
FAC'S SHEET

Newsletter of the University of Scranton Faculty Affairs Council
March 2008

March Meeting Set!

FAC Schedules Membership Meeting for March 11 in Leahy

The sixth FAC meeting for 2007- 2008 is scheduled for Tuesday, March 11 in Leahy Hall Auditorium.

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 Spring 2008</i></h3>
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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.

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

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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.

AGENDA

For March 11th Meeting

1. Chair's Report (Michael Friedman)
 - a. Rosenberg Award presentation
 - b. Class cancellations
 - c. Preparations for Negotiations
 - d. Meetings involving teleconferencing
 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. Online program compensation
 - b. FAC's electronic communication
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Compensation in Online Programs

by Michael Friedman, FAC Chair

At the Faculty Senate's recent forum on online academic programs, the observation emerged that online programs appear to be springing up piecemeal in various colleges and departments around the University without sufficient coordination between them. In response, the Faculty Senate called upon the Provost to create a campus-wide mechanism to formulate policies pertaining to such programs, including compensation for participating faculty members. Concurrently, Dean Mensah of KSOM put forward a document detailing a compensation model for the Online MBA Program. Certain elements in this plan conflicted with language in the *Faculty Handbook*, so FAC suggested a thorough revision to the document to eliminate these conflicts and to broaden the plan's scope to apply to all online

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MINUTES

from the February 12th FAC Meeting

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

Friedman announced that the University had closed classes for the day at 3 p.m.

Chair's Report: Friedman then reported that the KSOM compensation formula for on-line teaching had been forwarded to FAC. Friedman expressed concern that the KSOM situation violated the handbook. FAC and FPC had, however, reached a general agreement on compensation plans.

He also reported that KSOM's mandatory Faculty Development Plan had been approved by the faculty by a vote of 99-12. The vote on the "sabbatical clock" had passed by a margin of 100-7.

Friedman then reported on the situation of staff holding what were, in effect, teaching positions. FAC and FPC have signed a memorandum of understanding that the current holders of such positions can remain on the staff, but when the current occupants leave those posts, the positions will be turned into faculty specialist positions.

Friedman then turned his attention to the parking in S-Lot. This intersession, only 20 parking spots had been opened for staff, as opposed to 25 in the preceding intersession. Only one faculty member complained during intersession about parking. Friedman asked if there were any other complaints. None were registered by the membership.

Friedman also announced that the deadline for the Sheldon Rosenberg award was fast approaching (15 February) and he urged anyone thinking of applying for the grant to do so immediately.

There was a brief discussion of the Long-term Care Insurance that is being made available by the

University through John Hancock. Dan Mahoney, who served on the Long-Term Care committee, answered a few questions about the policy and urged the membership to attend the meetings that John Hancock would be holding within the next few weeks.

Contract Administrator's Report: Kevin Nordberg reported that people were having some problems with their Blue Cross coverage. The difficulty was not due to any change of coverage, but simply to a change in cards. He reminded the membership that they had received new cards and needed to switch over to them immediately. He also reported that, due to the salary structure provided under the current contract, the raise for the next academic year would be 4.85%.

Treasurer's Report: Dan West reported that the union was in the process of filing its LM-3 forms with the Department of Labor and its IRS 990

forms. The DOL has requested additional information from the union after a review of its LM-1 forms. West also announced that next year, all but one of the FAC meetings would take place in the new DeNaples center.

Grievance Report: Ned Warner reported that the only ongoing grievance, that of the History Department, had been settled. The Memorandum of Understanding had been written, but not yet signed by everyone.

Michael Friedman then addressed the fact that the handbook was inconsistent in the number of years of service required to receive tenure. The handbook says that seven years of service are required, but in fact, we receive tenure after six years. He also reviewed a proposal for changes in the Contract
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Compensation in Online Programs

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programs (in accordance with the Faculty Senate's resolution). The result was a proposed addition to the *Faculty Handbook* that will be discussed at the March FAC meeting.

The new compensation document defines an online program and specifies that the University may offer incentives for faculty participation, stipends for course development and redesign, and royalties for the creators when their materials are used by other teachers. Faculty members may also be compensated for supervising adjunct professors who do not meet the accreditation requirements for the online program or college.

