

Faculty Senate Meeting Minutes
Room 216 DeBartolo
February 6, 2018

Signed in as Present: Adam Martin, Anna Simon, Annie Coleman, Ben Heller, Ben Radcliff, Catherine Schlegel, Chao-Shin Liu, Dan Johnson, David Gasperetti, Eric Sims, Guangjian Zhang, Jimmy Gurulé, John Henry Hobgood, John Nelson, Marsha Stevenson, Mary Frandsen, Matthew Capdevielle, Mei-Chi Shaw, Meng Wang, Molly Walsh, Nasir Ghiaseddin, Natalie Porter, Paul McGinn, Phillip Sloan, Richard Pierce, Richard Sheehan, Richard Williams, Sergei Rouvimov, Sylwia Ptasinska, Tarek Dika, Tom Nowak, Tom Stober, Xiaoshan Yang

Not Signed in as Present: Aaron Striegel, Cody Brockelmeyer, David O'Connor, David Thomas, Joe Urbany (e-mailed; excused), La Donna Forsgren, Marie Halvorsen-Ganepola, Matt Bloom, Patrick Deneen, Samir Younés (e-mailed; excused), Shahriar Mobashery, Shaun Lee, Shauna Williams, Sibonay Shewit, Timothy Matovina

- Chair, Ben Heller (BH) called the meeting to order at 6:05pm

1. Opening prayer

- BH offered the opening prayer.

2. Provost's Address to the Faculty

3. Minutes of the December 3, 2017, meeting approved unanimously

4. Committee Reports

a. **Executive Committee: Special Elections**

- i. Due to Jeanne Romero Severson's departure from Senate, we need to fill two seats
- ii. Chair of Academic Affairs Subcommittee:
 1. Nominee: Jimmy Gurulé
 2. Jimmy Gurulé elected to chair unanimously
- iii. Vice Chair:
 1. Nominees: Annie Coleman and Paul McGinn
 2. Annie Coleman elected to Vice Chair unanimously

b. **Academic Affairs Committee**, Jimmy Gurulé, Chair

- i. Discussed Classified Research
 1. Decided that we want to remain engaged in this issue.
 2. We would like to require the admin (probably Bob Bernhard) to report to us
 3. Possibly look also at benchmarks at other universities re: reporting
 4. Since we've been asked for our opinion, we'd like to remain engaged.
- ii. BH:
 1. Is there a way to make a motion that captures those elements that you'd like to be included in any reporting from the Office of Research?

2. The proposed motion could be distributed before next meeting.
- iii. JG: Yes, we'll draw that up and circulate it.

c. **Administrative Affairs Committee:** Dan Johnson (DJ), Chair

- i. Academic Freedom/freedom of speech roundtable
 1. Need more time to improve proposal.
 2. Decided to push back timetable on this.
- ii. Standing invitation for President, Exec. VP, and Provost to address the Senate annually.
 1. PM: Scheduling becomes tough with so many visitors.
 2. Nasir Ghiaseddin: We don't have to put it in our bylaws. We can invite whomever we want. It doesn't have to be written anywhere.
 3. BH: We can talk about whether there is a standing invitation for a formal address. There is some advantage to having it written down.
- iii. DJ:
 1. Motion: The Senate resolves to extend standing annual invitations to the President, the Provost, and the Executive Vice President to visit the Senate and to invite the President to deliver his annual Address to Faculty in the Senate as he did this academic year (with logistics to be determined).
 2. Motion passed.

d. **Benefits Committee:** Nasir Ghiaseddin, Chair

- i. NG: We are meeting with Meritain in March to discuss approval of procedures.
- ii. BH: Will anyone from HR be there?
- iii. NG: Yes, it is at HR with a rep from Meritain. E.g. A patient in need of radiation treatment could experience a deterioration in condition during the time it takes to get approval.
- iv. Tom Nowak: There is a retiree luncheon. A number of retirees asked me questions about benefits. I went to Denise and she addressed all of the questions. I communicated the answers to retirees on my email list. I just want to say that Denise handled it all very, very well.
- v. NG: Yes, she is very professional in that way.
- vi. BH: In my experience, there are mechanisms in place to help people navigate this. Health advocates, etc. Reach out to them.

