



FAC'S SHEET



**Newsletter of the University of Scranton Faculty Affairs Council
March 2016**

March Meeting Set!

FAC Schedules Membership Meeting for March 8th in the McIlhenny Ballroom of the DeNaples Center

The second FAC meeting for the Spring 2016 semester is scheduled for Tuesday, March 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.

FAC Meetings for 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 Tuesdays and begin at 11:30 a.m. Additional meetings may be called to address special issues or concerns.

March 8 Tues. Room 407 DeNaples Center
April 12 Tues. Room 509 Brennan Hall
May 10 Tues. Room 407 DeNaples Center

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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 March 8th Meeting

1. Chair's Report - Michael Friedman
 - A. Associate Provost Search
 - B. Merit Adjustments Advisory Committee
 - C. Rosenberg Award
 - D. Window Retirement Program
 - E. AAUP Governance Conference
2. Report from the Faculty Senate - Doug Boyle
3. Contract Administrator's Report - Patricia Wright
4. Treasurer's Report - Dan West
5. Grievance Officer's Report - Len Champney
5. Old Business
 - A. Teaching in Rank and Tenure
 - B. President's Right to Use Sexual Harassment History in Rank and Tenure
6. New Business

Rosenberg Deadline is March 15

FAC members wishing to apply for the Rosenberg Grant to attend the AAUP Summer Institute in Portland, Oregon from July 21-24, 2016 have until Tuesday, March 15 to send their application to FAC Secretary Betsey Moylan.

Minutes from the February 9, 2016 FAC Meeting

1. Chair's Report

A. Associate Provost Searches - As previously announced, the administration has elected to cancel the searches for two Associate Provost positions and to combine the two positions into one, for which there will be a search during the next academic year (2016-2017). The FAC officers have been asked to sign an MOU allowing Pat Harrington to remain as interim Associate Provost in the combined position for the next academic year, while the search is underway. After discussion, the FAC officers agreed to sign this MOU, with the provision that the University must begin the search for this position in August (the late start of this year's search, we believe, contributed to the relatively small pool of candidates). We conveyed this willingness to the Provost's office on January 21, but we have yet to hear back from Dr. Boomgaarden about whether he is willing to accept our conditions.

B. Collective Bargaining Agreement - All faculty members should have received an email from the FAC officers with electronic copies of the new contract and revised Handbook attached. The new documents have also been posted online in Word format on the old FAC website <http://www.scranton.edu/academics/provost/FAC/index.shtml>. Faculty who have bookmarked links to the Handbook and/or Contract should make sure their bookmarks link to the most recent versions of the documents. Table team member Terry Sweeney has informed the FAC Officers that the Dec.-Dec. CPI-U information for 2015 is out, and the inflation rate was 0.73%. Normally, FAC tries to negotiate for CPI-U+ in the second year of the contract, but because negotiations ran long this time, we agreed to a fixed rate in the second year (2.5%). If, for example, we had negotiated for CPI-U+ 0.75%, our raises in the second year of the contract would have been approximately 1.5% (0.73% + 0.75% = 1.48%). Thus, the protracted nature of negotiations ended up costing the administration an extra percentage point in full-time faculty salaries, up from 1.5% to 2.5%, and gaining us an additional 1%. Friedman thanked the members of FAC's table team for their forethought in this area.

C. FAC Forum on Merit Adjustments - As noted in the February 2016 FAC Sheet, there is a provision for merit adjustments in the third year of our current contract (2015-2018). Since there have been many issues about the process raised since the third year of our last contract (2012-2015), FAC will sponsor a forum on merit adjustments, to be held on Thursday, February 25.

D. Advisory Committee Elections- The new contract also mandates the creation of a Merit Advisory Committee to address concerns about the process with the deans. FAC is currently holding an election for PCPS and CAS representatives to this committee

E. PA AAUP Alliance Conference - The first PA-AAUP Alliance Conference will be held at Misericordia University on Saturday, Feb. 27. The theme of the conference is: "Best Practices in Higher Education: Grounding Priorities in the Common Good."

