
FAC'S SHEET

Newsletter of the University of Scranton Faculty Affairs Council
October 2006

Note This Date!

FAC Meeting Scheduled For Oct. 10 in Eagen

The second FAC meeting for 2006- 2007 is scheduled for Tuesday, October 11 in Eagen Auditorium of the Gunster Student 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 2006-2007

The FAC Executive Committee has scheduled monthly membership meetings for the 2006-2007 academic year on the following dates and at the places indicated. All regular meetings are set for Tuesdays, beginning at 11:30 a.m. Additional meetings may be called to address special issues or concerns.

October 10, 2006 - Eagen Auditorium
November 14, 2006 - Eagen Auditorium
December 12, 2006 - Eagen Auditorium
February 13, 2007 - Eagen Auditorium
March 6, 2007 - Eagen Auditorium
April 10, 2007 - Eagen Auditorium
May 8, 2007 - Eagen Auditorium

FAC'S SHEET

is published periodically by the Faculty Affairs Council at the University of Scranton. The editor is Willis Conover. Comments and suggestions from the membership are welcomed. Members may also check FAC's Web site at 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. Members may also link to the national AAUP home page.

AGENDA

For October 10th Meeting

1. Chair's Report (Michael Friedman)
 - a. University Council Parking Proposal
 - b. Faculty Development Plans
 - c. Office of Equity and Diversity
2. Contract Administration Report (Kevin Nordberg)
3. Grievance Report (Ned Warner)
4. Treasurer's Report (Dan West)
5. FAC Elections (Joe Wilson)
6. New Business - What may faculty do (or not do) while they are on sabbatical? [See the article below]

From What Am I Taking My Sabbatical?

by Michael Friedman
FAC Chair

In the coming months, the Handbook Committee plans to take up the issue of what faculty members may or may not do while they are on sabbatical. The *Faculty Handbook* defines a sabbatical leave as "a release from normal faculty responsibilities for a specified period of time and for a specific academic purpose from which both the faculty member and the University benefit" (Section 12.0). Over the past few years, FAC and FPC have received several requests from faculty members preparing to take a sabbatical who also desire permission to continue carrying out duties that have traditionally been viewed as part of their "normal faculty responsibilities," such as teaching particular courses. The administration has

uniformly denied
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MINUTES

from the September 12th FAC Meeting

Michael Friedman called the meeting to order at 11:40 a.m.

Chair's Report: Friedman welcomed the faculty back and introduced the officers. He publicly thanked the table team for their efforts at securing the current contract, and he reminded the membership that several items from the old contract

were still in force, including the Faculty Advancement Plan for those who had signed up for it. All those still doing a FAP are obliged to fill out the progress reports and meet their obligations. There was a question from the floor about released time always being tied to FAPs.

Friedman also informed the membership that the new contract required the Handbook Committee to prepare language for a disciplinary policy to be voted on by the faculty. He reported that the officers had already drafted a proposal to present to the committee. Friedman also announced that Dan Mahoney, Lisa Lesneski, Steve Szydowski, and Joe Wilson had agreed to serve on the joint FAC-Administration committee to investigate long-term care insurance coverage.

Betsey Moylan raised a FAC-related issue from the floor, reporting that search committees would be formed for two administrative positions, the Associate Provost and the Dean of CPS.

Friedman also reported that, given the closing of parking lots, he intended to resurrect the moribund Parking Oversight Committee. He announced an opportunity for those interested in serving the union in some future capacity to attend an AAUP training session in October.

Contract Administration Report: Kevin Nordberg urged the membership to read the new contract carefully and to review the Faculty Handbook. He reported on the Window Retirement Program: 42 faculty are eligible in the next three years, but those eligible need to decide whether to take advantage of the program before November 30, 2006. He reported that the administration will hold three informational sessions, on the 18th, 19th, and 21st of September. Blue Cross representatives will
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From What Am I Taking My Sabbatical?
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such requests, arguing that the whole purpose of a sabbatical is to relieve faculty members of certain time-consuming duties, like teaching, so that they may concentrate on their sabbatical projects. FAC has not disputed this interpretation of the *Handbook* as it concerns teaching, but the contractual language seems more ambiguous with regard to other aspects of our jobs.

