

**Faculty Council Meeting
January 14, 2015
Mackin Room, Grasselli Library**

The following Faculty Council members were in attendance: Roy Day (Chair), Barbara D'Ambrosia (Vice Chair), Gerry Guest (Secretary), Ryan, Allen, Scott Allen, Paul Challen, Jeff Dyck, Kristen Ehrhardt, Tina Facca, Simon Fitzpatrick, Dwight Hahn, Simran Kahai, Linda Koch, Cindy Lenox, Gloria Liu, Annie Moses, Mike Nichols, Alissa Nutting, David Shutkin, Elizabeth Stiles, Sheri Young, and Tom Zlatoper.

The following members were absent: Jean Feerick and Dan Kilbride.

The agenda for the meeting was distributed in advance via email. The meeting started at 2:04 pm.

Minutes

I. Chair's Announcements

A. The Minutes from December 14 were approved without changes and by unanimous consent.

B. Dean searches. Both the CAS and Boler School searches are moving ahead. An update on the CAS search will be given by the Search Committee at the next General Faculty Meeting (January 28).

C. Fair trade proposal. The student-driven proposal was approved by the administration and a related press release was issued. This was done before the Faculty Vote was finished, but Roy Day noted that the faculty vote was for the purposes of endorsement.

D. The Curtis W. Miles Faculty Community Service Award. Erin Johnson has been chosen the winner by the Committee, but she has not yet been notified. Day will notify her and announce it at the next General Faculty Meeting.

E. Provost's Address to the Faculty on January 15. This will concern the HLC. The Provost and President as well as Brian Williams and Rich Mausser went to Chicago in December. The Provost will report on that meeting, although we will not receive the official HLC report until March. Day encouraged all faculty to attend this meeting, noting that we have a lot of work to do over the next several years. It is likely that the accreditation model will move away from the once-a-decade visit to more frequent evaluations. Day noted that he believes much progress has been made this year in the area of assessment, but that morale and governance also need to be addressed.

F. Mission Town Hall, January 21. Day noted that this is an important meeting because of the new University Learning Goals being developed.

G. Report from Provost's Council. Linda Koch reported on the meeting held earlier in the day. There was a long discussion on HLC. In response to the HLC report, steps have been taken to improve morale at JCU. Beyond these efforts, it is difficult to know how to solve the longstanding low morale issue. The new University Learning Goals were discussed. A draft has been formulated, and Ed Peck will be seeking input on them at next week's Mission Town Hall. The Provost is considering changing the purpose of Provost's Council to be more action-oriented as opposed to its current conversational format. Diversity was discussed. It was suggested that bias is still a problem among some students and employees and that work in this area needs to be done. Hahn asked if we would be getting new official information from the HLC. Day explained that a report was sent in December after the Chicago visit and this will be discussed at the January 15 meeting. With regard to alleged incidents of bias, Day noted that Terry Mills has been given more responsibility for deciding what is to be done in such cases. We might at some point invite Mills to discuss issues relating to bias and the classroom at a General Faculty Meeting.

II. Items for Business

A. Election to replace members of committees who are on leave this semester.

a. Committee on Gender and Diversity: Debbie Rosenthal has been nominated to substitute for Emily Butler for Spring 2015 (this is an at-large position). Nutting moved that this change be made (Stiles seconded). The vote was unanimous in favor of the motion.

b. University Strategic Planning Group: Tina Facca has been nominated to replace Walter Simmons for Spring 2015 (BSOB seat). D'Ambrosia moved that this change be made (Zlatoper seconded). The vote was unanimous in favor of the motion.

c. CAP. Peifang Tian has been nominated to replace Rebecca Drenovsky for Spring 2015. Nichols moved that this change be made. The vote was unanimous in favor of the motion.

B. Election of Faculty Representative to Board Committee on Properties, Technology, and Facilities. Day asked for a volunteer for the remainder of the year (1 meeting). Cindy Lenox volunteered. D'Ambrosia moved to elect Lenox (seconded by Hahn). The vote was unanimous in favor of the motion.

