

**General Faculty Meeting  
January 27, 2016**

A General Meeting of the Faculty was held on January 27, 2016 in the Dolan Science Center Auditorium and began at 2:06 pm.

The following members of Faculty Council were in attendance: Barbara D'Ambrosia (chair), Mindy Peden (vice chair), Gerry Guest (secretary), Scott Allen, Medora Barnes, Emily Butler, Larry Cima, Gwen Compton-Engle, Roy Day, Jeff Dyck, Tina Facca-Miess, Jean Feerick, Brendan Foreman, Nathan Gehlert, Dwight Hahn, Sharon Kaye, Dan Kilbride, Annie Moses, Nancy Taylor, Peifang Tian, Mariah Webinger, and Tom Zlatoper.

The following members were absent: Mary Beadle, Elizabeth Stiles.

The exact attendance of the meeting was not taken but clearly exceeded the necessary quorum of 39.

The agenda for the meeting was distributed in advance via email.

**Minutes**

I. Announcements

A. Minutes from the November 18, 2015, Faculty Meeting are posted at <http://faculty.jcu.edu/facultycouncil/>. With no changes being offered, the minutes were taken as approved.

B. Ignatian week events. Today's events include awards for service and a panel on refugees in Cleveland.

C. Next Faculty Council meeting: Wednesday, February 10

D. Next General Faculty meeting: Wednesday, February 24

E. Community Forum on Diversity: Wednesday, February 3

F. HR policies under review – see the HR web page (<http://sites.jcu.edu/hr>) under Policies. Comment period on the current set closes on February 5.

G. The Center for Digital Media program review – open meeting on Feb. 1.

H. Board approval of the Strategic Plan. A Steering Committee within the planning group has been formed.

II. Report on the number of faculty eligible to vote – Roy Day, chair of the Elections Committee. This semester there 207 faculty; 13 are on leave; 194 are eligible to vote; 98 is a majority; a quorum is 39.

III. Faculty elections – Roy Day. There are openings on the Elections Committee; Rank, Tenure, and Promotion; Goal Group One of the Strategic Plan; and the Institutional Assessment Committee (three at-large members will be elected to this last committee). Nominations will be accepted until 3 pm on January 28.

IV. Presentation on the First in the World grant (Terry Mills, Assistant Provost for Diversity and Inclusion). Note: Please see the Faculty Business Canvas website for the PowerPoint presentation from today and for the First in the World Grant Project Narrative.

Mills began by introducing Dr. Beth Rosenthal, program coordinator. He then turned to the grant itself. The announcement of the First in the World grant program was made on May 15 of last year. Applications were due by June 30. JCU was awarded the grant on September 28 (only 17 grants were awarded nationally). This is the second year for the First in the World grant program. New this year is a priority on student success factors with an optional priority of developing an early alert system. JCU's intent with the program is to address student success and student thriving as well as to place an emphasis on vertical learning.

We are in now in the first year of four for the grant. In addition to Mills and Rosenthal, Graciela Lacueva will handle the academic side of the project which will involve three successive freshmen cohorts. Each class will be divided into a Gold Group and a Blue Group. The Gold Group (previously known as the at-risk group) will be block enrolled into Aligned Learning Communities. The Blue Group will be aligned but not block enrolled. The College Student Inventory will be used to place students into the two groups.

An Emotional Intelligence Resource Team has been formed and has received 20 hours of training (10 faculty and staff are listed with three names marked as TBD). An Enrollment Resource Group has been formed (5 academic administrators plus the registrar).

The Grant uses evidence-based standards that derive from the "What Works Clearinghouse" (<http://ies.ed.gov/ncee/wwc>).

For the purposes of the grant, course offerings from the following departments will be used: Theology and Religious Studies, Economics, Biology, English, and Communications. Students will be placed into aligned learning communities across departments.

The grant will study factors related to college success and thriving using instruments such as the Thriving Quotient.

Among the questions posed after the presentation:

If Biology is the one science included, how will enrollments be affected in other science departments?

Will students know what group they're in?

How are instructor assignments taken into account in measuring student outcome?

V. Compensation committee – Dan Kilbride.

Kilbride requested faculty feedback on the current salary proposal and where the Committee should go from here. To review: On November 3, the Committee received a response from the Provost that essentially rejected the salary proposal as unworkable. The Faculty Council, in response, charged the Committee to keep working. A recent follow-up from the Provost (available [here](#)) reiterates that the salary proposal is unworkable but requested that collaborative work continue on the peer group.

The Committee is troubled by the suggestion that the salary proposal be shelved or postponed. We have been told by the administration and the board that faculty salaries are a priority.

Jim Lissemore asked the Provost where she stands. Jeanne Colleran replied that a peer group is what was requested here. We also have to be clear about the financial state of the university. We have no budget surplus this academic year. From student loss this semester, we may even have a deficit. We thus do not have the money to fund a salary proposal. Perhaps some money can be re-directed toward salaries and a peer group will help here. Talking about a salary proposal now, however, is a theoretical exercise.

Mariah Webinger asked why we need a new peer group. Kilbride responded that the President asked for one and that not all the schools in the old group are our peers. We have been criticized for being aspirational with the new group – but shouldn't that be the case?

Colleran reported that there will be a 2% raise for faculty with the next contract.

Marc Kirschenbaum advocated for seeing the proposal brought to a faculty vote. The strategic budgeting task force is making key decisions this year, and we have to fight for this. Dianna Taylor also voiced support for continuing to work on the salary proposal. D'Ambrosia responded that she will start a discussion thread on Canvas and that Faculty Council will look at this at its next meeting. Colleran agreed with Taylor but noted that if the proposal is rejected please do not think that faculty is unappreciated. This is a difficult thing to make happen. Colleran asked for a commitment to mutual engagement with an eye toward fiscal realism.

VI. New Business – none

VII. Adjourn – the meeting was adjourned at 3:18 pm.

Respectfully submitted,  
Gerry Guest  
Faculty Council Secretary