One of the more controversial aspects of Dean Mensah's original proposal was a provision by which online sections were capped at 20, but could be overloaded up to a cap of 30 with additional per-

student compensation paid to the faculty member. This element conflicted with Appendix X of the *Faculty Handbook*, which specifies that "enrollment in a web-based course will not exceed 75% of the average enrollment of those sections of the same course taught in the traditional format during the last offering of the proposed course within a Fall or Spring semester." In the Online MBA program, adherence to this rule would result in single-digit caps for certain courses, which would not be financially viable. As a compromise, FAC and FPC agreed to cap courses in online programs firmly at 20, with new sections opened to handle any overflow. In courses taught outside an online program, the existing regulations for course caps still apply.

Another important topic that arose in discussions of this proposal pertains to the University's plans to charge higher tuition rates for some online programs than for others. Due to the differing financial situations of the target audiences for various programs, some students are expected to be

able to afford steeper tuition costs. The administration argues that this differential pricing will allow the University to offer stronger financial incentives to faculty in higher-priced online programs. Base pay for teaching online courses will not be affected, but stipends and royalties may differ from program to program, even within a college. Under the current proposal, faculty who teach in online programs will receive various forms of extra compensation at the prevailing rates for that program, regardless of the faculty member's home college.

Since this online program compensation document proposes certain significant changes to the ways in which the University recruits and pays faculty members to teach courses, I urge everyone to attend the FAC meeting on March 11 to participate in the discussion.

MINUTES from February 11th Meeting

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section dealing with compensation for off-campus teaching. In the absence of a quorum, both matters were remanded to an electronic vote.

New Business: Joe Fusaro proposed a resolution from the union announcing our support for the diocesan teachers' efforts to gain recognition for their collective bargaining unit from the Diocese of Scranton. After vigorous discussion largely in favor of the proposition, the following resolution was passed by voice vote without audible dissent (although one member, unaware that he would not be allowed to abstain, has since registered a nay vote): "We, the officers and members of the Faculty Affairs Council at the University of Scranton, express by this resolution our solidarity with the Diocesan teachers in their efforts to gain recognition for their bargaining unit from the Bishop and the Diocese of Scranton. We also support the rights of any other employees of the Scranton Diocese to organize themselves as they see fit."

Respectfully submitted,
Joe Wilson
FAC Secretary

FAC OFFICERS 2007-2008

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2008 Rosenberg Award To Christie Karpiak

The FAC Executive Committee announces that the second annual Sheldon I. Rosenberg Union Leadership Development Grant has been awarded to Christie Karpiak, Associate Professor in the Department of Psychology. The Rosenberg Grant, named in honor of FAC's longtime attorney, pays for all expenses related to a union member's participation in the AAUP Summer Institute, to be held this year at the University of Rhode Island at Kingston. The Summer Institute features seminars on subjects like academic freedom and legislative issues that impact on higher education, along with training workshops that deal with contract administration, grievance procedures, and collective bargaining negotiations. The intent of the grant is to offer the recipient preparation for possible future union service.

Christie Karpiak is in her seventh year at the University after receiving her undergraduate and advanced degrees from the University of Utah. She is currently a member of both the Executive Committee and the Curriculum Committee of the

Faculty Senate. Her application for the Rosenberg award reads in part, "I am dedicated to academic freedom, mindful of the importance of meaningful faculty representation in governance, and willing to serve." The FAC officers commend Christie for her interest and dedication, and we expect her to experience an enlightening weekend at the Summer Institute.

FAC Approves Changes To Contract and Handbook

By identical electronic votes of 106-9, the faculty recently approved two changes to the Collective Bargaining Agreement. First, the membership agreed to change the wording in Section 21.1 of the *Faculty Handbook* to reflect the fact that, in practice, faculty members must have six (not seven) years of full-time service to qualify for tenure. Also, the membership approved changes to Article 9 of the *Faculty Contract* to clarify that faculty who "monitor" students in off-campus sites are eligible to have their expenses reimbursed but are not eligible to receive the hourly stipend paid to faculty who "teach" students at off-campus sites. These revisions now await approval by the Board of Trustees before going into effect.

Luncheon Menu

for March 11th Meeting

- **Mixed Green Salad with Two Dressings**
- **Assorted Sandwiches including Turkey, Roast Beef, Ham and Egg Salad served on Freshly Prepared Bread Accompanied by Fresh Leaf Lettuce, Sliced Tomatoes, and Pickle Spears**
- **Marinated Tortellini and Vegetable Salad**
- **Vegan Chili**
- **Rolls and Butter**
- **Warm Berry Cobbler**
- **Coffee, Tea, Soda, and Water**

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