C. There is now a Board of Directors website (<http://sites.jcu.edu/boardofdirectors/>) with more information than was previously available. This has not been well

publicized and the link from the President's webpage (<http://sites.jcu.edu/president>) is actually not correct as of this writing.

- D. Additional questions for the Chronicle Great Colleges to Work for Survey. Day reported that the survey results in a kind of honor roll, but that it will also be used by JCU to identify areas needing work. It is thus an assessment tool. It is expected that the results of the survey will be made public, as opposed to 2009 when the results were not shared. All employees will be able to participate this time; PT faculty will be included (if they are teaching this semester and if they have taught for several semesters in the recent past).

As faculty, we have the opportunity to add five additional questions and one open-ended question. We do not, however, have a lot of time for this. Some discussion of the Job Categories and Job Roles ensued. The former cannot be customized to JCU.

Day noted that the survey related to morale and our being able to add questions might help us in improving morale. Stiles noted that we might gauge discrimination in relation to diversity and specific issues (e.g., race, gender, sexual orientation). Scott Allen suggested that shared governance and/or communication might be addressed. Day noted that there is a section of questions on Shared Governance and Senior Leadership. Is anything missing from these sections?

Hahn noted that Faculty Governance and Shared Governance are not the same. Day noted that we could add a question relating specifically to Faculty Governance (i.e., FC, FC committees, Standing Committees of the faculty). Hahn noted that the question would have to define Faculty Governance specifically. Day noted that it would be appropriate to ask Faculty their opinion about the Faculty Governance system.

Challen noted that a question might be formulated concerning whether Senior Leadership listens to Faculty. Day and D'Ambrosia noted that collaboration isn't addressed well in the survey and that it needs to be addressed beyond academic decision making.

The survey will be administered in March/April, so questions need to be formulated soon (before the next FC meeting). Hahn pointed out that Stiles has expertise in this area. Facca volunteered to assist in the formulation of questions. Day asked them to meet with Kathleen Dean and to circulate results to FC via email.

Zlatoper suggested that an open-ended question about morale be included.

III. Committee Reports

A. Enrollment and Student Life – Linda Koch – nothing to report.

B. Elections – David Shutkin – nothing to report.

C. CAP – Mike Nichols. Open hearings will be scheduled for the ongoing proposal concerning the disbanding of the outgoing Core Committee and how to handle petitions for the outgoing Core. With regard to the advisory committee on advising, Nichols has not yet heard back from Maryclaire Moroney about when this group will first meet. D'Ambrosia asked whether or not advisors were surveyed this year about the cohort advising program (no survey has been administered). D'Ambrosia noted that this is still a pilot program on which the faculty will vote. Day noted that two years is enough time for making a decision here. Nicholas reported that CAP is also working on revisions to the protocol for creating a new program. The new position of Director of Assessment needs to be incorporated, and the Provost will likely be restructuring the Office of Institutional Effectiveness.

D. RTP – Tom Zlatoper – nothing to report.

E. RSFD – Tina Facca – nothing to report.

F. Compensation – Dan Kilbride – nothing to report.

G. Gender and Diversity – Alissa Nutting – nothing to report.

H. Revenue and Spending – Cynthia Lenox. Challen reported that the Committee would like to solicit input from faculty, students, and staff and that perhaps a website could be developed to do this. Day noted that he needs to ask if a member of the Committee can join the USPG.

IV. Items for 1/28/2015 General Faculty Meeting

A. Day solicited suggestions. The CAS Dean Search Committee will present. If the the Boler School Dean Search Committee wants time, it is available. Some items may develop in response to the Provost's meeting tomorrow and this may become the main topic for January 28. Scott Allen suggested that morale be addressed at some point during a General Faculty Meeting.

V. New Business – none.

VI. Adjourn. The meeting was adjourned at 3:14 pm.

Submitted by Gerry Guest (FC secretary)