
FAC'S SHEET

Newsletter of the University of Scranton Faculty Affairs Council
April 2008

Circle This Date!

April 8th FAC Meeting Scheduled for Brennan

The seventh FAC meeting for 2007- 2008 is scheduled for Tuesday, April 8 in 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.

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.

April 8, 2008 – Brennan Hall, Room 509
May 13, 2008 – Brennan Hall, Room 509

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.

AGENDA

For April 8th Meeting

1. Chair's Report (Michael Friedman)
 - a. FAP replacement plans
 - b. Online compensation proposal
 - c. Gender Equity Salary Study
 - d. Preparations for Negotiations
 - e. 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. Faculty-Staff Distinction
 - b. Printing vs. promulgating the Master Schedule
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What Distinguishes a Faculty Position from a Staff Position?

by Michael Friedman
FAC Chair

In some academic departments at the University, there are staff positions of long standing that were originally created to take on duties that did not require a Ph.D. Some of these positions also involved administrative tasks, but others were comprised entirely of teaching or other faculty responsibilities. When these positions were created, the University designated them as staff positions because it was unlikely that a Ph.D. in those areas would take on the requisite tasks at the salary that was being offered for the job. This situation prevailed until the creation of the rank of faculty specialist in the 2006-2009 Faculty Contract.

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MINUTES

from March 11th FAC Meeting

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

Chair's Report: Friedman presented the Sheldon Rosenberg award to Christie Karpiak.

Friedman then mentioned the general faculty dissatisfaction over the cancellation of classes for the dedication mass of the new Student Center. He reported that the date and time of the mass were arranged in accordance with the Trustees meeting and Bishop Martino's schedule. The floor was opened for faculty

input. Many faculty expressed annoyance at the decision, and they wondered if classes needed to be made up. Friedman reported that there was no general requirement to make up classes, but in some majors, there were a required number of contact hours for accreditation.

Friedman noted that preparations were ongoing for next year's negotiations, particularly town meetings. Friedman also announced that volunteers were being sought to serve on the Salary and Benefits Committee.

Friedman then reported on the Handbook Committee. The question of remote, electronic participation in reappointment meetings has been raised by the committee. Many faculty expressed concern over problems that might

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arise with remote participation, while others reminded the membership that for small departments, remote participation might be the only way to guarantee sufficient input into the reappointment process. After much discussion, it was agreed that the matter would have to be returned to the Handbook Committee.

Contract Administrator's Report: Kevin Nordberg announced that the Provost has received this year's Gender Equity Salary report, but he would like to examine it more carefully before turning it over to FAC. Nordberg then addressed the question of the

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What Distinguishes a Faculty Position from a Staff Position?

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The rank of faculty specialist requires an advanced degree, but not a Ph.D. Therefore, it is now possible for a person whose qualifications may not have been sufficient for a full-time faculty position in the past to become eligible for employment as a full-time faculty specialist. Such candidates would be appropriate for the type of positions that, in previous years, were designated as staff positions. In fact, FAC and FPC have already signed an agreement that three current staff positions will (with the consent of the affected departments) become faculty specialist positions at the end of the current occupant's employment with the University.

According to FAC's attorney, such a change is important for the long-term health of the union. In some labor situations, management has avoided hiring additional members of the bargaining unit by classifying new positions in such a way that those hired to undertake those jobs were not allowed to join the union. FAC has no reason to believe that the current administration would behave in such a fashion, but it seems prudent to develop Handbook language that would prevent such an action in the future. Therefore, the Handbook Committee has recommended an addition to **Section 5.0 Full-Time Faculty** that clarifies what constitutes a faculty position in the first place:

"Any full-time position based outside the Weinberg Memorial Library for which the primary duty involves teaching and a majority of the full range of duties are enumerated in Section 5.4 of the *Faculty Handbook* is a faculty position, and the occupant of such a position will hold a full-time

faculty contract as a member of the collective bargaining unit. A faculty position may involve a reduction in normal teaching load for quasi-administrative duties, as described in Section 5.6."

This definition is based on the principle that a job should be classified according to its duties, not by the status of the individual holding the position. In other words, a position is a faculty position, not because a faculty member holds it, but because the majority of its duties coincide with recognized faculty duties, like teaching (first and foremost), scholarship, and advising. Faculty positions may also involve reassigned time for quasi-administrative duties, but such reassignment does not affect the basic duties designated for the 21 credits that comprise the position.

One exception to the definition described above regards faculty librarians, some of whom are full-time members of the bargaining unit but are not assigned any teaching duties. When it was originally settled that librarians would become members of FAC, the decision was made to include all non-administrative library employees with Masters degrees in the faculty union, whether or not their positions involved teaching. To address this anomaly, the proposed new language simply excludes those positions from consideration in the definition of a faculty position.

Please join us for a discussion of this proposal at the April FAC meeting.

AAUP: Protecting Academic Freedom

Protecting academic freedom is the AAUP's core mission. For ninety years AAUP has been developing standards for sound academic practice and working for the acceptance of these standards by the community of higher education.

The AAUP's Committee A on Academic Freedom and Tenure promotes principles of academic freedom, tenure, and due process in higher education through the development of policy documents and reports relating to these subjects and the application of those principles to particular situations that are brought to its attention.

MINUTES from March 11th Meeting

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development of a clear plan to guarantee the personal safety of faculty members in light of reports of threats made against individual members of the faculty. He reported that he had consulted with the University Counsel on the status of the public safety officers and added that they are, for purposes of arrest and gathering evidence, police officers. Many faculty expressed concern about safety issues, especially in light of incidents at Virginia Tech and Northern Illinois. Faculty feel that too many people have access to the buildings, especially those located on Jefferson Avenue. Complaints were registered over a recent emergency in McGurrin Hall, and many feel the cell phone text alert system is not working well.

Treasurer's Report: Dan West reported FAC has moved a substantial portion of its assets to Fidelity Bank, where we are receiving a 3.4% return on investment, a substantial improvement on the credit union. He also reported that we have one bill outstanding for food service and a payment to AAUP for annual dues.

Grievance Report: Mike Friedman reported, for Ned Warner, that all grievances have been resolved successfully.

New Business: Friedman then introduced the online compensation issue. The agreement under discussion applies only to complete programs delivered online, not individual courses. An online program is defined as a program in which the majority of the course instruction is done online. The FAC officers are in substantial agreement on the proposed additions to Appendix X of the Handbook, covering online compensation. Friedman emphasized that 20 is a hard cap limit.

Discussion centered on problems with the

current BISK program, possible disputes over what may constitute a new course (as opposed to a simple revision of an old course), the possible use of adjunct faculty to teach online courses, and the issues of royalties and copyright for professors whose courses are used repeatedly. These problems will be taken back for further discussion between FAC and FPC.

The meeting adjourned at 12:50.

Respectfully Submitted,
Joe Wilson
FAC Secretary

Luncheon Menu

for April 8th Meeting

- **Mixed Green Salad with Two Dressings**
- **London Broil with Mushroom Sauce**
- **Broiled Filet of Sole
with Lemon and Butter**
- **Pasta Primavera**
- **Bourbon Carrots**
- **Rolls and Butter**
- **Rice Pudding**
- **Coffee, Tea, Soda, and Water**

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