F. Faculty Senate Ad-Hoc Committee Report – Friedman provided an update on the Faculty Senate Ad-Hoc Committee, which was formed to provide advice to the Senate on possible actions with regard to the recent Climate Study. The committee met several times during intersession and is working diligently to ensure that the faculty's expressed concerns are sufficiently addressed. Yesterday, representatives of the Board of Trustees agreed to meet with members of the Senate Ad-Hoc Committee, permitting direct communication between faculty and trustees. Friedman invited comments from Doug Boyle, Faculty Senate President. Boyle explained that there was some disagreement between the Faculty Senate and the University President about whether or not faculty could speak directly to the Board of Trustees. The Faculty Senate's position (grounded in the Senate's Constitution and recommendations from a past Middle States report) is that faculty leaders should be able to communicate with the Board. Fr. Quinn disagreed. The Senate expressed their view to the Board in a letter, which was also shared with Fr. Quinn, who agreed to discuss it at the Board's March meeting. Boyle encouraged faculty members to attend the February 12 Senate meeting, at which the Ad-Hoc Committee co-chairs (Bob Spalletta and David Marx) will make a full report.

G. Rosenberg Award - AAUP has just announced that the 2016 Summer Institute will be held July 21-24 at Portland State University in Portland, Oregon. Faculty members interested in attending the Institute are encouraged to apply for FAC's Rosenberg Grant.

Applications are due to FAC's Secretary by March 15.

2. Contract Administrator's Report -Trish Wright submitted a report, read in her absence by Friedman. With the transition to Highmark, some faculty (and staff) have found that Highmark's formulary for medications is different from the formulary that we had under BCBS. Our coverage has not changed: for example, the cost of a Level 1 prescription has not increased. However, the classification of prescriptions into levels is slightly

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Minutes from February 9 Meeting

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different, such that a specific prescription may have a different cost (higher or lower) if it has a different classification (e.g., Level 2 vs. Level 1). If you have noticed that medications (or other services) are not covered now but were previously covered, please contact Trish, and she will work with HR to address the issue. Trish had received a question from faculty about tuition benefits. Dependents can take courses in any major, including masters and doctoral programs, until they are 24 years old. Note that this benefit is different for faculty as compared to staff.

3. Treasurer’s Report - Dan West was absent but submitted a report that FAC’s accounts are in order.

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

5. Old Business

A. Handbook Committee Proposals - Prior to the December FAC meeting, two proposals for handbook language were distributed for consideration: a) Teaching in the Rank and Tenure Process and b) Harassment Culpability in the Rank and Tenure Process. Discussion had been postponed while the Handbook Committee revised the language. The Teaching language was streamlined, and the Harassment Culpability language was reworded (in consultation with Jennifer La Porta, Director of the Office of Equity and Diversity) to better align with University policies. At its most recent meeting the Handbook Committee approved the revised versions, which will be distributed in time for discussion at the March FAC meeting.

6. New Business

A. Faculty Specialists and Chairperson Elections - Proposed handbook language on this topic was distributed to faculty last week. Friedman provided background regarding the history of the positions. A discussion ensued about the issue and members voiced their concerns about both sides of the question. In the absence of a quorum, Friedman said he will remand the ballot back to FAC Secretary Betsey Moylan to distribute electronically.

B. Criteria for Librarians – Appendix II.B - Friedman stated that this agenda item has already been addressed and did not require further discussion.

C. Other - Friedman opened the floor for other new business. A faculty member commented on recent, significant changes on campus that affect parking conditions, suggesting that FAC consider renegotiating parking arrangements. Friedman provided an update on FAC activities on this topic: FAC traditionally agrees to allow staff members to park in the S lot during intersession and summer. As a condition for extending this agreement for another year, FAC asked the administration to commit to a new parking study. FAC has received confirmation in writing from the Treasurer that the University will conduct a parking study to consider new parking arrangements. Seeing no other new business, Friedman adjourned the meeting at 12:15pm.

