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# FAC'S SHEET

Newsletter of the University of Scranton Faculty Affairs Council  
December 2011

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*Yes, There IS a December Meeting!*

## FAC Meeting Scheduled For December 13<sup>th</sup> In DeNaples Ballroom

The fourth FAC meeting for 2011-12 is scheduled for Tuesday, December 13<sup>th</sup> in the McIlhenny Ballroom on the 4<sup>th</sup> 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 2011-2012*

The FAC Executive Committee has scheduled monthly membership meetings for the 2011-2012 academic year on the following dates and at the places indicated. All regular meetings are set for Tuesdays, except as noted. Additional meetings may be called to address special issues or concerns.

December 13, 2011 – (Tues.) DeNaples 407

February 14, 2012 – (Tues.) DeNaples 407

**March 8, 2012 – (Thurs.) DeNaples 407**

April 10, 2012 – (Tues.) DeNaples 407

May 8, 2012 – (Tues.) DeNaples 407

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## 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 December 13th Meeting

1. Chair's Report (Michael Friedman)
    - A. University Directory
    - B. Update on Negotiations
    - C. Performance Management Program
    - D. Departmental Rank and Tenure Recommendations
  2. Contract Administrator's Report (Kevin Nordberg)
  3. Treasurer's Report (Dan West)
  4. Grievance Officer's Report (Len Champney)
  5. Old Business (Michael Friedman)
    - A. Faculty/Staff Hybrid positions
  6. New Business (Michael Friedman)
    - A. Sabbatical notification to Chairs and Deans
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## Ohio Votes to Repeal Senate Bill 5

By Michael Friedman

By a margin of 61% to 39%, the citizens of Ohio voted to repeal Senate Bill 5, a piece of anti-union legislation signed by Governor John Kasich. Had this law been allowed to stand, it would have restricted severely the collective bargaining rights of public-sector workers in the state, including firefighters, librarians, and college professors at public institutions. Indeed, the legislation "Yeshiva'd" most full-time faculty members by declaring them to be "managers" and therefore ineligible to participate in unions. Since Ohio is

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## FAC OFFICERS 2011-2012

### **Chairperson**

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### **Contract Administration Officer**

Kevin Nordberg  
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### **Grievance Officer**

Len Champney  
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### **Secretary**

Betsey Moylan  
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### **Treasurer**

Daniel West  
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## **MINUTES**

*from the November 8th FAC Meeting*

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

### **1. Chair's Report**

**A. Legal Counsel** –Friedman updated the membership on the confirmation of FAC's former attorney, Bob Mariani, as a federal court judge at the end of October. Pat Shaw and his colleague Jon Axelrod have already begun assisting us with our preparations for negotiations. Pat and Jon visited our campus on Oct. 26 for four hours of meetings with the FAC Officers and the members of the Table Team.

**B. Update on Negotiations** – The Negotiations Steering Committee has produced a ranked list of

issues based on the results of the Town Meetings and the Negotiations Survey. That list has been transmitted to the Table Team, who will meet later this week to begin planning their strategy. The Table Team also plans one meeting with the FAC officers to discuss ranges (what we might ask for and what minimum levels we might accept) in various areas. Once that meeting has been held, FAC will be ready to begin direct negotiations with the administration, and will notify them to that effect. There is still no word from the FPC about the composition of their negotiating team or any other aspect of the negotiations process.

**C. Parking** – At the recent Parking Oversight Committee meeting, the group approved the relocation of three faculty-reserved parking spaces behind the Long Center to the lot behind the Molecular Biology building. FAC also requested five additional faculty-reserved spaces in lots on the upper end of campus. The administration is still considering that request; however, another possibility would be to designate an existing peripheral lot for overflow where faculty can always park if they want to without notifying Public Safety. Under the current contract, if all faculty-reserved spaces are full, a faculty member with a sticker may park in a non-reserved space and then notify public safety. Having an overflow lot would allow faculty members to do the same thing, but without having to make that call. The overflow lot would have to be one of the lots that is not constantly full, either the Poly-Hi or Fitzpatrick lots. Faculty strongly objected to both of these locations due to safety concerns.

**D. Elections:** Friedman reminded the membership that nominations for FAC Executive Committee are due on November 28. Elections will be held on December 1 and 2.

