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# FAC'S SHEET

Newsletter of the University of Scranton Faculty Affairs Council  
February 2008

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## Mark Your Calendar!

### FAC Members Set to Meet On Feb. 12 in Brennan Hall

The fifth FAC meeting for 2007- 2008 is scheduled for Tuesday, February 12 in Brennan Hall, Room 509.

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 2008*

The FAC Executive Committee has scheduled monthly membership meetings for Spring Semester 2008 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.

February 12, 2008 – Brennan Hall, Room 509  
March 11, 2008 – Leahy Auditorium  
April 8, 2008 – Brennan Hall, Room 509  
May 13, 2008 – Brennan Hall, Room 509

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## 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](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 February 12th Meeting

1. Chair's Report (Michael Friedman)
  - a. Online program compensation
  - b. Voting results - Sabbatical clock and KSOM FAP Replacement Plan
  - c. Staff teaching positions MOU
  - d. Parking in S lot and O'Hara lot
  - e. Rosenberg Grant
2. Contract Administrator's Report (Kevin Nordberg)
3. Treasurer's Report (Dan West)
4. Grievance Officer's Report (Ned Warner)
5. New Business (Michael Friedman)
  - a. Minimum period of service for tenure
  - b. Off-campus courses

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### *Town Meetings Scheduled*

## Gearing Up for Negotiations

by Michael Friedman, FAC Chair

In the spring semester of 2008, the FAC Executive Committee will start the process of gathering information to determine the faculty's priorities for contract negotiations, which will begin during the 2008-2009 academic year. The first step in this process will be to conduct Town Meetings with every department on campus. One of the FAC officers will contact each department chair to set up a time when that officer can attend a department meeting and listen to the concerns of the faculty members in that department. At such gatherings, faculty members should feel free to express their preferences regarding any issues currently addressed in the Faculty Contract or any other subjects related

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## ***MINUTES***

### *from the December 11th FAC Meeting*

The December FAC meeting was called to order by Chair Michael Friedman at 11:40 A.M. in Leahy Hall Auditorium.

**Chair's Report:** Friedman called attention to a passage in the University's agreement with Deltak (the online MBA program contractor) that runs counter to handbook language regarding ownership of course materials. More work needs to be done to bring the language of the Deltak agreement in line with the Faculty Handbook. Friedman urged all faculty to be vigilant when looking at contracts with outside service providers for online courses.

The Handbook Committee will be meeting next Monday to discuss a number of items, including the classification of three current professional staff positions whose primary duties involve teaching. They will also discuss reimbursement for supervision of off-campus students (internships, clinical rotations, etc). Language clarifying Article 9 of the Faculty Contract (Off-campus teaching) will be debated.

Friedman also reported on Handbook Committee discussion regarding the need for a department meeting as part of the reappointment process. He also raised the issue of whether or not technology, such as conference calling, ought to be used to allow department members to participate in such meetings from a remote location. The conversation about these issues will continue at the December Handbook Committee meeting.

Friedman asked FAC members to consider the Mandatory Faculty Development Plan for KSOM Faculty. The KSOM faculty had already voted in favor of the plan 32-0, but since this is a policy

related to working conditions, a vote of the full union membership is required. Friedman explained several issues relating to AACSB requirements and asked any KSOM faculty who were present for comments. Since there was no quorum, an electronic vote will be necessary sometime before the end of the semester. This is the last FAP replacement portion to be considered.

In accordance with the FAC Constitution, the internal election of officers took place on Dec. 10. As of June 1, 2008, Friedman will continue as Chair, Kevin Nordberg as Contract Administration Officer and Vice-chair, Ned Warner will continue as Grievance Officer, Dan West as Treasurer, and Betsey Moylan will serve as Secretary.

**Contract Administrator's Report:** Kevin Nordberg reported on the compensation model proposed for the online MBA program. He asked if all faculty in KSOM had received the proposal. He explained that there are several passages that conflict with the Faculty Handbook and that he would be meeting with the Administration to clarify his questions.

**Treasurer's Report:** Dan West reported that our only outstanding liabilities are ARAMARK invoices for the past three months, which will be paid by year's end.

