
FAC'S SHEET

Newsletter of the University of Scranton Faculty Affairs Council
November 2010

Mark Your Calendar!

FAC Meeting Set for November 9 in the Rose Room of Brennan Hall

The third FAC meeting for 2010- 2011 is scheduled for Tuesday, November 9 in the **Rose Room on the 5th floor of Brennan Hall**. 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.

<h3><i>FAC Meetings for 2010-2011</i></h3>
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The FAC Executive Committee has scheduled monthly membership meetings for the 2010-2011 academic year on the following dates and at the places indicated. All regular meetings begin at 11:30 a.m. Additional meetings may be called to address special issues or concerns.

November 9, 2010	Tuesday	Brennan, 509
December 9, 2010	Thursday	DeNaples Center, 407
February 8, 2011	Tuesday	DeNaples Center, 407
March 9, 2011	Tuesday	DeNaples Center, 407
April 12, 2011	Tuesday	Brennan, 509
May 10, 2011	Tuesday	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 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 November 9th Meeting

1. Chair's Report (Michael Friedman)
 - A. Town Meetings for Negotiations
 - B. Department Re-classifications
 - C. FAC Officer Elections
2. Contract Administrator's Report (Kevin Nordberg)
 - A. Policy on Overload Payments
 - B. Changes to Health Care Laws
3. Treasurer's Report (Dan West)
4. Grievance Officer's Report (Len Champney)
5. Old Business: (Michael Friedman)
 - A. Presidential Search Committee

FAC to Hold Annual Executive Committee Election

On December 2-3, 2010, FAC will conduct its annual election for positions on the FAC Executive Committee. Michael Friedman and Kevin Nordberg are coming to the end of their current two-year terms. Therefore, there will be a total of two positions up for election during the academic year 2011-2012.

Both Friedman and Nordberg have expressed their intention to seek reelection to their positions on the Executive Committee. FAC also welcomes the written nominations of any members in good standing. Such nominations should be submitted to the FAC Secretary, Betsey Moylan by Monday, **November 29**.

FAC OFFICERS 2010-2011

Chairperson

Michael Friedman
English, CLP 210
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Contract Administration Officer

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

Grievance Officer

Len Champney
Political Science, O'Hara 408
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Secretary

Betsey Moylan
Weinberg Library Room 209
941-4504 moylanm1@scranton.edu

Treasurer

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

MINUTES

from the October 14 FAC Meeting

Michael Friedman, Chair, called the meeting to order at 11:40 a.m. in the DeNaples Ballroom.

Chair's Report – Following the business meeting, members of the Presidential Search Committee will meet with all interested FAC members who would like to speak to them about the qualities they should be looking for in a new president

A. Town Meetings – The FAC officers have contacted all department chairs to set up Town Meetings for this semester. It is the officers' goal to reach each department before we break in December.

B. Contractually Mandated Committees – The **Program Directors Committee** is making significant progress on a mutually-agreed-upon system for the selection, duties, and compensation of program directors. Dean Pellegrino of PCPS is assuming the

chairpersonship of the **Lab Equivalencies Committee**, which is scheduled to meet by October 31. The **Dining Facility Committee** has not met because we are still waiting for architectural information about the new Mulberry St. dorm project, where the facility is most likely to be housed.

Just prior to the meeting, Friedman was contacted by two department chairs whose classifications had been recategorized. However, the Administration cannot change provisions in the contract during the life of the contract without FAC's agreement.

Old business - Faculty Control of Websites –

Friedman investigated concerns regarding the new CMS used for departmental website redesigns. Faculty can retain absolute control over both the layout and the content of their websites if they create their content as .html files and then import them into the Content Management System. Although this method is more difficult than using the CMS's own template, it allows greater flexibility for the visual presentation of material. The Chair assured members that he will continue to monitor their concerns with the new software and the University personnel involved with revisions.

New business –Staff representation on Search

Committees - FAC and the Administration settled the dispute over staff representation on the Presidential Search Committee by agreeing to an MOU (explained in October FAC's Sheet). In an attempt to avoid slighting two categories of staff that are not guaranteed representation on search committees, the Handbook Committee is going to consider changes to Appendix IV, Section A. Friedman asked for feedback from the membership regarding increasing staff participation on search committees. A number of suggestions were made, including looking at the proportions of each category, the number of students on the committee, and the need for different types of representation depending on the positions themselves (Provost, Deans, Associate Deans, etc.) The officers promised to bring these comments back to the Handbook Committee.

Contract Administrators Report: Kevin Nordberg reported that several members have contacted him regarding phased and full retirement packages. He urged members to contact the Provost if they are interested in negotiating a full retirement agreement. He believes that Hal is more receptive to negotiating agreements for faculty who are not eligible for phased retirement.

