

## **Meeting of the Faculty Council Wednesday, September 12, 2012**

### **Mackin Room, Library**

#### **Members present**

S.Young (Vice Chair), L. Koch, M. Kirschenbaum, A. Imam, G. Porter, R. Grenci, W. Bockanic, S. McGinn, T. Hayes, L. Curtis, D. Shutkin, D. Hahn, R. Day, B. D'Ambrosia, C. Buchanan, D. Taylor, M. Webinger, K. Gygli (Secretary), A. Kugler (Chair).

I. Meeting was called to order at 2:05PM. Announcements given:

A. Chris Roark Memorial Mass to be held Thursday, October 18 at 5PM. A moment of reflection was observed by council members.

B. Procedures:

i. The procedure for review and approval of minutes will be the same as last year. Minutes will be posted and if no corrections or changes are sent to the secretary or chair, they will be considered approved as written at the next meeting. Brief summaries of discussion and arguments (unattributed) will be included in the minutes beginning this year.

ii. Brent Brossmann has agreed to continue to serve as Parliamentarian for Faculty Council. However, he could not attend today, so Dwight Hahn will serve as Acting Parliamentarian for this meeting.

iii. To raise items/proposals for consideration by Council, please submit the item or proposal to the Chair of the Council, who will bring it to the next meeting. Council will then decide which committee to send it to for further action. Please submit proposals a few days to a week before the next meeting.

iv. There will be a Grievance Committee formed from members of the Faculty Grievance Committee Pool through a random drawing by the Council Officers immediately following today's meeting. Dwight Hahn as Acting Parliamentarian will observe the proceedings and anyone else who would like to observe is welcome to do so.

v. The Learning Outcomes vote was communicated to the University President.

vi. John Day will put on the Grievance Procedure amendment on the agenda for the next meeting of the Committee on Academic Affairs of the Board.

vii. As per instructions, the Chair of the Council submitted the

proposal from the RTS committee to Bob Kolesar (Math), chair of the Faculty Handbook Committee on August 24. The committee has met, so the clock is ticking. They are scheduling open hearings.

## II. Items for Business

A. The following slate of representatives for the Board Committees have all agreed to be nominated. The slate is: Frank Navratil for Investment; Marc Kirschenbaum for Finance; Anne Kugler for Academic Affairs; Sheri Young for Advancement; Karen Gygli for Student Affairs. Opened floor for further nominations; none given.

**Action:** Motion to approve the slate as is was made by Dwight Hahn, seconded by Bill Bockanic. With no discussion, the motion is carried by consensus.

B. Vacancies on the Faculty Council and committees: Tom sent a list of vacant seats on the Council and various committees that need to be filled. Nominations are now open and will close after first full faculty meeting on September 26. Voting will be held for one week after that meeting.

i. Does being on Grauel leave for any semester of the three-year term on Council disqualify one from holding the seat for that and all subsequent semesters of the term? Refer to Elections Committee for recommendation? Discussion followed: Previous policy appeared to be that a faculty member going on leave needed to step down from Council or any committees for the duration of his/her term. Reservations about the desirability of such a policy were expressed

**Action:** A motion was made to refer the policy to the Election Committee, in consultation with the faculty and the Handbook Committee, for investigation into the possibility that to force someone on leave off of a committee or council is discriminatory, discourages faculty from running, whether it violates or is consistent with the Faculty Handbook, and the desirability of distinguishing between Grauel and other forms of leave. The motion was made by B. D'Ambrosia, seconded by R. Day. The motion carries with 14 for, 0 against and 2 abstentions.

C. EEO statement changes were discussed. The most recent statement is the following: "JCU will not discriminate against any employee or applicant for employment based on race, age, sex, religion, ethnic or national origin, disability, military or veteran status, sexual orientation or genetic information, as defined and protected by local, state and federal laws and regulations." (See the HR website under "Resources/Policies).

The question set before Council was whether to refer the new statement to the Committee on Gender and Diversity for further study. Sheila McGinn, the chair of the Committee on Gender and Diversity, reported that the committee has already discussed the new statement. There is concern with the last clause of the new statement and the question being discussed by the committee is what and how to ask it be altered. The Chair requested that the committee discuss and decide upon a proposal concerning the EEO statement and bring it back to Council.

**Action:** A motion was made by Dwight Hahn that the EEO statement be referred to the Committee on Gender and Diversity for a written proposal to be brought back to Faculty Council. It was seconded by Marc Kirschenbaum. The motion carried, the vote being 14 for, 0 opposed and 2 abstentions.

