
FAC'S SHEET

Newsletter of the University of Scranton Faculty Affairs Council
February 2016

February Meeting Set!

FAC Schedules Membership Meeting for February 9th in the McIlhenny Ballroom of the DeNaples Center

The first FAC meeting for the Spring 2016 semester is scheduled for Tuesday, February 9th 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.

<h3><i>FAC Meetings for 2016</i></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. 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 Tues. Room 407 DeNaples Center
March 8 Tues. Room 407 DeNaples Center
April 12 Tues. Room 509 Brennan Hall
May 10 Tues. Room 407 DeNaples Center

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 February 9th Meeting

1. Chair's Report - Michael Friedman
 - A. Associate Provost Searches
 - B. Collective Bargaining Agreement
 - C. FAC Forum on Merit Adjustments
 - D. Advisory Committee Elections
 - E. PA AAUP Alliance Conference
 - F. Faculty Senate Ad-Hoc Committee Report
2. Contract Administrator's Report - Patricia Wright
3. Treasurer's Report - Dan West
4. Grievance Officer's Report - Len Champney
5. Old Business
 - A. Handbook Committee Proposals
6. New Business
 - A. Faculty Specialists and Chairperson Elections
 - B. Criteria for Librarians – Appendix II.B

FAC Forum on Merit Adjustments February 25

By Michael Friedman

In the third year of the 2015-2018 Contract, faculty members will receive an across-the-board increase of CPI-U + 0.25%, with a floor of 1.5% and a ceiling of 3.0%. Along with this increase, the University will set aside a sum equal to 0.75% of the total base salary for the purpose of merit adjustments. In response to several criticisms that were levelled at the Merit Adjustment procedures in the 2012-2015 Contract, Article 5 of the current contract also contains a provision creating a FAC/FPC Advisory Committee “established for the purpose of evaluating and

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*Minutes from the December 8, 2015 FAC Meeting***1. Chair's Report**

A. Associate Provost Searches – At the most recent FAC/FPC Chairs meeting, the Provost reported that the two searches may be extended due to the limited applicant pools.

B. Window Retirement Program – Concerns about faculty who are currently on phased retirement but may be eligible for the new contract's window retirement plan have been discussed with the Treasurer and the Provost. Joe Dreisbach has been assigned the task of working out transition details with the faculty members who wish to opt for the new benefit. They should contact him directly

C. Collective Bargaining Agreement – The Chair, Dan West, and Terry Sweeney have provided numerous edits to the new contract. They are hopeful that they will be approved by the Administration's team and that we will have the contract signed, sealed, and delivered by the end of the week. Once the documents are signed, we will distribute them by email and post them online in the usual locations.

D. Elections - As noted in the most recent issue of the FAC's Sheet, Dan West, Kristen Yarmey, and Dave Dzurec were the only candidates to be nominated, so they were all three elected to serve on the FAC Executive Committee. Yarmey will assume the secretary's position and Dzurec will serve as grievance officer. West and Friedman will continue in their current roles as treasurer and chair, respectively.

E. FAC Forum - The new faculty contract contains a section devoted to merit pay in the third year of the contract, and that section includes provisions for a committee to study the conduct of merit in the previous contract period and to make suggestions to the deans regarding possible changes to the procedures. As a way of gathering some ideas about the main issues that this committee might want to discuss, the FAC officers have elected to schedule a **FAC Forum on Merit Pay on Thursday, February 25, 2016 in BRN 228**. The Provost, the Associate Provosts, and the deans will be invited to attend to participate in the discussion, and lunch will be served.

2. Faculty Senate Report – the Chair invited Doug Boyle, President of the Faculty Senate, to update the membership on the recent (November 13) Faculty Senate meeting when President Quinn appeared in front of the Senate and invited guests to discuss the results of the climate survey. Boyle shared information regarding two letters: one sent by the Faculty Senate to the Board of Trustees and one sent by the Trustees back to the Senate. A discussion ensued on next steps, including the President's email regarding his 360° evaluation that is currently being conducted by a consultant. Upcoming dinner meetings with trustees and faculty, staff, and student representatives were mentioned, as well as a report from Monday's UGC meeting. Boyle invited all interested parties to the final Faculty Senate meeting of the year, to be held on Friday, December 12. Friedman thanked Boyle for his work on this important matter.

3. Contract Administrator's Report – Trish Wright clarified issues relating to the University's switch to Highmark BC/BS in January of 2016. Vision coverage will still be managed by Davis Optical, although the name has been changed to Highmark Fashion Vision Advantage, so our benefits for optical services and products will not be "reset." Highmark is still finalizing language for residential mental health benefits, working on language and credentials for services in conjunction with a California firm. Delta Medix has reached an agreement to provide in-network services to all tiers of our Highmark plans, beginning January 1, 2016. She cautioned members to check that their provider is "in-network" before requesting treatment. She also recommended checking the HR website and consulting with BethAnn McCartney in HR.

