding
- Coffee, Tea, Soda, and Water

**Serving will begin at 11:15 a.m. in the McIlhenny Ballroom - 4th floor DeNaples.**

## FAC OFFICERS 2014-2015

### *Chairperson*

Michael Friedman, English  
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(Continued from Page 2)

quite productive this semester, having moved quickly through 9 items on the most recent meeting's agenda.

**3. Treasurer's Report:** Dan West stated that current invoices, including ARAMark, have been paid.

**4. Grievance Officer's Report** – Len Champney reported that there are no active grievances or complaints.

**5. Old Business - Use of Assessment and SLO's** – This addition to the Faculty Handbook was distributed by email to the faculty in early December but was not discussed in the last three meetings due to time constraints. The administration has assured the FAC officers repeatedly that assessment data and student learning outcomes are designed to be employed for developmental purposes (making programs better) and not for the evaluation of individual faculty members (reappointment, Rank and Tenure, etc.). When course

evaluations were first proposed, the faculty received similar verbal assurances, but never got them in writing. Course evaluations are now routinely placed in faculty members' evaluation files by the administration. Therefore, FAC has been lobbying at the Handbook Committee to get the administration to include such assurances about SLO's in the Handbook. We have finally reached agreement on language that states that no assessment data or student learning outcomes information from the program level and above will be used in a series of procedures at the University, including reappointment and Rank and Tenure. However, if faculty members conduct course-level assessments and want to use that information in the reappointment or Rank and Tenure process, they may do so at their own discretion. We have also included an explicit statement that the choice not to include such information, in and of itself, may not be interpreted as evidence of inadequate teaching (as is sometimes the case for those who do not offer additional information about teaching evaluations). These are very important protections that should allow faculty members to participate in assessment practices without fear that such activities will come back to haunt them. The chairs asked for additional comments from the membership, and hearing none, called the question. The motion passed with no audible dissent. The new language regarding student learning outcomes will be added to the Faculty Handbook pending the approval of the FPC and the Board of Trustees.

**6. New Business – Department's Responsibility in Rank and Tenure (23.3.A)** – Friedman distributed the new language to the members who wished to have a print copy and promptly opened the floor for discussion. He also asked members of the subcommittee to clarify certain necessary points. A number of questions were asked regarding signatures, addenda, minutes, ballots, and the role of the chair in the process. Additional wording is needed for librarianship before the final handbook language can be voted upon. The subcommittee will address this concern and most likely bring it back for final approval at the April or May FAC meeting. The Chair thanked the members of the subcommittee for their diligence and the membership for their comments.

The meeting adjourned at 12:50 P.M.

Respectfully submitted,

Betsey Moylan, Secretary