**2. Contract Administrator's Report:** Kevin Nordberg reminded members of the dates for enrolling in the flexible spending accounts or changing one's health care benefits plan. He also noted that he has been approached by chairs in PCPS regarding the new evaluation process of

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## ***MINUTES from November 9<sup>th</sup> Meeting***

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faculty secretaries, which requires additional duties, including the rewriting of job descriptions and four annual meetings for evaluation. Questions regarding past practice and additional responsibilities were raised by several chairs, who had not participated in any evaluations in the past three years. Nordberg has been contacted by a faculty member regarding Appendix IX of the Faculty Handbook. Recent changes in patent law may require another look at the language of Appendix IX, in particular with respect to inventions and new technology. Nordberg asked that any other faculty faced with similar questions contact him.

**3. Treasurer's Report:** Dan West reported that all current invoices have been paid, including AAUP and ARAMark.

**4. Grievance Officer's Report:** Len Champney stated that there is currently one active complaint which may result in a grievance.

### **5. Old Business**

**A. Hybrid Faculty-Staff positions** – At the October meeting, FAC discussed a proposal from the Handbook Committee concerning job positions that combine faculty and staff duties. The faculty wanted to see some changes to this language before voting on it, so we agreed to take the language back to the Handbook Committee. Given a fresh chance to look at the language, the Handbook Committee also found new issues that needed to be addressed, and the language is going to be revised again for discussion at the next Handbook Committee meeting. Among the changes will be a provision to allow for the possible creation of Faculty Specialist positions (i.e. field placement directors and clinical directors) who have 12-month contracts. In PCPS, there are several positions that the Dean believes ought to be faculty positions, but she has not put them forward for consideration as Faculty Specialist positions because they require the job holder to

work a 12-month contract. Although it is true that most of the members of the bargaining unit work a 9-month contract, our faculty librarians do hold 12-month contracts, so the precedent already exists. This language has not been examined by the Handbook Committee yet, and it will not go into place until the faculty has a chance to see it, discuss it, and vote on it.

### **VI. New Business**

**A. Rank and Tenure Criteria for Faculty Librarians.** Friedman deferred to Betsey Moylan, who gave some background on the proposal that was forwarded to all faculty regarding changes to Handbook Language regarding rank and tenure for librarians. Moylan explained that the impetus for change came from both the Provost and the members of the Board on R & T and was formalized with input from both a subcommittee of the Faculty Handbook Committee and the faculty librarians themselves. Friedman called the question and the motion passed with no visible dissent.

**B. Deans' Rank and Tenure Recommendation Letters.** The Chair then asked for discussion regarding the second change in Handbook language that was distributed last week. This proposed change specifies that any rank and tenure recommendation submitted by a dean will be copied to the candidate. Although many deans already copy the candidate as a matter of course, the Handbook does not currently require the dean to do so. This change to the Handbook would guarantee candidates more immediate recourse to deans' recommendations without having to access their evaluation files. The motion was also passed with no visible dissent.

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## **FAC Election Update**

Len Champney, Betsey Moylan, and Dan West have been reelected to serve as FAC Officers for 2012-2014. No additional candidates were nominated, thus there was no need to conduct an election.



## Ohio

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home to some of the largest AAUP chapters in the country, this law thereby threatened to reduce the membership in the collective bargaining chapters of the organization by 10-14% nationally.

In response to this threat, members of the AAUP from within and beyond Ohio rallied together to collect signatures for the repeal, make calls to get out the vote, and donate money for ad campaigns. FAC, in an unprecedented move, chipped in \$1,000 toward this effort, a small but significant part of the almost \$700,000 that the AAUP raised across the country. As a result of this communal endeavor, the bargaining rights of approximately 350,000 Ohio public-sector workers were preserved.

Why should the members of FAC care about laws that only affect faculty members at public institutions in another state? Please recall that anti-union legislation was enacted in Wisconsin, and it remains pending in several other state houses across the nation. If such laws are passed and remain in force, more states, like Pennsylvania, may be emboldened to attempt to take away the collective bargaining rights of our colleagues at public institutions. From there, the next step in the attack on unionism would be to move to private colleges like the University of Scranton. So, the battle in Ohio was merely the first skirmish in a war that may come directly to our own doorstep. For now, the members of FAC can congratulate themselves on their principled and magnanimous decision to answer the call for help that came from our brothers in the Buckeye state.

## *Luncheon Menu for December 13th Meeting*

- **Mixed Green Salad with Two Dressings**
- **Pork Chops w Sweet Potato Hash**
- **Vegan Chili w Crackers**
- **Fresh Winter Vegetable**
- **Rolls and Butter**
- **Warm Egg Nog Bread Pudding**
- **Coffee, Tea, Soda, and Water**