4. Treasurer's Report – Dan West updated the membership on outstanding invoices from ARAMark, legal fees, and AAUP dues.

5. Grievance Officer's Report – Len Champney announced that there were no outstanding complaints or grievances.

6. Old Business

A. Dean's Recommendation Letters – Based on the concerns raised at last month's meeting, the chair informed the Handbook Committee at

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Faculty Forum on Merit

(Continued from Page 1)

recommending refinements to the policies and procedures by which Merit Adjustments to Base Salary are awarded.”

This Advisory Committee will consist of one faculty member elected from each college (or school) and the Library, along with one representative appointed by FAC, who will join three representatives appointed by the FPC. Since this committee will be advising the Deans, the Deans are excluded from membership on the committee. The Deans, however, must meet at least once with the Advisory Committee by March 15, 2016, so the FAC officers will need to conduct an election for representatives within each college. If you are interested in serving on this committee, please nominate yourself by contacting FAC’s Secretary at

maryelizabeth.moylan@scranton.edu) by

Monday, February 8.

To provide an opportunity for the members of the Advisory Committee to receive feedback from the faculty about the Merit Adjustment process, the union officers have scheduled a FAC Forum on Merit Adjustments, to be held on **Thursday, February 25, from 11:30-12:50 in Brennan 228 (the Pearn Auditorium)**. The Provost, the Associate Provosts, and the Deans have been invited to attend this gathering so that they can hear directly from the faculty what their concerns are about the process. Also, if faculty members have any questions for our administrative colleagues about the purposes of Merit Adjustments or the procedures for awarding them, this forum will provide an opportunity to ask them.

Please attend the FAC Forum on February 25 to take advantage of this chance to make suggestions that will improve the Merit Adjustment process.

Minutes from December Meeting

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Monday’s meeting that FAC would be withdrawing its request to change the provisions of Section 23.1, which would leave the language as is: the dean’s recommendation letter is copied to the candidate and the Board on Rank and Tenure, but not to the department chair. The candidate may share the dean’s letter if he or she so chooses. He also asked the Provost to speak to the deans (since only one of them was present) to remind them that they are not supposed to copy the chairs on such recommendations, even though some of them have been doing so as a matter of course for quite some time. Also, he reminded the members that the Handbook does require the deans to copy department chairs on reappointment letters.

B. Teaching in the Rank and Tenure Process – Based on some feedback that the FAC officers received in reaction to the initial release of this document, the Handbook Committee renewed its discussion of the document for the majority of Monday’s meeting. Several changes were proposed and some new issues were identified, so it was decided that this document will undergo a thorough revision before it comes back to the faculty.

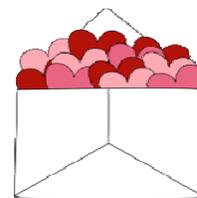
C. Harassment Culpability in the Rank and Tenure Process – FPC wants to bring in Jen LaPorta from OED to consult before finalizing the language in this section.

The meeting adjourned at 1:05 P.M.

Respectfully submitted,

Betsey Moylan

FAC Secretary



FAC OFFICERS 2015-2016

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Rosenberg Grant Applications

The FAC Executive Committee invites applications for the Sheldon I. Rosenberg Union Leadership Development Grant, given annually to a member of FAC to pay for all expenses related to that faculty member's participation in the AAUP Summer Institute. 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 Institute also incorporates social events and many opportunities to network with colleagues from around the country.

To be considered for a Rosenberg Grant, applicants must submit an essay of approximately 500 words (two typed pages) describing the contributions that they believe they can make to the welfare of the University through their connection with the union. This essay should touch upon the following reasons for the applicant's interest in working with FAC: any background or previous experiences that would help prepare the applicant for such work, the skills that the applicant hopes to sharpen by participation in the Summer Institute, and any future plans for involvement in union activities.

Applications should include the standard contact information, including the faculty member's name, rank, department, and email address. Please submit applications to Betsey Moylan, FAC Secretary by hard copy or email attachment by **March 15, 2016**. The members of the Executive Committee will assess the applications and announce the winner of the Rosenberg Grant during the spring semester.



Luncheon Menu for February 9th Meeting

- Salad with two dressings
- Chili and Baked Potato Bar
- Vegan and Meat Chili
- Toppings - Sour Cream, Cheddar Cheese, Scallions, Salsa & Broccoli
- Chicken Strips in wine & garlic
- Fresh hot vegetable (vegan)
- Rolls & butter
- Cobbler
- Coffee, Tea, Soda, and Water

Serving will begin at 11:15 a.m. in the McIlhenny Ballroom.