**Grievance Officer's Report:** Friedman reported for Ned Warner that the History Department grievance is ongoing, but should be resolved shortly.

**Old Business:** Language regarding changes to the Sabbatical clock was distributed by email. The Handbook Committee proposed new language, which attempts to avoid situations in which a  
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## Gearing Up for Negotiations

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to wages, hours, and working conditions. If possible, these Town Meetings will be held in February or early March so that, by the end of March, the FAC officers can pool the information gleaned from the meetings and apply it to the revision of this year's Faculty Survey.

Near the beginning of April, the FAC officers plan to mail out a survey that prompts all faculty members to consider the relative importance of various elements of the Faculty Contract, such as salary, special compensation, and workload. This survey will also give faculty members who may not feel comfortable expressing their views in front of their colleagues at Town Meetings an opportunity to

submit feedback to the Executive Committee anonymously. Again, if all goes well, before the end of the semester, the FAC officers will be able to turn the completed surveys over to Carole Slotterback of the Psychology department, who has generously offered to tabulate them for us once again.

In the fall of 2008, the Executive Committee will pass the results of the Town Meetings and Faculty Survey along to the Negotiations Steering Committee, which is the faculty group that determines our final priorities for negotiations. This body, along with the Salary and Benefits Committee and the Negotiating Team, comprise the three major groups that both work for and represent the faculty during the Negotiations process. Over the coming months, if you are approached by a FAC Officer about serving on one of these bodies, I sincerely hope that you will agree to contribute your time to this important endeavor.

## *MINUTES from February 11<sup>th</sup> Meeting*

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faculty member might become eligible for a sabbatical before receiving tenure. Friedman thanked Ellen Casey for her assistance on the proposal. A discussion and questions regarding deferred sabbaticals and voluntary postponements arose, as well as variations among colleges. An electronic vote will be forthcoming on the proposed handbook language changes.

**New Business:** Brian Benestad asked if FAC would consider reviewing retirement programs during the upcoming contract negotiations to take into account extraordinary health conditions, such as those recently faced by Frank Jordan. Friedman explained that the next contract could not legally contain a window retirement plan. He did remind the membership that, according to Section 26.7 of the handbook, faculty members may petition the Provost for a special separation agreement, but that the decision to grant such a request rests entirely with the Provost.

Additional New Business: Clarification was made about FAP's which ended in this academic year and current released time awards. A faculty member also urged officers not to be so firm about the use of technology in department meetings for rank and tenure or promotion. In small departments, it is sometimes essential for sake of a quorum.

The meeting adjourned at 12:45 P.M.

Submitted by Betsey Moylan, FAC Secretary-elect

## FAC OFFICERS 2007-2008

### *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

## Announcement of Special Adjustments

According to Article 7 of the Faculty Contract, the Executive Committee of FAC is required to "report the names of the individuals receiving special adjustments to the general membership of FAC." Your officers therefore report that Christina Gschwandtner (Philosophy), Kevin Nordberg (Philosophy), Kimberly Pavlick (Communication), Robert Spalletta (Physics), and Peter Olden (HAHR) received special adjustments during AY 2007-2008.

*Reminder...*

## Rosenberg Award

The FAC Executive Committee would like to remind all faculty that applications for the Sheldon I. Rosenberg Union Leadership Development Grant, given annually to a member of FAC to pay for all expenses related to that faculty member's participation in the AAUP Summer Institute, should be submitted to Joe Wilson, FAC Secretary, by hard copy or email attachment (wilsonj1@scranton.edu), by February 15, 2007. This year's Summer Institute is scheduled for July 24 – 27, 2008 at the University of Rhode Island at Kingston.

## *Luncheon Menu*

*for February 12th Meeting*

- **Sweet and Sour Soup**
- **Stir Fry Chicken with Vegetables**
- **Stir Fry Veggies**
- **Fried Rice**
- **Rolls and Butter**
- **Favored Cookie Assortment**
- **Coffee, Tea, Soda, and Water**

**Serving will begin at 11:15 a.m. in Room 509 of Brennan Hall**