
FAC'S SHEET

Newsletter of the University of Scranton Faculty Affairs Council
December 2015

December Meeting Set!

FAC Schedules Membership Meeting
for December 8th in the McIlhenny
Ballroom, 4th floor of DeNaples

The fourth FAC meeting for the 2015-2016
academic year is scheduled for **Tuesday,**
December 8th in the McIlhenny Ballroom on the
4th 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.

<i>FAC Meetings for 2015-2016</i>
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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. All regular
meetings are set for Tuesdays and begin at 11:30 a.m.
Additional meetings may be called to address special issues
or concerns.

February 9, 2016	Tues	407	DeNaples
March 8, 2016	Tues.	407	DeNaples
April 12, 2016	Tues.	509	Brennan
May 10, 2016	Tues.	407	DeNaples

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.scrantonfac.org 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 December 8th Meeting

1. Chair's Report - Michael Friedman
 - A. Associate Provost Searches
 - B. Window Retirement Program
 - C. Collective Bargaining Agreement
 - D. Elections
 - E. FAC Forum in February 2016
2. Faculty Senate Report - Doug Boyle
3. Contract Administrator's Report -
Patricia Wright
4. Treasurer's Report - Dan West
5. Grievance Officer's Report - Len
Champney
6. Old Business
 - A. Dean's Recommendation
Letters
 - B. Teaching in Rank and Tenure
Process
7. New Business
 - A. Harassment Culpability in
Rank and Tenure Process

FAC Election Results

Dan West has been re-elected, and Kristen
Yarmey and David Dzurec have been elected
to serve as FAC officers for 2016-2018. No
additional candidates were nominated, thus
there was no need to conduct an election.
Yarmey and Dzurec will officially assume their
duties in June of 2016 when Betsey Moylan and
Len Champney complete their terms.

Minutes from November 10, 2015 FAC Meeting

1. Chair's Report

A. Associate Provost Search Committees:

Michael Friedman reported that two searches are currently underway for the college phase of each search committee. PCPS and KSOM had single volunteers for each committee; therefore, this phase will not be required for those elections. At-large phases will be conducted before Thanksgiving break.

B. Sign Posting Policy: Following the demonstration the day of the Leahy Building dedication, an investigation of the sign posting policy was conducted. The Chair reported on the stated policy and urged that it be forwarded to the Faculty Senate for discussion and resolution.

C. Absence Policy: Friedman thanked the chairs of the Faculty Senate's Academic Policy Committee, Katie Iacocca and Paul Cutrufello, who were responsible for bringing forward the revised absence policy. The Provost has promulgated the new policy via email. Several questions arose regarding class cancellation due to weather issues—when local schools close and family members need care. The Chair stated that reasonable absences for such cases are expected. The policy is intended for faculty who cancel repeatedly and without reason.

D. The Collective Bargaining Agreement:

Faculty have reported that although the contract has not been finalized with signatures, the increase in salary and promotion are in their November paychecks. The Chair recommended calling Payroll if a member sees any discrepancy. Friedman, West, and FPC are working on finalizing the language of the contract for signatures and distribution.

E. FAC Elections: As reported in the November FAC Sheet, Dan West has expressed his desire to seek another term, but Len Champney and Betsey Moylan will not be seeking re-election to the Executive Committee. All interested candidates should submit their names to Moylan by November 24th. Elections will be held electronically December 3rd and 4th

Finally, Friedman thanked Bryan Burnham, who will be stepping down as webmaster for the online

FAC site. Donna Witek has agreed to assume this role next month

2. Contract Administrator's Report: Patricia Wright highlighted some of the changes to our health insurance beginning in January 2016. Our new provider, Highmark Blue Cross/Blue Shield, will now cover Delta Medix physicians and services for both the PPO and Indemnity plans. Faculty will have access to a new service called Swift Telemedicine, and our vision service will now be managed by Highmark, but still operated by Davis. Several medications will require pre-authorization, and those participating in the Flexible Spending Account service will be issued a debit card. Questions regarding enhanced coverage for residential and inpatient mental health were raised, and Wright assured the membership that she would investigate this issue. She also explained that those continuing with their current health plan are not required to complete any additional paperwork with HR.

3. Treasurer's Report: Dan West updated the membership on the financial health of FAC, including payment of legal fees during negotiations, AAUP dues, and ARAMark invoices. The annual independent audit will be conducted after January 2016.

