
FAC'S SHEET

Newsletter of the University of Scranton Faculty Affairs Council
March 2007

Check Your Schedule!

FAC Members To Gather March 6 in Eagen Auditorium

The second FAC meeting for the Spring Semester 2007 is scheduled for Tuesday, March 6 in Eagen Auditorium of the Gunster Student Center.

The meeting date is a week earlier than usual because of the Spring Break calendar.

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 Spring 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.

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.

A G E N D A For March 6th Meeting

1. Chairs Report (Michael Friedman)
 - a. Gender Equity
 - b. Handbook Committee Issues
 - 1). Disciplinary Policy
 - 2). Evaluation of Lecturers
 - c. Parking Oversight Committee
2. Contract Administrator's Report (Kevin Nordberg)
3. Grievance Officer's Report (Ned Warner)
4. Treasurer's Report (Dan West)
5. Old Business (Michael Friedman)
 - a. Sabbatical Language Revision
[See the article below]

SABBATICAL LANGUAGE REVISION

by Michael Friedman
FAC Chair

At the March Handbook Committee meeting, we expect to discuss, for the second time, language that revises the current Section 12.0 and Appendix VII of the *Faculty Handbook*, which deal with the issue of what faculty may or may not do while they are on sabbatical. These revisions flow from a discussion of this issue at the October 2006 FAC meeting, where the consensus seemed to be that most faculty tasks fell into one of three categories:
(Please Turn to Page 4)

FAC OFFICERS 2006-2007

Chairperson

Michael Friedman
English, CLP 210
941-4229 *friedmanm1@scranton.edu*

Contract Administration Officer

Kevin Nordberg
Philosophy, St. Thomas 554
941-7448 *nordberg@scranton.edu*

Grievance Officer

Edward Warner
Communication, St. Thomas 4122
941-4135 *warnere1@scranton.edu*

Secretary

Joseph Wilson
Foreign Lang. & Literatures, O'Hara 321
941-4220 *wilsonj1@scranton.edu*

Treasurer

Daniel West
Health Admin. & Human Resources
McGurrin 417
941-4126 *westd1@scranton.edu*

MINUTES

from the February 13th FAC Meeting

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

Chair's Report: Friedman reported that Dan Mahoney had found that TIAA-CREF had not posted the most recent contributions to the pension fund on its website. The matter was turned over to Human Resources, which checked with TIAA-

CREF. The contributions are now properly credited and will be reflected on the next statement.

Friedman announced that Clara Hudson was the first recipient of the Sheldon Rosenberg Union Leadership Development Grant. The award pays for a union member's participation in the AAUP Summer Institute.

Friedman then discussed the Gender Equity situation. He reminded the membership that the administration had promised a report by November, 2006; at that time, the administration reported that it was still waiting for its own salary analysis. Despite the administration's assurances that a copy of the report would be made available by the February FAC meeting, it still had not been received. The administration has announced that, in addition to looking into salary disparities by gender, it is also committed to locating and remedying all forms of unequal treatment at the University.

Friedman gave an update on the Handbook Committee's efforts to develop a Faculty Disciplinary Policy. Friedman said that the University's current proposal lacked substance and he was not currently optimistic that FAC and the Administration would reach an agreement on the matter by the contractually mandated date of March 30, 2007. He also reported that new language on sabbaticals may be ready for faculty discussion at the March meeting.

Friedman reported that the Parking Oversight Committee would meet during February to consider the parking in S-Lot. There was a brief discussion of the parking problems that faculty confronted during Intersession.

Contract Administration Report: Kevin Nordberg reported that disputes had arisen over scheduling of courses in some departments between full- and part-time faculty. FAC is working to make sure that full-time faculty receive contractually-guaranteed preference in course scheduling over part-timers.

(Please Turn to Page 3)

MINUTES

(Continued From Page 2)

Grievance Report: There are no active grievances. The grievance that had been under consideration has been settled to FAC's satisfaction.

Treasurer's Report: Dan West reported that all new faculty are now members of the union. West also reported that the union is current on all filings with AAUP, and that FAC will soon be remitting a dues payment of about \$35,000, along with another \$1,300 to the Collective Bargaining Congress. FAC's current assets are \$189,032. West also reported that two investment accounts on the books, one with Krupp and the other with Paine Webber, had in fact been liquidated several years ago and the yield turned over into our checking account. This left a slight discrepancy in our books; West asked for a motion to approve our new balance sheet, which corrected the discrepancy. The motion was passed without discussion. West also announced that we were in the process of filing our IRS and Department of Labor forms, and that all members of FAC are entitled to review our tax filings.

