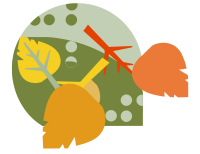




# FAC'S SHEET



Newsletter of the University of Scranton Faculty Affairs Council  
October 2009

## FAC Members Meet October 15<sup>th</sup> in DeNaples

The second FAC meeting for 2009-2010 is scheduled for **Thursday**, October 15 in the McIlhenney Ballroom 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 2009-2010*

The FAC Executive Committee has scheduled monthly membership meetings for the 2009-2010 academic year on the following dates and at the places indicated. Additional meetings may be called to address special issues or concerns.

- October 15, 2009 – DeNaples Center, 407
- November 10, 2009 – DeNaples Center 407
- December 8, 2009– DeNaples Center, 407
- February 9, 2010 – DeNaples Center, 407
- March 9, 2010 – DeNaples Center, 407
- April 13, 2010 – DeNaples Center, 407
- May 11, 2010 – DeNaples Center, 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 Contract and Handbook are found on the site. Members may also link to the national AAUP home page.

## AGENDA For October 15 Meeting

1. Chair's Report (Michael Friedman)
  - A. Family and Medical Leave
  - B. Posting the New Contract
  - C. Faculty-reserved Parking Update
2. Contract Administrator's Report (Kevin Nordberg)
3. Treasurer's Report (Dan West)
4. Grievance Officer's Report (Len Champney)
5. New Business (Michael Friedman)
  - A. Online Submission of Rank and Tenure Materials  
(See article below)
  - B. Faculty Role in the Search for Full-time Non-tenure-track faculty

### **Online Submission of Rank and Tenure Materials: A Proposal** By Michael Friedman

At the September Handbook Committee meeting, Hal Baillie asked FAC to solicit the membership for comments about an issue currently under consideration by the administration. It concerns a request made by the faculty members on last year's Board on Rank and Tenure, who asked the Provost to consider requiring candidates to submit their dossiers and supporting materials electronically rather than in hard copy. By such a system, the candidate's documents would be placed on RoyalDrive, the University's internal file-sharing network, where the members of the Board would have access to them at any time from any computer terminal, rather than being forced to go to the Provost's office to examine them during regular business hours.

As most of you know, candidates are currently required to submit to the Board twelve hard copies of their dossier (of no more than twenty pages), along with one hard copy of any supporting materials. In some

(Continued on Page 2)

## FAC OFFICERS 2009-2010

### *Chairperson*

Michael Friedman  
English, CLP 210  
941-4229 [friedmanm1@scranton.edu](mailto:friedmanm1@scranton.edu)

### *Contract Administration Officer*

Kevin Nordberg  
Philosophy, St. Thomas 554  
941-7448 [nordberg@scranton.edu](mailto:nordberg@scranton.edu)

### *Grievance Officer*

Len Champney  
Political Science, O'Hara 408  
941-7438 [champney@scranton.edu](mailto:champney@scranton.edu)

### *Secretary*

Betsey Moylan  
Weinberg Library, 209  
941-4504 [moylanm1@scranton.edu](mailto:moylanm1@scranton.edu)

### *Treasurer*

Daniel West  
Health Admin. & Human Resources  
McGurrin 417  
941-4126 [westd1@scranton.edu](mailto:westd1@scranton.edu)

### ***Online Submission*** ***(Continued from Page 1)***

instances, these supporting documents (which remain in the Provost's Office) have run to several hundred pages per candidate, and it is difficult for the members of the Board to examine all of the year's submissions carefully during the hours when the Provost's Office is open. The argument in favor of this proposal asserts that putting these materials on RoyalDrive would not only make them more easily available, but it would also cut down on the amount of paper required to comprise the candidate's submission. Since making an electronic scan of a document is now no more difficult than making a paper copy, the candidate's

workload in putting the materials together would not be increased.

However, some members of the Handbook Committee pointed out that many people do not like to read long documents on a computer screen, so it is likely that many faculty on the Board of Rank and Tenure would end up printing out these documents anyway, counteracting the effort to cut down on the consumption of paper. Furthermore, although access to documents on RoyalDrive can be limited only to those who have a responsibility to view them (such as the deans and the members of the Board), it would be very easy for electronic documents to be downloaded and disseminated in a way that would not be possible when the documents are kept in hard copy in a secure location in the Provost's Office. Finally, certain questions about an online submission system arose that could not be confidently answered: Would members of the candidate's department also access the materials electronically, or would they remain on a hard-copy system? Might it be better to develop some hybrid system whereby the dossier, but not the supporting materials (or the supporting materials, but not the dossiers) were submitted electronically?

At the end of the Handbook Committee's discussion, it was decided that it would be useful to seek input on this issue from the faculty at large. For one thing, most of the members of the Handbook Committee are administrators or tenured full professors, and it would be prudent to receive comments from junior faculty who face the Rank and Tenure process from the perspective of a candidate rather than from the point of view of an evaluator of the candidate's materials. For another, such a change in process would be a matter of policy rather than a change to Handbook language, so the administration could put it into place without a faculty vote. Clearly, it would not be a good idea to do so if the majority of faculty oppose such a decision, so it makes sense to seek out the faculty's opinion on the matter. Please join us at the October FAC meeting to make your voice heard in our discussion of this issue.

