

## **Minutes from Faculty Council Meeting, September 10, 2014**

The Faculty Council (FC) Meeting on September 10, 2014 was held in the Mackin Room of Grasselli Library and began at 2:02 pm. The following FC members were in attendance: Roy Day (Chair), Barbara D'Ambrosia (Vice-Chair), Gerry Guest (Secretary), Ryan Allen, Scott Allen, Jeff Dyck, Tina Facca, Simon Fitzpatrick, Dwight Hahn, Simran Kahai, Dan Kilbride, Marc Kirschenbaum, Linda Koch, Gloria Liu, Annie Moses, Mike Nichols, Alisa Nutting, David Shutkin, Elizabeth Stiles, Sheri Young, and Tom Zlatoper. Cindy Lenox and Sheila McGinn were absent.

The agenda for the meeting was distributed electronically and in advance, as were the chair's announcements (see Appendix A and Appendix B, respectively).

### **I. Chair's Announcements**

A. Procedures for Faculty Council Meetings – Day noted that we will be following Robert's Rules of Order.

#### **B. General**

a. Parliamentarian – Brent Brossmann has been asked to serve as parliamentarian but has not yet responded.

b. Release time/compensation for Faculty Council business – Currently, Day gets 1 course release as FC Chair. Another course release is yet to be determined.

#### **C. Status of Faculty proposals**

##### **a. Graduate Dean proposal**

Day reported that there is an ongoing proposal from Faculty Handbook Committee concerning the Graduate Dean. Day has asked all department chairs to have a meeting to solicit input from their faculty. Day will send an email to chairs asking them to return feedback to him by the end of October. This will hopefully allow time for the Provost to prepare a proposal to submit to the Handbook Committee by the end of this semester. No objections were voiced to this plan.

### **II. Items for Business**

#### **A. Representatives for Committees of the Board of Directors**

Most of these representative positions are related to FC committee chairs. They are as follows Roy Day (as FC chair) attends the Academic Affairs Committee, Kilbride (as Compensation chair) attends the Finance Committee, Koch (as Enrollment chair) attends the Student Affairs

Committee, Guest (as FC secretary) attends the Advancement Committee. Kahai was chosen last year as the representative to the Investment Committee.

Day moved that these appointments be approved by the FC. Young seconded the motion and it passed unanimously.

Day noted that the goal here is for the faculty to represent their constituencies and to report back to them. Kirschenbaum asked about the Finance Committee and confidentiality. In the past the meeting was confidential. This was not indicated at the orientation meeting held today during the lunch hour.

It has also been decided that the Chair of FC will address the Board of Directors at its December meeting.

#### B. Vacancies on Faculty and University committees

The search committee for University General Counsel needs a faculty representative. Day asked for nominations. D'Ambrosia suggested Elizabeth Swenson, Scott Allen suggested Bill Bockanic. Day will speak to both of them.

Shutkin reported on vacancies that need to be filled in the next election. Koch has resigned from Gender & Diversity. There are two Division IV vacancies on FC. Other vacancies include seats on RTP (Divisions 3 and 5), RSFD (an at-large seat), the Library Committee, the University Strategic Planning Group (a Boler representative), and the Natural World Subcommittee of the Core Curriculum (1 vacancy).

Day proposed that we institute one election in the Fall to fill vacancies; then perhaps one at the beginning of the Spring and one at the end of the Spring. This has been discussed with the Election Committee and FC Executive Committee. For the current election, nominations will close on September 25 and then the election will run for a week after that. Day asked FC members to encourage their colleagues to run for these openings. Shutkin will send out the call for nominations in the next day or so.

#### C. Proposal to appoint Anne Kugler as the University's Ambassador to the New American Colleges & Universities

Day noted that this issue was left over from last Spring. It was decided then that Kugler was the administrator whose duties best match the needs of this position. Hahn moved that we endorse the selection of Anne Kugler to this position (seconded by Facca). The motion was passed unanimously.

#### D. Charge to Compensation Committee

Day reported that he had met with the Provost and Fr. Niehoff last Friday. At this meeting Niehoff extended an invitation for the Compensation Committee to develop a proposal concerning faculty compensation. This proposal would potentially include a new set of comparator schools and targets for salary by rank and years in service. It was indicated that the Board wants to see such a proposal. It would also have to be agreed upon by the administration and voted on by the faculty. Day noted that this might be an opportunity to set goals that the administration would commit to.