Nordberg also reported that he had been contacted by payroll asking that faculty overload payments be

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Report on AAUP Regional Conference

by Michael Friedman

On Saturday, September 25, Kevin Nordberg and I drove down to Villanova University for a one-day AAUP Regional Conference on the topic of Developing Effective Leadership Skills for Chapter Officers and Activists. As usual, this opportunity to interact with numerous leaders from institutions all across the Northeast reminded us how different the conditions are for faculty members at the various colleges and universities throughout our region. On some campuses, like ours, the AAUP organization is a collective bargaining chapter that functions as a union, and therefore the chapter has a strong and pivotal role in determining the wages, hours, and working conditions of the faculty. However, on many other campuses, the AAUP group is merely an advocacy chapter, which means that the members may advocate for better working conditions for themselves and their colleagues, but they do not have the backing of the National Labor Relations Board to support their efforts. At such schools, when the AAUP chapter has a robust and active membership, it can still make a positive difference in the lives of the faculty. On the other hand, when the chapter is small and disorganized, the faculty have no collective strength, and important principles like fair wages, shared governance, and academic freedom tend to suffer

At the University of Scranton, we sometimes take our AAUP membership for granted, perhaps because nearly all of the faculty members at the institution are, by virtue of their membership in FAC, also members of the AAUP. However, during the Villanova conference, Kevin and I heard several horror stories about campuses where the faculty fear joining the AAUP because they believe that their administration will retaliate against them, simply for manifesting their support of shared governance and academic freedom. At such schools, the faculty's salaries and benefits, as well as the University's formulation of academic policies, are determined solely by the whims of administrators, without any input from the people affected by these decisions. As universities around the country slide more and more toward a top-down corporate model of governance, it becomes increasingly vital for AAUP chapters of all types to resist the move to turn higher education into just

another manufacturing industry. The officers of FAC take this duty very seriously, and we have confidence that our membership recognizes the importance of the entire union's role in this struggle.

Proposed Changes in Pay Dates for Overtime and "Quasi Administrative" Compensation

By Kevin Nordberg

FAC Contract Administrator

As we informed you at last month's FAC general meeting, the administration has proposed changing the payment dates in the fall and spring semesters for all supplemental work (overtime teaching and quasi-administrative service such as service as chairpersons, program directors, etc.). Because of the wide latitude of amounts earned by faculty under these categories, it would ease the burden on the payroll department to pay the total amount in November and April. The online courses of the MBA program have shorter and multiple starting times during the fall and spring semesters. Compensation for these MBA online overtime courses would be paid in the December and May paychecks.

At last month's meeting, the officers explained that there is currently no contractual or Handbook language governing the times or number of payments for supplemental work. Attendees voiced a willingness to accept these new pay dates as long as there were no adverse tax or pension consequences. On these issues I have consulted with the staff in the payroll office and have been assured that there are no adverse tax or pension effects. Normally, graduated federal income tax withholding varies based on your claimed exemptions in your W-4 form and on the projected yearly gross at the rate of each monthly payment. However, the payroll department subjects all supplemental income to a flat federal withholding rate of 19% whether the supplemental income is paid in three installments or in a single installment. Other taxes (FICA, state, and local) are not graduated and are, therefore, calculated at a flat rate. Pension contributions are based only on faculty base salary and not paid from supplemental income.

We will revisit this topic at our November meeting.

Luncheon Menu

for November 9 Meeting

- **Mixed Green Salad with Two Dressings**
- **Roast Turkey with Dressing**
- **Sliced Baked Ham**
- **Cranberry Sauce**
- **Mashed Potatoes with Gravy**
- **Corn**
- **Rolls and Butter**
- **Apple and Pumpkin Pies**
- **Coffee, Tea, Soda, and Water**

Serving will begin at 11:15 a.m. in the Rose Room, 5th floor Brennan

MINUTES

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changed from monthly payments (Oct, Nov, Dec.) to one single payment in November. After being assured that the move had no tax implications, the faculty agreed that this would be acceptable. Nordberg attended the Collective Bargaining Conference in New Mexico over fall break. Health care coverage is a major concern with most faculty union negotiations. Including a faculty member knowledgeable in the professional healthcare fields (Nursing, Health Administration, etc.) on the table team is a good way to keep members informed of any major changes being proposed.

Treasurer's Report: Friedman, reporting for Dan West, announced that all bills have been paid as of today's date.

Grievance Officer's Report: Len Champney reported that there are no active grievances.

The meeting adjourned at 12:30 P.M.

Betsey Moylan
FAC Secretary

Changes in Health Care Benefits Mandated by Federal Law

By Kevin Nordberg
Contract Administrator

In the October 19 issue of the Royal News Ms. Patti Tetreault from the Human Resources Department outlined some of the health care changes that will take effect under the new federal law on January 1, 2011 at the University of Scranton. (If the link in the 10/19/2010 Royal News does not take you to the proper page, try using the Royal News Archive on the left side of the screen.) The news story emphasized that some of these changes may require action on your part in the near future: "We highly recommend that you review all materials distributed to you announcing the Annual Open Enrollment period. In some cases, a response from you to exercise your rights under the new Health Care Reform Legislation may be necessary."

Here are just a few issues that will be changing:

Insurers will be required to cover adult children under their parents' plan up to the end of the month in which they turn age 26.

Insurers must provide coverage for certain preventative services without copayment.

Coverage for over-the-counter medical items using medical flexible spending plans will require prescriptions.

For more information please check the Annual Open Enrollment information that you will be receiving during November.