e. **Student Affairs Committee:** David Gasperetti (DG), Chair

- i. Two issues we've been investigating.
 1. University Village:
 - a. Now the University has come through to allow all residents to move to Fisher. All will receive \$400 subsidy. It is believed in August 2019 a new facility will be built.
 - b. Seems like grad students and residents are cautiously optimistic.
 2. Mental Health initiative

- a. Statements on Syllabus re: mental health resources
- b. We've broadened that out
- c. Met with McDonald Center (Kelly Hogan?)
 - i. Syllabus statement sounds great.
 - ii. Education of faculty re: identifying students under stress.
 - iii. Modifications to classroom space to make the overall experience for students less stressful
- d. Meeting with Erin Hoffman Harding on 2/22 to discuss further.
- e. Hope to have by March a series of resolutions on this matter.

5. **New Business**

- a. Phil Sloan: This is an issue that the Provost addressed. We are working to develop an official association of emeriti.
- b. NG: How about the space? Are they going to provide any?
- c. PS: One thing at a time, but we feel that meeting with Provost's office suggests that it is moving in a positive direction.

Meeting adjourned at 7:59pm

Respectfully submitted,
Matthew Capdevielle, Co-Secretary
Senator for Special Professional Faculty

Questions from Faculty Senators for Provost Thomas G. Burish January 17, 2018

The following questions were submitted by faculty senators in preparation for the visit of Provost Burish to the faculty senate on Tuesday, February 6 (6 pm, in DBRT 216). We anticipate that the Provost will speak for 30-40 minutes, followed by 30 minutes for Q&A. After that the Senate will move to committee reports and new business (the Provost is of course welcome to stay for this second part of the meeting if he wishes).

1. Equal Opportunity Clauses in Hiring (Rich Sheehan, Finance)

a) Does the University subscribe to the standard equal opportunity clauses that are routinely attached to job postings and job hires? Parenthetically, I would note that those clauses allow for affirmative action based on gender, race, religion... b) Has the University at some point instructed individual departments that they must hire a Catholic, and if that is the case then how are those instructions consistent with equal opportunity?

I think the answer to the first part is a strong affirmative, and I know the answer to the second is also positive, but those two positives for me creates a major ethical dilemma that does not appear to have been addressed. The University says it is an equal opportunity employer, presumably giving a preference for Catholics. No problem there, at least from my perspective. But when a department is told "hire a Catholic or don't hire anyone" - and multiple departments have been told exactly that - it would appear to me that the University has stepped far beyond affirmative action. To tell a department that a faculty hire must be a Catholic and not to include such a statement in postings for the position would appear to be unethical since non-Catholic job applicants will be wasting their time and effort applying for a position where there are not equal opportunities.

2. Classified Research (Ben A. Heller, Romance Languages and Literatures)

Has a final decision been made about the possibility of allowing the conduct of classified research (CR) at Notre Dame? If the decision was made to allow some kinds of CR, what safeguards will be put in place to make sure that ethical considerations are paramount in the authorization process?

3. Tax Reform (Marsha Stevenson, Library)

How is Notre Dame going to handle the decreased revenue due to the tax reform?

4. Bias in Teaching Evaluations (Richard Pierce, History and Africana Studies)

The presentation by the group led by James Brockmole to the Faculty Senate indicated that there was a negative bias in the CIFs experienced by faculty of color, women, and non- native English speakers. What statutory measures, if any, have been installed to ensure that all faculty are judged equitably when assessments utilize the CIFs?

5. Graduate Married Student Housing (David Gasperetti, German and Russian)

Because of the importance of family and community in the Catholic tradition and at Notre Dame, could the university not try to find a donor or donors who would give enough to finance the building and upkeep of a new graduate married student housing facility?

6. The Faculty Senate (David Gasperetti, German and Russian)

Can you speak about your views on the role of the Faculty Senate?