Kilbride noted that the Compensation Committee could take up this charge, reformulate it or reject it. Rich Mausser had indicated to him that a new list of 10-15 comparators might be desirable.

Hahn asked for Kirschenbaum's thoughts on comparators. Kirschenbaum suggested that there would be an advantage to having a new list of comparators. Kilbride noted that an aspirant group would also be useful.

Jim Krukones noted that we currently rely on CUPA data focusing on institutions with AACSB accredited business schools.

Kirschenbaum advocated for input by all faculty before we finalize a new comparator group. Day noted that any proposal from the Compensation Committee would be voted on by the faculty and that there would be open hearings prior to a vote. Day also noted that Fr. Niehoff suggested that a few schools without AACSB accreditation could be on the list.

Jeanne Colleran voiced her conviction that this is a good opportunity for the faculty. There are several different comparator groups that get invoked in various contexts on campus. If the Compensation Committee could come up with a manageable group, it could potentially be used across the university. Hahn noted that the charge here is to look solely at compensation. Kilbride confirmed this.

Scott Allen inquired about the timeline for this undertaking. Day responded that a faculty vote before the May Board meeting would be a realistic target. Hahn suggested the Kilbride report back to FC in October to discuss the pros and cons of using CUPA data. Day voiced the opinion that the Compensation Committee should be allowed to do its work without being overmanaged by FC. Hahn voiced a concern that this charge was coming from the administration and not FC. Day suggested that the FC charge the Compensation Committee to come up with a proposal regarding compensation that would go to the faculty for a vote. The Committee could then decide the contents of that proposal. Kirschenbaum urged the FC to seize this opportunity, noting that there had been faculty votes in the past regarding compensation. The difference is that there never was a commitment from the administration. This is a chance for such a commitment.

Kilbride then moved that the FC charge the Compensation Committee to come up with a proposal regarding faculty compensation that will be voted on by the faculty and then brought to the Board.

Hahn made a friendly amendment, adding that FC should be keep in the loop as the proposal developed. Day noted that the original motion didn't suggest otherwise. Hahn suggested removing the phrase "that will be voted on by the faculty and then brought to the Board."

Thus amended, it was moved that the FC charge the Compensation Committee to come up with a proposal regarding faculty compensation. The motion was seconded by D'Ambrosia and passed unanimously.

#### E. Changes in the Advising Office

Day noted that he has received complaints from faculty about the way the Office of Academic Advising has been reorganized. The overhaul of the staff was done without faculty consultation. Academic Advising is a responsibility of the faculty. Reorganizing the office should only be done in consultation with the faculty. The change in question took place over the summer with no faculty input.

Maryclaire Moroney responded that the Working Group on Advising as part of the Academic Planning Task Force made recommendations related to the advising office. Concerns were raised here about efficacy and efficiency. The office has been reorganized to reduce the number of staff and to carry out better of the mission of the office. Much of this was not a public conversation because it was about personnel changes.

D'Ambrosia noted that the problem is that the changeover took place and then faculty were informed. Day suggested that Moroney might explain how these changes reflect faculty will as set out in the APTF recommendations. This could help us with the Higher Learning Commission in the future. Moroney agreed to this.

Jeanne Colleran voiced her desire that faculty and administration work together well, noting that everything that we do is in some way negotiated. Progress needs to be made here and we need to have a conversation about these issues of governance and authority. There have been inconsistencies over the years in the charge of the Office of Academic Advising. The goal here was better support through a reconceptualization of the leadership of the office. This is a decision that is appropriate to the administrative realm. Faculty input will be needed in future to assess the effectiveness of this office. Day acknowledged that the administration has the right to do these hirings and firings. Moroney reported that she hopes to organize an advising task force made up of faculty to work with her office. A formal request will go out.

#### IV. Items for 9/24 the Faculty Meeting

Day suggested that the Provost address the faculty at the September 24 General Faculty Meeting concerning the possibility that the search for a CAS Dean be postponed for a year because of the large number of Jesuit schools searching for deans. No opposition was voiced to this notion.

The meeting was adjourned at 3:23 pm.