### Minutes from the September 8, 2009 Meeting

Michael Friedman called the meeting to order at 11:40 A.M. Friedman introduced the FAC Officers for 2009-10, including himself as Chair, Kevin Nordberg Contract Administrator, Dan West Treasurer, Len Champney Grievance Officer, and Betsey Moylan Secretary. He reported on the most recent FPC-FAC Chairs meeting, which covered FMLA, the role of full-time faculty in the hiring of faculty specialists and lecturers, language on pregnancy and child care leaves, and the issue of monetary incentives as taxable income.

**Treasurer's Report:** Dan West distributed an account balances report to the members. He also announced that he had contacted all 32 new faculty regarding union membership, providing them with the necessary forms. So far, 21 have signed their payroll authorization forms. West will be changing his software program from Quicken to Quick Books and will send FAC members an electronic copy of the treasurer's report for future meetings as a means to save on paper distribution at meetings. Invoices for bond insurance for officers, travel to the summer AAUP Institute for Cathy Lovecchio and ARAMark expenses have been paid this month.

**Grievance Report:** Len Champney announced that one grievance has been resolved. Part of the new contract calls for relocation of the 42 lost parking spaces in St. Thomas to be firmed up before the closure of the St Thomas lot. Champney is hopeful that this will be resolved soon. A grievance regarding timely replacement of a department chair is ongoing.

**Contract Administrator's Report:** Kevin Nordberg is currently half way through examining the initial contracts of all new faculty. A very recent hire has been added to his list.

**Contract Negotiations:** Michael Friedman asked for comments and questions regarding the new contract outside of Article 35 (Lab Equivalencies). There begin none, he then called for a discussion of

Article 35. Friedman asked Terry Sweeney of the Biology Department, who had been part of the table team, to answer specific questions. Several members asked about additional faculty members for their departments. Sweeney replied that some departments will require fewer than one new faculty member, while others would evolve from reducing credits loads in the major, low enrollments in courses (those taught every other year) and changes in the curriculum. Friedman announced that a committee will be formed to look at each department and its course offerings and how adjustments can be made. FAC's table team conceded the need for departments to deliver courses more efficiently and/or to reduce the number of credit hours for lab courses. A total of seven new positions will be created over the course of the contract, which does not include positions lost through attrition or retirement.

Terry Sweeney thanked Cathy Lovecchio, Declan Mulhall, Joan Wasilewski, and Rob Smith for their help in researching the lab equivalency policies at our peer and aspirant institutions.

Hearing no other questions or comments regarding the new contract, Friedman directed the FAC Secretary to send out an electronic vote on Wednesday, September 9.

Submitted by Betsey Moylan, Secretary

---

### *Luncheon Menu for October 15th Meeting*

- **Butternut Squash Soup w Crackers**
- **Chicken Strips Marsala**
- **Pasta Primavera w Fall Vegetables**
- **Root Vegetables**
- **Dutch Apple Pie**
- **Rolls and Butter**
- **Usual Beverages (Coffee, Tea, Soda, and Water)**

## AAUP Summer Institute 2009

Respectfully submitted by  
Cathy Lovecchio, PhD, RN

This past July, I spent four days on the beautiful campus of Macalester College to engage in meaningful conversations about the importance and value of the American Association of University Professors (AAUP). Prior to attending the conference, I knew the AAUP only as an acronym that was tossed around at union meetings; it never had a tremendous significance in my daily life as an academic. After spending several intense days discussing the different aspects of the AAUP and what this organization has done for the integrity and stability of our profession, I have a whole new respect for it.

The AAUP is nationally recognized as the premiere representative and governing body in support of Academic Freedom and Tenure for university professors. It advocates for freedom of teaching, research and extramural activities, in addition to economic security for faculty members through tenure. We may take academic freedom and tenure for granted; however, after attending the conference, I realize that we need to fight continuously for these privileges in these difficult times. The AAUP continues to support all of us in our teaching role and provides us with the resources we need when our academic freedom and tenure are challenged.

As a result of my attendance at the Summer Institute, I believe that we need to provide our new faculty with a more comprehensive introduction to the AAUP. I recall discussions about the Union during orientation, but I cannot recall any dialogue regarding the importance and value of the AAUP. I would also suggest that a complete description of the administrative structure of this university, including collaboration with the faculty, be emphasized during orientation. We are very fortunate to have genuine shared governance at this institution. The majority of our colleagues from other universities are not so fortunate. I

believe this is a testament to the value that the administration places on our teaching and research at this university.

This experience was unmatched by any other that I have had at a national conference. It reached beyond my discipline and provided me with an opportunity to discuss academic issues that relate to all professors in higher education. I believe in the principles of the AAUP, and I will continue to volunteer my time to preserve our rights as university professors. I would highly recommend this experience to anyone who is interested in learning about an organization that works diligently for us to maintain our academic freedom and tenure.

---

## Pennsylvania State AAUP Regional Meeting

by Kevin Nordberg

On Saturday September 26, Michael Friedman and I attended a regional meeting of the Pennsylvania AAUP held at Lebanon Valley College. Our principal objective in attending was our desire to support the state AAUP and to stay in contact with Pat Shaw, an AAUP lawyer from the national office who was making a presentation at this state meeting. Pat Shaw has helped us over the years with several legal questions relating especially to academic freedom.

The presentations at the meeting certainly gave Michael and me a good feeling about the state of our university and working conditions here. For example, many universities have severe budget problems with the consequence that a large percentage of faculty positions are handled by adjunct faculty. Also we heard of several universities that implement a very strange and ineffectual type of shared governance: They name faculty members to various administrative committees and then tell them that anything they hear or learn at these committee meetings is secret and cannot be communicated to the very constituents they supposedly represent.