A question was raised about why FAC kept so much cash on hand. West reminded the membership that legal fees could quickly eat up our reserves. Another question was raised about why money was kept in such low-yield instruments. West answered that the Executive Committee had decided to maintain greater liquidity last year, since we were going into negotiations with the administration and did not know how much money we might need. After some discussion, it was decided to reconstitute an advisory committee to examine FAC's investment strategies.

New Business: Friedman brought up the question of the evaluation of lecturers and presented to the faculty new language on the subject that had come out of the Handbook Committee. There was substantial discussion on the matter, and numerous new questions were raised. Who should participate in the evaluation of lecturers, the chairs or the full

department? Should faculty who wish to participate in the evaluation be required to visit the lecturer's class? Should lecturers be required to do a self-evaluation? After much debate, it was decided to return the matter to the Handbook Committee.

The meeting was adjourned at 12:45 p.m.

Respectfully submitted,

Joe Wilson
FAC Secretary

AAUPat Misericordia

CHAPTER CREATES LEVERAGE

"We had a decent administration, a functioning faculty senate, and a committed faculty even before we formed a chapter," says Joe Rogan, president of the new AAUP chapter at College Misericordia in Dallas, Pennsylvania. In 2004-2005, however, many faculty members came to believe that the faculty's collective voice needed to be given greater weight. Issues of concern included a revision of the faculty handbook that was proposed with little faculty consultation and escalating use of adjunct faculty on campus. "Adjuncts are not involved in issues such as curriculum development, hiring, or program assessment," Rogan explains, "so the number of faculty members eligible to participate in areas of traditional faculty responsibility was diminishing." Rogan, a professor of special education, has taught at the Catholic-affiliated college for twenty-seven years.

In fall 2005, AAUP members on campus persuaded colleagues that forming an AAUP chapter would permit them to participate more effectively in institutional governance. Although only seven members are needed to establish an AAUP chapter, Rogan says the 36 faculty members---some of whom are also members of the Faculty Senate---quickly joined once the idea was put forward. The chapter then invited Patrick Shaw, a staff member in the AAUP's national office, to meet with chapter members. "Pat put our problems in context and told us how other chapters had approached similar issues," Rogan says. "He was very helpful and receptive and gave us names of faculty at other institutions so that we could consult them."

In spring 2006, the new chapter agreed on a set of issues it would raise with the college administration. Its most important concern is to reinforce the faculty's role in institutional governance. "The Faculty Senate does a good job," says

(Please Turn to Page 4)

Luncheon Menu

for March 6th Meeting

- **Mixed Green Salad with Two Dressings**
- **Cream of Broccoli Soup**
- **Assorted Sandwiches including Turkey, Roast Beef, Ham and Egg Salad served on freshly prepared breads**
- **Fresh Leaf Lettuce, Sliced Tomatoes and Pickle Spears**
- **Marinated Tortellini and Vegetable Salad**
- **Rolls and Butter**
- **Warm Berry Cobbler**
- **Usual Beverages (Coffee, Tea, Soda, and Water)**

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

SABBATICAL LANGUAGE

(Continued From Page 1)

A. Duties faculty members should be prohibited from carrying out while on sabbatical, B. Duties faculty members should be discouraged from maintaining while on sabbatical, but might be allowed to uphold under exigent circumstances, and C. Duties faculty members on sabbatical might undertake at their own discretion. Discussion at the Handbook Committee has focused on which duties fall into which of the three categories, as well as the process for determining when exigent circumstances exist.

If this language is approved by the Handbook Committee at its March 5 meeting, I will distribute the language by email (and make hard copies for distribution) so that the faculty may begin its discussion of the language at the March 6 FAC meeting. Given recent experience, there seems to be a good chance that the language might be sent back to the Handbook Committee for further revisions, or we may not achieve a quorum, so we do not anticipate an immediate vote. However, we have agendized the issue for the March meeting, and if all goes well, there may be the possibility of an email vote later in the month. Please watch your inboxes for news on the morning of March 6 and join us for the meeting at 11:30.

Chapter Creates Leverage

(Continued From Page 3)

Rogan. "But we feel that by coming together on certain issues, our voice will be made stronger." The chapter had other concerns as well. It asked the administration to ensure adequate faculty representation on ad hoc committees organized to consider the quality of academic programs and courses, for example. And it asked the administration to commit to hiring and retaining enough full-time tenure-track faculty members to provide sufficient oversight of those programs.

Rogan is optimistic about the chapter's prospects. "The proposed faculty handbook is on hold. It didn't get pushed through," he says. "It will take longer to complete the revisions with greater faculty involvement, but it will get done right. It's important not to get so busy with your own work that you fail to speak out on your own issues. We've learned that as a faculty and now we're choosing our battles selectively."

(This article was taken from the Fall 2006 issue of *Faculty Matters*, published by AAUP and distributed to non-collective bargaining members.)