



# FAC'S SHEET



**Newsletter of the University of Scranton Faculty Affairs Council  
May 2015**

## **May Meeting Set!**

**FAC Schedules Membership Meeting for May 12<sup>th</sup> in the McIlhenny Ballroom on the 4<sup>th</sup> floor of the DeNaples Center**

The last FAC meeting for the Spring 2015 semester is scheduled for Tuesday, May 12<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. The Executive Committee urges all members to attend. Check in the right hand column for the agenda.

### ***FAC Meetings for 2015-2016***

The FAC Executive Committee has scheduled monthly membership meetings for the upcoming academic year on the following dates and at the places indicated. All regular meetings are set for the second Tuesday of the month and begin at 11:30 a.m. Additional meetings may be called to address special issues or concerns.

|                   |         |                    |
|-------------------|---------|--------------------|
| September 8, 2015 | Tuesday | <b>Brennan 509</b> |
| October 13, 2015  | Tuesday | <b>Brennan 509</b> |
| November 10, 2015 | Tuesday | DeNaples 407       |
| December 8, 2015  | Tuesday | DeNaples 407       |
| February 9, 2016  | Tuesday | DeNaples 407       |
| March 8, 2016     | Tuesday | DeNaples 407       |
| April 12, 2016    | Tuesday | <b>Brennan 509</b> |
| May 10, 2016      | Tuesday | DeNaples 407       |

## **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 Handbook and Contract are found on this site.

## **AGENDA** for May 12<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

### **In Tribute: Kevin Nordberg**

**By Michael Friedman**

After ten years of exemplary service as FAC's Contract Administration Officer, Kevin Nordberg will be stepping down from the Executive Committee on June 1, 2015. As the officer charged with ensuring compliance with the Collective Bargaining Agreement, Kevin has spent the past decade carrying out such duties as examining the

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### *Minutes from the April 14<sup>th</sup> FAC Meeting*

**1. Chair's Report-** Michael Friedman opened the meeting by announcing that this year's Rosenberg Grant has been awarded to two faculty members: Sheli McHugh of the Library and Dave Dzurec of the History Department. Since Dave is currently in Slovakia on a Fulbright, we will make the formal presentations to the awardees at the first FAC meeting of the fall.

**A. Update on Negotiations** – Friedman informed the membership of the latest report from the Table Team, specifically noting that contract talks are not moving in a positive direction. The administration is putting proposals on the table, and FAC is responding with counter-proposals, but then the administration is refusing to move from their original position. Without some willingness to compromise, negotiations cannot make progress. Numerous negotiating sessions have resulted in only one agreement: the contract will last for three years. Financial data is “off the table” and the administration's strategy has been to place items on the table and insist that they must be accepted as is. The University's lead negotiator, Brian Jackson, meets with Fr. Quinn frequently, and he appears to be taking his orders directly from the President.

Therefore, the FAC officers have come to believe that it is time to begin taking action to influence the negotiating process in a positive direction. Friedman suggested several tactics, including a survey of administrative leadership. A call has also come from the table team to begin discussions of minimal compliance. Minimal compliance means that union members temporarily agree to comply with the Collective Bargaining Agreement only to the minimum degree, as a means of pressuring the administration to agree to a fair contract. In other words, if the FAC officers call for minimum compliance, FAC members would be asked to uphold all of their duties as outlined in Section 5.4 of the Faculty Handbook (General Responsibilities of Full-Time Faculty Members) but to refrain, for a time, from engaging in any activities that are not contractually mandatory, such as activities with the admissions department, attendance at special events, and participation in University Initiatives. If the FAC

officers do decide to call for minimal compliance, there will be a document distributed to describe the parameters of this action, and there will be a vote of the membership before the action is initiated.

Third, FAC will be creating a Contract Campaign Committee to assist the officers in planning actions related to our struggle for a fair contract. Kevin Nordberg, who will be stepping down as FAC's Contract Administration Officer in June, has agreed to chair this committee, and he will be contacting people who have already expressed a willingness to be involved in such activities. If anyone else would like to help out by being a member of the Contract Campaign Committee, please let Kevin know that you are prepared to serve.