Respectfully submitted,

Kristen Yarmey, FAC Secretary-Elect

*Luncheon Menu for
March 8th Meeting*

- Three green salad with two dressings
- Irish Soda Bread
- Corned Beef & Cabbage
- Parsley Potatoes
- Seasoned Roasted Winter Vegetables (Vegan)
- Pasta Primavera (Vegan)
- Assorted Spunks
- Coffee, Tea, Soda, and Water

Serving will begin at 11:15 A.M. in the McIlhenny Ballroom.

FAC Representatives Attend Inaugural PA-AAUP Alliance Conference

By Michael D. Friedman

On Saturday, February 27, Betsey Moylan, Trish Wright, Kristen Yarmey, and I attended the first gathering of representatives from the schools that make up the PA-AAUP Alliance, an affiliation of the AAUP chapters at institutions of higher education in Northeast Pennsylvania. Approximately 50 faculty members from Kings, Wilkes, Misericordia, Lackawanna, Keystone, Marywood, and the University of Scranton were joined by several colleagues from outside the area to hear speakers and panel discussions on important issues facing faculty members both here and around the country. The theme of the conference was “Grounding Priorities in the Common Good.”

The first speaker was John Hinshaw, President of the Pennsylvania Division of the AAUP, whose talk was entitled “The Corporatization of Higher Education: Undemocratic, Unchristian, Unsustainable.” Hinshaw acknowledged that corporations have made some positive contributions to American society, but he opposed running universities as if they are simply businesses offering a product to customers. He held up Shared Governance as a blueprint for democracy in action and lamented that many schools are turning to a top-down, corporate style of governance. Hinshaw also warned that universities facing challenging financial times should not seek the advice of costly external counsellors, declaring that “the sustainable path for colleges is to rely on faculty rather than consultants.”

Next, Albany Law School professor Donna Young addressed the impact of the *Pacific Lutheran* case on the unionization of faculty, both full-time and contingent, at religiously-affiliated institutions. Although this NLRB ruling does not do away with the *Yeshiva* or *Catholic Bishops* decisions, it does give new hope to faculty members at private schools that the law will soon allow them to organize. This talk was particularly relevant to our colleagues at Marywood, who are currently in the process of collecting union cards in an attempt to form their own collective bargaining unit. Should they succeed, their situation could become a test case for further legal action.

After lunch, those assembled heard a very interesting presentation by Villanova’s Gerald J.

Beyer, an expert on labor issues in Catholic social teaching. Beyer pointed out that the concept of Shared Governance is in accord with the Catholic principle of the right to participation, which holds up the notion that workplace decisions should be made in consultation with those employees most directly affected by them. He also noted that *Ex Corde Ecclesiae* strongly supports academic freedom, and he quoted our own Fr. Rick Malloy on notion that a corporatized university teaches our students to look out for themselves rather than to be men and women for others. Trish Wright approached Beyer after his talk and asked him if he might be willing to come to Scranton in the fall to speak to us on the topic of Shared Governance on a unionized Catholic campus. Beyer replied that he would, so we are exploring the possibility of a FAC Forum on that topic in September.

The program’s last speaker, Irene Mulvey of Fairfield University, argued that, in order to ensure that best practices are followed at a University, the faculty must be organized and active in the decision-making process. Mulvey drew to our attention that Shared Governance is not a principle conceived and ratified by the AAUP alone. Indeed, the 1966 Statement on Government of Colleges and Universities was jointly formulated by the AAUP, the American Council on Education (which develops best practices for administrators), and the Association of Governing Boards (the equivalent organization for Boards of Trustees). Hence, there exists one definition of Shared Governance agreed upon by all three of the major constituencies within the university: the faculty, the administration, and the Board of Trustees. Consequently, all three groups have an equal duty to make sure that Shared Governance operates effectively.

Finally, I want to mention that three faculty members from Mount St. Mary’s also attended the conference, and they asked me to convey to you their gratitude for passing a resolution in support of their efforts to defend the concepts of tenure, academic freedom, and Shared Governance. The FAC officers have invited our own administration to join us in support of these academic values at Mount St. Mary’s, and we are currently awaiting their decision. More news on the development of the PA-AAUP Alliance should be forthcoming shortly.