4. Grievance Officer's Report: Len Champney stated that there are no active grievances.

5. Old Business:

A. Attendance at Rank and Tenure Meetings:

The Chair distributed the new language and explained the major changes. First, the revised language allows for electronic participation in the first of two meetings for rank and tenure decisions. If the faculty member attends the second meeting in person, he or she is then allowed to vote. The revision also allows for the temporary suspension of the meeting if an attendee needs to leave the room temporarily. After several questions regarding scheduling of the meetings and reasons why electronic attendance would be permitted, the chair called for a vote, since there was a quorum. The new language passed with no audible dissent.

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Attacks on Shared Governance at Union County College

by Michael Friedman

On November 17, the members of FAC received an email message from Michael DeCesare at the AAUP describing a report that will likely lead to a vote of censure of the administration of Union County College (UCC) in New Jersey for violating AAUP Shared Governance standards. According to the email, faculty members at UCC are unionized, and their collective bargaining agreement used to contain provisions guaranteeing the faculty a crucial role in the governance of the institution. However, UCC's president, Margaret M. McMenam, recently and successfully petitioned the state's Public Employment Relations Commission to remove those guarantees from the union's contract. Since that time, the college's administration has "sharply diminished the role and influence of the faculty in the college's governance system and created an atmosphere of fear, intimidation, and retaliation."

The email summarizes the report by identifying five "particularly reprehensible" ways in which the UCC administration violated the AAUP's standards of governance. The FAC officers would like to bring to your attention the first two of these examples:

- (1) Key faculty committees were eliminated and the faculty role in selecting representatives to remaining committees was restricted.
- (2) Departments that had chairs elected by the faculty were replaced with divisions headed by administration-selected deans.

If these actions sound familiar, that's because they resemble initiatives undertaken by the University of Scranton's administration during our last two rounds of contract negotiations. The FPC has sought (unsuccessfully) to eliminate faculty from participation in Search Committees for the President of the

institution, or, failing that, to limit the faculty participants to those appointed by the administration. The FPC has also proposed to limit the meetings of the Handbook Committee to occasions of mutual consent, which would allow the administration to shut down the committee entirely. Finally, the Department Chair Concept, proposed as a non-negotiable item in 2012, would have removed elected department chairs from the bargaining unit and replaced them with non-unionized, administrative chairs.

At the Faculty Senate meeting on November 13, Fr. Quinn was given an opportunity to speak and to answer questions about the Senate's recent Faculty Climate Survey. Near the end of the meeting, he was asked whether he felt that he had made any mistakes during his tenure as the President of the University. Fr. Quinn replied that he believed that the Department Chair Concept could have been introduced in a more effective way, but he did not repudiate the aims of the concept itself. At another point in the meeting, the President defended the administration's efforts to remove from the *Faculty Handbook* those provisions that guaranteed representative faculty participation on Presidential Search Committees. Clearly, Fr. Quinn still supports the type of violations of faculty governance that the AAUP labels as "particularly reprehensible."

As the example of Union County College suggests, even a unionized faculty can have its Shared Governance rights taken away. We, at the University of Scranton, could face the same sort of deprivation if we are not prepared to fight to maintain such rights. Therefore, we must remain vigilant and determined to stand up for Shared Governance should the need to take strong action present itself.

FAC OFFICERS 2015-2016

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Minutes
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B. Deans' Recommendation Letters: The Chair highlighted the changes to the Faculty Handbook language that clarified the distribution of the home dean's letter for a candidate's rank and tenure application. The membership is still hesitant to agree to the wording of the new language, since faculty members see a number of issues that could result in negative consequences for the candidate. After much discussion, the Chair agreed to bring these concerns back to the Faculty Handbook Committee for further revision.

The meeting adjourned at 12:55 P.M.

Respectfully submitted,
Betsey Moylan

Luncheon Menu for December 8th Meeting

- Cheddar Ale Soup
- Mixed Green Salad with
2 Dressings
- Chicken Schnitzel with
Lemon Caper Cream Sauce
- Lentil and Mushroom
Shepherd's Pie
- Fresh Winter Vegetables
- Apple Strudel
- Rolls and Butter
- Coffee, Tea, Soda, and
Water

**Serving will begin at 11:15 a.m. in the
McIlhenny Ballroom, DeNaples Center 407**