The ambiguity lies in the phrase “a release from normal faculty responsibilities.” First, it is not certain whether a “release” means that a faculty member is prohibited from carrying out such tasks, or whether these duties simply become optional. For example, faculty members on sabbatical are temporarily relieved from the requirement to attend department meetings, but they have not ever been forbidden to do so. It is not clear from the language in the *Handbook* whether “release” is prohibitive (as in the case of teaching) or permissive (as in the case of department meeting attendance).

Second, the phrase “normal faculty responsibilities” may be interpreted in at least two ways. Section 5.4 of the *Handbook* (General Responsibilities of Full-Time Faculty Members) lays out what is normally expected of us, so it might be argued that when we are on sabbatical, we are released from these duties. However, two of the provisions include “Involvement in scholarly research” (5.4.F) and “Maintenance of a high standard of conduct, integrity, trust, and professionalism” (5.4.K), which, presumably, remain in force while we are on sabbatical. As an alternative, one might define “normal faculty responsibilities” as the duties we carry out as part of our 21-credit loads, including teaching and any other tasks for which we receive released or reassigned time, such as being a program director. The problem with this definition is that many of our acknowledged duties, like evaluating each other for rank and tenure, fall outside the 21-credit load. Moreover, many faculty members receive released time for research as part of their 21-credits, and it

would not make sense to “release” them from research while they are on sabbatical.

Since the existing *Handbook* language does not clearly delineate what faculty members may or may not do while they are on sabbatical, the Handbook Committee will be attempting to draft new language to clarify Section 12.0 and bring it in line with our current practices. At the October FAC meeting, we will conduct a general discussion of this topic in order to elicit feedback that might assist the Handbook Committee in its deliberations. Please join us to participate in this conversation.

A Few Issues

by Kevin Nordberg
Contract Administration Officer

Here are a few issues for your consideration.

Preparation for Rank & Tenure

October will be a month of feverish activity for those of you who are planning to make your cases for either promotion in rank or for tenure (or even both). Along with a number of faculty members who are planning to apply for promotion or tenure, I attended the Provost’s information session held on Monday, September 18. During October you will be

preparing your dossier and having colleagues visit your classes. Let me remind you to make an appointment to review your file in the Provost’s Office. Make a point of doing this early so that if letters or supporting materials are missing from your file, you will have enough time to track them

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Luncheon Menu

for October 10th Meeting

- **Mixed Green Salad with Two Dressings**
- **Vegetarian Chili with Crackers**
- **Barbeque Chicken**
- **Cole Slaw**
- **Potato Salad**
- **Fresh Fruit Salad**
- **Rolls and Butter**
- **Usual Beverages (Coffee, Tea, Soda, and Water)**

Serving will begin at 11:15 a.m. in the Eagen Auditorium.

MINUTES from September 12th Meeting

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be available at the sessions to answer questions about Blue Cross Senior Care program.

Nordberg also announced the creation of a committee to examine the implementation of, and criteria for, the new rank of Faculty Specialist.

Grievance Report: In Ned Warner's absence, Friedman reported briefly that a grievance was ongoing for a due process violation of the Rank and Tenure proceedings.

Treasurer's Report: Dan West circulated a statement of current assets. He also reported that of 20 new faculty, 10 have already joined the union.

New Business: Friedman reported that the University Council proposed to open the S lot, next to O'Hara Hall, to parking by staff and part-time

faculty during intersession and summer sessions. After some discussion, Friedman observed that there was no clear consensus by the membership on the subject, and that it would likely be taken up by the Parking Oversight Committee.

The meeting was adjourned at 12:30 p.m.

A Few Issues

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down and provide them in a timely manner. Please consult the appropriate sections of the Handbook and its appendices for helpful information on the criteria for each rank and for tenure that the Board on Rank and Tenure will be using as a basis for their decisions.

Adult learner initiatives and on-line courses

The University of Scranton is making a serious effort to make its courses and programs – undergraduate and graduate – accessible to adult, non-traditional learners. This initiative is aimed at an important market and may use some non-traditional means for course delivery. We have important contractual and handbook safeguards in place for distance learning and for the protection of faculty intellectual property covered by both copyrights and patents. As we move forward with this initiative, please consult the last three appendices in the Faculty Handbook dealing with Copyright, Patent, and Distance Learning. The Faculty Affairs Council will be evaluating the experience over the last few years of faculty members who have recorded whole courses in collaboration with outside companies for use in University sponsored distance learning. This may become an issue for further study in the near future.

Faculty Specialists

I will be contacting those who volunteered to serve on a committee to study the implementation of the rank of faculty specialists. We could use a few more volunteers.