7. Communications (Phil Sloan, Emeriti)

a) An issue has been raised that is of importance not only for emeriti, but for Notre Dame faculty and professional staff more generally. This is the

problem of a lack of information flow about important issues that is in many respects an unintended consequence of driving so much communication to Web platforms. For example, when *Notre Dame Reports* was published, there was general information available concerning the constitution of major committees, results of departmental reviews, major committee reports, and records of publications and other professional activities by faculty. Finding this material is no longer possible in any single source. This problem is accentuated for emeriti faculty, who often do not receive even regular departmental communications. This underlies the need for some more transparent and easily accessible *single source* that can convey this information in the way *Notre Dame Reports* once did. As one faculty member put this: “Online publication on the Provost’s Office website was to provide the new location for reports on the membership of official committees and organizations, as well as for official minutes of the regular meetings of these groups. All of this was to continue as in the past. Unfortunately, none of these commitments were fulfilled. As a consequence, there is no publicly available information today about the proceedings and membership of even the most important official groups, e.g., Academic Council, Graduate Council, College Councils, Faculty Senate, and the like. In fact, it is no longer even clear that many of the 20 or so groups and committees that used to be reported on in NDReport even exist today.”

Please discuss the possibility of addressing this concern.

b) This also points to a concern of many emeriti for the need of some kind of communication instrument that reaches across colleges and departments that can connect retirees in a common electronic communication system. There is also concern expressed for the need for some kind of social space for gatherings of emeriti faculty. Discussion is currently being carried out with members of your staff to help establish a more adequate electronic communication system that can form an association of emeriti and professional staff similar to that at several universities.

8. Emeriti in Flanner Hall (Phil Sloan, Emeriti)

Can you provide more information on any possible plans to move Arts and Letters emeriti faculty from their current location in Flanner Hall? There are rumors of major renovation of the building, but no evident involvement of emeriti in these decisions. Some discussion seems to have been made on moving emeriti back into offices in their former departmental space. Please clarify if possible.

9. CEO Program (Phil Sloan, Emeriti)

Can you provide more information on the proposed program for CEO's and other interested professionals similar to that at Stanford and Harvard?

10. Contraceptive Coverage for Faculty and Staff (Phil Sloan, Emeriti)

Can you clarify the status of the contraceptive coverage plan for faculty and staff?

11. Associate and Full Professors (Richard Williams, Sociology)

A few years ago, the Provost's Blue Ribbon Committee reported that long-term Associate Professors were one of the least-satisfied groups on campus. Written comments suggested that perceived failures of the promotion process concerned many. Evidence for these concerns dates back more than a decade. On April 6, 2004, the *Notre Dame Observer* reported that "Less than half of Notre Dame's faculty members have achieved the rank of full professor and the University has the lowest percentage of full professors among top twenty institutions, which may lower the rankings of individual departments. According to statistics provided by the Office of Institutional Research, 45 percent of Notre Dame's faculty is at the rank of full professor, a statistic equal to or better than a number of Notre Dame's Catholic peer institutions but one that falls behind the top twenty peer institutions, that have 55 percent of their faculty at the full professor rank." The article also said "We clearly

lag behind in terms of female full professors” and “promotion and hiring of women at the full professor rank is a serious problem here.” Mark Roche, then-Dean of the College of Arts and Letters, said “[I] don't view it as a long-term problem” and “ten years from now I anticipate that we may have caught up.”

Fourteen years have now passed since the *Observer* article. Where does the university stand today with regards to full professors? What steps, if any, has the university taken to address the concerns long-term Associates expressed in the Provost’s Blue Ribbon Report?

12. Metrics of Undergraduate Program Success (Natalie Porter, Anthropology)

Anecdotal information suggests that the number of departmental majors is no longer the sole or primary metric of undergraduate program success at the University or its Colleges. If this is the case, what are the emerging metrics for faculty lines, course releases, and other incentives that might include departmental minor students, honors students, interdisciplinary research, etc.? If this is not the case, how transparent is the process for determining undergraduate program success based on the primacy of major numbers and can it be reconsidered to include other forms of faculty engagement with our students?

13. Martin Luther King Day Observance (David Gasperetti, German and Russian)

Given the historic and symbolic importance of the life of Martin Luther King, why do we not declare a university holiday on his day, while at the same time holding events to celebrate his accomplishments?