A discussion ensued that touched on all three strategies and the FAC Officers agreed to consider the various merits of each in the coming months. The meeting continued with an explanation by the chair of the latest memo sent by Fr. Quinn, which contains a more detailed explanation of his proposal to remove language regarding three exceptions to the abortion prohibition in Article 10, Section F of our current contract. This memo clarifies that all three medical procedures to deal with ectopic pregnancies would still be covered under the proposal. Patti Tetreault in Human Resources has also clarified questions regarding cancer treatments, such as chemotherapy, that indirectly result in the death of a fetus, assuring us that they would still be covered. In fact, everything except the direct abortions listed with their codes in Fr. Quinn's memo would remain in our coverage. So, it appears as if the third exception, the life of the mother, has become a moot point, since all existing treatments are viewed as indirect abortions and are therefore allowable. However, the other two exceptions, abortion in the cases of rape or incest, would be removed from our coverage under the proposal. Friedman then opened the floor for questions provoked by the President's clarification of his proposal. A number of faculty spoke regarding the clarifications, and the fact that rape or incest will not be covered. The complex aspects of self-insurance, privacy, and Catholic doctrine regarding

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## Nordberg

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individual contracts of incoming faculty members, serving as a member of the University's Benefits Committee and the Handbook Committee, and checking reports from the administration on base salaries, overloads, and quasi-administrative compensation. In this final capacity, his eye for detail has spied and then corrected many an error that would have caused problems for faculty members at some point in the future.

I also owe a great personal debt of gratitude to Kevin for serving as my unofficial right-hand man for the past ten years. When I first became the Chair of FAC, at the same time that Kevin first joined the Executive Committee, I sorely needed someone upon whom I could rely to share my private thoughts about the issues we were facing. Although I had more experience as a union officer than Kevin did, his many years of service to the University gave him a wisdom and an institutional memory that balanced out my more legalistic understanding of the Handbook and the Contract. I also suspect that, over the years, his calm maturity has had a moderating influence on my youthful impetuosity. But I think Kevin would agree that his most important service to the union has been his monthly trip with me to the Provost's office for the FAC/FPC Chairs meetings. Since very few of you have ever participated in one of these gatherings, I need to explain that this meeting is where the rubber meets the road: the Provost, the University Treasurer, and the Associate Provost(s) sit at a table with the Chair of the union and the Contract Administration Officer, and we try to hash out many of the major issues facing FAC and the FPC. While these meetings are generally quite civil and polite, they do occasionally erupt into lively debate.

Kevin is fond of telling a FAC/FPC Chairs story that dates from Hal Baillie's tenure as Provost. Before the meeting, we knew that a particularly controversial topic was going to arise at the meeting and that tempers might flare during the discussion.

The way Kevin tells it, on the way to Hal's office, I asked Kevin to stop me if he felt that I was going too far in my advocacy for the union's position. Sure enough, during the meeting itself, I became quite animated in my expressions, and Kevin put his hand on my shoulder to stop me, as I had requested. However, as he remembers the incident, I yelled, "Kevin, be quiet! I'm about to solve this!" and went on with my tirade/carefully reasoned argument. In my defense, I actually did subsequently propose a mutually acceptable solution to the problem. However, on many other occasions, Kevin's composed demeanor and advice before, during, and after these sessions helped me to advance the union's interests in a more moderate and judicious fashion than my instincts would have directed me to do on my own.

On behalf of the entire membership, I offer Kevin Nordberg our sincerest thanks and appreciation for his many years of devoted service to his colleagues and the University.

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### *Luncheon Menu for May 12th Meeting*

- Spring mix salad with two dressings
- Stracciatella Vegetarian Italian Spinach & Egg Drop Soup
- Sole Florentine
- Sliced Pork with Marsala Sauce
- Asparagus Pesto Gnocchi
- Rolls and Butter
- Assorted Pies
- Coffee, Tea, Soda, and Water

**Serving will begin at 11:15 a.m. in the McIlhenny Ballroom on the 4<sup>th</sup> floor of the DeNaples Center.**

## FAC OFFICERS 2014-2015

### **Chairperson**

Michael Friedman, English  
CLP 210 941-4229  
[michael.friedman@scranton.edu](mailto:michael.friedman@scranton.edu)

### **Contract Administration Officer**

Kevin Nordberg Philosophy  
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### **Grievance Officer**

Len Champney Political Science  
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### **Secretary**

Betsey Moylan Library  
WML 207 941-4504  
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### **Treasurer**

Daniel West HA. & HR  
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### **Minutes**

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the decision were mentioned by numerous members. After a spirited discussion, Friedman asked those present to attend the President's Forum on the Health Care changes scheduled for the following Friday, April 24, at 3:15 in the McIlhenny Ballroom. The officers will delay a poll on the faculty's view on the changes until after this important session.

Since the update on negotiations and healthcare changes consumed the entire time allotted for the FAC meeting, no reports from the officers or other old or new business was conducted.

The meeting adjourned at 12:55 P.M.

Respectfully submitted,

Betsey Moylan FAC Secretary

## FACULTY AFFAIRS COUNCIL MEETING DATES AY 2015 – 2016

| DATE              | DAY OF WEEK | LOCATION     |
|-------------------|-------------|--------------|
| September 8, 2015 | Tuesday     | Brennan 509  |
| October 13, 2015  | Tuesday     | Brennan 509  |
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FAC Meetings are scheduled for 11:30 A.M. to 1:00 P.M. Lunch is usually served, beginning at 11:15 A.M.