Submitted by Gerry Guest, Secretary

## **APPENDIX A – The Agenda**

### **I. Chair's Announcements**

- A. Procedures for Faculty Council Meetings: See attached handout.
  - a. Roberts Rules
  - b. Procedure for approving minutes
  - c. Procedure for introducing items for Faculty business
  - d. Order of business for Faculty Council Meetings
- B. General
  - a. Parliamentary
  - b. Release time/compensation for Faculty Council business
- C. Status of Faculty proposals
  - a. Graduate Dean proposal

### **II. Items for Business**

- A. Representatives for Committees of the Board
- B. Vacancies on Faculty and University committees
- C. Proposal to appoint Anne Kugler as the University's Ambassador to the New American Colleges & Universities
- D. Charge to Compensation Committee
- E. Changes in the Advising Office
- F. Governance issues

### **III. Committee Reports**

- A. Elections – David Shutkin
- B. CAP – Mike Nichols
- C. RTP – Tom Zlatoper
- D. RSFD – Tina Facca
- E. Compensation – Dan Kilbride
- F. Gender and Diversity – Alissa Nutting
- G. Enrollment and Student Life – Linda Koch
- H. Revenue and Spending – Cynthia Lenox

### **IV. Items for 9/24 Faculty Meeting**

- A. Introduction of new Faculty

- B. Nominations
- C. Terry Mills, Assistant Provost for Diversity
- D. CAS Dean Search
- E. ?

V. New Business

VI. Adjourn

## **APPENDIX B – the chair’s announcements**

### **Status of Faculty Proposals from the 2013-14 academic year**

All proposals that were passed by the Faculty and which required the approval of the President have been approved.

### **Election Results**

In the spring 2014 elections one of the candidates for the Faculty Grievance Pool was ineligible for the position. This was also the case for the Faculty Board of Review Pool. In both cases, three candidates were running for two positions so if the ineligible candidates are removed from the ballot the remaining two candidates are elected. The revised election results are: Elected to the Faculty Grievance Pool: Doug Norris (MT) and Roger Purdy (HS). Elected to the Faculty Board of Review: Gerald Weinstein (AC) and Beth Martin (PS).

### **University Committee Changes**

Over the summer the Administration replaced the University Planning Group with the University Strategic Planning Group and the University Budget Committee with the University Budget Advisory Committee. The elected faculty on the old committees will assume elected faculty positions on the new committees, with the same terms. The charge and composition of the two new committees is attached.

The President has established a new University Leadership Council. The Chair of Faculty Council and the Chair of Staff Council have been invited to serve on the council.

### **Faculty Compensation Plan**

Fr. Niehoff has invited Faculty Council to charge the Committee on Finance, Compensation and Work Related Policies to work with members of the Administration to develop a proposal for faculty compensation. Specifically, the proposal should develop a new set of comparator institutions and targets for salaries by rank and years in service. Fr. Niehoff has indicated that improving faculty compensation is a priority and he would welcome the opportunity to take a faculty approved proposal on compensation to the Board.

### **CAS Dean Search**

Eleven AJCU institutions have open positions for Dean of Arts and Sciences this year. The Provost has suggested it may be beneficial for JCU to postpone the dean search for a year. She is willing to discuss this with the faculty at the September Faculty Meeting.

### **Provost Council**

The Provost Council agenda topics for the fall semester is attached. Faculty are encouraged to contact the members of Faculty Council who serve on the Provost's Council (Barbara D'Ambrosia, Vice Chair of FC, Mike Nichols, Chair of CAP, Alissa Nutting, Chair of G&D, Linda Koch, Chair of Enrollment) if they are interested in the topic to be discussed.

### **AAUP Summer Institute**

The chair of Faculty Council attended the AAUP Summer Institute at Hofstra University using Faculty Council travel money. He attended workshops on *Faculty Handbook Improvement, Shared Governance* and three workshops on *Understanding University & College Finances*. He will be presenting some of what he learned to the Committee on Finance at their next meeting.

### **Handbook Amendment Proposal**

In May the Faculty Council Chair and the Handbook Committee Chair received a proposal for a Handbook Amendment from the Department of Economics and Finance. The proposal was received too late to send to the Handbook Committee in the spring 2014 semester so the first Faculty Meeting 30 days after receipt of the proposal should be the meeting on October 22, 2014.

### **Reports from the Core Directors**

Please read the report<sup>1</sup> from the Director of the New Core and the report<sup>2</sup> from the Director of the old Core. There are some issues that will require the attention of Faculty Council later in the semester.

1 <http://facultymedia.jcu.edu.s3.amazonaws.com/facultycouncil/files/2014/05/new-UCC-report-to-university.Spring-2014.pdf>

2 <http://facultymedia.jcu.edu.s3.amazonaws.com/facultycouncil/files/2014/06/old-UCC-Directors-Report-2014.pdf>