D. Grievance Committee Report recommendations: A recent grievance was resolved with the committee making a recommendation on the specific case, which must remain confidential. The committee also made some recommendations on promotion procedures that were made public on the Faculty Council website: "In our report to the President we recommended that he direct the Academic Vice President to start a process, along with COAD, to have departments review their standards and procedures for promotion. We recommend that the Faculty, working through the Faculty Council, join in this process."

First step needed seems to be to have Council charge RTP with sending representatives to a meeting planned for late September between COAD and department promotion committees/chairs. John Day is currently setting up a meeting on promotion with promotion committee members, COAD and chairs, and is fine with having the entire RTS committee and/or its chair in attendance.

**Action:** Dwight Hahn made a motion for the RTS committee and its chair to attend the meeting on promotion policies. Linda Koch seconded the motion. The motion passed unanimously.

E. Ad Hoc Committee on Summer Session: In the spring, 2012, this committee recommended creating a standing committee to study issues concerning the summer session. This proposal was voted on and approved by Council. Since the summer session schedules are typically submitted in September, the Council needs to make an immediate decision on what to recommend on how to populate this committee with faculty. The question for action is: should faculty already elected to the Enrollment Committee

also serve on the Summer Sessions committee? A concern was raised that those who ran for the Enrollment Committee did not know about this added responsibility, but it was decided that the Election Committee could inform these members of this now and in future elections. Since this new committee would be a standing committee, a concern was raised that it would add to non-compensated work by the faculty, and a question was raised as to whether Council had the authority to create new committees. Council in this case made a recommendation to the provost for representation on this committee and is now recommending how to populate it, which is within its purview. Concerns were raised about purview, workload, and communication with the faculty as a whole. It was noted that the Ad Hoc committee was composed of elected faculty who were not members of Council, that worries about summer session and academic integrity are widely held, and that no faculty member would be forced to serve.

**Action:** Roy Day made a motion that the standing committee on the summer session be populated by faculty on the enrollment committee and Dwight Hahn asked that the motion be amended to say that the committee be populated by *elected* enrollment committee faculty members. Barbara D'Ambrosia seconded the motion. The motion carried with a vote of 14 for, 0 opposed and 3 abstentions.

F. The funding of faculty to attend governance conferences—Last spring, Council recommended that university funds be made available for faculty to travel to conferences on governance. We need to decide who gets to apply for these funds, who decides who gets to go, and how much should be available. The Provost is willing to take this up with the Budget committee but needs more line item detail

**Action:** Dwight Hahn moved that the Faculty Council Officers work out the final details of the proposal approved by FC last spring for the funding of faculty who incur expenses for the development of governance skills. Those details are to include an amount for a dedicated budget line for which the Provost will seek approval by the UBC. Sheila McGinn seconded the motion. Motion carried.

G. A new draft of the 403b has been brought to the Council, and now needs a motion to send it to the Compensation Committee for investigation. Gary Porter said that there is not new information in this proposal, but that it is simplified and so might be easier to understand. A

discussion ensued on cost and how this plan differs from what emergency funds are already available from TIAA-CREF and whether the costs shared could be covered by the university or TIAA (they cannot be). A question was raised on how often the same proposal can be brought to the Council, and the answer in Robert's Rules of Order is that it is at the discretion of the Chair, according to Dwight Hahn, acting Parliamentarian. Since we are in a new session, anything can be brought up.

**Action:** Dwight Hahn moved to send this rewritten proposal on the 403b plan to the Compensation Committee for further study. This motion was seconded by Gary Porter. This motion carried, the vote being 12 yes, 1 no, and 2 abstentions.

H. Committee reports:

i. Committee on Academic Policies: the committee thinks the conversation on transfer credits during the summer needs to be made broader.

ii. Rank, Tenure and Promotion: No report.

iii. Research, Service and Faculty Development: A. Imam handed in a slate of RSFD members who have agreed to serve on the University Research and Service Committee.

iv. Faculty Compensation: report included the continuing work with the Administration on the regression analysis, investigating changes in benefits made without consultation with faculty, and that new faculty beginning employment this fall will have different benefits than faculty already employed at the university. The committee has sent an email to Jonathan Smith for consultation. The committee is trying to have a different model of administration-faculty communication. The committee is still waiting to hear the results of the Sibson study on Administration and Staff salaries.

v. Gender and Diversity—working on the Stop Bias campaign, the EEO clause, the training of campus police and worries over firearms carried on campus and the potential for racial and ethnic profiling. They also would like more and better information disseminated when there is a campus emergency with a student.

The meeting was adjourned at 3:30PM. Immediately following the meeting, the grievance committee selection was made, observed by the parliamentarian.

Minutes prepared by K. Gygli, secretary to Faculty Council